

Sustainable Development Strategy 2023-2025

Report to:

Performance, Risk and Assurance Board
 Commissioner's Board
 Deputy Mayor's Fire and Resilience Board.....
 London Fire Commissioner

Date:

16 February 2023
 8 March 2023
 28 March 2023

Report by:

Jennifer Porter- Head of Sustainable Development

Report classification:

For Decision

For publication

I agree the recommended decision below.



Andy Roe

London Fire Commissioner

Date This decision was remotely
 signed on 16 May 2023

PART ONE

Non-confidential facts and advice to the decision-maker

Executive Summary

This report presents the updated Sustainable Development Strategy, covering the period 2023–25 for publication. This report:

- Defines what sustainable development means for the London Fire Brigade;
- Identifies the emerging issues that are affecting how London Fire Brigade deliver its service;
- Highlights the progress already made;
- Outline the proposed approach to sustainable development for the London Fire Brigade
- Identify how performance will be monitored and reported.

Proposed decision – the London Fire Commissioner

That the London Fire Commissioner:

1. Notes the content of this report
2. The Sustainable Development Strategy 2023-25 as set out in Appendix 1, is approved for publication on the London Fire Brigade website.
3. The Emergency Services Environment and Sustainability Group (ESESG) Sustainability Charter (Appendix 1 in the Strategy) is signed
4. The Sustainable Development Strategy 2023-25 guide as set out in Appendix 2 is approved for internal staff guidance

1 Introduction and background

- 1.1 The London Fire Brigade's approach to sustainable development has evolved from the introduction of an Environment Policy in 2004, and annual environmental performance reporting through to the establishment of a sustainable development team in 2008. The first Sustainable Development Strategy was developed in 2009.
- 1.2 This fourth Sustainable Development Strategy 2023-25 reflects on progress to date, and the emerging issues that provide both challenges and opportunities for how London Fire Brigade deliver a more sustainable fire and rescue service. This strategy outlines how Sustainable Development is already integrated into the current strategies, plans and policies in the London Fire Brigade.

Drivers for Sustainable Development

- 1.3 There are many drivers for sustainable development for the London Fire Brigade. This strategy brings together in one place a summary of the sustainability related impacts of the services London Fire Brigade provides, its commitments and the risks and issues in London.

- **Global-** Sustainable development is core to the London Fire Brigade, its strategies, plans and regular reporting on sustainable development are centered around the three pillars of sustainability: the environment, society and the economy. In delivering these principles London Fire Brigade aim to play its part in achieving the 2030 Agenda for Sustainable Development.
 - **Government-** The UK is committed to the delivery of the UN Sustainable Development Goals. The most effective way to do this is by ensuring that the Goals are fully embedded in planned activity of each Government department.
 - **Mayoral and other Fire & Rescue Services-** The Mayor of London's priorities related to sustainable development are set out in a range of strategies that London Fire Brigade operate in accordance with. The London Fire Brigade have agreed to sign the Sustainability charter for UK Emergency Services
 - **Compliance-** There are numerous sustainability related regulations that London Fire Brigade must adhere to covering all aspects of the service London Fire Brigade provides, from management of incidents, management of the London Fire Brigade sites, to how and what London Fire Brigade procure and from whom.
 - **Financial-** There are both financial savings and avoidance of costs to be gained through London Fire Brigades sustainability commitments. Energy saving activities saves on energy bills, high levels of recycling save landfill tax charges, and sound environmental management avoids the range of fines for polluting the environment.
 - **Risk management-** Risk management provides a sound basis for assessing sustainability risk, which has been built into London Fire Brigades corporate risks and has helped to identify appropriate measures. Good environmental management starts with identifying risks and reducing them. The same applies to social and economic risks to an organisation.
- 1.4 These commitments support the London Fire Brigade to remain a resilient, efficient organisation that anticipates and responds to change, supports the diverse communities London Fire Brigade serve, and has minimal impact on the environment.

London Fire Brigade's Sustainable Development Framework

- 1.5 Sustainability in the London Fire Brigade is underpinned by the three pillars of sustainability, Environment, Economy and Society. In consideration of these definitions, London Fire Brigade have developed the Sustainable Development Framework as detailed in the Sustainable Development Strategy 2023-25.
- 1.6 Prevention, Protection and Response and Health, Safety and Wellbeing of staff are at the centre of the framework, The key issues for the London Fire Brigade are defined under the three pillars; Environment and Climate Change; Equality and Inclusion; Economic Value. The London Fire Brigade ensures that sustainability runs through all its activities.

2 Objectives and expected outcomes

- 2.1 The London Fire Brigade's Sustainable Development Strategy objectives provide focus for achieving its vision- *We aim to be the leader on sustainable development within the UK Fire and Rescue Service*. Actions to deliver these objectives are set out in more detail within the associated areas in the strategy:
- To target London's most vulnerable people
 - To target London's most high-risk buildings
 - To protect Londoners from highest risk incidents
 - Protect and promote the health, safety and wellbeing of London Fire Brigade staff
 - Developing a diverse and inclusive workforce, supported by a diverse and inclusive supply chain, serving diverse communities
 - Embed carbon zero principles, with particular focus on net zero by 2030, waste management

- and behavioural change
- Ensure that the London Fire Brigade have the capacity to respond to the challenges posed by climate change
- Protect the environment from harm through emergency response and how the London Fire Brigade deliver its service
- Support skills and employment for Londoners through the provision of apprenticeship opportunities
- Continually improve the social value obtained from the public money the London Fire Brigade spends
- Support London Fire Brigade staff to ensure that sustainability runs through all its activities

Monitoring performance

2.2 Monitoring performance of the Sustainable Development Strategy 2023-25, performance indicators and associated targets are defined and outlined against the relevant theme within the strategy.

2.3 Reporting Progress

2.4 Corporate Performance indicators are reported quarterly and published on the LFB website. Performance by Department against, sickness, Small and medium-sized enterprises (SME) payment, SDIA performance and equality and diversity training is published internally monthly.

2.5 Progress against the Sustainable Development Strategy, policies, and indicators related to sustainability are reported annually in the LFB Sustainable Development Annual Report

3. Equality comments

3.1 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.

3.2 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.

3.3 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.

3.4 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.

3.5 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.
- 3.6** 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.
- 3.7** 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, to the need to:
- tackle prejudice
 - promote understanding
- 3.8** An Equality Impact Assessment (EIA) was undertaken on 01/02/2023 in consideration of the support Small to Medium sized Enterprises (SMEs). The impact assessment identified the strategy would have a positive impact for equalities.

4 Other considerations

Workforce comments

- 4.1** This report provides an update to the out of date Sustainable Development Strategy, therefore staff side consultation has not been carried out.

Sustainability comments

- 4.2** This report provides an update to the London Fire Brigade's Sustainable Development Strategy and related indicators, targets and identifies future expectations on performance and new targets.

Procurement comments

- 4.3** This report provides an update to the London Fire Brigade's Sustainable Development Strategy and related indicators, targets and identifies future targets for SME spend and responsible Procurement

Communications comments

- 4.4** This report provides an update to the London Fire Brigade's Sustainable Development Strategy and no additional Communications requirements have been identified.

5. Financial comments

- 5.1** The 2023-25 Sustainability Development strategy provides continuity of service improvements that will enhance socio-economic benefits to the LFB and its stakeholders.
- 5.2** Associated costs for meeting the priorities outlined in this report will be contained within the medium term financial plan.
- 5.3** Over the two years (2023-2025), it is advised the strategy provides continuous comparison of projected costs alongside the expected outcomes that underpin the sustainability development framework.

