

Sustainable Development Annual Report 2022-2023

Report to:

Date:

Performance, Risk and Assurance Board	24 July 2023
Commissioner's Board	23 August 2023
Deputy Mayor's Fire and Resilience Board.....	08 September 2023
London Fire Commissioner	

Report by:

Jennifer Porter- Head of Sustainable Development

Report classification:

For decision

For publication

I agree the recommended decision below.



Andy Roe
London Fire Commissioner

Date This decision was remotely
signed on 26 September 2023

PART ONE

Non-confidential facts and advice to the decision-maker

Executive Summary

This report presents the Sustainable Development Annual Report, covering the fiscal year 2022-2023 for publication. This report:

- summarises the performance of the London Fire Commissioner (LFC) on sustainable development related indicators and key initiatives to drive improvement in that performance;
- outlines progress against the LFC's Sustainable Development Strategy 2023-2025;

Proposed decisions – the London Fire Commissioner

That the London Fire Commissioner:

1. Notes the content of this report, the performance against targets, and the progress in delivery of the Sustainable Development Strategy 2023-25
2. The Sustainable Development Annual Report for 2022-23 as set out in Appendix 1, is approved for publication on the London Fire Brigade website.

1 Introduction and Background

- 1.1** The Sustainable Development Annual Report for 2022-23 as set out in Appendix 1, is structured around the six strands of the LFC's sustainable development framework as set out in the 2023-25 Sustainable Development (SD) strategy (FP1818) and the 11 objectives of that strategy. The Sustainable Development Strategy was updated in March 2023.
- 1.2** The Sustainable Development Annual Report reports and describes performance and provides highlights of the year's activities aimed at improving performance against environmental and sustainability metrics and covers new and key initiatives rather than listing business as usual actions and related activities.
- 1.3** Corporate indicators included in the report provide a summary overview of performance in line with LFC's SD strategy that are found in the publicly available 'LFB Performance' reports. Additional indicators that provide a broader view of relevant performance are those adopted from the Mayor's London Environment Strategy (LES) and the Greater London Authority (GLA) Group Responsible Procurement Implementation Plan (RPIP) indicators.

Progress on Sustainable Development Strategy Indicators

Indicator	Overarching Plan/Strategy	Target performance	2022-23 Progress
Prevention, Protection and Response			
Number of triages via our Online Home Fire Safety Checker ¹	CRMP	15,000 triages	4,970 ▼ ✘
Percentage of high risk home fire safety visits ²	CRMP	75%	30.27% ▲ ✘
Station staff time spent on prevention activity	CRMP	10%	8.65% <i>new CRMP KPI</i>
Station staff time spent on protection activity	CRMP	5%	3.12% <i>new CRMP KPI</i>
Number of fire deaths	CRMP	50 (10 year rolling average)	45 ▼ ✓
Number of fire injuries	CRMP	1000 (5 year rolling average)	740 ▼ ✓
Number of fires in the home	CRMP	6000 per annum	4982 ▼ ✓
Number of fires in other buildings	CRMP	2500 per annum	1590 ▼ ✓
Number of fires in care homes	CRMP	400 per annum	235 ▼ ✓
<p>1. The launch of the new HFSV strategy in April 2023 will see an uptake of the home fire safety checker as it becomes the primary intervention for lower risk homes, as well as the default method of booking Home Fire Safety Visits.</p> <p>2. There is a continued challenge to meet the targets assigned to HFSV's including:</p> <ul style="list-style-type: none"> • The Number of pumping appliances unavailable each day due to the current Average Vacancy Margin (AVM) and the subsequent increased operational commitment. • Culture review & pay talk visits has caused appliance availability to reduce. • This target is under review due to the new approach to HFSVs and a qualitative focus in defining the approach each Borough will take in seeking and supporting those most vulnerable 			
Health, Safety and Wellbeing			
Number of safety Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) ³	CRMP	59 per annum	74 ▲ ✘
Staff sickness - shift/days lost (operational) ⁴	CRMP	3.65%	8.39% ▲ ✘
Staff sickness - shift/days lost (FRS) ⁴	CRMP	2.48%	4.35% ▲ ✘
Staff sickness - shift/days lost (control) ⁴	CRMP	4.70%	7.90% ▲ ✘
Percentage of managers who have completed the new training plan	CRMP	95%	TBA <i>new CRMP KPI</i>
<p>3. The target for injuries reportable to the Health and Safety Executive (HSE) under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) for 2022-23 has not been met (74 versus a target of 62). The extreme heat conditions in July resulted in a significant increase in RIDDOR-reportable injuries to staff, particularly heat-related injury/illness.</p> <p>4. The Brigade are retendering the Occupational Health contract and as part of this process will aim to provide an improved service to staff. The Workplace Adjustment Passport is in User Acceptance Testing (UAT), this will help managers make reasonable adjustments to support staff in a more consistent and timely way. The wellbeing strategy moves towards prevention activity which focuses on mental health, stress anxiety and depression at present. Management training continues on the effective use of the Occupational Health service, alongside revised processes to support individuals' engagement with Occupational Health; this is resulting in higher levels of referrals to Occupational Health and more timely advice being received.</p>			
Equality and Social Inclusion			
Staff Composition- percentage of our staff who are from black, Asian and other ethnically diverse communities	CRMP	40%	15.30% ✘ <i>new CRMP KPI</i>
Staff Composition- percentage of our staff who are female	CRMP	50%	10.23% ✘ <i>new CRMP KPI</i>
Firefighter intake- percentage of our new firefighters from black, Asian and other ethnically diverse communities. ⁵	CRMP	40%	21.30% ▼ ✘
Firefighter intake- percentage of our new firefighters who are female ⁵	CRMP	35%	28.50% ▼ ✘
Pay gap (gender) demonstrating continuous improvement with long term goal of equal pay ⁶	CRMP	+ / - 3%	-5.46% ▼ ✘
Pay gap (ethnic minority), demonstrating continuous improvement with long term goal of equal pay	CRMP	+ / - 3%	0.83% ✓ <i>new CRMP KPI</i>
Pay gap (disability), demonstrating continuous improvement with long term goal of equal pay	CRMP	+ / - 3%	-1.54% ✓ <i>new CRMP KPI</i>
Spend with SMEs (direct spend), demonstrating an improvement towards the long-term target of 33%	CRMP	20%	20.40% ▲ ✓
Spend with SMEs (direct and indirect spend)	GLA RPIP	30%	30.60% ▲ ✓

Undisputed SME invoices paid in 10 days ⁷	GLA RPIP	90%	88% ▼ ✘
<p>5. The culture review and cost of living have impacted building a talent pool of diverse candidates as both have impacted attraction levels. The outreach team have actively re-commenced a high programme of community and career events, as well as future digital media campaigns to increase under-represented numbers in 2023. The Brigade's Outreach team are also carrying out Positive Action initiatives such as fitness support for women which has been proven to improve successful assessment outcomes. The Outreach team have also introduced station experience days to allow potential candidates (particularly from under-represented groups) to ask questions about the culture and gain a realistic perspective of the role and environment to improve attrition rates.</p> <p>6. The Brigade has procured an external partner to undertake a full review of FRS and TMG pay. The organisation has been appointed and initial project meetings are being set up. This piece of work will take into account the findings of the previous pay gap reports across gender, disability and ethnicity, seeking to make improvements in each of these areas.</p> <p>7. The number of undisputed SME invoices paid in 10 days decreased in July 2022 causing a reduction overall in 2022-23, LFC consistently achieves this target however, this is now monitored on a Quarterly basis to review any significant changes.</p>			
Environment and Climate Change			
Total CO2 tonnes	CRMP	Net 0 by 2030	9505.7 ▼ ✓
Percentage reduction in CO2	CRMP	Net 0 by 2030	-9.80% ▼ ✓
Amount of energy generated through renewable resources	SD Strategy	Continual improvement to 2030	11% ▶
Percentage of our Fleet which is Zero Emission Capable	SD Strategy	Continual improvement to 2030	14% ▲ ✓
Percentage of waste recycled ⁸	SD Strategy	80%	62% ▶ ✘
Total Water Consumption (m3)	SD Strategy	Continual reduction	85542.4 ▼
The percentage of normal commuting trips carried out by staff (excluding operational staff on the flexi duty system) made on foot, by cycle or using public transport ⁹	SD Strategy	50%	34% ▲ ✘
Green spaces/gardens throughout the LFB estate	SD Strategy	90%	TBA <i>new SD Strategy KPI</i>
Number of contracts over £5m in value to include organisational carbon management plans in line with 2050 targets	SD Strategy	N/A	2 <i>new SD Strategy KPI</i>
<p>8. To improve LFC's recycling rate, increased training and station audits are now being delivered by Bywater's as a contractual requirement. General waste bins are being swapped out for increased recycling bins across the LFC sites.</p> <p>9. THE LFC Travel Survey was delayed due to the impacts of COVID restrictions on staff travel patterns, the surveys will return to biannual with the next survey in 2024.</p>			
Economic Value			
Budget Submission SDIAs completed	SD Strategy	100%	20% ✘ <i>new SD Strategy KPI</i>
Number of workers in the supply chain benefiting from the London Living Wage	GLA RPIP	Continual improvement	181 ▲
Annual apprenticeship starts in LFB or on our contracts	GLA RPIP	Continual improvement	246 ▲
Ensuring that sustainability runs through all our activities			
Project SDIAs completed	SD Strategy	100%	95% ▲ ✘
Policy SDIAs completed ¹⁰	SD Strategy	100%	86% ▼ ✘
Percentage of Staff who have completed Environment Matters Training	SD Strategy	100%	23% <i>new SD Strategy KPI</i>
Percentage of Staff completed Carbon Impact training	SD Strategy	100%	TBA <i>new SD Strategy KPI</i>
<p>10. SDIA training is being developed by the Sustainable Development Team to increase understanding and awareness of the requirements of this process. Outstanding Policies that have not had SDIA's completed have been reviewed as a priority.</p>			

Core indicators of note

1.4 Prevention, Protection and Response

1.4.1 Five of LFC's key indicators for Prevention, Protection and Response have decreased in 2022/23: the number of fire deaths has reduced by -1.5per cent to 45; the number of fire injuries reduced by -9.1per cent to 740; the number of fires in care homes has fallen by -0.8per cent to 235; the number of fires in the home reduced by-1.2per cent in the last quarter to 4,982 and the number of fires in other buildings to 1,590.

