

# Electric Vehicle Charging Infrastructure

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**Report to:**

Investment & Finance Board.....  
Commissioner's Board.....  
Deputy Mayor's Fire Board.....  
London Fire Commissioner .....

**Date:**

4 August 2025  
13 August 2025  
26 August 2025

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**Report by:**

Mark Smith – Fleet Strategy and Carbon Net Zero Manager

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**Authorising Head of Service:**

Laura Birnbaum – Assistant Director of Property and Technical Support Services (TSS)

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**Report classification:**

For decision

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**For publication/Not for publication:** For publication

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**Values met.**

Service  
Teamwork  
Equity  
Courage  
Learning

I agree the recommended decision below.



**Jonathan Smith**  
London Fire Commissioner

Date

This decision was remotely  
signed on 12 December 2025

# PART ONE

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

### Executive Summary

The Mayor of London has set a target for London to be net zero carbon by 2030. To support this ambition, experts analysed the possible pathways to achieving net zero. The mayor selected the Accelerated Green pathway as the preferred option for London. This pathway balances ambition with deliverability.

Decarbonisation of London Fire Brigade (LFB) fleet operations will follow this pathway as detailed in the LFB Fleet Strategy 2024-2035 and LFB Carbon Net Zero (CNZ) Strategy. Predominantly electric cars have been in use throughout LFB for some time with vans being replaced with Electric Vehicle (EV) during 2026/7. All LFB fleet heavy vehicles are planned to be replaced with electric versions at their next scheduled cyclical replacements, some existing vehicles may have working lives extended subject to condition assessment in advance of their scheduled replacement.

Replacement of the LFB fleet with electric vehicles requires suitable EV charging infrastructure to be deployed across the LFB estate ahead of the incoming vehicles making the deployment of this equipment critical for future operational capability.

This report seeks approval for finance, capital expenditure and cost recovery for infrastructure in phases 1, 2 and 3.a. to be completed within 2 years to enable the transition to a zero tailpipe emissions LFB fleet in accordance with the Accelerated Green Pathway whilst supporting partner organisations transitions by sharing access to high-powered EV charging equipment at LFB premises.

Charger installations will be progressed in phases as fire station grid capacity increases are completed enabling the use of high-powered charging equipment. Approval will be sought for Phase 3.b at a future date, taking into account the experience of the earlier phases including on cost recovery.

Phase	Works Completed	Duration	Cost Recovery
1.	Replacement of Existing Low-Powered Chargers	6 Months	Staff Only
2.	Targeted Installation of Mixed Additional Chargers for new LFB fleet vehicles	6 Months	Staff Only
3.a.	High-Powered Charger Installations at Sites with Electrical Capacity Upgrades Completed	1 Year	Staff and Third Party
3.b.	High -Powered Charger Installations at Sites Following Electrical Capacity Upgrades	6 Years	Staff and Third Party

