

LONDON ASSEMBLY



Anne Clarke AM

Chair of the Fire, Resilience and Emergency Planning Committee

Mark Hardingham

Chair

National Fire Chiefs Council

(Sent by email)

17 January 2024

Dear Mark

I am writing to you on behalf of the London Assembly's Fire, Resilience and Emergency Planning (FREP) Committee (the Committee) following our recent meeting on 5 December 2023 to investigate progress made by London Fire Brigade (LFB) one year on from the publication of the Independent Culture Review of LFB.¹

During the meeting on 5 December 2023, the Committee heard from Andy Roe, London Fire Commissioner (LFC), about action taken under LFB's complaints and misconduct procedure (CMP) to deal with staff reported for unacceptable behaviour. He told the Committee that 13 people had been exited from LFB under the CMP and he went on to say:

"If we get a legislative change, which I hope we do, and it becomes a regulated profession, I hope those people end up on a barred list. I would hope all 13 end up on a barred list if Government can support us for another step in legislation around the regulation of the profession."²

¹ [Independent Culture Review](#), November 2022, page 78

² FREP Committee draft transcript 5 December 2023, page 8

The LFC's call for a national barred list was also supported by Baroness Twycross, Deputy Mayor for Fire and Resilience (DMFR), who told the Committee:

*"The issue for the LFB and the FRS [fire and rescue service] generally in relation to not having that capacity to have a barred list is a real one, because rightly people want to know that people who should not be in the service are being fired or are leaving and are not going to get jobs in the future."*³

We are aware that His Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) has called for a national barred list. Recommendation 16 of HMICFRS' 2023 Culture and Values Spotlight report for the Government calls on the NFCC to establish "a national barred list that holds details of staff who have been dismissed for gross misconduct" by 1 October 2023.⁴

The Committee notes that legislation will be required to deliver this recommendation but asks that you respond to this letter setting out the current position regarding the delivery of this recommendation, and the expected timeline for a national barred list to be established for FRS.

We were advised that no-one was available from NFCC to attend the Committee meeting on 5 December, so the Committee has some other questions for you that it had intended to ask your representative at the meeting. These are as follows:

- What is your view of the progress made by LFB to date in responding to the Independent Culture Review ?
- How do you view your role on the LFB's Advisory Panel on the Independent Culture Review?
- Are there lessons to be drawn for other FRS nationally from LFB's review of its People Services?
- The Government proposed a College of Fire and Rescue in its White Paper on Fire Service Reform,⁵ and HMICFRS said it should be in place by January 2025.⁶ Are you able to update us on progress with this?

I would be grateful if you could please respond to the Committee by 14 February 2024. Your response should be copied to Philippa Goffe, the Committee's Senior Policy Adviser (philippa.goffe@london.gov.uk).

Yours,



³ FREP Committee draft transcript 5 December 2023, page 8

⁴ HMICFRS, [Values and culture in fire and rescue services](#), 30 March 2023, p12

⁵ Gov.uk, [Reforming our fire and rescue service](#), May 2022

⁶ HMICFRS, [Values and culture in fire and rescue services](#), 30 March 2023, Recommendation 25

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