6. Legal comments

- 6.1 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. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.
- 6.2 By direction dated 1 April 2018, the Mayor set out those matters, for which the Commissioner would require the prior approval or prior consultation of either the Mayor or the Deputy Mayor for Fire and Resilience (the "Deputy Mayor") before making a final decision.
- 6.3 Paragraph 3.1 (c) of Part 3 of the said direction requires the Commissioner to consult with the Deputy Mayor as far as practicable in the circumstances prior to any decision to be taken that can be reasonably be considered to be novel, contentious or repercussive in nature, irrespective of monetary value of the decision (which may be nil).
- 6.4 Consultation with the Deputy Mayor will therefore be required prior to the Commissioner taking a decision to approve the Sustainable Development Strategy 2023-25 ("the Strategy") as the subject matter may be considered novel, contentious, or repercussive.
- 6.5 Section 1 of the Fire and Rescue Services Act 2004 (the "FRSA 2004") states that the Commissioner is the fire and rescue authority for Greater London.
- 6.6 The report presents the London Fire Commissioner's Sustainable Development Strategy 2023-25, ahead of publication in line with the London Fire Brigade's Publication Scheme.
- 6.7 The Strategy ensures sustainability runs throughout a number of the London Fire Brigade's activities and is a commitment to continuous improvement. The report also confirms many of the objectives are consistent with social, economic and environmental targets set out in other policies and strategies, including and not limited to the GLA Group Responsible Procurement Policy and the Mayor's London Environment Strategy.
- 6.8 The recommendations are within the London Fire Commissioner's general powers. Section 5A of the Fire and Rescue Services Act 2004 ('the Act') enables the London Fire Commissioner to do anything it considers appropriate for the purpose of carrying out of any of its functions, or anything it considers appropriate for purposes incidental to its functional purpose. Measuring improvements in sustainability also ensures that the London Fire Brigade will exercise its functions efficiently and effectively.

List of appendices

Appendix	Title	Open or confidential*
1	Sustainable Development Strategy 2023-2025	open
1	Sustainable Development Strategy Guide 2023-2025	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



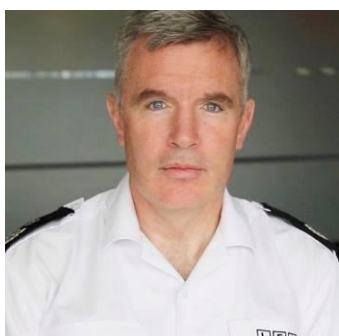
Sustainable Development Strategy

2023-2025

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Introduction by the London Fire Commissioner



I am pleased to introduce the Brigade's fourth Sustainable Development Strategy, which demonstrates we have delivered substantial achievements since our last Sustainable Development Strategy in 2016. It is vital that we continue to make improvements in areas such as inclusion, carbon reduction, air quality and waste and recycling. Through the Brigade's work with the Anchor Institutions Charter we will be looking at how we can do more for Londoners and this has been set out in our plan for 2023-29 'Your London Fire Brigade'.

We are close to meeting our original carbon reduction target of 60% reduction from 1990 levels, and we have adopted the Mayor of London's target of net zero carbon by 2030. Walthamstow Fire Station highlights the progress in this area, becoming our first carbon net zero fire station following the installation of an Air Source Heat Pump. However, we know the challenge is getting tougher as the impact on our service continues to grow, and the Mayor's target for net zero carbon by 2030 gets closer. In light of this, we developed and ran our first Carbon Literacy course for senior leaders, which discussed and explored how climate change is affecting the Brigade, both now and in future, and highlighted the actions we can take as a Brigade to minimise our impact on the environment.

In order to provide the world class fire service we aspire to, we need to understand the developing needs and requirements of the diverse communities in London. Representing London and embracing the diversity of our staff is essential if we are to achieve this, removing barriers brings about further opportunities by enabling our existing and future staff to reach their full potential.

In preparing this strategy we have reviewed how we define our approach to sustainability. I consider the health, and wellbeing safety of staff to be paramount, which has been reinforced through the sustainable development framework as set out in this strategy. The framework provides clarity on the areas that are important and relevant for the Brigade to focus its approach.

We are signing the Sustainability Charter, which has been developed by members from multiple Fire & Rescue Services and Police Forces to:

- Drive the collective action needed to address the challenges of climate change
- Assist all Emergency Services with their sustainability journey, regardless of their starting point
- Include the latest developments of the global sustainability agenda
- Adopt the three principles of sustainability for inclusion in everyday operations

As the largest Brigade in the UK it is our responsibility to lead the way on sustainability within the UK Fire & Rescue Service. My priority is to ensure the Brigade provides a first class prevention, protection and emergency response service for London. This focus will deliver substantial sustainability benefits for London by reducing the economic, social and environmental impacts of fire, other emergencies and our actions and processes.

A handwritten signature in black ink, appearing to read 'Andy Roe'.

Andy Roe
London Fire Commissioner

About us

London's fire and rescue service is the busiest in the country and one of the largest firefighting and rescue organisations in the world, employing approximately 5,700 people; we recognise our influence on the fire sector.

We provide services across the Greater London area, serving London's 8.9 million residents, as well as those who work in or visit the city.

We are one of the organisations that comes under the Mayor of London and the Greater London Authority (GLA). The Fire, Resilience and Emergency Planning (FREP) Committee has been set up to scrutinise how the London Fire Commissioner is exercising their functions.

What we do

We respond to fires and other emergencies attending over 115,874 incidents in London in 2021/22 of which just over 13% were fires and just under half were false alarms.

Fires result in considerable social, financial, and environmental impact, and the effectiveness of our prevention, protection and response activity plays a significant role in protecting the people of London. Home Fire Safety Visits (HFSV) and the fitting of smoke alarms save lives and reduces the number of fires and their devastating impact

We engage with London's communities to inform and educate people in how to reduce the risk of fires and other emergencies and influence and regulate the built environment to protect people, property, and the environment from harm.

Our approach to sustainable development

The London Fire Brigade's (LFB) approach to sustainable development has evolved from the introduction of an Environment Policy in 2004, and annual environmental performance reporting through to the establishment of a sustainable development team in 2008. This first Sustainable Development Strategy was developed in 2009. This fourth Sustainable Development Strategy 2023-25 reflects on progress to date, and the emerging issues that provide both challenges and opportunities for how we deliver a more sustainable fire and rescue service.

The aim of this strategy document is to:

- Define what sustainable development means for London Fire Brigade;
- Identify the emerging issues that are affecting how we deliver our service;
- Highlight the progress already made;
- Outline the proposed approach to sustainable development for the London Fire Brigade
- Identify how performance will be monitored and reported.

Drivers for Sustainable Development

There are many drivers for sustainable development for the LFB: global, government, Mayoral and other Fire & Rescue Services policies and strategies, compliance, financial benefits and risk management. This strategy brings together in one place a summary of the sustainability related impacts of the services we provide, the risks and issues in London and our commitments. These commitments support the LFB to remain a resilient, efficient organisation that anticipates and responds to change, supports the diverse communities we serve, and has minimal impact on the environment.

Global strategies

Sustainable development is core to the LFB, our strategies, plans and regular reporting on sustainable development are centred around the three pillars of sustainability: the environment, society and the economy. In delivering these principles we aim to play our part in achieving the 2030 Agenda for Sustainable Development¹, adopted by all United Nations Member States in 2015, this provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs) which are listed on page 12. These are a collection of 17 interlinked global goals designed to be a 'shared blueprint for peace and prosperity for people and the planet, now and into the future'. The SDGs were set up in 2015 by the United Nations General Assembly and are intended to be achieved by 2030. The LFB is committed to the delivery of the SDGs, the most effective way to do this is by ensuring that the goals are fully embedded in all that we do.

Government Strategies and Guidance

The UK is committed to the delivery of the Sustainable Development Goals. The most effective way to do this is by ensuring that the SDGs are fully embedded in planned activity of each Government department.

The UK's international development strategy² - was launched in May 2022 and provides an important framing for the future of UK international development which is relevant to SDG implementation.

The strategy acknowledges the importance of the SDGs and the links between poverty, climate change and conflict. It prioritises women, and it commits to upholding human rights and building transparent and accountable institutions. It also pledges to report annually on progress to achieve the SDGs.

The Greening Government Commitments (GGC)³ set out the actions UK government departments take to reduce their impacts on the environment in the period 2021 to 2025 including:

- Reduce water consumption; reduce their greenhouse gas emissions; minimise waste and promote resource efficiency

They also set out commitments for departments to:

- Improve sustainable procurement; develop and deliver Nature Recovery Plans; develop and deliver Climate Change Adaptation Strategies; reduce environmental impacts from ICT and digital services

¹ www.sdg.un.org/2030agenda

² www.gov.uk/government/publications/uk-governments-strategy-for-international-development

³ www.gov.uk/government/collections/greening-government-commitments

A Green Future: Our 25 Year Plan to Improve the Environment⁴- The UK Government's 25 Year Environment Plan, published in 2018, sets out actions to help the natural world regain and retain good health. It aims to deliver cleaner air and water in our cities and rural landscapes, protect threatened species and provide richer wildlife habitats.

