



LONDON FIRE BRIGADE

LFC-25-071

# Disposal of Surplus Land and Buildings – 69a Bounds Green Road, London N22 8DF

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**Report to:**

Investment & Finance Board  
Commissioner's Board  
Deputy Mayor's Fire Board  
London Fire Commissioner

**Date:**

4 August 2025  
13 August 2025  
26 August 2025

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**Report by:**

Saira Ahmed (MRICS) Property Strategy, Property and Technical Support Services (TSS)

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**Authorising Head of Service:**

Laura Birnbaum, Assistant Director, Property and Technical Support Services (TSS)

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**Report classification:**

For decision

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**For publication**

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**Values met**

Service  
Teamwork  
Equity

# PART ONE

## Non-confidential facts and advice to the decision-maker

### Executive Summary

This report seeks approval for the marketing and sale of a freehold property jointly owned by the London Fire Commissioner (LFC) and London Borough of Haringey (LBH) known as 69a Bounds Green Road, London, N22 8DF. The property ceased operating as a fire station in the 1960's and has since been subject to various lease and license agreements until December 2023, generating income for both parties.

Several disposal options have been considered by both freehold parties with the recommended disposal option presented in this report. Both parties have agreed that the property is now surplus to their respective operational requirements and should be subject to disposal by way of an open marketing campaign and sale. A Memorandum of Understanding (MoU) on the approach to the joint sale and its terms has been agreed and included in Part Two of this report. LBH have secured a governance decision for disposal of their freehold interest following a review of LB Haringey Local Plan and agreement on its surplus declaration. Subject to an LFC decision, marketing is planned to commence late Autumn 2025.

### **For the London Fire Commissioner**

The LFC delegates authority to the Assistant Director Property and TSS to complete the disposal of 69a Bounds Green Road, London, N22 8DF in accordance with the proposal set out in Part Two of this report.

## 1 Introduction and background

- 1.1 This report seeks approval to progress the disposal of surplus land and premises known as 69a Bounds Green Road, London, N22 8DF (hereafter referenced as Bounds Green). Formerly known as Wood Green Fire Station, the property ceased operational use by LFC in the early 1960's following the opening of Southgate Fire Station.
- 1.2 Bounds Green is jointly owned by the London Fire Commissioner (LFC) and the London Borough of Haringey (LBH). Details of the freehold ownership arrangement are included in Appendix 1. In summary, the ground floor of the premises are owned on a 75/25 per cent proportional basis by LFB and LBH respectively.

- 1.3 The property was constructed in the 1930's and consists of a two-storey brick structure (images provided in Appendix 2). The property consists of a small appliance bay area and rooms on the ground floor, an external yard with parking facilities for several vehicles and a separate garage structure to the rear. The immediate locality is primarily residential, with a Public Transport Accessibility Level of 4 (classified as good).
- a) The LFC's freehold interest is:
- a proportion of the internal ground floor and the external yard amounting to 75 per cent of the site.
- b) The LB Haringey freehold interest is:
- the remaining ground floor including an externally accessible storeroom and the garage structure situated in the rear yard amounting to 25 per cent of the site.
  - A first-floor residential flat which benefits from self-contained access. The flat was leased by the Greater London Council (GLC) and sold under the 'Right to Buy' scheme in 1985 on a long leasehold basis with 86 years remaining. The flat is currently occupied and let to a residential tenant.
- 1.4 The most recent uses of Bounds Green have been to support the London Ambulance Service (LAS). Until December 2020 the premises was leased by LFC and LBH to the LAS for use as an ambulance station (initially as an emergency response facility, then as a touchdown facility). LAS provided notice and vacated the premises in December 2020 as an outcome of the LAS Estate Strategy. After a short vacant period, the site continued to support LAS (still under a commercial license) until vacated in December 2023.
- 1.5 A MOU which details the terms of a joint sale has been entered into with LBH which is provided in Part Two of this report. The MoU is non-binding, however it sets out the principles of the sale process, valuations and timelines agreed by appointed managing agents acting for both parties.
- 1.6 The current holding costs in respect of the property are a 75 per cent proportion of business rates and utilities relating to the ground floor only, in addition to ad hoc costs in respect of boundary maintenance/security. The LFC are currently paying for all utilities with LBH agreeing to reimburse their 25 per cent liability upon completion of the sale. LBH are not billing Business Rates to LFC and LFC will reimburse LBH upon completion of a sale, (less utility cost reimbursement). The costs and reimbursements are shown below in table 1:

Table 1 Utility Costs and Reimbursement:

Relevant Year	Utility Costs (total)	Business Rates (total)	Utility refund by LBH to LFC	Business Rates Refund by LFC to LBH	LFC Accrual
2023	£4,150	£1,500	£1,038	£1,125	

2024	£4,300	£1,500	£1,075	£1,125	
2025	£4,500	£1,500	£1,125	£1,125	
Total	£12,950	£4,500	£3,238	£3,375	£138

