



LONDON FIRE BRIGADE

LFC-23-059

# People Services Bi-Annual Performance Report Q3-Q4 2022-2023

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**Report to:**

Service Delivery Board ..... 24 May 2023  
Commissioner's Board ..... 13 June 2023  
Deputy Mayor's Fire and Resilience Board..... 29 June 2023

**Date:**

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**Report by:**

Anna Tapp, Planning and Management Information Manager

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**Report classification:**

For information

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**For publication**

# PART ONE

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

### Executive Summary

The report covers a range of people data including workforce composition, absence, and recruitment. It sets out the challenges highlighted by the data and improvements since the previous report and sets out areas of focus and action going forward.

#### Recommended decision

That the London Fire Commissioner notes the performance data in this report together with the supplementary data in Appendix 1 and 2.

The report is presented to the Deputy Mayor for information.

### 1 Introduction and background

- 1.1 This bi-annual report provides information and commentary on a range of performance outcomes for the six months to the end of Q4 2022-2023. Data referred to in the body of the report can be found in Appendix 1 – Key People Data, unless referenced as being in Appendix 2.
- 1.2 Further to the Q1-Q2 2022 – 2023 report, London Fire Commissioner (LFC) continues to work to end the use of the acronym 'BAME'. LFC's Strategic Inclusion Leads are currently developing an inclusion style guide which will help answer common questions, provide guidance on emerging topics and ensure that communications are inclusive, respectful, and accurate. The guide will be based on best practices for communicating with diverse audiences and seek to align to existing guidance across the GLA family and wider government. As a living document, it will be reviewed, updated and refined regularly. The aim is to produce the first iteration of the guide by the end of June 2023. In addition, as part of the roll out of LFC's new HR Payroll system, the style guide will be used to review and update LFC's current diversity data capture and will include the addition of a question specifically around people identifying as LGBTQ+ to enable reporting in this area.

### 2 Objectives and expected outcomes

- 2.1 The purpose of this report is to update the Board on performance in a range of People Services areas and to set out actions being taken due to the outcomes identified.
- 2.2 The Board are asked to note the report.

### 3 Establishment and Vacancies (Table 1)

- 3.1 Operational vacancies have continued to decrease, with an improvement of 40 since the end of Q2 2022-2023. This reflects the continued intake of new firefighters, alongside transferees from other Fire and Rescue Services. LFC's Establishment Board continues to monitor vacancies and the pension remedy impact monthly. The Training Delivery Plan is being finalized and will include

plans to bring in extra trainees in addition to the standard intake of 240. This will help reduce vacancies further, alongside transferee intakes.

- 3.2 There has been an increase in the number of FRS vacancies since Q2 2022-23 from -174.01 to -195.72. The number of posts has increased by 33.46 in the same period which has caused some increase in vacancies where posts are not yet recruited to. (As of 9 May, the Recruitment Team were processing 16 jobs with a further 41 due to be recruited to in the coming months.) As at the end of Q4 there were 104 agency staff working for LFB who will be covering a number of these posts, including temporary funded posts.
- 3.3 Commensurate pay is a factor in filling vacancies as the organisation. A supplier has been appointed to conduct a review of FRS and Control pay and benefits. This has been identified as an area of priority and will form part of a programme of work in People Services, to be defined in Q1 2023.

## **4 Workforce Composition (Tables 2-4)**

- 4.1 The percentage of operational staff from all under-represented groups has increased since Q2 (Table 2). The percentage has increased to 10.2 percent for women and 15.1 percent for Black, Asian and Minority Ethnic staff reflecting the continued proactive work of the Outreach Team in attracting under-represented groups to the role of firefighter.
- 4.2 As shown in Table 3 there has been very little movement for the FRS staff group.
- 4.3 For Control staff (Table 4) there has been a further positive increase in Black, Asian and Minority Ethnic workforce composition from 16.7 percent to 17.3 percent; an increase from 14.3 percent on 12 months ago. This reflects the impact of the work being undertaken by the Equity, Change and Togetherness Panel formed in 2021 to improve Control diversity.
- 4.4 LFC published its 2022 gender pay gap data as part of its statutory requirements in March 2023. In addition, it produced further detailed analysis for gender plus ethnicity and disability pay gap outcomes in line with the GLA family reporting requirements. The overall outcomes are shown in Table 5. Pay gap outcomes will be monitored through a specific CRMP target.

## **5 Workforce composition: comparison data (Table 6)**

- 5.1 Further to the previous report, benchmarking data has been included again, updated where new data is available.

## **6 Workforce composition: senior management (Tables 7-9)**

- 6.1 In the past six months there has been an increase in the percentage of Black, Asian, and Minority Ethnic staff and disabled staff in operational senior management positions. Disabled staff representation has seen an increase from 8.6 percent to 12.2 percent in the last 12 months. However, there has been a reduction in the percentage of both women and LGB staff.
- 6.2 There has been very little change in the percentage of under-represented groups in the FRS workforce in the past six and twelve months.
- 6.3 Action being taken to improve these outcomes is detailed in the Recruitment section at 11.

## **7 Sickness absence (Tables 10-11)**

- 7.1 Sickness for FRS and Control staff has increased in the last six months. Operational sickness has reduced from 8.93 percent to 8.39 percent.
- 7.1 Over the last 12 months sickness due to stress, anxiety, and depression (SAD) (Table 14) has increased for all staff groups. FRS staff group has seen the largest increase from 27.91 percent of all sickness to 35.83 percent. Additional data sources identify that over 40% of SAD absence is attributable to "life" events and not directly related to work, and where work is seen as a primary factor (17%), workload/work pressures, poor line manager relationship and the general pressures associated with the functioning of LFB are the main issues affecting mental health wellbeing.
- 7.2 The publication of the Supporting Health and Wellbeing Policy (PN1005) and its focus on proactive preventative support to reduce the likelihood or duration of absence, is continuing to be promoted to the workforce via training and other communication channels. The new dedicated Wellbeing page on Hotwire has also been created to promote and provide links to resources and service provision aimed at supporting the psychological, physical and workplace wellbeing of staff.
- 7.3 Alongside this, People Partners meet with leadership teams monthly. The People Dashboard has been launched and People Partners were involved in the development and piloting of it. The dashboard covers high-level information on a range of people data, including sickness. People Partners work in partnership with leadership teams to review the data, interpret any trends, and discuss potential action required. The Wellbeing Team are also using existing data sources to provide a more evidenced based delivery of wellbeing service provision and developing a dashboard to allow for better data analysis and review of wellbeing data that is made available via both internal and external sources

## **8 Comparison data - sickness**

- 8.1 Although it is not possible to make a direct comparison, given the nature of the roles and the potential higher risk of injury for firefighters, data from the MPS shows that sickness levels for police officers is 3.6 percent whilst LFC operational staff is 8.39 percent. Sickness is similar for support staff and LFC Control sickness is slightly lower than the MPS Control group. This data is presented in Table 11.
- 8.2 The National Fire and Rescue Service Sickness Absence Report Q3 2022-23 reports LFC has the 2nd highest operational sickness rate (out of 34 reporting FRS). It is 15<sup>th</sup> out of 27 reporting FRS for Control and 23<sup>rd</sup> out of 35 for LFC FRS staff. Some FRS have not included Covid sickness in their returns which makes a direct comparison difficult, however the position of London was similar in the pre-Covid period.

## **9 Grievance and Discipline (Appendix 2, p 14-15)**

- 9.1 7.7 percent of grievances raised by operational staff in the period were by Black, Asian and Minority Ethnic staff. This is lower than the Black, Asian and Minority Ethnic workforce composition of 15.3 percent. 15.4 per cent of grievances (2 of 13) were raised by females which is higher than the workforce composition of 10.2 percent. There were no FRS grievances recorded in the period.
- 9.2 Discipline conduct cases for Black, Asian and Minority Ethnic operational staff were 18.2 percent of all cases (4 of 22). This is higher than the Black, Asian and Minority Ethnic operational

workforce composition. Of the 6 FRS discipline cases, 2 were for Black, Asian and Minority Ethnic members of staff which is slightly higher than the workforce composition (33.3 percent compared to 29 percent of workforce).

- 9.3 As a result of the Culture Review recommendations, an external complaints service relating to bullying, harassment, and discrimination was set up for staff to contact for advice and to raise complaints to be investigated. There was also a historic review of the last 5 years discrimination, bullying and harassment cases.

## 10 Recruitment

### Firefighter (Table 13)

- 10.1 The intake is lower than previous quarters and against the new stretch targets introduced. The culture review and cost of living have impacted building a talent pool of diverse candidates as both have impacted attraction levels. The outreach team have actively re-commenced a high programme of community and career events, as well as future digital media campaigns to increase under-represented numbers in 2023. The Brigade's Outreach team are also carrying out Positive Action initiatives such as fitness support for women which has been proven to improve successful assessment outcomes. The Outreach team have also introduced station experience days to allow potential candidates (particularly from under-represented groups) to ask questions about the culture and gain a realistic perspective of the role and environment to improve attrition rates.

### Junior officer

- 10.2 There were no recruitment processes in the reporting period.

### Senior officer (Table 14)

- 10.3 The only recruitment in the period was to the role of Deputy Assistant Commissioner. Of the 25 applicants, four people were appointed; three white men and one Black, Asian and Minority Ethnic female.

### Control (Table 15)

- 10.4 There was recruitment to two Control roles in the reporting period. Both had positive outcomes for all under-represented groups when comparing applicants to those appointed.
- 10.5 The Equity, Change and Togetherness (ECT) Panel is continuing to work with Merton Council as part of the council's Towards Employment initiative, which helps individuals under 40 get back into work and which includes a diverse group of people. The ECT panel also is continuing to run "Through My Eyes", a staff led initiative where individuals tell their story and experiences of working at LFB Control.