The government's 25-year goals aim to achieve:

- Clean air; clean and plentiful water; thriving plants and wildlife; a reduced risk of harm from environmental hazards such as flooding and drought; using resources from nature more sustainably and efficiently; enhanced beauty; heritage and engagement with the natural environment.
- In addition, manage pressures on the environment by mitigating and adapting to climate change; minimising waste; managing exposure to chemicals; enhancing biosecurity.

Mayor of London

The Mayor of London's priorities related to sustainable development as defined by LFB's framework, are set out in a range of strategies that we operate in accordance with:

London Environment Strategy⁵- Published on 31 May 2018, brings together approaches to every aspect of London's environment, integrating the following areas:

- air quality; green infrastructure; climate change mitigation and energy; waste; adapting to climate change; ambient noise; low carbon circular economy

GLA Responsible Procurement Implementation Plan (RPIP)⁶- In March 2021 the Mayor republished the GLA Group Responsible Procurement Policy (the RP Policy) following internal review and consultation. This is a high-level strategic policy setting out the GLA Group's plans, ambitions and commitments for ensuring continuous improvement in London. It is delivered through the Group's procurement activities, which support the delivery of the Mayor's commitments and related strategies.

The RP Policy focuses on five key themes:

- Improving supply-chain diversity
- Embedding fair and inclusive employment practices
- Enabling skills, training and employment opportunities
- Promoting ethical sourcing practices
- Improving environmental sustainability

The GLA Responsible Procurement Implementation Plan sets out the actions that the GLA Group has prioritised to deliver the RP Policy themes between now and 2024.

Anchor Institutions Charter⁷- This charter is a commitment from key anchor institutions in London to work together to help deliver activity that can help meet this grand challenge, as set out by the London Recovery Board: to restore confidence in the city; minimise the impacts on communities; and

⁴ www.gov.uk/government/publications/25-year-environment-plan

⁵ www.london.gov.uk/programmes-strategies

⁶ www.london.gov.uk/sites/default/files/gla_group_rpip_2022-24.pdf

⁷ www.london.gov.uk/sites/default/files/anchor_institutions_charter_1.pdf

build back better the city's economy and society. As anchor institutions we pledge through this work to begin to redress the deep structural inequalities that the pandemic has exposed. We will endeavour to undertake work that can meet the five key objectives agreed by the London Recovery Board. These are:

- To reverse the pattern of rising unemployment and lost economic growth caused by the economic scarring of Covid-19
- Narrow social, economic and health inequalities
- Help young people to flourish with access to support and opportunities
- Support our communities, including those most impacted by Covid-19
- Accelerate delivery of a cleaner, greener London

Other relevant Mayoral priorities include affordable housing, health, and emergency preparedness.

The London Sustainable Development Commission (LSDC) provides advice to the Mayor on sustainable development. Priorities for the LSDC cover the London Infrastructure Plan 2050; the circular economy, energy, and the green economy.

London Mayor's Green New Deal⁸- The Green New Deal which aims to help London to recover from Covid-19 by creating new jobs and skills for Londoners. It will ensure London becomes a zero-carbon, zero pollution city by 2030 and a zero-waste city by 2050. Ambition of carbon neutral by 2030;

- Option to extend the vehicle scrappage scheme to emergency service workers;
- Roll out of further public chargepoints on GLA group land;
- Developing green jobs and skills;
- Trade union recognition agreements encouraged through GLA Group procurement;
- Development of GLA group land to support housing; and
- Reducing the gender pay gap in the GLA.

Sustainability Charter

The Emergency Services Environment and Sustainability Group (EESG) includes members from UK Police Forces, Fire & Rescue Services, Ambulance Services and other Emergency Services who meet to share best practice and discuss emerging technologies, government policy and legislative requirements.

This Sustainability Charter has been developed by members from multiple Fire & Rescue Services and Police Forces to:

- Drive the collective action needed to address the challenges of climate change
- Assist all Emergency Services with their sustainability journey, whatever their starting point
- Include the latest developments of the global sustainability agenda
- Adopt the three principles of sustainability for inclusion in everyday operations

LFB have agreed to sign this charter, this can be found in Appendix 1

⁸ www.london.gov.uk/coronavirus/londons-recovery-coronavirus-crisis/recovery-context/green-new-deal

Compliance Requirements

There are numerous sustainability related regulations that we must adhere to covering all aspects of our service, from our management of incidents, management of our sites, to how and what we procure and from whom. Our ISO 14001:2015 certified Environmental Management System supports us to oversee our legislative and compliance requirements.

Financial

There are both financial savings and avoidance of costs to be gained through our sustainability commitments. Our energy saving activity saves on our energy bills, our high levels of recycling save us landfill tax charges, and sound environmental management avoids the range of fines for polluting the environment. Actively managing the health, safety and wellbeing of our staff reduces lost working hours to sickness and improves productivity.

There are a range of direct and indirect financial benefits to both our organisation and the wider community of our commitments towards equality and economic value. Understanding the communities we serve, better enables us to provide a more focussed and efficient service. Supporting skills and employment helps us to reduce the impact of skills shortages and the costs that they incur.

Risk management

As an emergency response organisation, we deal with risk every day. Risk is defined as a combination of the likelihood and consequences of hazardous events. This allows the risk of incidents that may have happened only rarely, or never to be assessed alongside common risks.

We have built risk assessment into our management processes across the organisation, helping us to prioritise, plan and deliver our services more efficiently and effectively. Risk management provides a sound basis for assessing sustainability risk, which has been built into our corporate risks and has helped us to identify appropriate measures.

Good environmental management starts with identifying risks and reducing them. The same applies to social and economic risks to an organisation.

Our Performance- 2021/22 Sustainable Development Annual Report

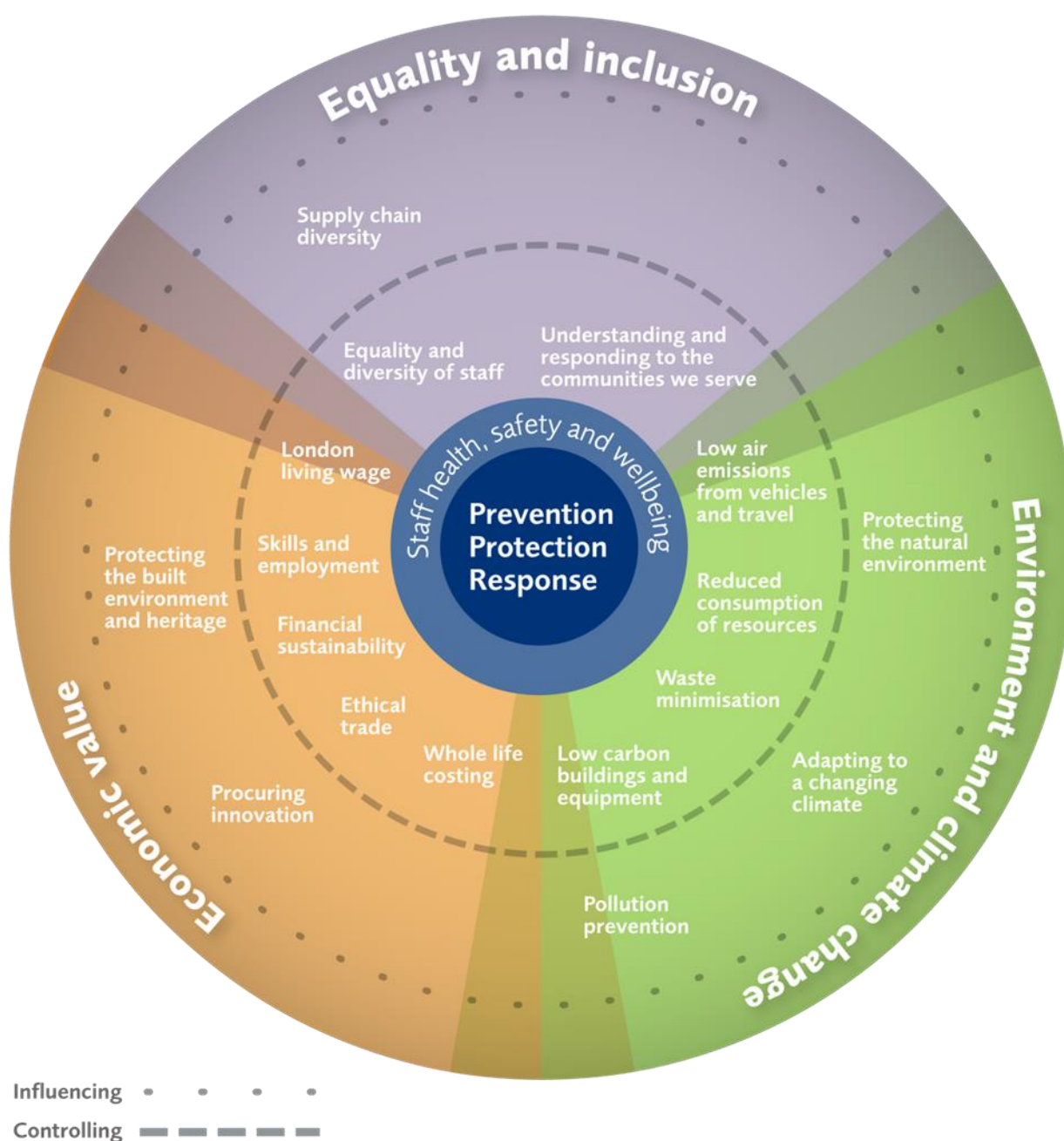


London Fire Brigade's Sustainable Development Framework

The most widely used definition of sustainable development remains that of the United Nations – 'development that meets the needs of the present without compromising the ability of future generations to meet their own needs'.⁹

Sustainability in the LFB is underpinned by the three pillars of sustainability, Environment, Economy and Society.