## 2. Objectives and expected outcomes

### Disposal approach

- 2.1 As the LFC is the majority freeholder, agreement has been reached that LFC will lead on the disposal process supported by LFC's property solicitor and appointed estate professional services providers, Sanderson Weatherall. The interests of LBH in respect of sale will be scrutinised and assured by their appointed consultants Carter Jonas, further supported by LBH appointed solicitors. LBH have recently reviewed their Local Plan in respect of this site and are in the process of securing governance on disposal, subject to an LFC decision. All fees and disbursements incurred in the disposal process will be shared between the LFC and LBH on the same apportionment basis of 75/25 per cent freehold ownership and deducted from the capital receipt achieved.
- 2.2 Sanderson Weatherall has advised the LFC on marketing options and produced a marketing report for both LFC and LBH to support the marketing strategy. The options and marketing reports are available on request. The marketing report was developed with the following objectives: -
- A joint sale, on an unconditional basis and 'as is' (i.e. with first floor tenant in-situ), by way of informal tender and private treaty, in the open market.
  - Confirmation of anticipated sale range and an acceptable open market sale figure.
  - Split of proceeds agreed as 75% to LFC and 25% to LBH.
  - Payment of all related marketing costs and fees agreed on same percentage basis.
  - Confirmation to include an onward clawback provision as part of sale terms (should the site be sold on for a higher value with no agreed change of use or planning scheme place).
- 2.3 In some circumstances, the value of a site may be increased prior to marketing by securing change of use designation that has a higher value on the open market, such as residential or retail. Full consideration has been given to optimising the value of the site prior to marketing. The premises have operated under a Community Use planning designation which constitutes the lowest value planning use. Bounds Green forms a small parcel of land and as such, has limited development potential. The most likely achievable change of use would be in respect of a small residential development of no more than ten units, or a commercial use, i.e. retail: local supermarket. There is little demand for other prospective uses such as office in the immediate locality and due to the limited size of the land and buildings, the site does not lend itself to industrial uses. The uncertainty of obtaining planning consent for a change of use and a cost benefit analysis outcome has deemed this process unviable to take forward.
- 2.4 In addition, any successful developer/purchaser would be required to either fully relocate or temporarily re-house the sitting residential tenant prior to undertaking any feasible development scheme. It has therefore been agreed with LBH that to ensure the development

opportunity is attractive to developers and investors, overage will not be sought and a clawback/anti-embarrassment clause will be limited to a five-year period.

## **Disposal Options**

- 2.5 The following four options were assessed to inform the recommended disposal strategy.
- a) LFC's portion of the property only is marketed for sale in the open market.
  - b) The entire site is marketed for sale on an unconditional basis, as is (with first floor residential tenant in-situ), by way of private treaty in the open market, jointly with LBH.
  - c) The entire site is marketed for sale on a conditional basis, as is (with first floor residential tenant in-situ), by way of private treaty in the open market, jointly with LBH.
  - d) The property is sold via auction (assumed as an entire site, jointly with LBH): The entire site is marketed for sale as is (with first floor residential tenant in-situ), by way of auction, jointly with LBH.
- 2.6 On analysis, the recommended disposal option agreed by both freehold parties is option b) This route will also satisfy both the LFC and LBH legal requirement to obtain best consideration on disposal of its assets as required by Section 123 of the Local Government Act 1972. In the circumstances where a disposal is not achieved via an open market route, it is proposed that LFC and LBH adopt option d) as a contingency plan.
- 2.7 It is proposed the open marketing campaign will run for a minimum period of eight weeks to identify potential purchasers on an unconditional sale basis, i.e. not subject to conditions such as the developer obtaining planning consent prior to the sale completing. In the event potential purchasers are not identified by the end of this stage, the marketing period will be extended for a period mutually agreed between LFC and LBH.
- 2.8 Current planning policy requires any residential developments on public sector land of more than ten residential units must include at least 50 per cent affordable housing. It is a Mayoral aim to address London's housing challenges by leveraging public land for the benefit of London's diverse communities and essential workers in need of affordable housing. This includes land owned by central government departments, local authorities, and other public bodies including the LFC.
- 2.9 LBH local planning policy also states that affordable housing must be provided on residential redevelopment sites creating 10 or more units, to contribute to a borough wide target of 40 per cent. Bounds Green has previously been subject to a speculative pre-planning application process in 2017 which proposed a small development consisting of nine residential units (for which the 50 per cent affordable housing criteria would not apply). Any current assessment of planning in respect of this site would ensure mayoral and local updated planning policy is optimised in support of London's housing challenges, subject to viability.
- 2.10 Subject to an LFC decision, marketing Bounds Green is planned to commence in Q3 of 2025 financial year with completion expected in Q1 of 2026 financial year, subject to the optimal offer being unconditional on planning.

### **3. Values Comments**

- 3.1 This report has reviewed the recommended disposal of Bounds Green in line with LFB Values and proposes the following values apply: -
- 3.2 Service: we put the public first. The ground floor and external areas of this site have been partly vacant since December 2023. Disposing of the premises this will permit regeneration and reduce the risk of anti-social behaviour in the Bounds Green residential area, promoting safer communities.
- 3.3 Integrity: We treat everyone fairly according to their needs. Once the building is on the open market, any offers received will have due diligence and transparency applied in respect of offers from interested parties, their financial credibility and sale conditions. The disposal will be undertaken in accordance with related directives, e.g. Sections 123 of the Local Government Act (1972) and the RICS Commercial Real Estate Agency (1<sup>st</sup> Edition) 2016.
- 3.4 Teamwork: We work together and include everyone. To achieve a successful disposal will require all stakeholders, including external partners and agencies, to work together to achieve the most favourable outcome for both public bodies involved.

### **4. Equality Comments**

- 4.1 The LFC and the Deputy Mayor for Planning, Regeneration and the Fire Service 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.
- 4.2 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.
- 4.3 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.
- 4.4 The Public Sector Equality Duty requires decision-takers 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.

- 4.5 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.
- 4.6 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 persons' disabilities.
- 4.7 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.
- 4.8 An Equality Impact Assessment has been undertaken which has determined a full assessment has been deemed not necessary. The LFB inclusion team have confirmed that the proposed disposal of Bounds Green as 'Low Risk'.

## **5. Other considerations**

### **Workforce comments**

- 5.1 Bounds Green ceased use as a fire station in the 1960's and the LFB workforce is not impacted. LFB have no plan or requirement to reoccupy or bring this building back into use. The LFB Estate Strategy 2024-29, which included a property impact assessment on LFB service delivery strategies supporting the Community Risk Management Plan (CRMP), confirms Bounds Green as surplus to requirements and planned for joint freehold disposal. The LAS and Met Police have no strategy to acquire additional buildings in support of their service delivery needs. This planned disposal has also been shared with GLA forums (housing etc.) as part of prioritising uses for public land.

