

Contingent Labour New Call Off Contract

Report to:**Date:**

Investment & Finance Board.....	26 June 2025
Commissioner's Board	9 July 2025
Deputy Mayor's Fire Board.....	22 July 2025
London Fire Commissioner	

Report by: Sarah Martin – Head of People and Operations

Authorising Head of Service: Sally Hopper, Director for People

Report classification:

For decision

For publication/Not for publication: For Publication

Values met

Service

I agree the recommended decision below.



Jonathan Smith
London Fire Commissioner

**This decision was remotely
signed on 05 September 2025**
Date

PART ONE

Non-confidential facts and advice to the decision-maker

Executive Summary

The LFB's current temporary contingent labour contract with Reed Talent Solutions is due to expire on the 30 September 2025. The procurement process is being led by TFL/GLA collaborative and has taken longer than anticipated, challenges such as turnover of the leadership team, has led to there being insufficient time to conduct a full procurement process. This has been mitigated by TFL appointing a permanent team in October 2024, dedicated to the project. A new short term contract for the provision of temporary contingency labour is being sought until the procurement exercise is completed for the period up to 30 September 2027, this would mean issuing a new call- off under the existing framework agreement with the Reed Talent Solutions for 1 year plus 1 year extension period to align with the rest of the GLA group.

The aim of the short term arrangement is to ensure LFB have a contingent labour staffing provision during the procurement process for a longer term contract. Should a decision be taken not to grant this contract LFB would have no temporary staffing service provision, this would affect the current agency workers and impact on service continuity in areas of LFB where agency workers have placements. In addition, the brigade does not possess any in-house temporary contingent labour supply expertise to manage the recruitment of agency workers and thus would have no means to source contingent workers when needed.

For the London Fire Commissioner

The LFC agrees that a short term contract for a temporary contingent labour Reed Talent Solutions for a period of one year and extension period of one year into in accordance with the arrangements set out in Part Two of this report.

1 Introduction and background

- 1.1 London Fire Brigade (LFB) entered into a contract with Reed Talent Solutions on 29 August 2021 following a collaborative procurement with the TfL/GLA Group, this contract is due to expire on the 30 September 2025. The GLA Collaborative Recruitment Services framework duration was 3 + 1 years commencing 30 September 2021, with a final framework completion date of 30 September 2025. It is possible for LFB and each of the collaborative members to make call off arrangements to continue this service, within the original scope of the framework before it expires. LFB along with collaborative members will benefit from having the same service provision at no extra cost as the Reed Talent Solutions has agreed to keep the pricing at the current framework rate, providing a saving on market rates.
- 1.2 A new competitive tendering process for a new framework agreement for the provision of temporary contingent labour service started in February 2024. The project has, once again, been led by TfL on behalf of itself and the London Fire Commissioner (LFC), Mayor's Office for Policing

and Crime (MOPAC), London Legacy Development Corporation (LLDC) and Old Oak and Park Royal Development Corporation (OPDC). The Pan GLA procurement involves the establishment of a framework agreement with a single supplier.

- 1.3 The TFL/ GLA Group procurement process has taken longer than anticipated, challenges such as turnover of the leadership team has led to there being insufficient time to conduct a full procurement process. to include, an assessment of the GLA collaborative requirements, conduct market engagement, benchmarking and agree the route to market options. This has been mitigated by TFL appointing a permanent team in October 2024, dedicated to the project. The market engagement exercise is now complete, TFL/GLA Group held a meeting on Tuesday 17 June 2025 and provided the collaborative members with an update on the current procurement process.
- 1.4 The LFC's view is to seek a short term contract under the existing framework for the provision of temporary contingency labour until the procurement exercise is completed. All members within the GLA collaborative are also seeking a short term contract for the same reason.
- 1.5 LFB are committed to reducing its reliance on agency staff and where there are vacancies in the establishment these will be filled with permanent employees.
- 1.6 Any new agency hires, or placement extensions, must be requested by the line manager through the established vacancy control panel (VCP) and Directors will be issued with a quarterly report on temporary staff to review and challenge their heads of services to ensure we are only using these resources where absolutely necessary and ensuring value for money (vfm). These processes are additional step in monitoring the levels of agency hires which should lead to a decrease in LFB temporary labour over time, thus reducing expenditure. Notwithstanding the above, there will be a need to use temporary staff and the contract aims to fulfil the hire of staff for this requirement.