### FRS (Tables 16-17)

- 10.6 For grades FRS B to FRS E, both application and appointment outcomes for all under-represented groups were positive except for a drop off for Black, Asian and Minority Ethnic applicants between application stage and appointment for FRS D.
- 10.7 Outcomes at FRS F to Director were positive for females. There was a drop off for Black, Asian and Minority Ethnic applicants at all grades between applications and appointed stage.

## 11 Recruitment action and performance measures

- 11.1 The Brigade is currently working on a Resourcing Strategy that will include the development of

attraction strategies to improve the diversity of applicants across all areas of the brigade. This is likely to include an Employee Value Proposition (EVP) and Employer branding using inclusive language as well diverse channels to market. All processes and policies will also be assessed to ensure they do not discriminate and are inclusive.

- 11.2 The LFC Risk Register includes a risk on workforce planning for FRS and Control and will be a focus going forward and is being reviewed as part of a larger piece of prioritization work across all People Services workstreams.
- 11.3 The People Partners continue to work with their leadership teams, using data analysis, to improve diversity outcomes, alongside the Recruitment Team.
- 11.4 A set of Key Performance Indicators will be developed as part of the the new resourcing strategy which supports the People Strategy, which is being developed in Q1 2023.

## 12 Equality comments

- 12.1 The LFC and the Deputy Mayor for Fire and Resilience 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.
- 12.2 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.
- 12.3 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.
- 12.4 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.
- 12.5 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.
- 12.6 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.
- 12.7 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, the need to:

- tackle prejudice
- promote understanding.

12.8 As detailed in the report, where the data identifies outcomes for under-represented groups are not as positive as they should be then the relevant People Services leads will be taking actions to improve outcomes, for example in recruitment processes.

## 13 Other considerations

### Workforce comments

13.1 The subject of this report is Workforce data. As this is an information report there has been no prior staff side consultation on its contents. There is ongoing staff side engagement on several themes within this report, e.g., establishment and vacancies, recruitment. The report will be shared with staff side in advance of Fire and Resilience Board.

### Sustainability comments

13.2 There are no sustainability implications associated with this report.

### Procurement comments

13.3 There are no procurement implications associated with this report.

### Communications comments

13.4 There are no communications implications associated with this report.

## 14 Financial comments

14.1 This report provides an update on performance across the People Services department. This includes vacancy levels set out at section 3 of this report.

14.2 The report sets out a number of issues that will impact and be considered as part of the regular financial position reporting. These include the impact of FRS and Operational staff vacancies and increasing staff absences due to sickness, which has a direct impact on overtime levels.

14.3 The report also notes that a review of the FRS pay structure has been committed to and has been identified as an area of priority and will form part of a programme of work in People Services, to be defined in Q1 2023. Any financial implication of these will be set out in that report.

## 15 Legal comments

15.1 This is a performance monitoring report for Q4 and is for information only, therefore no direct legal implications arise.

15.2 Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office.

15.3 Section 327A(5) of the Greater London Authority Act 1999 ('GLA Act') requires the Commissioner to secure that the London Fire Brigade is efficient and effective. The Mayor must

hold the Commissioner to account for the exercise of its functions in accordance with Section 327A(8) of the GLA Act.

15.4 The Performance Report which is appended sets out workforce information, and details the measures to be taken to improve the working environment.

## List of appendices

Appendix	Title	Open or confidential*
1	Appendix 1 Key People Data	Open
2	Appendix 2 People Service Bi-Annual Performance Report Q3-Q4 2022/23	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:

NO

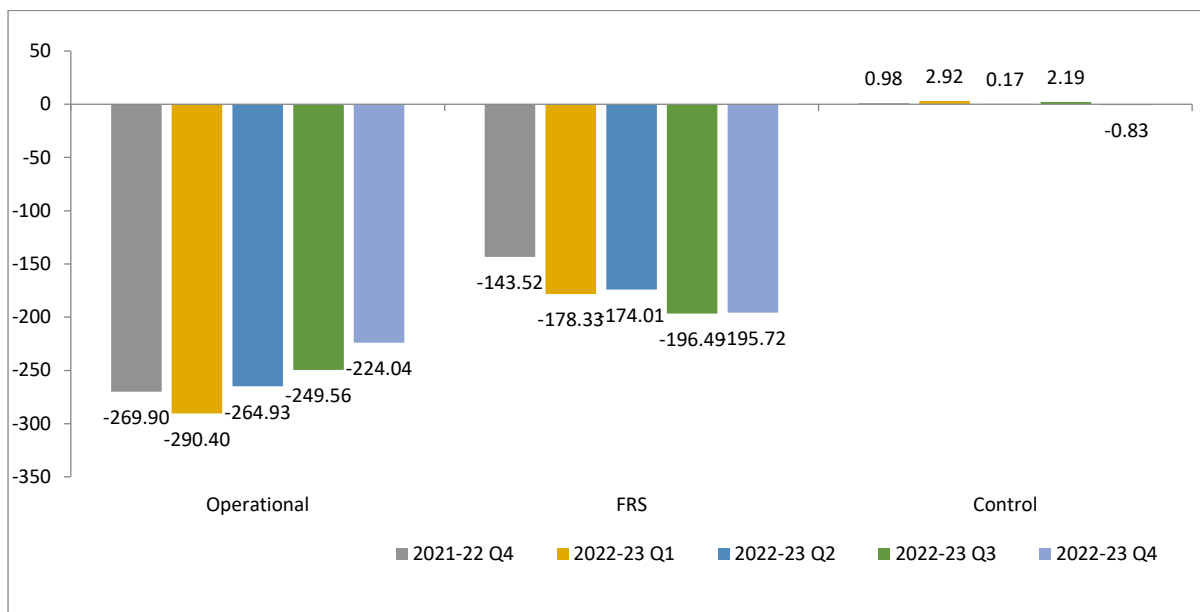
### Originating officer declaration

Reporting officer to confirm the following by using 'x' in the box:

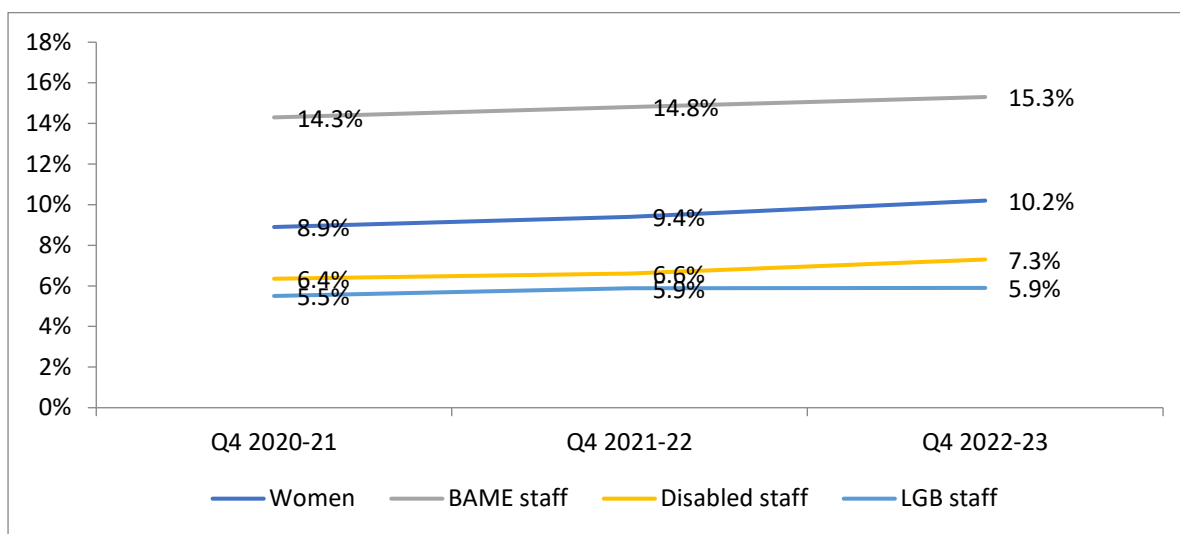
<p><b>Reporting officer</b>  <b>Anna Tapp</b> has drafted this report and confirms the following:</p>	
<p><b>1. Acting Assistant Director/Head of Service</b>  <b>Sue Nicol</b> has reviewed the documentation and is satisfied for it to be referred to Board for consideration</p>	
<p><b>2. Advice</b>  The Finance and Legal teams have commented on this proposal:  <b>Hameera Darr Legal Advisor</b>, on behalf of General Counsel (Head of Law and Monitoring Officer).  <b>Kat Kosa Financial Advisor</b>, on behalf of the Chief Finance Officer.</p>	