### **Sustainability comments**

- 5.2 A Sustainable Development Impact Assessment has been completed. This report recommends the disposal of a jointly held asset and there are no future sustainability impacts to be considered as this will be the purchaser's responsibility. The Sustainability Development Team have assessed the disposal of Bounds Green as low risk.

### **Procurement comments**

- 5.3 There are no procurement considerations required to enable the disposal of Bounds Green. The subject matter expertise to market this site on behalf of the LFC is being undertaken by Sanderson Weatherall as the LFC's contracted estates professional services providers. The disposal process will also be assured by Carter Jonas acting as contracted estates professional services providers for LBH.

## **Communications comments**

- 5.4 The premises have not been operationally utilised by the London Fire Brigade for many decades therefore no internal communications are planned or required. The support of Communications department in respect of any public communication is not required as all marketing will be conducted by Sanderson Weatherall.

## **6. Financial comments**

- 6.1 This report recommends that surplus land and premises jointly owned by LFC and the London Borough of Haringey (LBH) to be made available for sale by way of an open marketing campaign, for the amounts set out in the part two report. LFC will receive 75 per cent of sale proceeds, with LBH receiving the remaining 25 per cent. Costs of sales payable by LFC and LBH will also be split 75% / 25%. It is expected that the sale will complete in Q1 of the 2026/27 financial year.
- 6.2 The site has ceased to be of operational use by LFC since the 1960's. It is not currently generating income for LFC. However, LFC does currently incur some minor costs relating to the site (shown in Table 1 in Paragraph 1.6), which it will no longer incur after the sale.
- 6.3 LFC and LBH have jointly agreed to proceed with the sale of the whole site. Since LFC and LBH own different parts of the site, if LFC is to proceed with selling its own portion, any sale will be much less attractive to prospective buyers. A sale is more likely while a joint agreement exists.

## **7. Legal Comments**

- 7.1 Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "LFC") 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.
- 7.2 By direction dated 1 April 2018, the Mayor set out those matters, for which the LFC would require the prior approval of either the Mayor or the Deputy Mayor for Planning, Regeneration and the Fire Service (the "Deputy Mayor").
- 7.3 Paragraph (a) of Part 2 of the said direction requires the LFC to seek the prior approval of the Deputy Mayor before a decision is taken for the "acquisition or disposal of any freehold interest or leasehold interest in land".



## List of appendices

Appendix	Title	Open or confidential*
1	Ownership Apportionment and Areas, Land Registry Title	Open
2	Bounds Green Images	Open
3	EIA	Open
4	SDIA	Open

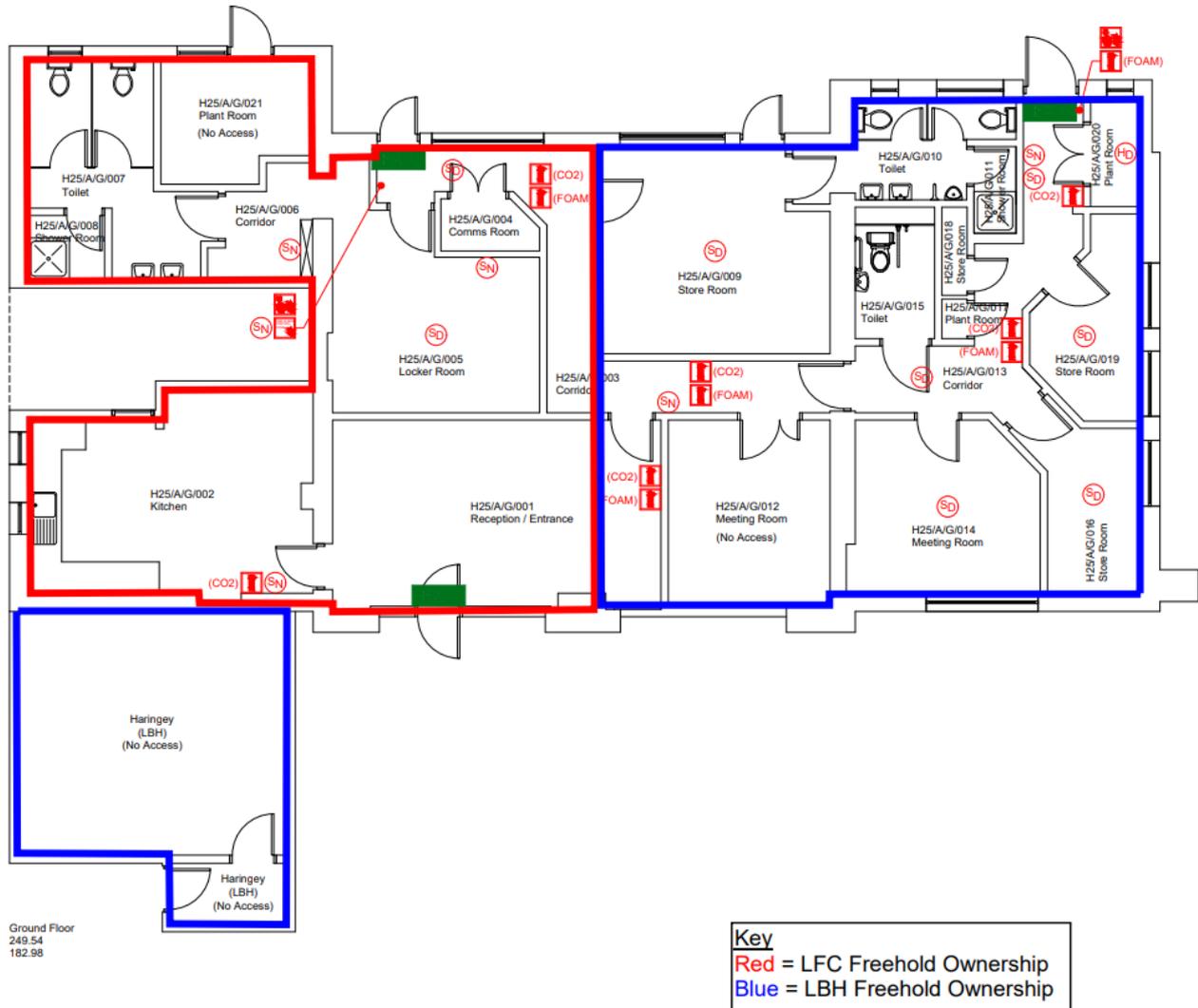
### Part two confidentiality

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:      Yes

**Bounds Green - Ownership Arrangements**

Ground Floor:



