

YOUR
LONDON
FIRE
BRIGADE

Key Performance Indicator report

Q1 JUNE 2025

L F B
LONDON FIRE BRIGADE

Data as of 22 July 2025

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Performance at a glance – Quarter 1 2025/26

Engaging with you

STAFF COMPOSITION – WOMEN %
(C1-02)

19.04%

Down by 0.11 pp.* compared to last quarter
Up by 0.40 pp. compared to last year

STAFF COMPOSITION – ETHNIC MINORITIES % (C1-03)

18.66%

Down by 0.01 pp. compared to last quarter
Up by 0.39 pp. compared to last year

STAFF COMPOSITION – DISABILITY %
(C1-04)

9.09%

Down by 0.12 pp. compared to last quarter
Down by 0.23 pp. compared to last year

ONLINE HOME FIRE SAFETY CHECKS
(C2-01)

1,059

Down by 772 compared to last quarter
Down by 2,256 compared to last year

Protecting you

1st APPLIANCE ARRIVAL TIMES
(C3-01)

05:29 (min:sec)

Up by 9 seconds compared to last quarter
Up by 8 seconds compared to last year

2nd APPLIANCE ARRIVAL TIMES
(C3-02)

06:48 (min:sec)

Up by 13 seconds compared to last quarter
Up by 6 seconds compared to last year

TIME SPENT ON PREVENTION %
(C4-01)

15.36%

Up by 1.02 pp. compared to last quarter
Up by 2.52 pp. compared to last year

TIME SPENT ON PROTECTION %
(C4-02)

4.41%

Up by 0.13 pp. compared to last quarter
Up by 1.92 pp. compared to last year

HIGH RISK HOME FIRE SAFETY VISITS %
(C4-03)

61.16%

Down by 0.56 pp. compared to last quarter
Up by 5.32 pp. compared to last year

AUTOMATIC FIRE ALARMS
NON-DOMESTIC (C4-04)

3,780

Down by 85 compared to last quarter
Down by 1,852 compared to last year

* pp. Percentage points

Performance at a glance – Quarter 1 2025/26

Learning from others

RIDDOR INCIDENTS (C5-01)

15

Down by 3 compared to last quarter
Down by 3 compared to last year

STAFF SICKNESS % (C5-03)

6.60%

Down by 0.31 pp. compared to last quarter
Down by 0.67 pp. compared to last year

Adding value

FIRES IN HOUSES AND BUNGALOWS (C7-03)

431

Up by 64 compared to last quarter
Up by 78 compared to last year

FIRES IN FLATS (C7-05)

582

Down by 18 compared to last quarter
Down by 2 compared to last year

Recommendations completed

GRENFELL ROUND 2 RECOMMENDATIONS COMPLETED

0/6

(1 directed at LFB,
5 for all FRS's)

No change in Q1

HMI ROUND 3 AREAS FOR IMPROVEMENT COMPLETED

1/11

1 closed in Q1

HMI MISCONDUCT RECOMMENDATIONS COMPLETED

11/15

1 closed in Q1


HMI VALUES & CULTURE RECOMMENDATIONS COMPLETED









14/20




No change in Q1

LFB performance summary – On target KPIs

Code	Indicator name	Last value	Last point	Target	Last Q value	Q target	On/Off target
C1-01	Community satisfaction ratings	89.00%	○	85.00%	89.00%	85.00%	On target
C1-05	Staff Composition – lesbian, gay, bisexual (LGB) staff	6.27%	○	4.60%	6.27%	4.60%	On target
C3-01	Average first appliance arrival time	05:33	●	06:00	05:29	06:00	On target
C3-02	Average second appliance arrival time	06:59	●	08:00	06:48	08:00	On target
C3-03	First appliance arrival within 10 minutes	95.11%	●	90.00%	95.56%	90.00%	On target
C3-04	First appliance arrival within 12 minutes	97.95%	●	95.00%	98.06%	95.00%	On target
C3-05	Alleged fire risks addressed within 3 hours	90.91%	●	90.00%	93.75%	90.00%	On target
C3-06	Ratio of high-risk audits completed	40.91%	●	40.00%	43.73%	40.00%	On target
C4-01	Station staff time spent on prevention - day	15.95%	●	12.00%	15.36%	12.00%	On target
C4-02	Station staff time spent on protection - day	4.47%	●	4.00%	4.41%	3.00%	On target
C4-03	Percentage of high-risk home fire safety visits	61.12%	●	60.00%	61.16%	60.00%	On target
C4-04	False alarms due to automatic fire alarm (AFA) in non-domestic buildings	1,289	●	20,000	3,780	5,000	On target
C5-02-A	Pay gap – gender	-1.55%	○	+ -3%	-1.55%	+ -3%	On target
C5-02-B	Pay gap – ethnic minority	0.62%	○	+ -3%	0.62%	+ -3%	On target
C5-02-C	Pay gap – disability	-0.15%	○	+ -3%	-0.15%	+ -3%	On target
C5-04	Percentage of operational staff trained to respond to marauding terrorist attacks (MTA)	97.15%	○	90.00%	97.15%	85.00%	On target
C5-05	Percentage of managers who have completed training against plan	100.00%	○	95.00%	100.00%	95.00%	On target
C6-01	I would recommend LFB as a great place to work	64.00%	○	60.00%	64.00%	60.00%	On target
C6-02	LFB is trusted to serve and protect London	92.00%	○	90.00%	92.00%	90.00%	On target
C7-05	Number of fires – flats	181	●	2,400	582	600	On target
C7-06	Number of fires – care homes and supported living	16	●	330	51	83	On target

Code	Indicator name	Last value	Last point	Target	Last Q value	Q target	On/Off target
C7-07	Net zero carbon by 2030	n/a		6,914	n/a	1,947	

-  Special cause improvement: sequence of at least seven consecutive points above or below the mean.
-  Point beyond the control limits, showing improvement.
-  Special cause improvement, and point below the control limits.
-  Special cause worsening: sequence of at least seven consecutive points above or below the mean.
-  Point beyond the control limits, showing worsening.
-  Special cause worsening, and point beyond the control limits.
-  No change.
-  Not visualised as Statistical Process Control (SPC).

-  On target.
-  Off target (within 10%).
-  Off target.

Performance data highlights – On target KPIs

Station staff time spent on prevention (C4-01) and Station staff time spent on protection (C4-02)

Both KPIs are reporting as on target, with time spent on protection showing nine months of above average performance.

Percentage of high-risk home fire safety visits (C4-03)

Showing above average performance over the last nine months with each month in Q1 above target. The use of the Station Delivery Plans (SDPs) to support the tactical delivery of Borough Risk Management Plans (BRMPs) is expected to have a positive impact on this metric in the future.

False alarms due to Automatic Fire Alarm (AFA) in non-domestic buildings (C4-04)

Since the launch of the AFAs reduction policy we've seen a significant decrease in the number of AFAs attended by LFB in non-domestic buildings, resulting in a positive shift in the data over the last quarter.

LFB performance summary – Off target KPIs

Code	Indicator name	Last value	Last point	Target	Last Q value	Q target	On/Off target
C1-02	Staff composition – gender (women)	19.04%	○	20.00%	19.04%	20.00%	Off target
C1-03	Staff composition – ethnic minority staff	18.66%	○	19.00%	18.66%	19.00%	Off target
C1-04	Staff composition – disability	9.09%	○	10.00%	9.09%	10.00%	Off target
C2-01	Triages via our online home fire safety checker	366	●	18,000	1,059	4,500	Off target
C5-01	Reporting of injuries, diseases and dangerous occurrences regulations	6	●	56	15	14	Off target
C5-03	Staff sickness	7.05%	●	5.75%	6.60%	5.75%	Off target
C7-01	Number of fire deaths	40	●	39	40	39	Off target
C7-02	Number of fire injuries	736	●	705	736	705	Off target
C7-03	Number of fires – houses and bungalows	122	●	1,700	431	425	Off target
C7-04	Accidental fire deaths in the home (5 year rolling average)	30	●	27	30	27	Off target

- Special cause improvement: sequence of at least seven consecutive points above or below the mean.
- Point beyond the control limits, showing improvement.
- Special cause improvement, and point below the control limits.
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- Special cause worsening, and point beyond the control limits.
- No change.
- Not visualised as Statistical Process Control (SPC).

- On target.
- Off target (within 10%).
- Off target.

Performance data highlights – Off target KPIs

Staff composition for Women (C1-02), Ethnic minority staff (C1-03) and staff with disabilities (C1-04)

Continue to report below target in Q1.

Number of triages via the Online Home Fire Safety Checker (C2-01)

Remains off target. The strategy for 2025/26 is to increase the number of triages by optimising LFB's website, improving accessibility, supporting public-facing colleagues to promote the checker and working closely with partners to help improve the quality of direct referrals.

Reporting of injuries, diseases and dangerous occurrences regulations (RIDDOR) (C5-01)

RIDDORs are reporting as off target in Q1 with 15 injuries, a decrease of three from last quarter.

Staff sickness (C5-03)

Remained off target in Q1; however, performance over the last six months has shown improvement and staff sickness was -0.67% lower than same quarter last year.

Fire Deaths (C7-01) and Accidental Fire Deaths in the Home (C7-04)

Have continued to report slightly above the more challenging targets set since 2024/25 and have been impacted by the tragic multi fatality fire in May.

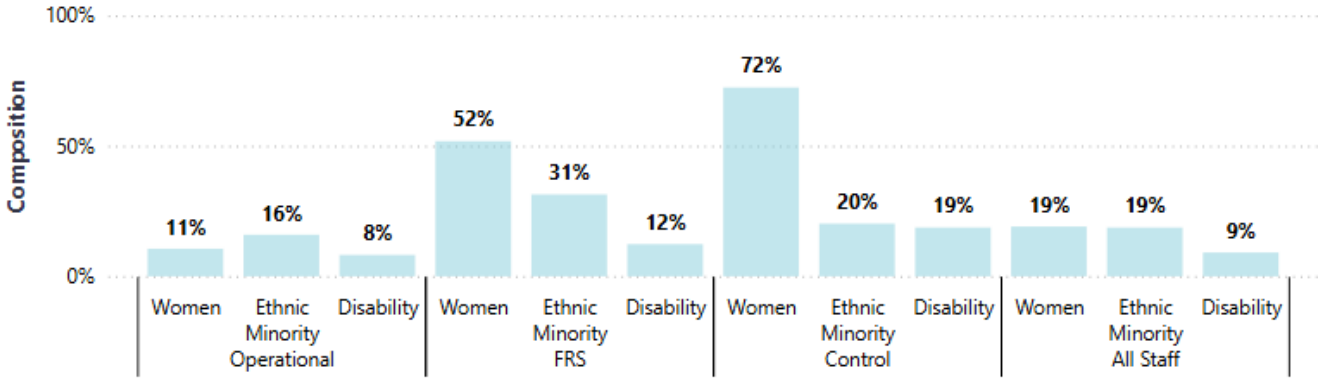
Fire injuries (C7-02)

Has continued to report slightly above the more challenging targets set since 2024/25.

Workforce data

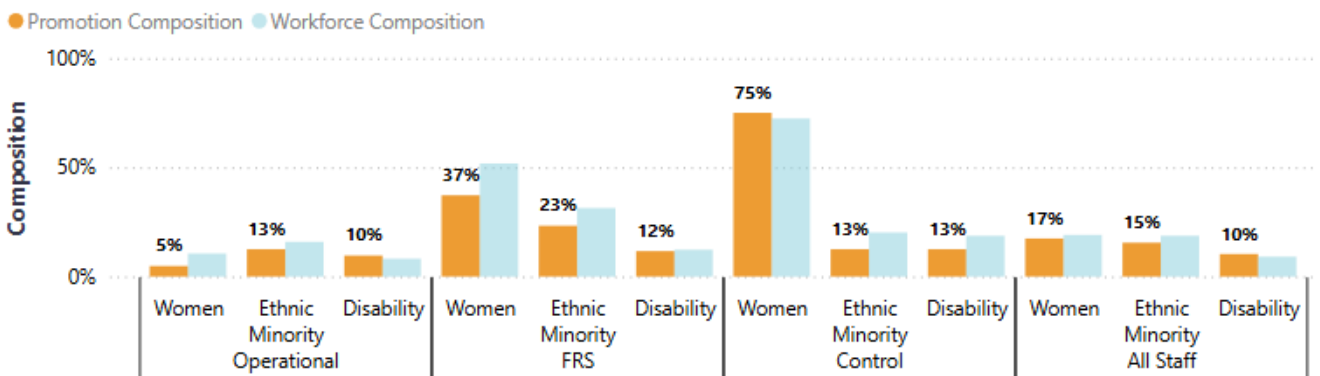
Workforce Composition Data as at 01 June 2025

Overall Staff Composition



Promotions 12 month rolling data ending 01 June 2025

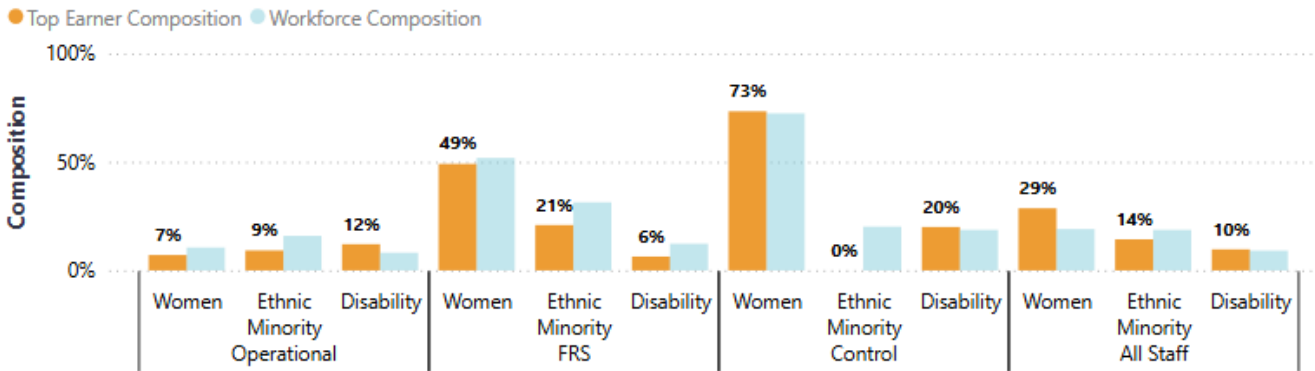
Promotions (12 Month Rolling)