1.5 Health, Safety and Wellbeing

1.5.1 Over 800 (36.6 percent) of staff have now completed the Recognising and Coping with Stress Anxiety and Depression training to provide managers and staff with coping mechanisms to deal with these conditions and over 200 people have been trained as Mental Health First Aiders.

1.6 Equality and Social Inclusion

1.6.1 Total direct and indirect spend with Small and Medium Enterprises (SMEs) increased during 2022-23 to 30.59 per cent, due to increased levels of engagement with suppliers and data submission.

1.6.2 8build, LFC's SME contractor working on the Plumstead Fire Station redevelopment, has an SME spend with their suppliers of 100 per cent; this contract is being highlighted as a best practice case study.

1.6.3 The Modern Slavery Act (1995) has a compliance requirement for key suppliers to produce Modern Slavery Statements, which are monitored annually. Of the 27 LFC key suppliers 23 are required to produce a Modern Slavery statement all of which comply in 2022-23.

1.6.4 LFC continued using the Social Value Portal, using the National Themes, Outcomes and Measures (TOMs) framework to help maximise the social value added within contracts.

1.7 Environment and Climate Change

1.7.1 This report covers CO2 emissions from updated carbon scope analysis, with details documented within Appendix 1, this is in accordance with methodologies laid out in the Greenhouse Gas Protocol.

1.7.2 Table 1 demonstrates that total LFC CO2 emissions have reduced to 61.18 per cent CO2 reduction in 2022-23 from the previous agreed baseline of 1990, against a target of 60 per cent reduction by 2025

1.7.3 LFC has introduced a new target of net zero Carbon by 2030. In 2022-23 emissions reduced by a further 1.5 per cent from the previous year to -9.8 per cent from the new baseline year of 2020-2021

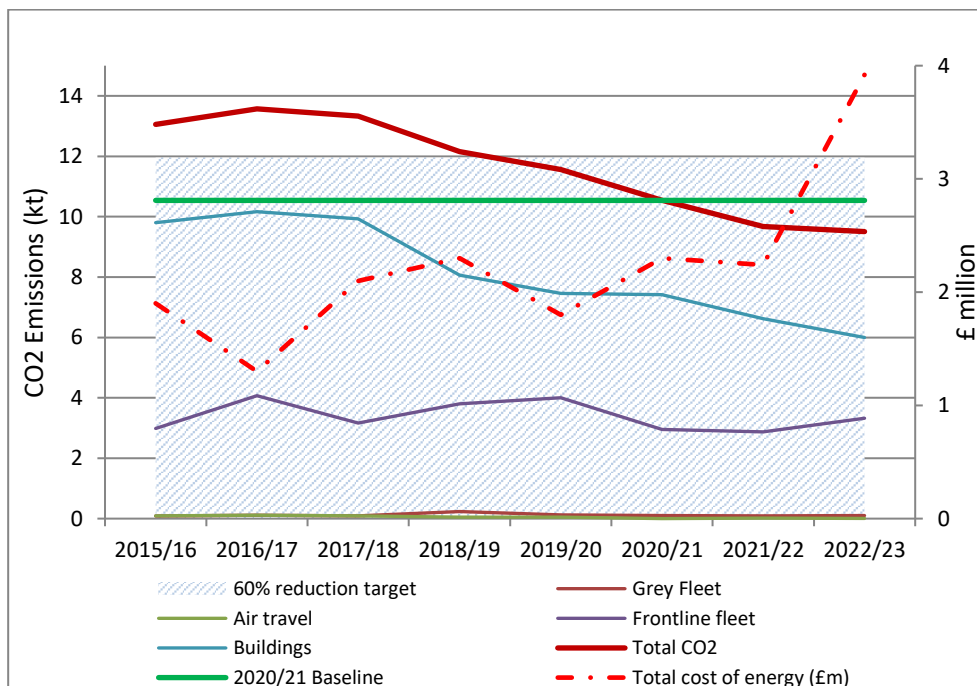


Table 1 Total LFC carbon emissions

1.7.4 Onsite renewable energy generation has remained consistent at 11 per cent, this years data does not include PFI Stations. A continued focus on maintenance of existing systems resulted in a reduction of CO₂ emissions from buildings by 9.3 per cent compared to the previous year.

- 1.7.5 LFC achieved its target of an average Display Energy Certificate (DEC) rating of a C across all sites, with an average of 79 per cent of sites with a rating of C or above.
- 1.7.6 Emissions from fleet vehicles increased by 15.87 per cent compared to the previous year. The increase in frontline fleet emissions aligns with the increase in incidents attended; this is displayed in Table 2:

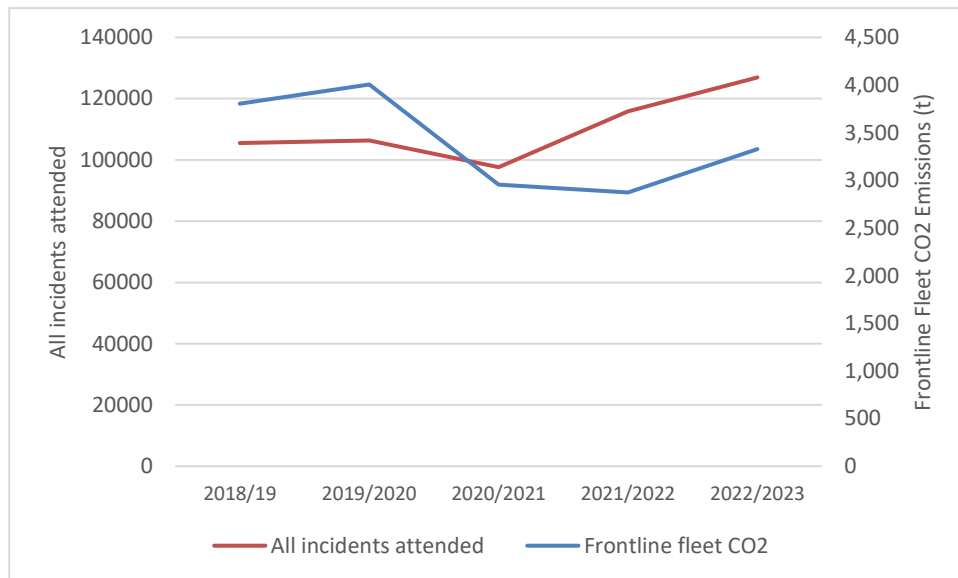


Table 2 All LFC Incidents attended and LFC fleet carbon emissions

- 1.7.7 Air travel decreased compared to last year, continuing the downward trend of air travel use over the last five years. Domestic travel continues to reduce, which is the most likely area that would readily be replaced by virtual meetings.
- 1.7.8 The recycling rate stayed the same at 62 per cent. LFC is working with the waste and recycling contractor Bywaters, to increase recycling collections and decrease general waste collections across the LFC, in addition to increased training and visits to stations. The LFC continues to send zero waste to landfill.

1.8 Economic Value

- 1.8.1 London Living Wage (LLW) does not have a target, but rather a minimum policy compliance as set out in contract terms and conditions with suppliers. All LFC suppliers are meeting the LLW requirements, with an increase to 181 suppliers whose staff benefit from the LLW.
- 1.8.2 Apprenticeship starts within LFC were 228 including firefighter trainees, 18 of these apprenticeships were through contracts.

1.9 Ensuring that sustainability runs through all our activities

- 1.9.1 The LFC Environmental Management System (EMS) provides continual improvement against key environmental risks. In 2022-23 four stations from the ten certified to date improved their degree of control over environmental risks, with two stations (Feltham and Wandsworth) improving from 'minimum acceptable' to 'excellent'. Having an EMS in place provides assurance that the LFC is compliant with environmental legislation and other compliance requirements. It also helps to reduce the LFC's impact on the environment by supporting more efficient resource use and minimising consumption.
- 1.9.2 95 per cent of high-risk projects have a Sustainable Development Impact Assessment (SDIA) completed, and 86 per cent of high-risk policies. These figures are both below LFC's 100 per cent target. Additional training is being developed to support staff in completing these assessments.

2 Objectives and Expected Outcomes

Sustainable Development Strategy 2023- 2025

2.1 The LFC's Sustainable Development Strategy covering 2023-25 brings together the identification of emerging issues with existing strategies and activities across the LFC that support the wider sustainability agenda under one strategic approach. It incorporates actions set out under the Responsible Procurement Implementation Plan, the Carbon Net Zero Strategy, and the Single Environment Plan.

Single Environment Plan

2.2 The Single Environment Plan (LFC 0217 July 2019) has 13 Actions, and 39 Tasks, of which 27 tasks have been completed, nine are on target, and the remainder are closed or not due to start yet. Completed tasks include:

- Achieve an average Display Energy Certificate rating of a C across all sites.
- Undertake periodic staff travel surveys to inform progress against targets.

Staff Travel Survey

2.3 Travel related actions are addressed under the Single Environment Action Plan, with performance monitored via travel survey results. The staff travel survey took place in 2022 and highlighted the following key findings; these are discussed further in the appendix of this report:

- 56 per cent of all LFC staff travel to work by car (alone). This has increased from the 2017 travel survey (49 per cent). 30 per cent opted for this mode of transport because it was the quickest, whereas 24 per cent chose it based on cost.
- staff commuting distance continues to increase, with 40 per cent of staff travelling more than 30 miles to work, compared to a third of staff in 2017. 30 per cent travel between 11-30 miles. The percentage of staff living five miles or less from work has dropped further, from 16.4 per cent in 2013, 13.9 per cent in 2017 and 12.9 per cent currently.
- 8 per cent of all staff cycle to work, a slight decrease compared to the previous survey, while approximately two per cent of all respondents chose walking to work, slightly above the 2017 survey. The sum of cycling and walking as the primary transport method was 11 per cent.
- The use of public transport for business travel was the primary option for 31 per cent of the respondents, similar to 2017 (31.5 per cent) and up from 24.5 per cent in 2013.
- Travel-related actions are addressed under the Single Environment Action Plan, with performance monitored.

