

More ambition can further strengthen London Fire Brigade's culture

London Fire Brigade sign

Key information

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The London Fire Brigade (LFB) has made significant efforts to strengthen its culture following a damning review in 2022, but more ambition is needed to ensure trust is built up in the service.

In a report – *Action and Ambition: London Fire Brigade's culture* – published **today**, the **London Assembly Fire Committee** commended LFB for making progress on the issues identified in 2022 and praised the outgoing London Fire Commissioner, Andy Roe, for making culture change a “key pillar” of his leadership.

But the Committee also found that LFB's Professional Standards Unit (PSU) – set up to handle complaints of misconduct, and the first of its kind in the Fire and Rescue sector – has not been able to handle the volume of complaints it receives in a timely fashion and lacks sufficient independence.

LFB has told the Committee that the cost of suspensions in the first year of the PSU is close to £900,000, not including costs of any investigations being undertaken by the PSU.

The report also identifies areas in which strong messages about challenging misconduct and building a workforce which is representative of the communities the LFB serves could be supported by further ambition and action to deliver.

Key recommendations in the report include:

- London Fire Brigade should assure the independence of the complaints and investigations element of the Professional Standards Unit (PSU) by creating a new independent Standards Commissioner responsible for oversight of the PSU.
- As part of LFB's commitment to transparency and openness it should continue to survey its workforce at least annually, and publish the findings of the surveys.
- LFB should publish a new strategy for attracting and retaining more diverse candidates into the service.

By the end of this Parliamentary term, the Government should establish a College of Fire and Rescue. The College of Fire and Rescue should be tasked with developing and managing a national barred list for staff who have been dismissed for gross misconduct.

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