



LONDON FIRE BRIGADE

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Request:

1. How many employees were employed in this public sector organisation in these departments for each of the following years between 2008 to 2020 by supplying the total, the number of female employees and those classed as black, Asian and minority ethnic employees. For example:

2008

- Operational total = XXXX
- Operational females = XXXX
- Operational black, Asian and minority ethnic females = XXXX
- Operational black, Asian and minority ethnic males = XXXX
- Human Resources/People Services total = XXXX
- Human Resources/People Services females = XXXX
- Human Resources/People Services black, Asian and minority ethnic females = XXXX
- Human Resources/People Services black, Asian and minority ethnic males = XXXX
- Control total = XXXX
- Control females = XXXX
- Control black, Asian and minority ethnic females = XXXX
- Control black, Asian and minority ethnic males = XXXX
- Fire Rescue Staff total = XXXX
- Fire Rescue Staff females = XXXX
- Fire Rescue Staff black, Asian and minority ethnic females = XXXX
- Fire Rescue Staff black, Asian and minority ethnic males = XXXX

2009

- Operational total = XXXX
- Operational females = XXXX
- Operational black, Asian and minority ethnic females = XXXX
- Operational black, Asian and minority ethnic males = XXXX
- Human Resources/People Services total = XXXX
- Human Resources/People Services females = XXXX
- Human Resources/People Services black, Asian and minority ethnic females = XXXX
- Human Resources/People Services black, Asian and minority ethnic males = XXXX
- Control total = XXXX
- Control females = XXXX
- Control black, Asian and minority ethnic females = XXXX
- Control black, Asian and minority ethnic males = XXXX
- Fire Rescue Staff total = XXXX
- Fire Rescue Staff females = XXXX
- Fire Rescue Staff black, Asian and minority ethnic females = XXXX
- Fire Rescue Staff black, Asian and minority ethnic males = XXXX

2010

- Operational total = XXXX
- Operational females = XXXX
- Operational black, Asian and minority ethnic females = XXXX
- Operational black, Asian and minority ethnic males = XXXX
- Human Resources/People Services total = XXXX
- Human Resources/People Services females = XXXX

Human Resources/People Services black, Asian and minority ethnic females = XXXX
 Human Resources/People Services black, Asian and minority ethnic males = XXXX
 Control total = XXXX
 Control females = XXXX
 Control black, Asian and minority ethnic females = XXXX
 Control black, Asian and minority ethnic males = XXXX
 Fire Rescue Staff total = XXXX
 Fire Rescue Staff females = XXXX
 Fire Rescue Staff black, Asian and minority ethnic females = XXXX
 Fire Rescue Staff black, Asian and minority ethnic males = XXXX
 2011
 Operational total = XXXX
 Operational females = XXXX
 Operational black, Asian and minority ethnic females = XXXX
 Operational black, Asian and minority ethnic males = XXXX
 Human Resources/People Services total = XXXX
 Human Resources/People Services females = XXXX
 Human Resources/People Services black, Asian and minority ethnic females = XXXX
 Human Resources/People Services black, Asian and minority ethnic males = XXXX
 Control total = XXXX
 Control females = XXXX
 Control black, Asian and minority ethnic females = XXXX
 Control black, Asian and minority ethnic males = XXXX
 Fire Rescue Staff total = XXXX
 Fire Rescue Staff females = XXXX
 Fire Rescue Staff black, Asian and minority ethnic females = XXXX
 Fire Rescue Staff black, Asian and minority ethnic males = XXXX
 2012
 Operational total = XXXX
 Operational females = XXXX
 Operational black, Asian and minority ethnic females = XXXX
 Operational black, Asian and minority ethnic males = XXXX
 Human Resources/People Services total = XXXX
 Human Resources/People Services females = XXXX
 Human Resources/People Services black, Asian and minority ethnic females = XXXX
 Human Resources/People Services black, Asian and minority ethnic males = XXXX
 Control total = XXXX
 Control females = XXXX
 Control black, Asian and minority ethnic females = XXXX
 Control black, Asian and minority ethnic males = XXXX
 Fire Rescue Staff total = XXXX
 Fire Rescue Staff females = XXXX
 Fire Rescue Staff black, Asian and minority ethnic females = XXXX
 Fire Rescue Staff black, Asian and minority ethnic males = XXXX
 etc

2. How many operational employees were in these positions between the following years 2008 to 2020 including the amount of females and those classed as black, Asian and minority ethnic. For example:

2008

Operational Crew Managers/Crew Managers+/Leading Firefighters total = XXXX
 Operational female Crew Managers/Crew Managers+/Leading Firefighters = XXXX
 Operational black, Asian and minority ethnic female Crew Managers/Crew Managers+/Leading Firefighters = XXX
 Operational black, Asian and minority ethnic male Crew Managers/Crew Managers+/Leading Firefighters = XXX
 Operational Watch Managers A/B/Sub Officers total = XXXX
 Operational female Watch Managers A/B/Sub Officers = XXXX
 Operational black, Asian and minority ethnic female Watch Managers A/B/Sub Officers = XXX
 Operational black, Asian and minority ethnic male Watch Managers A/B/Sub Officers = XXX
 Operational Station Managers/Station Commanders total = XXXX

3. How many individuals were promoted through the accelerated promotion scheme including the amount of females and those classed as black, Asian and minority ethnic. For example:

Operational total = XXX

Operational females = XXX

Operational black, Asian and minority ethnic males = XXX

Operational black, Asian and minority ethnic females = XXX

4a. How many operational employees have made a complaint of bullying, discrimination, harassment, victimisation or other contraventions of the Equality Act 2010 from 2008 to 2020?

4b. Of these complaints, how many were made by females?

4c. Of these complaints, how many were made by black, Asian and minority ethnic females?

4d. Of these complaints, how many were made by black, Asian and minority ethnic males?

4e. Of these complaints, how many were upheld in part or full?

4f. Of these complaints, how many were upheld in part or full made by females?

4g. Of these complaints, how many were upheld in part or full made by black, Asian and minority ethnic females?

4h. Of these complaints, how many were upheld in part or full made by black, Asian and minority ethnic males?

4i. Of these complaints, how many were informed that their complaint was upheld in part or full?

5a. Of those charged with carrying out acts of bullying, discrimination, harassment, victimisation or other contraventions of the Equality Act 2010 from 2008 to 2021, how many were dismissed?

5b. Of those charged with carrying out acts of bullying, discrimination, harassment, victimisation or other contraventions of the Equality Act 2010 from 2008 to 2021, how many were female and how many were dismissed?

5c. Of those charged with carrying out acts of bullying, discrimination, harassment, victimisation or other contraventions of the Equality Act 2010 from 2008 to 2021, how many were black, Asian and minority ethnic females and how many were dismissed?

5d. Of those charged with carrying out acts of bullying, discrimination, harassment, victimisation or other contraventions of the Equality Act 2010 from 2008 to 2021, how many were black, Asian and minority ethnic males and how many were dismissed?

5e. Of those charged with carrying out acts of bullying, discrimination, harassment, victimisation or other contraventions of the Equality Act 2010 from 2008 to 2021, how many were charged with disciplinary sanctions excluding personal development plans?

5f. Of those charged with carrying out acts of bullying, discrimination, harassment, victimisation or other contraventions of the Equality Act 2010 from 2008 to 2021, how many were female that were charged with disciplinary sanctions excluding personal development plans?

5g. Of those charged with carrying out acts of bullying, discrimination, harassment, victimisation or other contraventions of the Equality Act 2010 from 2008 to 2021, how many were black, Asian and minority ethnic females that were charged with disciplinary sanctions excluding personal development plans?

5h. Of those charged with carrying out acts of bullying, discrimination, harassment, victimisation or other contraventions of the Equality Act 2010 from 2008 to 2021, how many were black, Asian and minority ethnic males that were charged with disciplinary sanctions excluding personal development plans?

6a. How many operational employees have been dismissed for gross misconduct from 2008 to 2020 excluding reinstated?

6b. Of these, how many were female?

6c. Of these, how many were black, Asian and minority ethnic females?

6d. Of these, how many were made by black, Asian and minority ethnic male?

7a. From the recent London Fire Brigade 'Culture Review', how many cases of bullying, harassment, discrimination, victimisation or other contraventions of the Equality Act 2010 were submitted?

7b. Of these cases, how many were made by females?

7c. Of these cases, how many were made by black, Asian and minority ethnic females?

7d. Of these cases, how many were made by black, Asian and minority ethnic males?

7e. Of the submitted cases, how many related to racism?

7f. Of the submitted cases, how many related to misogyny?

8a. How many operational employees have made a complaint of bullying, discrimination, harassment, victimisation or other contraventions of the Equality Act 2010 that were based at Plaistow and Harold Hill Fire Stations between 2015 to 2020?

8b. Of these cases, how many were made by females?

8c. Of these cases, how many were made by black, Asian and minority ethnic females?

8d. Of these cases, how many were made by black, Asian and minority ethnic males?

8e. Of these cases, how many were upheld in part or full?

9a. How many operational employees have made a complaint regarding their progression of their development

and/or Personal Development Record between 2008 to 2020?

9b. Of these cases, how many were made by females?

9c. Of these cases, how many were made by black, Asian and minority ethnic females?