Upcoming legislation change which will affect LFC

2.4 Persistent Organic Pollutants (POPs) Regulation

- Firefighting foams historically included Perfluoro Octane Sulfonate (PFOS), a substance banned at the beginning of the millennium. Poly-fluorinated Alkyl Substances (PFAS) were also present, and among its variants are PFOS and PFOA (Perfluorooctanoic acid). PFAS are a large, complex group of synthetic chemicals that have been used in consumer products around the world since about the 1950s. They are ingredients in various everyday products. For example, PFAS are used to keep food from sticking to packaging or cookware, make clothes and carpets resistant to stains, and create firefighting foam that is more effective.
- PFAS molecules have a chain of linked carbon and fluorine atoms. As the carbon-fluorine bond is one of the strongest, these chemicals do not degrade easily in the environment. These are known as "forever chemicals," are known to persist in the environment and have harmful health effects on the global population.
- The existing regulation governing the use of firefighting foams is changing. Legislation is anticipated to be implemented as a result of this regulation that will prohibit the use of these foams from 1 January 2025, with a six-month introductory period. This means that foams must be taken out of service by 4 July 2025.
- LFC have audited its existing foam stocks and a Firefighting Foam Working Group is now in place to address these future changes.

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-makers 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 person's 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
 - promote understanding.
- 3.8** An Equality Impact Assessment (EIA) was undertaken on 6 July 2023 in consideration of the extension of the proposal to reserve contracts for procurement strategies that support SMEs. The impact assessment identified the proposal would have a positive impact for equalities.

4 Other Considerations

Workforce comments

- 4.1** This report provides a performance update only, therefore staff side consultation has not been carried out.

Sustainability comments

- 4.2** This report provides an update on progress on the LFC's Sustainable Development Strategy and related indicators, targets and identifies future expectations on performance and new targets proposed.

Procurement comments

- 4.3** This report outlines LFC's commitment to support delivery of the GLA Group *Responsible Procurement Action Plan*, the Anchor Institutions Charter and COVID-19 Recovery, with proposals put forward for procurement strategies that supports these over collaboration as appropriate.

5 Financial comments

- 5.1** The report has a number of workstreams that are underpinned throughout the LFB's annual budget process.
- 5.2** There will be both investment and savings associated with sustainable development and they will be developed to ensure these are reflected as part of both departmental and CRMP Programme management.
- 5.3** There will also be impacts on the Capital Plan and again this must be developed through both the existing Capital Plan and the Capital Plan for 2024/25 onwards.

6 Legal comments

- 6.1** Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner ("the Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.
- 6.2** Section 1 of the Fire and Rescue Services Act 2004 (FRSA) states that the Commissioner is the fire and rescue authority for Greater London.
- 6.3** By direction dated 1 April 2018, the Mayor set out those matters, for which the Commissioner would require the prior approval of either the Mayor or the Deputy Mayor for Fire and Resilience (the Deputy Mayor).
- 6.4** Paragraph 3.1 of Part 3 of the said direction requires the LFC to consult with the Deputy Mayor as far as practicable in the circumstances before a decision is taken on (inter alia) any "[c] decision that can be reasonably considered to be novel, contentious or repercussive in nature, irrespective of the monetary value of the decision involved (which may be nil)".
- 6.5** The decisions recommended in this report are considered to be 'novel, contentious or repercussive' and therefore the Deputy Mayor must be consulted before a final decision is taken.
- 6.6** The report presents the London Fire Brigades("Brigades") annual performance against a number of indicators set out in the Sustainable Development Strategy 2023-25 ('the Strategy'), ahead of the publication of this year's Annual Report 2022-23, at Appendix 1, in line with the Brigades Publication Scheme.
- 6.7** The Strategy ensures sustainability runs throughout a number of the Brigades activities and is a commitment to continuous improvement. The report also confirms many of the objectives are consistent with social, economic and environmental targets set out in other policies and strategies, including and not limited to the GLA Group Responsible Procurement Policy and the Mayor's London Environment Strategy.
- 6.8** The recommendations are within the London Fire Commissioner's general powers. Section 5A of the Fire and Rescue Services Act 2004 ('the Act') enables the London Fire Commissioner to do anything it considers appropriate for the purpose of carrying out of any of its functions, or anything it considers appropriate for purposes incidental to its functional purpose. Measuring improvements in sustainability also ensures that the London Fire Brigade will exercise its functions efficiently and effectively

List of appendices

Appendix	Title	Open or confidential*
1	Sustainable Development Annual Report 2022-23	Open

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*



London Fire Brigade Sustainable Development Annual Report

2022-2023

Contents

Introduction by the London Fire Commissioner	3
About us.....	4
What we do	4
Our Vision for Sustainable Development.....	4
2023 – 25 Objectives.....	4
Policies and Plans.....	5
2022 Travel Survey	5
Emissions Scope	5
Our Performance- 2022/23 Sustainable Development Annual Report.....	8
Prevention, Protection and Response	9
Health, Safety and Wellbeing	11
Equality and Social Inclusion	13
Environment and Climate Change	15
Economic Value	17
Ensuring that sustainability runs through all our activities.....	19
Appendix A: Progress against Sustainable Development Strategy Indicators	21
Appendix B: Sustainable Development Data Summary	24
Appendix C: Legislation Changes	28
Appendix D: 2022 Staff Travel Survey	29

Introduction by the London Fire Commissioner



I am pleased to introduce this year's Sustainable Development Annual Report. In London over recent years we have seen first-hand the central importance of tackling climate change and building a more sustainable future. The severity and frequency of events caused by climate change like the severe flooding and wildfires we have experienced in London are likely to continue to increase. It is therefore vital that we continue to make improvements in areas such as carbon net zero, waste, recycling and inclusion and ensure that sustainability continues to become embedded through all our activities.

This report reflects the progress the Brigade has made over many years to improve our approach to sustainability. We have exceeded our original carbon reduction target of 60per cent reduction by 2025 from 1990 levels and are working towards our new target of becoming carbon net zero by 2030. We now have our first carbon net zero fire station at Walthamstow, and we have received Government funding to undertake similar work at five more fire stations by the end of 2024. To support this we are developing Carbon Impact training, which will explore how climate change is affecting the Brigade, both now and in future, and the actions we can take to minimise our impact on the environment.

We have signed the UK Emergency Services Sustainability Charter, which has been developed to:

- Drive the collective action needed to address the challenges of climate change
- Assist all Emergency Services with their sustainability journey, regardless of their starting point
- Include the latest developments of the global sustainability agenda
- Adopt the three principles of sustainability for inclusion in everyday operations

We remain committed to leading the way on sustainability within the UK Fire & Rescue Service, as the largest Brigade in the country. Day to day, we will do this by prioritising the provision of a first class prevention, protection and emergency response service for London to try and minimise the devastating environmental impacts of fire. Working alongside the activity set out in this report, we will continue to make London a more sustainable city, and ensure we provide the service that our communities expect and deserve.



Andy Roe
London Fire Commissioner

Introduction

About us

London's fire and rescue service is the busiest in the country and one of the largest firefighting and rescue organisations in the world, employing approximately 5,700 people; we recognise our influence on the fire sector.

We provide services across the Greater London area, serving London's 8.9 million residents, as well as those who work in or visit the city.

We are one of the organisations that comes under the Mayor of London and the Greater London Authority (GLA). The Fire, Resilience and Emergency Planning (FREP) Committee has been set up to scrutinise how the London Fire Commissioner is exercising their functions.

What we do

We respond to fires and other emergencies attending over 126395 incidents in London in 2022/23 of which just over 15per cent were fires and just under half were false alarms.

Fires result in considerable social, financial, and environmental impact, and the effectiveness of our prevention, protection and response activity plays a significant role in protecting the people of London. Home Fire Safety Visits (HFSV) and the fitting of smoke alarms save lives and reduces the number of fires and their devastating impact

We engage with London's communities to inform and educate people in reducing the risk of fires and other emergencies and influence and regulate the built environment to protect people, property, and the environment from harm.

Our Vision for Sustainable Development

We aim to be the leader on sustainable development within the UK Fire and Rescue Service.

2023 – 25 Objectives

Our Sustainable Development objectives as detailed in our Sustainable Development Strategy 2023-25, provide focus for achieving our vision and actions to deliver these are set out in more detail in this document.

- To target London's most vulnerable people
- To target London's most high-risk buildings
- To protect Londoners from highest risk incidents
- Protect and promote the health, safety and wellbeing of our staff
- Developing a diverse and inclusive workforce, supported by a diverse and inclusive supply chain, serving diverse communities
- Embed carbon zero principles, with particular focus on net zero by 2030, waste management and behavioural change
- Ensure that we have the capacity to respond to the challenges posed by climate change
- Protect the environment from harm through emergency response and how we deliver our service

- Support skills and employment for Londoners through the provision of apprenticeship opportunities
- Continually improve the social value obtained from the public money we spend
- Support our staff to ensure that sustainability runs through all our activities

Policies and Plans

The LFB has an established Sustainability Programme and produce an annual Sustainable Development report to set out our achievements and help define our goals for the year ahead, including associated audits and questionnaires. This is complemented by our commitment to our Sustainable Development Strategy 2023-25 (SD) sets out how we intend to deliver on that principle and lead the way on sustainable development within the UK fire and rescue service.

The LFB's Single Environment Plan aligns with the Mayor's London Environment Strategy which sets out the key actions to deliver through to 2050. The single environment plan outlines objectives addressing the key issues affecting London, including, air quality, green infrastructure, climate change mitigation and energy, waste and adapting to climate change.

The LFB's core sustainability policy covers sustainable development; environmental, social, and economic pillars; and Responsible Procurement, covering social, economic and environmental issues, including ethical sourcing and fair employment. LFB also have an overarching environment policy, along with procedures covering the specific areas of energy conservation, waste management, pollution prevention and gardens.