In consideration of these definitions, we have developed our Sustainable Development Framework, as shown below.



⁹ www.un.org/sustainabledevelopment/

Prevention, Protection and Response are at the centre of the framework in recognition that this is the primary remit of the LFB and is a statutory requirement. It is also the area of greatest impact that the LFB can have on improving the sustainability of life for those who live in, work in, or visit London. Our prevention activities reduce fires, and our incident response approach is to deal with them quickly and effectively, thus avoiding and reducing the environmental, social and economic impacts of fire, such as carbon emissions and other pollutants, clean-up costs, and the trauma of an emergency situation and the possible losses resulting from it.

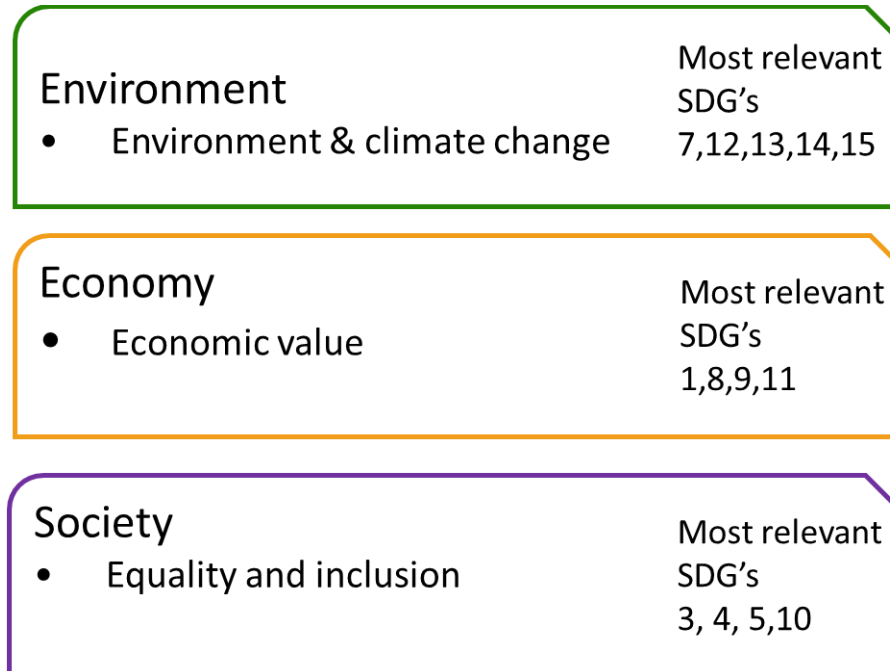
In recognition of the importance of the Health, Safety and Wellbeing of staff, and its relevance given the primary role of the organisation, it is highlighted as central to the framework. The key issues for the LFB where we can take action to improve the sustainability of the services we provide are then defined under the three pillars of:

- **Environment and climate change**
- **Economic value**
- **Equality and Inclusion**

Issues that are positioned more centrally on the framework represent the degree of control we have over the outcomes, and these overlap reflecting the interconnected nature of sustainable development. For example whole life costing aims to support better financial decisions on purchases, often whilst reducing energy or water consumption, similarly the London Living Wage provides fairer wages for low skilled workers, who are often from diverse communities.

How LFB aligns with the UN Sustainable Development Goals

The infographic below demonstrates how LFB's Sustainable Development Framework aligns with the UN Sustainable Development Goals



Governance of Sustainable Development

Our Corporate Aims

The LFB has a Corporate Delivery Plan which sets out what will be achieved over the life of the new Community Risk Management Plan, which is called 'Your London Fire Brigade 2023–2029'¹⁰ this is underpinned by four pillars; Engaging with you, Protecting you, Learning from others and Adding value. These are supported by eight commitments, each of which has a programme of improvement activities attached to ensure the plan is delivered. Sustainable Development is key to our Delivery Plan, with details on performance indicators and targets outlined in this strategy.

Our Purpose And Vision

Trusted to serve and protect London

Engaging With You	Protecting You
Commitment 1 We will work with you to provide localised services that meet your needs	Commitment 3 We will adapt our services as your needs change
Commitment 2 We will make it easy for you to access our services	Commitment 4 We will design services around your needs and concerns
Learning From Others	Adding Value
Commitment 5 We will enable our people to be the best they can be, to serve you better	Commitment 7 We will be driven by evidence to give you the value you expect
Commitment 6 We will work together to provide the best possible services to meet your needs	Commitment 8 We will work with other organisations to secure a safer future for everyone

¹⁰ www.london-fire.gov.uk/about-us/your-london-fire-brigade-our-plan-for-2023-29/

LFB Assessment of Risk

The Fire and Rescue National Framework for England 2018 places a duty on all Fire and Rescue Services to "identify and assess the full range of foreseeable fire and rescue related risks their areas face". The London Fire Commissioner's (LFC) Assessment of Risk (AoR)¹¹ is the LFB's response to that requirement. It sets out all foreseeable risks which the LFB might be expected to respond to and assesses their risk based on a combination of their likelihood and consequence.

This AoR has identified several high-risk areas relevant for London which informed the development of 'Your London Fire Brigade 2023–2029'. The LFB attends a wide range of emergencies that result in casualties and fatalities. These often occur in buildings but often occur in other locations as well. The highest identified fire risks are generally where most people live, and the highest risk property types are:

- Fires in the home
- Fires in care homes and specialised housing
- Fires in large entertainment, public and commercial buildings
- Fires in landfill, wasteland and on rural land (urban/rural interface)
- Non-fire incidents involving road vehicles, trains, or water

The UK Government and the London Resilience Forum each produce a risk register of worst-case risks. This is updated annually and is used by them to prepare their response should these risks occur. This risk assessment uses a broader definition of risk and includes impacts on human welfare, behaviour, economic, infrastructure, environment, and security. The major extraordinary risks on these registers which the LFB must prepare for are:

- Urban flooding
- Terror related incidents
- Pandemic influenza
- Severe Drought
- Major Fires

LFB Emerging Risks

Finally, the LFB has identified emerging risks that may arise and risks that could change over time which may require the LFB to adapt the services it provides to meet London's changing needs, wants and expectations, the highest likelihood risks are listed below:

- Sustainability and climate change
- Health, security, and resilience
- Changing built environment
- Population change

The GLA has determined that *Improvements to the city's environment have the potential to make sure that London's growth is good growth – transforming Londoners' health and wellbeing, allowing the city's economy to thrive and bringing communities together*¹². With this in mind a number of emerging risks for London are detailed below:

¹¹ www.london-fire.gov.uk/media/6688/crmp-aor-30-may.pdf

¹² <https://www.london.gov.uk/programmes-strategies/environment-and-climate-change>

- Climate Change
 - Net Zero by 2030
 - Working Globally
 - Green jobs and skills
 - Cutting emissions from buildings and energy
 - Addressing inequality
 - Making London Greener
- Waste and Recycling
 - London will be a zero waste city. By 2026 no biodegradable or recyclable waste will be sent to landfill, and by 2030, 65 per cent of London's municipal waste will be recycled
- Energy use
- Biodiversity loss
- Pollution and air Quality

A number of these emerging risks are described in more detail along with associated actions in the relevant section of this strategy.