**Appendix 1: Key People Data**

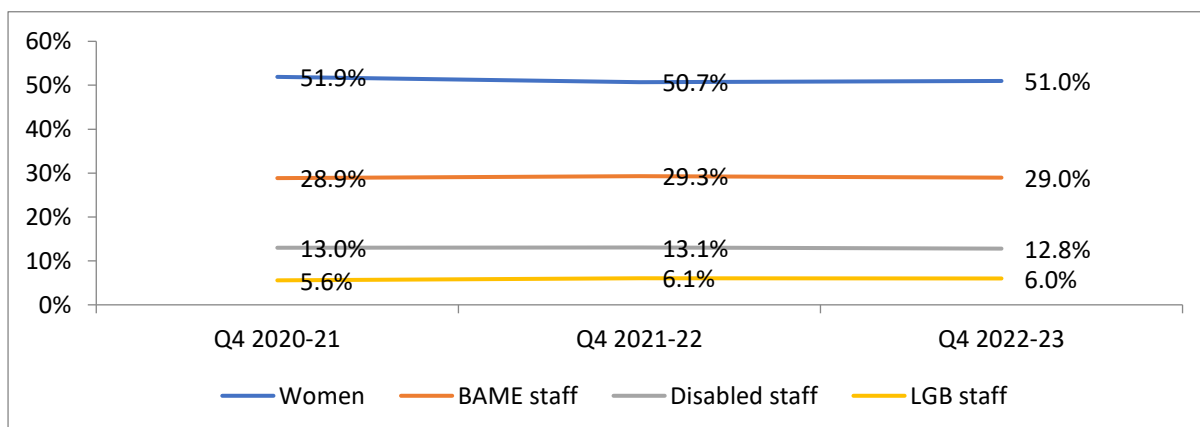
**Table 1: Vacancies by occupational group**



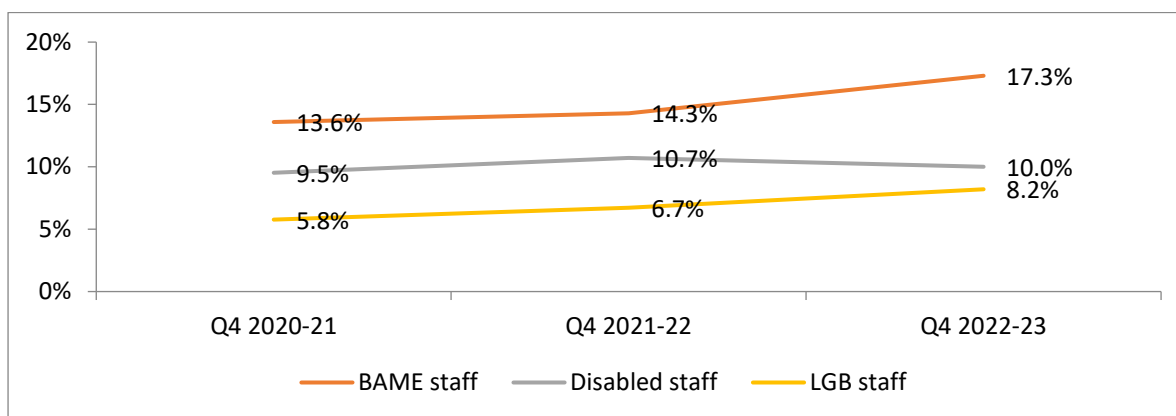
**Table 2: Operational Workforce Composition**



**Table 3: FRS Workforce Composition**



**Table 4: Control Workforce Composition**



For display purposes female Control is not shown. Female composition is 75.5 percent compared to 76.8 percent in Q4 22/23.

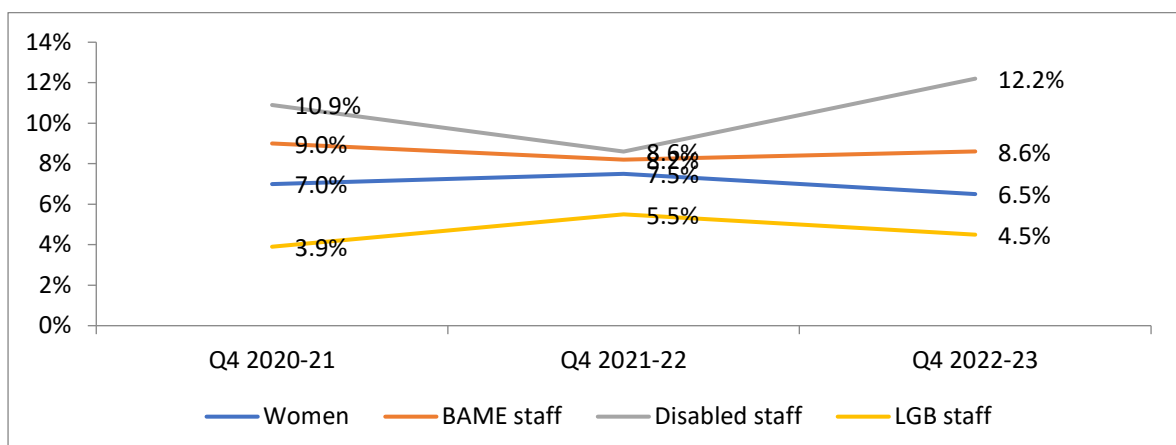
**Table 5: LFC Pay gap outcomes**

Pay gap (median)	31/03/2021	31/03/2022
Disability	-4.71%	-1.54%
Ethnicity	0.40%	0.83%
Gender	-4.36%	-5.46%

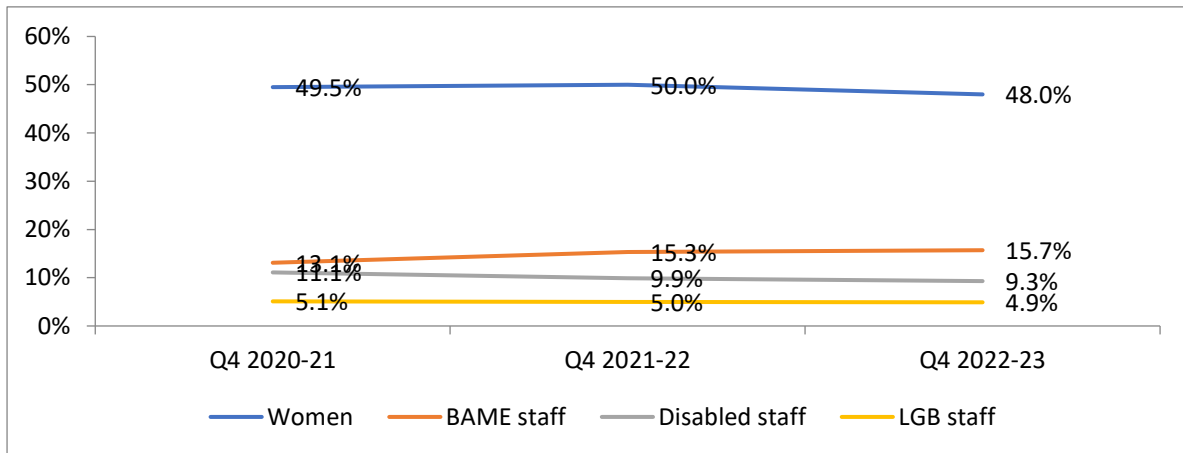
**Table 6: Workforce Comparison Data**

	London Working Age Pop.	England FRSS - operational	England FRSS - all staff	Met Police - Officers	Met Police - support staff	Met Police - Control	GLA - all staff
BAME	39.8%	5.0%	5.6%	17%	30%	38.1%	34.0%
Disabled	17.0%	4.4%	5.4%	1.4%*	1.8%	1.2%	7.0%
Female	49.5%	8.2%	18.6%	31.4%	57.2%	70.6%	62.0%
LGB	3.8%	3.9%	3.9%	2.6%*	1.2%	1.2%	10.0%
Source: ONS Annual Population Survey 2021 (LGB data 2019)	Source: Fire and Rescue Workforce and Pension Statistics March 2022			Source: HR Dept, Met Police Mar 23 (*self-declared non-mandatory)			Source: GLA Workforce Report Sept 22

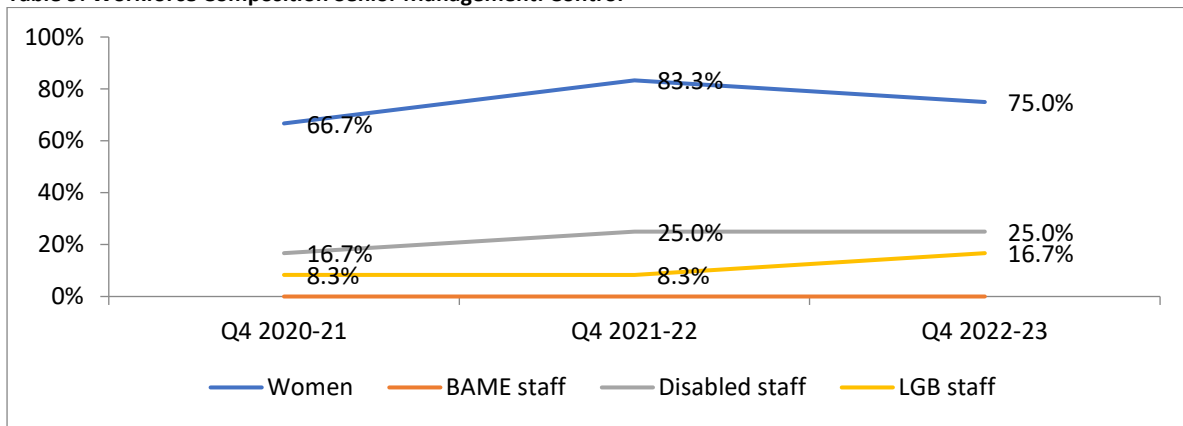
**Table 7: Workforce Composition Senior Management: Operational**



