LONDON FIRE BRIGADE

LFC-25-083

FRS 2025/26 Pay Settlement

Report to:	**Date:**
Investment and Finance Board	2 October 2025
Commissioner's Board	15 October 2025
Deputy Mayor's Fire Board	5 November 2025
London Fire Commissioner	

Report by: Andrew Cross – Head of HR Operations and Systems

Authorising Head of Service: Sally Hopper – Director for People

Report classification:

For decision

For publication

Values met

Service

Teamwork

I agree the recommended decision below.

J. Smith

Jonathan Smith
London Fire Commissioner

Date **This decision was remotely signed on 5 November 2025**

PART ONE
Non-confidential facts and advice to the decision-maker

Executive Summary

This report seeks agreement for the London Fire Commissioner and the Deputy Mayor to implement the 2025/26 pay settlement for Fire and Rescue staff (FRS) that has been reached with the trade unions (GMB and UNISON).

Recommended decision

For the London Fire Commissioner

That the London Fire Commissioner delegates authority to the Director for Corporate Services to commit the revenue expenditure of £2.581 million and take all necessary actions for the implementation of the 2025/26 pay settlement for FRS staff as set out in this report following Deputy Mayor approval.

1 Introduction and background

1.1 The annual settlement date for the FRS general pay increase is 1 April and the effective date of the annual salary progression increase (SPI) i.e. progression through the pay band, is 1 July.

1.2 For the 2025/26 pay settlement, discussions and negotiations continued from 24 June 2025 and on 9 September 2025, the trade unions, GMB and UNISON which are referred to jointly as Staff Side, informed the LFC of the outcome of their recent Staff Side meeting.

1.3 In summary the communication dated 9 September 2025 to the LFC advises that the LFCs offer of a 3.2 per cent pay increase and a one per cent SPI has been reluctantly accepted and that they are disappointed with the SPI offer.

1.4 The settlement agreed (based on current salary) is as follows:

From 1 April 2025

- A pay increase of 3.2 per cent

From 1 July 2025

- A salary progression increase of one per cent to those eligible staff.

1.5 The 3.2 per cent increase will also apply to the associated allowances.

1.6 The Brigade's FRS pay settlement is consistent with the pay settlement Top Management Group (TMG) staff and the national pay settlement reached for operational/control staff within the National Joint Council (NJC) for the same period.

1.7 The FRS/TMG pay and benefits review was undertaken independently by QCG consultants to ensure that the pay and reward system for professional services remains competitive, to enable the Brigade to attract and retain talent. The recommendations have been reviewed and a Programme plan has been developed. The Brigade shall work closely with stakeholders, including the trade unions to progress these work activities.

2 FRS 2025/26 Pay Settlement and Salary Progression Increase

2.1 The LFC 'Final 2025/26 Budget' report (LFC-25-026) that was approved forecasts a two per cent pay award increase for staff. The settlement is for a 3.2 per cent general pay rise and a one percent SPI for 2025/26.

2.2 The total revenue cost of the 2025/26 pay settlement for the 3.2 per cent general pay rise and the one per cent SPI is £2.581 million based on current staff salaries plus staff eligibility for the SPI. This is broken down in the table below:

Table 1: Breakdown of total FRS pay settlement costs 2025/26

	General Pay Increase 3.2%	Salary Progression Increase 1%
FRS	£2.091 million	£490k

2.3 The revenue amount already budgeted for the 2025/26 general pay rise settlement was £1.306 million. This means the additional revenue expenditure to cover the additional 1.2 per cent pay increase above the two per cent budgeted is £785k. The additional cost of this pay award has been included as part of the forecast revenue outturn for 2025/26, as set out in the published Financial Position report as at Quarter 1. The additional cost of the one per cent for SPI payment costing of £490k is funded through staff turnover within the FRS group.

3 Objectives and expected outcomes

3.1 The objective of the recommendations within this report and therefore the expected outcomes is to implement the 2025/26 FRS pay settlement that shall apply to all employees within the FRS group irrespective of their union membership, that has been reached with the trade unions.

4 Values

4.1 The recommendation for the FRS 2025/26 pay settlement aligns with two key values as set out below:

- Service – the pay rise is affordable within budget as reasonable expenditure to support the delivery of a high standard public service.