LFB Independent Culture Review

In 2021, we launched an organisation-wide independent review into our culture, appointing Nazir Afzal OBE as the Chair of the review. Over a period of twelve months, he and his team heard from more than 2,000 current and former members of staff and community groups who shared their experiences of the Brigade.

The report paints a picture of poor behaviour and painful experiences over many years. This makes the report a difficult read for us and for the communities we serve.

It highlights that women, Black, Asian and minority ethnic, LGBTQ+ and neurodiverse staff experience poor treatment and do less well in their careers with us. Issues were also identified with leadership, and with staff fearing to speak out about abuse. Additionally the report includes examples of behaviour towards members of the public which are completely unacceptable.

Further information relating to the immediate steps that have been implemented following the LFB culture review, are outlined in the Health and Wellbeing section of this Strategy.

Roles and Responsibilities

Our Commissioners Board (CB) is responsible for reviewing policy, strategy and performance on sustainable development. The Director for Corporate Services leads on sustainability issues and the Fire and Resilience Board provides scrutiny of the strategy and performance at a high level.

Whilst day to day management sits with the dedicated Sustainable Development team, all departments and individuals are expected to support delivery of the Strategy. Internal working groups are in place to support and encourage coordination and delivery of sustainability within policy, procedure, projects and procurement.

Policies

A number of the LFB's existing policies relate to sustainable development, key policies are outlined below, with supporting policies noted.

LFB Sustainable Development Policy	Sets out our commitments to continuously improve how we deliver our service in relation to environmental, social and economic outcomes; defining the key areas where we intend to take action, our governance approach and how this policy relates to other existing policies. Supporting Policies: Sustainable Development Impact Assessments (SDIA)
LFB Environment Policy	Sets out our approach to reducing our environmental impact on London. Supporting Policies: Waste Management; Hazardous Waste; Polluting Material Storage and Spills; Gardens Policy
Energy conservation (and sustainability) in LFB premises	Ensures that best practice for energy management is applied throughout the LFB estate. The policy applies to the design, maintenance and operation of all LFB buildings. It also supports sustainable design and construction, water efficiency, sustainable timber and recycling.
GLA Group Responsible Procurement Policy	A GLA Group Policy covering procurement specific social, economic and environmental issues. Supporting policies: LFB Whole Life Costing Policy; LFB Ethical Trade Procedure
Togetherness Policy	The Togetherness policy underpins the Togetherness Strategy and Action Plan. This policy sets out LFB's approach and commitment to equality, diversity and inclusion at LFB. Supporting Policies: Equality support groups; Learning Support; Equality Impact Assessment
Health and Safety Policy	This policy provides the overarching policy statement for managing health, safety and welfare in the London Fire Brigade and describes the primary health and safety responsibilities of staff in relation to health and safety management. Supporting Policies: health safety and environmental event investigation policy; brigade premises health safety and environment inspections; health, safety and environmental premises audits

Sustainable Development Impact Assessment

All new policies and projects, or any updated policies and projects with a material change, are subject to the Sustainable Development Impact Assessment process. The purpose of this is to consider the likely sustainability impact of a strategy, policy or project. It ensures we comply with regulations, minimise negative impacts, and maximise opportunities associated with our actions. It supports the LFB to avoid or minimise environmental impact and take opportunities to improve social and economic outcomes in London through the service we provide. The SDIA process has been integrated into the annual budget guidance, ensuring staff are taking into account sustainability considerations for all saving or growth proposals.

Corporate Decision Making

All board reports are required to detail the sustainable development implications of the issues addressed in the report, both positive and negative. This is to ensure sustainability impacts have been reviewed and considered proper to the agreement of decisions.

Monitoring performance

Performance Indicators

Monitoring performance helps us plan our resources and determine whether any further actions are required. Our key performance indicators and associated targets are defined in 'Measuring our success 2023-2029'¹³. We reference a number of those indicators to track performance against our sustainable development framework along with additional responsible procurement and environmental indicators. Those we reference against sustainable development are outlined in this strategy against the relevant theme.

Reporting Progress

Corporate Performance indicators are reported quarterly and published on our website. Performance by Department against, sickness, Small and medium-sized enterprises (SME) payment, SDIA performance and equality and diversity training is published internally monthly.

Progress against our Sustainable Development Strategy, policies, and indicators related to sustainability are reported annually in our Sustainable Development Annual Report.

¹³ <https://www.london-fire.gov.uk/media/6686/crmp-metrics-30-may.pdf>

Our Vision for Sustainable Development

We aim to be the leader on sustainable development within the UK Fire and Rescue Service.

2023 – 25 Objectives

Our objectives provide focus for achieving our vision and actions to deliver these are set out in more detail in this document.

- To target London's most vulnerable people
- To target London's most high-risk buildings
- To protect Londoners from highest risk incidents
- Protect and promote the health, safety and wellbeing of our staff
- Developing a diverse and inclusive workforce, supported by a diverse and inclusive supply chain, serving diverse communities
- Embed carbon zero principles, with particular focus on net zero by 2030, waste management and behavioural change
- Ensure that we have the capacity to respond to the challenges posed by climate change
- Protect the environment from harm through emergency response and how we deliver our service
- Support skills and employment for Londoners through the provision of apprenticeship opportunities
- Continually improve the social value obtained from the public money we spend
- Support our staff to ensure that Sustainability runs through all our activities

Prevention, Protection and Response

Background

Our primary role is to prevent fires; protect people, property and the environment through regulating the built environment; and respond to emergencies. Delivering this work effectively is the most significant contribution we can make to improve the wellbeing of Londoners, to reduce the environmental impacts of fires, and their often devastating economic impact. This also reduces the risks to our staff responding to fires and our use of resources.

Prevention, Protection and Response are three statutory services which combine in an integrated way to keep London safe. We deliver a range of these services which aim to prevent fires and other incidents and mitigate the impact of all risks on London's communities.

Recent Highlights

- Response times are one of the key drivers for ensuring operational staff have the best chance of dealing with fires and other incidents effectively. We have consistently met the response targets across all measures
- Prevention activities are a core part of our improvement plans and grouping these together allows us to respond to changing needs and environments. A new overall measure which looks at the amount of time station staff are spending on prevention activity
- Preventing fire deaths is a core part of the LFB's purpose. Fire deaths have been largely stable over the past two years with the exception of December 2021
- Preventing fire injuries is a core part of the LFB's purpose. A 12 month rolling average shows that Covid-19 has coincided with a statistically significant reduction in fire injuries
- In response to Covid-19 we launched an online Home Fire Safety Checker than can be accessed by any member of the community. 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
- The number of fires in different location types continue to be core indicators for the LFB, as we seek to continue prevention and protection activities to make London a safer city. The LFB is continuously working to reduce fires.
- The number of accidental fire deaths in the home continues to be a core indicator for the LFB, as we seek to continue prevention and protection activities to make London a safer city.

Prevention, Protection and Response- Objectives

We commit to the following objectives in relation to prevention, protection and response. Actions related to the objectives are detailed in Appendix 2.

To target London's most vulnerable people
To target London's most high-risk buildings
To protect Londoners from highest risk incidents

Prevention, Protection and Response- Performance data

The indicators below provide a snapshot of our performance data relating to protection, prevention and response that will be included in our Sustainable Development Annual Report, for the full suite of indicators, please refer to the monitoring of Your London Fire Brigade 2023-29 available on our website.

Performance indicator	Target performance
Number of triages via our Online Home Fire Safety Checker	16,500 triages
Percentage of high risk home fire safety visits	75%
Station staff time spent on prevention activity	To be set when baseline data has been collected
Station staff time spent on protection activity	To be set when baseline data has been collected
Number of fire deaths	50 per annum on a 5 year rolling average
Number of fire injuries	1000- 5 year rolling average
Number of fires (Flats / Houses & Bungalows / Care homes)	2,400 / 1,700 / 330 per annum

Health, Safety and Wellbeing

Background

Health and Safety is an important issue for the UK. The Covid-19 pandemic focused attention even more so toward health and wellbeing. In 2021/22 in the UK, 1.8 million workers were suffering from work related ill health (new or long-standing) and 36.8 million estimated working days were lost due to work related ill health and non-fatal workplace injuries¹⁴. Stress, depression or anxiety and musculoskeletal disorders accounted for the majority of days lost due to work-related ill health.