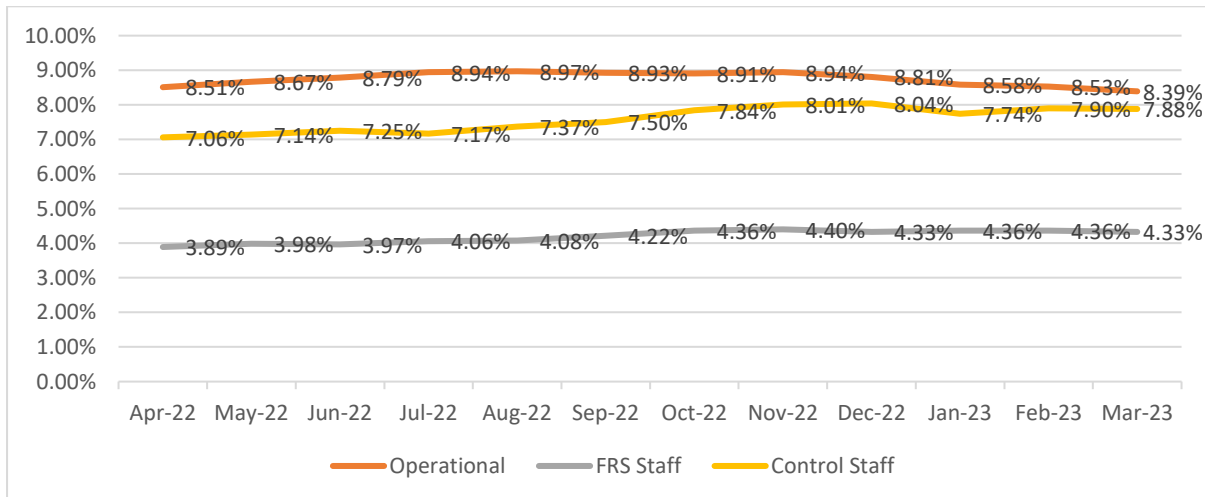
**Table 8: Workforce Composition Senior Management: FRS**



**Table 9: Workforce Composition Senior Management: Control**



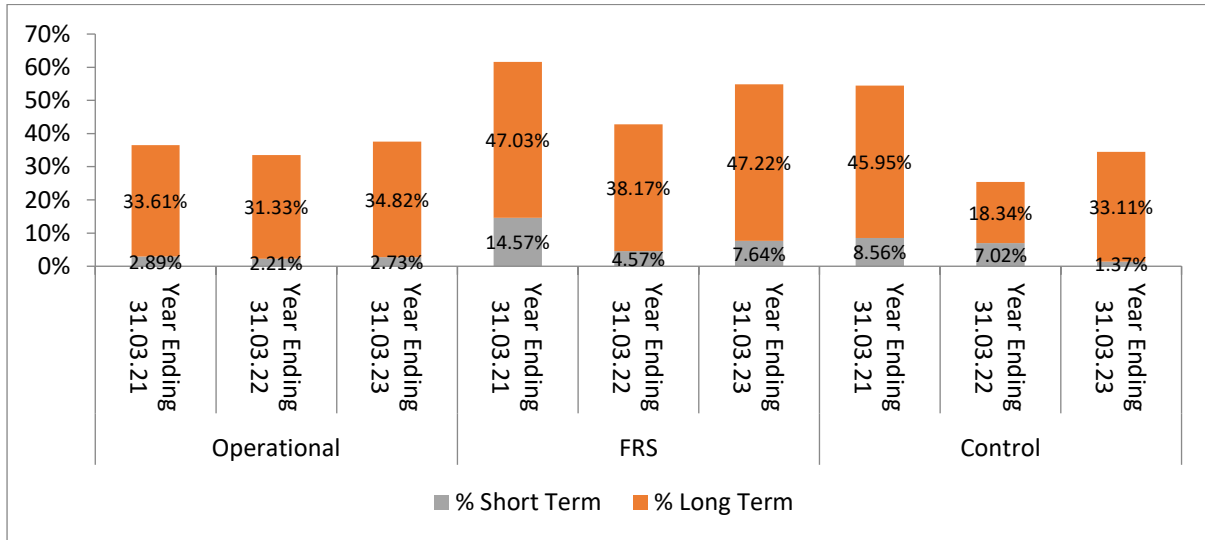
**Table 10: Sickness by occupational group, rolling 12 months**



**Table 11: Metropolitan Police sickness comparison data**

% Time lost to sickness	% Time lost total
Police Officers	3.9%
Police Staff (Control Operators)	8.6%
Other Support Staff	4.1%

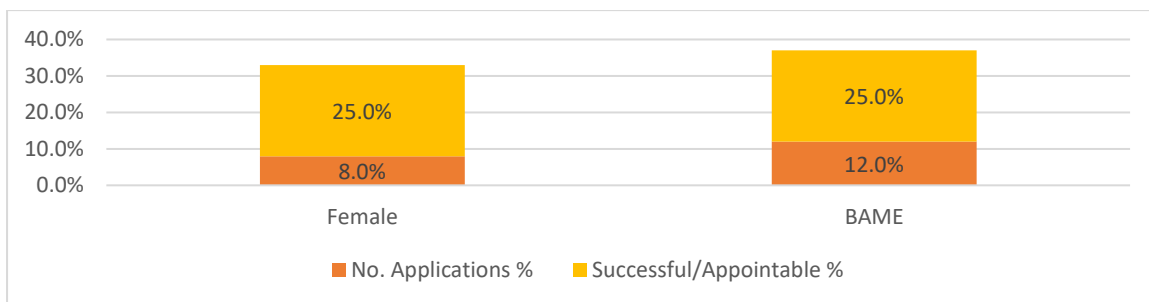
**Table 12: Sickness due to Stress, Anxiety and Depression (SAD) by occupational group**



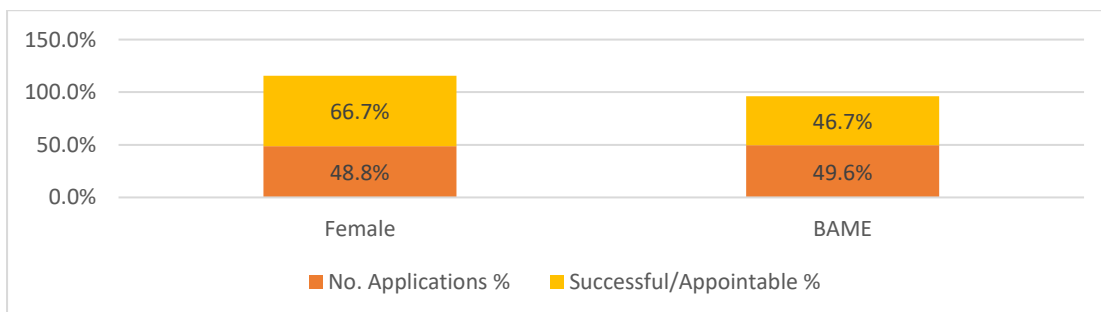
**Table 13: Firefighter joiners and recruitment outcomes**

			Q1	Q2	Q3	Q4	YEAR END
			30.06.22	30.09.22	31.12.22	31.03.23	2022/23
CO7A	Joiners - Trainee Firefighters - women	%	25.0%	24.2%	30.8%	28.1%	<b>28.1%</b>
		number	16	32	57	64	<b>64</b>
CO7B	Joiners - Trainee Firefighters - BAME staff	%	37.5%	31.1%	24.3%	20.6%	<b>20.6%</b>
		number	24	41	45	47	<b>47</b>
Joiners - Trainee Firefighters		number	64	132	185	228	<b>228</b>

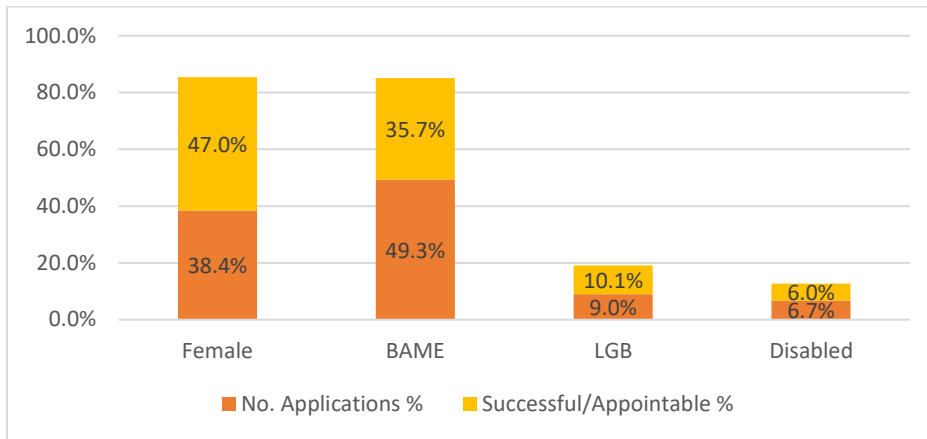
**Table 14: Brigade manager recruitment outcomes**



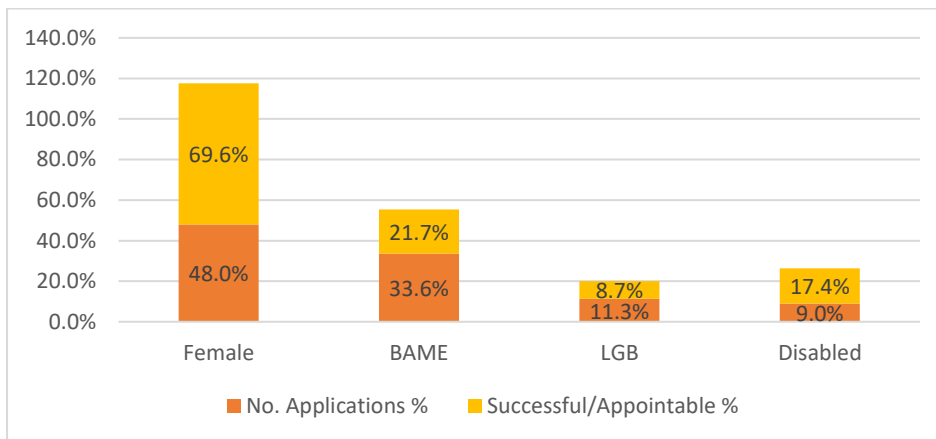
**Table 15: Control staff recruitment outcomes**



**Table 16: FRS staff B-E recruitment outcomes**



**Table 17: FRS staff F – Director outcomes**



A further breakdown by individual grade and rank can be found in Appendix 2. Some outcomes have been removed due to small numbers.