**Key**

- Red Line – depicts curtilidge of ownership
- Yellow – access rights granted to LBH
- Green – owned by LBH
- Blue – owned by LFC with access rights granted to LBH
- Beige – owned by LFC with access rights granted to LBH
- Blank – residential flat access granted to tenant and externally accessible store room in LBH ownership

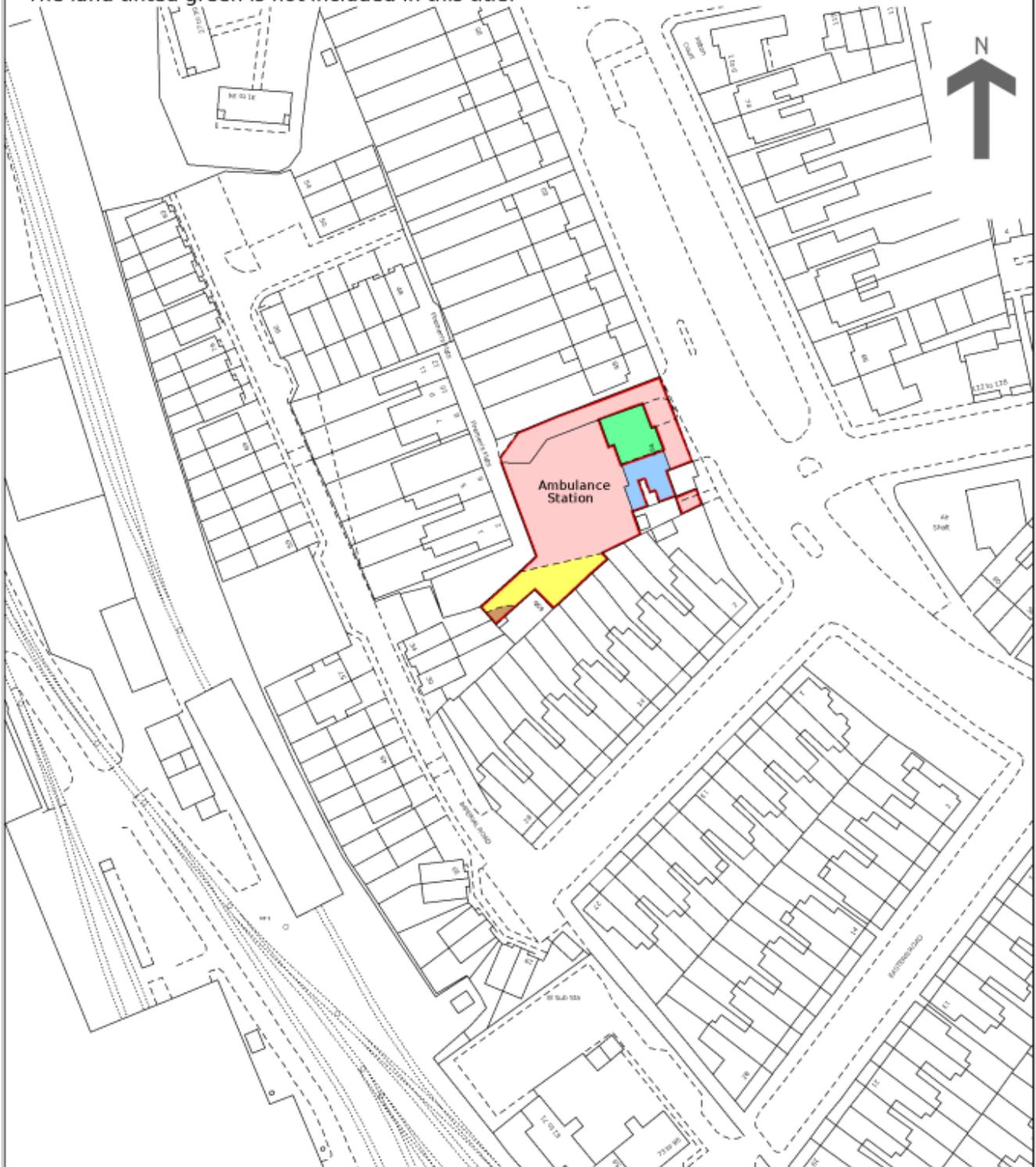
Land Registry Plan:

HM Land Registry  
Official copy of  
title plan

Title number **AGL241947**  
Ordnance Survey map reference **TQ3090NW**  
Scale **1:1250**  
Administrative area **Haringey**



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The land tinted green is not included in this title.



Bounds Green Aerial View:



Main Building Floor Areas (excluding external areas)

Freehold Owner	Sq M	Sq Ft
LFC	82.56	889
LBH	83.34	897
Total	165.90	1,786

External - Floor Areas

Freehold Owner	Relevant Part	Sq M	Sq Ft
LFC	Rear yard	850.22	9,152
LBH	Front extension	30.99	334
LBH	Dis-used garage	71.06	765

LBH/Leaseholder	First Floor Residential Flat	92.90	1,000
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Bounds Green – Images

Appendix 2

Bounds Green Frontage:



Bounds Green Rear yard and Parking:



Bounds Green – LBH owned garage in rear yard:





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## Equality Impact Assessment (EIA) Initial Screening Form

When completing this form please use the [EIA guidance notes](#) and check our other resources on our dedicated [EIA Hotwire pages](#)

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This form enables you to screen each protected characteristic and identify which may be positively or negatively impacted by your activity.

