

Freedom of Information request reference number: 7656.1

Date of response: 3 August 2023

Request:

- 1) *Between November 25 2022 and May 24 2023 (or the dates closest available to these), how many LFB staff have been:*
 - a) *Sacked*
 - b) *Suspended pending an investigation*

- 2) *Please state the brief circumstances of:*
 - a) *Each sacking*
 - b) *Each suspension*
 - c) *Where not possible, please state where these circumstances refer to discrimination, harassment and bullying, and include allegations of homophobia, misogyny, and racism.*

And;

- 3) *Between May 25 2022 and November 24 2022 (or the closest dates available to this, but not overlapping with the dates above), how many LFB staff have been:*
 - a) *Sacked*
 - b) *Suspended pending an investigation*

- 4) *Please state the brief circumstances of:*
 - a) *Each sacking*
 - b) *Each suspension*
 - c) *Where not possible, please state where these circumstances refer to discrimination, harassment and bullying, and include allegations of homophobia, misogyny, and racism.*

Response:

Please see the response to your questions below. The figures provided in question 1 relate to cases managed by Employee Relations (ER) and CMP Team (CMP) following the cultural review.

- 1) Between November 25 2022 and May 24 2023 (or the dates closest available to these), how many LFB staff have been:**
 - a) Sacked - 2 (ER)**
 - b) Suspended pending an investigation – 17 (4 ER), (13 CMP)**
- 2) Please state the brief circumstances of:**

- a) **Each sacking**
 - 1 x Failure of drugs or alcohol test/breach of drugs & alcohol procedure
 - 1 x Assault – physical violence and/or threatening behaviour
- b) **Each suspension**
 - 1 x Criminal charges or convictions
 - 1 x Assault – physical violence and/or threatening behaviour
 - 1 x Inappropriate behaviour
 - 7 x Bullying and harassment
 - 5 x Sexual harassment
 - 1 x Racist behaviour
 - 1 x Discrimination, bullying, harassment & victimisation
- c) **Where not possible, please state where these circumstances refer to discrimination, harassment and bullying, and include allegations of homophobia, misogyny, and racism.**
 - 1 x Discrimination, 5 x Sexual harassment 7 x Bullying and Harassment 1 x Racist behaviour

And;

- 3) **Between May 25 2022 and November 24 2022 (or the closest dates available to this, but not overlapping with the dates above), how many LFB staff have been:**
 - a) **Sacked – 2**
 - b) **Suspended pending an investigation - 6**
- 4) **Please state the brief circumstances of:**
 - a) **Each sacking**
 - 1 x Failure of drugs or alcohol test/breach of drugs & alcohol procedure
 - 1 x Assault – physical violence and/or threatening behaviour
 - b) **Each suspension**
 - 2 x Failure of drugs or alcohol test/breach of drugs & alcohol procedure
 - 1 x Criminal charges or convictions
 - 1 x Assault – physical violence and/or threatening behaviour
 - 1 x Bringing LFB into serious disrepute/harassment
 - 1 x Inappropriate behaviour/harassment
 - c) **Where not possible, please state where these circumstances refer to discrimination, harassment and bullying, and include allegations of homophobia, misogyny, and racism. 2x harassment**

I hope you find this information of use. Should you have any further questions please do let me know.

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](#)