## WORKFORCE COMPOSITION - OPERATIONAL STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23
CX10A	Workforce composition - operational staff - women	%	8.3%	8.6%	8.7%	8.9%	<b>8.9%</b>	9.0%	9.1%	9.2%	9.4%	<b>9.4%</b>	9.5%	9.8%	10.1%	10.2%	<b>10.2%</b>
		number	399	415	421	428		426	424	422	425		435	453	463	473	
CX11A	Workforce composition - operational staff - BAME staff	%	13.6%	13.9%	14.2%	14.3%	<b>14.3%</b>	14.4%	14.5%	14.6%	14.8%	<b>14.8%</b>	14.9%	15.1%	15.3%	15.3%	<b>15.3%</b>
		number	654	675	692	691		684	674	670	673		679	694	703	708	
CX12A	Workforce composition - operational staff - disabled staff	%	6.0%	6.1%	6.1%	6.4%	<b>6.4%</b>	6.8%	6.7%	6.7%	6.6%	<b>6.6%</b>	6.8%	6.9%	7.3%	7.3%	<b>7.3%</b>
		number	287	293	295	307		322	314	306	300		308	318	338	338	
CX13A	Workforce composition - operational staff - LGB staff	%	5.1%	5.3%	5.5%	5.5%	<b>5.5%</b>	5.8%	5.8%	5.9%	5.9%	<b>5.9%</b>	6.0%	6.0%	5.9%	5.9%	<b>5.9%</b>
		number	245	257	265	266		276	271	269	267		275	278	272	273	
Workforce - operational staff		number	4798	4840	4825	4802	<b>4802</b>	4742	4656	4595	4545	<b>4545</b>	4533	4600	4609	4628	<b>4628</b>

## WORKFORCE COMPOSITION - FRS STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23
CX10B	Workforce composition - FRS staff - women	%	51.3%	51.6%	52.6%	51.9%	<b>51.9%</b>	51.7%	51.1%	50.6%	50.7%	<b>50.7%</b>	51.2%	51.4%	51.6%	51.0%	<b>51.0%</b>
		number	449	452	474	475		484	485	484	478		477	481	487	483	
CX11B	Workforce composition - FRS staff - BAME staff	%	29.3%	29.0%	28.6%	28.9%	<b>28.9%</b>	28.9%	29.2%	29.6%	29.3%	<b>29.3%</b>	29.5%	29.0%	29.2%	29.0%	<b>29.0%</b>
		number	256	254	258	264		271	277	283	276		275	271	275	274	
CX12B	Workforce composition - FRS staff - disabled staff	%	14.2%	13.7%	13.1%	13.0%	<b>13.0%</b>	13.1%	13.3%	13.2%	13.1%	<b>13.1%</b>	13.2%	13.0%	13.0%	12.8%	<b>12.8%</b>
		number	124	120	117	120		123	126	126	123		123	122	123	121	
CX13B	Workforce composition - FRS staff - LGB staff	%	5.0%	5.0%	5.4%	5.6%	<b>5.6%</b>	5.7%	5.7%	5.9%	6.1%	<b>6.1%</b>	6.0%	5.8%	5.9%	6.0%	<b>6.0%</b>
		number	44	44	49	51		53	54	56	57		56	54	56	57	
Workforce - FRS staff		number	875	876	892	915	<b>915</b>	937	949	956	943	<b>943</b>	932	935	943	946	<b>946</b>

**WORKFORCE COMPOSITION - CONTROL STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION**

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23
CX10C	Workforce composition - control staff - women	%	77.1%	77.7%	77.6%	76.9%	<b>76.9%</b>	77.6%	76.4%	76.1%	76.8%	<b>76.8%</b>	75.6%	75.9%	73.7%	75.5%	<b>75.5%</b>
		number	81	80	83	80		83	84	86	86		87	85	84	83	
CX11C	Workforce composition - control staff - BAME staff	%	13.3%	13.6%	14.0%	13.5%	<b>13.5%</b>	13.1%	12.7%	14.2%	14.3%	<b>14.3%</b>	15.6%	16.1%	16.7%	17.3%	<b>17.3%</b>
		number	14	14	15	14		14	14	16	16		18	18	19	19	
CX12C	Workforce composition - control staff - disabled staff	%	9.5%	9.7%	9.3%	9.5%	<b>9.5%</b>	9.3%	10.9%	10.6%	10.7%	<b>10.7%</b>	10.4%	9.8%	10.5%	10.0%	<b>10.0%</b>
		number	10	10	10	10		10	12	12	12		12	11	12	11	
CX13C	Workforce composition - control staff - LGB staff	%	5.7%	5.8%	5.6%	5.8%	<b>5.8%</b>	5.7%	5.8%	6.5%	6.7%	<b>6.7%</b>	8.7%	8.0%	7.9%	8.2%	<b>8.2%</b>
		number	6	6	6	6		6	6	7	7		10	9	9	9	
Workforce - control staff		number	105	103	107	104	<b>104</b>	107	110	113	112	<b>112</b>	115	112	114	110	<b>110</b>

## DEPARTMENT WORKFORCE COMPOSITION - FRS STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

	Commissioner's & Directors
Workforce composition - FRS staff - women	70.0%
Workforce composition - FRS staff - BAME staff	-
Workforce composition - FRS staff - disabled staff	-
Workforce composition - FRS staff - LGB staff	-

	Communications
Workforce composition - FRS staff - women	58.8%
Workforce composition - FRS staff - BAME staff	-
Workforce composition - FRS staff - disabled staff	-
Workforce composition - FRS staff - LGB staff	-

Directorate of Corporate				
Finance	General Counsel's Department	ICT	Procurement & Commercial	Property & TSS
40.0%	83.9%	37.4%	43.3%	30.0%
53.3%	45.2%	27.0%	40.0%	15.0%
-	-	6.1%	20.0%	10.0%
-	-	7.9%	-	-

Directorate of Operational Delivery				
Fire Stations	London Resilience Group	Operational Policy	Operational Resilience & Control	Prevention & Protection
67.9%	65.0%	75.0%	83.3%	43.8%
38.1%	-	62.5%	-	26.6%
19.1%	-	-	-	14.5%
-	-	-	-	5.9%

Directorate of Transformation		
Central Programme Office	GTIRT	Strategy & Risk
56.3%	-	66.7%
-	-	33.3%
-	-	-
-	-	-

Directorate for People		
Health & Safety	People Services	Training & Professional Development
-	69.6%	76.9%
-	42.2%	34.6%
-	13.7%	23.1%
-	9.8%	-

Figures may be excluded where numbers are too small to report

## WORKFORCE COMPOSITION - OPERATIONAL STAFF - SENIOR MANAGEMENT- ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23
CX15A	Top earners - operational staff - women	%	6.8%	6.9%	7.3%	7.0%	<b>7.0%</b>	6.8%	7.3%	7.6%	7.5%	<b>7.5%</b>	7.4%	7.4%	6.7%	6.5%	<b>6.5%</b>
		number	17	18	18	18		18	19	19	19		18	18	16	16	
CX15D	Top earners - operational staff - BAME staff	%	9.2%	8.5%	8.9%	9.0%	<b>9.0%</b>	9.9%	8.5%	8.4%	8.2%	<b>8.2%</b>	7.4%	7.8%	8.4%	8.6%	<b>8.6%</b>
		number	23	22	22	23		26	22	21	21		18	19	20	21	
CX15J	Top earners - operational staff - disabled staff	%	10.4%	10.8%	11.3%	10.9%	<b>10.9%</b>	10.3%	10.0%	9.2%	8.6%	<b>8.6%</b>	10.3%	9.8%	12.6%	12.2%	<b>12.2%</b>
		number	26	28	28	28		27	26	23	22		25	24	30	30	
CX15G	Top earners - operational staff - LGB staff	%	4.8%	4.6%	4.0%	3.9%	<b>3.9%</b>	4.9%	5.0%	5.6%	5.5%	<b>5.5%</b>	5.8%	5.7%	4.6%	4.5%	<b>4.5%</b>
		number	12	12	10	10		13	13	14	14		14	14	11	11	
Workforce - operational staff - top earners		number	249	259	248	256	<b>256</b>	263	260	251	256	<b>256</b>	244	244	238	245	<b>245</b>

## WORKFORCE COMPOSITION - FRS STAFF - SENIOR MANAGEMENT - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23
CX15B	Top earners - FRS staff - women	%	49.7%	49.7%	51.4%	49.5%	<b>49.5%</b>	49.0%	49.0%	49.5%	50.0%	<b>50.0%</b>	48.8%	48.8%	49.3%	48.0%	<b>48.0%</b>
		number	87	90	95	98		97	99	99	101		99	101	101	98	
CX15E	Top earners - FRS staff - BAME staff	%	11.4%	12.2%	11.9%	13.1%	<b>13.1%</b>	13.1%	14.9%	15.0%	15.3%	<b>15.3%</b>	15.3%	16.4%	16.6%	15.7%	<b>15.7%</b>
		number	20	22	22	26		26	30	30	31		31	34	34	32	
CX15K	Top earners - FRS staff - disabled staff	%	10.9%	10.5%	10.8%	11.1%	<b>11.1%</b>	10.1%	9.9%	9.5%	9.9%	<b>9.9%</b>	10.3%	10.1%	9.8%	9.3%	<b>9.3%</b>
		No.	19	19	20	22		20	20	19	20		21	21	20	19	
CX15H	Top earners - FRS staff - LGB staff	%	5.1%	5.0%	5.4%	5.1%	<b>5.1%</b>	4.5%	4.5%	5.0%	5.0%	<b>5.0%</b>	5.4%	4.8%	5.4%	4.9%	<b>4.9%</b>
		No.	9	9	10	10		9	9	10	10		11	10	11	10	
Workforce - FRS staff - top earners		number	175	181	185	198	<b>198</b>	198	202	200	202	<b>198</b>	203	207	205	204	<b>204</b>

