

# Sustainable Development Annual Report 2024/2025

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**Report to:**

Service Delivery Board .....  
Commissioner's Board .....  
Deputy Mayor's Fire Board.....  
London Fire Commissioner

**Date:**

22 July 2025  
10 September 2025  
23 September 2025

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**Report by:**

Jennifer Porter - Head of Sustainable Development

**Authorising Head of Service:**

David Rowell - Assistant Director Procurement and Commercial

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**Report classification:**

For decision

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**For publication**

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**Values met**

Service  
Integrity  
Teamwork  
Equity  
Courage  
Learning

I agree the recommended decision below.



**Jonathan Smith**  
London Fire Commissioner

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

# PART ONE

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

### Executive Summary

This report presents the Sustainable Development Annual Report, covering the fiscal year 2024-2025 for publication. This report:

- Summarises the performance of the London Fire Commissioner (LFC) on sustainable development related indicators and key initiatives to drive improvement in that performance;
- Outlines progress against the LFC's Sustainable Development Strategy 2023-2025.

### Proposed decision – the London Fire Commissioner

That the London Fire Commissioner:

1. Notes the content of this report, the performance against targets, and the progress in delivery of the Sustainable Development Strategy 2023-2025.
2. The Sustainable Development Annual Report for 2024-2025 as set out in Appendix 1, is approved for publication on the London Fire Brigade website.

## 1. Introduction and background

- 1.1. The Sustainable Development Annual Report for 2024-25 as set out in Appendix 1, is structured around the six strands of the LFC's sustainable development framework as set out in the 2023-25 Sustainable Development (SD) strategy (FP1818) and the 11 objectives of that strategy. The Sustainable Development Strategy was updated in March 2023, and a 2026-2030 Strategy will be published in 2026.
- 1.2. The LFC's Corporate Delivery Plan, which sets out what will be achieved over the life of the Community Risk Management Plan (CRMP) 'Your London Fire Brigade 2023–2029' is underpinned by four pillars; Engaging with you, Protecting you, Learning from you and Representing you. These are supported by eight commitments, each of which has a programme of improvement activities attached to ensure the plan is delivered. Sustainable Development is key to our Delivery Plans with details on corporate performance indicators and targets outlined in the Sustainable Development Strategy and reported in the Sustainable Development Annual Report.
- 1.3. The Sustainable Development Annual Report describes performance and provides highlights of the year's activities aimed at improving performance against environmental and sustainability

metrics and covers new and key initiatives rather than listing business as usual actions and related activities.

- 1.4.** Corporate indicators included in the report provide a summary overview of performance in line with LFC's SD strategy and are contained in the publicly available LFC Performance reports. Additional indicators that provide a broader view of relevant performance are those adopted from the Mayor's London Environment Strategy (LES) and the Greater London Authority (GLA) Group Responsible Procurement Implementation Plan (RPIP) indicators.

### Progress against Sustainable Development Strategy Indicators Groups

This is split across the 6 main groupings of indicators as follows:

Indicator	Overarching Plan/Strategy	Target performance	2024-25 Progress
<b>Prevention, Protection and Response</b>			
Number of triages via our Online Home Fire Safety Checker <sup>1</sup>	CRMP	18,000 triages	11,088 ▼ ✖
Percentage of high-risk home fire safety visits <sup>2</sup>	CRMP	60%	58.04% ▲ ✖
Station staff time spent on prevention activity	CRMP	10%	13.68% ▲ ✓
Station staff time spent on protection activity	CRMP	3%	3.38% ▲ ✓
Number of fire deaths	CRMP	39	38 ▼ ✓
Number of fire injuries <sup>3</sup>	CRMP	705	727 ▲ ✖
Number of fires in houses & bungalows	CRMP	1,700 per annum	1438 ▼ ✓
Number of fires in flats	CRMP	2,400 per annum	2246 ▲ ✓
Number of fires in care homes and supported living	CRMP	330 per annum	258 ▲ ✓
<p>1. Home Fire Safety Checker (HFSC) triages are a critical measure for the LFC, because triages underpin LFC's strategy to focus resources on those at greatest risk. Two unrelated technical issues with the checker occurred during this quarter 4. The technical issues reduced the number of triage completions. During this time, completions were driven predominantly through organic searches and direct referrals. This shows the hard work that the Brigade's public-facing staff are doing to promote the checker and also shows that the checker is optimised well for search engines.</p> <p>2. LFC has set a challenging target of 60 percent of all HFSVs to be undertaken at high-risk households and LFC exceeded the target each month in Q4. LFC is taking a new, more sophisticated approach to targeting those at risk, including generating referrals directly from partner agencies and using geodemographic risk data. The use of the Station Delivery Plans (SDPs) to support the tactical delivery of Borough Risk Management Plans (BRMPs) is expected to have an impact on this metric in the future as this approach is further embedded.</p> <p>3. LFC is now reporting slightly above the new target of 705. This target has been made more challenging for 2024/25 to reflect our aim of having the lowest rate of fire injuries of any Fire and Rescue Service in England by the end of the 2029 CRMP lifecycle.</p>			
<b>Health, Safety and Wellbeing</b>			
Number of safety Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) <sup>4</sup>	CRMP	56 per annum	73 ▲ ✖
Lost working days due to sickness <sup>5</sup>	CRMP	5.75%	7.57% ▲ ✖