The purpose of an EIA is to meet and justify the legal obligation required under the [Public Sector Equality Duty \(PSED\)](#), namely, the 'DUE REGARD' that documents that your activity will:

- a) eliminate discrimination, harassment, and victimisation;
- b) advance equality of opportunity; and,
- c) foster good relations between people who share a relevant protected characteristic and people who do not share it.

**You must be able to show that your activity meets the three conditions of the due regard by providing relevant information to show how it caters for people with protected characteristics (where applicable), through eliminating potential discrimination and promoting opportunities to build equity between all groups.**

You will only be required to complete a full EIA assessment of the areas where you have identified a negative impact, and further adjustments will be required.

Use the fields below to record any impacts and potential mitigating actions against each protected characteristic. All complete initial screening forms should be submitted to the EIA team to review and confirm your next steps.



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## Equality Impact Assessment (EIA) Initial Screening Form

### A. Name, status and expected outcomes of the activity

Disposal Of Land and Buildings for Governance authorisation:

1. Disposal of surplus land and buildings known as 69 Bounds Green Road, London.
2. EIA required for Governance authorisation for a specific disposal.
3. Reason of EIA – to determine if full EIA required to support Governance purposes.

### B. Who is this activity for, who is impacted by it? (all LFB staff, specific department, external communities)

Laura Birnbaum, Property and TSS Assistant Director  
Adrian Bloomfield, Head of Finance

### C. Reason for Equality Impact Assessment



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## Equality Impact Assessment (EIA) Initial Screening Form

In accordance with the Scheme of Governance which governs the disposal of property assets, the Strategy team are seeking authorisation for the disposal of surplus land and buildings known as 69 Bounds Green Road, London, (Bounds Green) and this EIA submission is to determine if a full EIA assessment is required to support the Governance process.

Bounds Green was previously named Wood Green Fire Station, the operational function was fully transferred to Southall Fire Station following its' successful opening in the early 1960's and since then Bounds Green has not been utilised for operational or FRS purposes.

Having due regard to Public Sector Equality Duty (PSED), this EIA is being performed to assess the effect the proposed disposal and supporting material has on LFB's workforce.

Consideration of the below has been reviewed in line with the proposed property disposal.

[Public Sector Equality Duty](#)

[Equality Act 2010](#)

Your London Fire Brigade – [Our plan for 2023-2029](#) (CRMP)

[LFB Values](#)

[LFB Equity Policy](#)

[Inclusive and accessible documents for neurodivergent individuals – tips and resources 2024](#)

[The LFB key EDI terminology](#)

HRE36 [Meeting the religious, spiritual and pastoral care needs of staff](#)

Policy No. 323 [Trans inclusion policy](#)

It has been determined that the above does not affect or has no impact, either negative or positive, on the proposed disposal of Bounds Green as this site has not been in operational use since the early 1960's. In respect of the LFB policy relating to Inclusive and Accessible Documents for Neurodivergent Individuals, consideration has been given to ensuring all marketing particulars are also available in alternative Neurodivergent supported formats and the managing agents will ensure this will be available upon request. In support, it should also be noted that in accordance with the Royal Institution of Chartered Surveyors, (RICS) who are the governing body in respect of commercial and residential property matters, there is an obligation to ensure that any parties bidding for the site are represented by a suitable professional, both legal and property surveyors, to ensure that all bidders are suitably advised in respect of offers made.



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## Equality Impact Assessment (EIA) Initial Screening Form

It is recognised that when performing its regulatory role, LFB will regularly deal with persons outside of the LFB workforce. The PSED applies equally to LFB's external activities, such as our dealings with members of the public, third parties and external agencies. As such, due consideration has been given to the PSED in respect of our external activities when devising this policy.

### D. Team responsible for the activity

**EIA Author(s):**

Name: Saira Ahmed  
Job title: Estates Surveyor  
Department: Strategy, Property and TSS

**EIA Owner(s):**

Name: Judith Cosaitis  
Job title: Head of Strategy  
Department: Property and TSS

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## Equality Impact Assessment (EIA) Initial Screening Form

E. Equality and diversity considerations					
Protected Characteristic	Positive Impact ✓	Negative Impact ✓	Summary of impact	Is a mitigating action required?	
				Yes	No
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<p>It is considered that the disposal of Bounds Green does not negatively disproportionately impact staff with this protected characteristic.</p> <p><b>LFB Age Data for staff @ 28th May 2025 is as follows:</b>            Total number of staff making up the workforce = 5948            Age 29 and under: 739 (12.43%), Age 30-39: 1671 (28.9%), Age 40-49: 2099 (35.29%)            Age 50-54: 855 (14.37%), Age 55-59: 355(5.97%), Age 60+: 229 (3.85%)</p> <p>In consideration of the above, it has not been possible to identify a negative or positive impact on Age related characteristics as no workforce are in any way affected by the proposed disposal of Bounds Green.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<p>LFB has a duty to make reasonable adjustments for staff within this protected group. The provision of reasonable adjustments for staff within this protected group ensures that a person is not treated less favourably or placed at a substantial disadvantage because of their disability. Neurodiversity is recognised as a disability under the Equality Act (2010) and it is recognised that text heavy policies may be overwhelming for neurodivergent staff and that staff with visual or auditory impairments could struggle to access the policy. To ensure material is fully accessible to each person’s individual need, this policy and its supporting documents have been formulated with due consideration to relevant inclusion guides and policies, including the LFB “Accessible Communication Guide” and LFB Policy Note 0553, “Learning Support Policy”.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Equality Impact Assessment (EIA) Initial Screening Form