Workforce data

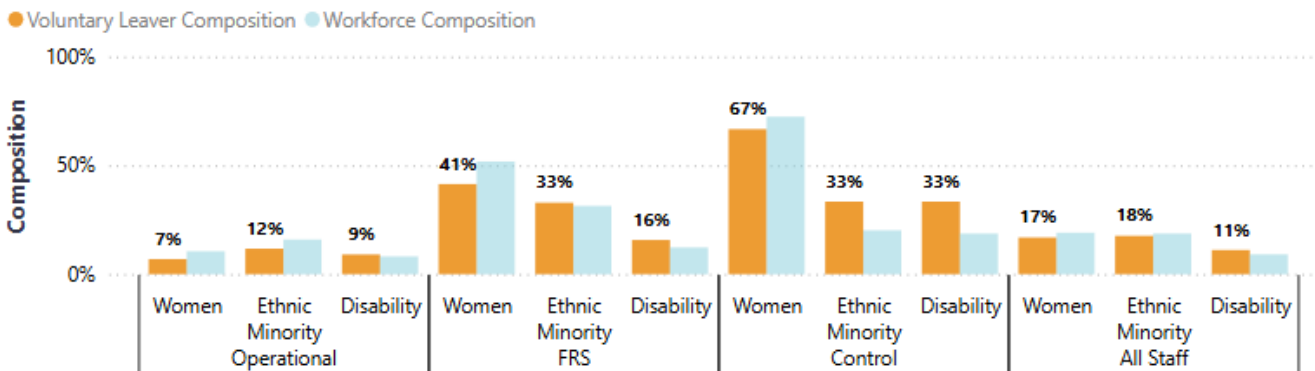
Top Earners Data as at 01 June 2025

Top Earners



Voluntary Leavers 12 month rolling data ending 01 June 2025

Voluntary Leavers (12 Month Rolling)



Example: Amongst the Voluntary Leavers, women represent 11% of operational staff but 7% of voluntary leavers amongst the Operational staff group

Incidents in numbers (12 month rolling data ending 01 July 2025)

EMERGENCY (999) CALLS

217,659

SPECIAL SERVICES

54,212

Effecting entry/exit: **13,802**

Flooding: **7,841**

Shut in lift releases: **6,684**

Road traffic collisions: **4,271**

Making safe: **1,067**

Spills and leaks: **523**

Not all special services are included in the breakdown above

FALSE ALARMS

62,006

Automatic fire alarms (AFAs): **48,152**

AFAs in non-domestic buildings: **18,289**

False alarm good intent: **12,633**

Malicious (hoax) calls: **1,220**

The false alarm categories in the breakdown above are not mutually exclusive

FIRES

18,191

Primary fires: **8,693**

Secondary fires: **9,486**

Fires in the home: **4,737**

Outdoor fires: **10,027**

Rubbish fires: **4,982**

Grass and open land fires: **4,225**

Arson incidents: **2,231**

Non-domestic buildings fires: **1,556**

Road vehicles: **1,520**

Fires in care homes/
specialist housing for older people: **248**

The fire categories in the breakdown above are not mutually exclusive

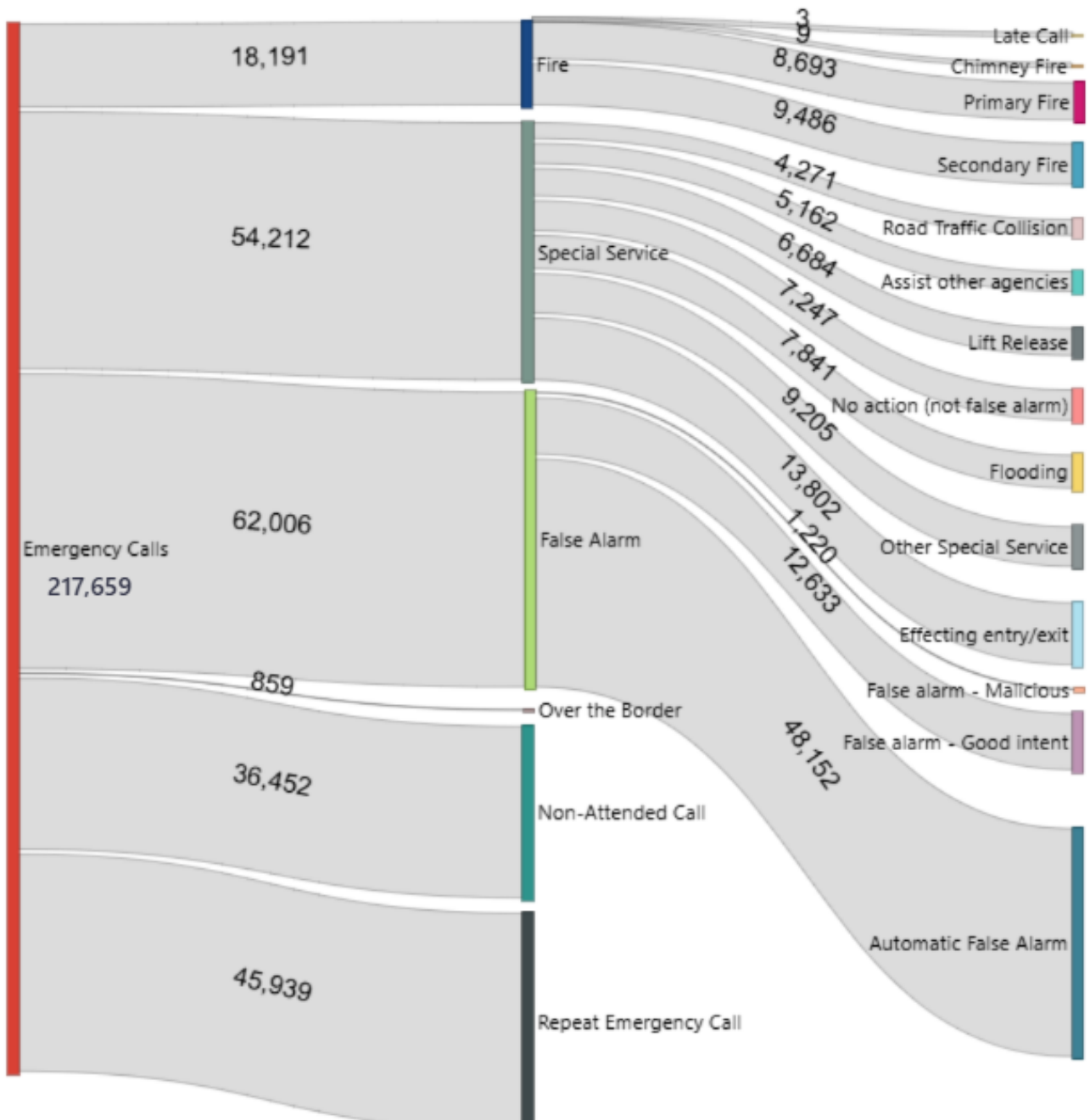
OUTSIDE LONDON

859

ALL EMERGENCY INCIDENTS ATTENDED

135,268

Incidents in numbers (12 month rolling data ending 01 July 2025)



The chart displays incident data over a 12-month period, categorising the incidents into various types. The data begins with a total of Emergency Calls, broken down into incident categories such as Fires, Special Services, False Alarms and Non-Attended Calls. It also shows the number of Emergency Calls that were repeated calls about the same incident. Most categories further split into subcategories.

For example, Fires are split into Secondary Fires, Primary Fires, Chimney Fires and Late Calls. False Alarms include Malicious, Good Intent and Automatic Fire Alarms. The chart uses a flow diagram to visually represent the distribution and subcategories of each type of incident, with the size of the flow representing the number of incidents.

Understanding the graphs

Statistical Process Control (SPC) Charts

Statistical Process Control (SPC) charts are used to study how a system or process changes over time. It allows us to understand what is 'different' and what is the 'norm'. By using these charts, we can understand where the focus of work needs to be concentrated in order to make a difference.

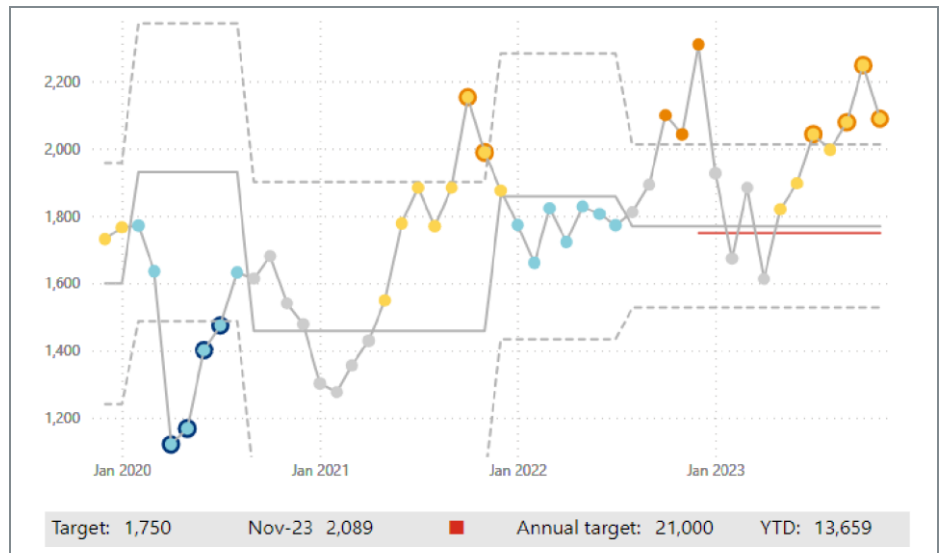
We can also use SPC charts to determine if an improvement (i.e. a project) is actually making the positive change we expect and use them to predict

statistically whether a process is capable of meeting a target.

The SPC chart key explains the different types of circle that can represent monthly data as well as the different types of reference line that are visible on every SPC chart.

SPC charts are used for the following KPIs: C2-01, C3-01, C3-02, C3-03, C3-04, C3-05, C3-06, C4-01, C4-03, C4-05, C4-06, C5-01, C5-03, C7-01, C7-02, C7-03, C7-04, C7-05 and C7-06.

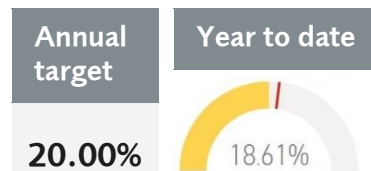
- Point beyond the control limits, showing worsening.
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- Special cause improvement: sequence of at least seven consecutive points above or below the mean.
- Special cause improvement, and point below the control limits.
- Point beyond the control limits, showing improvement.
- No change.
- Not visualised as Statistical Process Control (SPC).



- On target.
- Off target (within 10%).
- Off target.
- Average.
- Target.
- - Control limits.

Tracking Progress to date

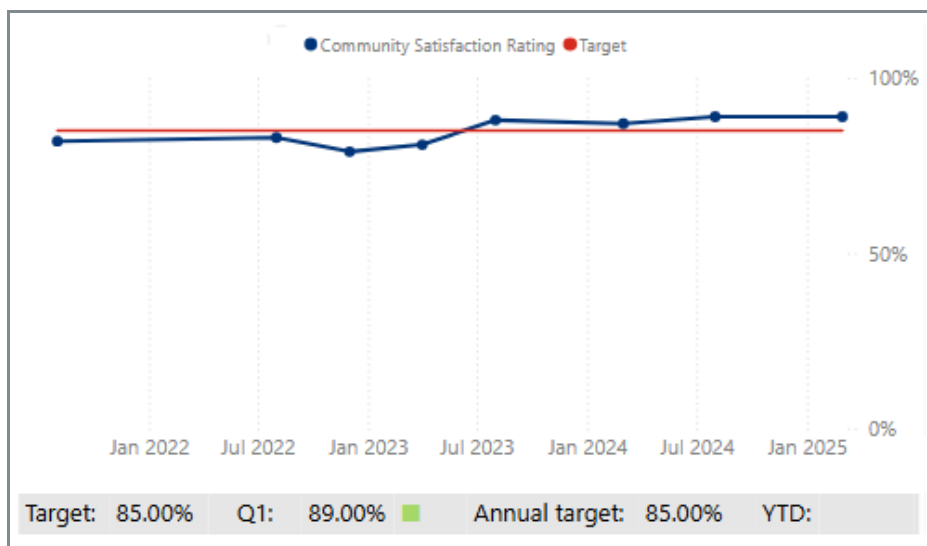
Whilst the SPC charts are used to monitor performance over time, we have also included a visual for each Key Performance Indicator (KPI) which shows Year to Date (YTD) performance. For example, the visual above shows cumulative performance of 18.61% YTD which is just below the target represented by a red line.





Engaging
with you

C1-01: Community satisfaction ratings

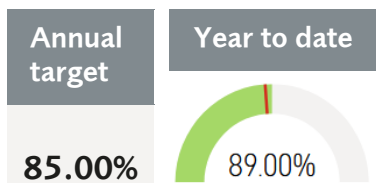


KPI definition

Polling by YouGov - percentage who agree with the statement "I think the services provided by London Fire Brigade to protect and serve London are the right services".

Rationale

To ensure our communities feel we are providing the right services to meet their needs.

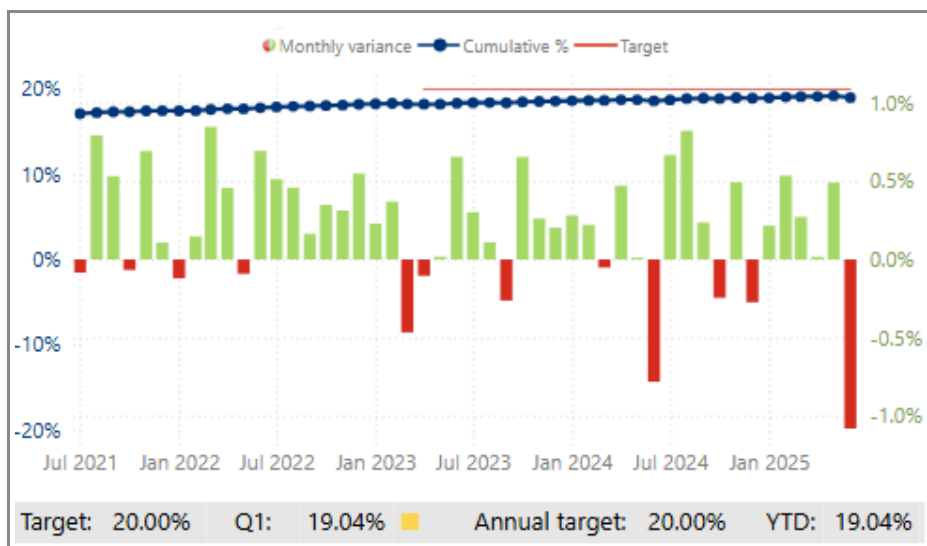


The most recent poll, carried out in March 2025, showed that 89% of respondents agreed that 'the services provided by LFB are the right services', which is 4% above our target of 85%. This is the same proportion as the previous poll, carried out in August 2024, and the highest level since the question was introduced in 2021. In total, 2% of respondents disagreed with the question, compared with 4% in August 2024. The next poll will be carried out in August 2025.