2022 Travel Survey

To reduce the environmental, social and business impacts associated with travel and support our staff to choose more sustainable travel, staff travel surveys are completed every two years to understand their travel choices and review performance against targets.

The 2022 staff travel survey was delayed due to Covid-19 restrictions and the influence on staff travel choices in 2020, the survey took place in mid-2022 was open to all staff. An overview of findings and analysis of this survey can be found in Appendix C of this report.

Emissions Scope

This report will cover CO₂ emissions from the following scopes in accordance with methodologies laid out in the Greenhouse Gas Protocol.

Scope 1 – All Direct Emissions from the activities of LFB or under their control

Emissions will be included from all the following inputs to make up the total Scope 1 direct emissions for LFB:

- Natural Gas
 - Building consumption
- Other Heating fuels
 - Biomass pellets
- Petrol and Diesel fuel consumption from company owned non-electric vehicles
 - Including all road transport, appliances, and boats
- Air Travel

- On-site Diesel Generator fuel
- On-site fugitive emissions from air conditioning systems

Scope 2 – Indirect Emissions from electricity purchased and used by LFB or under their control

Emissions will be included from all the following inputs to make up the total Scope 2 indirect emissions for LFB:

Electricity Consumption from:

- Building consumption
- On-site EV charging from LFB owned charge points
- Off-site EV charging from 3rd party owned public charge points
- Diesel Generator Data
 - No data is currently available, so this has been estimated based on allowing for a typical monthly test run on a generator
- Fugitive Emission Data
 - No data is currently available, so this has been estimated based on the assumption of around 60g of R410A leakage per year for all sites with air conditioning units and the possibility of a major leak of around 5kg per year

Scope 3 – Scope 3 emissions are the result of activities from assets not owned or controlled by LFB, but what indirectly affects our supply chain. Scope 3 emissions include all sources not within our scope 1 and 2 boundaries.

LFB in 2021, along with other GLA Group Functional Bodies participated in an initial study to understand our scope 3 supply chain emissions baseline which was based on a spend based analysis. This resulted in hot spotting specific carbon intensive categories for further analysis and supplier engagement.

Recently LFB is working to identify opportunities within the supply chain to reduce carbon emissions. LFB will continue to work with GLA Group to share approaches and learning.

Under the requirements of the GLA group Responsible Procurement Implementation Plan (RPIP) we are working with suppliers to reduce supply-chain carbon emissions.

- The LFB has committed to require every new contract over £5m in value to produce an organisational Carbon Reduction Plan.
- LFB has committed to reduce emissions associated with last-mile deliveries, with all new contracts to require freight and servicing vehicles under 3.5 tonnes to GLA Group buildings to be zero-emission from 2025.
- LFB are supporting the delivery of the interim target for Non-Road Mobile Machinery (NRMM) to meet stage IV requirements by 1 January 2025, as part of the longer-term vision for all NRMM procured by the GLA Group or used by suppliers and subcontractors on behalf of the GLA, to be zero-emission by the end of 2040.

Key Achievements for 2022/23

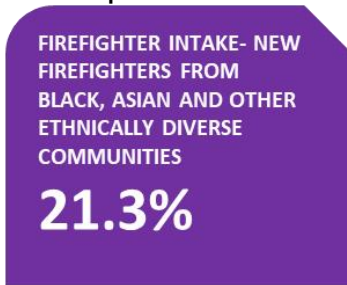
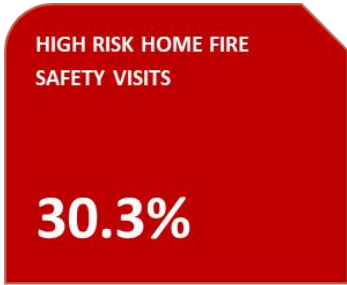
- LFB's updated Sustainable Development Strategy covering 2023-25 reflects on progress to date, and the emerging issues that provide both challenges and opportunities for how we deliver a more sustainable fire and rescue service.
- The LFB have signed the Emergency Services Environment and Sustainability Group (EESG) Sustainability Charter. By signing this Charter LFB is agreeing to embed sustainability considerations throughout the organisation. We will measure and monitor progress and will strive to continually improve.
- LFB introduced a new net zero carbon by 2030 target. In 2022/23 emissions reduced by a further 1.5 per cent from the previous year to -9.8 per cent from our new baseline year of 2020/2021.
- LFB has developed a Carbon Net Zero Strategy, which is a detailed account of the modelling and analysis underpinning the latest LFB carbon footprint, trajectories to net zero and the interventions required to achieve carbon net zero by 2030.
- LFB unveiled its first ever Carbon Zero fire station, which demonstrates its commitment to sustainability and improving the environment. We have been able to remove the use of gas at Walthamstow Fire Station which has been replaced by a new electric heat pump. When solar power isn't providing enough electricity, the station runs on electricity from 100 per cent renewable sources.
- LFB have started a pilot trial to run existing vehicles on Hydrotreated Vegetable Oil (HVO) as a "steppingstone" carbon reduction solution for LFB whilst it continues to operate existing diesel vehicles.
- Fires in care homes have continued to remain well below our target. There has been continuing focused effort to identify issues in the care community and to increase fire safety support.
- Over 800 staff have now completed the Recognising and Coping with Stress Anxiety and Depression training to provide managers and staff with coping mechanisms to deal with these circumstances and over 200 people have been trained as Mental Health First Aiders.
- Total Direct & Indirect Spend with Small and Medium Enterprises (SMEs) was 30.59 per cent, SME spend increased during 2022/23, key supplier spend with SMEs has increased, due to increased levels of engagement from suppliers and data submission.

Our Performance

This report highlights LFB's performance against the objectives of our Sustainable Development Strategy 2023-25 and our sustainable development framework. More detailed performance data on Inclusion, Fire Safety, and Health Safety and Wellbeing, including previous years at both borough and ward level are available through the [London Data Store](#).

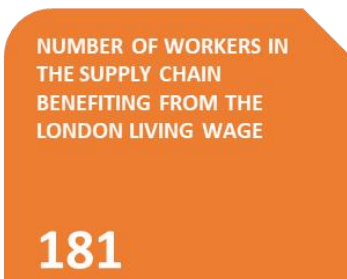
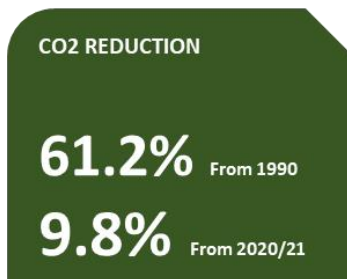
Our sustainability performance is summarised by 13 of our indicators on page 8 of the report and further detail can be found in Appendix A: Progress against Sustainable Development Strategy Indicators.

Our Performance- 2022/23 Sustainable Development Annual Report



KEY

Red	Prevention, Protection & Response
Blue	Health, Safety & Wellbeing
Orange	Economic Value
Purple	Equalities & Inclusion
Green	Climate Change & Environment



Prevention, Protection and Response

Our Objectives

To target London's most vulnerable people

To target London's most high-risk buildings

To protect Londoners from highest risk incidents

Our Performance

Percentage of high risk home fire safety visits: **30.27% ✘**

Number of triages via our Online Home Fire Safety Checker: **4970 ✘**

Number of fire deaths (10 year average): **45 ▼✓**

Number of fire injuries: **740 ▼✓**

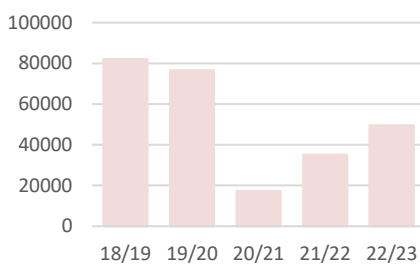
Number of fires Care homes: **235 ▼✓**

Number of fires in the home: **4982 ▼✓**

Number of fires in other buildings: **1590 ▼✓**

LFB's primary role is to prevent fires; protect people, property, and the environment through regulating the built environment; and responding to emergencies. Delivering this work effectively is the most significant contribution we can make to improve the wellbeing of Londoners, to reduce the environmental impacts of fires, and their devastating economic impact.

Home Fire Safety Visits (HFSVs)



Prevention, Protection and Response are three statutory services which combine in an integrated way to keep London safe. We deliver a range of these services which aim to prevent fires and other incidents and mitigate the impact of all risks on London's communities.

LFB is making good progress towards making improvements in the provision of home fire safety

visits (HFSV) for high risk people. The new HFSV approach, focuses the LFB's resources on providing HFSVs for very high-risk people within four hours, around the clock. There are four new risk categories – very high-risk, high risk, medium risk and low risk – and our response times will vary on a sliding scale. Very high risk people will receive a HFSV within four hours; high-risk within a week and medium risk within a month. Low risk people will no longer receive HFSVs; they will be asked to use our online Home Fire Safety Checker instead, which has been improved to provide more personalised fire safety advice.

Recent Highlights

- The launch of the new HFSV strategy in April 2023 will see an uptake of the home fire safety checker as it becomes the primary intervention for lower risk homes.
- Response times are one of the key drivers for ensuring operational staff have the best chance of dealing with fires and other incidents effectively. We have consistently met the attendance targets across all measures.
- Fires in care homes have continued to remain well below our target. There has been continuing focused effort to identify issues in the care community and to increase fire safety support.

- Smoking continues to be the prevalent cause of fatal fires, but in 2022-23 also saw two deaths as a result of lithium batteries. LFB has recently launched a public campaign (#Chargesafe) to raise awareness of the risks associated with lithium batteries.
- Since 2021 LFB has taken an active role in researching and supporting LFB's prevention, protection and response functions regarding alternative energy, specifically e-scooters, e-bikes, electric vehicles including buses operated by Transport for London and battery Energy Storage Systems located within the London area.
- Over the last 12 months the reintroduction of Junior Citizens, reinstatement of in person education delivery and Fire Cadets units transitioning back to borough-based delivery has increased the amount of young people who have been educated on fire and other emergencies.

ISAR Save Lives in Turkey



12 members of the LFB's International Search and Rescue (ISAR) team went to Turkey in February 2023 to help with the rescue effort after two deadly earthquakes killed more than 5,000 people. A 7.8 Magnitude earthquake hit Turkey on Monday 6th February centred in Pazarcik in Kahramanmaras province followed by a 7.5 magnitude tremor, striking the Elbistan district.