## WORKFORCE COMPOSITION - CONTROL STAFF - SENIOR MANAGEMENT - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23
CX15C	Top earners - control staff - women	%	66.7%	72.7%	66.7%	66.7%	<b>66.7%</b>	66.7%	66.7%	75.0%	83.3%	<b>83.3%</b>	90.0%	72.7%	72.7%	75.0%	<b>75.0%</b>
		number	6	8	8	8		8	8	9	10		9	8	8	9	
CX15F	Top earners - control staff - BAME staff	%	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>
		number	0	0	0	0		0	0	0	0		0	0	0		
CX15L	Top earners - control staff - disabled staff	%	22.2%	27.3%	16.7%	16.7%	<b>16.7%</b>	16.7%	16.7%	16.7%	25.0%	<b>25.0%</b>	20.0%	18.2%	27.3%	25.0%	<b>25.0%</b>
		number	2	3	2	2		2	2	3	3		2	2	3	3	
CX15I	Top earners - control staff - LGB staff	%	9.1%	8.3%	8.3%	8.3%	<b>8.3%</b>	8.3%	8.3%	8.3%	8.3%	<b>8.3%</b>	10.0%	18.2%	18.2%	16.7%	<b>16.7%</b>
		number	1	1	1	1		1	1	1	1		2	2	2		
Workforce - control staff - top earners		number	11	12	12	12	<b>12</b>	12	12	12	12	<b>12</b>	10	11	11	12	<b>12</b>

# Corporate Digest

## Working days lost to sickness by occupational group

Occupational group

Operational

Click on a year below to change the date periods in the other charts

Fiscal years

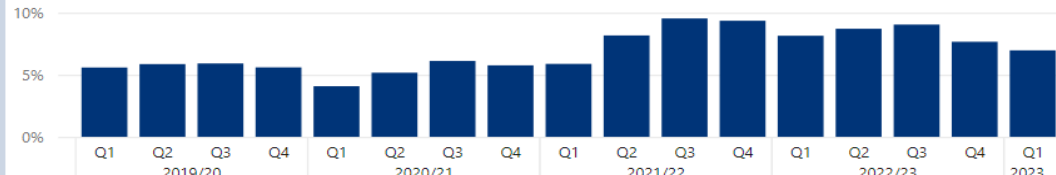


Last 12 months



The data below shows the change between two time periods – the most recent months against the preceding months, e.g. the last 3 months compared to the 3 months before that.

Fiscal quarters



3 monthly change

-1.33%

6 monthly change

-0.22%

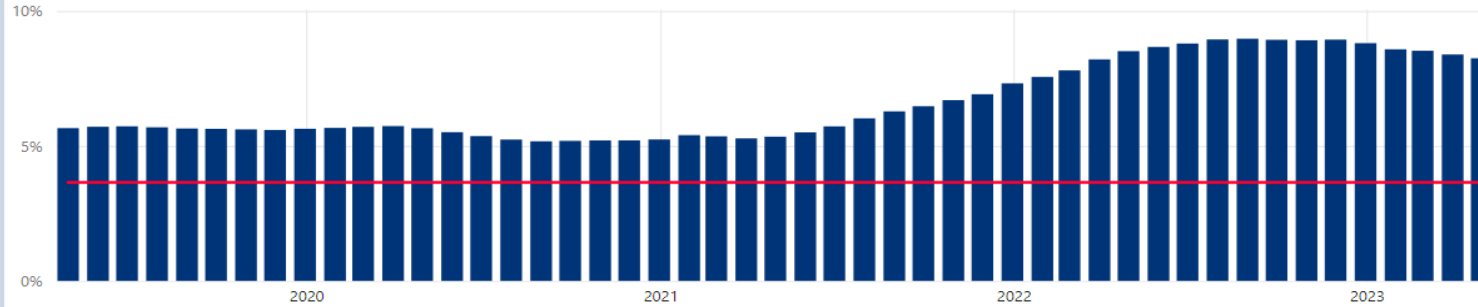
12 monthly change

-0.26%

3 yearly change

1.71%

● Sickness % rolling 12 month ● Target



## Corporate Digest

Occupational group

FRS

Click on a year below to change the date periods in the other charts

### Fiscal years



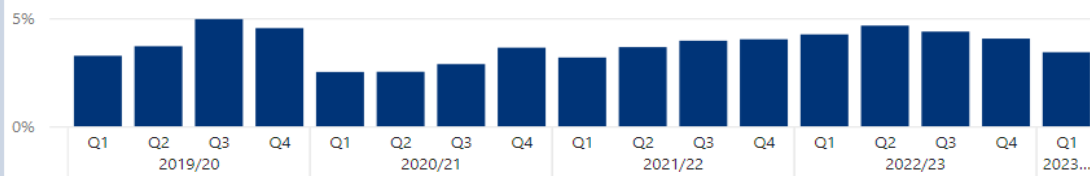
## Working days lost to sickness by occupational group

### Last 12 months



The data below shows the change between two time periods – the most recent months against the preceding months, e.g. the last 3 months compared to the 3 months before that.

### Fiscal quarters



3 monthly change

**-0.64%**

6 monthly change

**-0.43%**

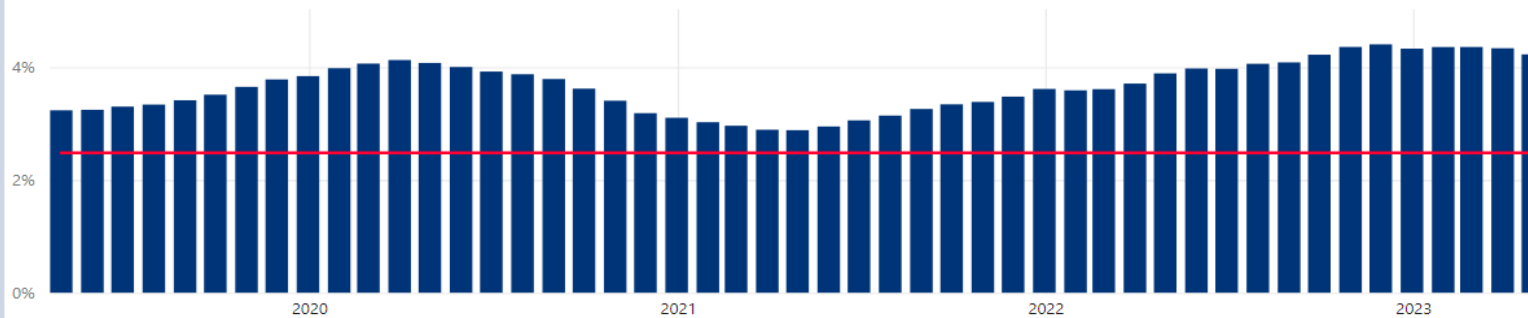
12 monthly change

**0.34%**

3 yearly change

**-0.10%**

● Sickness % rolling 12 month ● Target



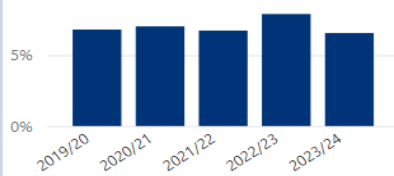
## Corporate Digest

### Occupational group

Control

Click on a year below to change the date periods in the other charts

### Fiscal years



## Working days lost to sickness by occupational group

### Last 12 months



The data below shows the change between two time periods – the most recent months against the preceding months, e.g. the last 3 months compared to the 3 months before that.