- Teamwork – the pay rise is consistent with other staff groups supporting the culture transformation that all staff are one big team within the Brigade, breaking down barriers caused by pay rise level differences.

5 Equality comments

5.1 The LFC and the Deputy Mayor for Planning, Regeneration and the Fire Service are required to have due regard to thePublic 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.

5.2 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, andafter the decision has been taken.

5.3 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, colouror nationality), religion or belief (including lack of belief), sex, and sexual orientation.

5.4 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 andpersons who do not share it.

5.5 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 havingdue regard, in particular, to the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protectedcharacteristic where those disadvantages are connected to that characteristic.
- take steps to meet the needs of persons who share a relevant protected characteristic thatare different from the needs of persons who do not share it.
- encourage persons who share a relevant protected characteristic to participate in publiclife or in any other activity in which participation by such persons is disproportionately low.

5.6 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.

5.7 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 dueregard, in particular, to the need to:

- tackle prejudice
- promote understanding.

5.8 An Equality Impact Assessment has been completed which evaluates no negative impact or restrictions on its application to staff with protected characteristics and complies with the Public Sector Equality Duty responsibilities. This applies the Inclusion department's recommendations and is with them for final consideration.

5.9 Although a pay increase is generally accepted to be beneficial, it is recognised that the pay increase which is based on a percentage increase across all FRS grades does mean that staff on higher FRS grades receive more money than those on lower FRS grades. It is also recognised that a flat increase to all staff would maintain any existing pay gaps between under/overrepresented groups.

5.10 The action plan that is detailed in the London Fire Brigade gender, ethnicity and disability pay gap report (LFC-24-086 that includes FRS staff) sets out a range of actions to address the pay gap which include improving data collation, recruitment and career progression.

6 Other considerations

Workforce comments

6.1 The 2025/26 pay settlement has been negotiated with the trade union and represents a fair and consistent approach, whilst also recognising the value of the FRS staff and the work they undertake.

Sustainability comments

6.2 There are no direct sustainability implications arising from the recommendations within this report.

Procurement comments

6.3 There are no direct procurement implications arising from the recommendations within this report.

Communications comments

6.4 A communications message will be sent to the FRS staff notifying them directly of the pay settlement and other pay arrangements. The FRS pay policy no. 716 will be updated and uploaded onto Hotwire for all staff to view. The HR Helpdesk shall also be available to provide advice and guidance.

7 Financial comments

7.1 The report recommends that the 2025/26 FRS pay settlement is agreed with a general pay rise of 3.2 per cent, at a cost of £2.091 million and a SPI of one per cent, at a cost of up to £490k for a total cost of up to £2.581 million. The 'Final 2025/26 Budget' report (LFC-25-026) included ongoing funding of two per cent for the general pay rise and assumes that the SPI is funded by staff turnover within the FRS group, as staff leave at the higher end of pay scales and join at a lower point on the scale.

7.2 The total revenue cost of the 3.2 per cent pay award £2.091 million excluding SPI, of which £1.306 million (a two per cent award) was budgeted for as part of the 2025/26 budget report. This means the additional revenue expenditure to cover the additional 1.2

per cent pay increase is £785k. The additional cost of this pay award has been included as part of the forecast revenue outturn for 2025/26, as set out in the published Financial Position report as at Quarter 1. The part year impact in 2025/26 of the revenue cost of the one per cent for SPI of £490k will be met through staff turnover in year.

7.3 The ongoing cost of this pay award will be included as part of budget preparation for 2026/27 and will be included in the LFC's November Budget Submission to the Mayor. The budget for pay inflation for future years is also reviewed annually as part of that budget setting process.

8 Legal comments

8.1 This report seeks approval to implement the FRS pay settlement figures for 2025/26, following agreement reached with representative bodies.

8.2 Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (LFC) 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 LFC specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.

8.3 By direction dated 1 April 2018, the Mayor set out those matters, for which the LFC would require the prior approval of either the Mayor or the Deputy Mayor for Planning, Regeneration and the Fire Service (the "Deputy Mayor").

8.4 Paragraph (b) of Part 2 of the said direction requires the LFC to seek the prior approval of the Deputy Mayor before "[a] commitment to expenditure (capital or revenue) of £150,000 or above as identified in accordance with normal accounting practices…". The commitment of revenue expenditure referred to in this report therefore requires approval from the Deputy Mayor.