The team from the LFB ISAR joined the UK wide team to help assist the international aid effort. The National Fire Chiefs Council (NFCC) reported that they used specialist equipment including seismic listening devices, concrete cutting equipment, support tools and heavy lifting appliances to detect, locate and help in rescuing trapped individuals affected by the incident.

Health, Safety and Wellbeing

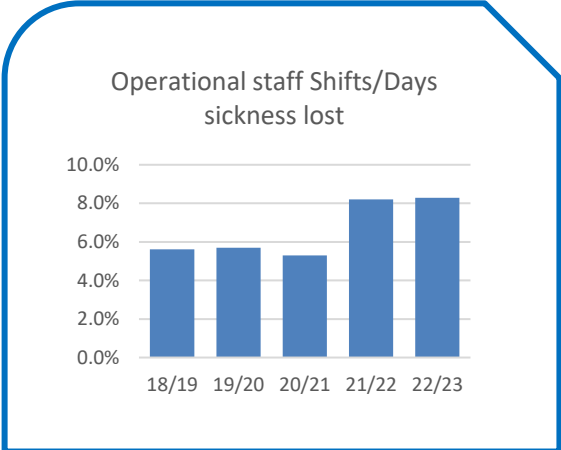
Our Objective	Our Performance
Protect and promote the health safety and wellbeing of our staff	Number of safety Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 74 ▲✘ Staff sickness - shift/days lost (operational) 8.39% ▲✘ Staff sickness - shift/days lost (FRS) 4.35% ▲✘ Staff sickness - shift/days lost (control) 7.90% ▲✘

Our staff are placed in stressful situations that pose risks to their physical and mental health. Health, safety and wellbeing are very important for LFB to maintain a productive workforce that can provide a quality service. The Covid-19 pandemic focused attention even more so toward health and wellbeing.

The working days lost to due to sickness across all staff groups has been increasing consistently for the last 5 years.

The most common reason for absence across LFB for operational staff is musculoskeletal (physical) issues, and for FRS and Control staff it is stress anxiety and depression (psychological)

Data related to staff presenting with stress, anxiety and depression indicates that "life pressures" account for the majority (70per cent) of these cases. Work pressures are also cited, with a specific focus on the lack of resource availability to adequately discharge role responsibilities and increasing workloads.



The target for injuries from operational incidents for 2022/23 has not been met (204 versus a target of 100). The extreme heat conditions seen throughout July and August resulted in increases in injuries to staff, particularly heat-related injury/illness.

Recent Highlights

- Over 800 staff have now completed the Recognising and Coping with Stress Anxiety and Depression training to provide managers and staff with coping mechanisms to deal with these circumstances and over 200 people have been trained as Mental Health First Aiders.
- A new Peer Trauma Support Volunteer network is being recruited and trained to improve our post-critical incident preventative support for operational staff.
- The three leadership development programmes continue to grow, with over 1,600 staff attending either the Gillian Tanner Programme (for supervisory leaders), Frank Bailey Programme (for middle leaders) or Colin Townsley Programme, which focuses on embedding LFB behaviours
- Data related to staff presenting with SAD to LFBs Counselling and Trauma Service and to colleagues at the Fire Fighters Charity indicates that "life pressures" account for the majority (70per cent) of these cases. Work pressures are also cited, with a specific focus on the lack of

resource availability to adequately discharge role responsibilities and increasing workloads, as being the main contributors to SAD

- Walk and Talk 999 continue to expand and run outdoor walks for men to come and talk about their mental health in a non-judgemental and supportive environment.



LFB Wellbeing Dogs

Our wellbeing dog programme is expanding with new handlers coming on board across London allowing additional visits to take place.

Visits can be for a variety of reasons: to raise awareness of the dogs and mental health support available, provide LFB staff with some positive respite from daily stress, or to support an individual or team after a traumatic incident or stressful life event that is impacting work.

Wellbeing dogs are backed by science and having a visit from them results in a reduction of physical and psychological responses to stress.

Equality and Social Inclusion

Our Objective

Developing a diverse and inclusive workforce, supported by a diverse and inclusive supply chain

Our Performance

Firefighter intake- percentage of our new firefighters from black, Asian and other ethnically diverse communities: **21.3%***

Firefighter intake- percentage of our new firefighters who are female: **28.5%***

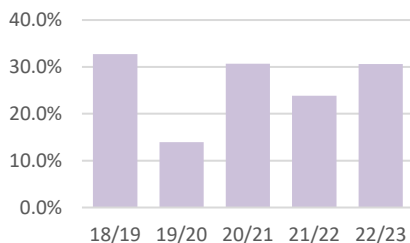
Gender pay gap - all staff: **4.36%***

Spend with SMEs: **30.6%** ▲✓

Undisputed SME invoices paid in 10 days: **88%** ▼*

As a public body we have a legal duty to advance equality of opportunity and eliminate discrimination to our staff and service users. London is one of the most diverse cities in the world and we want our workforce as well as our suppliers to reflect this, with staff and suppliers coming from all backgrounds, regardless of race, gender, disability, sexual orientation, faith or religion and age.

Spend with SMEs (direct and indirect spend)



Removing barriers to equality also brings about further opportunities by enabling our existing and future staff to reach their full potential.

The Inclusion Team have supported the development of LFB's Risk Management Plans, to ensure EDI is included in the most appropriate way. Similarly, further work is being undertaken to improve the management and reporting of Equality Impact Assessments.

The LFB's Outreach team have actively re-commenced a high programme of community and career events, as well as future digital media campaigns to increase under-represented numbers in 2023. They are also

carrying out Positive Action initiatives such as fitness support for women which has been proven to improve successful assessment outcomes.

The Fire Cadets units saw engagement with 346 Fire Cadets, and the re-engagement of 76 Officer Cadets, showing a total number of young people engaged increase to 422, from 212 the previous academic year, almost doubling the number of young people impacted by this provision.

When analysing the data currently available, the gender gap has reduced by 7per cent, the number of Fire Cadets from Black, Asian and Ethnic minority backgrounds has increased by 3per cent, and we are currently working with 22per cent young people with special educational needs and 8per cent young people with physical disabilities.

Recent Highlights

- Total direct & indirect spend with SMEs increased during 2022/23 to 30.59 per cent.
- 8build our SME contractor working on the Plumstead Fire Station redevelopment has an SME spend with their suppliers of 100per cent.
- We have used the Social Value Portal, using the National Themes, Outcomes and Measures (TOMs) framework to help maximise the social value added within contracts



50 Years of PRIDE

Firefighters, control room operators and support staff from LFB joined together with Sadiq Khan, the Mayor of London, and other dignitaries to celebrate 50 years of Pride in July 2022

Around 50 staff from the LFB, and their guests, took part in this year's parade, led by a fire engine which was decked out in rainbow colours.

Soho Fire Station flung open its doors for our customary Pride Breakfast, attended by over 100 people. The fire station also hosted a special photo exhibition about 50 years of Pride at LFB. It featured pictures from previous marches through the decades, and contributions from staff who have been involved in celebrating Pride over the years.

Environment and Climate Change

Our Objectives

Embed carbon zero principles, with particular focus on net zero by 2030, waste management and behavioural change

Ensure that we have the capacity to respond to the challenges posed by climate change

Protect the environment from harm through emergency response and how we deliver our service

Our Performance

Total CO₂ tonnes **9505.70** ▼✓

Percentage reduction in CO₂ since 20/21 **-9.8%** ▼✓

Amount of energy generated through renewable resources **11%**▶

Percentage of Fleet which is Zero Emission Capable: **14%** ▲✓

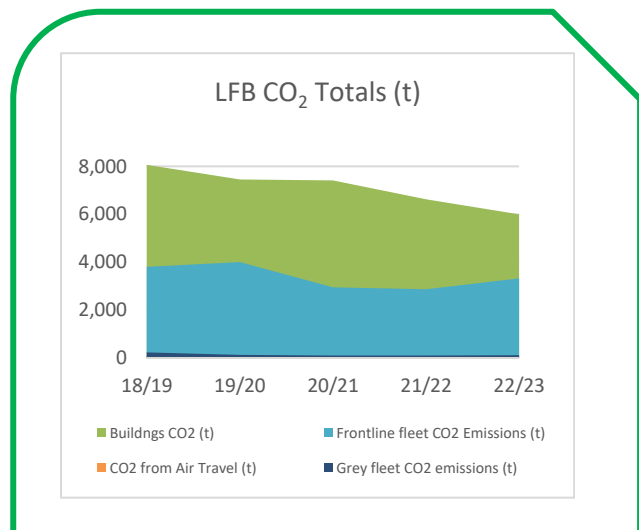
Percentage of waste recycled: **62%** ▶✗

The percentage of normal commuting trips carried out by staff made on foot, by cycle or using public transport: **34%** ▲✗

Number of contracts over £5m in value to include organisational carbon management plans in line with 2050 targets: **2**

The LFB has achieved our previous Carbon reduction target of 60per cent reduction from 1990 levels by 2025 (61.2per cent) We have now adopted the Mayor of London's target for London is to be a zero carbon city by 2030. Based on our continual analysis of our carbon consumption, focus is on reducing our carbon emissions from Buildings and Fleet.

The impacts of climate change, in particular increases in extreme weather events directly impact the LFB. The number of flooding incidents attended fluctuates year on year, however the last few years have seen a number of extreme weather related events that have put pressure on resources. In July 2022, for the first time on record temperatures in the UK exceeded 40°C which led to the first ever Red Extreme Heat warning to be issued by the MET office. Grass fires attended by the LFB also fluctuate year on year. However, in June 2022 LFB had one of its busiest days on record as record temperatures led to hundreds of fires across the city.



Water is a critical resource for the LFB as our primary firefighting method and the long-term water security of London is an increasingly pressing issue, with hosepipe bans becoming a more regular occurrence.