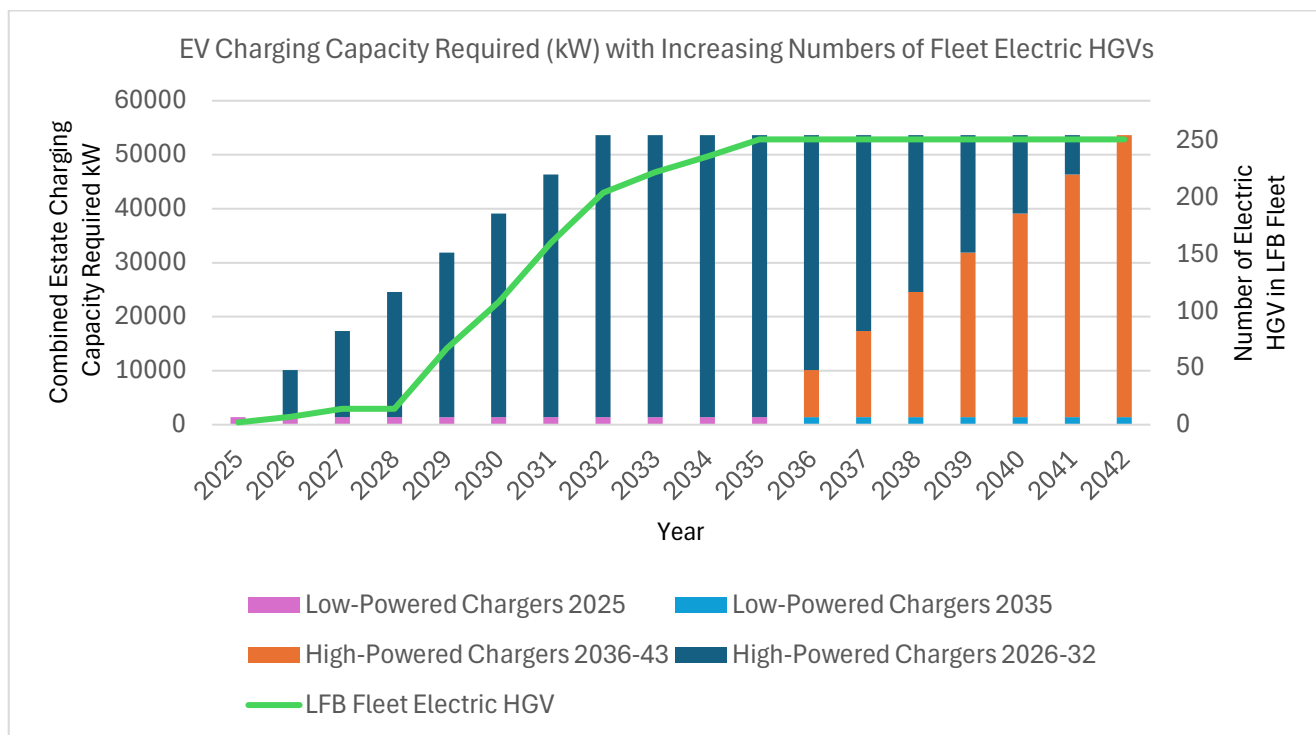
## For the London Fire Commissioner

The LFC authorises the Director of Corporate Services to expend, or to authorise expenditure by the relevant head of service, the sums authorised by the Deputy Mayor and to amend the LFC accounts or departmental accounts as necessary.

The LFC authorises the Assistant Director, Procurement and Commercial, in consultation with the Assistant Director Property and TSS, to undertake any procurement activity and sign any agreement required to effect the proposals in this report including, but not limited to, a contract for electric vehicle charging equipment be entered into in accordance with the arrangements set out in this report.

### 1 Introduction and background

- 1.1 LFB presently have aged, and unreliable low-powered EV chargers installed throughout the estate, with only one or two per site. These are utilised for fleet vehicles, officers' cars and staff private vehicle charging. These chargers operate a closed communication protocol, meaning they can only be operated by the supplier's software system. The supplier has advised that they are leaving the fleet EV charging market so will no longer be supporting these products meaning their replacement must be expedited.
- 1.2 Additional EV chargers are required in several locations in the short term, connecting to existing power supplies, to provide charging capacity for incoming new electric fleet vehicles.
- 1.3 High-powered EV charging equipment is required throughout the LFB estate in advance of the training which will be required ahead of the deployment of heavy electric vehicles. Work to provide the increased electrical capacity required to power these chargers is well underway as part of LFC-23-072y Carbon Net Zero (CNZ)- Provision of Increased Electrical Power at 55 Fire Stations for which GLA Green Finance Funding has already been secured.



- 1.4 The installation of high-powered EV charging infrastructure at LFB premises may help LFB meet its commitment to the Greater London Authority (GLA) commitment to provide access to EV charging for London Ambulance Service, Metropolitan Police Service and GLA partner organisations fleet vehicles by chargers being made available when equipment is not in use with LFB fleet vehicles. This can be facilitated where practical and where space permits by LFB providing designated charging bays at LFB premises, outside of station buildings and secure yard areas, with EV chargers of up to 150kW capacity. These chargers will not be made accessible to the public to ensure availability for emergency service vehicles 24/7.
- 1.5 Revenue funding has been secured for three years to provide the Charge Point Management System (CPMS) and Infrastructure Maintenance Service (IMS). which is required to operate all the EV charging infrastructure.