LFB has been carrying out public opinion polling twice a year since early 2019. Public opinion polling is one of the measures we use to understand how different communities across London feel about LFB, what their levels of trust are and how communities understand or interact with our services.

We aim to drive up performance for this indicator through genuine engagement with the communities we serve, including through our Community Forum and Steering Group. We also aim to work with the public and external stakeholders to share information about our range of services, including showcasing our technical capabilities and demonstrating the improvements the Brigade has made.

C1-02: Staff composition – gender (Women)



KPI definition

Total monthly count of LFB employees who are women, as a percentage of all LFB employees.

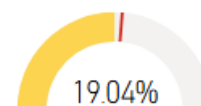
Rationale

We need operational staffing numbers that reflect the communities we serve in order to deliver the best service to London and continue to improve.

Annual target

20.00%

Year to date



At the end of Q1, total staff numbers (all occupational groups) was 5951. Of these, 19.04% (1133) were women.

Operational staff made up 80.5% (4790) of the workforce, and 10.5% of those (504) were women.

There are some factors influencing the workforce composition, particularly in gender and ethnicity, these include:

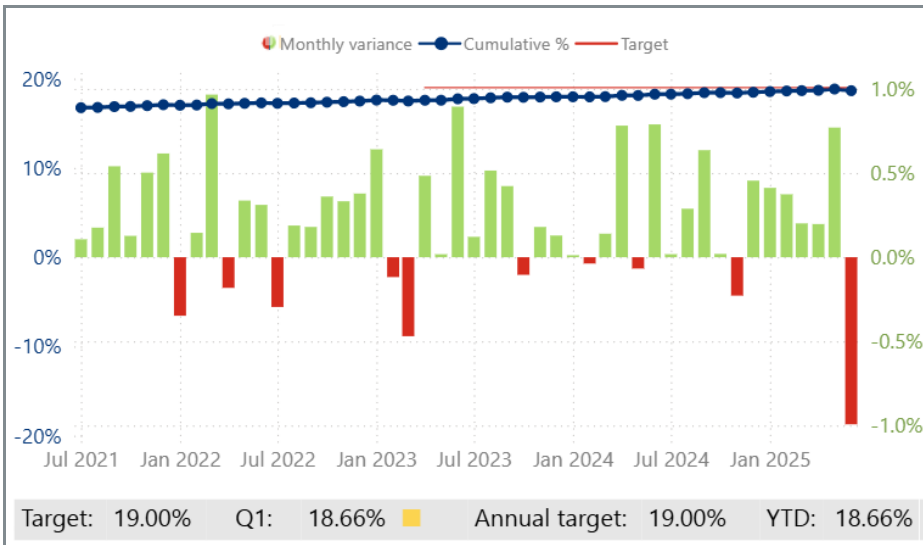
- Turnover: LFB is a low-turnover organisation, at the end of June 2025 the 12 month rolling figure for leavers (across all occupational groups) was 6.1%.
- Intake: much of LFB's operational intake is at trainee firefighter level. Therefore, the meaningful shift in operational workforce composition will take time due to relatively low turnover rates of 4.3% (Fire Stations staff, end June 2025) compared to average national turnover rates of 34% National Statistics (ONS).

Establishment Board in June explored targeted initiatives for recruitment, which will be a key focus for the new Head of Resourcing, when appointed.

Reviewing the data on firefighter trainees in training school as at 30 June 2025, just over 12% were women so there is more work to do here as this is below the overall annual target. This work includes the Outreach programme, which aims to increase interest in becoming a firefighter, particularly amongst women and people from an ethnic minority background.

We will report on training school data in Q2.

C1-03: Staff composition – ethnic minority staff



KPI definition

Total monthly count of LFB employees who are from a minority ethnic background, as a percentage of all LFB employees

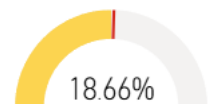
Rationale

We need operational staffing numbers that reflect the communities we serve in order to deliver the best service to London and continue to improve.

Annual target

19.00%

Year to date



LFB has demonstrated steady progress in improving ethnic diversity across its workforce. At Q1, 18.65% of operational staff were from ethnic minority backgrounds.

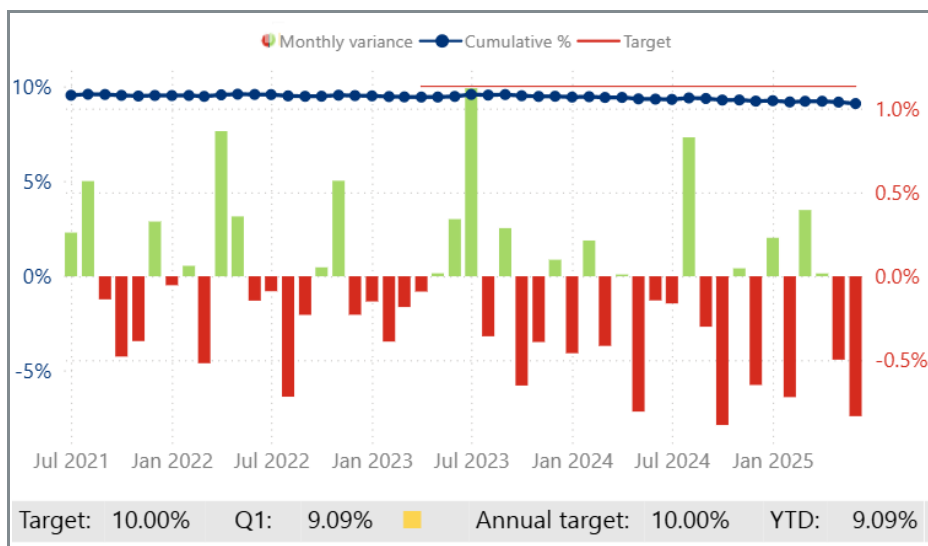
There are a number of constraints impacting the speed with which workforce composition, particularly in gender and ethnicity, these include:

- Establishment: LFB cannot exceed its budgeted establishment.
- Turnover: LFB is a low-turnover organisation, at the end of June 2025 the 12 month rolling figure for leavers (across all occupational groups) was 6.1%.
- Intake: much of LFB's operational intake is at trainee firefighter level. Therefore, the meaningful shift in operational workforce composition will take time due to relatively low turnover rates of 4.3% (Fire Stations staff, end June 2025) compared to average national turnover rates of 34% National Statistics (ONS).

Reviewing the data on firefighter trainees in training school as at 30 June 2025, 19.39% are from black or minority ethnic community, which is slightly above the target.

Support groups such as the Asian Fire Service Association and the FBU's Black & Ethnic Minority Members continue to champion underrepresented staff and ensure our policies and processes are supportive to their members.

C1-04: Staff composition – disability

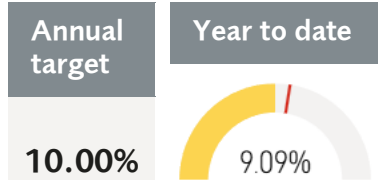


KPI definition

Total monthly count of LFB employees who have disclosed a disability, as a percentage of all LFB employees

Rationale

We need operational staffing numbers that reflect the communities we serve in order to deliver the best service to London and continue to improve



LFB remains committed to fostering an inclusive workforce and addressing the underrepresentation of staff with disabilities. A review of data from Q1 highlighted that 9.07% of staff disclosed a disability, although a number of colleagues either left the field blank or preferred not to disclose. In response, People Services will refine onboarding processes to encourage disclosure.

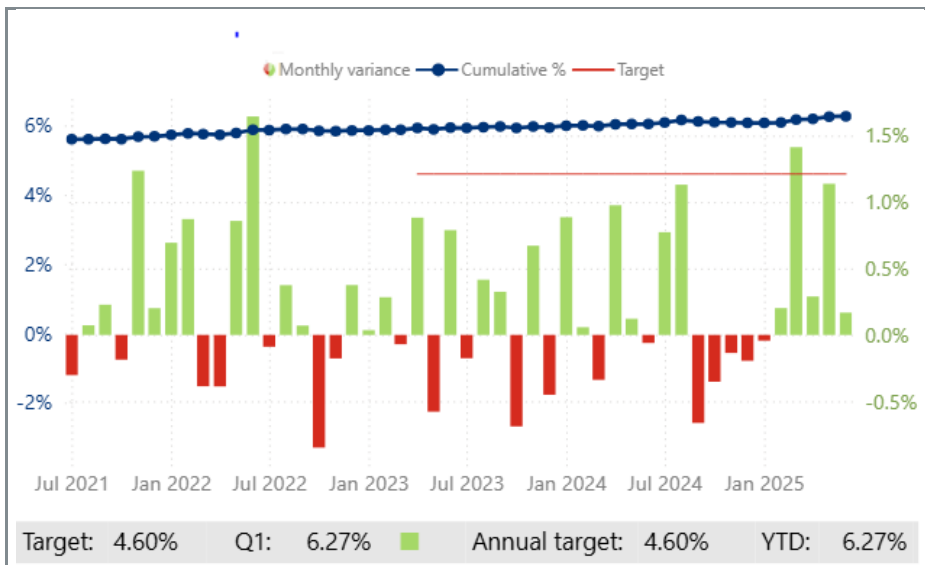
Reviewing the data on firefighter trainees in training school as at 30 June 2025, 6.12% have self-identified as having a disability.

The Learning Support & Resilience Team work with a SharePoint system that is not linked to the organisational database and is kept confidential under GDPR for medical report confidentiality. The Learning Support Team currently have 849 live cases of people who are neurodiverse and therefore we know the percentage for disability is higher than currently recorded on the organisational data reporting system. The Learning Support & Resilience Team have been working with the Neurodiversity ESG to increase awareness and confidence in staff to come forward and seek support. In addition, the

Learning Support & Resilience Team are working with the Neurodiversity ESG in developing a Line Manager Neurodiversity Awareness training programme that will be mandatory for all line managers and will be delivered in two parts; part one is computer-based training (CBT) and part two an in-person training day.

LFB are seeking to attain the next level of the disability confidence scheme, (disability confident leader) which will improve our recruitment processes and practices and support the attraction of a more diverse applicant pool.

C1-05: Staff composition – lesbian, gay, bisexual (LGB) staff

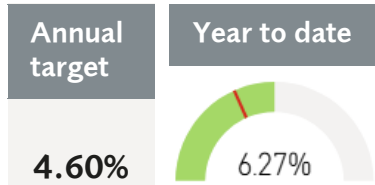


KPI definition

Total monthly count of LFB employees who have disclosed their sexual orientation as Bisexual, Gay, Lesbian or Other, as a percentage of all LFB employees

Rationale

We need operational staffing numbers that reflect the communities we serve in order to deliver the best service to London and continue to improve



LFB has met and exceeded its target for reflecting the proportion of LGB Londoners, as reported in the 2021 Census. Q1 reported a staff composition of 6.30% of staff employed by the LFB who represent the LGB community. Progress continues to build positively in this area, with the Q4 figures reinforcing our commitment to diversity and inclusion.

In addition, the Outreach team continue working collaboratively with Islington Council on a scheme to provide local jobs for local people, from their network of under-represented groups from within the community. The next steps is for the council to provide LFB with a planned approach. The longer-term plan is to form collaborations across the London councils, should the initiative prove successful.

Reviewing the data on firefighter trainees in training school as at 30 June 2025, 6.12% have self-identified as LGB which is above the overall annual target.

LFB remains dedicated to supporting equality groups, including the LGBTQ+ network. Members of this group play a key role in advocating for LGBTQ+ staff and ensuring our policies and practices are inclusive and supportive.

While we are currently exceeding our target, we will continue to monitor trends in staff composition closely. Should a downward trend emerge, we will analyse the underlying factors and develop strategies to address any issues effectively.

C2-01: Triages via our online fire safety checker



KPI definition

Number of triages completed online, identifying households at risk of a fire.

Rationale

The delivery of prevention work has changed and will continue to strengthen using online tools, this allows us to prioritise in-person high risk Home Fire Safety Visits.

Annual target

18,000

Year to date



Home Fire Safety Checker (HFSC) triages are an important measure for the Brigade, because the triage process underpins our strategy to focus resources on those at greatest risk. A monthly average of 353 people completed a triage during Q1, compared with an average of 610 during Q4 2024/25. During this quarter, triages were driven predominantly through organic searches and direct referrals.

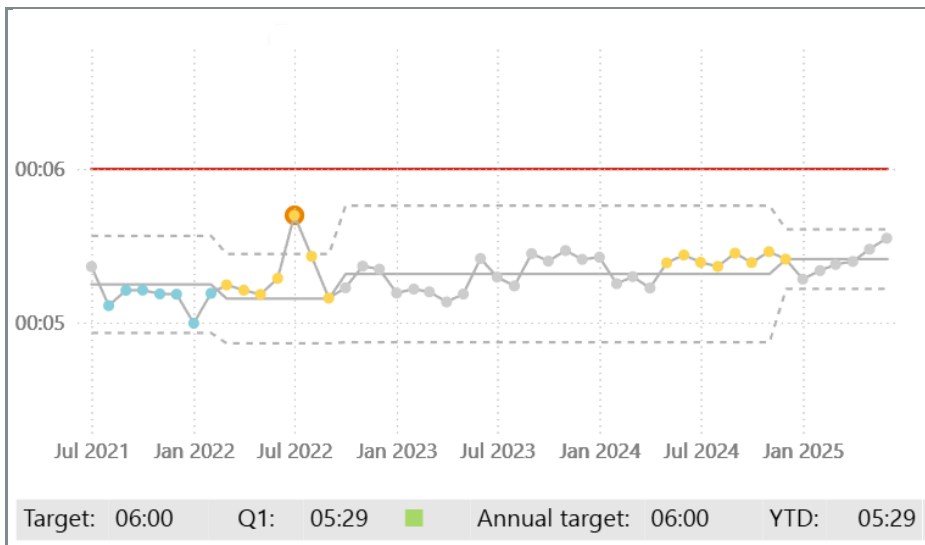
LFB's strategy for 2025/26 is to increase the number of triages through multiple interrelated strands of activity. We will monitor the performance of these activities throughout the year, adapting as needed. We will further optimise our checker and surrounding pages to drive up click-throughs from organic searches. We will continue to improve the accessibility of our website in a range of ways, including through providing safety advice in British Sign Language and creating new easy-read literature, which links through to the checker. We are supporting public-facing colleagues to promote the checker where appropriate during interactions with members of the community. We are also working closely with partners to help them to understand when a referral should be made. Improving the quality of direct referrals helps the Brigade

to provide the right support to the right people, and to make the best use of the resources we have. We are working with colleagues across the Brigade on different ways of reaching all sections of London's communities. This includes engaging with people who are less likely to use an online tool, to ensure our safety advice is reaching all Londoners. Finally, based on user feedback, we are undertaking a comprehensive review of the checker and are investigating ways of streamlining the user experience.