Percentage of managers who have completed training	CRMP	95%	98.61%	▲	✓
<p>4. The target for injuries reportable to the Health and Safety Executive (HSE) under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) for 2024-25 has not been met (73 versus a target of 56). Common themes in injuries are identified and organisational actions are taken where appropriate.</p> <p>5. Sickness continues to be reported above target. Stress, Anxiety and Depression (SAD) is running at 2.08 percent of overall sickness absence, remaining constant for the last 12 months. SAD has been the greatest cause of absence in Control and FRS staff, with Musculoskeletal the greatest cause for Operational staff. Long-term sickness has fallen to 4.63 percent in Q4.</p>					
<b>Equality and Social Inclusion</b>					
Staff Composition- percentage of our staff who are from black, Asian and other ethnically diverse communities <sup>6</sup>	CRMP	19%	18.68%		✗
Staff Composition- percentage of our staff who are female <sup>7</sup>	CRMP	20%	19.13%		✗
Staff Composition- percentage of our staff who are disabled <sup>8</sup>	CRMP	10%	9.04%		✗
Pay gap (gender) demonstrating continuous improvement with long term goal of equal pay	CRMP	+/-3%	-1.55%		✓
Pay gap (ethnic minority), demonstrating continuous improvement with long term goal of equal pay	CRMP	+/-3%	0.62%		✓
Pay gap (differently abled), demonstrating continuous improvement with long term goal of equal pay	CRMP	+/-3%	-0.15%		✓
Spend with SMEs (direct spend), demonstrating an improvement towards the long-term target of 33%	CRMP	20%	29.0%	▲	✓
Spend with SMEs (direct and indirect spend)	GLA RPIP	30%	33.7%	▼	✓
Undisputed SME invoices paid in 10 days	GLA RPIP	90%	92.9%	▲	✓
<p>6. LFC has continued to improve the ethnic diversity of the staff it recruits and is close to meeting this target. The Outreach team has focused on providing experience days for potential applicants and on keeping in touch with those who have expressed an interest in joining LFC as a firefighter. Support groups such as the Asian Fire Service Association and the FBU's Black &amp; Ethnic Minority Members continue to champion underrepresented staff and ensure our policies and processes are supportive to their members.</p> <p>7. LFC has continued to improve the number of women it recruits and is close to meeting the target. The Outreach team has focused on providing experience days for potential applicants and on keeping in touch with those who have expressed an interest in joining LFC. LFC remains committed to supporting groups such as Women in the Fire Service and the Women's Action Committee to ensure policies and processes meet the needs of all staff.</p> <p>8. LFC is close to meeting this target and remains committed to fostering an inclusive workforce and addressing the underrepresentation of staff with disabilities. A review of data highlighted that 9.08 percent of staff disclosed a disability, although several colleagues either left the field blank or preferred not to disclose.</p>					
<b>Environment and Climate Change</b>					
Total CO2 tonnes	CRMP	Net 0 by 2030	8886.90	▼	
Percentage reduction in CO2	CRMP	Net 0 by 2030	-15.6%	▼	
Amount of energy generated through renewable resources <sup>9</sup>	SD Strategy	Continual improvement	5.5%	▼	✗

Percentage of our Fleet which is Zero Emission Capable	SD Strategy	Continual improvement	15%	▶ ✓
Percentage of waste recycled <sup>10</sup>	SD Strategy	80%	65%	▶ ✗
Total Water Consumption (m3)	SD Strategy	Continual reduction	89,234	▼
Green spaces/gardens throughout the LFC estate <sup>11</sup>	SD Strategy	90%	49.9%	▲ ✗
Number of contracts over £5m in value to include organisational carbon management plans	SD Strategy	N/A	25%	▲ ✗
<p>9. The amount of energy generated through renewable resources has reduced in 2024/25. Several factors have contributed to this including data being unavailable at the time of reporting for 19 sites due to equipment faults, PV's needing to be removed to enable roof replacement projects and some equipment such as Combined Heat and Power Units (CHP's) reaching end of life. There is an aim to improve this performance this financial year.</p> <p>10. LFC's recycling rate has continued at the same rate in 2024/25. To improve this, increased training and station audits are being delivered by Bywater's as a contractual requirement. General waste bins are being swapped out for increased recycling bins across the LFC sites.</p> <p>11. Gardens and Green spaces across the LFC estate continue to increase. The new garden application process which has been embedded into the LFC Gardens policy continues to work effectively.</p>				
<b>Economic Value</b>				
Budget Submission SDIAs completed <sup>12</sup>	SD Strategy	100%	22%	✗
Number of workers in the supply chain benefiting from the London Living Wage	GLA RPIP	Continual improvement	175	▼
Annual apprenticeship starts in LFC and on our contracts	GLA RPIP	Continual improvement	294	▲
<p>12. The Sustainable Development Impact Assessment SDIA completion rate for budget submissions is continuing to rise. This new process is being embedded into the LFC SDIA Policy and further training is in development to increase awareness.</p>				
<b>Ensuring that sustainability runs through all our activities</b>				
Project SDIAs completed	SD Strategy	100%	100%	▶ ✓
Policy SDIAs completed <sup>13</sup>	SD Strategy	100%	92%	▲ ✗
Percentage of Staff who have completed Environment Matters Training	SD Strategy	100%	47%	▲ ✗
Percentage of Staff completed Carbon Impact training	SD Strategy	100%	12%	▲ ✗
<p>13. The SDIA completion rate for policies has increased this year, with further training being developed to increase awareness.</p>				

## Core indicators of note:

## Prevention, Protection and Response

- 1.5. Three of LFC's key indicator targets for Prevention, Protection and Response have not been met in 2024/25: The number of triages via our Online Home Fire Safety Checker dropped to 11,088 from 13,099 and the number of fire injuries increased from 722 to 727.
- 1.6. The percentage of high-risk home fire safety visits has increased to 58.3 percent from 55.5 percent in 2023/24 and is close to meeting the challenging 60 percent target.

## Health, Safety and Wellbeing

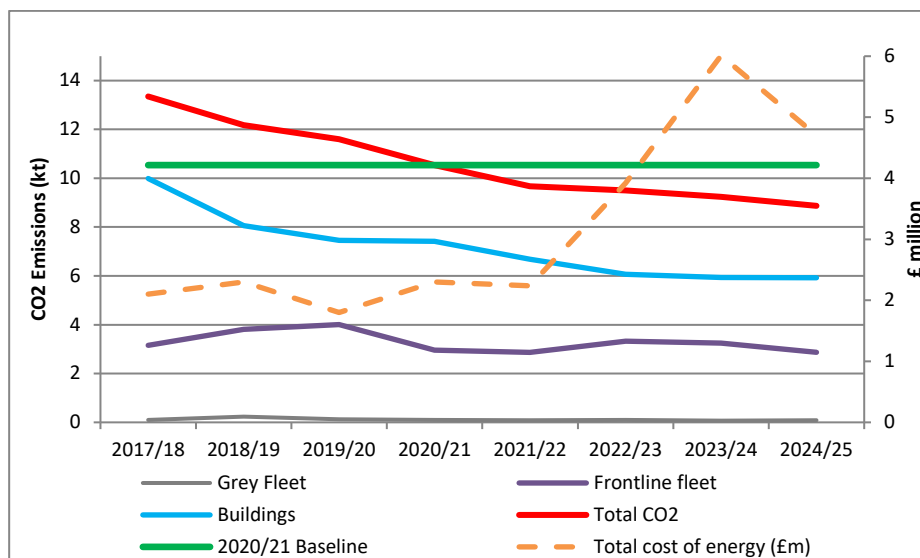
- 1.7. Over 98 per cent of LFC supervisory and middle leaders have now received face-to-face leadership training, supporting their development and improving culture.
- 1.8. There has been an increase in the number of safety Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) from 71 in 2023/24 to 74.
- 1.9. 2024/25 saw an increase in lost working days due to sickness from 7.47 per cent to 7.57 per cent and continues to report above target. Stress, Anxiety and Depression (SAD) has been the greatest cause of absence in Control and FRS staff, with Musculoskeletal the greatest cause for Operational staff.

## Equality and Social Inclusion

- 1.10. Total direct spend with Small and Medium Enterprises (SMEs) increased during 2024/25 to 29 per cent. However, indirect spend with SME's through our suppliers saw a slight decrease.