8.5 The statutory basis for the actions proposed in this report is provided by the Fire and Rescue Services Act 2004 ('the Act'), under which the LFC must secure the provision of personnel. Under the Act the LFC may also do anything that they consider incidental or indirectly incidental to their core functions. Additionally, section 112 of the Local Government Act 1972 empowers the LFC to appoint officers and determine their reasonable terms and conditions, including conditions as to remuneration.

List of appendices

Appendix	Title	Open or confidential*
One	Equality Impact Assessment	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

Appendix 1

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

When completing this form please use the EIA guidance notes and check our other resources on our dedicated EIA Hotwire pages

Part one

You will only be required to complete a full EIA assessment if:

a) as a result of completing the initial screening form, potential adverse impacts have been identified in an area of your activity requiring adjustments

The purpose of an EIA is to meet the legal obligation required under the Public Sector Equality Duty (PSED), namely, the 'DUE REGARD' that documents that your activity will:

a) eliminate discrimination, harassment, and victimisation;
b) advance equality of opportunity; and,
c) foster good relations between people who share a relevant protected characteristic and people who do not share it.

In your full EIA, you are only required to complete an assessment of any negative impacts that has been identified against any protected characteristics. Any positive impacts should be fully explained in the initial screening form. You must be able to show that your activity meets the three conditions of the due regard by providing relevant information to show how it caters for people with protected characteristics (where applicable), through eliminating potential discrimination and promoting opportunities to build equity between all groups.

A. Summary of EIA
FRS Pay rise 2025/26 A 3.2% cost of living pay increase and 1% salary progression increase (SPI) for the FRS staff which includes FRS B to FRS G. This pay rise shall increase the pay for this staff group that has been agreed with the trade unions (GMB and UNISON) which is fair and consistent with other staff groups pay settlements It shall apply to all eligible FRS grades irrespective of whether they are in a union. The Brigade's FRS pay settlement is consistent with the pay settlement Top Management Group (TMG) staff and the national pay settlement reached for operational/control staff within the National Joint Council (NJC) for the same period. It represents a fair and consistent approach, whilst also recognising the value of the FRS staff and the work they undertake.

The pay rise addresses the economical financial increases, rewards FRS staff (SPI) and supports the attraction and retention rewards framework.
The LFC-24-086 Gender, Ethnicity and Disability Pay Gap 2024 Report provides analysis of the gaps of these reported protected characteristics and details of its action plan. The cost of living pay rise will maintain these levels of pay gaps for the protected characteristics reported because it is applied to all staff whereas the SPI will be a positive step towards closing them because eligible staff move up towards the maximum flat pay scale which supports the principles of the reports action plan.

B. Team responsible for the activity

EIA Author(s):	**EIA Owner(s) - individual in charge of the overall activity:**
Name: Andrew Cross Job title: Head of Operations & Systems Department: People Services	Name: Sally Hopper Job title: Director for People Department: People Services

C. What supporting policies/documents are relevant to this EIA? (Please hyperlink each document, policy, and guideline referenced below)

Public Sector Equality Duty
Equality Act 2010
Your London Fire Brigade – Our plan for 2023-2029 (CRMP)
LFB Values
People Services Strategy
Protected characteristics resource library
Policy No. 370 Policies and procedures guidance
Policy No.290 Translation and interpretation
Inclusive and accessible documents for neurodivergent individuals – tips and resources 2024
The LFB key EDI terminology
HRE36 Meeting the religious, spiritual and pastoral care needs of staff
Policy No. 1005 Supporting health and wellbeing
Policy No. 323 Trans inclusion policy
Policy No. 555 Family support leave (including maternity) policy
Policy No. 313 Maternity provisions – breast feeding policy
Policy No. 969 Menopause policy
Policy No. 821 Pay Policy Statement 2025/26
Policy No. 512 – Special leave policy
Policy No. 367 – Leave & Attendance times policy
Policy No. 888 – Partial attendance policy
Policy No. 562 – Redeployment and redundancy policy (FRS & Control staff)
Policy No. 1008 – Trade union time off and facilities policy
Policy No. 398 Payment of salary
Policy No. 972 – Recruitment policy
Policy No. 965 – Equality support groups
Policy No. 716 FRS staff pay rates & on call allowance policy
Organisational change consultation, post consultation and Equality Impact Assessments
LFC-24-086 Gender, Ethnicity and Disability Pay Gap 2024 Report
Local Government Pension Scheme
HMRC Income tax rates

D. Equality and diversity considerations

Describe the ways your activity is anticipated to disproportionately affect any groups with a protected characteristic listed under the Equality Act 2010.