Protecting you

C3-01: Average first appliance arrival time



KPI definition

Monthly average arrival time of first fire engine to arrive at an incident within six minutes of being mobilised.

Rationale

Response times are one of the key drivers for ensuring operational staff have the best chance of dealing with fires and other incidents effectively.

Annual target

06:00

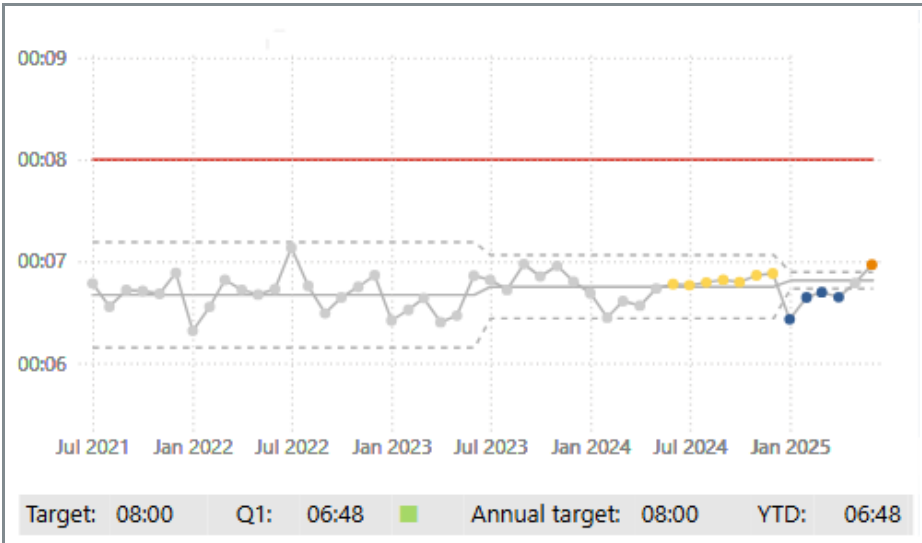
Year to date

05:29

LFB is the busiest fire and rescue service in the UK, taking nearly a quarter of all fire and rescue calls made nationally. LFB is proud that it continues to have amongst the best average attendance times in the country - despite the challenges of London's crowded and complex environment - but not complacent. Therefore, the robust local performance monitoring and effective prioritisation of operational resource that underpin our performance will continue.

LFB continues to perform well within target for London wide average first appliance arrival time and performance has been stable. There has been a slight uptick in Q1 from 05:20 in Q4, which will continue to be closely monitored.

C3-02: Average second appliance arrival time

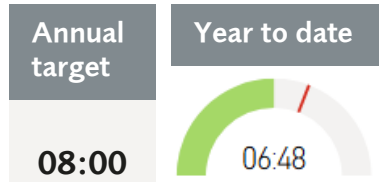


KPI definition

Monthly average arrival time of second fire engine to arrive at an incident within eight minutes of being mobilised.

Rationale

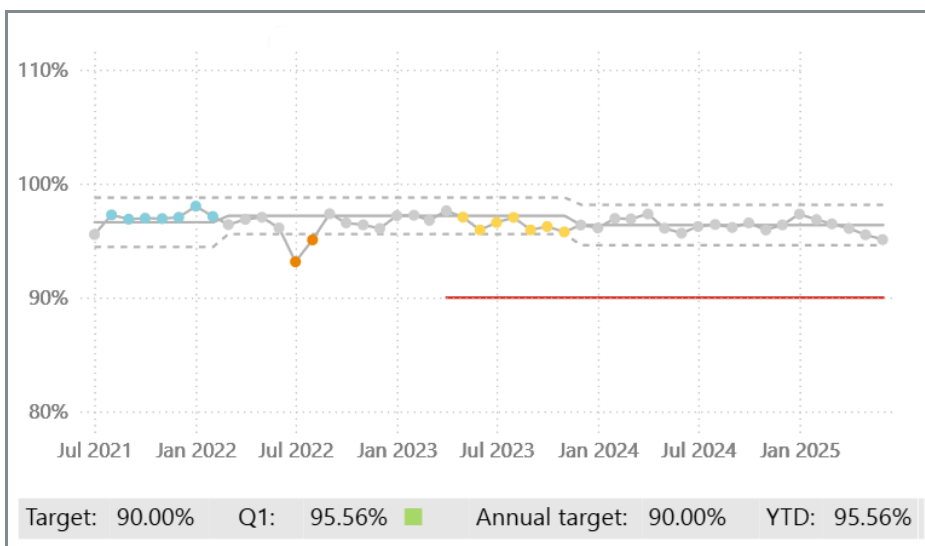
Response times are one of the key drivers for ensuring operational staff have the best chance of dealing with fires and other incidents effectively.



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LFB continues to perform well within target for London wide average second appliance arrival time and performance has been stable. Even though we saw fluctuation in the data in Q1 compared to the previously very consistent performance this is still within the historical control limits.

C3-03: First appliance arrival within 10 minutes



KPI definition

A fire engine anywhere within London in 10 minutes on 90% of occasions.

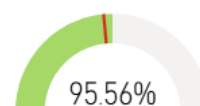
Rationale

Response times are one of the key drivers for ensuring operational staff have the best chance of dealing with fires and other incidents effectively.

Annual target

90.00%

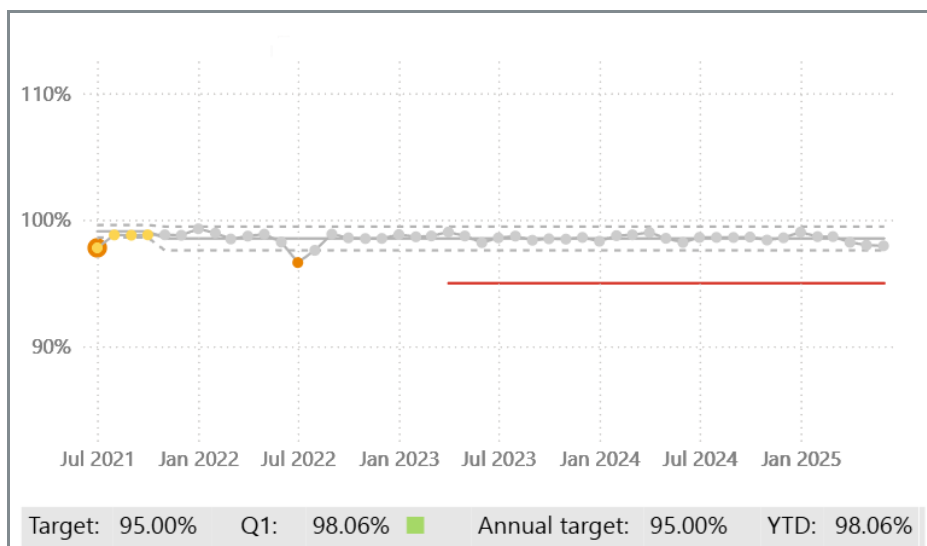
Year to date



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LFB continues to perform well within target for London wide percentage first appliance arrival within 10 minutes. There has been a slight downward trend in Q1 which will continue to be closely monitored.

C3-04: First appliance arrival within 12 minutes



KPI definition

A fire engine anywhere in London in 12 minutes on 95% of occasions.

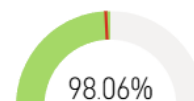
Rationale

Response times are one of the key drivers for ensuring operational staff have the best chance of dealing with fires and other incidents effectively.

Annual target

95.00%

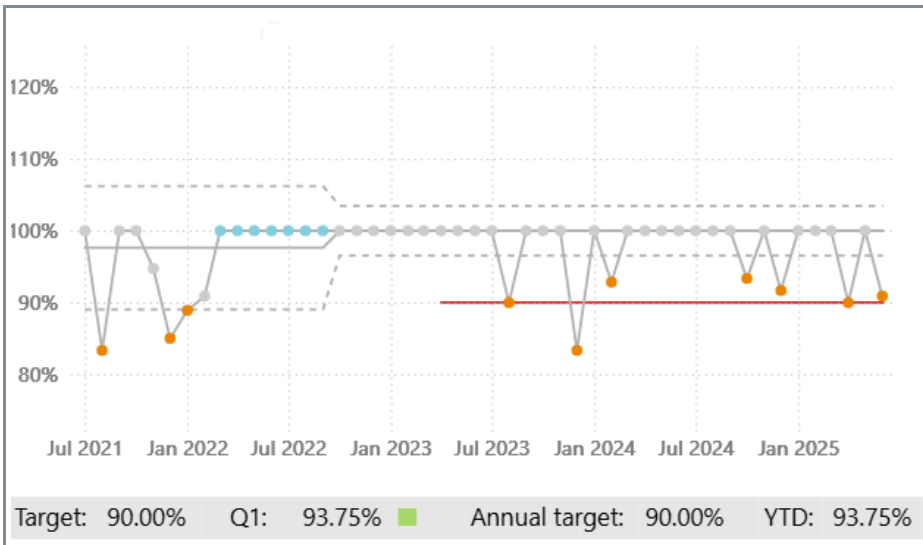
Year to date



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LFB continues to perform well within target for London wide percentage second appliance arrival within 12 minutes.

C3-05: Alleged fire risks addressed within 3 hours

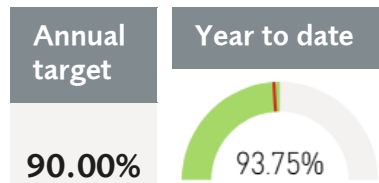


KPI definition

Total monthly count of completed Alleged Fire Risks (AFR) investigations following notification to the Brigade of concerns about fire safety arrangements and/or concerns that indicate there are persons at risk. The investigations must take place within a three-hour time period and be conducted by an Investigating Officer.

Rationale

Responding quickly to alleged fire risks remains a core part of prevention activity.



The Alleged Fire Risks (AFR) KPI demonstrates consistently positive performance over an extended period of time, indicating overall current processes are effective when initial investigation flags there are persons at risk. The underperformance of this KPI in more recent months is believed to have been caused by data input errors, which are currently being investigated. The data may change once the investigation has concluded.

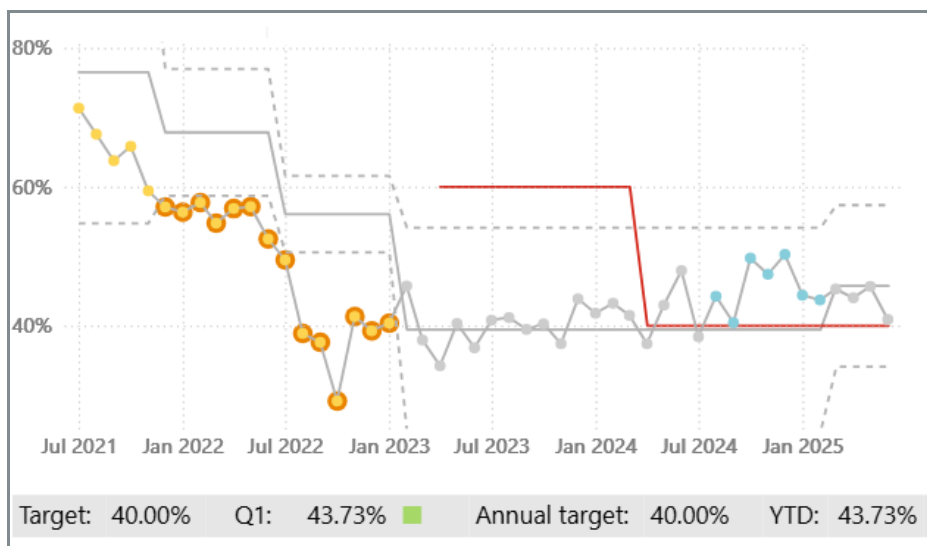
communities to the appropriate pages on our LFB website.

LFB continues to perform well in this area when serious risks are raised, which remains a high priority.

Additional learning and feedback across staffing groups continues to be provided about this type of activity together with a review of the learning packages at the Centre of Learning and Excellence for Inspection Staff.

To support the reporting of alleged fire risks (as well as supporting a range of other Prevention & Protection activities and signposting useful information), an app has been developed in conjunction with the Digital Communications Team. The app uses QR codes. This enables staff in outward facing roles to better engage with communities and direct members of or

C3-06: Ratio of high-risk audits completed



KPI definition

Total high-risk audits completed on premise types such as Hospitals, Care Homes, Purpose Built Flats that have four or more floors, Hostels, Hotels, Houses converted to flats or other sleeping accommodation divided by the total number of audits completed.

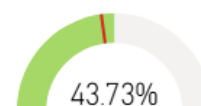
Rationale

We want to make best use of our resources. Overall audits will be part of the summary protection metric but we will separately track high risk audits.

Annual target

40.00%

Year to date



Performance continues to report within target and reflects work to get officers trained as fully competent and through their qualifications. The review of the Relative Risk Level (RRL) for premises where remediation is required to ensure the risk they carry is correctly captured and monitored in the Risk Based Intervention Programme (RBIP) has allowed us to remain focussed on our highest risk buildings.

While overall competency levels in our delivery teams is 26%, the number of competent inspecting officers (IOs) continues to increase. Higher risk audits can only be undertaken by fully competent staff – normally requiring 33 months to reach this level. Current IO competency is 52% an increase of 6% from the previous quarter. We have also increased competency in specific areas – care homes, hospitals and residential high-rise buildings. LFB continues to recruit staff but projections of consistent competency rates of over 70% is not expected until 2027.