## Environment and Climate Change

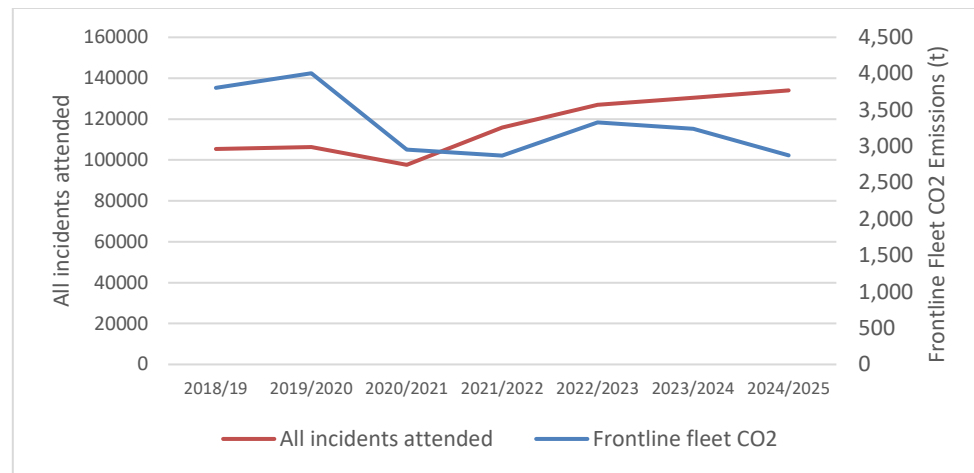
- 1.11. This report covers CO<sub>2</sub> emissions from a carbon scope analysis which includes scope 3, with details documented within Appendix 1. This is in accordance with methodologies laid out in the Greenhouse Gas Protocol.
- 1.12. In 2024/25 Carbon emissions reduced by a further 3.2 per cent from the previous year to -15.6 per cent from our baseline year of 20/21. Chart 1 details this further.



**Chart 1:** Total LFC carbon emissions

- 1.13. Onsite renewable energy generation has decreased to 5 per cent. This is mainly due to data availability at the time of reporting. In addition, some PV's were removed to enable roof replacement projects and some equipment has reached end of life and is being considered. There is an aim to improve the generation this financial year.

- 1.14.** Emissions from fleet vehicles decreased by 10 per cent compared to the previous year. This is primarily due to the roll out of HVO (hydrotreated vegetable oil) fuel to 37 fire stations as a replacement for Diesel. HVO is treated as an "out of scope" emission, as the CO<sub>2</sub> released during combustion is considered offset by the CO<sub>2</sub> absorbed during biomass growth.
- 1.15.** The fluctuations in frontline fleet emissions are still impacted by the number of incidents attended. This is displayed in Chart 2.



**Chart 2:** All LFC Incidents attended and LFC fleet carbon emissions

- 1.16.** A review into LFC's scope 3 emissions took place this year with a new carbon report produced outlining the significant areas of LFC's scope 3 emissions. This will continue to develop as more data from LFC's suppliers is collated.
- 1.17.** The recycling rate remained consistent at 65 per cent. LFC is working with the waste and recycling contractor Bywaters to increase recycling collections and decrease general waste collections across the LFC, in addition to increased training and visits to stations. The LFC continues to send zero waste to landfill.

## Economic Value

- 1.18.** London Living Wage (LLW) does not have a target, but rather a minimum policy compliance as set out in contract terms and conditions with suppliers. All LFC suppliers meet the LLW requirements.
- 1.19.** Apprenticeship starts within LFC increased to 256 including firefighter trainees, 38 of these apprenticeships were through contracts.

## Ensuring that sustainability runs through all our activities

- 1.20.** The LFC Environmental Management System (EMS) provides continual improvement against key environmental risks. In 2024-25, 5 stations improved their degree of control, 5 declined, and 5 stayed the same. Common minor findings relate to waste management and recycling and the appropriate management of spill kits. Having an EMS in place provides assurance that the LFC is compliant with environmental legislation and other compliance requirements. It also helps to reduce the LFC's impact on the environment.
- 1.21.** The Brigades Environment Matters training became mandatory in 2024/25 for both FRS and Operational staff, which lead to a large increase in the completion rates. The completion rate is now 47 percent for all staff, up from 3 percent.

- 1.22. A new internal sustainability guidance and training intranet site was also created to provide staff with a series of resources covering all key areas of Sustainability.

## 2. Objectives and expected outcomes

### **Sustainable Development Strategy 2023- 2025**

- 2.1. The LFC's Sustainable Development Strategy covering 2023-25 brings together the identification of emerging issues with existing strategies and activities across the LFC that support the wider sustainability agenda under one strategic approach. It incorporates actions set out under the Responsible Procurement Implementation Plan, the Carbon Net Zero Strategy, and the Single Environment Plan.
- 2.2. The next Sustainable Development Strategy 2026-2030 will be published in 2026

### **Single Environment Plan**

- 2.3. The Single Environment Plan (LFC 0217 July 2019) has 13 actions, and 40 tasks, of which 32 tasks have been completed. Two are on target, and the remainder are closed. Completed tasks include:

- To reduce our CO2 emissions by 60 percent from 1990 levels by 2025
- Undertake periodic staff travel surveys to inform progress against targets
- Supporting staff to undertake waste audits at Stations to identify local improvement actions.

### **Staff Travel Survey**

- 2.4. Travel related actions are addressed under the Single Environment Action Plan, with performance monitored via travel survey results. The staff travel survey took place in 2024 and highlighted the following key findings; these are discussed further in the appendix of this report:
- 2.5. 48 per cent of all LFC staff travel to work by car (alone). This has decreased from the 2022 travel survey (56 per cent). 36 per cent opted for this method of transport due to being the quickest, whereas 22 per cent chose it based on travel cost;
- 2.6. The Ultra-Low Emission Zone (ULEZ) expansion affected approximately 21 per cent of the staff and they had to upgrade their cars, while 1 per cent of staff currently pay the ULEZ fee. However, 46 per cent responded that their vehicles were already compliant and were not affected by the expansion of the ULEZ. 23 per cent do not drive, and 4 per cent do not need to drive in the ULEZ;
- 2.7. Staff commuting distance is staying consistent with 37 per cent travelling more than 30 miles to work. Staff living 5 miles or less from work has risen further from 13 per cent in 2022 to 14 percent currently;
- 2.8. Out of all respondents, 13 percent of staff spent less than 30 minutes getting to work. The majority (42.0 per cent) travelled between one to two hours to get to work, which is higher than the commuting average in London (38 minutes). 12 per cent spent more than two hours to get to work;
- 2.9. 8 per cent of all staff cycle to get to work, which is consistent compared to the previous survey, the sum of cycling and walking as the primary transport method was 10 per cent;
- 2.10. The use of public transport for business travel was the primary option for 38 per cent of the respondents, with 40 per cent choosing to use public transport, walking or cycling.