9d. Of these cases, how many were made by black, Asian and minority ethnic males?

9e. Of these cases, how many were investigated?

9f. Of these cases, how many were resolved?

10. Has there ever been a global email sent to Officers as Assessors responsible for undertaking Personal Development Records for those under their command to ensure that they actually followed the development program from 2019 to 2022?

11. How many operational employees have been reinstated after being dismissed after their Stage 3 disciplinary process between 2008 to 2020?

12. How many times has consent been obtained from those that were interviewed in a harassment complaint and disciplinary process before these documents were disclosed to the accused between 2008 to 2020?

13. How many times has a reinstated employee from a disciplinary process had disciplinary sanctions implemented but were not followed by this organisation e.g. a disciplinary posting where they were offered a transfer in the period of 18 months after their reinstatement?

14. Has this organisation ever reported any cases of bullying, discrimination, harassment, discrimination, victimisation or other contraventions of the Equality Act 2010 to the Police between 2008 to 2020?

15a. How many operational employees have made a complaint regarding 'unauthorised deduction of wages' from 2008 to 2020?

15b. Of these complaints, have any been upheld before legal proceedings?

16. How many operational employees have made complaint/s of contravention/s of the Equality Act 2010 and received all of the investigation material that was presented to the accused that resulted from their complaint (grievance and Protected Act)?

17a. How many employees have resigned and then retracted their resignation from 2008 to 2020?

17b. Of these employees, how many were allowed to retract their resignation?

17c. Of these, how many were made by females?

17d. Of these, how many were made by black, Asian and minority ethnic females?

17e. Of these, how many were made by black, Asian and minority ethnic males?

18a. How many operational employees have notified this organisation that they were suffering from work-related stress between years 2008 to 2020?

18b. Of these employees, how many had this work-related stress classed as "Due to Service"?

18c. Of these employees, how many were informed of the progression of their work-related stress to be classed as "Due to Service"?

18d. Of these employees, how many were denied their work-related stress to be classed as "Due to Service"?

18e. Of these employees, how many had a 'risk stress assessment'?

19a. Between 2015 to 2020, how many operational employees have been transferred to a light duties hub before reaching a duration of sickness absence and light duties of 3 months?

19b. Of these employees, how many were transferred without a GP fit note informing this organisation that they were able to return to meaningful work including being transferred to a light duties hub?

19c. Of these employees, how many were transferred without having an Occupational Health Medical providing advice that they were able to return to meaningful work including being transferred to a light duties hub?

20. Between 2015 to 2020, how many operational employees have obtained an earlier Occupational Health Medical Appointment from the one scheduled from being off work due to sickness absence in order for advice that they could return to work to undertake meaningful work?

21a. How many operational employees had long-term sickness absence with work-related stress in 2019?

21b. Of these employees, how many had a 'Management Brief' that is produced in advance of the Occupational Health Medical Appointment that was placed in the Human Resources Absence Management System (HRAMS)?

22a. How many operational employees were informed that a case conference was being conducted regarding their ill-health circumstances?

22b. From these, how many were for work-related stress?

23a. How many Occupational Health Medical Appointments were undertaken for operational employees for each month in 2019?

23b. From these, how many were for work-related stress?

24. How many operational employees returning to work from long-term sickness absence had a meeting with their operational line managers to formulate a plan to return to work as Policy 889 Management Attendance Policy between 2015 to 2020?

25a. How many operational employees had an Occupational Health Medical where the outcome stated or something similar: 'dependent on work resolution' between 2015 to 2020?