Recent Highlights

- LFB introduced a new net zero carbon by 2030 target. In 2022/23 emissions reduced by a further 1.5 per cent from the previous year to -9.8 per cent from our new baseline year of 20/21
- The LFB achieved its target of an average Display Energy Certificate (DEC) rating of a C across all sites, with an average of 79 per cent of sites with a rating of C or above.
- LFB has developed a Carbon Net Zero Strategy, which is a detailed account of the modelling and analysis underpinning the latest LFB carbon footprint, trajectories to net zero and the interventions required to achieve carbon net zero by 2030.
- LFB unveiled its first ever Carbon Zero fire station, which demonstrates its commitment to sustainability and improving the environment. We have been able to remove the use of gas at Walthamstow Fire Station which has been replaced by a new electric heat pump. When solar power isn't providing enough electricity, the station runs on electricity from 100 per cent renewable sources.
- LFB have started a pilot trial to run existing vehicles on Hydrotreated Vegetable Oil (HVO) as a "steppingstone" carbon reduction solution for LFB whilst it continues to operate existing diesel vehicles.
- Continual improvement of the LFB's Environmental Management System (EMS) to the ISO will include an additional 4 fire stations being included to the scope in 2023.
- The LFB has committed to require every new contract over £5m in value to produce an organisational Carbon Reduction Plan, with 2 new in scope contracts with carbon reduction plans in 2022/23.
- The LFB's main delivery hub- the Operational Support Centre (OSC) devised a series of new routes that save more than 15,915 miles of travel each year.



Act on Flooding

In 2022 LFB had our first ever stand at Royal Horticultural Society (RHS) Chelsea Flower Show. The stand, called 'Act on Flooding' was designed to highlight the issues of flooding in urban areas and featured a tank with a fully submerged car to show the sort of flooding incidents firefighters could be faced with.

There was also a large Amelanchier tree to demonstrate the importance of trees and tree planting and how they can help with drainage and reducing rainwater flow.

The result was the second highest medal awarded by the RHS, the Silver Gilt medal.

Economic Value

Our Objectives

Support skills and employment for Londoners through apprenticeship opportunities.

Continually improve the social value obtained from the public money we spend.

Our Performance

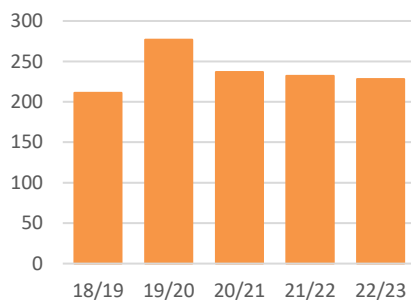
Budget Submission SDIAs completed: **20%** ✖

Number of workers in the supply chain benefiting from the London Living Wage: **181** ▲

Annual apprenticeship starts in LFB or on our contracts: **246**

The Modern Slavery Act 2015 sets out further requirements to review our suppliers practices, the LFB produces and publishes a Modern Slavery Statement to demonstrate best practice as a responsible and transparent organisation and in line with the Mayor's Responsible Procurement policy to which it is a signatory.

LFB Apprenticeship starts



The Mayor of London has committed to using the GLA Responsible Procurement Policy and Implementation Plan to drive up pay and conditions in companies paid to deliver services for London.

Apprenticeships are a productive and effective way to grow talent and develop a motivated, skilled, and qualified workforce, providing a cost-effective way of nurturing young talent, and helping to address skills shortages. The GLA Group aims to create 500 supply-chain apprenticeship starts per year, with progress towards the aim of all new supply-chain apprenticeships to be reflective of London's diversity.

Recent Highlights

- LFB launched our Modern Slavery Assessment Tool campaign for our suppliers. This tool enables our suppliers to identify modern slavery risk and reduce the risk of exploitation of workers in their supply chains.
- We continue to require all our contractors to pay their staff working on our premises the London Living Wage or higher, meeting the Living Wage Employer terms as a Living Wage Employer.
- The SDIA process has been integrated into the annual budget guidance, ensuring staff are taking into account sustainability considerations for all saving or growth proposals.
- LFB submitted the new climate budget, which sets out our approach to achieving our net zero by 2030 target. It highlights possible measures and estimated costs relating to achieving net zero across our estate and fleet and demonstrates the importance of acting quickly to reduce emissions.



Modern Slavery Act 2015 Section 54

Modern Slavery Assessment Tool

LFB Sustainable Development Team launched the use of the governments Modern Slavery Assessment Tool (MSAT) which allows suppliers to identify Modern Slavery risk. There is an overall aim for suppliers to reach a target of 70%. Currently the average score of invited suppliers that have complete the MSAT is 68% with progress constantly improving due to strategic supplier engagement.

The tool is free to use and has been designed to help public sector organisations work in partnership with suppliers to reduce the risk of exploitation of workers in their supply chains. There are 32 self-assessment questions to complete, following which the supplier will receive a set of actions to help them improve their score and their management of these risks, in line with UK government best practice.

Ensuring that sustainability runs through all our activities

Our Objective

Support our staff to ensure that sustainability runs through all our activities

Our Performance

Project SDIAs completed: **95%** ▲*

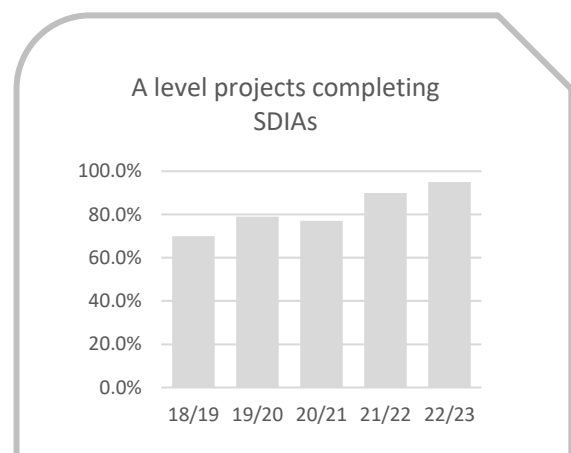
Policy SDIAs completed: **86%** ▼*

Percentage of Staff who have completed Environment Matters Training **23%**

One of our six strategic aims is to ensure that sustainability runs through all our activities. Our intention is that it should become part of our standard way of working, across all that we do. Sustainable development is a process of continual improvement, picking up on changes in legislation, technology, and risk. As such we need to continually evaluate our performance, review, and update our practices, raise awareness amongst our staff and support them to take action in their roles in order to maintain our leadership position.

The SDIA process provides assurance that LFB is meeting its legal obligations and complying with LFB and Mayoral targets, policies, and strategies to reduce environmental impact and deliver more sustainable outcomes. This forms part of the controls of our certified EMS

The LFB Environmental Management System (EMS) provides continual improvement against our key environmental risks. The ongoing Fire Station audits provide degree of control scores (against environmental risks). Overall, 4 stations improved their degree of control, 4 declined and 6 stayed the same. All but one station received a score of three or above, with two stations Feltham and Wandsworth improving from minimum acceptable to excellent, both achieving a score of five. Common minor findings relate to missing policies, diesel fuel spills, incorrect segregation of waste and occasionally hazardous waste not being stored and disposed of correctly.



Recent Highlights

- 95 per cent of high-risk projects have a Sustainable Development Impact Assessment (SDIA) completed.
- The LFB have signed the Emergency Services Environment and Sustainability Group (EESG) Sustainability Charter. By signing this Charter LFB is agreeing to embed sustainability considerations throughout the organisation. We will measure and monitor progress and will strive to continually improve

Hillingdon crews pioneer aquaponics



Firefighters at Hillingdon set up an aquarium to create a peaceful area where they can spend time decompressing, reflecting or just enjoying the peace and quiet to support their mental wellbeing.

They have also implemented an aquaponics set up. Fish and food waste are pumped into a pipe that contains some bio media and then flows back into the tank. They are growing herbs in the pipe (coriander, rosemary, thyme, basil and parsley) that absorb the nutrients from the fish and food waste, creating an ecologically-sustainable system.

Appendix A: Progress against Sustainable Development Strategy Indicators

Indicator	Overarching Plan/Strategy	Target performance	2022-23 Progress
Prevention, Protection and Response			
Number of triages via our Online Home Fire Safety Checker ¹	CRMP	15,000 triages	4,970 ▼ ✘
Percentage of high risk home fire safety visits ²	CRMP	75%	30.27% ▲ ✘
Station staff time spent on prevention activity	CRMP	10%	8.65% <i>new CRMP KPI</i>
Station staff time spent on protection activity	CRMP	5%	3.12% <i>new CRMP KPI</i>
Number of fire deaths	CRMP	50 (10 year rolling average)	45 ▼ ✓
Number of fire injuries	CRMP	1000 (5 year rolling average)	740 ▼ ✓
Number of fires in the home	CRMP	6000 per annum	4982 ▼ ✓
Number of fires in other buildings	CRMP	2500 per annum	1590 ▼ ✓
Number of fires in care homes	CRMP	400 per annum	235 ▼ ✓
<p>1. The launch of the new HFSV strategy in April 2023 will see an uptake of the home fire safety checker as it becomes the primary intervention for lower risk homes, as well as the default method of booking Home Fire Safety Visits.</p> <p>2. There is a continued challenge to meet the targets assigned to HFSV's including:</p> <ul style="list-style-type: none"> • The Number of pumping appliances unavailable each day due to the current Average Vacancy Margin (AVM) and the subsequent increased operational commitment. • Culture review & pay talk visits has caused appliance availability to reduce. • This target is under review due to the new approach to HFSVs and a qualitative focus in defining the approach each Borough will take in seeking and supporting those most vulnerable 			
Health, Safety and Wellbeing			
Number of safety Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) ³	CRMP	59 per annum	74 ▲ ✘
Staff sickness - shift/days lost (operational) ⁴	CRMP	3.65%	8.39% ▲ ✘
Staff sickness - shift/days lost (FRS) ⁴	CRMP	2.48%	4.35% ▲ ✘
Staff sickness - shift/days lost (control) ⁴	CRMP	4.70%	7.90% ▲ ✘
Percentage of managers who have completed the new training plan	CRMP	95%	TBA <i>new CRMP KPI</i>

3. The target for injuries reportable to the Health and Safety Executive (HSE) under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) for 2022-23 has not been met (74 versus a target of 62). The extreme heat conditions in July resulted in a significant increase in RIDDOR-reportable injuries to staff, particularly heat-related injury/illness.

