



Freedom of Information request reference number: 7076.1

Date of response: 13 January 2023

Request:

For each of the calendar years 2019, 2020, 2021, and this year to date, please can you provide figures on the following:

1. *How many formal grievances have been raised with the service by female members of staff and female firefighters regarding complaints of harassment, inappropriate behaviour and assault?*
2. *How many claims have been submitted to employment tribunal regarding the above;*
3. *How many of those claims have settled prior to a full/remedy hearing;*
4. *What was the settlement figure in each claim?*
5. *How many of those settlements involved the signing of a non-disclosure agreement?*
6. *How many grievance/discipline cases have been brought by the service in relation to inappropriate behaviour/conduct* by an employee (*sex discrimination, harassment)?*

Response:

Please see my response to your queries in turn below:

How many formal grievances have been raised with the service by female members of staff and female firefighters regarding complaints of harassment, inappropriate behaviour and assault?

The table below shows a breakdown of the number of LFB grievance cases recorded, that were raised by female members of staff (including operational staff), and have been categorised as 'Inappropriate behaviour' or 'Unfair/discriminatory treatment'.

Those marked ≤ 5 mean there are more than one, but less than five cases recorded in that year. As the request returned small numbers for some of the years, providing the exact figures could lead to specific individuals being identified from the data. Therefore, I consider a further breakdown exempt from disclosure under the FOIA via [Section 40 – Personal Information](#).

Year	2019	2020	2021	2022
Number of LFB grievance cases that were raised by female members of staff (including operational staff), and have been categorised as 'Inappropriate behaviour' or 'Unfair/discriminatory treatment'.	≤ 5	9	≤ 5	0

How many claims have been submitted to employment tribunal regarding the above;

≤ 5

Providing a further breakdown could lead to individuals being identified from the small numbers returned.

Therefore, I consider a further breakdown exempt from disclosure under the FOIA via [Section 40 – Personal Information](#).

How many of those claims have settled prior to a full/remedy hearing;

Zero

What was the settlement figure in each claim?

N/A (please see answer above)

How many of those settlements involved the signing of a non-disclosure agreement?

Zero

How many grievance/discipline cases have been brought by the service in relation to inappropriate behaviour/conduct by an employee (*sex discrimination, harassment)?*

The table below shows a breakdown of the total number of LFB grievance cases recorded, that have been categorised as 'Inappropriate behaviour' or 'Unfair/discriminatory treatment'.

Year	2019	2020	2021	2022
Number of LFB grievance cases raised that have been categorised as 'Inappropriate behaviour' or 'Unfair/discriminatory treatment'.	18	18	9	9

The table below shows a breakdown of the total number of discipline hearings that have been deemed as bullying, harassment and/or discrimination.

Those marked ≤ 5 mean there are more than one, but less than five cases recorded in that year. As the request returned small numbers, providing the exact figures could lead to specific individuals being identified from the data. Therefore, I consider a further breakdown exempt from disclosure under the FOIA via [Section 40 – Personal Information](#).

Year	2019	2020	2021	2022
Number of LFB discipline hearings that have been deemed as bullying, harassment and/or discrimination.	≤ 5	≤ 5	≤ 5	≤ 5

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request [on our website](#).