

Freedom of Information request reference number: 8856.1

Date of response: 29 July 2024

Request:

In relation to the Culture Review, can you please confirm the following figures broken down by general rank/seniority of staff in the brigade and actions.

1. *How many staff are employed in senior leadership roles - DAC to Commissioner?*
 - a. *How many individuals in this staff group received complaints / allegations regarding bullying, harassment or discrimination received between November 2017 - present day?*
 - b. *How many of this staff group have been or are currently suspended?*
 - c. *How many of these allegations were upheld for this staff group?*
 - d. *How many stage 3 hearings for this staff group have been arranged / to be arranged?*
 - e. *How many stage 3 hearings for the allegations / complaints about members of this staff group have been arranged / to be arranged?*

2. *How many staff are employed in non-operational (FRS) roles staff with equivalent seniority / employment levels as DAC to Commissioner?*
 - a. *How many individuals in this staff group received complaints / allegations regarding bullying, harassment or discrimination received between November 2017 - present day?*
 - b. *How many of this staff group have been or are currently suspended?*
 - c. *How many of these allegations were upheld for this staff group?*
 - d. *How many stage 3 hearings for the allegations / complaints about members of this staff group have been arranged / to be arranged?*

3. *How many staff does the LFB employ that hold the rank of station commander and borough commander?*
 - a. *How many individuals in this staff group received complaints / allegations regarding bullying, harassment or discrimination received between November 2017 - present day?*
 - b. *How many of this staff group have been or are currently suspended?*
 - c. *How many of these allegations were upheld for this staff group?*
 - d. *How many stage 3 hearings for the allegations / complaints about members of this staff group have been arranged / to be arranged?*

4. *How many staff are employed in non-operational (FRS) roles staff with equivalent seniority / employment levels as station commander to borough commander?*
 - a. *How many individuals in this staff group received complaints / allegations regarding bullying, harassment or discrimination received between November 2017 - present day?*
 - b. *How many of this staff group have been or are currently suspended?*
 - c. *How many of these allegations were upheld for this staff group?*
 - d. *How many stage 3 hearings for the allegations / complaints about members of this staff group have been arranged / to be arranged?*

5. *How many staff does the LFB employ that hold the rank of firefighter, leading firefighter, sub officer and station officer?*
 - a. *How many individuals in this staff group received complaints / allegations regarding bullying, harassment or discrimination received between November 2017 - present day?*
 - b. *How many of this staff group have been or are currently suspended?*
 - c. *How many individuals have had these allegations upheld for this staff group?*

d. How many stage 3 hearings for the allegations / complaints about members of this staff group have been arranged / to be arranged?

Response:

In response, we are unable to provide you with the information you have requested as it is estimated that the cost of complying would exceed a set (appropriate) limit and, as such, we are refusing your request under [section 12 of the FOI act](#).

Our People Services department have explained that there is no automated way to obtain this information from their system as the information you have requested relates to data that is both static and moveable. The first part of each of your requests is for the number of staff employed in a specific grade group (which is static). You then ask for confirmation of all complaints relating to that specific grade group going back more than five years (which is moveable). This means for each group we need to establish who was in this grade group since 2017, and then individually check their records. The People Services' system does not currently provide grade information, so they would have to go through the records of all 1,041 records on their system and then manually check this with the individual's PRF (Personal Record File) to know which grade the individual was during the period as some may have been promoted.

Even if they used an low estimated average of spending just two minutes per record (1,041 records), it will take 35 hours (two minutes times 1,041 records, divided by 60 minutes equals 35 hours) to review all of the relevant records, retrieve and extract the information (opening the discipline file, locating the grade, recording it, then opening the recruitment section of PRF and recording the grade at the time).

I therefore confirm that the cost of providing the information you have requested is in the cost range of £868 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' based on [section 12 of the FOIA](#). As you may be aware, 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 get in touch. Bear in mind, of course, that little of the data you are seeking 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](#).