## 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 LFC wide values that build on and do not detract from the Code of Ethics.
- 3.2.** The Sustainable Development Strategy and Sustainable Development Annual Report align to the LFC values, this is demonstrated in the Sustainable Development plan for 2024/25 on page 11 of this report:

**3.1.1 Service: we put the public first**

- Prevention, Protection and Response are at the center of the Sustainable Development framework, as detailed in the Sustainable Development Strategy. It is also the area of greatest impact that the LFC can have on improving the sustainability of life for those who live in, work in, or visit London.
- The LFC ensure continued environmental protection and compliance with environmental legislation and other compliance regulations through Fire Station and Departmental audits, continued improvement through the ISO14001 EMS and collaboration with the GLA Group and other Fire and Rescue Services.
- Sustainability considerations are required on all LFC board reports, ensuring potential sustainability risks and opportunities are highlighted, discussed and actioned.

**3.1.2 Integrity: we act with honesty**

- The LFC review and collate pollution prevention notification forms, required after the use of pollution control equipment provided by the Environment Agency (EA). This aids the EA to recover the cost of the items used from the polluter using the 'polluter pays principle'. This enables them to continue funding the equipment.
- The LFC must determine and comply with the compliance obligations and other requirements applicable to our activities. To achieve this the LFC update and review a sustainability compliance register, any relevant compliance amendments and requirements are presented to senior management at least annually in the Sustainable Development Annual Report and/or the EMS Update Annual Report.
- Reporting progress through the Sustainable Development Annual Report provides transparency.

**3.1.3 Teamwork: we work together and include everyone**

- The Sustainable Development Impact Assessment (SDIA) process reviews all policies, projects and budget submissions across the LFC for potential sustainability impacts and ensures these are highlighted and actioned.
- The LFC regularly collaborates with the GLA Group, other Emergency Services (through the Emergency Services Environmental and Sustainability Group and Sustainability Charter the LFC are signatories to) and independent bodies such as Thames Water to share learning, achievement and best practice.
- The LFC are members of the London Anchors Institute Network (LAIN) Procurement, Hiring and Skills, Mentoring Young People and Climate Leadership working groups.

**3.1.4 Equity: we treat everyone fairly according to their needs**

- The LFC publishes a Modern Slavery Statement annually. This statement details the actions

that the LFC are taking to prevent modern slavery, bonded and forced labour, labour rights violations within its supply chain and steps taken to identify, prevent and mitigate risks.

- The LFC aims to improve the performance of key suppliers and eradicate the risks of modern slavery in their organisations and supply chains by using a risk-based approach via the Cabinet Office Modern Slavery Assessment Tool (MSAT).
- The LFC's Sustainable Development Strategy outlines the pillar of Equality and Inclusion and how this aligns with the UN Sustainable Development Goals.

### **3.1.5 Courage: we step up to the challenge**

- Regular stakeholder engagement with internal departments and staff, the GLA Group and other Fire and Rescue Services and Energy Services to ensure best practice, collaboration and learning from mistakes.
- In addition to the annual EMS audit carried out by the British Standards Institute (BSI), the LFC is audited on an annual basis by the GLA Mayor's Office for Policing & Crime (MOPAC) audit team. This encompasses data verification and EMS system review.

### **3.1.6 Learning: we listen so that we can improve**

- A bespoke Fire Service Environmental guidance tool, 'Environment Matters' was developed in collaboration with Avon and Somerset FRS. This e-learning module is now mandatory for all LFC staff. The module covers awareness of good practice in managing and recycling waste; chemical use and storage; water use and conservation; hazardous waste management and disposal; energy efficiency; biodiversity; foam and fuel use; low emission vehicles; environmental protection at stations.
- Carbon Literacy Training was produced and delivered to all Senior leaders; this has been developed into a course available to all LFC staff.
- The LFC developed a programme of guidance notes covering all areas of sustainability and environmental impacts available to all LFC staff.



Trusted to serve and protect London

# Sustainable Development



## Plan for 2025/26

Further improving the social value obtained from the public money we spend by enabling a diverse and inclusive supply chain. Embedding carbon net zero and environmental protection principles, commitments and targets through equipping our staff to ensure that sustainability runs through all our activities.

### THE RISKS WE MANAGE

**Compliance-** ISO14001/ legislation/ GLA/ MOPAC

**Environmental Protection-** Station audits/ Environment Matters/ Pollution Prevention forms

**SDIA's/ Board Report Comments/ Carbon Budget**

**External Reporting**

**Internal Reporting**

**Supply chain-** Modern Slavery- /EDI/ (RPIP)

**Supply chain-** Resource use/ carbon reduction/ waste

### WHAT WE WILL DELIVER IN 2025/26

#### WHAT IS CHANGING- THE IMPROVEMENTS WE ARE MAKING

Carbon Literacy e-learning

Develop and implement an EMS Station improvement awareness program.

Support the Procurement Department through- providing RP advice and guidance, contract Evaluations and RP/SV support

SD Annual Report to Include Carbon & GHG Reporting- Including Scope 3

SD Strategy Consultation and Stakeholder Engagement

EMS Management/ Audits and Best Practice

RP and Social Value Support/ Guidance and Evaluations RPIP & LAIN Reporting

Scope 3 Emissions project

Sustainable Development Strategy Consultation and Stakeholder Engagement

Sustainable Development Guidance notes

Responsible Procurement Templates/ Guidance and Training

Green Champions review and re-launch

### LIVING OUR VALUES



Station audits, EMS, internal reporting



Stakeholder Engagement, SDIA's, LAIN



Guidance notes, Carbon Literacy Training



MSAT, Modern Slavery Statement, Team guidance



Pollution prevention/ Compliance



Stakeholder Engagement and Reporting

## 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:
  - 4.4.1. eliminate discrimination, harassment and victimisation and other prohibited conduct.
  - 4.4.2. advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
  - 4.4.3. 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 Equality Impact Assessment (EIA) was undertaken on 25/06/2025 in consideration of the extension of the proposal to reserve contracts for procurement strategies that support SMEs. The impact assessment identified the proposal would have a positive impact for equalities.

## **5. Other considerations**

### **Workforce comments**

- 5.1. This report provides a performance update only; therefore, staff side consultation has not been carried out.

### **Sustainability comments**

- 5.2. This report provides an update on progress on the LFC's Sustainable Development Strategy and related indicators, targets and identifies future expectations on performance and new targets proposed.

### **Procurement comments**

- 5.3. This report outlines LFC's commitment to support delivery of the GLA Group Responsible Procurement Action Plan and the Anchor Institutions Charter with proposals put forward for procurement strategies that supports this via collaboration as appropriate.

