

Freedom of Information request reference number: 7145.1

Date of response: 13/02/2023

Request:

For each of the calendar years 2019, 2020, 2021 and 2022 please can you provide figures on the following:

1. How many formal grievances have been raised with the service by members of staff and firefighters from an ethnic minority background regarding complaints of harassment, inappropriate language, 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/language/conduct* by an employee (*race discrimination or harassment)?

Response:

Further to your request for the information above, please see below for statistics relating to your request for the period 2019 to 2022.

Question 1

LFB Grievance cases raised by staff from an ethnic minority background that have been categorised as Inappropriate Behaviour or Unfair/discriminatory treatment.

Occ Group	2019	2020	2021	2022	Total
FRS	2	1	2	1	6
Operational	4	3	1	2	10
Total	6	4	3	3	16

Question 2

Four claims from three individuals.

Question 3

Two cases settled prior to the full remedy hearing.

Question 4

In answer to this question, we are unable to provide the figures as these are low and could identify the individuals.

Question 5

Between 2019 and 2022, there were two settlement cases involving the signing of a non-disclosure agreement.

Question 6

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 ' <i>Inappropriate behaviour</i> ' or ' <i>Unfair/discriminatory treatment</i> '	18	18	9	9

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:

<https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>