- 25b. Of these operational employees, how many of their managers responsible for their welfare acted on this advice where a work resolution took place?
26. How many operational employees had their follow-up Occupational Health Medical Appointments arranged at a later date than specified/recommended from their previous in 2019? For example: An operational employee had their first Occupational Health Medical Appointment on 22 July 2019 where the Occupational practitioner specified/recommended the follow-up be in 6 weeks, therefore should have been around 2 September 2019, but it was arranged 3 weeks later on 23 September 2019.
- 27a. In 2019, how many operational employees on returning to work from work-related stress completed a meeting with their operational line managers to discuss 'alternative duties' to be transferred to a light duties hub as Policy 889 Management Attendance Policy?
- 27b. Of these operational employees, how many agreed to 'alternative duties' where this was a support mechanism to return to their substantive post where written confirmation of this discussion as Policy 889 Management Attendance Policy was supplied?
- 28a. In 2019, how many operational employees returning to work from work-related stress sickness absence were transferred to a light duties hub without having a 'return to work interview' by their current operational line managers?
- 28b. Of these operational employees, how many of their managers seek advice from the Occupational Health service, who had up to date medical information for the employee, in addition to seeking advice from HR before this transfer?
- 28c. Of these operational employees, how many completed a 'Work Stress Questionnaire' before returning to work and how many after returning to work?
- 28d. Of these operational employees, how many were transferred without an Occupational Health Medical that provided details that they were capable of undertaking work in a light duty hub?
- 28e. Of these operational employees, how many managers completed a 'stress risk assessment' when they returned to work and how many were conducted before they returned to work?
- 28f. Of these operational employees, how many were offered 'reasonable adjustments' as the 'Managing Attendance Handbook'?
- 28g. Of these operational employees, how many were offered a phased return to work?
- 28h. Of these operational employees, how many were informed by their operational line managers that they would lose their substantive post after 3 months sickness absence and light duties?
- 29a. How many operational employees had long-term sickness absence with work-related stress and exceeded 3 months of sickness absence and light duties for each of these years 2015 to 2020?
- 29b. Of those operational employees, how many lost their substantive posts?
30. In 2019, how many operational employees returning to work from work-related stress sickness had their shift pattern altered without conducting a meeting and obtaining consent?
31. In 2019, how many operational employees had their shift pattern altered without obtaining consent?
32. Between 2015 to 2020, how many operational employees' grievances have been rejected without a grievance procedure being implemented?
33. How many 'Behavioural Framework Focus Groups' were conducted between 2019 to 2020?

Response:

We are unable to provide the information you have requested as deciding whether we hold the information would mean it would exceed the cost for complying with a request under the FOI act. This is because it would require an extensive search in a number of locations.

The information relating to complaints submitted by individual LFB staff members (grievance or disciplinary cases) or occupational health records are mostly held on the personal record files (ePRF) for individual members of staff. The LFB do have some databases which record some basic statistical information about complaints raised through the grievance or disciplinary process.

For example, if we take your request for this information held in 15a, "*How many operational employees have made a complaint regarding 'unauthorised deduction of wages' from 2008 to 2020?*"

Our People Services department have confirmed that the LFB do have a specific category of 'unauthorised deduction of wages' from 2008 to 2020' within the LFB disciplinary system.

We can break down cases into certain categories for reporting purposes. Categories on the disciplinary system include:

Assault, etc.
Breach Auth Pol/Proc
Breach of CoPUC
Breach of H&S regs
Bring Auth. Disreput
Criminal Charge/Conv
Damage Auth Equip
F Drug/Alc Test/Proc
Fail Notify Crim.
Fail/refuse LMI
Financial irregular.
Fraud
Harrassment, etc.
Inap. Behaviour
Lateness
Misuse Auth Facil's
Negligence
Outside Emp w/o perm
Outside Emp wl. Sick
Pornography, etc
Theft
Unauth. Absence
Unfit work alc/drugs
Unspecified

The outcome of all discipline (conduct or performance) cases are published online via the London Datastore. This information can be accessed via the following link to the LFB HR Statistical Abstract:

<https://data.london.gov.uk/dataset/hr-statistical-abstract?q=hr>

Further information about the discipline/grievance cases may be held in the discipline record for each case. You will see from the HR Abstract that the LFB have a record of 413 discipline cases and 315 grievance cases between 2014 and 2020.

It would be a lengthy exercise to access every personal record file to gather the gather the information you have requested (e.g. 'unauthorised deduction of wages') from each individual discipline/grievance case folder.

For each case, the detail we need to respond to your request would be held in individual personal record file, which are not searchable without a manual review of the file. As such we would have to manually review over 728 discipline/grievance records to gather any information held, as we do not hold the information you asked for in a database.

The only way to identify any case where 'unauthorised deduction of wages' was the subject of the discipline would exceed the relevant time limit set out under the FOIA. This 'fees limit' is calculated by taking the cost limit appropriate to the Brigade (i.e. £450) divided by the standard rate at which a local authority (including the Brigade) can charge for this work (£25 an hour). This equates to 18 hours.

Using an average of 10 minutes for each discipline/grievance record (728+ cases), it will take 121 hours (10 minutes times 738 grievance/discipline cases, divided by 60 minutes equals 121 hours) to review all of the relevant records. I therefore confirm that the cost of providing the information you have requested is in the cost range of £3,033 which is greater than the "appropriate limit" of £450 as defined the FOIA fee regulations. In setting this out in full this now serves as a formal 'refusal notice' under [section 12 of the FOIA](#). If the cost exceeds the appropriate limit to comply with a request, a public authority is not obliged to comply with it.

I am sorry we have not been able to provide you with the information you have requested. If you are able to further refine your request, please let us know. Bear in mind, of course, that little of the data you are seeking (especially for questions 9a-f, 15-16 and 19-32) is held in a structured way (e.g. in a single database) so a manual search of relevant records is likely to be required.

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](#).