### **Communications comments**

- 5.4. A variety of communications and events are coordinated by the Sustainable Development team and the Communications Department at the start of the year to engage with LFC staff and external interested parties. A dedicated environment mailbox is used as the main point of contact.

## **6. Financial comments**

- 6.1. This report presents the 2024/25 annual review of the LFC's performance against environmental and sustainability metrics set out in its Sustainable Development strategy. No additional pressures have been identified as part of that review.

## **7. Legal Comments**

- 7.1. This report presents the Sustainable Development Annual Report 2024-2025.
- 7.2. 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. 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.
- 7.3. Section 1 of the Fire and Rescue Services Act 2004 (FRSA) states that the Commissioner is the fire and rescue authority for Greater London.
- 7.4. 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 Fire and Resilience (the Deputy Mayor).
- 7.5. Paragraph 3.1 of Part 3 of the said direction requires the LFC to consult with the Deputy Mayor as far as practicable in the circumstances before a decision is taken on (inter alia) any "[c] decision that can be reasonably considered to be novel, contentious or repercussive in nature, irrespective of the monetary value of the decision involved (which may be nil)".
- 7.6. The decisions recommended in this report are considered to be 'novel, contentious or repercussive' and therefore the Deputy Mayor must be consulted before a final decision is taken.

- 7.7.** The report presents the London Fire Brigades("Brigades") Sustainable Development Annual report ahead of the publication, in line with the Brigades Publication Scheme.
- 7.8.** The Annual Report highlights how sustainability runs throughout a number of the Brigades activities and that there is a commitment to continuous improvement. The report also confirms many of the objectives are consistent with social, economic and environmental targets set out in other policies and strategies, including and not limited to the GLA Group Responsible Procurement Policy and the Mayor's London Environment Strategy.
- 7.9.** The recommendations is within the London Fire Commissioner's general powers. Section 5A of the Fire and Rescue Services Act 2004 ('the Act') enables the London Fire Commissioner to do anything it considers appropriate for the purpose of carrying out of any of its functions, or anything it considers appropriate for purposes incidental to its functional purpose. Measuring improvements in sustainability also ensures that the London Fire Brigade will exercise its functions efficiently and effectively.

## List of appendices

Appendix	Title	Open or confidential*
1	Sustainable Development Annual Report	Open

### Part two confidentiality

Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part Two form, together with the legal rationale for non-publication.

**Is there a Part Two form:** No





# Sustainable Development Annual Report

2024-2025

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## Introduction by the London Fire Commissioner



I am pleased to introduce the 2024-25 Sustainable Development Annual Report and observe the continuing good progress the Brigade has made over the last year on our sustainability responsibilities and commitments.

In London we have seen first-hand the impact of climate change such as the extreme weather conditions in July 2022 and the increase in severity of flooding and wildfire incidents, which highlights the importance of the activity set out in this report.

The introduction of Borough Risk Management Plans and Station Delivery Plans has improved local knowledge of potential wildfire locations on each station ground, helping to create greater community resilience. There has also been continued improvements in our operational response, including new equipment and extra training for staff and working with other organisations to help them prepare for extreme weather and take the appropriate actions.

It is vital that we continue to make improvements in areas such as carbon net zero, waste, recycling and inclusion to ensure that sustainability continues to become embedded through all our activities.

We continue to reduce our overall carbon emissions, working towards our target, aligned with the Mayor of London, of becoming carbon net zero by 2030, and achieving another net zero fire station at Plumstead. Furthermore, we have received Government funding to undertake similar work at six more fire stations by the end of 2025.

This report demonstrates how we have strengthened our commitments to leading the way on sustainability within the UK Fire & Rescue Service, which is part of our ongoing commitment to be trusted to serve and protect you. We will continue progressing the activities set out in this report to make London a more sustainable city and ensure we continue to support the communities we serve.

A handwritten signature in black ink that reads "J. Smith". The signature is written in a cursive, flowing style.

Jonathan Smith  
London Fire Commissioner

# Introduction

## About us

London's fire and rescue service is the busiest in the country and one of the largest firefighting and rescue organisations in the world, employing approximately 5,700 people. We recognise the influence this gives us within the fire sector.

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

We are one of the organisations that comes under the Mayor of London and the Greater London Authority (GLA).

## What we do

We respond to fires and other emergencies attending over 134,000 incidents in London in 2024/25, of which just over 12% were fires and just under half were false alarms.

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

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

## Policies and Plans

The LFB has an established Sustainability Programme and produces an annual Sustainable Development report to set out our achievements and help define our goals for the year ahead, including associated audits and questionnaires. This is complemented by our commitment to our Sustainable Development Strategy 2023-25 (SD) which sets out how we intend to deliver on that principle and lead the way on sustainable development within the UK fire and rescue service.

The LFB's core sustainability policy covers sustainable development; environmental, social, and economic pillars; and Responsible Procurement, covering social, economic and environmental issues, including ethical sourcing and fair employment. LFB also have an overarching environment policy, along with procedures covering the specific areas of energy conservation, waste management, pollution prevention and gardens.

## London Anchors Institute Network

The London Anchor Institutions' Network (LAIN) brings together some of London's biggest organisations, who are working together to tackle inequalities and the growing climate emergency. London's anchor institutions are using their procurement, recruitment and estate management capacity to create a fairer, greener and more prosperous city.

LFB are members of the Procurement, Hiring and Skills, Mentoring Young People and Climate Leadership working group and are committed to tackling inequalities by making London more inclusive and sustainable, supporting local businesses and economic growth while taking action in the face of climate change, by doing the following:

- Buying a greater share of our goods and services from local micro, small, medium-sized and/or diverse-owned (MSME) businesses
- Maximising good work and progression opportunities for Londoners underrepresented in the labour market
- Increasing quality mentoring opportunities for young Londoners most in need
- Contributing to the capital's net-zero carbon goals, including through decarbonisation of our estates and developing green skills
- Convening and sharing best practice on effective place-based partnerships.