You must make sure to list any sources you have used to complete your analysis.

Do not provide databases, graphs, or tables in this section. Just key findings and the outcomes of your learning about these different groups.

Age

The pay increase will not disproportionately impact staff of different ages, as it is applied uniformly to all employees, regardless of age.

Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. Although age is not a reportable category within the Gender, Ethnicity and Disability Pay Gap 2024 report, it still supports the aims of its Action Plan.

Separate Equality Impact Assessments were completed for the recent organisational change that included staff accepting the opportunity of the financially enhanced voluntary redundancy provisions. The consultation documents also set out the arrangements for the associated work activities. The pay increase shall be applied to the salaries of these staff with arrears on their salary being paid.

The pay increase has no age restrictions across any of the age ranges so eliminates discrimination and provides advancement of opportunity for those minority age groups by having access to its application. Having no age restrictions promotes good relations between the age ranges providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further.

The Gender, Ethnicity and Disability Pay Gap 2024 report sets out a comprehensive action plan to reduce the overall minimal pay gaps that it reports on.

An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan.

Individual Equality Impact Assessments have been carried out for each separate pay related policy.

The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty.

Sources used:
EIA - Equalities Data Summary by occupational group LFB LIVE
HR Data & Insights data
Key data sources

Disability

The pay increase will not disproportionately impact staff with disabilities, as it is applied uniformly to all employees, regardless of disability.

Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. This supports the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. This Action Plan also sets out a range of interventions that aim to reduce pay gaps.

Separate Equality Impact Assessments were completed for the recent organisational change that included staff accepting the opportunity of the financially enhanced voluntary redundancy provisions. The consultation documents also set out the arrangements for the associated work activities. The pay increase shall be applied to the salaries of these staff with arrears on their salary being paid.

The pay increase has no disability restrictions so eliminates discrimination and provides advancement of opportunity for those with a disability by having access to its application. Having no disability restrictions promotes good relations between those with disabilities and those without providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further.

The Gender, Ethnicity and Disability Pay Gap 2024 report sets out a comprehensive action plan to reduce the overall minimal pay gaps that it reports on.

An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan.

Individual Equality Impact Assessments have been carried out for each separate pay related policy.

The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty.

Sources used:
EIA - Equalities Data Summary by occupational group LFB LIVE
HR Data & Insights data
Key data sources
LFC-24-086

Sex

The pay increase will not disproportionately impact staff because of their sex, as it is applied uniformly to all employees, regardless of their sex.

Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. This supports the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. This Action Plan also sets out a range of interventions that aim to reduce pay gaps.

Separate Equality Impact Assessments were completed for the recent organisational change that included staff accepting the opportunity of the financially enhanced voluntary redundancy provisions. The consultation documents also set out the arrangements for the associated work activities. The pay increase shall be applied to the salaries of these staff with arrears on their salary being paid.

The pay increase has no sex restrictions so eliminates discrimination and provides advancement of opportunity for those of different sexes by having access to its application. Having no sex restrictions promotes good relations between those of different sexes providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further.

The Gender, Ethnicity and Disability Pay Gap 2024 report sets out a comprehensive action plan to reduce the overall minimal pay gaps that it reports on.

Individual Equality Impact Assessments have been carried out for each separate pay related policy.

An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan.

The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty.

Sources used:
EIA - Equalities Data Summary by occupational group LFB LIVE
HR Data & Insights data
Key data sources
LFC-24-086

Gender reassignment

The pay increase will not disproportionately impact staff because of transitioning, as it is applied uniformly to all employees regardless.

Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. This supports the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. This Action Plan also sets out a range of interventions that aim to reduce pay gaps that will also apply to staff within this group.

Separate Equality Impact Assessments were completed for the recent organisational change that included staff accepting the opportunity of the financially enhanced voluntary redundancy provisions. The consultation documents also set out the arrangements for the associated work activities. The pay increase shall be applied to the salaries of these staff with arrears on their salary being paid.

The pay increase has no restrictions for staff within this group so eliminates discrimination and provides advancement of opportunity for those within this group and those who are not by having access to its application. Having no restrictions promotes good relations between those within this group and those who are not providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further.