2 Objectives and expected outcomes

- 2.1 A short terms contract for the provision of temporary contingency labour until the procurement exercise for a new framework agreement is completed is sought for the period 1 October 2025 up to 30 September 2027.
- 2.2 To issue a new direct call off with Reed Talent Solutions for one year plus one year under the existing framework agreement will align with the rest of the GLA group.
- 2.3 Should the decision be taken not to grant a new short term contract, the arrangements for temporary contingency labour supply within LFB will finish on the 30 September 2025. This will have an impact on current agency workers and any new future hires. From September 2025, the LFC will need to make alternative arrangements to start a new procurement and this may present a delay in hiring new temporary staff.
- 2.4 The Brigade does not possess any in-house temporary contingency labour supply expertise to manage the recruitment of agency workers.
- 2.5 Without the temporary labour supply service, the Brigade would not have the means to source contingency workers when needed.

3 Values Comments

- 3.1 The LFC notes the Fire Standards Board requirements around adopting and embedding the Core Code of Ethics at an individual and corporate level. Following extensive engagement, the LFC has introduced Brigade values which build on and do not detract from the Code of Ethics.
- 3.2 Service is the value which is most aligned with this paper. Through the continuous supply of contingent labour, we are able to deliver various critical services which benefit the public.

4 Equality Comments

- 4.1 The LFC and the Deputy Mayor for Planning, Regeneration and the Fire Service 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.
- 4.2 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.
- 4.3 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.
- 4.4 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.
- 4.5 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.
- 4.6 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.

- 4.7 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.
- 4.8 An EIA is currently being reviewed by the EIA team, and it has been found that there is negative impacts relating to caring responsibilities, pregnancy, maternity and disability. This is down to the discretion of the agency and the rights the workers have under the agency. We are currently assessing whether a mitigating action plan is necessary and completing a full EIA to show due regard.

5 Other Considerations Workforce Comments

- 5.1 A continued provision of temporary contingency labour supply at the point that the existing contract ends, 30 September 2025.
- 5.2 The subject matter of this report is a request for an interim contract to be put in place for the supply of temporary labour to the London Fire Brigade from 1 October 2025.
- 5.3 The recommendation within this report does not require prior staff side consultation. Staff side will however be provided with a copy of this report in advance of the Deputy Mayor's Fire Board on 22 July 2025.

6 Sustainability comments

- 6.1 TfL is a signatory to GLA Group Responsible Procurement Policy and therefore will comply by adopting the same approach as the LFB would if it were the lead on this Procurement.
- 6.2 The Good Work Standard sets the benchmark the Mayor wants every London employer to work towards and achieve. Organisations able to meet or working towards the Good Work Standard criteria are encouraged to apply for accreditation and recognition as leading employers from the Mayor.
- 6.3 Expectation that the successful provider will engage with Micro and SME businesses via the second-tier supply chain, will pay all temporary worker and own employees in accordance with the National Minimum Wage and the Living Wage, incorporating the London Living Wage where applicable and will comply with the GLA group anti-slavery policies and not engage in any modern slavery or unlawful practices.
- 6.4 LFC expects all workers in its supply chain to be provided with fair employment conditions. The Supplier shall ensure that exploitive zero hours contracts are not used in the supply chain, or in any other employment practice that exploits people working in our supply chain.
- 6.5 The supplier is expected to adopt and demonstrate their commitment to equality, diversity and inclusion in line with the GLA Group Responsible Procurement Policy.

7 Procurement comments

- 7.1 The original framework was conducted by TfL under the Public Contracts Regulation 2015 using a competitive procedure with negotiation. The duration was 3 plus 1 years and allows collaborative members to make individual call off arrangements within the original scope of the framework.
- 7.2 The framework will expire on the 30 September 2025 and therefore any new call off contracts need to be finalised and signed before the framework expiry. Any new call offs will still be governed under the Public Contracts Regulation 2015. The framework still meets LFC needs and there are no further amendments to the call off required.
- 7.3 The sourcing options considered have been discussed in paragraph 1.3. In addition to these options LFC also considered the option to procure their own temporary labour supplier. This option was counterproductive as it would require additional procurement resources, higher risk of system integration cost and internal resource to manage.
- 7.4 Reed have confirmed that they will retain the current framework pricing for the new call off term. Internal benchmarking confirms these rates still offer value for money.
- 7.5 The LFC call off contract term aims to align with the other GLA collaborations members of one year with an option to extend for up to 1 additional year. This will offer a final end date of 30 September 2027.