4. The Brigade are retendering the Occupational Health contract and as part of this process will aim to provide an improved service to staff. The Workplace Adjustment Passport is in User Acceptance Testing (UAT), this will help managers make reasonable adjustments to support staff in a more consistent and timely way.

The wellbeing strategy moves towards prevention activity which focuses on mental health, stress anxiety and depression at present. Management training continues on the effective use of the Occupational Health service, alongside revised processes to support individuals' engagement with Occupational Health; this is resulting in higher levels of referrals to Occupational Health and more timely advice being received.

Equality and Social Inclusion			
Staff Composition- percentage of our staff who are from black, Asian and other ethnically diverse communities	CRMP	40%	15.30% ✘ new CRMP KPI
Staff Composition- percentage of our staff who are female	CRMP	50%	10.23% ✘ new CRMP KPI
Firefighter intake- percentage of our new firefighters from black, Asian and other ethnically diverse communities. ⁵	CRMP	40%	21.30% ▼ ✘
Firefighter intake- percentage of our new firefighters who are female ⁵	CRMP	35%	28.50% ▼ ✘
Pay gap (gender) demonstrating continuous improvement with long term goal of equal pay ⁶	CRMP	+ / - 3%	-5.46% ▼ ✘
Pay gap (ethnic minority), demonstrating continuous improvement with long term goal of equal pay	CRMP	+ / - 3%	0.83% ✓ new CRMP KPI
Pay gap (disability), demonstrating continuous improvement with long term goal of equal pay	CRMP	+ / - 3%	-1.54% ✓ new CRMP KPI
Spend with SMEs (direct spend), demonstrating an improvement towards the long-term target of 33%	CRMP	20%	20.40% ▲ ✓
Spend with SMEs (direct and indirect spend)	GLA RPIP	30%	30.60% ▲ ✓
Undisputed SME invoices paid in 10 days ⁷	GLA RPIP	90%	88% ▼ ✘

5. The culture review and cost of living have impacted building a talent pool of diverse candidates as both have impacted attraction levels. The outreach team have actively re-commenced a high programme of community and career events, as well as future digital media campaigns to increase under-represented numbers in 2023. The Brigade's Outreach team are also carrying out Positive Action initiatives such as fitness support for women which has been proven to improve successful assessment outcomes. The Outreach team have also introduced station experience days to allow potential candidates (particularly from under-represented groups) to ask questions about the culture and gain a realistic perspective of the role and environment to improve attrition rates.

6. The Brigade has procured an external partner to undertake a full review of FRS and TMG pay. The organisation has been appointed and initial project meetings are being set up. This piece of work will take into account the findings of the previous pay gap reports across gender, disability and ethnicity, seeking to make improvements in each of these areas.

7. The number of undisputed SME invoices paid in 10 days decreased in July 2022 causing a reduction overall in 2022-23, LFC consistently achieves this target however, this is now monitored on a Quarterly basis to review any significant changes.

Environment and Climate Change			
Total CO2 tonnes	CRMP	Net 0 by 2030	9505.7 ▼ ✓
Percentage reduction in CO2	CRMP	Net 0 by 2030	-9.80% ▼ ✓
Amount of energy generated through renewable resources	SD Strategy	Continual improvement to 2030	11% ►
Percentage of our Fleet which is Zero Emission Capable	SD Strategy	Continual improvement to 2030	14% ▲ ✓
Percentage of waste recycled ⁸	SD Strategy	80%	62% ► ✗
Total Water Consumption (m3)	SD Strategy	Continual reduction	85542.4 ▼
The percentage of normal commuting trips carried out by staff (excluding operational staff on the flexi duty system) made on foot, by cycle or using public transport ⁹	SD Strategy	50%	34% ▲ ✗
Green spaces/gardens throughout the LFB estate	SD Strategy	90%	TBA <i>new SD Strategy KPI</i>
Number of contracts over £5m in value to include organisational carbon management plans in line with 2050 targets	SD Strategy	N/A	2 <i>new SD Strategy KPI</i>
<p>8. To improve LFC's recycling rate, increased training and station audits are now being delivered by Bywater's as a contractual requirement. General waste bins are being swapped out for increased recycling bins across the LFC sites.</p> <p>9. THE LFC Travel Survey was delayed due to the impacts of COVID restrictions on staff travel patterns, the surveys will return to biannual with the next survey in 2024.</p>			
Economic Value			
Budget Submission SDIAs completed	SD Strategy	100%	20% ✗ <i>new SD Strategy KPI</i>
Number of workers in the supply chain benefiting from the London Living Wage	GLA RPIP	Continual improvement	181 ▲
Annual apprenticeship starts in LFB or on our contracts	GLA RPIP	Continual improvement	246 ▲
Ensuring that sustainability runs through all our activities			
Project SDIAs completed	SD Strategy	100%	95% ▲ ✗
Policy SDIAs completed ¹⁰	SD Strategy	100%	86% ▼ ✗
Percentage of Staff who have completed Environment Matters Training	SD Strategy	100%	23% <i>new SD Strategy KPI</i>
Percentage of Staff completed Carbon Impact training	SD Strategy	100%	TBA <i>new SD Strategy KPI</i>
<p>10. SDIA training is being developed by the Sustainable Development Team to increase understanding and awareness of the requirements of this process. Outstanding Policies that have not had SDIA's completed have been reviewed as a priority.</p>			

Appendix B: Sustainable Development Data Summary

Environment and Climate Change					
Buildings Resource Use Data	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Actual cost of energy (£m)	2.3	1.8	2.30	2.24	3.92
Total energy consumption (GWh)	38.55	36.1	38.3	35.1	31.72
Total floor area (m ²)	177,363	143,852	168,732	168,732	155,539
Total energy intensity (kWh/m ²)	217.4	248.20	218.1	205.7	203.96
Electricity (GWh)	13.3	11.25	11.49	11.20	10.64
Gas (GWh)	23.5	24.8	26.8	23.9	21.08
Water Consumption (m ³)	99,967	176,677	101,568	96,426	85,542
CO ₂ (t)	8,063	7,459	7,419	6,619	5,998
Onsite renewable energy %	7.3%	9%	10%	11%	11% ¹
Onsite renewable energy kWp	847.7	1001189	924.7	1,116,045	1,036,087
CO ₂ reduction from buildings from 1990 %	-55.0%	-59.0%	-58.6%	-63.0%	-66.5%
Generator Fuel (Litres) ²			14520	14520	14,520
Generator CO ₂			40	40	40
Bulk Blown Pellets for Croydon Biomass (Tonnes)			7.46	7.46	7.46
CO ₂ Bulk Blown Pellets for Croydon Biomass			0.54	0.54	0.54
Fugitive Emissions (Kg/R410A)			11	11	11
CO ₂ Fugitive Emissions			23	23	23
Fleet Data	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Total No. LFB vehicles	433	463	433	424	418
% Zero Emission Capable	13%	14%	12%	13%	14%
Fleet Cars EV charging CO ₂ (t)	11.5	11.0	5.7	7.5	32.4

¹ Renewable data does not include PFI stations for 2022/23

² CO₂ Scope analysis updated to include Generator CO₂, Bulk Blown Pellets, Fugitive Emissions from 2020/21

Frontline fleet CO ₂ Emissions (t)	3,804	4,006	2,954	2,873	3,329
Diesel fuel frontline fleet (Mlitres)	1,448	1249.23	1,129	1,096	1,264
Petrol fuel frontline fleet (Mlitres)	25.7	23.0	20.16	18.30	19.8
Grey fleet miles	813,721	450,694	376,994	364,278	430,496
Grey fleet CO ₂ emissions (t)	234.5	126.5	100.7	97.53	110.83
Air Travel	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Miles Travelled	288,403	167,541	5,304	184,420	39,268
CO ₂ from Air Travel (t)	54	46	0.9	22.28	4.94
Total CO₂	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Total CO ₂ (t)	12,156	11,564.7	10,538	9,675	9,506
Total CO ₂ reduction from 1990 %	-50.35%	-52.77%	-56.96%	-60.49%	-61.18%
Net Zero Target CO ₂ reduction % 20/21 baseline ³				-8.19%	-9.80%
Waste & Recycling	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Mixed recycling (t)	326.6	298.9	275	242	247
Food waste recycled (t)	230.9	268.4	262	233	198
Waste to energy (t)	342	270	291	295	277
Waste to landfill (t)	0	0	0	0	0
Hose recycled (t)	2.7	5	3	1.7	1.93
Fire Fighter Charity Donations (£k)	26.9	51.9	76	63.7	63.7
Recycling rate (%)	62.4%	67.8%	64.8%	61.7%	61.6%
Total Waste produced (tonnes)	899.4	837.3	828	770	722
Environmental Incidents	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Suspected Hazmat incidents	5750	5395	4345	4200	4814
HMEPO incident attendance	837	990	897	780	924
Weather related flooding	469	507	686	1992	658

³ New Carbon Net Zero by 2030 Baseline from 2020/21

Grass fires	4290	3098	4262	2657	5205
Significant Spills at our premises	0	1	1	0	0
Near misses recorded at our premises	0	0	0	0	0
Ride To Work	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
How many scheme users for the financial year	194	294	234	54	0 ⁴
Staff travel	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The percentage of normal commuting trips carried out by staff (excluding operational staff on the flexi duty system) made on foot, by cycle or using public transport	N/A	N/A	N/A	N/A	42%
Economic Value	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Apprenticeship starts	211	277	237	232	228
Apprenticeship starts through LFB contracts	5	16	11	6	18
Number of workers in the supply chain benefiting from the London Living Wage	170	157	128	122	181
Budget Submission SDIAs completed	N/A	N/A	N/A	N/A	20%
Ensuring that sustainability runs through all our activities- Performance data	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
A level projects completing SDIAs	70.0%	79.0%	77.0%	90.0%	95.0%
Policies completing SDIAs	91.0%	99.0%	99.0%	98.5%	86.0%
Staff who have completed Environment Matters Training		720	188	150	93
Prevention, Protection and Response	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Time spent on community safety work by station staff	12.40%	10.31%	5.40%	7.42%	10.07%
Number of Home Fire Safety Visits (HFSVs)	82102	76706	17318	35087	49678
All Fires attended	19824	17751	16959	15280	19097
Number of fire deaths	51	37	31	45	38
Number of fire injuries	936	990	828	874	740
Number of fires in the home					4982