## 2 Objectives and expected outcomes.

- 2.1 This report seeks approval to procure and install both types of EV charging equipment throughout the LFB estate to the value set out in the Part 2 report for: the first two phases of works being replacement of the existing low-powered charging equipment and targeted installation of additional chargers ahead of the delivery of new electric fleet vehicles; and the first year of the 3<sup>rd</sup> phase of seven years works being the installation of high-powered charging equipment and associated infrastructure at an average of 14-15 sites per year, following the progress of increasing the premises incoming power supplies which is already underway. This meets the future LFB fleet EV charging requirements in line with the fleet Asset Replacement Program (ARP).
- 2.2 The Mayors Green Finance Fund is intended to be utilised to provide financing for the remaining 6 years (Phase 3b) from 2027/28 to 2032/33 at the value set out in the Part 2 report for the capital required for procuring the EV charging infrastructure. This will be subject to a future application. This fund allows finance to be drawn down as required for each stage of work completed.

- 2.3 Cost of the initial investment in charging infrastructure will be funded from existing LFB budgets by reprioritising the capital programme. Cost recovery from staff and third-party charger use will be accrued along with monitoring of LFB fleet fuel costs reduction to provide evidence of LFB's ability to afford repayments for future borrowing.
- 2.4 Cost recovery to cover the repayment costs of the future Green Finance Fund (GFF) loans is intended to be provided predominantly by the third-party use of the high-powered charging equipment, with a small contribution from the staff use of the low-powered chargers at LFB premises at the values set out in the Part 2 report appendix. Should cost recovery exceed annual expenditure in the future the rates may be reduced accordingly following any adjustment required for previously incurred deficit. Cost avoidance from the reduction in cost of purchasing fuel vs electricity will also be considered against repayment costs initially but may be allocated against future vehicle costs if appropriate following maturity of third-party charging cost recovery. Charging infrastructure is required ahead of future Zero Emission Pumping Appliance (ZEPA) prototypes and other LFB fleet large electric vehicles to enable their operation.
- 2.5 There is not presently any budget allocated for continuation of the CPMS provision following the initial three-year funded period. It is expected that CPMS costs following this will be covered by cost recovery.
- 2.6 Timing of infrastructure deployment to meet LFB fleet EV requirements, upgraded power availability and staff and third-party charging needs will be critical in keeping cost recovery in line with future GFF repayment requirements. The flexibility of the GFF draw-down facility will help support this requirement.
- 2.7 Failure to replace LFB's present low-powered EV chargers would result in operational difficulties for the existing fleet electric vehicles due to the existing chargers ceasing to work, and therefore LFB would incur significantly increased costs from public EV charger rates and lost productivity from staff having to wait away from stations whilst vehicles are charged. It may also increase the cost of living for staff members that presently utilise the chargers for private vehicles should they have no other options than utilising expensive public EV chargers.
- 2.8 Failure to provide high-powered charging infrastructure across the LFB estate would require the purchase of replacement internal combustion engine vehicles at the end of the present asset's life cycles, this would delay LFBs transition to electric vehicles whilst committing the fleet to exhaust emissions for a further 12-15 years from the point of replacement.

### **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 The Brigade values which are met by this report are:
- Service: we put the public first- Ensuring that LFB operate electric fleet vehicles with appropriate infrastructure helps achieve our service standards while contributing to improved air quality and avoids future fleet downtime, ultimately protecting the public better.
  - Teamwork: we work together and include everyone - Making our vehicle charging equipment available to officers for their cars and staff private vehicles demonstrates teamworking with our colleagues.

- Equity: we treat everyone fairly according to their needs- New reliable low-powered chargers will make cost effective EV charging at work available for all staff that drive in.
- Courage: we step up to the challenge - While this is a large challenge we are committed to achieving our carbon net zero and pollution reduction goals.
- Learning: we listen so that we can improve- We liaise with partners in London – GLA, LAS etc. to understand their progress, and stay ahead of industry learning from adjacent sectors.

## 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 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 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 to the need to:

- tackle prejudice
- promote understanding.

4.8 Installation of new EV charging equipment provides the opportunity to utilise PAS1899 – Electric Vehicles Accessible Charging Specification guidelines to provide improved accessibility for charger users.