8 Communications comments

- 8.1 There are no new or amended policies that will impact service provision to be communicated.

9 Financial comments

- 9.1 The report seeks approval to create an interim contract with Reed Talent Solutions for the provision of temporary contingency labour covering up to two years, upon expiry of the current agreement in September 2025. The contract with Reed will be a new call off contract for one year with an option to extend for up to one additional year (1+1), which will enable a full procurement process to be conducted in the meantime.
- 9.2 All costs related to the interim contract will be solely funded by the LFC revenue budget. The amounts are set out in Part Two of this report.
- 9.3 The interim contract will be funded through staff vacancies/turnover, and that agency staff spend will be monitored against funding available as part of regular financial position reporting to ensure a sustainable position in year.
- 9.4 The level of agency staff will be managed through processes established by LFC, such as the vacancy control panel (VCP). This process is an additional step in monitoring the levels of agency hires which could lead to a decrease in LFB temporary labour over time, thus reducing expenditure.
- 9.5 Should a decision be taken not to grant an interim contract LFB would have no temporary staffing service provision, this would impact on service continuity in areas of LFB where agency workers have placements. In addition, the brigade does not possess any in-house temporary contingent labour supply expertise to manage the recruitment of agency workers and thus would have no means to source contingent workers when needed.

10 Legal Comments

- 10.1 This report seeks approval to commit expenditure of money set out in the part 2 of the report for the purpose of entering into contract for the supply of temporary staff.
- 10.2 Under Section 9 of the Policing and Crime Act 2017, the London Fire Commissioner ('the Commissioner') is established as a corporation sole with the Mayor appointing the occupant of that office.
- 10.3 Section 327D of the Greater London Authority Act 1999, as amended, 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.
- 10.4 By direction dated 1 April 2018, the Mayor set out those matters for which the Commissioner would require the prior approval of either the Mayor or the Deputy Mayor for Planning, Regeneration and Fire ('the Deputy Mayor'). In particular, paragraph (b) of Part 2 of the said direction requires the Commissioner to seek the prior approval of the Deputy Mayor before "[a] commitment to expenditure (capital or revenue) of £150,000 or above is identified in accordance with normal accounting practices...". The proposed expenditure exceeds this financial threshold, accordingly, prior approval from the Deputy Mayor will be sought.
- 10.5 The report confirms the new contract with Reed Talent Solutions will be procured under the terms of existing and accessible framework agreement set up by the GLA collaborative members which was procured following an open procurement exercise in accordance with the Public Contract Regulations 2015.
- 10.6 Ensuring the LFC has access to temporary staff, as and when needed, will enable the Brigade to operate both efficiently and effectively.

List of appendices

Appendix	Title	Open or confidential*
1	Initial EIA	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: Yes



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Equality Impact Assessment (EIA) Initial Screening Form

When completing this form please use the [EIA guidance notes](#) and check our other resources on our dedicated [EIA Hotwire pages](#)

This form enables you to screen each protected characteristic and identify which may be positively or negatively impacted by your activity.

The purpose of an EIA is to meet and justify 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.**

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.

You will only be required to complete a full EIA assessment of the areas where you have identified a negative impact, and further adjustments will be required.

Use the fields below to record any impacts and potential mitigating actions against each protected characteristic. All complete initial screening forms should be submitted to the EIA team to review and confirm your next steps.



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A. Name, status and expected outcomes of the activity

Contingent Labour New Call Off Contract

This activity details a short term arrangement to ensure LFB have a contingent labour staffing provision during the procurement process for a longer term contract.

B. Who is this activity for, who is impacted by it? (all LFB staff, specific department, external communities)

This activity applies to temporary workers

C. Reason for Equality Impact Assessment



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Having due regard to Public Sector Equality Duty (PSED), this EIA is being performed to assess the effect this Contingent Labour New Call Off Contract and supporting material has on LFB's workforce.

The contingent labour new call off contract document and its supporting material define processes and procedures which directly support the legislative requirements of Contingent Labour New Call Off Contract.

The purpose of contingent labour new call off contract is defined within the policy under the following paragraphs:

1.1 The aim of the temporary arrangement is to ensure LFB have a contingent labour staffing provision during the procurement process.