			<p>The policy considers adjustments that must be made to ensure accessibility considerations for individuals with physical disability or for those experiencing conditions which meet the Equality Act’s definition of “impairment”. It is acknowledged that the implementation of workplace adjustments eliminates discrimination and provides advancement of opportunity for those with a disability. This in turn allows staff with or without this protected characteristic to access and use these policy provisions thereby ensuring all staff performing the regulatory roles to which this policy applies, can foster and maintain good working relationships with colleagues.</p> <p><b>LFB Disability Data for staff within workforce @ 28<sup>th</sup> May 2025 is as follows:</b>  Total number of staff making up workforce = 5948  Disabled 544 (9.15%), Not disabled: 5117 (86.03%),  Information not provided: 228 (3.83 %), Prefer not to say: 59 (0.99%)</p> <p>Having regard to the above disability figures relating to LFB’s workforce, it has not been possible to identify positive or negative impacts on disabled staff within the LFB workforce; the premises have not been in operational use since the early 1960’s. In respect of the LFB policy relating to Inclusive and Accessible Documents for Neurodivergent Individuals in relation to dealing with members of the public, consideration has been given to ensuring all marketing particulars are also available in alternative Neurodivergent supported formats and the managing agents will ensure this document will be available upon request. In support, it should also be noted that in accordance with the Royal Institution of Chartered Surveyors, (RICS) who are the governing body in respect of commercial and residential property matters, there is an obligation to ensure that any parties bidding for the site are represented by suitably</p>		
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## Equality Impact Assessment (EIA) Initial Screening Form

			qualified professionals, both legal and property surveyors, to ensure that all bidders are properly advised in respect of the site particulars to ensure full clarity and understanding of the site.		
<b>Gender Reassignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The LFB does not currently record DEI staff data for gender reassignment but for the purposes of this EIA it has been acknowledged that across all staffing groups, there are staff within the workforce who are either undergoing or have completed a gender transition. Due regard has been given to LFB Policy Note 323 “Trans Inclusion Policy” when formulating the disposal of Bounds Green.</p> <p>It is considered that the policy provisions/activity of Bounds Green Disposal does not negatively disproportionately impact staff with this protected characteristic. The premises have not been occupied by any LFB staff or workforce since the early 1960’s.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Marriage / Civil Partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<p>LFB does not currently record DEI staff data for marriage and civil partnerships but for the purposes of this EIA it has been acknowledged that across all staffing groups, there are staff within the workforce who are either married or are in a civil partnership.</p> <p>It is considered that the policy provisions/activity of Bounds Green Disposal does not negatively disproportionately impact staff with this protected characteristic.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Pregnancy / Maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<p>LFB does not currently record DEI staff data for pregnancy and maternity but for the purposes of this EIA it has been acknowledged that there are staff within the workforce who are or have been pregnant and / or on maternity.</p> <p>Consideration: does the proposed disposal of Bounds Green require staff to perform a range of activities some more physical than others? For example, will staff will be required to read the policy documents and relevant supporting material relating in respect of the Scheme of Governance.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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## Equality Impact Assessment (EIA) Initial Screening Form

			<p>However, it is recognised that pregnancy can cause discomfort or limitations in both sedentary and physical activities, which could affect how a person performs tasks that are part of this role. Due regard has been given to LFB Policy Notes PN 555 “Family Support Leave (including Maternity)” and PN 313 “Maternity provisions” which provide for workplace adjustments to be made in respect of expectant mothers. It is recognised that, having regard to these policies, managers will undertake a risk assessment (RA) as per LFB Policy 673. The RA process will be performed with due regard to LFB’s <a href="#">Pregnancy - Possible Risks Guide</a>. This guide contains sections on “general precautionary measures”, “manual handling of loads” (which covers physical work), “extremes of cold and heat” and “movements and postures” to assist managers in the implementation of mitigating measures such as i) introducing frequent rest breaks to reduce fatigue or ii) reducing physical activities to ensure staff within this protected group are fully supported in their role which in turn supports access to the policy provisions of PN489.</p> <p>It is considered that the policy provisions of Bounds Green Disposal does not negatively disproportionately impact staff with this protected characteristic. There are no staff affected by the proposed sale as the premises have not been utilised for operational or FRS purposes since the early 1960’s. IN respect of the Estates team and the external consultant acting for LFB, it is confirmed that there are no affected personnel, either pregnant, on maternity, or due to return from maternity, therefore a risk assessment has not been carried out.</p> <p>Due consideration has been given to LFB’s Health and Safety Policy PN 597, specifically para 4.30 which states that managers are responsible for “<i>Assessing the risks to the health and safety of their employees and any other person(s) affected by the Brigade’s work activities in accordance with its policies and procedures and, where possible, the elimination or</i>”</p>		
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## Equality Impact Assessment (EIA) Initial Screening Form

			<p><i>reduction of those risks.</i>" It is considered that the disposal of Bounds Green provides appropriate mitigation for potential risks relating to occupancy types.</p>		
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Due regard has been given to LFB Policy Note PN 973 "LFB Equity Policy" and the LFB "Inclusion Strategy" when formulating the provisions of the Bounds Green Disposal.</p> <p>It is considered that the policy provisions of Bounds Green Disposal does not negatively disproportionately impact staff across different ethnicities.</p> <p><b>LFB Ethnicity Data for staff within workforce @ 28<sup>th</sup> May 2025 is as follows:</b>            Total number of staff making up workforce = 5948            White 4533 (76.21%), Underrepresented Ethnic Minority 1112 (18.70%), Prefer not to Say 72 (1.21%), Not Known 231 (3.88%)</p> <p>It is noted that as the premises have not been occupied from an operational or FRS perspective since the early 1960's that no workforce staff are affected.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Religion / Belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Due regard has been given to LFB Policy Note PN 973 "LFB Equity Policy" and the LFB "Inclusion Strategy" when formulating the provisions in respect of the disposal of Bounds Green.</p> <p>It is considered that the policy provisions of the disposal does not negatively disproportionately impact staff across different religions or beliefs.</p> <p>Where staff require time to pray while carrying out their job roles, to ensure they are not</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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## Equality Impact Assessment (EIA) Initial Screening Form