The Commissioner has raised the issue with national government and continues to engage all stakeholders to call for the necessary investment to address what is a serious shortage of competent professionals.

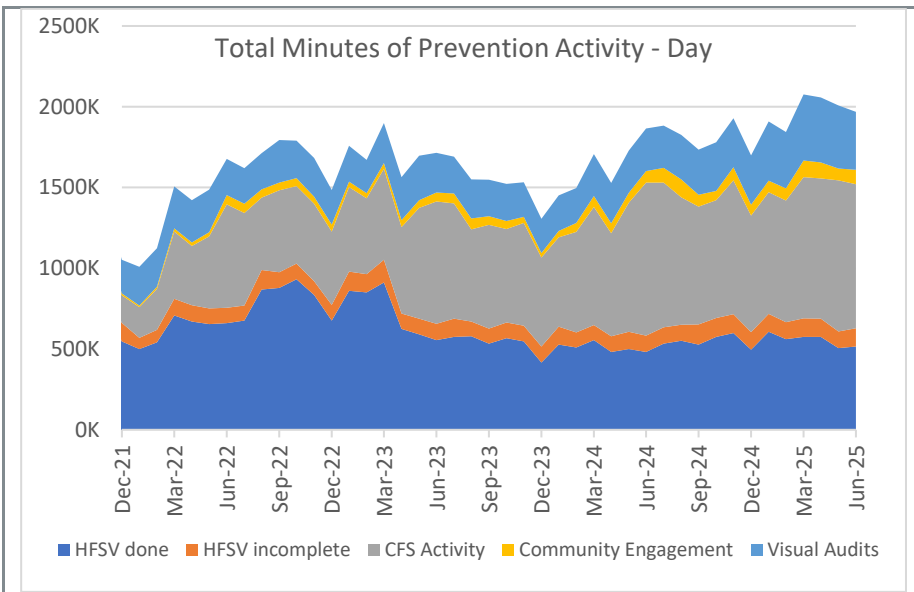
C4-01: Station staff time spent on prevention – day



KPI definition

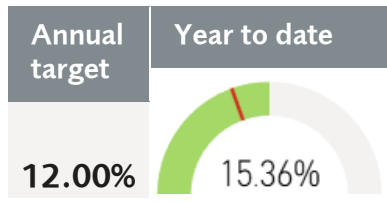
Operational staff total minutes spent per month during day shifts (09:30-20:00), on Community Fire Safety (CFS), Home Fire Safety Visits (HFSV) and Community Engagement.

Total Minutes of Prevention Activity – Day



Rationale

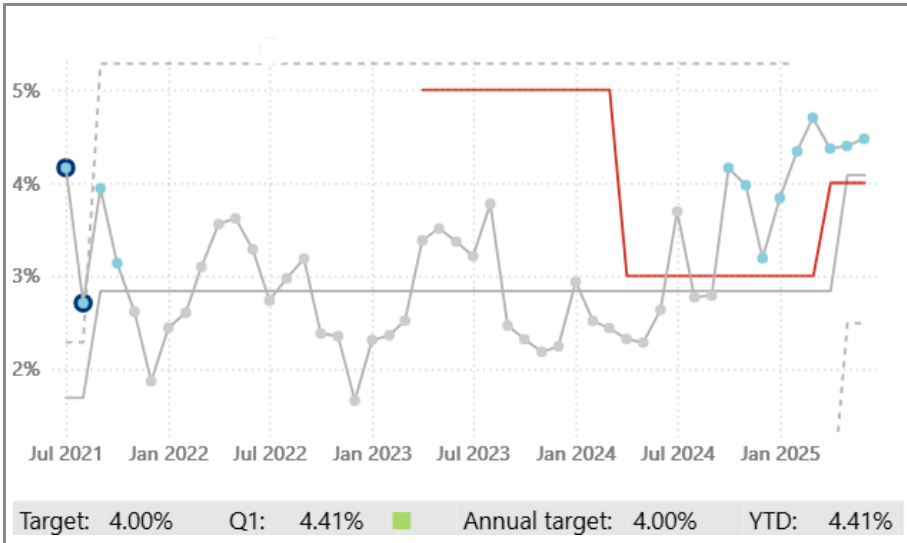
Prevention activities are a core part of our improvement plans and grouping these together allows us to respond to changing needs and environments.



The quarterly performance for the percentage of staff time spent on prevention activity remains above target, performing strongly in this area well above the 12% target. The Fire Station Performance report combined with the performance management framework set against

all management levels within fire stations is reaping significant performance benefits. This is demonstrated by the positive shift this year. The Fire Stations Performance Report was opened 15,715 times in Q1 by 1,351 people, which makes it the most viewed report in LFB.

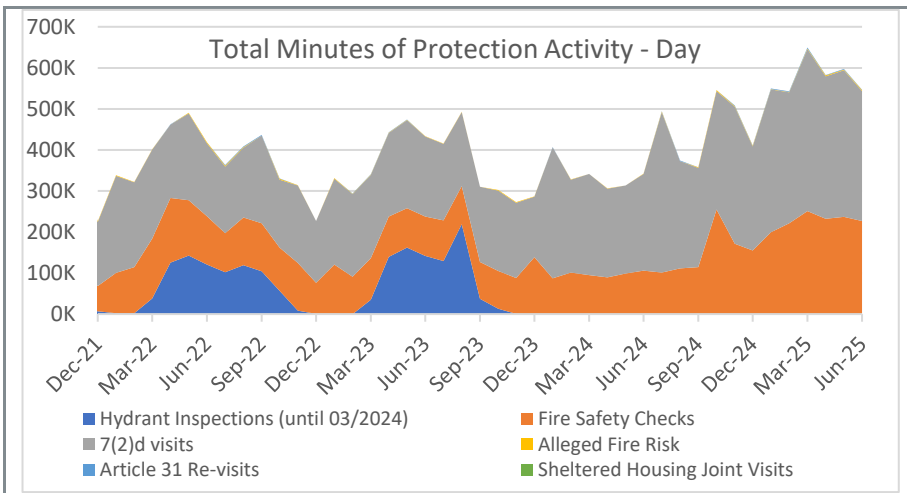
C4-02: Station staff time spent on protection – day



KPI definition

Operational staff total minutes spent per month during day shifts (09:30 - 20:00) on Fire Safety Check visits, Outside Duty (72.d inspections), visual audits and hydrant inspections.

Total Minutes of Protection Activity – Day

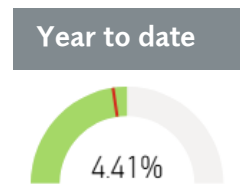


Rationale

Protection activities are a core part of our improvement plans and grouping these together allows the organisation to respond to changing needs and environments.

Annual target

4.00%



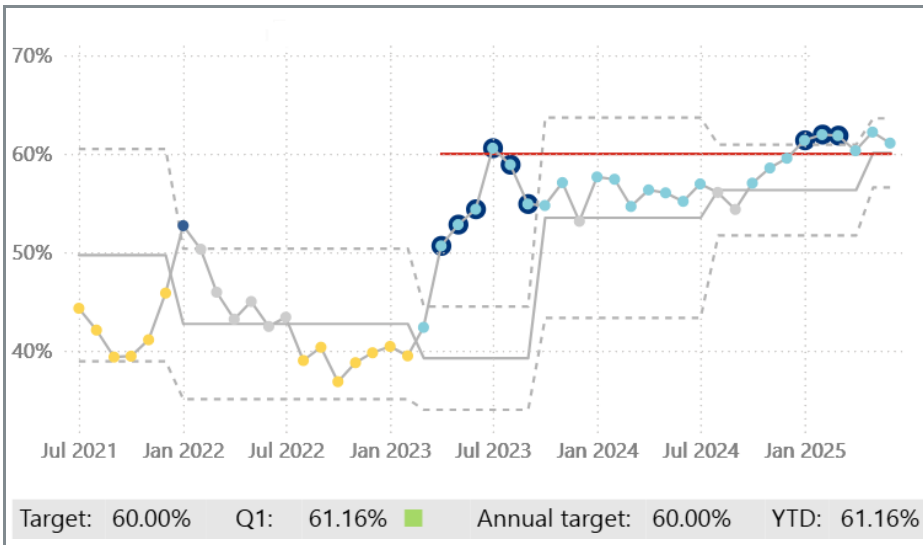
The performance for the percentage of staff time spent on protection activity is reporting on target and has shown a positive shift over the last nine months. The target for this KPI increased to 4% in 2025/26 in response to the built environment risk and has been met in Q1.

The Fire Station Performance report combined with the performance management framework set against all

management levels within fire stations, is reaping significant performance benefits. This is demonstrated through the positive shift this year.

The Fire Stations Performance Report was opened 15,715 times in Q1 by 1,351 people, which makes it the most viewed report in LFB.

C4-03: Percentage of high-risk home fire safety visits

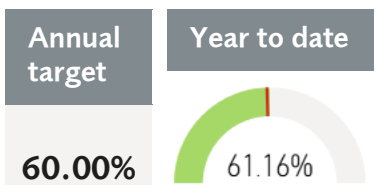


KPI definition

Visits to households which have been identified as at a higher risk of experiencing an accidental dwelling fire and/or being injured as a result of a fire.

Rationale

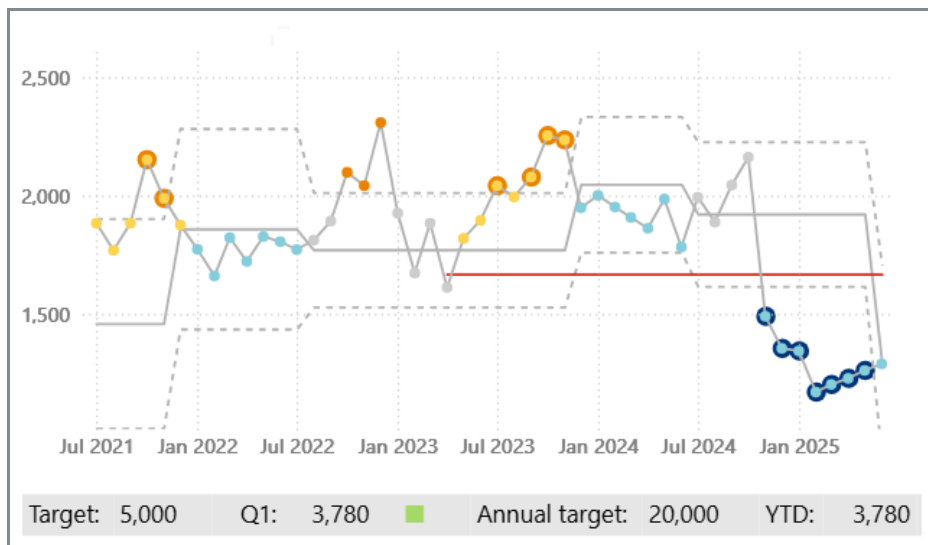
The delivery of prevention work has changed and will continue to strengthen using online tools, this allows us to prioritise in-person high risk HFSVs.



LFB has set a challenging target of 60% of all HFSVs to be undertaken at high-risk households and we have exceeded the target each month in the past six months.

We are taking a new, more sophisticated approach to targeting those at risk, including generating referrals directly from partner agencies and use of geodemographic risk data. The use of the Station Delivery Plans (SDPs) to support the tactical delivery of Borough Risk Management Plans (BRMPs) is expected to have an impact on this metric in the future as the approach is further embedded. We are also working with Prevention to streamline referral processes with trusted partners.

C4-04: False alarms attended due to automatic fire alarms in non-domestic buildings



KPI definition

Monthly count of false alarms attended by LFB relating to automatic fire alarms that have actuated in other residential (places that accommodate people on a temporary basis) and non-residential properties (places that do not accommodate people) that have been categorised by the Home Office.

Rationale

We propose to continue the current London Safety Plan indicator whilst we review our response to automatic fire alarm actuation.

Annual target

20,000

Year to date



Since the launch of Automatic Fire Alarms (AFAs) reduction policy we have seen a significant decrease in the number of AFAs attended by LFB in non-domestic buildings, resulting in a positive shift in the data over the last quarter. As this relates to commercial properties only, this does not include private dwellings, e.g. houses, flats or residential care homes. A full list of exemptions can be found [here](#).

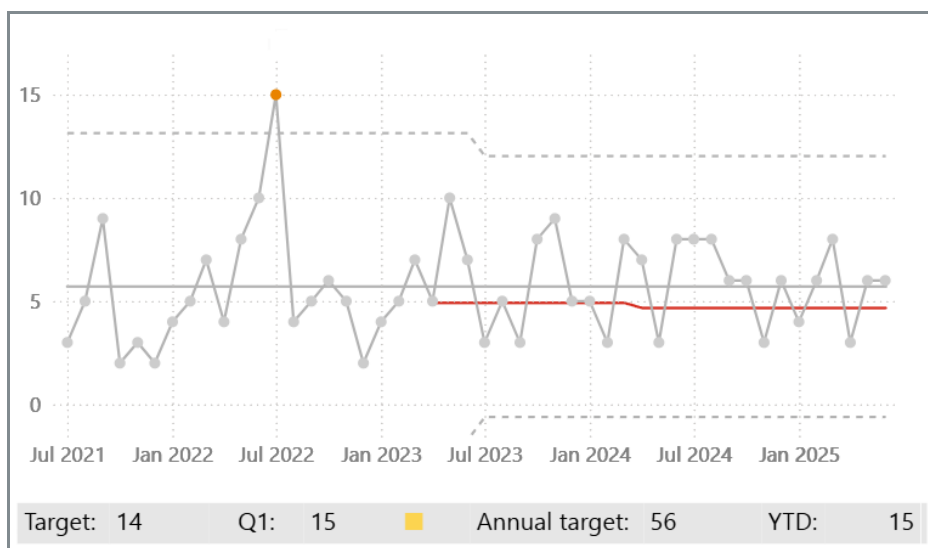
In addition, we continue to work with partners to support them in reducing the number of AFAs coming from exempted premises.

The reduction in time spent attending AFAs is one of the factors that has fed into a corresponding increase to the KPI for Station Staff Time Spent on Protection (C4-02). This has been agreed by Fire Stations and is now set at 4%.