4.9 An EIA has been approved with no negative impacts identified.

## **5 Other considerations**

### **Workforce comments**

- 5.1 In readiness for the need to effectively deliver the LFB Fleet and Carbon Net Zero strategies – the most recent staff consultation has implemented the following changes with administration of EV charging related tasks moved from Sustainability to the FLEET team and is expected to be approx. 0.3FTE completed by Fleet Management Officers.
- 5.2 Scheduling of the EV charger installations is linked with the deployment of increased capacity grid connections and will be managed by the Fleet Strategy & Carbon Net Zero Manager with support from the Head of Decarbonisation.
- 5.3 The new role of Decarbonisation Manager will oversee works relating to the installation of EV charging equipment at LFB premises.
- 5.4 Project management of installations will be the responsibility of the supplier. Reporting will be provided to LFB Programme Management Office (PMO).

### **Sustainability comments**

- 5.5 A full SDIA has been completed and approved.
- 5.6 Positive impacts include the ability to consider PAS1899 Accessible Charge Point Guidance for new charger installations and the enabling, by facilitating the transition to electric vehicles, of reduction of carbon use, exhaust fumes and noise pollution along with future reduced fleet operating costs.
- 5.7 Negative impacts are the consumption of fuel and materials during manufacture, delivery and installation of equipment, which will be minimized by utilising a scoring mechanism during procurement, and the financial investment required although this will be minimized by the use of cost recovery as detailed in the Part 2 report.

### **Procurement comments**

- 5.8 This requirement will be tendered in accordance with the respective procurement regulations and the LFBs Scheme of Governance.
- 5.9 The ITT will be issued via the LFBs In-Tend procurement platform.
- 5.10 The procurement team will develop a full procurement strategy with the Property and Technical Services team.

- 5.11 This strategy will investigate the options that the new Procurement Act 2023 regulations can provide. This will be balanced against using an existing Frameworks that Public Buying Organisations (PBO) such as CCS, TPPL and ESPO provide to the public sector.
- 5.12 The procurement strategy will also factor in future technical developments to ensure that the LFB benefits from this rapidly developing technology.
- 5.13 The exact duration of the contract(s) and the structure of the extension options will be established to support the LFBs Fleet electrification strategy and to provide LFB with future flexibility.

### **Communications comments**

No communications comment received.

## **6 Financial comments**

- 6.1 This report recommends that capital expenditure is agreed, for the amount set out in the part two report, for the purposes of providing EV charging equipment. The revenue capital financing cost implications of this proposal is set out in part two.
- 6.2 The report also notes that revenue funding is already available to source a new charge point management system and maintenance service for a three-year period. The ongoing cost after that point is expected to be funded through cost recovery.
- 6.3 Additional finance comments are set out in the part two report.

## **7 Legal Comments**

- 7.1 Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "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 Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.
- 7.2 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").
- 7.3 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...".
- 7.4 The statutory basis for the actions proposed in this report is provided by sections 7 and 5A of the Fire and Rescue Services Act 2004 ("FRSA 2004"). Section 7 (2)(a) FRSA 2004 the LFC has the power to secure the provision of personnel, services and equipment necessary to efficiently meet all normal requirements for firefighting and section 5A allows the LFC to procure personnel, services and equipment they consider appropriate for purposes incidental or indirectly incidental to their functional purposes.
- 7.5 There are risks associated with this approach. There are no guarantees that other emergency services will use these changepoints once installed so the entire costs of capital funding and running charges might need to be met by the LFC. The infrastructure provider might withdraw from the market, as per BP Pulse, or the equipment installed may become obsolete over time.

This could require another replacement of the EV charger estate and new installations or software to support them.

- 7.6 The chargers will be installed across much of the LFC estate. Risks will need to be balanced with other third-party user rights on sites such as telecoms and cabling to ensure that the new EVs do not compromise existing land rights and connections. The installation will be further complicated by landlord requirements on PFI and leasehold stations and sites, and where buildings are listed by Historic England. These consents will add complexity, cost and timescales to the installation process.