			<p>disadvantaged, LFB’s Inclusion Policies highlight the rights of staff to practice their religious duties without restriction. It is recognised that LFB’s regulatory activities can potentially clash with activities relating to a member of staff’s religion or belief, such as with the timing activities/training. The inclusion policies allow for adjustments to be made that support the religious needs of those undertaking activities thereby providing suitable mitigation to ensure those within this protected group are not disadvantaged because of their religion or belief.</p> <p><b>LFB Religion/Belief Data for staff within workforce @ 28<sup>th</sup> May 2025 is as follows:</b> Across the staff group, 40.47% of staff are recorded as having no religion. Christian is recorded at 32.16% with other religions or belief recorded as: Muslim 2.15%, Hindu 0.89%, Other 3.13%, Sikh 0.39%, Buddhist 1.06%, Jewish 0.32%. 16.07% of respondents gave no information whilst 3.36% preferred not to say.</p> <p>It has been determined that no religious or beliefs are positively or negatively impacted by the proposal to dispose of Bounds Green as the premises have not been utilised for operational or FRS purposes since the early 1960’s.</p>		
<p><b>Sex</b></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p>Due regard has been given to LFB Policy Note PN 973 “LFB Equity Policy” and the LFB “Inclusion Strategy” when formulating the provisions of PN 489.</p> <p>It is considered that the disposal of Bounds Green does not negatively disproportionately impact staff across different sex.</p> <p>Due regard has also been given to Policy Note 969 “Menopause Policy”. PN 969 asserts that LFB will also discharge its responsibilities accordingly by specifically providing support to staff within this group, including those experiencing menopause symptoms, to access</p>	<p><input type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>

## Equality Impact Assessment (EIA) Initial Screening Form

			<p>management support. It is considered that the policy provisions of *policy* and its supporting material have no gender restrictions across the mix of genders so eliminates discrimination and provides advancement of opportunity for those in the female minority across all staff groups. Having no gender restrictions promotes good working relationships between the genders and provides opportunity for all staff to use these provisions.</p> <p><b>LFB Gender Data for staff within workforce @ 28<sup>th</sup> May 2025 is as follows:</b> The gender breakdown of staff is 19% female and 81% male as a total across all staffing groups.</p>		
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Due regard has been given to LFB Policy Note PN 973 “LFB Equity Policy” and the LFB “Inclusion Strategy” when formulating the proposed disposal of Bounds Green.</p> <p>It is considered that the policy the proposed disposal of Bounds Green does not negatively disproportionately impact staff across different sexual orientation.</p> <p><b>LFB sexual orientation Data for staff workforce @ 28<sup>th</sup> May 2025 is as follows:</b> <b>Across the staff group, 71.94% of staff are recorded as Heterosexual.</b> <b>6.20% of the workforce are recorded as LGB.</b> <b>19.03% of respondents gave no information whilst 2.82% preferred not to say.</b></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Socio Economic*</b>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The LFB does not currently record DEI staff data for socio-economic backgrounds, but for this EIA it has been considered across all staffing groups in the workforce.</p> <p>Due regard has been given to LFB Policy Note PN 973 “LFB Equity Policy and the LFB</p>	<input type="checkbox"/>	<input type="checkbox"/>



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## Equality Impact Assessment (EIA) Initial Screening Form

			“Inclusion Strategy” when formulating the proposed disposal of Bounds Green material. It is considered that the proposal has no restrictions to staff based on their socio-economic background.		
<b>Caring responsibilities*</b>	<input type="checkbox"/>	<input type="checkbox"/>	The LFB does not currently record DEI staff data for caring responsibilities, but for this EIA it has been considered across all staffing groups in the workforce. Due regard has been given to LFB Policy Note PN 448 “Working with Choice” when considering the proposed disposal of Bounds Green.	<input type="checkbox"/>	<input type="checkbox"/>

1

### Explain why a full EIA is not required:

Further to full consideration of the relevant policies, it has been determined that there is no impact on any protected characteristics and a full EIA would not be required for the purpose of the proposed disposal of Bounds Green.

<sup>1</sup> \*While these are not technically protected characteristics, it is still unlawful to discriminate against those within these communities.



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## Equality Impact Assessment (EIA) Initial Screening Form

### Signed by the Submitter

**Name:** Saira Ahmed

**Rank/Grade:** FRS F Grade.

**Date:** 20/06/2025

Email the completed form to [EqualityImpactAssessment@london-fire.gov.uk](mailto:EqualityImpactAssessment@london-fire.gov.uk)



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## Equality Impact Assessment (EIA) Initial Screening Form

To be completed by the EIA team, and returned to the submitter:

Initial Recommendations		
<input type="checkbox"/>	<b>Recommendation</b>	<b>1:</b>
No adverse impact(s) identified - activity continues with no change required		
<input type="checkbox"/>	<b>Recommendation</b>	<b>2:</b>
Adverse impact(s) identified - activity continues with agreed justification or mitigation in place		
<input type="checkbox"/>	<b>Recommendation</b>	<b>3:</b>
Adverse impact(s) identified - activity paused until justification or mitigation provided		
<input type="checkbox"/>	<b>Recommendation</b>	<b>4:</b>
Impact(s) identified - activity paused due to potentially unlawful or adverse effects which cannot be reasonable justified/mitigated.		
Next steps		
[text to be completed by the EIA Team]		
<b>Name:</b>	[text	here]
<b>Date:</b> [text here]		



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## **Equality Impact Assessment (EIA) Initial Screening Form**

# Sustainable Development Impact Assessment Checklist

Project Name/: Disposal of Surplus Land and Building – 69 Bounds Green Road, London.

