



Andy Roe
 London Fire Commissioner

Susan Hall AM
 Chairman of the London Assembly's Fire, Resilience
 and Emergency Planning Committee
 (via email)

The London Fire Commissioner is the
 fire and rescue authority for London

Date: 16 December 2021

Dear Chairman,

Request for Actions from Fire, Resilience and Emergency Planning Committee Meeting

I write in response to your letter dated 18 November 2021, which requested responses to action following the meeting of the London Assembly's Fire, Resilience and Emergency Planning Committee on 22 September 2021. Please find my responses set out below.

The Committee recommends that the LFB undertakes an awareness campaign for building owners and managers ahead of the implementation of the Building Safety Bill to encourage compliance.

London Fire Brigade (LFB) has plans in place to promote and raise awareness of the clarifications made by the Fire Safety Act 2021 and the anticipated requirements of the regulations implementing the Grenfell Tower Inquiry Phase 1 recommendations relating to general fire safety and provision of information. Implementation of those plans is partly dependent upon the Government setting a date for the Act coming into force, the availability of guidance and tools to support the Act, and the exact content of the regulations becoming available.

In relation to the Building Safety Bill, it is not expected that LFB will directly enforce the Act once it comes into force. We will, however, be working closely with the Building Safety Regulator. Promotion and awareness of the anticipated heightened regime for higher risk buildings is being incorporated into our forward plan for communications. The detail will need to be determined as the Bill is potentially amended during the legislative process and the working methodologies and requirements of the regulator are made known.

The Committee recommends that the LFB set ambitious stretch diversity targets in the upcoming CRMP and looks at matching the targets set by the Met in due course. Reporting on diversity targets should be included in the LFB's quarterly performance digest.

As part of the development of the Community Risk Management Plan (CRMP) and the transition of our Togetherness Strategy to a programme management approach, we will be looking at key performance indicators and targets and will take into account any recommendations from the Committee at the appropriate time.

Currently, the Quarterly Performance Report and the Corporate Digest include the following diversity key performance indicators with targets, and we will continue to report on these:

- Percentage of Black, Asian and Minority Ethnic who are recruited to LFB as trainee firefighters
- Percentage of women who are recruited to LFB as trainee firefighters
- Gender diversity (men) of Control staff
- Ethnic diversity (Black, Asian and Minority Ethnic) of FRS (non-operational staff) top earners

In addition, LFB has a number of service measures in relation to overall workforce composition, which count the number and proportion of Black, Asian and Ethnic Minority staff, female staff, disabled staff and Lesbian, Gay, Bisexual staff, for each of the three occupational groups (Operational, FRS and Control). We also have additional service measures which count the number and proportion of; Black, Asian and Ethnic Minority staff, Female staff, and disabled staff who have been promoted, are top earners or are voluntary leavers, for each of the three occupational groups. However Lesbian, Gay and Bisexual staff are not included here as due to the small numbers of staff recorded against this category it might make it possible to identify individual members of staff.

The Committee recommends that recruitment and progression data recorded for LGBTQ+ staff and disabled staff is held at the same level of detail as other minority staff.

In response to your question, please note that LFB uses different terminology to that set out in your question. We record Lesbian, Gay and Bisexual staff under one category and Transgender under a different category. Measures which were in addition to approved headline targets were agreed in 2017 to support the London Safety Plan. These were a series of 'context measures' which included references to progression data in relation to Lesbian, Gay and Bisexual staff and disabled staff. These measures were designed to help plan resources and measure trends to establish whether any other actions were required. LFB records Transgender employees under a separate category. The Quarterly Performance Report does not include Lesbian, Gay and Bisexual or Transgender staff, as due to the small numbers it might make it possible to identify individual members of staff.

As part of our Togetherness Strategy we are planning to publish data on promotions on our intranet, which will be broken down by different diversity data points. This may not be possible in some areas, due to small numbers of staff applying for roles and the requirement of confidentiality. We are also planning to expand this to recruitment across all occupational groups.

The Committee recommends that the Togetherness Board reviews the staff resources allocated to delivering the strategy to ensure that the LFB has the capacity and capability to achieve this and meet the targets within the required timescale/s.

The Togetherness Board will receive a refreshed version of the Togetherness Strategy at their next meeting in 2022, which will formally transition into a programme of work. As part of this transition, LFB will establish a series of projects within the togetherness programme, with clear resources identified across the organisation. Additionally, the Board will also receive proposals for metrics to judge the success of each project and the togetherness programme as a whole. This review will make sure that the resources match the ambition of the Board and the expectations of the public we serve.

The Committee recommends that the LFB is more proactive in reaching out to local schools and informing them about the opportunities available in the LFB and help break down out of date views and stereotypes of what a firefighter does.

Currently, as part of every workshop delivered in primary schools there is a short section about the role of a firefighter which focusses on diversity and inclusion. This is being extended to secondary schools in 2022. All LFB imagery used represents diversity in the workforce.

The Youth Teams are currently reviewing their aims and objectives as part of the implementation of the Youth Review recommendations. From April 2022 each team's plan will contain an objective around highlighting jobs within the Fire Service, including firefighters, control and non-operational roles. The Education Team currently visits children in Years 2, 5 and 8 and the input will be age appropriate developed in consultation with the Outreach Team. In addition, the Fire Cadets Team visit schools to recruit new cohorts each September/October, and their input will expand to include Outreach objectives. Last year the Fire Cadets saw improved diversity figures for both young people and adult volunteers. On average over the eight years that Fire Cadets has been running, the diversity of young people that join is around 50 per cent female and 40 per cent Black, Asian and Ethnic Minority staff. A pathway for Officer and Ambassador Cadets and Adult Volunteers into the firefighter recruitment process was established last year. This ensures that cadets can stay with their units past the completion of their course up until they become an adult volunteer at 18 and creates consistency with new young people joining.

I look forward to continuing to discuss these issues with the Committee and if you have any further questions, please do not hesitate to contact me.

Yours sincerely



Andy Roe
London Fire Commissioner

C.C. Janette Roker and Philippa Goffe, Senior Policy Advisers