

Freedom of Information request reference number: 8974.1

Date of response: 21 August 2024

Request:

Can you please provide me with details of IDRPs where you have lost and won.

Can you also please provide me with details of the cases where you have been taken to court by LFB staff, you know, racism, sexism, etc... stuff that was highlighted in the cultural review.

Response:

Please see my response to each of your requests in turn below:

Can you please provide me with details of IDRPs where you have lost and won.

By way of some background, IDRP is the Internal Dispute Resolution Procedure arrangement for the resolution of pension disputes. As an internal process, the LFB does not win or lose cases. If an applicant makes a complaint under IDRP it is either upheld (successful) or not upheld (unsuccessful). If the applicant is unsuccessful at IDRP stage one they will be informed that, if they wish to appeal under stage two of the IDRP, they can do this by submitting an appeal in writing.

Our People Services team have provided the information in the tables below which show the outcome of the LFB IDRP cases in the last five years:

	Unsuccessful	Successful
IDRP stage one cases	22	≤ 5

Of the 22 cases that were unsuccessful at stage one, a small amount were taken forward to a stage two appeal. The outcome of these IDRP stage two appeal cases are included in the table below:

	Unsuccessful	Successful
IDRP stage two cases	≤ 5	≤ 5

Where there were five, or less than five, cases for each IDRP outcome then these have been marked as "≤ 5" in the table above. Providing the exact figures could lead to individuals being identified from the data and, therefore, I consider a further breakdown exempt from disclosure under the [FOIA via Section 40 – Personal Information](#).

Can you also please provide me with details of the cases where you have been taken to court by LFB staff, you know, racism, sexism, etc... stuff that was highlighted in the cultural review.

This information is exempt from disclosure to you under [section 21 of the FOIA, Information accessible to applicant by other means](#).

Decisions on Employment Tribunal cases in England are published online via the 'Employment tribunal decisions' page of the GOV.UK website. The information is accessible via the following link:

<https://www.gov.uk/employment-tribunal-decisions>. You can filter for cases involving the London Fire Commissioner using the search tool on this webpage.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request [on our website](#).