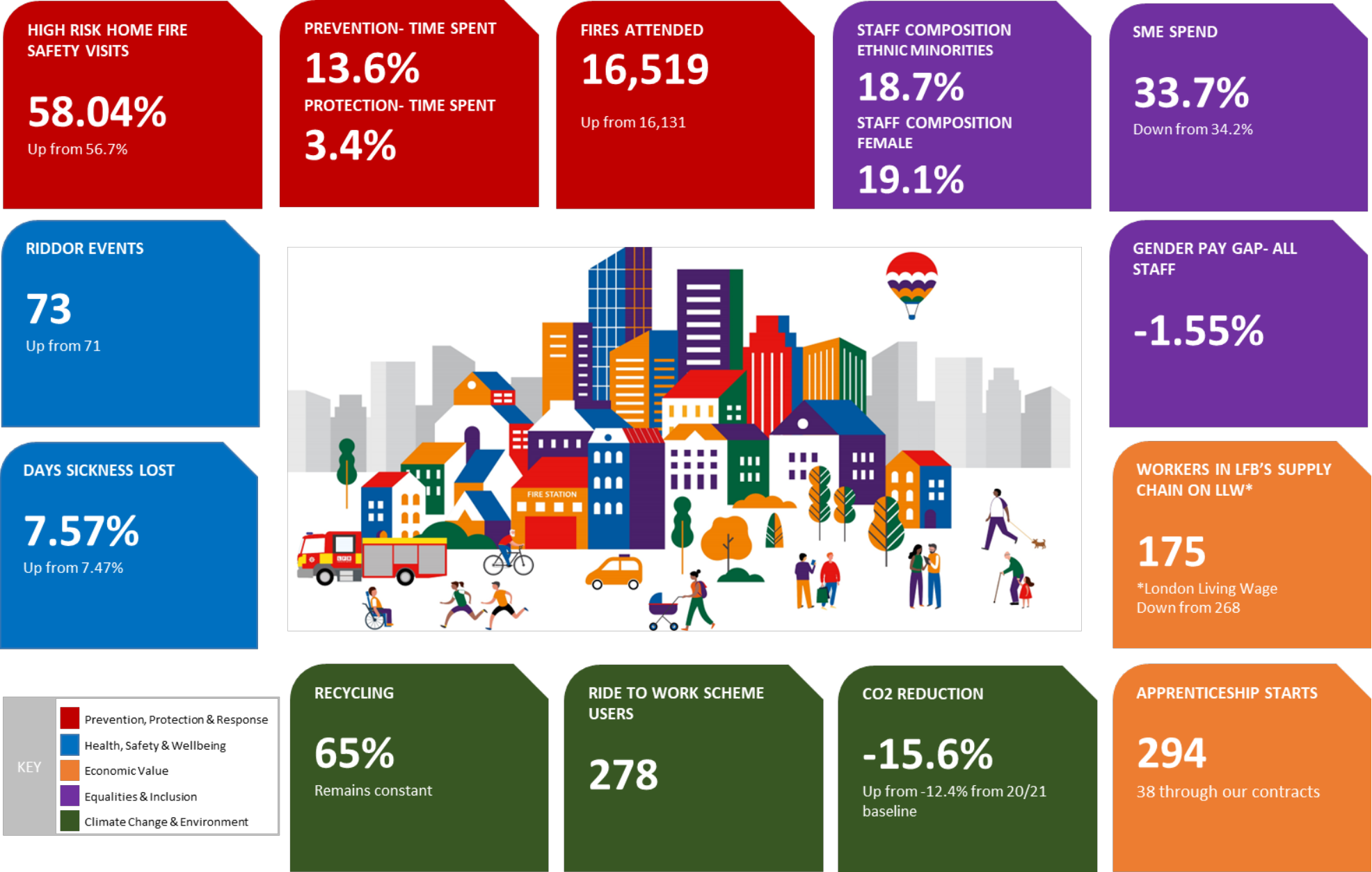
## **Our Performance**

This report highlights LFB's performance against the objectives of our Sustainable Development Strategy and our sustainable development framework. More detailed performance data on Inclusion, Fire Safety, and Health Safety and Wellbeing, including previous years at both borough and ward levels are available through the [London Data Store](#).

Our sustainability performance is summarised by 13 indicators on page 6 of the report.

The figures provided in the performance summary chart and the body of this report are annual performance. ▼, ▲, ► show progress against last year's figures, ✕ ✓ indicate progress against targets, red is negative, and green is positive.

# Our Performance- 2024/25 Sustainable Development Annual Report



## Prevention, Protection and Response

### Our Objectives

To target London's most vulnerable people

To target London's most high-risk buildings

To protect Londoners from highest risk incidents

### Our Performance

Number of triages via our Online Home Fire Safety Checker: **11,088** ▼\*

High risk home fire safety visits: **58.04%** ▲\*

Station time spent on prevention activity: **13.68%** ▲✓

Station time spent on protection activity: **3.38%** ▲✓

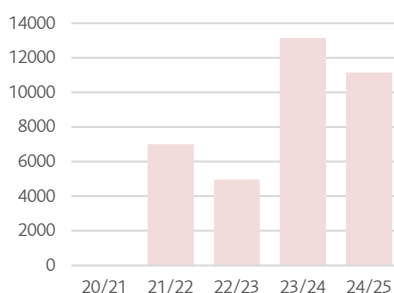
Number of fire deaths: **38** ▼

Number of fire injuries: **727** ▲

Number of fires (Flats / Houses & Bungalows / Care homes): **3,942** ▲

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

Triages via Online Home Fire Safety Checker



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

LFB is proud to continue having some of the best average attendance times in the country - despite the challenges of London's crowded and complex environment - however we are not complacent.



### O2 Terrorist Incident Simulation Exercise

LFB joined 1,000 emergency service colleagues in a large-scale simulated terrorist attack at the O2 Arena in February 2025. LFB crews participated in complex rescue and coordination tasks, while volunteers from the Brigade played members of the public caught in the scenario. This exercise tested joint agency capabilities and reinforced response readiness.

## Recent Highlights

- LFB has completed the rollout of its enhanced Marauding Terrorist Attack (MTA) capability across all 32 London boroughs. This operational upgrade follows detailed planning and equipment investment. The new capability improves LFB's ability to work alongside police and ambulance services during terrorist incidents, ensuring rapid and coordinated multi-agency response. The rollout marks a significant improvement in public protection, readiness, and resilience.
- In October 2024, LFB stopped attending automatic fire alarms in non-domestic buildings between the hours of 07:00 –20:30 unless a call is also received from a person reporting a fire and, as a result, the number of Automatic Fire Alarms (AFA's) attended by LFB has continued to fall.
- The Strategic Planning and Business Intelligence teams have developed improved systems for sharing and updating risk information with LFB's six neighbouring fire and rescue services. This improvement enhances planning and operational coordination for over-the-border incidents, allowing for more effective mutual aid and joint response during emergencies. It supports both LFB and neighbouring services when dealing with cross-boundary incidents, aligning with national resilience and collaboration goals.



### #ChargeSafe Events

Fires involving lithium batteries and from unregulated products, incompatible chargers and modified products are one of the fastest growing fire risks in London. Fires involving e-bikes rose from 13 in 2020, to 142 in 2024. Fire Station led #ChargeSafe events have continued to enable engagement with the communities we serve, providing safety advice on the risks of e-bikes, e-scooters and lithium-ion battery products, as well as building trust in the Brigade.