On average, each person suffering from ill health took around 16.5 days off work. This varies as follows:

- 10.6 days for Injuries
- 17.2 days for Ill health cases
- 18.6 days for Stress, depression or anxiety
- 15.2 days for Musculoskeletal disorders

At the LFB in 2021/22, 55170 days were lost to absence, 47600 for operational staff, 1341 for control staff and 6229 for FRS staff. This has been increasing consistently for the last 5 years.

The most common reason for absence across LFB for operational staff is musculoskeletal (physical) issues, and for FRS and Control staff it is stress anxiety and depression (psychological)

As an organisation whose service is reliant on people, the majority of which are placed in stressful situations that pose risks to their physical and mental health on a daily basis, we therefore place a strong emphasis on health, safety and wellbeing. Keeping our staff safe and well is a priority as it helps us provide a service to the people of London. However, during a person's working life there will invariably be episodes when they are unwell and not able to attend their workplace.

The LFB has produced a Wellbeing Strategy as a way of helping us to focus and co-ordinate our work and intentions and is also a document that staff can access to see what provisions are in place to support their wellbeing.

LFB uses data from absences, as well as wider industry metrics and trends, to

- Help inform what service provision should be in place to support our people when such instances occur
- Determine what measures we should be looking to put in place to keep the health and wellbeing of our workforce the best that it can be

Following the publication of the LFB Independent Culture Review report, LFB took immediate steps to change our workplace culture, as detailed below.

Recent Highlights

- LFB has taken a zero-tolerance approach to discrimination, harassment and bullying. Anyone accused of this behaviour will be immediately suspended and dismissed if the accusation is upheld
- A new External Complaints Service has been introduced following the LFB cultural review, so that staff can feel safe to speak up and cases will be handled objectively and confidentially.

¹⁴ www.hse.gov.uk/statistics/causdis/

This service will carry out a historic case review where all bullying, harassment and discrimination cases at London Fire Brigade, completed in the last five years, will be reviewed.

- LFB's people-related processes are being reviewed to eliminate discrimination, including involving independent people to make immediate improvements where practical.
- A new hub has been introduced for staff to access help and support quicker and easier.
- A permanent shift has been made in our approach to leadership. It is the responsibility of our leaders to set and uphold high standards, so those leaders who do not value transparency, accountability and fairness will no longer have a place in the Brigade. We also expect our leaders to own their past mistakes.
- LFB has rolled out a new training plan for managers within the organisation. The aim is for LFB staff in leadership positions to have access to the training and support that they need to best manage their teams.
- A LFB Wellbeing page has been created on the LFB's intranet page-'Hotwire' that will provide staff with easy access to all wellbeing information sources and portals
- LFB have two new wellbeing dogs visiting LFB locations, the visits are an opportunity to meet the dogs and also engage in conversation about wellbeing matters that affect staff on a day-to-day basis.
- The LFB has 141 Mental Health First Aiders to offer support to someone who may be in distress, be it developing a mental health problem or having an existing mental health issue that is escalating into a mental health crisis.
- The Covid-19 pandemic has highlighted the extra pressure that both parents and carers have faced while juggling their working roles and caring responsibilities. In response, a new Parents and Carers Network has been created to assist people with accessing support

Health, Safety and Wellbeing- Objective

We commit to the following objective in relation to health, safety and wellbeing, actions related to the objective are detailed in Appendix 2.

Protect and promote the health safety and wellbeing of our staff

Health, Safety and Wellbeing- Performance data

The indicators below provide a snapshot of our performance data relating to health, safety and wellbeing that will be included in our Sustainable Development Annual Report, for the full suite of indicators, please refer to the monitoring of Your London Fire Brigade 2023-29 available on our website.

Performance indicator	Target performance
Number of safety Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)	59 per annum
Staff sickness - shift/days lost (operational)	3.65%
Staff sickness - shift/days lost (FRS)	2.48%
Staff sickness - shift/days lost (control)	4.70%
Percentage of managers who have completed the new training plan	90%

Equality and Social Inclusion

Background

London is the most ethnically diverse area in England and Wales. The 2021 Census data shows that 46.2% of residents in London identified with Asian, black, mixed or 'other' ethnic groups, and a further 17.0% with white ethnic minorities. It is home to one of the largest lesbian, gay, transsexual and transgender (LGBTQ+) communities in the world. London's population is growing and with it the diversity of the communities we serve. London's 2021 population was 8.8 million people, and it is estimated to grow to close to ten million by 2030.¹⁵

As a public body we have a legal duty to advance equality of opportunity and eliminate discrimination to our staff and service users. However, if we are to provide the world class fire service we aspire to, we also need to understand the varied and changing needs of the diverse communities in London. Increasing the diversity of our staff is essential if we are to achieve this. Removing barriers to equality also brings about further opportunities by enabling our existing and future staff to reach their full potential.

LFB's aim within our 'Your London Fire Brigade 2023-29' is to ensure our workforce is reflective of the community we serve. To support this aim we will report both internally and externally through LFB's Sustainable Development Annual Report on overall staff composition along with our intake of black, Asian and other ethnically diverse communities, female and differently abled trainee firefighters.

The health, social and economic impacts of Covid-19 have been devastating for Londoners and for our city as a whole, affecting lives and livelihoods. They have shown, more than ever, the urgent need for us to do business in a way that aligns with the five themes of the GLA Responsible Procurement Implementation Plan (RPIP)¹⁶:

- Improving supply-chain diversity
 - Removing barriers to local, small and diverse businesses entering our supply chain
- Embedding fair and inclusive employment practices
 - Encouraging a diverse and representative workforce supported by a real living wage
- Enabling skills, training and employment opportunities
 - Addressing skills shortages and underrepresentation; creating green jobs
- Promoting ethical sourcing practices
 - Protecting labour rights and preventing modern slavery
- Improving environmental sustainability.
 - Accelerating the transition to a low carbon and circular economy

Our responsibility to provide equality in the way that we provide our service extends to our supply chain. SMEs (small and medium-sized enterprises) account for 99.9% of the business population. At the start of 2022:¹⁷

- There were estimated to be 5.5 million UK private sector businesses
- 1.4 million of these had employees and 4.1 million had no employees
- Therefore, 74% of businesses did not employ anyone aside from the owner(s)
- There were 5.47 million small businesses (with 0 to 49 employees), 99.2% of the total business population

¹⁵ www.ethnicity-facts-figures.service.gov.uk

¹⁶ www.london.gov.uk/sites/default/files/gla_group_rpip_2022-24.pdf

¹⁷ www.gov.uk/government/statistics/business-population-estimates-2022

- There were 35,900 medium-sized businesses (with 50 to 249 employees), 0.7% of the total business population
- A further 7,700 businesses were large businesses (with 250 or more employees), 0.1% of the total business population

SMEs can offer innovative, flexible and efficient solutions, yet they are not proportionately represented within public sector supply chains. Work in this area is referenced under economic themes by some organisations, demonstrating the crossover between sustainability themes that often occurs in taking forward particular issues as the benefits and impacts rarely address one theme alone.

Recent Highlights

- The gender (37.5 per cent) and ethnic diversity (47 per cent) of trainee firefighter intake both increased, alongside increases in the diversity of our operational workforce across all groups monitored.
- The outreach team hosted the Women in Blue Lights event with our partners in the Metropolitan Police Service and London Ambulance Service to celebrate women in service
- The LFB LGBT+ Network hosted a lunch and learn session on The International Day Against Homophobia, Transphobia and Biphobia, with the purpose of raising awareness of the discrimination and violence faced by LGBT+ people across the world
- The LFB started using the Social Value Portal, using the National Themes, Outcomes and Measures (TOMs) framework to help maximise the social value added within contracts.

Equality and Social Inclusion- Objective

We commit to the following objective in relation to equality and social inclusion, actions related to the objective are detailed in Appendix 2.

Developing a diverse and inclusive workforce, supported by a diverse and inclusive supply chain

Equality and Social Inclusion- Performance data

The indicators below provide a snapshot of our performance data relating to equality and social inclusion that will be included in our Sustainable Development Annual Report, for the full suite of indicators, please refer to the monitoring of Your London Fire Brigade 2023-29 available on our website.