## List of appendices

Appendix	Title	Open or confidential*
1	EIA	Open
2	SDIA	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](#)

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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 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 demonstrate 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 against the characteristics where a negative impact has been identified, and further adjustments or justification 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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## Equality Impact Assessment (EIA) Initial Screening Form

### A. Summary of EIA

- Name of activity/policy - ***Electric Vehicle Charging Infrastructure LFC report***
- Background of activity, and anticipated outcomes- ***LFC Report seeking approval for installation of replacement and additional electric vehicle charging equipment throughout the LFB estate***
- Target audience of activity- ***All users of LFB fleet vehicles and staff members that wish to utilise LFB EV charging equipment for their private cars***
- Reason for impact assessment- ***Having due regard to Public Sector Equality Duty (PSED), this EIA is being performed to assess the effect this Electric Vehicle Charging Infrastructure LFC report and supporting material has on LFB's workforce.***
- Supporting documents- [PAS 1899:2022 Electric Vehicles Accessible Charging | BSI](#)

### B. Team responsible for the activity

#### EIA Author(s):

Name: Mark Smith  
Job title: Fleet Strategy and Carbon Net Zero Manager  
Department: Property and Technical Support Services (TSS)

#### EIA Owner(s):

Name: Laura Birnbaum  
Job title: Assistant Director of Property and Technical Support Services (TSS)  
Department: Property and Technical Support Services (TSS)

### C. Supporting documents



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## Equality Impact Assessment (EIA) Initial Screening Form

<p style="text-align: center;"> <a href="#">Public Sector Equality Duty</a>  <a href="#">Equality Act 2010</a>            Your London Fire Brigade – <a href="#">Our plan for 2023-2029</a> (CRMP)            LFB <a href="#">Values</a>            People Services Strategy            Grey Book  <a href="#">LFB Equity Policy</a>  <a href="#">Protected characteristics resource library</a>            Policy No. 370 <a href="#">Policies and procedures guidance</a>            Policy No.290 <a href="#">Translation and interpretation</a>  <a href="#">Inclusive and accessible documents for neurodivergent individuals – tips and resources 2024</a>  <a href="#">The LFB key EDI terminology</a>            HRE36 <a href="#">Meeting the religious, spiritual and pastoral care needs of staff</a>  <a href="#">Role to rank collective agreement 2019</a>            Policy No. 1005 <a href="#">Supporting health and wellbeing</a>            Policy No. 323 <a href="#">Trans inclusion policy</a>            Policy No. 555 <a href="#">Family support leave (including maternity) policy</a> </p>	<p>           Policy No. 313 <a href="#">Maternity provisions – breast feeding policy</a>            Policy No. 969 <a href="#">Menopause policy</a>            Policy No. 448 <a href="#">Working with choice – flexible working options policy</a>            Policy No. 538 <a href="#">Annual leave and public holiday leave allocation policy – operational staff</a>            Policy No. 651 <a href="#">Station allocation and transfer policy</a>            Policy No. 788 <a href="#">Electronic Personal Record File (E-prf) policy</a>            Policy No. 327 <a href="#">Guidance for senior managers in relation to mobilising and rota management</a>            Policy No. 538 - <a href="#">station based establishment and skills requirements</a>  <a href="#">Role to rank collective agreement 2019</a>            Policy No. 512 – <a href="#">Special leave policy</a>            Policy No. 888 – <a href="#">Partial attendance policy</a>            Policy No. 1008 – <a href="#">Trade union time off and facilities policy</a>            Policy No. 965 – <a href="#">Equality support groups</a>            Policy No. 251 – <a href="#">Station Working Routines</a> </p>
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## Equality Impact Assessment (EIA) Initial Screening Form

E. Equality and diversity considerations					
Protected Characteristic	Positive Impact ✓	Negative Impact ✓	Summary of impact	Is a mitigating action required?	
				Yes	No
<b>Age</b>	<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 Electric Vehicle Charging Infrastructure LFC report and its supporting documents</p> <p>It is considered that the provisions/activity of Electric Vehicle Charging Infrastructure LFC report does not negatively disproportionately impact staff with this protected characteristic.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>LFB has a duty to make reasonable adjustments for staff within this protected group. The provision of reasonable adjustments for staff within this protected group ensures that a person is not treated less favorably or placed at a substantial disadvantage because of their disability.</p> <p>The policy 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". It is acknowledged that the implementation of workplace adjustments eliminates discrimination and provides advancement of opportunity for those with a disability. This in turn allows staff with or without this protected characteristic to access and use these policy provisions thereby ensuring all staff performing the regulatory roles to which this policy applies, can foster and maintain good working relationships with colleagues.</p> <p>The Electric Vehicle Charging Infrastructure LFC report and its supporting documents set out the requirement for PAS1899 Accessible Charge Point Guidance to be applied for installation of electric vehicle charging infrastructure. This standard covers physical design and</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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## Equality Impact Assessment (EIA) Initial Screening Form