Learning from others

C5-01: Reporting of injuries, diseases and dangerous occurrences regulations (RIDDOR)

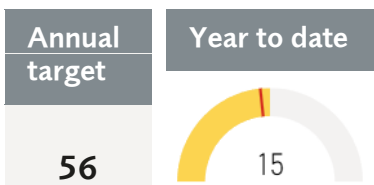


KPI definition

Total monthly injuries that have been reported to the Health and Safety Executive where there is a specific injury which has affected a person's ability to work 7 days after the injury had occurred.

Rationale

LFB strives to be an organisation where staff feel safe at work.



There were 15 injuries reported under RIDDOR in Q1 2025/26. For the 12 months to the end of June 2025/26 there have been 71 RIDDOR injuries, which is above target but below the total number of RIDDOR for 2024/25 where 74 RIDDOR injuries were reported to the HSE.

All RIDDOR injuries in Q1 were to firefighters, with 11 injuries occurring at operational incidents and 4 injuries during general activities. 73 injuries were reported as 'over 7 day' injuries, 1 event was reported as a 'dangerous occurrence' (an electrical circuit failure at an incident that had potential to cause serious injury), which resulted in a minor injury to a member of staff that did not meet the over 7 days reporting criteria. The RIDDOR injuries included tripping at incidents and on fire station stairs, handling hose and operational equipment such as BA sets and Halligan bars, and a fall as a result of an explosion at an incident.

All injuries are investigated, and recommendations are made to prevent recurrence. Of the 15 injuries reported under RIDDOR in this quarter, 11 investigations have

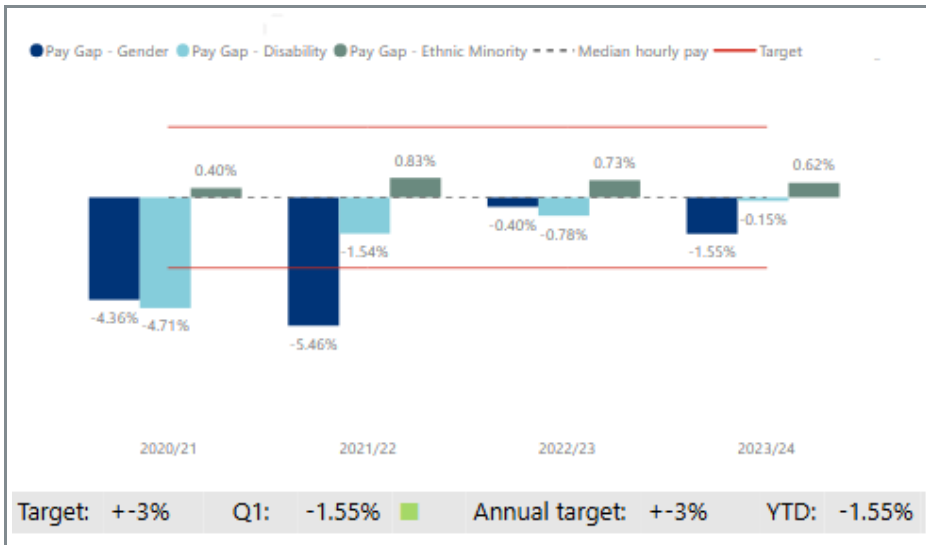
recommended actions to prevent a recurrence. The remaining 4 investigations are ongoing.

In Q1 2025/26 the Health, Safety and Wellbeing (HSW) Board has continued to provide greater corporate oversight, challenge, scrutiny and assurance of health and safety performance in support of the Service Delivery Board's purpose and responsibilities. The HSW Board helps drive the health and safety agenda for the Brigade and ensure that health, safety and wellbeing-related workstreams are given sufficient priority. This includes monitoring of the Safety Culture Improvement action plan.

A working group, between the Fire Stations department and the Health, Safety and Wellbeing department, has also been introduced to specifically support effective delivery of initiatives to improve health and safety in operations and on fire stations.

Manual handling remains the biggest cause of injury to staff; the Health, Safety and Wellbeing department will be undertaking a review of manual handling risks and control measures in this financial year.

C5-02: Pay gap



KPI definition

Gender – pay gap percentage based on the difference between the median hourly pay for men compared to the median hourly pay for women at the end of each financial year.

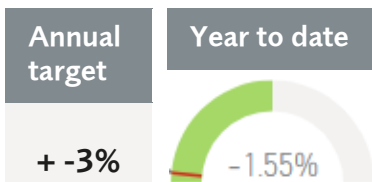
Ethnic Minority – pay gap percentage based on the difference between the median hourly pay for white staff compared to the median hourly pay for Ethnic Minority staff at the end of each financial year.

Disability – pay gap percentage based on the difference between the median hourly pay for disabled staff compared to the median hourly pay for non-disabled staff at the end of each financial year.

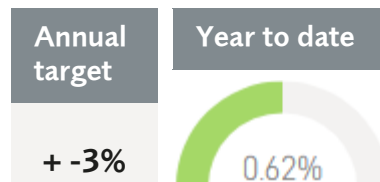
Rationale

LFB staff should be paid equally regardless of any protected characteristics.

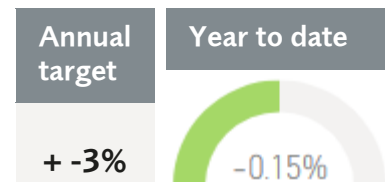
Gender pay gap



Ethnicity pay gap



Disability pay gap



C5-02: Pay gap

(Continued)

Gender Pay Gap:

Overall, last year, women were earning slightly more than men, and this year that trend continues. For gender in 2023/24, the overall median pay gap is -1.55%, and the overall mean pay gap is -6.38%. This means that there is an increase in pay gap this year of 0.40%, but still in favour of women, as the mean pay gap for last year was -5.07%. Women are currently earning on average an hourly salary of £1.41 more than men.

Target: +-3% Q4: -1.55% ■ Annual target: +-3% YTD: -1.55%

Ethnicity Pay Gap:

Overall, the year's analysis shows that the ethnicity pay gap has decreased since 2023/24. Staff from underrepresented ethnic groups currently earn a mean hourly salary of £0.68 less than White staff. The overall gap this year is 0.62% for the median and 3.03% for the mean. Last year, the median was 0.73% and the mean was 4.22%, showing a reduced pay gap for ethnically underrepresented groups overall across LFB.

Target: +-3% Q4: 0.62% ■ Annual target: +-3% YTD: 0.62%

Disability Pay Gap:

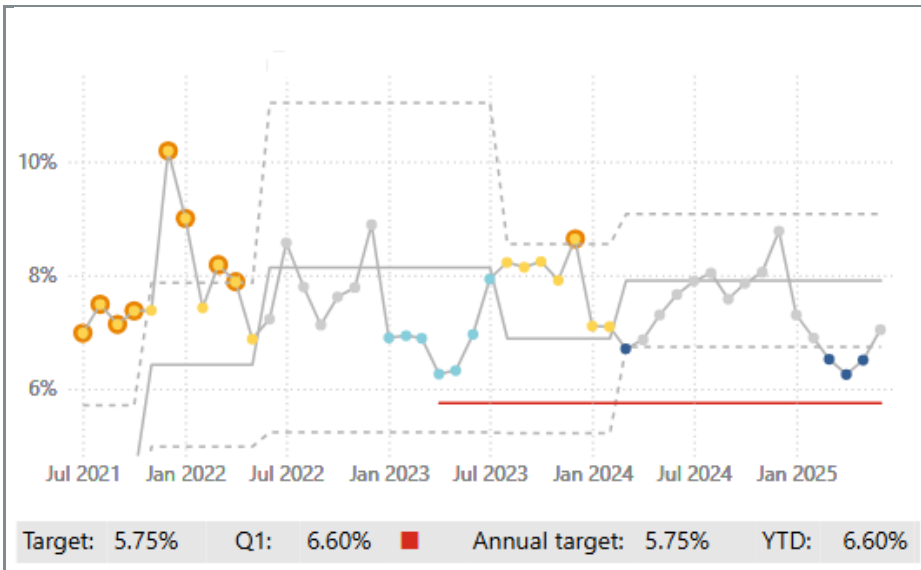
In summary, overall, analysis shows that, the disability pay gap has decreased since 2023, with staff with disabilities currently earning a mean hourly salary of £0.19 more than staff without. Last year, staff with disabilities were earning slightly more than this year and the pay gap was in their favour. This will be kept under review.

Target: +-3% Q4: -0.15% ■ Annual target: +-3% YTD: -0.15%

While the pay gaps are minimal due to the flat pay structure, it should be noted that the mean gaps could mask issues of disproportionate representation in grades across the organisation. Further analysis of the data of mean gaps, at grade and rank level is necessary to understand whether impact of skills payments and/or overtime availability has an impact.

LFB publishes an annual report on the gender, ethnicity and disability pay report, which can be found here: [LFB gender, ethnicity and disability pay gap report 2024](#).

C5-03: Staff sickness



KPI definition

Total number of lost working days due to sickness absence (both short term and long term) accrued over a given month as a percentage of the total number of working days completed by all LFB employees over the same period.

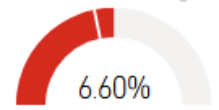
Rationale

We expect sickness rates to decrease following planned improvement programmes on staff wellbeing.

Annual target

5.75%

Year to date

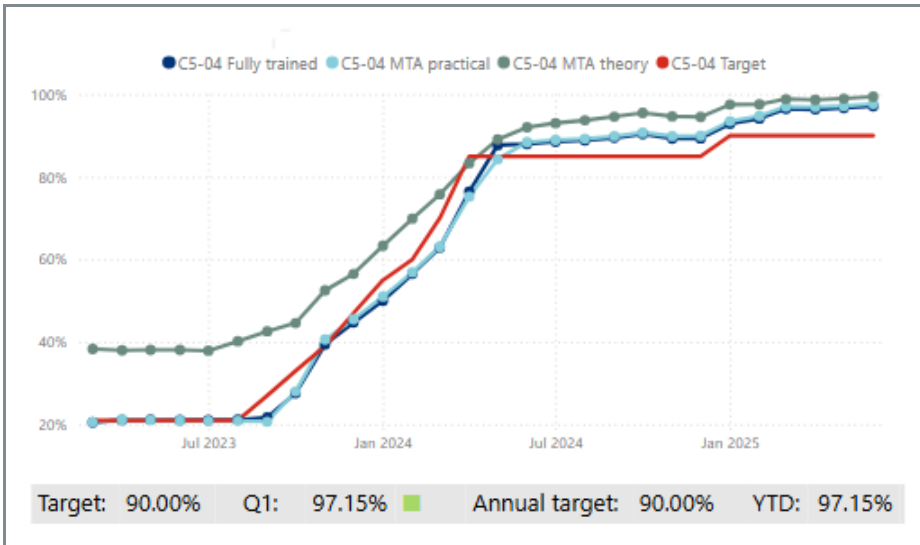


The HR Business Partnering team continues to work closely with all leaders across the organisation to provide tailored support and advice on all aspects and levels of sickness and absence management, while also strengthening managerial capability, at both individual and group levels. This quarter, a further seven workshops have been delivered, with over 530 managers attending since the team designed and launched the programme less than 12 months ago. These sessions will continue to complement the new management training programme and offer real-world scenarios to help build manager confidence in managing absence effectively. This combined with a more direct and hands-on approach to complex cases (including those aligned with the LTAP and Attendance Project) is beginning to yield results, with longstanding cases moving towards resolution and a noticeable shift in both expectations and delivery. The use of data analytics will further enhance the team's ability to target support and training during this transitional period, helping to sustain momentum in reducing absence.

This quarter work continues with our mental health working group and Health and Wellbeing to raise awareness of suicide and increase awareness of suicide prevention. This included presenting at the AFSA Suicide Prevention Conference and The Blue Light Show 2025. The counselling and trauma team have made 209 phone calls to individuals following critical incidents and sent 56 emails offering post critical incident support (PCIC) in Q1. They have carried out 219 face-to-face, 683 online, and 147 telephone counselling sessions during this quarter. Other activity includes expanding our specialist screening to more high-risk role groups, revisions to FFD training to include psychological preparedness and manager support.

In June 2025 we liaised with third party wellbeing services iCarp and Climbing Out, to promote alternative support avenues for staff under social prescribing/green therapy initiatives. We are currently in the process of procuring an Employee Assistance Programme (EAP) which will give additional services such as a 24/7 helpline, partner support, financial and legal advice among other services.

C5-04: Percentage of operational staff trained to respond to marauding terrorist attacks (MTA)



KPI definition

Total number of staff that have completed theory and practical training in Marauding Terrorist Attack Response as a percentage of eligible staff.

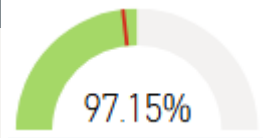
Rationale

To monitor the percentage of eligible staff trained to respond to marauding terrorist attacks.

Annual target

Year to date

90.00%

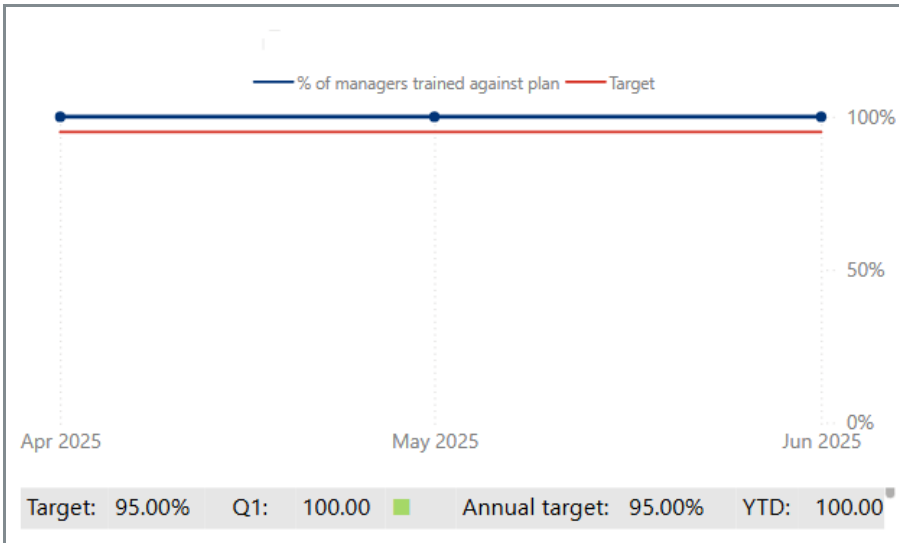


LFB has finalised the mass roll-out of the Marauding Terrorist Attack (MTA) training and has become the first service and one of only two in the country to have all front-line firefighters fully equipped for the most serious terror incidents.