Performance indicator	Target performance
Staff Composition- percentage of our staff who are from black, black, Asian and other ethnically diverse communities	40%
Staff Composition- percentage of our staff who are female	50%
Firefighter intake- percentage of our new firefighters from black, Asian and other ethnically diverse communities.	40%
Firefighter intake- percentage of our new firefighters who are female	35%
Pay gap (gender, ethnic diversity, differently abled and LGBT staff), demonstrating continuous improvement with long term goal of equal pay	0%
Spend with SMEs, demonstrating an improvement towards the long-term target of 33%	20% Long term aspiration for 33%
Undisputed SME invoices paid in 10 days	90%

Environment and Climate Change

Background

The conference of parties (COP27) of the United Nations Framework Convention on Climate Change (UNFCCC) was held in Sharm El Sheikh, Egypt, in November 2022. Four key themes were identified for COP27: mitigation, adaptation, finance and collaboration. The final decision text, known as the Sharm el-Sheikh Implementation Plan¹⁸ was published on 20 November 2022, the text reaffirms the commitment to limit global temperature rise to 1.5 degrees Celsius above pre-industrial levels. However, "a clear emissions gap between current national climate plans and what's needed" to meet this target remains.

The Mayor of London's ambition for London is to be a zero carbon city by 2030 and has set out how the GLA intends to tackle climate change in the London Environment Strategy, including climate change mitigation, how we must adapt to a changing climate and reducing carbon through moving towards a low carbon circular economy.

The impacts of climate change, in particular increases in extreme weather events directly impact the LFB. The number of flooding incidents attended fluctuates year on year, but the last few years have seen a number of extreme weather related events that have put pressure on resources. In July 2022, for the first time on record temperatures in the UK exceeded 40°C which led to the first ever Red Extreme Heat warning to be issued by the MET office. Grass fires attended by the LFB also fluctuate year on year. However in June 2022 LFB had one of its busiest days on record as record temperatures led to hundreds of fires across the city. The scale and frequency of the fires caused the LFB to declare a major incident and there were more than 1,146 incidents throughout London.

The Mayor of London's vision is for London to have the best air quality of any major world city by 2050, going beyond the legal requirements to protect human health and minimise inequalities. While there have been significant improvements in London's air quality in recent years, 99% of the city's residents still live in areas that exceed the World Health Organisation limits for air pollution, specifically particulate matter (PM) 2.5, which is emitted by vehicles, among other sources.

Water is a critical resource for the LFB as our primary fire fighting method and the long-term water security of London is an increasingly pressing issue, with hosepipe bans becoming a more regular occurrence. Whilst LFB have priority in obtaining water when we need it, we need to be mindful of the pressures on availability and consider whether we can use water more efficiently at critical times without compromising public safety.

It's widely recognised that global patterns of consumption are causing significant environmental damage and key natural resources are being rapidly depleted, impacting long-term economic growth and sustainability. Our approach to managing incidents by responding to them quickly and effectively, indirectly benefits the environment in London, by reducing the potential pollution caused. Having due regard to the natural environment at incidents directly reduces the potential impact and by continually examining the way we use resources to deliver our service.

Recent Highlights

- In 2021/22 LFB CO2 emissions reduced by a further 3 per cent from the previous year to 59.4 per cent CO2 reduction from 1990, against our previous target of 60 per cent reduction by 2025.

¹⁸ <https://unfccc.int/documents/624444>

- The LFB achieved its target of an average Display Energy Certificate (DEC) rating of a C across all sites, with an average of 75.5 percent of sites with a rating of C or above.
- All vehicles based within the central ULEZ zone are compliant. Of all the vehicles LFB are responsible for, over 90 per cent are currently ULEZ compliant; this includes all front-line pumping appliances. The majority of LFB cars are zero emission capable which means they are compliant with the 2030 zero emissions capable deadline.
- LFB has developed a Carbon Net Zero Strategy, which is a detailed account of the modelling and analysis underpinning the latest LFB carbon footprint, trajectories to net zero and the interventions required to achieve carbon net zero by 2030.
- LFB's Hybrid-Electric Fire Engine- ZEPA1, is being trialled, the hybrid-electric fire engine is capable of meeting all operational requirements. The vehicle has a range of over 200 miles, can pump water continuously for four hours, has air conditioning and heating and features the same control system as the LFB's existing fleet.
- LFB have started a pilot trial to run existing vehicles on Hydrotreated Vegetable Oil (HVO) as a "steppingstone" carbon reduction solution for LFB whilst it continues to operate existing diesel vehicles.
- The LFB successfully re-certified it's Environmental Management System to the ISO 14001:2015 Standard in 2020, continual improvement will include an additional 4 fire stations being included to the scope in 2023.
- The LFB has committed to require every new contract over £5m in value to produce an organisational Carbon Reduction Plan.

Environment and Climate Change- Objectives

We commit to the following objectives in relation to environment and climate change, actions related to the objectives are detailed in Appendix 2.

Embed carbon zero principles, with particular focus on net zero by 2030, waste management and behavioural change

Ensure that we have the capacity to respond to the challenges posed by climate change

Protect the environment from harm through emergency response and how we deliver our service

Environment and Climate Change- Performance data

The indicators below provide a snapshot of our performance data relating to environment and climate change that will be included in our Sustainable Development Annual Report.

Performance indicator	Target performance
Total CO2 tonnes	Net 0 by 2030
Percentage reduction in CO2	Net 0 by 2030
Amount of energy generated through renewable resources	Continual improvement to 2030
Percentage of our Fleet which is Zero Emission Capable	Continual improvement to 2030
Percentage of waste recycled	80%
Total Water consumption	Continual reduction
The percentage of normal commuting trips carried out by staff (excluding operational staff on the flexi duty system) made on foot, by cycle or using public transport	50%
Green spaces/gardens throughout the LFB estate	90%
Number of contracts over £5m in value to include organisational carbon management plans in line with 2050 targets	N/A

Economic Value

Background

In 2011 the Government published a report looking into the economic cost of fire in England, which found that it was an estimated £8.3 billion cost to the economy in 2008. Taking into account inflation this equates to just over £12.1 billion a year in 2022. The Government is in the process of updating its economic cost of fire analysis. The National Fire Chiefs Council (NFCC)¹⁹ are currently undertaking a project to look at the economic and social value of fire and rescue services, there has never been a data-led equivalent assessment of the value the Fire and Rescue Services contribute to their communities. It is clear that our prevention and response work can make a major contribution to wider economic savings, and our fire safety protection work plays an instrumental role in protecting London's economic activity.

Social value is defined through the Public Services (Social Value) Act (2013) which requires all public sector organisations and their suppliers to look beyond the financial cost of a contract to consider how the services they commission and procure can improve the economic, social and environmental wellbeing of an area. The Modern Slavery Act 2015 sets out further requirements to review our suppliers practices, the LFB produces and publishes a Modern Slavery Statement to demonstrate best practice as a responsible and transparent organisation and in line with the Mayor's Responsible Procurement policy to which it is a signatory.

Poverty has increased for families in work, both with high and low work intensity – families are increasingly in poverty where all adults work and with full-time work too. People living in higher work intensity households comprised 18.8% of people living in poverty in 2019/20, compared to 12.8% 10 years earlier and 8.5% in 1996/97.²⁰ This demonstrates the ongoing importance of applying the London Living Wage (LLW), which has lifted over 6,500 families out of poverty, reduces staff turnover and produces a more motivated and productive workforce. The Mayor of London has committed to using the GLA Responsible Procurement policy to drive up pay and conditions in companies paid to deliver services for London.

Apprenticeships are a productive and effective way to grow talent and develop a motivated, skilled and qualified workforce, providing a cost-effective way of nurturing young talent, and helping to address skills shortages. The GLA Group aims to create 500 supply-chain apprenticeship starts per year, with progress towards the aim of all new supply-chain apprenticeships to be reflective of London's diversity.

Support for SMEs is referenced under Equality and Social Inclusion.

Recent Highlights

- LFB launched our Modern Slavery Assessment Tool campaign for our suppliers. This tool enables our suppliers to identify modern slavery risk and reduce the risk of exploitation of workers in their supply chains.
- The SDIA process has been integrated into the annual budget guidance, ensuring staff are taking into account sustainability considerations for all saving or growth proposals.
- LFB submitted the new climate budget, which sets out our approach to achieving our net zero by 2030 target. It highlights possible measures and estimated costs relating to achieving net

¹⁹ www.ukfrs.com/economic-and-social-value-uk-frs-phase-i-based-english-data-only

²⁰ www.health.org.uk/evidence-hub/money-and-resources/poverty/in-work-poverty-trends

zero across our estate and fleet and demonstrates the importance of acting quickly to reduce emissions.

Economic Value- Objectives

We commit to the following objectives in relation to the economic value, actions related to the objectives are detailed in Appendix 2.

Support skills and employment for Londoners through apprenticeship opportunities.