			<p>neurodivergent requirements relating to vehicle charging equipment which may be viewed as reasonable adjustments to ensure that staff within this protected group do not suffer any negative impact related to the use of this equipment.</p> <p>It is considered that the provisions/activity of Electric Vehicle Charging Infrastructure LFC report does not negatively disproportionately impact staff with this protected characteristic.</p>		
<b>Gender Reassignment</b>	<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" when formulating the provisions of the Electric Vehicle Charging Infrastructure LFC report and its supporting documents.</p> <p>It is considered that the provisions/activity of Electric Vehicle Charging Infrastructure LFC report does not negatively disproportionately impact staff with this protected characteristic.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Marriage / Civil Partnership</b>	<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 provisions/activity of the Electric Vehicle Charging Infrastructure LFC report does not negatively disproportionately impact staff with this protected characteristic.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Pregnancy / Maternity</b>	<input checked="" type="checkbox"/>	<input 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>However, 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 their 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</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Equality Impact Assessment (EIA) Initial Screening Form

			<p>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 <a href="#">Pregnancy - Possible Risks Guide</a>. This guide contains sections on "general precautionary measures", "manual handling of loads" (which covers physical work), "extremes of cold and heat" and "movements and postures" to assist managers in the implementation of mitigating measures such as i) introducing frequent rest breaks to reduce fatigue or ii) reducing physical activities to ensure staff within this protected group are fully supported in their role which in turn supports access to the policy provisions of PN489.</p> <p>It is considered that the provisions of the Electric Vehicle Charging Infrastructure LFC report does not negatively disproportionately impact staff with this protected characteristic.</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 <i>"Assessing the risks to the health and safety of their employees and any other person(s) affected by the Brigade's work activities in accordance with its policies and procedures and, where possible, the elimination or reduction of those risks."</i> It is considered that the Electric Vehicle Charging Infrastructure LFC report and its associated policies provides appropriate mitigation for potential risks relating to installation and subsequent use of electric vehicle charging infrastructure by utilising PAS1899 accessible charge point guidance, and providing increased LFB premises vehicle charging capacity which may help pregnant staff stay near welfare facilities at LFB premises whilst charging fleet vehicles as opposed to waiting at public charging infrastructure for prolonged periods of time.</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 the Electric Vehicle Charging Infrastructure LFC report and its supporting material.</p> <p>It is considered that the policy provisions of the Electric Vehicle Charging Infrastructure LFC report does not negatively disproportionately impact staff across different ethnicities.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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<b>Religion / Belief</b>	<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 the Electric Vehicle Charging Infrastructure LFC report.</p> <p>It is considered that the policy provisions of the Electric Vehicle Charging Infrastructure LFC report does not negatively disproportionately impact staff across different religions or beliefs.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Sex</b>	<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> <p>It is considered that the policy provisions of the Electric Vehicle Charging Infrastructure LFC report 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 the Electric Vehicle Charging Infrastructure LFC report 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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Sexual Orientation</b>	<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 the Electric Vehicle Charging Infrastructure LFC report.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Equality Impact Assessment (EIA) Initial Screening Form

			It is considered that the policy provisions of the Electric Vehicle Charging Infrastructure LFC report does not negatively disproportionately impact staff across different sexual orientation.		
<b>Socio Economic*</b>	<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 the Electric Vehicle Charging Infrastructure LFC report and its supporting material. It is considered that the provisions of the Electric Vehicle Charging Infrastructure LFC report has no restrictions to staff based on their socio-economic background.</p> <p>The outcome of the report will provide more reliable and greater numbers of electric vehicle charge points at LFB premises which may be used, subject to terms and conditions of use, by staff to charge their own private electric vehicles at rates significantly cheaper than utilising public EV charging. This may support staff members cost of living so may be seen as an improvement.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Caring responsibilities*</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The LFB does not currently record DEI staff data for caring responsibilities, but for this EIA it has been considered across all staffing groups in the workforce. Due regard has been given to LFB Policy Note PN 448 "Working with Choice" when formulating the provisions of the Electric Vehicle Charging Infrastructure LFC report and its supporting material.</p> <p>It is considered that the policy provisions of the Electric Vehicle Charging Infrastructure LFC report have no restrictions on staff with caring responsibilities.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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## Equality Impact Assessment (EIA) Initial Screening Form