3 monthly change

**0.04%**

6 monthly change

**0.69%**

12 monthly change

**0.69%**

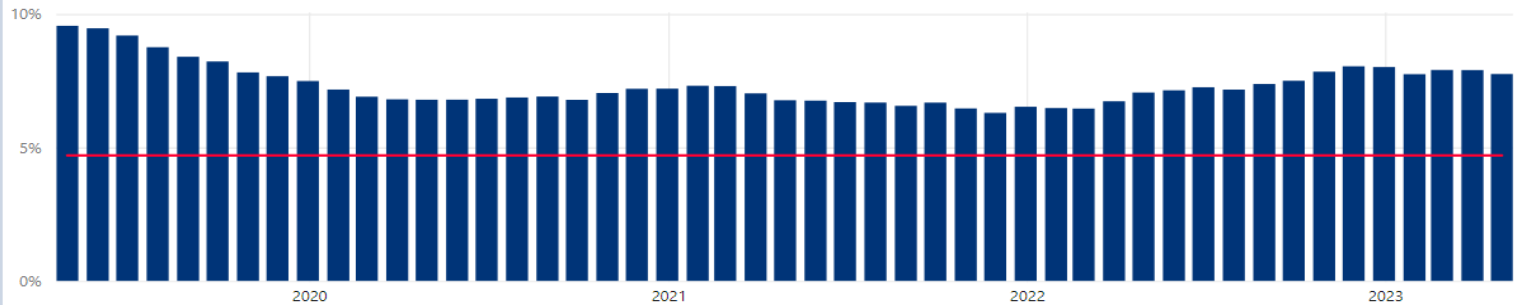
3 yearly change

**-0.73%**

### Fiscal quarters



● Sickness % rolling 12 month ● Target



**SICKNESS ABSENCE - Comparison of long term (over 28 days) and short term absence (less than 28 days).**

**Operational Staff - as at quarter**

	2020/21					2021/22					2022/23				
	Q1 30.06.20	Q2 30.09.20	Q3 31.12.20	Q4 31.03.21	YEAR	Q1 30.06.21	Q2 30.09.21	Q3 31.12.21	Q4 31.03.22	YEAR	Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23	YEAR
% Short Term	0.78%	1.44%	2.12%	1.73%	1.54%	1.98%	3.06%	4.08%	4.26%	3.35%	3.15%	3.44%	3.84%	2.45%	3.27%
% Long Term	3.29%	3.75%	3.99%	4.03%	3.75%	3.89%	5.11%	5.45%	5.09%	4.86%	4.63%	5.09%	5.20%	5.20%	5.12%
TOTAL	4.07%	5.19%	6.11%	5.76%	5.29%	5.87%	8.17%	9.53%	9.35%	8.21%	7.78%	8.53%	9.04%	7.65%	8.39%

**SICKNESS ABSENCE - Comparison by Substantive Grade**

**Operational Staff - rolling 12 months sickness**

	2020/21				2021/22				2022/23			
	Q1 30.06.20	Q2 30.09.20	Q3 31.12.20	Q4 31.03.21	Q1 30.06.21	Q2 30.09.21	Q3 31.12.21	Q4 31.03.22	Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23
% SC & above	3.45%	3.88%	4.01%	4.10%	4.62%	4.72%	4.89%	5.20%	4.89%	4.67%	4.43%	4.34%
% StnO & below	5.39%	5.18%	5.20%	5.23%	5.65%	6.43%	7.30%	8.23%	8.84%	8.99%	8.90%	8.47%

**FRS Staff - rolling 12 months sickness**

	2020/21				2021/22				2022/23			
	Q1 30.06.20	Q2 30.09.20	Q3 31.12.20	Q4 31.03.21	Q1 30.06.21	Q2 30.09.21	Q3 31.12.21	Q4 31.03.22	Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23
% FRS E & above	2.91%	1.77%	1.91%	1.74%	1.65%	1.83%	2.52%	2.61%	2.75%	2.62%	2.09%	2.21%
% FRS D & below	4.42%	4.06%	3.81%	3.60%	3.41%	3.71%	4.15%	4.20%	4.49%	4.95%	5.68%	5.43%

**SICKNESS ABSENCE - Stress, Anxiety & Depression as a % of total sickness absence**

	Operational			FRS			Control		
<b>SAD Sickness as % of total sickness absence</b>	Year Ending 31.03.21	Year Ending 31.03.22	Year Ending 31.03.23	Year Ending 31.03.21	Year Ending 31.03.22	Year Ending 31.03.23	Year Ending 31.03.21	Year Ending 31.03.22	Year Ending 31.03.23
% Short Term sickness	2.89%	2.21%	2.73%	14.57%	4.57%	7.64%	8.56%	7.02%	1.37%
% Long Term sickness	33.61%	31.33%	34.82%	47.03%	38.17%	47.22%	45.95%	18.34%	33.11%
<b>% of total sickness</b>	<b>24.76%</b>	<b>19.52%</b>	<b>22.35%</b>	<b>40.54%</b>	<b>27.91%</b>	<b>35.83%</b>	<b>35.40%</b>	<b>13.27%</b>	<b>15.81%</b>

## DRUG AND ALCOHOL TESTING

		Q1	Q2	Q3	Q4	YEAR TO DATE	Q1	Q2	Q3	Q4	YEAR TO DATE	Q1	Q2	Q3	Q4	YEAR TO DATE
		30.06.20	30.09.20	31.12.20	31.03.21	2020/21	30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23
Total number tested	number	391	150	0	0	<b>541</b>	0	0	0	623	<b>623</b>	693	657	558	Not available	<b>1908</b>
Total failed drug test at RPM/HAE*	number	3	0	0	0	<b>3</b>	0	0	0	4	<b>4</b>	9	3	7	7	<b>26</b>
Total failed alcohol test	number	0	0	0	0	<b>0</b>	0	0	0	0	<b>0</b>	0	1	0	0	<b>1</b>
Total failed	number	3	0	0	0	<b>3</b>	0	0	0	4	<b>4</b>	9	4	7	7	<b>27</b>
	%	0.77%	0.00%	0.00%	0.00%	<b>0.55%</b>	0.00%	0.00%	0.00%	0.64%	<b>0.64%</b>	1.30%	0.61%	1.25%	#VALUE!	<b>1.42%</b>

Q4 2020/21 HML were not undertaking this as part of the medicals as they had either been delivered remotely, or excluded from face to face assessments in line with Covid guidance.

\*RPM is Routine Periodic Medical. This is the medical that all operational staff are required to undertake on a three-yearly basis. HAE is Health Assessment at Entry and therefore covers new entrants whereas the RPM is for our existing workforce.

**GRIEVANCE**

**Grievance (Sick Pay Only) - Final outcomes including any appeal, 12 month period ending March 2023**

**Operational Staff**

Gender & Ethnicity	Upheld	Part Upheld	Not Upheld	Resolved	Pending*	Total
Female, White	5		1			6
Male, BAME	8		1			9
Male, White	38	5	2		1	46
TOTAL	51	5	4	0	1	61
Female %	9.8%	0.0%	25.0%	0.0%	0.0%	9.8%
BAME %	15.7%	0.0%	25.0%	0.0%	0.0%	14.8%

**FRS Staff**

There were no sick pay grievance cases for this group, over this period.

**Control Staff**

There were no sick pay grievance cases for this group, over this period.

\* Pending relates to cases that are on-going which were not concluded at the end of the period.

**Grievance (excluding Sick Pay) - Final outcomes including any appeal, 12 month period ending March 2023**

**Operational Staff**

Gender & Ethnicity	Upheld	Part Upheld	Not Upheld	Resolved	Pending*	Total
Female, White	1		1			2
Male, BAME			1			1
Male, White	3	2	5			10
TOTAL	4	2	7	0	0	13
Female %	25.0%	0.0%	14.3%	0.0%	0.0%	15.4%
BAME %	0.0%	0.0%	14.3%	0.0%	0.0%	7.7%

**FRS Staff**

There were no grievance cases (excluding sick pay) for this group, over this period.

**Control Staff**

There were no grievance cases (excluding sick pay) for this group, over this period.

workforce composition as at 30.09.2022	
Female %	10.2%
BAME %	15.3%

**DISCIPLINE**

**Discipline - Conduct, Final outcomes including any appeal, 12 month period ending March 2023**

**Operational Staff**

Gender & Ethnicity	Action Plan / Informal	Formal Action	Dismissal	Total
Female, White	1			1
Male, BAME		4		4
Male, White	1	14	2	17
TOTAL	2	18	2	22
Female %	50.0%	0.0%	0.0%	4.5%
BAME %	0.0%	22.2%	0.0%	18.2%

workforce composition as at 31.03.2022	
Female %	10.2%
BAME %	15.3%

**FRS Staff**

Gender & Ethnicity	Action Plan / Informal	Formal Action	Dismissal	Total
Female, BAME			1	1
Female, White		1		1
Male, BAME		1		1
Male, White		3		3
TOTAL	0	5	1	6
Female %	0.0%	20.0%	100.0%	33.3%
BAME %	0.0%	20.0%	100.0%	33.3%

workforce composition as at 31.03.2022	
Female %	51.0%
BAME %	29.0%

**Control Staff**

There were no discipline - conduct cases for this group, over this period.

**Discipline – Performance, Final outcomes including any appeal, 12 month period ending March 2023**

**Operational Staff**

Gender & Ethnicity	Action Plan / Informal	Formal Action	Dismissal	Total
Male, White	1			1
TOTAL	1	0	0	1
Female %	0.0%	0.0%	0.0%	0.0%
BAME %	0.0%	0.0%	0.0%	0.0%

workforce composition as at 30.09.2022	
Female %	10.2%
BAME %	15.3%

**FRS Staff**

There were no discipline - performance cases for this group, over this period.

**Control Staff**

There were no discipline - performance cases for this group, over this period.

