

Appointment to post of Deputy Commissioner for Prevention, Protection and Operational Policy

Report to:

The London Fire Commissioner

Date: 4 March 2024

Report by:

Bijel Thakrar, Chief of Staff to Commissioner

Report classification:

For decision

For publication

I agree the recommended decision below.



Andy Roe

London Fire Commissioner

This decision was remotely
Date signed on 04 March 2024

PART ONE

Non-confidential facts and advice to the decision-maker

Executive Summary

The current Deputy Commissioner for Prevention, Protection and Operational Policy, Dom Ellis, will retire in March 2024. Following an appointment process, it is recommended that the London Fire Commissioner appoints Assistant Commissioner Charlie Pugsley to this post.

Proposed decision – the London Fire Commissioner

That the London Fire Commissioner appoints Assistant Commissioner Charlie Pugsley to the post of Deputy Commissioner for Prevention, Protection and Operational Policy

1 Introduction and background

- 1.1 The Deputy Commissioner for Prevention, Protection and Operational Policy will retire in March 2024.
- 1.2 Following the advertisement for the posts all applications were reviewed by the selection panel which comprised of
 - The London Fire Commissioner, Andy Roe
 - Deputy Mayor for Fire & Resilience, GLA – Baroness Fiona Twycross
 - Chief of Staff to the Mayor, GLA – David Bellamy
 - Director for Fire, Home Office – Sarah Gawley
 - Executive Director for Corporate Services, GLA – Niran Mothada
 - Independent Operational Assurance Advisor, LFB – Alasdair Hay
- 1.3 Two applications were received and both met the requirements set out in the person specification for the role being shortlisted. Despite conversations taking place with numerous potential candidates, the diversity pool of the shortlisted candidates was restricted in terms of race and sex with both being white men. Further work is being undertaken through the Brigade’s talent management strategy to ensure a more diverse pool of candidates becomes available in the future.
- 1.4 The final assessment centre process ran between 8th – 26th February and included:
 - An observed equality, diversity, and inclusion assessment.

- A verbal presentation and meeting with a panel of internal and external stakeholders.
- A briefing with a watch at Old Kent Road Fire Station on the Brigade's Community Risk Management Plan
- An interview with the selection panel listed at 1.2 above (with the exception of the Deputy Mayor who was unable to attend).

2 Objectives and expected outcomes

- 2.1 Following the assessment centre process outlined in paragraph 1.4 above, and taking into account feedback from all elements of the assessment, the panel were of the view that the London Fire Commissioner be recommended to appoint Assistant Commissioner Charlie Pugsley to the post advertised.
- 2.2 It is agreed that Charlie Pugsley will assume his new position from the 18 March 2024.

3. Equality comments

- 3.1 The LFC and the Deputy Mayor for Fire and Resilience are required to have due regard to the Public Sector Equality Duty (section 149 of the Equality Act 2010) when taking decisions. This in broad terms involves understanding the potential impact of policy and decisions on different people, taking this into account and then evidencing how decisions were reached.
- 3.2 It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.
- 3.3 The protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership (but only in respect of the requirements to have due regard to the need to eliminate discrimination), race (ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, and sexual orientation.
- 3.4 The Public Sector Equality Duty requires decision-takers in the exercise of all their functions, to have due regard to the need to:
- eliminate discrimination, harassment and victimisation and other prohibited conduct.
 - advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
 - foster good relations between people who share a relevant protected characteristic and persons who do not share it.
- 3.5 Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic.
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
 - encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately

low.

- 3.6 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- 3.7 Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to tackle prejudice.
- 3.8 The report already highlights the need for the LFC and the Fire Sector overall to have effective talent management and succession plans in place which ensure greater diversity of applicants for senior roles.

Workforce comments

- 4.1 This decision is not suitable for consultation with Representative Bodies.
- 4.2 Whilst this report considers appointment to the role it is recognised that this will lead to some organisational change including reporting lines. All teams impacted will be fully consulted with.

Sustainability comments

- 4.3 None

Procurement comments

- 4.4 None

Communications comments

- 4.5 Internal communications will be delivered to a range of internal and external stakeholders including an all staff message on the appointment.

5. Financial comments

- 5.1 There is no additional cost associated with the appointment being proposed with salaries to be set within the normal parameters for Director roles of £153,210 - £185,101.

6. Legal comments

- 6.1 Section 1 of the Fire and Rescue Services Act 2004 states that the London Fire Commissioner is the fire and rescue authority for Greater London. Section 327A (5) of the Greater London Authority Act 1999 requires the Commissioner to secure that the London Fire and Rescue Service is efficient and effective. This means the personnel, services and equipment secured by the London Fire Commissioner for the purposes of carrying out the Commissioner's functions.
- 6.2 In accordance with Section 5A Fire and Rescue Services Act 2004 (FRSA 2004), the London Fire Commissioner, being a 'relevant authority', may do 'anything it considers appropriate for the purposes of the carrying out of any of its functions'. This is a matter coming within that power.
- 6.3 The appointment of a person to the role of Deputy Commissioner (non-statutory) is considered to be a decision which is 'novel, contentious or repercussive' and as such falls within the

Mayoral Direction 2018 which requires the LFC to consult with the Deputy Mayor for Fire and Resilience. Attendance on the Panel by members of the GLA is accepted as fulfilling this requirement.

List of appendices

Appendix	Title	Open or confidential*
	None	

Part two confidentiality

Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part Two form, together with the legal rationale for non-publication.

Is there a Part Two form: NO