Submit the completed form to [EqualityImpactAssessment@london-fire.gov.uk](mailto:EqualityImpactAssessment@london-fire.gov.uk)



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## Equality Impact Assessment (EIA) Initial Screening Form

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

Initial Recommendations
<input checked="" type="checkbox"/> <b>Continue with no change required [Recommendation 1]</b> No adverse impact(s) identified and full explanations provided
Next steps
No further action required.  <b>Name:</b> Chineye Nwagagbo <b>Date:</b> 18/06/2025

# Sustainable Development Impact Assessment Checklist

Project Name/ Policy Name & No: \_\_\_Electric Vehicle Charging Infrastructure

Contact Person: \_\_\_Mark Smith\_\_\_\_\_

Date completed: \_\_\_17/06/2025\_\_\_\_\_

Please send through the completed checklist with a copy of the project PID or the draft policy to [environment@london-fire.gov.uk](mailto:environment@london-fire.gov.uk). For existing policies undergoing minor amendments, please send through a marked up copy of the policy, with the original SDIA.

Other impact assessments completed				Yes	No
1. Has an Equalities Impact Assessment been completed?				<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Has a Health, Safety and Wellbeing assessment been completed?				<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Environmental Impacts</b>					
3. Will this consume any of the following (please tick those that apply and state how and if this would increase or decrease our consumption):					
Gas	<input type="checkbox"/>	Electricity	<input checked="" type="checkbox"/>	Water	<input type="checkbox"/>
Petrol or diesel	<input checked="" type="checkbox"/>	Hazardous chemicals	<input type="checkbox"/>	Other natural resources e.g. timber	<input checked="" type="checkbox"/>
<b>Comments:</b> <b>Installation of high powered EV charging equipment will involve manufacture of equipment, delivery and works on LFB sites to install equipment which will consume limited fossil fuel</b>					
4. Will this produce or reduce our production of (please tick those that apply and describe what and how):					
Non-hazardous waste	<input type="checkbox"/>	Hazardous waste (see PN 862)	<input type="checkbox"/>	pollutants to air, land or water?	<input checked="" type="checkbox"/>
<b>Comments:</b> <b>Use of high powered EV charging equipment will facilitate the use of electric fleet vehicles eventually eliminating exhaust pollutants from LFB fleet operations</b>					
5. Will this impact (positively or negatively):				Yes	No
a. Operational/business travel by staff				<input checked="" type="checkbox"/>	<input type="checkbox"/>
b. Travel/deliveries by our suppliers				<input checked="" type="checkbox"/>	<input type="checkbox"/>
c. Environmental protection at incidents				<input type="checkbox"/>	<input checked="" type="checkbox"/>
d. a Site of Special Scientific Interest				<input type="checkbox"/>	<input checked="" type="checkbox"/>
e. Gardens or other wildlife at stations/brigade sites (e.g. nesting birds or bats)				<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Comments:</b>					

**Installation of high powered EV chargers at fire stations will facilitate the use of more electric vehicles by LFB, and also support staff members use of plug in vehicles for their commuting journeys by providing greater access to vehicle charging whilst at work. LFB EV chargers will also be made available for third party use by GLA partners such as London Ambulance and Metropolitan Police helping these organisations reduce their pollution within London**

Procurement	Yes	No
6. Will this result in the purchase of goods, services or works or influence how they are procured?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
f. Is this for a purchase of greater than £1m?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
g. Will this use/result in a tender for manufactured goods such as electronics, textiles, and building materials?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
h. Will this service require low skilled/low paid employees?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
i. Will the goods consume utilities or consumables?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
j. Does this involve major works taking place?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
k. If so are BREEAM and Ecological surveys required?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
l. Will this support future cost avoidance?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
m. Could all or part of the purchase be provided by small or local businesses?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
n. Could this be delivered by a voluntary/community sector organisation?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
o. Has a Request For Tender been submitted to Procurement through hotwire?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Comments:</b>		

