

**Freedom of Information request reference number:** 8204.1

**Date of response:** 12 January 2023

**Request:**

*I would like to request via freedom of information as to how many people within the LFB since 2018 to date have been disciplined under domestic abuse policy 653 and how many also have been disciplined under harassment complaints policy 529 section 3.6.*

**Response:**

We do not hold a record of staff that have been disciplined under the domestic abuse policy 653. Policy 653 is available to LFB employees as guidance to support anyone who is going through this experience.

The current LFB Discipline Case Management system has a variety of options for recording a disciplinary case and the recording will depend on the individual case for example this could be 'inappropriate behaviour,' 'assault,' 'Harassment, etc' or one of several of the other categories, depending on the nature of the complaint.

Cases are broken down into certain categories for reporting purposes. Categories on the disciplinary system include:

*Assault, etc.  
Breach Auth Pol/Proc  
Breach of CoPUC  
Breach of H&S regs  
Bring Auth. Disrepute  
Criminal Charge/Conv  
Damage Auth Equip  
F Drug/Alc Test/Proc  
Fail Notify Crim.  
Fail/refuse LMI  
Financial irregular.  
Fraud  
Harassment, etc.  
Inap. Behaviour  
Lateness  
Misuse Auth Facil's  
Negligence*

The categories will be selected by the individual HR Adviser dealing with the case. The only way to confirm would be to check each individual record and review the allegations.

This would exceed the relevant time limit set out under the FOIA. This 'fees limit' is calculated by taking the cost limit appropriate to the Brigade (i.e., £450) divided by the standard rate at which a local authority (including the Brigade) can charge for this work (£25 an hour). This equates to 18 hours.

Using an average of 10 minutes for each discipline/grievance record (260 cases), it will take 43 hours (10 minutes times 260 discipline cases, divided by 60 minutes equals 43 hours) to review all of the relevant records. In setting this out in full this now serves as a formal 'refusal notice' based on [section 12 of the FOIA](#) – 'Exemption where cost of compliance exceeds appropriate limit'. If the cost exceeds the appropriate limit to comply with a request, a public authority is not obliged to comply with it.

Our HR department confirm from 2018 to November 2022 we have a record of <5 discipline cases categorised as Harassment, victimisation, bullying or discrimination. The system only records cases that were undertaken and heard in accordance with Stage 2 and 3 of the Disciplinary Procedure, Stage 1 hearings are managed locally.

<5 means there are more than one, but less than five individuals that have been discipline cases as Harassment, victimisation, bullying or discrimination as number is so small, providing the exact figures could lead to specific individuals being identified from the data. Therefore, I consider a further breakdown exempt from disclosure under the FOIA via [Section 40 – Personal Information](#).

From November 2022, the LFB engaged an external complaints service CMP Solutions to investigate discipline and grievances categorised as '*Discrimination, bullying and harassment*'.

There are thirteen disciplinary hearings as a result of CMP investigations.

The case numbers provided include cases dealt with under the Harassment Complaints Procedure, and those for example that began as a bullying or harassment complaint but proceeded directly to disciplinary proceedings (and hence under the Disciplinary Procedure).

To determine if a discipline case was investigated under the Harassment complaint policy, we would need to look at each individual record.

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](#)