



LONDON FIRE BRIGADE

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Emma Best AM
Chairman of the GLA Oversight Committee
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The London Fire Commissioner is the
fire and rescue authority for London

Date: 26 July 2023

Dear Assembly Member Best

Thank you for your letter following the meeting of the Oversight Committee on 26 May. I am pleased to respond to the following request for further information as follows.

To provide confirmation of how roleplays assessed by EDI experts were working as a tool to assess EDI within LFB

EDI standalone assessments commenced in 2021 and are included within all promotion assessments for the roles of Leading Firefighter through to Deputy Commissioner and we have assessed almost 1000 candidates to date. EDI assessments are based on either written submissions, presentation and/or roleplay depending upon the specific requirements or level of the role being applied for. Due to the large numbers involved, assessments have tended to be in the form of case studies but we have used all the forms as mentioned above.

A pass mark of 75 per cent or above is required in order to be promoted (alongside successful assessment in other areas). As the concept is relatively new, we agreed that we would create a development programme for candidates scoring between 50 per cent to 74 per cent. This gives us the benefit of developing our people and still keeps the pool of promotable candidates healthy.

We are continually looking at ways to improve our approach and although we send written guidance to candidates in advance of assessment, we are looking to run more interactive workshops prior to assessment so candidates can have any questions answered and have a greater understanding of why we are doing the exercise and what is expected of them.

I hope that this answers the Committee's question and please do not hesitate to contact me if you have any further questions.

Yours sincerely

Spencer Sutcliff
Assistant Commissioner - Fire Stations

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