The Contingent Labour New Call Off Contract and its supporting documents provide information on the requirements of the temporary arrangement
[Public Sector Equality Duty](#)

[Equality Act 2010](#)

Your London Fire Brigade – [Our plan for 2023-2029](#) (CRMP)

LFB [Values](#)

People Services Strategy

Grey Book

[LFB Equity Policy](#)

[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](#)

[Role to rank collective agreement 2019](#)

Policy No. 1005 [Supporting health and wellbeing](#)

Policy No. 323 [Trans inclusion policy](#)

Policy No. 555 [Family support leave \(including maternity\) policy](#)



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Policy No. 313 [Maternity provisions – breast feeding policy](#)
Policy No. 969 [Menopause policy](#)
Policy No. 448 [Working with choice – flexible working options policy](#)
Policy No. 538 [Annual leave and public holiday leave allocation policy – operational staff](#)
Policy No. 651 [Station allocation and transfer policy](#)
Policy No. 788 [Electronic Personal Record File \(E-prf\) policy](#)
Policy No. 327 [Guidance for senior managers in relation to mobilising and rota management](#)
Policy No. 538 - [station based establishment and skills requirements](#)
[Role to rank collective agreement 2019](#)
Policy No. 512 – [Special leave policy](#)
Policy No. 888 – [Partial attendance policy](#)
Policy No. 1008 – [Trade union time off and facilities policy](#)
Policy No. 965 – [Equality support groups](#)
Policy No. 251 – [Station Working Routines](#)

It is recognised that when performing its regulatory role, LFB will regularly deal with persons outside of the LFB workforce. The PSED applies equally to LFB's external activities, such as our dealings with members of the public, third parties and external agencies. As such, due consideration has been given to the PSED in respect of our external activities when devising this policy.

D. Team responsible for the activity

EIA Author(s):

Name: Sarah Martin
Job title: Head of People and Operations
Department: People Services

EIA Owner(s):

Name: Sarah Martin
Job title: Head of People and Operations
Department: People Services