## WORKFORCE COMPOSITION - Staff Age Profile by Occupational Group

### Operational Staff

Age Group	YEAR END 2020/21	YEAR END 2021/22	2022/23			
			Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23
Under 20	0.21%	0.04%	0.09%	0.09%	0.04%	0.13%
20-29	11.58%	10.34%	10.22%	10.43%	10.59%	10.73%
30-39	31.89%	30.72%	31.02%	31.11%	30.51%	30.11%
40-49	37.55%	39.44%	39.58%	39.61%	39.88%	39.61%
50-54	15.00%	15.01%	14.87%	14.54%	14.78%	15.03%
55-59	3.33%	3.83%	3.51%	3.57%	3.49%	3.69%
60-64	0.42%	0.55%	0.62%	0.54%	0.61%	0.60%
65+	0.02%	0.07%	0.09%	0.11%	0.11%	0.09%

### FRS Staff

Age Group	YEAR END 2020/21	YEAR END 2021/22	2022/23			
			Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23
Under 20	0.11%	0.11%	0.11%	0.21%	0.11%	0.11%
20-29	11.69%	11.80%	11.70%	11.98%	12.62%	12.90%
30-39	20.98%	21.36%	21.24%	20.75%	20.36%	21.04%
40-49	22.51%	23.70%	23.82%	24.28%	23.65%	22.41%
50-54	14.32%	12.75%	12.98%	12.73%	12.73%	13.00%
55-59	15.85%	15.73%	16.31%	16.26%	16.12%	16.07%
60-64	10.49%	10.73%	9.98%	9.73%	10.39%	10.47%
65+	4.04%	3.83%	3.86%	4.06%	4.03%	4.02%

### Control Staff

Age Group	YEAR END 2020/21	YEAR END 2021/22	2022/23			
			Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23
Under 20	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
20-29	13.46%	17.86%	18.26%	16.07%	17.54%	17.27%
30-39	19.23%	21.43%	22.61%	24.11%	25.44%	25.45%
40-49	25.96%	24.11%	23.47%	23.21%	22.81%	20.91%
50-54	12.50%	8.93%	9.57%	9.82%	10.53%	11.82%
55-59	16.35%	14.29%	13.91%	14.29%	12.28%	12.73%
60-64	7.69%	9.82%	9.57%	9.82%	8.77%	10.00%
65+	4.81%	3.57%	2.61%	2.68%	2.63%	1.82%

## JOINERS - TRAINEE FIREFIGHTERS - GENDER & ETHNICITY

### Trainee Firefighter - rolling 12 months joiners

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23
CO7A	Joiners - Trainee Firefighters - women	%	20.1%	29.3%	31.5%	33.3%	<b>33.3%</b>	35.1%	35.6%	32.0%	46.9%	<b>46.9%</b>	25.0%	24.2%	30.8%	28.1%	<b>28.1%</b>
		number	51	71	82	79	<b>79</b>	65	36	16	15	<b>15</b>	16	32	57	64	<b>64</b>
CO7B	Joiners - Trainee Firefighters - BAME staff	%	22.0%	26.9%	23.5%	22.8%	<b>22.8%</b>	21.9%	20.8%	30.0%	37.5%	<b>37.5%</b>	37.5%	31.1%	24.3%	20.6%	<b>20.6%</b>
		number	56	65	61	54	<b>54</b>	40	21	15	12	<b>12</b>	24	41	45	47	<b>47</b>
Joiners - Trainee Firefighters		number	254	242	260	237	<b>237</b>	185	101	50	32	<b>32</b>	64	132	185	228	<b>228</b>

RECRUITMENT AND SELECTION INFORMATION October 2022 - March 2023

Operational - Firefighter

FF00010 - Trainee Firefighter September 2021		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	245	1219	3	11	384	1048	46	211	111	1478
	%	16.6%	82.5%	0.2%	0.7%	26.0%	70.9%	3.1%	14.3%	7.5%	
Still in Process	No.	22	193	0	4	44	166	9	32	15	219
	%	10.0%	88.1%	0.0%	1.8%	20.1%	75.8%	4.1%	14.6%	6.8%	
Successful/Appointable	No.	73	211	1	1	65	215	6	50	21	286
	%	25.5%	73.8%	0.3%	0.3%	22.7%	75.2%	2.1%	17.5%	7.3%	

FF00011 - Transferee Firefighter December 2021		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	8	213	0	3	19	193	12	18	18	224
	%	3.6%	95.1%	0.0%	1.3%	8.5%	86.2%	5.4%	8.0%	8.0%	
Still in Process	No.	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Successful/Appointable	No.	5	112	0	1	12	99	7	10	12	118
	%	4.2%	94.9%	0.0%	0.8%	10.2%	83.9%	5.9%	8.5%	10.2%	

FF00012 - Transferee Firefighter July 2022		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	4	137	0	5	6	130	10	17	11	146
	%	2.7%	93.8%	0.0%	3.4%	4.1%	89.0%	6.8%	11.6%	7.5%	
Still in Process	No.	1	11	0	0	0	10	2	4	3	12
	%	8.3%	91.7%	0.0%	0.0%	0.0%	83.3%	16.7%	33.3%	25.0%	
Successful/Appointable	No.	2	47	0	2	0	47	4	5	2	51
	%	3.9%	92.2%	0.0%	3.9%	0.0%	92.2%	7.8%	9.8%	3.9%	

**RECRUITMENT AND SELECTION INFORMATION October 2022 - March 2023**

**Operational - Junior Officer**

Completed October 2022 - March 2023

No completed processes in the period

**RECRUITMENT AND SELECTION INFORMATION October 2022 - March 2023**

**Operational - Senior Manager**

Completed October 2022 - March 2023

No completed processes in the period

**RECRUITMENT AND SELECTION INFORMATION October 2022 - March 2023**

**Operational - Brigade Manager**

Completed October 2022 - March 2023

Deputy Assistant Commissioner		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	2	23	0	0	3	22	0	-	-	25
	%	8.0%	92.0%	0.0%	0.0%	12.0%	88.0%	0.0%	-	-	
Successful/Appointable	No.	1	3	0	0	1	3	0	-	-	4
	%	25.0%	75.0%	0.0%	0.0%	25.0%	75.0%	0.0%	-	-	

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**RECRUITMENT AND SELECTION INFORMATION October 2022 - March 2023**

**Control Staff**

Completed October 2022 - March 2023

<b>Control Room Officer</b>		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	55	60	1	0	59	53	4	-	17	116
	%	47.4%	51.7%	0.9%	0.0%	50.9%	45.7%	3.4%	-	14.7%	
Successful/Appointable	No.	4	4	0	0	4	4	0	-	-	8
	%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	-	-	

<b>Assistant Operations Manager</b>		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	7	3	0	1	4	6	1	-	1	11
	%	63.6%	27.3%	0.0%	9.1%	36.4%	54.5%	9.1%	-	9.1%	
Successful/Appointable	No.	6	1	0	0	3	4	0	-	0	7
	%	85.7%	14.3%	0.0%	0.0%	42.9%	57.1%	0.0%	-	0.0%	

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RECRUITMENT AND SELECTION INFORMATION October 2022 - March 2023

**FRS & TMG (Non-operational)**  
Completed October 2022 - March 2023

FRS B		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	175	290	1	7	242	192	39	41	31	473
	%	37.0%	61.3%	0.2%	1.5%	51.2%	40.6%	8.2%	8.7%	6.6%	
Successful/Appointable	No.	20	16	0	0	17	18	1	3	2	36
	%	55.6%	44.4%	0.0%	0.0%	47.2%	50.0%	2.8%	8.3%	5.6%	
Jobs Advertised		16									
Vacancies		41									

FRS B/C		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	5	32	1	0	14	24	0	6	1	38
	%	13.2%	84.2%	2.6%	0.0%	36.8%	63.2%	0.0%	15.8%	2.6%	
Successful/Appointable	No.	1	4	1	0	1	5	0	-	0	6
	%	16.7%	66.7%	16.7%	0.0%	16.7%	83.3%	0.0%	-	0.0%	
Jobs Advertised		4									
Vacancies		6									

FRS C		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	362	564	3	27	456	436	64	82	63	956
	%	37.9%	59.0%	0.3%	2.8%	47.7%	45.6%	6.7%	8.6%	6.6%	
Successful/Appointable	No.	32	31	1	3	29	31	7	6	4	67
	%	47.8%	46.3%	1.5%	4.5%	43.3%	46.3%	10.4%	9.0%	6.0%	
Jobs Advertised		31									
Vacancies		106									

FRS D		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	89	142	0	2	124	96	13	12	12	233
	%	38.2%	60.9%	0.0%	0.9%	53.2%	41.2%	5.6%	5.2%	5.2%	
Successful/Appointable	No.	14	23	0	0	8	26	11	4	3	37
	%	37.8%	62.2%	0.0%	0.0%	21.6%	70.3%	29.7%	10.8%	8.1%	
Jobs Advertised		21									
Vacancies		42									

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RECRUITMENT AND SELECTION INFORMATION October 2022 - March 2023

**FRS & TMG (Non-operational)**  
Completed October 2022 - March 2023

FRS E		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	128	148	1	2	140	125	14	37	26	279
	%	45.9%	53.0%	0.4%	0.7%	50.2%	44.8%	5.0%	13.3%	9.3%	
Successful/Appointable	No.	12	9	1	0	5	16	1	2	1	22
	%	54.5%	40.9%	4.5%	0.0%	22.7%	72.7%	4.5%	9.1%	4.5%	
Jobs Advertised		27									
Vacancies		36									

FRS F		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	74	56	2	1	55	70	8	12	13	133
	%	55.6%	42.1%	1.5%	0.8%	41.4%	52.6%	6.0%	9.0%	9.8%	
Successful/Appointable	No.	12	1	0	0	4	8	1	0	3	13
	%	92.3%	7.7%	0.0%	0.0%	30.8%	61.5%	7.7%	0.0%	23.1%	
Jobs Advertised		16									
Vacancies		22									

FRS G		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	23	29	0	0	17	33	2	-	5	52
	%	44.2%	55.8%	0.0%	0.0%	32.7%	63.5%	3.8%	-	9.6%	
Successful/Appointable	No.	3	3	0	0	1	5	0	-	1	6
	%	50.0%	50.0%	0.0%	0.0%	16.7%	83.3%	0.0%	-	16.7%	
Jobs Advertised		4									
Vacancies		4									

TMG		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	26	42	0	3	14	53	4	-	5	71
	%	36.6%	59.2%	0.0%	4.2%	19.7%	74.6%	5.6%	-	7.0%	
Successful/Appointable	No.	1	3	0	0	0	4	0	-	0	4
	%	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	0.0%	-	0.0%	
Jobs Advertised		6									
Vacancies		6									

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