Individual Equality Impact Assessments have been carried out for each separate pay related policy.

An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan.

The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty.

Sources used:
EIA - Equalities Data Summary by occupational group LFB LIVE
HR Data & Insights data
Key data sources

Marriage or civil partnership

The pay increase will not disproportionately impact staff because of them being married or a civil partnership, as it is applied uniformly to all employees, regardless of this status.

Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. This supports the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. This Action Plan also sets out a range of interventions that aim to reduce pay gaps.

Separate Equality Impact Assessments were completed for the recent organisational change that included staff accepting the opportunity of the financially enhanced voluntary redundancy provisions. The consultation documents also set out the arrangements for the associated work activities. The pay increase shall be applied to the salaries of these staff with arrears on their salary being paid.

The pay increase has no restrictions for staff within this group so eliminates discrimination and provides advancement of opportunity for those within this group and those who are not by having access to its application. Having no restrictions promotes good relations between those within this group and those who are not providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further.

Individual Equality Impact Assessments have been carried out for each separate pay related policy.

An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan.

The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty.

Sources used:
EIA - Equalities Data Summary by occupational group LFB LIVE
HR Data & Insights data
Key data sources

Pregnancy and maternity

The pay increase will not disproportionately impact staff because of pregnancy and maternity, as it is applied uniformly to all employees regardless. It is applied to the applicable maternity pay as set out in Policy No. 555 Family Support Leave (including maternity) that provides market competitive maternity pay provisions. A separate Equality Impact Assessment was undertaken for this.

Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. This supports the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. This Action Plan also sets out a range of interventions that aim to reduce pay gaps that will also apply to staff within this group.

The pay increase has no restrictions for staff within this group so eliminates discrimination and provides advancement of opportunity for those within this group and those who are not by having access to its application. Having no restrictions promotes good relations between those within this group and those who are not providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further.

Individual Equality Impact Assessments have been carried out for each separate pay related policy.

An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan.

The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty.

Sources used:
EIA - Equalities Data Summary by occupational group LFB LIVE
HR Data & Insights data
Key data sources

Race

The pay increase will not disproportionately impact staff because of their race, as it is applied uniformly to all employees, regardless of their race.

Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. This supports the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. This Action Plan also sets out a range of interventions that aim to reduce pay gaps that apply to staff within this group.

Separate Equality Impact Assessments were completed for the recent organisational change that included staff accepting the opportunity of the financially enhanced voluntary redundancy provisions. The consultation documents also set out the arrangements for the associated work activities. The pay increase shall be applied to the salaries of these staff with arrears on their salary being paid.

The pay increase has no restrictions for staff because of their race so eliminates discrimination and provides advancement of opportunity for those of all races by having access to its application. Having no restrictions promotes good relations between those of different races providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further.

Individual Equality Impact Assessments have been carried out for each separate pay related policy.

An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan.

The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty.

Sources used:
EIA - Equalities Data Summary by occupational group LFB LIVE
HR Data & Insights data
Key data sources
LFC-24-086

Religion or belief

The pay increase will not disproportionately impact staff because of their religion or belief as it is applied uniformly to all employees, regardless.

Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. This supports the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. This Action Plan also sets out a range of interventions that aim to reduce pay gaps that will also apply to staff within this group.

Separate Equality Impact Assessments were completed for the recent organisational change that included staff accepting the opportunity of the financially enhanced voluntary redundancy provisions. The consultation documents also set out the arrangements for the associated work activities. The pay increase shall be applied to the salaries of these staff with arrears on their salary being paid.

The pay increase has no restrictions for staff because of their religion or belief so eliminates discrimination and provides advancement of opportunity for those with different religions or beliefs by having access to its application. Having no restrictions promotes good relations between those of different religions or beliefs providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further.

Individual Equality Impact Assessments have been carried out for each separate pay related policy.

An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan.

The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty.

Sources used:
EIA - Equalities Data Summary by occupational group LFB LIVE
HR Data & Insights data
Key data sources

Sexual orientation

The pay increase will not disproportionately impact staff because of their sexual orientation, as it is applied uniformly to all employees, regardless.

Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. This supports the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. This Action Plan also sets out a range of interventions that aim to reduce pay gaps that will also apply to staff within this group.