## Health, Safety and Wellbeing

### Our Objective

Protect and promote the health, safety and wellbeing of our staff

### Our Performance

Number of safety Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR): **73** ▲\*

Staff sickness - shift/days lost: **7.57%** ▲\*

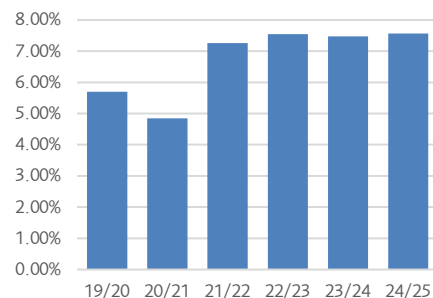
Managers who have completed training: **98.6%** ▲✓

Health and Safety is an important issue for the UK, as in 2023/2024 1.7 million working people suffered from a work-related illness. Of which: 776,000 workers suffered work-related stress, depression or anxiety and 543,000 workers suffered from a work-related musculoskeletal disorder. This resulted in 33.7 million working days lost due to work-related illness and workplace injury.<sup>1</sup>

At the LFB in 2024/25, we have seen a slight increase in lost working days due to sickness, however, there has been a reduction in the rate of sickness since December 2024.

Stress, Anxiety and Depression (SAD) has been the greatest cause of absence in Control and FRS staff, with Musculoskeletal the greatest cause for Operational staff.

Lost working days dues to sickness



### Fire Dogs Visit Children's Burns Unit

LFB's fire dogs Sherlock and Smokey visited Chelsea and Westminster Hospital as part of a visit coordinated with the Children's Burns Trust. The dogs helped lift spirits in the burns unit, interacting with patients and staff while fire dog handlers explained their roles. The event highlighted the use of therapy animals in supporting recovery and wellbeing.

<sup>1</sup> HSE annual work-related ill health and injury statistics for 2023/24



## Recent Highlights

- On Time to Talk Day 2025, LFB celebrated its extensive Mental Health First Aider (MHFA) network, with MHFA trained colleagues now in place on 92% of watches. These peer supporters are a first point of contact for colleagues experiencing mental health issues.
- In response to data insights from wellbeing monitoring, LFB's Wellbeing Team collaborated with The Fire Fighters Charity to deliver targeted stress and resilience workshops for Control and Fire Rescue Service colleagues. These bitesize sessions helped staff develop coping strategies and access support.
- Created alongside the Samaritans, LFB launched a new suicide postvention toolkit in January 2025. The guide provides practical support for colleagues dealing with the loss of a coworker, offering clear advice on how to communicate and support others during a difficult time. The initiative is part of LFB's broader mental health and wellbeing strategy.



### Joe Wicks' Workplace Workout at LFB

Firefighters, Control Officers and FRS staff spent Valentine's Day with Joe Wicks at Paddington Fire Station, working out and discussing the importance of good mental and physical wellbeing.

The Brigade's fitness team also attended the event and shared their expertise with participants. The team offer tailored sessions to all staff on staying fit and healthy and conduct fitness testing for firefighters.

Fitness Advisors also provide pre- and postnatal support and advice to members of staff experiencing symptoms of menopause.



## Equality and Social Inclusion

### Our Objective

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

### Our Performance

Staff who are from black, Asian and other ethnically diverse communities: **18.68%** ▲\*

Staff who are female: **19.13%** ▲\*

Staff who are disabled: **9.04%** ▲\*

Pay gap- gender: **-1.55%** ✓

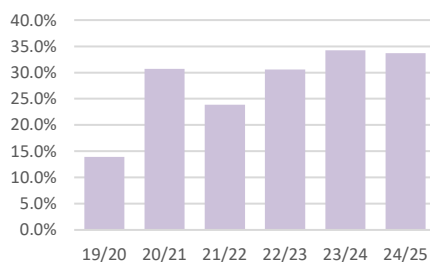
Pay gap- ethnic diversity: **0.62%** ✓

Pay gap- differently abled: **-0.15%** ✓

Spend with SMEs: **33.7%** ▼✓

Undisputed SME invoices paid in 10 days: **93%** ▲✓

Spend with SMEs (direct and indirect spend)



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

More than a third (34 per cent) of the UK business population can be found in London and there are approximately 981,000 SMEs in London<sup>2</sup>, which

account for 99.8 per cent of all businesses in the capital. LFB have continued to meet its targeted spend with SME's and have further calculated their direct spend with London based SMEs through the commitments with the London Anchors Institute Network (LAIN).



### LFB at Christmas

LFB firefighters, control officers, cadets, and FRS colleagues collected and distributed toys, pyjamas, and gifts to vulnerable people in their communities at Christmas.

The Brigade's longstanding partnership with Wrap Up London saw its most successful campaign yet, with over 4,000 coats collected at 25 hub fire stations across the city.

<sup>2</sup> Department for Business & Trade- UK business statistics 2024

## Recent Highlights

- Total direct & indirect spend with SMEs continues above target during 2024/25 at 33.7 per cent.
- Improved monitoring for SME invoices paid within 10 days was implemented towards the end of 2023/24 this resulted in an increase to 93% in 2024/25.
- LFB launched 'Young Voices', an engagement programme for employees aged 18-27, in partnership with Entrepreneurs in Action. It aims to capture insights from younger staff to help shape career development and improve culture. The project aligns with LFB's wider efforts to create an inclusive workplace.
- Croydon Fire Station held a bespoke Special Educational Needs and Disabilities (SEND) family open day designed to be inclusive and accessible to children who are neurodiverse or have disabilities. In addition, they also hosted a specially adapted Bonfire Night for children including a sensory trail, bubble machines, and repurposed training facilities to ensure everyone could safely and comfortably participate in the celebration. These events created a calm, safe space for children and families, demonstrating LFB's commitment to inclusive community engagement.
- LFB has demonstrated steady progress in improving ethnic diversity across its workforce with 18% of operational staff from ethnic minority backgrounds. The LFB Outreach team has focused on providing experience days for potential applicants and on keeping in touch with those who have expressed an interest in joining LFB as a firefighter.

### LFB Celebrates Pride 2024



In June and July 2024, LFB actively participated in Pride celebrations to support LGBTQ+ visibility and inclusion. A Pride Breakfast was held at Soho Fire Station, welcoming colleagues, community members, and representatives from the London Ambulance Service and the Met Police. LFB staff, including the LGBTQ+ Network and FBU LGBTQ+ Section, joined the Pride in London parade alongside the GLA. This visible presence reinforces LFB's commitment to celebrating diversity and creating an inclusive work environment.