⁴ Ride to Work Scheme did not run in 2022/23

Number of fires in other buildings					1590
Number of fires in care homes					235
Number of triages via our Online Home Fire Safety Checker					4,970
Health, Safety & Wellbeing	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Operational staff Shifts/Days sickness lost	5.61%	5.70%	5.30%	8.20%	8.28%
Staff sickness - shift/days lost (operational)					8.39%
Staff sickness - shift/days lost (FRS)					4.35%
Staff sickness - shift/days lost (control)					7.90%
% of trainee firefighters: Ethnic minorities	10.00%	13.50%	33.30%	47.00%	20.61%
% of trainee firefighters: Women	7.39%	16.70%	22.80%	37.50%	28.07%
Number of safety Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)	75	56	49	54	75
Vehicle Events	495	434	349	481	500
Equalities & Social Inclusion	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Undisputed SME invoices paid in 10 days	97.90%	97.20%	97.55%	93.70%	88.09%
Spend with SMEs (direct spend), demonstrating an improvement towards the long-term target of 33%	16.00%	13.00%	13.00%	15.00%	20.40%
Spend with SMEs (direct and indirect spend)	32.70%	13.93%	30.70%	23.88%	30.59%
% of trainee firefighters: Ethnic minorities	10.00%	13.50%	33.30%	47.00%	20.61%
% of trainee firefighters: Women	7.39%	16.70%	22.80%	37.50%	28.07%
Staff Composition- percentage of our staff who are from black, black, Asian and other ethnically diverse communities					15.30%
Staff Composition- percentage of our staff who are female					10.23%
Firefighter intake- percentage of our new firefighters from black, Asian and other ethnically diverse communities.					21.30%
Firefighter intake- percentage of our new firefighters who are female					28.50%
Pay gap (gender, ethnic diversity, differently abled and LGBT staff), demonstrating continuous improvement with long term goal of equal pay					4.36%

Appendix C: Legislation Changes

Upcoming legislation change which will affect LFB

Persistent Organic Pollutants (POPs) Regulation

For many years, firefighting foam has been recognised as a potential hazard to the environment. As a result, legislation has been modified to limit the chemical substances utilised in the foam to transition towards a more eco-friendly alternative. It is important to acknowledge that no foam can be deemed entirely eco-friendly. Nonetheless, regulatory amendments will persist in lessening the impact of our foam on the environment.

Firefighting foams historically included Perfluoro Octane Sulfonate (PFOS), a substance banned at the beginning of the millennium. Poly-fluorinated Alkyl Substances (PFAS) were also present, and among its variants are PFOS and PFOA (Perfluorooctanoic acid).

PFAS are a large, complex group of synthetic chemicals that have been used in consumer products around the world since about the 1950s. They are ingredients in various everyday products. For example, PFAS are used to keep food from sticking to packaging or cookware, make clothes and carpets resistant to stains, and create firefighting foam that is more effective.

PFAS molecules have a chain of linked carbon and fluorine atoms. As the carbon-fluorine bond is one of the strongest, these chemicals do not degrade easily in the environment. These are known as "forever chemicals," are known to persist in the environment and have harmful health effects on the global population.

The existing regulation governing the use of firefighting foams is changing. Legislation is anticipated to be implemented as a result of this regulation that will prohibit the use of these foams from 1 January 2025, with a six-month introductory period. This means that foams must be taken out of service by 4 July 2025.

'The Environment Agency brought the storage and disposal of Class B Firefighting Foams' in response to the National Implementation of the Stockholm Convention on Persistent Organic Pollutants (POPs) and related to Article 4(2) of the POPs Regulations. All PFOA and PFAS from foam are expected to be removed and replaced by 'fluorine free' foams.

Within LFB, any legacy foam remaining within our premises must be impounded and removed.

Appendix D: 2022 Staff Travel Survey

Staff Travel Survey Summary

To reduce the environmental, social and business impacts associated with travel and support our staff to choose more sustainable travel methods, staff travel surveys are completed every two years to understand their travel choices and review performance against targets. The 2022 staff travel survey was delayed due to Covid-19 restrictions and the influence on staff travel choices in 2020, the survey took place in mid-2022 was open to all staff.

Key findings:

- 56 per cent of all LFB staff travel to work by car (alone). This has increased from the 2017 travel survey (49 per cent). 30 per cent opted for this method of transport due to be the quickest, whereas 24 per cent chose it based on travel cost;
- the Ultra-Low Emission Zone (ULEZ) implementation and expansion affected approximately 23 per cent of the staff. 19.7 per cent of the respondents had to upgrade their car, while 3 per cent of staff currently pay the ULEZ fee. However, 39 per cent responded that their vehicles were already compliant and were not affected by the expansion of the ULEZ. 18 per cent do not drive, and 13 per cent do not need to drive in the ULEZ;
- staff commuting distance continues to increase, with 40 per cent of travelling more than 30 miles to work compared to a third of staff in 2017. 30 per cent travel between 11-30 miles. Staff living 5 miles or less from work has dropped further from 16.4 per cent in 2013, 13.9 per cent in 2017 and 12.9 per cent currently;
- out of all respondents, only three people spent less than 20 minutes getting to work. The majority (39.0 per cent) travelled between one to two hours to get to work, which is higher than the commuting average in London (43 minutes) 1. 35 per cent of staff spent between 30 mins to one hour, and 14 per cent spent more than two hours to get to work;
- 8 per cent of all staff cycle to get to work, a slight decrease compared to the previous survey, while approximately two per cent of all respondents chose walking to work, slightly above the 2017's survey. The sum of cycling and walking as the primary transport method was 11 per cent; and
- The use of public transport for business travel was the primary option for 31 per cent of the respondents, with 41.9 per cent choosing to use public transport, walking or cycling. This is an increase from the 2017 Survey of 39 per cent.

Staff Commuting

- The percentage of staff walking and cycling to work has dropped and is currently at 10.6 per cent. However, for those living five miles or less from work, cycling and walking is the main method of transport for 38 per cent.
- The drop is likely related to a constant increase in the staff travel distance. 40 per cent are travelling more than 30 miles to work compared to a third of staff in 2017, and 30 per cent travel between 11-30 miles. Staff living 5 miles or less from work has dropped further from 16.4 per cent in 2013, 13.9 per cent in 2017 and 12.9 per cent currently.
- 6.41 per cent travel between 11 and 30 miles to get to work, and 30.6 per cent (with the majority of operational staff) travel more than 30 miles. When asked why they travel more than 30 miles to work, 40.7 per cent stated they travel this distance due to housing / rental prices and quality of life, whereas 24 per cent said they travel this distance purely due to housing and renting prices only.

- The main method of transport to commute to work was by single occupancy car travel for 56 per cent of all respondents. Public transport was the primary option for 30 per cent of the staff while 31 per cent of staff said the cost of fares is the main reason for not using public transport. All transport methods used are shown in Chart 1.

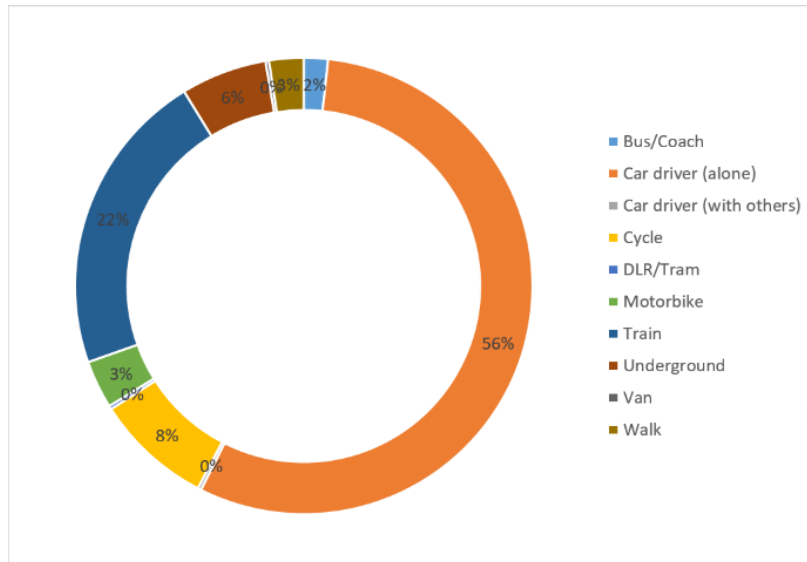


Chart 1: Main method of transport to work of all respondents

- Fire station staff's primary mode of transport was 'car (alone)', whereas Union Street staff and other locations' most popular mode of transport was the 'train'. The 2017 travel survey showed that 64 per cent of fire station staff travelled by car (alone) to their base of work, compared to 2022, in which 72.7 per cent of fire station staff travelled to work by car (alone), showing a 9.7 per cent increase.
- 10 per cent of staff currently use an electric or hybrid vehicle. Those that predominantly use an EV have a charge point at home or use a ChargePoint at work.

Staff Business Travel

- From the respondents, approximately 50 per cent use a private car, while 39 per cent use public transport when they travel for business purposes. Walking and cycling represented 3 per cent in total. 20 per cent of all staff stated that they do not need to travel for business purposes.
- Compared to the previous survey, the number of travels per staff was drastically reduced considering the covid and the improvements in access to teleconferencing and video conferencing facilities and access to online training.
- The main location staff travel for business is other LFB premises. On average, the staff that travel for business spend between 11-20 miles travelling, accounting for 16 per cent.
- When travelling on business, 39 per cent use a private vehicle, and 31 per cent use public transport. 28 per cent of staff are unable to undertake work remotely.
- When travelling on business, 57 per cent of staff carry firefighting PPE, 26 per cent only laptops/tablets, and 11 per cent carry nothing.