Continually improve the social value obtained from the public money we spend.

Economic Value- Performance data

The indicators below provide a snapshot of our performance data relating to economic value that will be included in our Sustainable Development Annual Report.

Performance indicator	Target performance
Budget Submission SDIAs completed	100%
Number of workers in the supply chain benefiting from the London Living Wage	Continual improvement
Annual apprenticeship starts in LFB or on our contracts	Continual improvement

Ensuring that sustainability runs through all our activities

Background

One of our six strategic aims is to ensure that sustainability runs through all our activities. Our intention is that it should become part of our standard way of working, across all that we do. However, sustainable development is a process of continual improvement, picking up on changes in legislation, technology and risk. As such we need to continually evaluate our performance, review and update our practices, raise awareness amongst our staff and support them to take action in their roles in order to maintain our leadership position.

Recent Highlights

- In 2021/22 100 per cent of high-risk policies have a Sustainable Development Impact Assessment (SDIA) completed. The SDIA process provides assurance that LFB is meeting its legal obligations and complying with LFB and Mayoral targets, policies and strategies to reduce environmental impact and deliver more sustainable outcomes.
- LFB developed and ran our first Carbon Literacy course for senior leaders, which discussed and explored how climate change is affecting the LFB, both now and in future, and the actions we can take to minimise our impact on the environment.
- In 2022 LFB had our first ever stand at Royal Horticultural Society (RHS) Chelsea Flower Show. The stand, called 'Act on Flooding' was designed to highlight the issues of flooding in urban areas and featured a tank with a fully submerged car to show the sort of flooding incidents firefighters could be faced with. The result was the second highest medal awarded by the RHS, the Silver Gilt medal.
- The LFB have committed to sign the Emergency Services Environment and Sustainability Group (ESESG) Sustainability Charter (Appendix 1) By signing this Charter LFB is agreeing to embed sustainability considerations throughout the organisation. We will measure and monitor progress and will strive to continually improve

Ensuring that sustainability runs through all our activities- Objective

We commit to the following objective in relation to ensuring that sustainability runs through all our activities over the next three years, actions related to these objectives are detailed in Appendix 2.

Support our staff to ensure that sustainability runs through all our activities

Ensuring that sustainability runs through all our activities- Performance data

The indicators below provide a snapshot of our performance data relating to ensuring that that sustainability runs through all our activities will be included in our Sustainable Development Annual Report.

Performance indicator	Target performance
Project SDIAs completed	100%
Policy SDIAs completed	100%
Percentage of Staff who have completed Environment Matters Training	100%
Percentage of Staff completed Carbon Impact training	100%

Appendix 1 – ESESG Sustainability Charter



ESESG Sustainability Charter

The Emergency Services Environment and Sustainability Group (ESESG) includes members from UK Police Forces, Fire & Rescue Services, Ambulance Services and other Emergency Services who meet to share best practice and discuss emerging technologies, government policy and legislative requirements.

This Sustainability Charter has been developed for members to pledge their support to work towards a set of common goals and aspirations, embed sustainability within their own organisations, and achieve national and international sustainability objectives. It will also enable members to identify positive effects on sustainability within their communities and manage any negative effects and risks.

All members shall consider the Sustainability Charter aspirations in the development and delivery of their own policies and strategies. It is acknowledged that members are at different stages of their sustainability journey and will have different priorities depending on their core business activities and regional issues.

This Charter has adopted the United Nations Sustainable Development Goals to provide a consistent framework with consideration to all areas of sustainability. Key goals are linked under the People, Planet and Public Purse headings to enable all members to identify relevant areas of sustainability and incorporate these back into their own organisations.

For ESESG sustainability means:

Reducing the negative impacts associated with our operations, whilst working towards positive and long-lasting outcomes for our planet, the people within our organisations, the communities we serve and the public purse.

Our organisation recognises that all emergency services have the potential to affect the local and global environment, society and the wider economy. We also recognise that climate change and global trends will continue to have an impact on the demands placed upon our emergency services. We need to be proactive in recognising these impacts to continuously provide an efficient and effective service, and therefore aspire to:

People

- Take action in our local areas to contribute to the transition to more sustainable cities and communities.
- Proactively manage our resources as communities change and develop to continue to be receptive to their needs.
- Provide our staff with the tools and resources required for them to make informed sustainable decisions both in the workplace and at home.
- Provide a safe and healthy working environment and improve wellbeing for all staff.
- Continue to improve equality, diversity and inclusion in our organisations and in the communities we serve.

- Reduce the harmful emissions associated with our operations, to improve local air quality, reduce pollution and enhance the wellbeing of our communities.



Planet

- Work towards net zero carbon emissions through improving the energy efficiency of our estate and sustainable business and personal travel.
- Improve resource efficiency and adopt circular economy approaches to reduce waste and save money.
- Restore and enhance local biodiversity through considered management of our estates.
- Adapt to inevitable climate change through proactively managing our ability to respond to extreme weather events and changes to service demand.
- Take action to avoid or mitigate pollution of water courses.
- Minimise our reliance on fossil fuels by actively seeking to generate renewable energy at our sites, and through the adoption of greener technologies and fuels for our fleet.



Public Purse

- Use our spending power to promote and adopt sustainable procurement practices
- Proactively manage the opportunities brought by new technologies to maximise financial budgets.
- Proactively prosecute wildlife crime.
- Support our staff and local supply chains to develop and maintain the skills needed to meet our organisational needs and sustainability goals.
- Maximise Social Value contributions through the contracts we procure.



By signing this Charter LFB is agreeing to embed sustainability considerations throughout our organisation. We will measure and monitor progress and will strive to continually improve.

Signed _____

Appendix 2 - Sustainable Development Action Plan 2023-25

Objective	Actions
Prevention, Protection, Response	
To target London's most vulnerable people	Actions to address this objective are identified and defined in: <ul style="list-style-type: none"> LFB's corporate plan – Your London Fire Brigade 2023-29
To target London's most high-risk buildings	Actions to address this objective are identified and defined in: <ul style="list-style-type: none"> LFB's corporate plan – Your London Fire Brigade 2023-29
To protect Londoners from highest risk incidents	Actions to address this objective are identified and defined in: <ul style="list-style-type: none"> LFB's corporate plan – Your London Fire Brigade 2023-29
Health, Safety and Wellbeing	
Protect and promote the health safety and wellbeing of our staff	Actions to address this objective are identified and defined in: <ul style="list-style-type: none"> LFB's corporate plan – Your London Fire Brigade 2023-29 LFB's Wellbeing Strategy LFB's Togetherness Strategy
Equality and Social Inclusion	
Developing a diverse and inclusive workforce, supported by a diverse and inclusive supply chain	Actions to address this objective are identified and defined in: <ul style="list-style-type: none"> LFB's corporate plan – Your London Fire Brigade 2023-29 LFB's Togetherness Strategy GLA Responsible Procurement Implementation Plan

Objective	Actions
Environment and Climate Change	
Embed carbon zero principles, with particular focus on net zero by 2030, waste management, biodiversity and behavioural change	<p>Actions to address this objective are identified and defined in:</p> <ul style="list-style-type: none"> • LFB's Single Environment Plan • LFB's Carbon Net Zero Strategy • LFB's Wellbeing Strategy
Ensure that we have the capacity to respond to the challenges posed by climate change	<p>Actions to address this objective are identified and defined in:</p> <ul style="list-style-type: none"> • LFB's corporate plan – Your London Fire Brigade 2023-29 • LFB's Carbon Net Zero Strategy
Protect the environment from harm through emergency response and how we deliver our service	<p>Actions to address this objective are identified and defined in:</p> <ul style="list-style-type: none"> • LFB's corporate plan – Your London Fire Brigade 2023-29 • LFB's Single Environment Plan
Economic Value	
Support skills and employment for Londoners through apprenticeship opportunities.	<p>Actions to address this objective are identified and defined in:</p> <ul style="list-style-type: none"> • GLA Responsible Procurement Implementation Plan
Continually improve the social value obtained from the public money we spend.	<p>Actions to address this objective are identified and defined in:</p> <ul style="list-style-type: none"> • GLA Responsible Procurement Implementation Plan
Ensuring that sustainability runs through all our activities	
Support our staff to ensure that sustainability runs through all our activities	<p>Actions to address this objective are identified and defined in:</p> <ul style="list-style-type: none"> • LFB's corporate plan – Your London Fire Brigade 2023-29 <p>Provide sustainability and environmental training and guidance to all staff</p>