Separate Equality Impact Assessments were completed for the recent organisational change that included staff accepting the opportunity of the financially enhanced voluntary redundancy provisions. The consultation documents also set out the arrangements for the associated work activities. The pay increase shall be applied to the salaries of these staff with arrears on their salary being paid.

The pay increase has no restrictions for staff of different sexual orientations so eliminates discrimination and provides advancement of opportunity by having access to its application. Having no restrictions promotes good relations between those of different sexual orientations providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further.

Individual Equality Impact Assessments have been carried out for each separate pay related policy.

An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan.

The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty.

Sources used:
EIA - Equalities Data Summary by occupational group LFB LIVE
HR Data & Insights data
Key data sources

Socio economic status
The pay increase will not disproportionately impact staff because of their socio-economic status because it is applied uniformly to all employees regardless. It is recognised that staff of a higher grade due to their level of work responsibility do receive higher pay than staff of a lower grade with less responsibility. The pay increase percentage reflects the financial challenges staff experience due to the cost-of-living increases, especially for those on lower pay due to their grades or flexible working arrangements.
It is also recognised that the level of pay staff receive is subject to different HMRC taxation on amounts of pay above different tax thresholds, as well as different pension contributions. However, the employers contribution to the pension also applies to the increased pay supporting the long-term financial security of those within the pension. The employer's contribution remains comparatively high and market competitive.
Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. This supports the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. This Action Plan also sets out a range of interventions that aim to reduce pay gaps that will also apply to staff within this group.

Separate Equality Impact Assessments were completed for the recent organisational change that included staff accepting the opportunity of the financially enhanced voluntary redundancy provisions. The consultation documents also set out the arrangements for the associated work activities. The pay increase shall be applied to the salaries of these staff with arrears on their salary being paid.

The pay increase has no restrictions for staff within this group so eliminates discrimination and provides advancement of opportunity for those of different status by having access to its application. Having no restrictions promotes good relations between those of different status providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further.

Individual Equality Impact Assessments have been carried out for each separate pay related policy.

An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024

Action Plan. It shall also consider the range of government benefits that staff may receive based on their salaries and their impact The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty. **Sources used:** EIA - Equalities Data Summary by occupational group LFB LIVE HR Data & Insights data Key data sources
Caring Responsibilities The pay increase will not disproportionately impact staff because of their caring responsibilities as it is applied uniformly to all employees regardless. A range of separate employer caring provisions are also available to staff including access to allowances and paid time off. A new Carers strategy and policy is being developed in collaboration with that Equality Support Group. Pay differentials occur within the grades between staff at the top of the scale and those below the top, but the SPI reduces this differential by bringing staff who are not yet at the top closer to it thereby supporting closing inequalities in pay progression/representation at different levels. This supports the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. This Action Plan also sets out a range of interventions that aim to reduce pay gaps that will also apply to staff within this group. Separate Equality Impact Assessments were completed for the recent organisational change that included staff accepting the opportunity of the financially enhanced voluntary redundancy provisions. The consultation documents also set out the arrangements for the associated work activities. The pay increase shall be applied to the salaries of these staff with arrears on their salary being paid. The pay increase has no restrictions for staff with caring responsibilities or those without so eliminates discrimination and provides advancement of opportunity by having access to its application. Having no restrictions promotes good relations providing opportunity for staff to receive the pay increase together. The pay increase being the same for staff across different occupational groups supports this further. Individual Equality Impact Assessments have been carried out for each separate pay related policy. An FRS pay review is currently being undertaken with the aim of reducing pay differentials and gaps between represented groups to support the aims of the Gender, Ethnicity and Disability Pay Gap 2024 Action Plan. The pay increase supports the attraction and retention rewards framework demonstrating stronger due regard to the Public Sector Equality Duty. **Sources used:** EIA - Equalities Data Summary by occupational group LFB LIVE HR Data & Insights data Key data sources