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E. Equality and diversity considerations					
Protected Characteristic	Positive Impact ✓	Negative Impact ✓	Summary of impact	Is a mitigating action required?	
				Yes	No
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>To ensure staff across all age groups obtain the skills they need to perform their designated role and to advance in their career, LFB provides suitable and sufficient training in matters pertaining to the Contingent Labour New Call Off Contract and its supporting documents.</p> <p>There is a relationship between the accessibility of digital resources and age. As working lives get longer, individuals must adapt to the pace of change. It is recognised that older staff may be at greater risk of lower digital literacy, meaning there are potential risks regarding their ability to assimilate learning that uses technology. To mitigate the potential risks and to ensure relevant training material is fully accessible for staff with different learning needs, staff across all age groups are provided with classroom training that has been devised with due consideration to relevant inclusion guides and policies. These include the LFB “Accessible Communication Guide” and LFB Policy Note 0553, “Learning Support Policy”. It is considered that the provisions of Contingent Labour New Call Off Contract does not negatively disproportionately impact staff with this protected characteristic.</p> <p>LFB Age Data for staff within FRS Occupational Group @ 1 April 2025 is as follows: Total number of staff making up FRS workforce = 1048 Age 29 and under: 140 (13.4%), Age 30-39: 233 (22.2%), Age 40-49: 237 (22.6%) Age 50-54: 137 (13.1%), Age 55-59: 141 (13.5%), Age 60+: 160 (15.35%)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	LFB has a duty to make reasonable adjustments for staff within this protected group. The	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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			<p>provision of reasonable adjustments for staff within this protected group ensures that a person is not treated less favourably or placed at a substantial disadvantage because of their disability. Neurodiversity is recognised as a disability under the Equality Act (2010) and it is recognised that text-heavy policies may be overwhelming for neurodivergent staff and that staff with visual or auditory impairments could struggle to access the Contingent Labour New Call Off Contract.</p> <p>To ensure material is fully accessible to each person's individual need, this Contingent Labour New Call Off Contract and its supporting documents have been formulated with due consideration to relevant inclusion guides and policies, including the LFB "Accessible Communication Guide" and LFB Policy Note 0553, "Learning Support Policy".</p> <p>The Contingent Labour New Call Off Contract considers adjustments that must be made to ensure accessibility considerations for individuals with physical disability or for those experiencing conditions which meet the Equality Act's definition of "impairment".</p> <p>Disability could be considered a negative impact, are agency workers able to request for reasonable adjustments through occupational health in the same way as an LFB contract – mitigations if required should be outlined.</p> <p>No Disability Data for contracting staff can be provided as data is not collated for Agency Workers.</p>		
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The LFB does not currently record DEI staff data for gender reassignment but for the purposes of this EIA it has been acknowledged that across all staffing groups, there are staff within the workforce who are either undergoing or have completed a gender transition. Due regard has been given to LFB Policy Note 323 "Trans Inclusion Policy"</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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			<p>when formulating the provisions of Contingent Labour New Call Off Contract and its supporting documents.</p> <p>It is considered that the activity of Contingent Labour New Call Off Contract does not negatively disproportionately impact staff with this protected characteristic.</p>		
Marriage / Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>LFB does not currently record DEI staff data for marriage and civil partnerships but for the purposes of this EIA it has been acknowledged that across all staffing groups, there are staff within the workforce who are either married or are in a civil partnership.</p> <p>It is considered that the policy activity of Contingent Labour New Call Off Contract does not negatively disproportionately impact staff with this protected characteristic.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy / Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>LFB does not currently record DEI staff data for pregnancy and maternity but for the purposes of this EIA it has been acknowledged that there are staff within the workforce who are or have been pregnant and / or on maternity.</p> <p>It is recognised that pregnancy can cause discomfort or limitations in both sedentary and physical activities, which could affect how a person performs tasks that are part of this role. Due regard has been given to LFB Policy Notes PN 555 “Family Support Leave (including Maternity)” and PN 313 “Maternity provisions” which provide for workplace adjustments to be made in respect of expectant mothers. It is recognised that, having regard to these policies, managers will undertake a risk assessment (RA) as per LFB Policy 673. The RA process will be performed with due regard to LFB’s Pregnancy - Possible Risks Guide.</p> <p>Due consideration has been given to LFB’s Health and Safety Policy PN 597, specifically para 4.30 which states that managers are responsible for “Assessing the risks to the health and safety of their employees and any other person(s) affected by the Brigade’s work activities</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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			<p><i>in accordance with its policies and procedures and, where possible, the elimination or reduction of those risks.” It is considered that Contingent Labour New Call Off Contract and its associated policies provides appropriate mitigation for potential risks relating to occupancy types.</i></p> <p>Although permanent staff are covered under the outlined policies contractors do not meet eligibility criteria and therefore, there could be a risk that a renewed contract with Reed could put agency workers at a detriment should they become pregnant outside of an LFB contract as they would only be eligible for statutory maternity pay through Reed. Due to this a full EIA is necessary to further consider justification for this.</p> <p>No pregnancy Data for contracting staff can be provided as data is not collated for staff.</p>		
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Due regard has been given to LFB Policy Note PN 973 “LFB Equity Policy” and the LFB “Inclusion Strategy” when formulating the provisions of Contingent Labour New Call Off Contract and its supporting material.</p> <p>It is considered that the policy provisions of Contingent Labour New Call Off Contract does not negatively disproportionately impact staff across different ethnicities.</p> <p>LFB Ethnicity Data for staff within Occupational Group @ 1 April 2025 is as follows: The breakdown of staff by race and ethnicity is 19% Black, Asian and Minority Ethnic and 77% white with 4% preferring not to say or not providing information.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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Religion / Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Due regard has been given to LFB Policy Note PN 973 “LFB Equity Policy” and the LFB “Inclusion Strategy” when formulating the provisions of Contingent Labour New Call Off Contract.</p> <p>It is considered that the policy provisions of Contingent Labour New Call Off Contract does not negatively disproportionately impact staff across different religions or beliefs.</p> <p>Where staff require time to pray while carrying out their job roles, to ensure they are not disadvantaged, LFB’s Inclusion Policies highlight the rights of staff to practice their religious duties without restriction. It is recognised that LFB’s regulatory activities can potentially clash with activities relating to a member of staff’s religion or belief, such as with the timing activities/training. The inclusion policies allow for adjustments to be made that support the religious needs of those undertaking activities thereby providing suitable mitigation to ensure those within this protected group are not disadvantaged because of their religion or belief.</p> <p>LFB Religion/Belief Data for staff within FRS Occupational Group @ 1 April 2025 is as follows: Across the FRS staff group, 33.6% of staff are recorded as having no religion. Christian is recorded at 39.6% with other religions or belief recorded as: Muslim 4.4%, Hindu 3.2%, Other 2.1%, Sikh 1%, Buddhist 0.6%, Jewish 0.5%. 11.4% of respondents gave no information whilst 3.8% preferred not to say.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Due regard has been given to LFB Policy Note PN 973 “LFB Equity Policy” and the LFB “Inclusion Strategy” when formulating the provisions of PN 489.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Equality Impact Assessment (EIA) Initial Screening Form