Training in all boroughs was completed in May 2024, and the Brigade now delivers frontline MTA level one and two capabilities from all boroughs with 142 pumping appliances, 14 Fire Rescue Units (FRUs), and 11 aerial appliances. Command Units and aerals do not carry Ballistic Personal Protective Equipment (BPPE), but the crews are MTA trained. The Brigade also has two operational support units (OSUs) that carry a resource pack consisting of nine sets of BPPE each and additional stretchers, that will be mobilised as part of the Incident Type Code mobilisation, with FRUs also carrying additional BPPE.

The current completion rate is above the 90% target and is at 97.15%. The ongoing MTA training delivery is now business as usual. This also includes giving our newest firefighters training input on MTA response as part of the firefighter development programme.

C5-05: Percentage of managers who have completed training against plan



KPI definition

Total number of staff that have completed Leadership training as a percentage of eligible staff.

Rationale

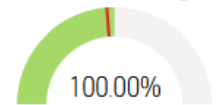
We want to ensure LFB staff are given the training and resources to manage their services and teams effectively.

Annual target

95.00%

Year to date

YTD actuals vs target



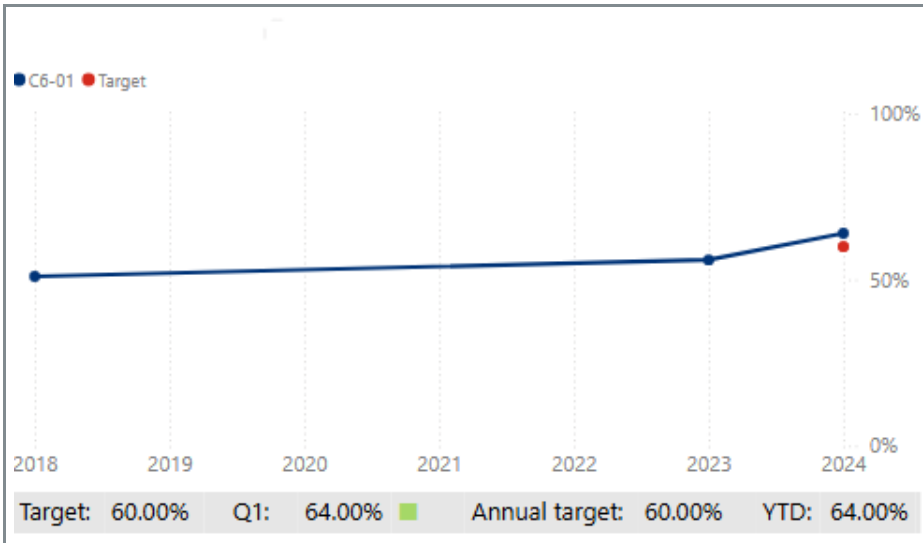
The percentage of managers who have completed training against plan remains on target for Q1. Colin Townsley workshop two (Challenge, Trust & Psychological Safety) and a soft launch of Module 3 (Emotional Intelligence) have been delivered, however further delivery has been paused until additional facilitators are provided to the Leadership Academy. The pilots for the National Fire Chiefs Council (NFCC) supervisory and middle leader eLearning packages, have been completed. A high-level proposal for the leadership review will be presented at the at the Culture Board in August. The first pilot for the Foundational Management Development Programme was delivered on the 10th July 2025 with good feedback from the delegates. Evaluation forms will be sent out following attendance of the pilots and all subsequent courses.

The robust methodology employed to forecast training delivery against plan was finalised in Q1, accounting for staff turnover and anticipated levels of attendance, based on historical trends. The focus of the leadership development team in Q1 has been in designing manager

training courses and the approach to delivery as well as piloting and delivering absence management manager training courses. This is in response to HMICFRS feedback and on bringing forward proposals to refresh leadership development programmes.

The Frank Bailey programme is coming to the end of its delivery at the end of October 2025 when the target of 630 delegates will have been met. The strategic leadership development programme for strategic leaders has been paused. The content and structure of the Gillian Tanner refresh is in design. A refreshed plan for leadership development will be brought forward which will account for these changes and the prioritisation of management courses for staff.

C6-01: I would recommend LFB as a great place to work



KPI definition

Percentage of staff in staff survey who agree with the statement "I would recommend LFB as a great place to work".

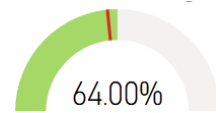
Rationale

We want to ensure LFB staff consider us a great employer.

Annual target

60.00%

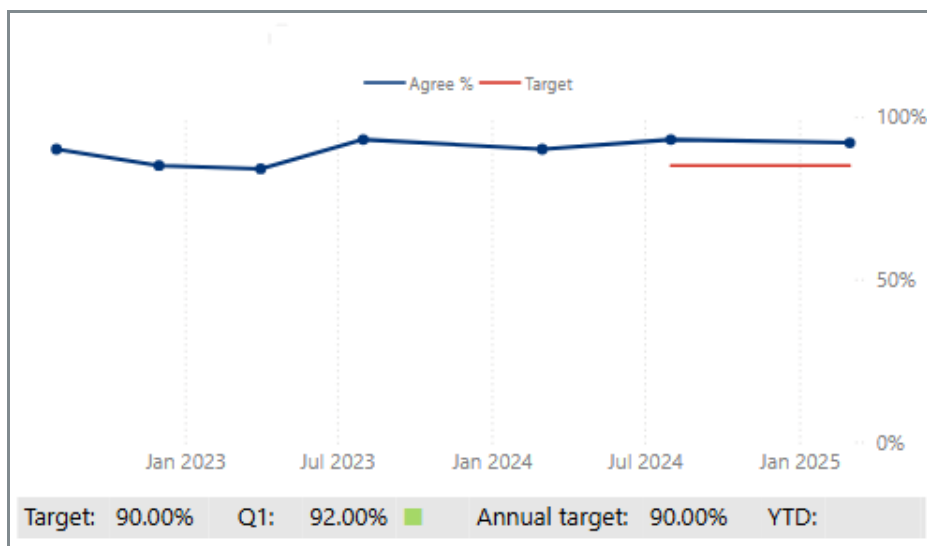
Year to date



In October 2024, LFB launched the second full annual staff survey to all employees. Following feedback from staff the previous year, improvements were made in demographic categories following extensive engagement with Equality Support Groups and the process for encouraging staff to complete the survey was improved, with Fire Stations taking greater responsibility for driving completions. One new question was added to the survey (about retention), all other questions remained the same, other than updating to reflect a shift from behaviours to values. The previous response rate was 70%, the response rate at the close of the survey window in December 2024 was 74%.

The 'great place to work' question which was amended slightly to "I would recommend LFB as a great place to work" removing the "family and friends" element rose from 54% in 2023 to 64% in 2024, an increase of 10 percentage points (anything over 5 percentage point increase is considered to be statistically significant and not due to a seasonal shift, based on analysis from the platform provider). This represents a holistic improvement in the perception by staff of transformation activity.

C6-02: LFB is trusted to serve and protect London



KPI definition

Polling by YouGov - percentage who agree with the statement "LFB is trusted to serve and protect London".

Rationale

Having the trust of the community we serve is integral to the organisation.

Annual target

85.00%

Year to date

N/A
data available in Q2

The most recent poll, carried out in March 2025 showed that 92% of respondents agreed that 'London Fire Brigade is trusted to serve and protect'. This is a 1% decrease from the last poll, carried out in August 2024, but 2% higher than our target of 90%. The next poll will be carried out in August 2025.

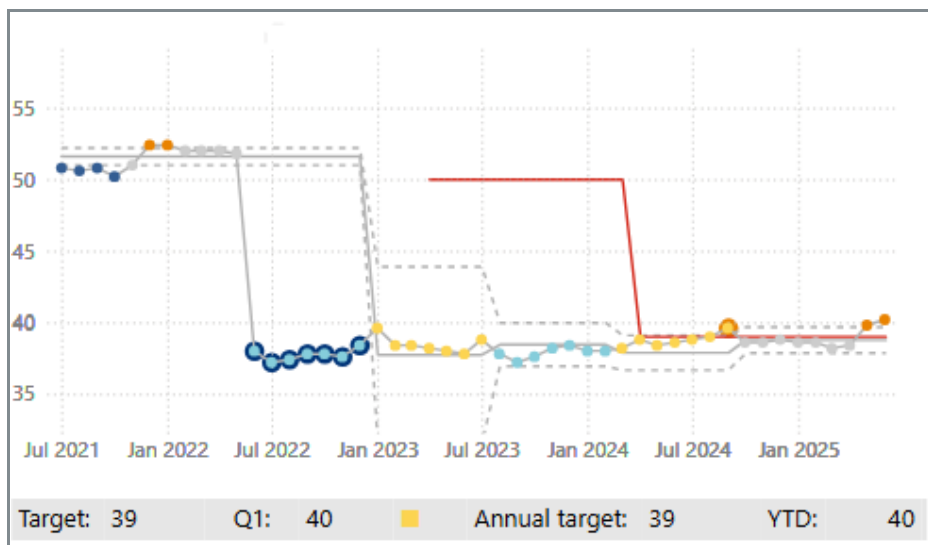
Public opinion polling is one of the measures we use to understand how different communities across London feel about LFB, what their levels of trust are and how they understand or interact with our services.

We aim to build levels of trust in the Brigade through a range of communications and community engagement campaigns and activities. This includes working proactively to warn and inform Londoners, supporting communities to keep themselves safe from emerging risks, holding public relations events to demonstrate how we keep Londoners safe from seasonal risks, and sharing the Brigade's work during and after incidents.



Adding **value**

C7-01: Number of fire deaths (5 year rolling average)



KPI definition

5 year rolling average of fatal casualties as a direct or indirect result of injuries caused by a fire incident.

Rationale

Preventing fire deaths is a core part of the London Fire Brigade's purpose.

Annual target

39

Year to date

40

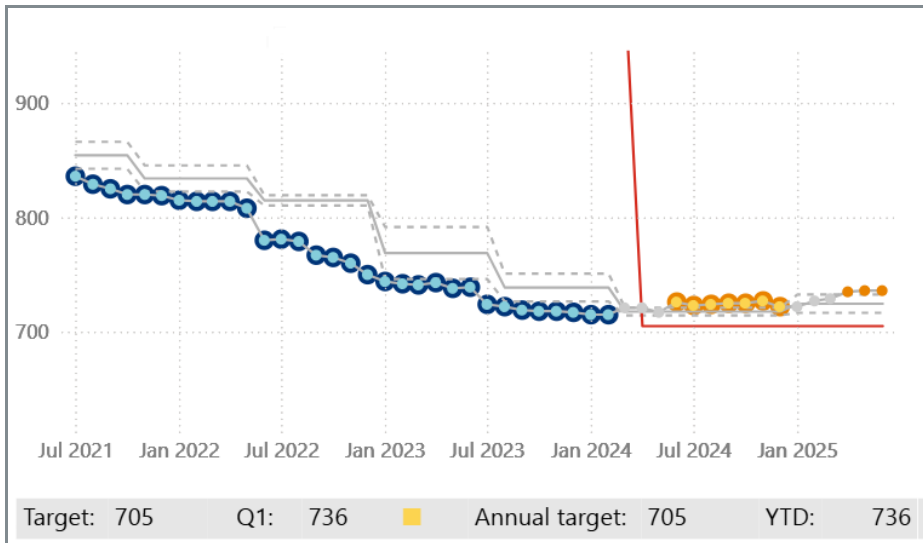
The all-fire deaths (5-year average) is reporting above target. This target was made more challenging for 2024/25 to reflect our aim of having the lowest rate of fire deaths of any Fire and Rescue Service in England by the end of the CRMP lifecycle in 2029.

Quarter 1 of the 2025/26 financial year has seen a number of incidents resulting in multiple fatalities (including the tragic fire in Brent where there were four fatalities), which has brought the Brigade above target for fire deaths. Of the 11 fatal fires in Q1, nine are still under investigation or are under police primacy and the causes have yet to be determined.

Of all fatal fires, smoking continues to be a prevalent cause. Our HFSV triage process is now embedded and was reviewed and updated last year to ensure that the LFB is reflective of national work and local incidents. This ensures that the LFB focuses on those most at risk of fire. Further details can be found on [Page 20](#).

The development of the Prevention and Protection App for internal staff, along with effective Borough Risk Management Plans (BRMPs) and Station Delivery Plans (SDPs) will further enhance the promotion of prevention services and advice to local communities.

C7-02: Number of fire injuries (5 year rolling average)



KPI definition

5 year rolling average of casualties as a direct or indirect result of injuries caused by a fire incident.

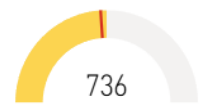
Rationale

Preventing fire injuries is a core part of the London Fire Brigade's purpose.

Annual target

705

Year to date



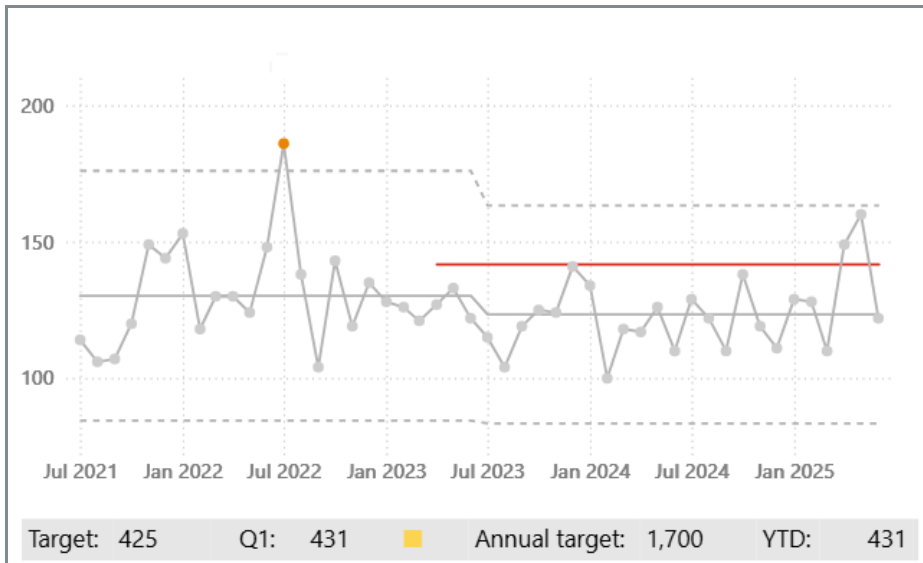
LFB is now reporting slightly above the new target of 705. This target has been made more challenging for 2024/25 to reflect our aim of having the lowest rate of fire injuries of any Fire and Rescue Service in England by the end of the CRMP lifecycle in 2029.