Contact Person: Saira Ahmed, Estates Surveyor, Property and TSS

Date completed: 30/05/2025

Please send through the completed checklist with a copy of the project PID or the draft policy to [environment@london-fire.gov.uk](mailto:environment@london-fire.gov.uk). For existing policies undergoing minor amendments, please send through a marked up copy of the policy, with the original SDIA.

Other impact assessments completed				Yes	No
1. Has an Equalities Impact Assessment been completed?				<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Has a Health, Safety and Wellbeing assessment been completed?				<input type="checkbox"/>	<input checked="" type="checkbox"/>
Environmental Impacts					
3. Will this consume any of the following (please tick those that apply and state how and if this would increase or decrease our consumption):					
Gas	<input type="checkbox"/>	Electricity	<input type="checkbox"/>	Water	<input type="checkbox"/>
Petrol or diesel	<input type="checkbox"/>	Hazardous chemicals	<input type="checkbox"/>	Other natural resources e.g. timber	<input type="checkbox"/>
<b>Comments: Not applicable</b>					
4. Will this produce or reduce our production of (please tick those that apply and describe what and how):					
Non-hazardous waste	<input type="checkbox"/>	Hazardous waste (see PN 862)	<input type="checkbox"/>	pollutants to air, land or water?	<input type="checkbox"/>
<b>Comments: Not Applicable</b>					
5. Will this impact (positively or negatively):				Yes	No
a. Operational/business travel by staff				<input type="checkbox"/>	<input checked="" type="checkbox"/>
b. Travel/deliveries by our suppliers				<input type="checkbox"/>	<input checked="" type="checkbox"/>
c. Environmental protection at incidents				<input type="checkbox"/>	<input checked="" type="checkbox"/>
d. a Site of Special Scientific Interest				<input type="checkbox"/>	<input checked="" type="checkbox"/>
e. Gardens or other wildlife at stations/brigade sites (e.g. nesting birds or bats)				<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Comments: Not Applicable, disposal of surplus land and buildings.</b>					

<b>Procurement</b>	<b>Yes</b>	<b>No</b>
6. Will this result in the purchase of goods, services or works or influence how they are procured?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
f. Is this for a purchase of greater than £1m?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
g. Will this use/result in a tender for manufactured goods such as electronics, textiles, and building materials?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
h. Will this service require low skilled/low paid employees?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
i. Will the goods consume utilities or consumables?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
j. Does this involve major works taking place?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
k. If so are BREEAM and Ecological surveys required?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
l. Will this support future cost avoidance?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
m. Could all or part of the purchase be provided by small or local businesses?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
n. Could this be delivered by a voluntary/community sector organisation?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
o. Has a Request For Tender been submitted to Procurement through hotwire?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Comments:</b> <b>No procurement required. Professional consultancy is provided via consultants previously acquired; Estates Professional Services provided by Sanderson Weatherall, contract reference Proc/6926/21.</b>		

**For the SD Team to complete:**

Policy sustainability risk rating: Low

Inputs/outputs/ impacts to address in Full SDIA: A full SDIA is not required.

Date completed: 14/07/2025 Ellie Wright

## SDIA Screening Template

<b>Name or title of Policy/Project and Reference Number (if available):</b>
Disposal of Surplus Land and Buildings
<b>Purpose of Policy/Project:</b>
To support Governance submission for the approval of disposal of surplus land and buildings.
<b>What are the potentially negative impacts for any or all of the 6 areas of LFB's sustainability framework?</b>
<p>Safety and Security – The premises are currently vacant with a security risk of break-ins or squatters. The premises are empty and there are no items of value on site, a freehold disposal will eliminate this risk.</p> <p>Physical Environment – LFB are currently incurring utilities, water and electric costs and business rates liability.</p> <p>Economic Progress: Capital sums realised from the disposal will be reinvested into LFB. Further, the building being sold is currently vacant and a sale will generate local investment/redevelopment.</p> <p>Equality and Social Inclusion: By disposing of the building this will allow investors to regenerate the building to bring it back into use, therefore reducing empty/vacant premises and allowing regeneration for current uses, e.g., the site has potential for redevelopment, both commercial or residential.</p>
<b>Are there any further opportunities for improving LFB's sustainability impact through your policy/project? How?</b>
None.
<b>Is a full SDIA needed (add reasoning)?</b>
No, the disposal of 69 Bounds Green Road has not been in LFB operational use for in excess of 40 years.

**Date to be reviewed by:** 14/07/2028

**Sustainable Development Team Comments: A full SDIA is not required.**

**Date:** 14/07/2025 Ellie Wright

## Full Sustainable Development Impact Assessment Template

<b>Name or Title of Policy/Project and Reference Number (if available):</b>
Disposal of freehold land and buildings known as 69 Bounds Green Road, London.
<b>Purpose of Policy/Project:</b>
To support governance approval for disposal of surplus land and buildings.
<b>What are the potentially negative impacts for the 6 areas of LFB's sustainability framework?</b>
Economic Progress: The capital received from the freehold sale will be re-invested in
<b>What evidence or other information has helped to indicate what the potential impacts will be?</b>
Not applicable.
<b>Did you seek any further advice or guidance from any internal or external sources, and if so how have they contributed?</b>

Not relevant.

Have any opportunities for improvement been identified as a result?

Not relevant

How will these changes be implemented?

N/A

Date to be reviewed by: .....

Contact: .....

Sustainable Development Team Comments:.....

Date: .....