			<p>It is considered that the policy provisions of Contingent Labour New Call Off Contract does not negatively disproportionately impact staff across different sex.</p> <p>Due regard has also been given to Policy Note 969 “Menopause Policy”. PN 969 asserts that LFB will also discharge its responsibilities accordingly by specifically providing support to staff within this group, including those experiencing menopause symptoms, to access management support. It is considered that the policy provisions of *policy* and its supporting material have no gender restrictions across the mix of genders so eliminates discrimination and provides advancement of opportunity for those in the female minority across all staff groups. Having no gender restrictions promotes good working relationships between the genders and provides opportunity for all staff to use these provisions.</p> <p>LFB Gender Data for staff within FRS Occupational Group @ 1 April 2025 is as follows: The gender breakdown of staff is 19% female and 81% male as a total across all staffing groups.</p>		
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Due regard has been given to LFB Policy Note PN 973 “LFB Equity Policy” and the LFB “Inclusion Strategy” when formulating the provisions of Contingent Labour New Call Off.Contract.</p> <p>It is considered that the policy provisions of Contingent Labour New Call Off Contract does not negatively disproportionately impact staff across different sexual orientation.</p> <p>LFB sexual orientation Data for staff within FRS Occupational Group @ 1 April 2025 is as follows: Across the FRS staff group, 74.3% of staff are recorded as Heterosexual. 6.4% of the workforce are recorded as LGB.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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			16.7% of respondents gave no information whilst 2.6% preferred not to say.		
Socio Economic*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The LFB does not currently record DEI staff data for socio-economic backgrounds, but for this EIA it has been considered across all staffing groups in the workforce.</p> <p>Due regard has been given to LFB Policy Note PN 973 “LFB Equity Policy and the LFB “Inclusion Strategy” when formulating the provisions of Contingent Labour New Call Off Contract and its supporting material. It is considered that the policy provisions of Contingent Labour New Call Off Contract have no restrictions to staff based on their socio-economic background.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Caring responsibilities*	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The LFB does not currently record DEI staff data for caring responsibilities.</p> <p>Caring responsibilities- Agency workers with care responsibilities are limited in the support they can obtain and may lose financial recompense should they need to take time away to fulfil these responsibilities.</p> <p>Contingent Labour New Call Off Contract could therefore negatively impact staff with caring responsibilities.</p> <p>No caring Data for contracting staff can be provided as data is not collated for staff.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

¹

¹ *While these are not technically protected characteristics, it is still unlawful to discriminate against those within these communities.



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Explain why a full EIA is not required:

Signed by the Submitter

Name: Sarah Martin

Rank/Grade: TMG C

Date: 18/06/25

Email the completed form to EqualityImpactAssessment@london-fire.gov.uk



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To be completed by the EIA team, and returned to the submitter:

Initial Recommendations

✓ ☐ **Further information required**

Insufficient information to support a recommendation

☐ **Continue with no change required [Recommendation 1]**

No adverse impact(s) identified and full explanations provided

✓ ☐ **Full EIA required for affected characteristic before proceeding further**

Adverse impact(s) identified

Next steps

Thank you for sending through the EIA with this information.

Firstly, it is important to note that the workforce staff data supplied in this EIA is not relevant as LFB do not collect data on their agency workforce contingent. It would be useful to highlight this in the main text sections and remove the information.

Pregnancy - it is queried if the pregnancy and maternity policy does impact contract workers? As contractors do not meet eligibility criteria and therefore, there could be a risk that a renewed contract with Reed could put agency workers at a detriment should they become pregnant



LONDON FIRE BRIGADE

Equality Impact Assessment (EIA) Initial Screening Form

outside of an LFB contract as they would only be eligible for statutory maternity pay through Reed. This should be clarified in the main text and changed to highlight a negative impact and outline what mitigations there could be.

Disability could be considered a negative impact, are agency workers able to request for reasonable adjustments through occupational health in the same way as an LFB contract – mitigations if required should be outlined.

Caring responsibilities- Agency workers with care responsibilities are limited in the support they can obtain and may lose financial recompense should they need to take time away to fulfil these responsibilities.

We understand that this is a continuation of an activity so these above questions of mitigations may not currently be impacted on the EIA. We invite you to complete a full EIA form.

Name:

Becca

Sutton

Date: 19/06/2025