This will result in the renewal of existing aged and unreliable low-powered charging equipment throughout the LFB estate, and targeted installation of additional chargers ahead of the delivery of new electric fleet vehicles during 2025/26. This will be followed by purchase and installation of high powered EV charging equipment over a seven year period from 2026/27 to 2032/33. Production and installation will be completed by competent skilled employees working for suppliers. The works on site will consume utility power and consumables associated with physical installation of equipment, but this will be minimal in comparison to the reduction in usage of fossil fuels achieved by the equipment during its working life. Installation of this equipment will not involve major works as it will be connected to power supplies at fire stations that have already been upgraded. This will support future cost avoidance by allowing vehicles to be powered by electricity purchased at utility rates as opposed to fossil fuels, it will also reduce energy consumption as vehicles will not have to travel to external fuel stations as charging will be available at their base locations. Subject to the outcome of future procurement a local business may be the successful supplier, this would also be preferable from a maintenance and support perspective so will be a scored requirement during procurement. There are no known voluntary or community groups capable of completing this type of work. A request for tender has not been submitted yet – this SDIA checklist is supporting an LFC paper requesting funding.

**For the SD Team to complete:**

Policy sustainability risk rating: High

Inputs/outputs/ impacts to address in Full SDIA: A full SDIA is required to address the potential impacts.

Date completed: 24/07/2025 Ellie Wright

# Full SDIA Template

<b>Name or Title of Policy/Project and Reference Number (if available):</b>		
Electric Vehicle Charging Infrastructure		
<b>Purpose of Policy/Project:</b>		
LFC report providing long term solution for electric vehicle charging infrastructure throughout the LFB estate. This is an enabling solution covering replacement of present aged EV charging equipment along with installation of new infrastructure suitable to support the future LFB full electric vehicle fleet.		
<b>What are the potentially negative impacts or benefits against the 6 areas of LFB's sustainability framework?</b>		<b>Have any opportunities for improvement or reducing negative impacts been identified?</b>
<b>Equalities and Social Inclusion</b>	Positive impact – new charger installations provide the opportunity to incorporate PAS1899 accessible charge point guidance	N/A
<b>Climate Change</b>	Positive impact – reduction in carbon usage	N/A
<b>Environment &amp; Its Resources</b>	Positive impact – reduction in pollution Negative impact – limited resources consumed during manufacture, transport and installation of equipment	Procurement exercise will include scored sustainability criteria
<b>Community Safety</b>	No impact	N/A
<b>Health, Safety &amp; Wellbeing</b>	Positive impact- reduction of exhaust fume and noise pollution	
<b>Economic Sustainability</b>	Negative impact – significant investment Positive impact – long term reduced LFB fleet vehicle operating costs	Long term opportunity to recover capital investment cost from third party use of infrastructure
<b>What evidence or information has helped to indicate what the potential impacts will be? Did you seek any further advice or guidance from any internal or external sources, and if so how have they contributed?</b>		
The benefits of replacing internal combustion engine vehicles with electric are well documented. LFB Fleet Strategy 2024-2035 includes summary comparison information.		
<b>How will any changes be implemented?</b>		
2025/26 replacement of existing aged low-powered EV chargers and targeted installation of new chargers ahead of incoming new electric fleet vehicle deliveries. 2026/27 to 2032/33 14 to 15 fire stations per year will have high-powered EV charging infrastructure installed.. This equipment will be connected to the increased capacity grid connections and/or new dedicated substations which are being completed by the LFB CNZ team.		
<b>Is a Procurement to take place as part of the policy/project?</b>		
Yes – this will utilise an existing specialist public sector procurement framework		
<b>Contact</b>	Mark Smith – Fleet Strategy & Carbon Net Zero Manager	

## To be completed by the Sustainable Development Team

<b>Date Approved*</b>	For policies only
<b>Sustainable Development Team Comments</b>	
<b>Legal Compliance</b>	
<b>EMS Aspects</b>	
<b>General Comments</b>	

<b>Review</b>
<b>Is a review of this SDIA required? No</b>
<b>If yes, detail:</b>

<b>Board Sign off date</b>	17/06/2025
<b>Review date</b>	NA.

Signed off by Ellie Wright- 24/07/2025