E. Evidencing Impact: please answer the following:	
E. (a) List all stakeholders and organisations (internal/external) you have consulted or contacted regarding your activity, making sure to seek	GMB and UNISON - trade union People Services Finance General Counsel National Joint Council Greater London Authority

feedback from groups that may be the most impacted by the activity.	QCG Independent Pay and Benefits Review The trade unions were directly negotiated with and they have their own DE&I groups that they represent.
(b) Explain the insights gained, how you have/will evaluate and whether you intend seek post-activity feedback from those stakeholders/organisations?	The experiences and insights gained were primarily around the cost-of-living challenges, impact of pay rise on government benefits and effectiveness of pay progression within the grades which were reviewed/evaluated against the purpose and arrangements of the pay increase. The QCG Independent Pay and Benefits review concludes the Brigade does provide market competitive pay and benefits as a whole but does identify areas for opportunities of improvement which the Brigade accept and are reviewing as part of the FRS pay structure review. The pay rise shall be reviewed again within 1 year (March 2026) when the next pay rise is considered. PN821 Pay Policy Statement shall also be reviewed at that time, both in line with PN370 LFB standards or sooner where opportunities for improvement are identified. The pay rise shall also be reviewed sooner when additional data as set out in section F becomes available.
F. Clearly record any gaps in evidence which has limited this assessment being completed in full. I.e. Was there any information or data you were unable to find/collect? Consider whether you can justify continuing the activity without this information, or if a mitigating action plan is required?	The LFB does not currently monitor staff data in relation to gender reassignment, marriage, civil partnerships, caring responsibilities or socio-domestic backgrounds. The LFB shall be implementing a system to capture this data moving forward. This Equality Impact Assessment makes assumptions in these areas accepting there are staff within these groups of characteristics providing assurance to proceed with the activity of implementing the pay increase.
G. Clearly record the following: **a)** List any adjustments you will be putting in place for people with protected characteristics. Use each characteristic as a sub-heading, and	Pay increase accessible adjustments have been considered and applied as set out in H below. The pay rise and its application are supported by LFB policies regarding individual personal adjustments including PN553 Learning support, PN1005 Supporting health and wellbeing (workplace adjustments), PN 323 Trans inclusion policy, PN555/313 Maternity, PN969 Menopause, HR36 Religion/Belief and PN448 Flexible working which can be recorded in the staff's workplace adjustment passport. The pay rise and policy 821 provisions set out the transparent,

b) any activity to promote equity of access, opportunity, experience and outcomes?	fair and impartial framework for these arrangements which have been agreed with the trade unions catering for equity of access, opportunity, experience and outcomes. .
H. Clearly record how you will communicate the activity to those involved, especially if their protected characteristic may be a factor. You may need to consider diverse formats such as audio, large print, easy read, and other accessibility options in various materials? Please ensure you utilise and reference the below documentation: Inclusive and Accessible Documents for Neurodivergent Individuals - Tips and Resources 2024.pdf The-LFB-key-EDI-terminology2024.pdf	The pay policies (821 and 716) shall be updated and already apply the LFB's policy standards on writing policies using the 'Key EDI terminology' and accessible communication guidance. It is self-service accessible both internally and externally, and available in a range of diverse formats in line with the Communications policy PN290. A communications message shall be sent to all staff from the communications department applying the key terminology and neurodivergent guidance in a format utilising their own expertise in their area. An HR Helpdesk is available for all staff to contact for advice and support as well HR staff available to meet with staff to explain policy provisions. The LFBs specialist HR Inclusion team is also available to provide specialist advice relating to protected characteristics. This ease of accessibility supports the People Services strategic priority of 'creating a positive and inclusive culture' to achieve its aim of enabling our people to be the best that they can be to serve its people and the communities in line with the LFB delivery plan 2023-2029.

I. Mitigating action plan (where an adverse impact has been identified, please record the steps that are being taken to mitigate or justify it?)

Protected characteristic	Action being taken to mitigate or justify

To be completed by the Inclusion Team

Review date:

Part two: Inclusion team to complete - feedback and recommendations

J. EIA Outcomes
☒ **Recommendation 2:** Adverse impact(s) identified - activity continues with agreed justification or mitigation in place ☐ **Recommendation 3:** Adverse impact(s) identified - activity paused until justification or mitigation provided ☐ **Recommendation 4:** Adverse impact(s) identified - activity paused due to potentially unlawful or adverse effects which cannot be reasonable justified/mitigated.

K. Feedback Please specify the actions required to implement the findings of this EIA and how the programme/ activity's equality impact will be monitored in the future. It may be helpful to complete the table.	
Name: Tanya Wijesinghe **Sign-off Date**: 1/10/25	No further action required. Reviewed by TW and second checked by EI