In terms of ignition source groups, cookers remain the top ignition source for fire injuries (22%), followed by smoking (14%) and matches and candles (12%). While fire injuries from cooking fires seem to be on decline (27% of fire injuries in 2020/21 to 20% in 2024/25), we have seen an increase in vehicle related fire injuries (2% to 5%) which includes e-bikes and e-scooters. Fire injuries caused by batteries/ generators (including lithium-ion batteries) have also increased since 2020, resulting in 28 fire injuries in Q1 2025/26 compared to 41 across 12 months in 2024/25. Significant work is being undertaken in relation to the #Chargesafe campaign to reduce these types of fires.

In terms of multi-injury fires the data shows that we are seeing more fires with four fire injuries or more over time. In 2024/25 there were 30 such incidents (compared to 10

in 2020/21), this year so far we have seen nine multi-injury fires in Q1 with two incidents leading to eight fire injuries each. Fire injury data shows that e-bike fires and batteries and generators (including lithium-ion batteries) are the top two ignition sources for fires with four or more injuries (20% of all these fires since e-bikes became a separate recording category). LFB is working to target those most at risk with the publication of the 2025/26 Borough Risk Management Plans (BRMPs) and associated Station Delivery Plans (SDPs), which target our prevention activity towards local risks and the needs of the community.

C7-03: Number of fires – houses and bungalows



KPI definition

Total monthly figure of fires that have occurred in a house or bungalow of single occupancy.

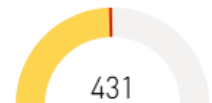
Rationale

Monitoring the number of fires in different locations allows us to assess trends across different property types and plan our use of resources efficiently.

Annual target

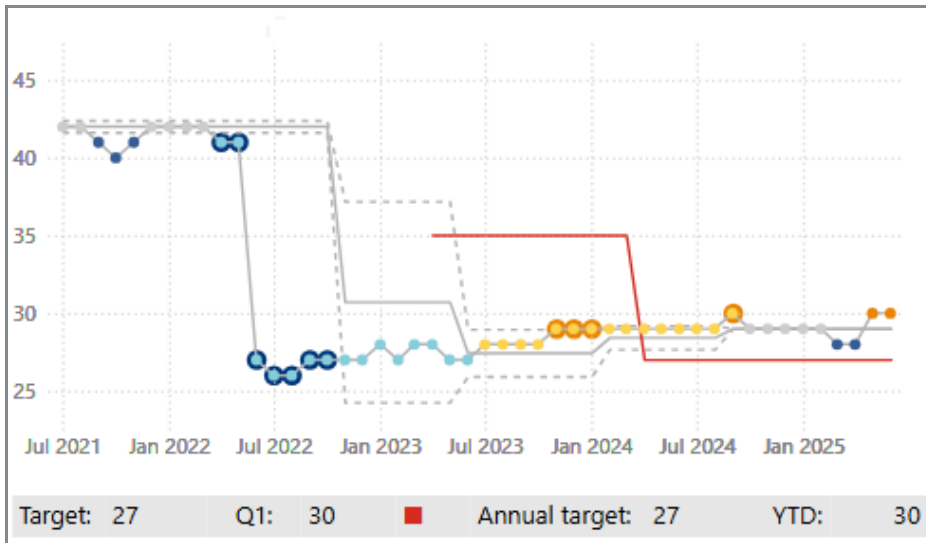
1,700

Year to date



Performance for this quarter is just outside of target and will be monitored closely to consider the impact of the published 2025/26 Borough Risk Management Plans (BRMPs) and Station Delivery Plans (SDPs), which target our prevention activity towards local risks and the needs of the community.

C7-04: Accidental fire deaths in the home (5-year average)



KPI definition

5 year rolling average of fire deaths in dwellings caused by an accidental fire.

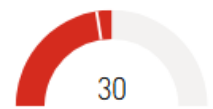
Rationale

Monitoring the number of accidental deaths in the home enables us to assess trends and undertake analysis where we see an increase.

Annual target

27

Year to date



Accidental fire deaths in the home are reporting at a 5-year average of 30. This target was made more challenging for 2024/25 to reflect our aim of having the lowest rate of accidental fire deaths in the home of any Fire and Rescue Service in England by the end of the CRMP lifecycle in 2029.

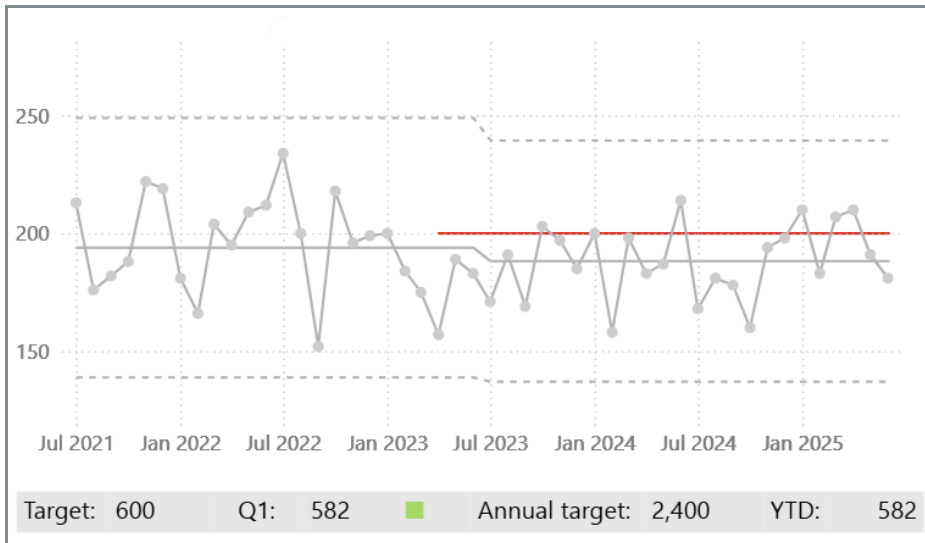
Accidental dwelling fires are often preventable and many share similar characteristics and circumstances. The reduction in the number of fire fatalities is a key organisational objective for the Brigade.

Of the 11 fatal fires in Q1, eight are still under investigation or are under police primacy and until discounted, these are listed as accidental dwelling fires; therefore, these numbers are subject to change.

The revised process for more in-depth fatal fire reviews later this year will see the Brigade take learning and actions from these incidents where necessary and build them into the Brigade's learning group to support efforts to reduce the behaviours that lead to accidental fires in the home.

The development of the Prevention and Protection App for internal staff along with effective Borough Risk Management Plans (BRMPs) and Station Delivery Plans (SDPs) will further enhance the promotion of prevention services and advice to local communities.

C7-05: Number of fires – flats



KPI definition

Total monthly figure of fires that have occurred in purpose-built flats or maisonettes of all storeys.

Rationale

Monitoring the number of fires in different locations allows us to assess trends across different property types and plan our use of resources efficiently.

Annual target

2,400

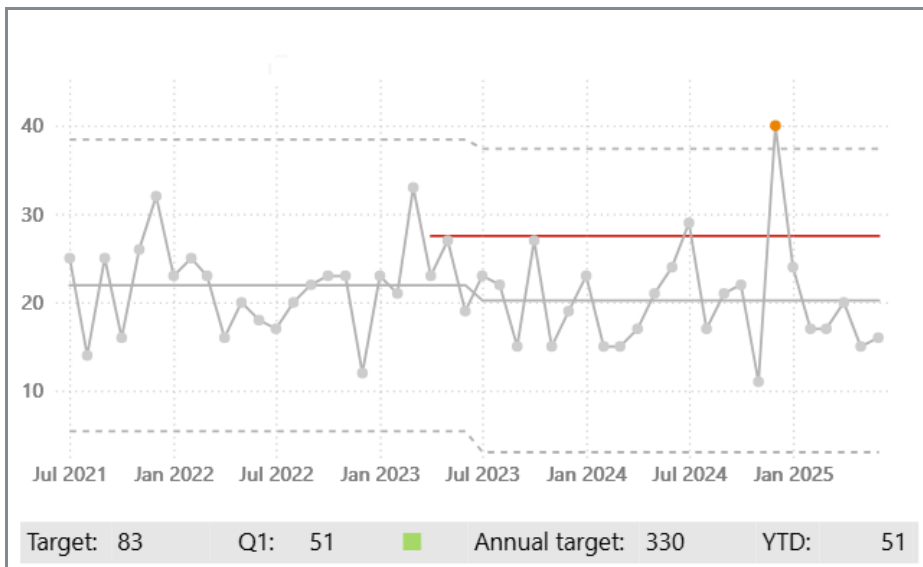
Year to date



This performance continues to be within target despite the number of residential flats continuing to increase. The Q1 figure is within target.

This performance will be monitored closely to consider the impact of the Borough Risk Management Plans (BRMPs) and Station Delivery Plans (SDPs), which target our prevention activity towards local risks and needs of the community.

C7-06: Number of fires - care homes and supported living



KPI definition

Total monthly figure of fires that have occurred in self-contained sheltered housing, residential home, children's home or nursing/care home.

Rationale

Monitoring the number of fires in different locations allows us to assess trends across different property types and plan our use of resources efficiently.

Annual target

330

Year to date

51

We have written to the Care Quality Commission specifically requesting support to reach out to Care Homes across London to review their Fire Risk Assessments and have provided key preventative messages. We will follow up with them this quarter.

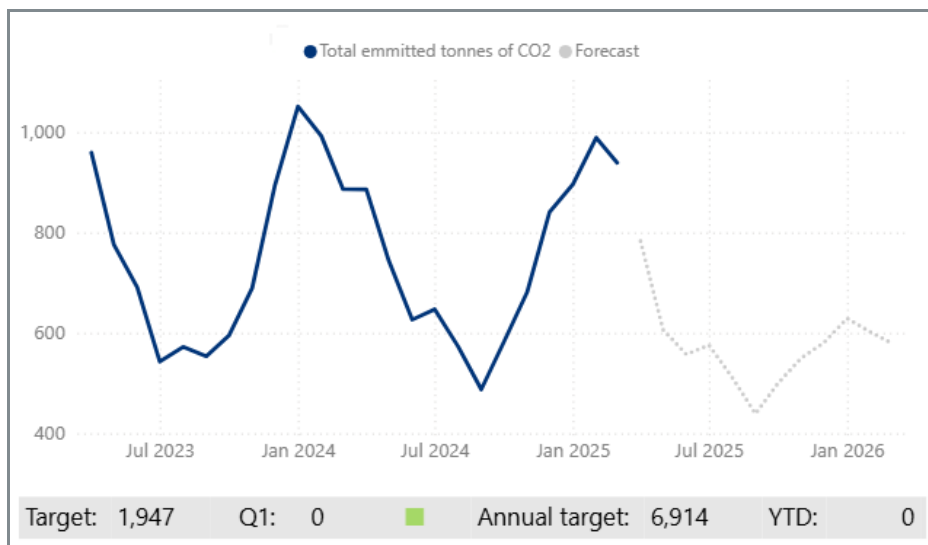
Care Homes feature in our Risk Based Intervention Programme (RBIP) within our high-risk category. As our primary protection staff competency increases, we are ensuring further training on healthcare and specialised housing is being completed. In 2024/25, all Protection Inspecting Officers were either trained or received refresher training.

We further plan to conduct informal engagement with care home and supported living providers to offer early-stage advice and guidance and encourage providers to review and improve fire safety measures before formal inspections take place. We will share best practices and resources to drive proactive fire risk management.

We have begun to deliver a structured programme of inspections across care homes as per our Team Plans. This

includes conducting in-person inspections and desktop audits of simple sheltered housing. We will provide targeted education on key fire safety areas, including staff training, PEEPs and smoking policies.

C7-07: Net zero carbon by 2030



KPI definition

All direct (scope 1) and indirect (scope 2) CO₂ emissions from activities of the London Fire Brigade or under its control, collated in accordance with the methodologies laid out in the Greenhouse Gas Protocol.

Rationale

LFB has a key role as a large public section organisation to reduce our impact on the environment.

Annual target

6,914

Year to date

N/A

LFB entered into a new energy contract in April 2025, following the directive from the GLA environment and energy team to align LFB energy procurement with functional bodies. LFB has experienced blockages in receiving Electricity and Gas data from the new energy supplier, resulting in the unavailability of CO₂ data for Electricity from April 2025 and Gas from May 2025. This issue has been escalated through the Procurement Department to Crown Commercial Services (CCS).

LFB continues to work hard to make further progress in meeting the 2030 net zero target. To realise that ambition fully there will need to be significant financial investment through appropriate funding or borrowing. This is recognised by colleagues in both national government and the GLA who have done much to support LFB and discussions are underway as to how the next stage of meeting this funding gap can be achieved.

LFB carbon net zero strategy identifies the move away from fossil fuels to an all-electric operation. LFB has made a significant borrowing commitment from the GLA green fund finance scheme and is currently mobilising the electrical infrastructure project. This is an essential

stepping stone to de-carbonise the operation of LFB as it provides electrical power for property and the capacity to charge the future electric fleet. Further revenue streams are being explored to provide the EV charging infrastructure LFB will require to operate an electric fleet.

LFB has been awarded three Salix (DESNZ – Department of Energy Security and Net Zero) grants, which are decarbonising 24 fire stations. In addition, self-funded capital investment projects will result in 28 fire stations fully carbon net zero before 2027. These projects continue and are expected to be completed during 2028. It is disappointing news that, under the UK Government 2025 spending review (SR25), DESNZ has withdrawn future Salix grants from 2028 onwards.

LFB's 37 stations strategic bulk fuel tanks have been supplied with Hydrotreated vegetable oil (HVO) instead of Diesel fuel, which is being used by fleet vehicles based at stations with these tanks. This change of fuel is reducing the carbon emissions and contributing to carbon reduction by 600 tCO₂e per year.

C7-07: Net zero carbon by 2030

(Continued)

LFB recognises the requirement to purchase carbon offsetting post-2030 to address the emissions of some specialist vehicles that can't be electrified or made zero emissions within the 2030 timeframe. Such vehicles are not expected to be available until 2036 as detailed in LFB's Fleet Strategy.