## Environment and Climate Change

### Our Objectives

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

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

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

### Our Performance

Total CO2 tonnes: **8886.9** ▼✓

Percentage reduction in CO2: **-15.6%** ▼✓

Amount of energy generated through renewable resources: **5.5%** ▼

Fleet which is Zero Emission Capable: **15%** ►✓

Percentage of waste recycled: **65%** ►✗

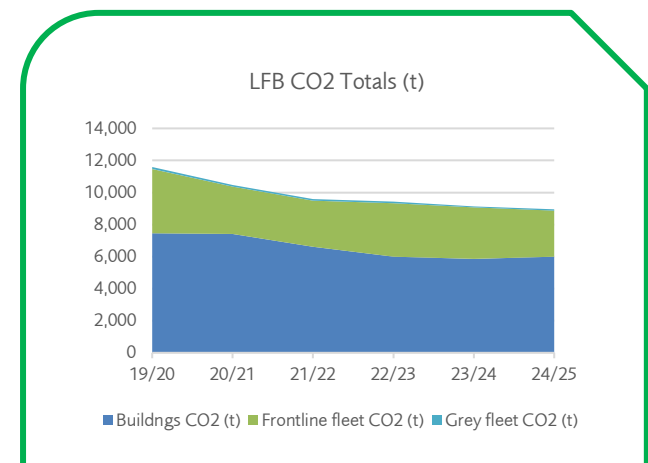
Total Water consumption (m3): **89,234** ▼✓

Green spaces/gardens throughout the LFB estate: **25%** ▲

Number of contracts over £5m in value to include organisational carbon management plans in line with 2050 targets: **2**

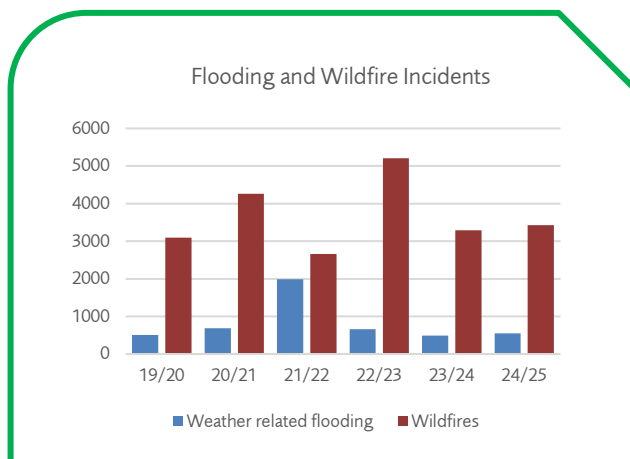
The Mayor of London's ambition is for London to become a zero-carbon city by 2030. This ambition is set out in the London Environment Strategy, which outlines how the GLA plans to tackle climate change through mitigation, climate adaptation, and reducing carbon by transitioning to a low-carbon, circular economy. This report now includes a dedicated Carbon Report, as detailed in Appendix C and D.

We have made numerous improvements in our operational response since the extreme weather conditions in July 2022 that led to the Brigade's busiest day of the modern firefighting era. These include;



new equipment and extra training for staff; revision of our management of risk information to better identify where wildfires and floods could occur, and working with other organisations to help them prepare for extreme weather and take appropriate actions.

The introduction of Station Delivery Plans has improved local knowledge of potential wildfire locations on each station ground. These plans give each watch an opportunity to detail the local risks from wildfires and other hazards and how they intend to meet them.



## New 4x4 Wildfire Response Vehicles



As part of its post-2022 heatwave resilience upgrades, LFB is piloting four new 4x4 wildfire response vehicles. These vehicles are designed to enhance LFB's extreme weather capability and enable more effective response to vegetation and wildfire incidents, especially in rural-urban fringe areas. This initiative is part one of a wider strategy to improve LFB's adaptation to climate change. The vehicles will support better navigation across difficult terrain and help protect people, property and green spaces during periods of extreme heat.

## Recent Highlights

- In 2024/25 Carbon emissions reduced by a further 3.2 per cent from the previous year to - 15.6 per cent from our baseline year of 20/21.
- Following a successful nine-month trial at Croydon and Lewisham stations, LFB has now rolled out HVO (hydrotreated vegetable oil) fuel to 37 fire stations for use in our fire appliances. HVO is a sustainable diesel alternative and a key step towards achieving carbon net zero operations across LFB's fleet.
- LFB has a new Net Zero Fire Station and more on the way! Plumstead Fire Station became Net Zero following extensive refurbishments, including the removal of gas heating and the installation of an air source heat pump.

## Brigade in Bloom 2024



Brigade in Bloom 2024 celebrated its ninth year by recognising firefighters and staff across LFB who enhanced green spaces at stations and offices.

Gardens provide benefits for everyone: they boost personal wellbeing, provide a place to unwind, improve local air quality and support vital insect pollinators. Just having a few houseplants helps to support wellbeing, boost productivity and can improve indoor air quality.

## Economic Value

### Our Objectives

Support skills and employment for Londoners through apprenticeship opportunities

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

### Our Performance

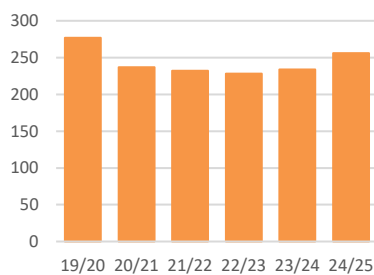
Budget Submission SDIAs completed: **22%** ▲\*

Number of workers in the supply chain benefiting from the London Living Wage (LLW): **175** ▼

Apprenticeship starts in LFB and on our contracts: **256** ▲

The Modern Slavery Act 2015 sets out requirements to review our suppliers' practices. The LFB produces and publishes a Modern Slavery Statement to demonstrate best practice as a responsible and transparent organisation, in line with the Mayor's Responsible Procurement policy to which it is a signatory.

Apprenticeship starts



More Londoners living in poverty are in working households than in workless households. In 2024/25, 51% of adult Londoners living in poverty are employed. This includes 9.9% of those in full-time work and 40.8% in part-time work. Additionally, 1 in 5 jobs in London (17.5%) is classified as low-paid. This demonstrates the ongoing importance of applying London Living Wage (LLW).

The Mayor of London has committed to using the GLA Responsible Procurement Policy and Implementation Plan to drive up pay and conditions in companies paid to deliver

services for London. The Mayor's Good Work Standard sets the benchmark for good employment practice in London and represents the standard the Mayor would like all employers to aim for and achieve. It covers fair pay, requiring payment of the London Living Wage, health and wellbeing, skills and progression, diversity, and recruitment.

### LAIN Conference 2024

Proud to be a  
**#LondonAnchor**

London  
Anchor  
Institutions'  
Network

SUPPORTED BY  
MAYOR OF LONDON

The London Anchor Institutions' Network (LAIN) held its second in-person conference, showcasing LFB's recent refurbishment of our second Net Zero Fire Station, Plumstead, which included procuring a London-based SME contractor and creating apprenticeship opportunities.

LAIN brings together institutions in London to collaborate and leverage their resources for the benefit of London.



## Recent Highlights

- Apprenticeships are a productive and effective way to grow talent and develop a motivated, skilled, and qualified workforce, providing a cost-effective way of nurturing young talent, and helping to address skills shortages. LFB increased our apprenticeship starts in LFB and on our contracts to 256 in 2024/25.
- We continue to require all our contractors to pay their staff working on our premises the London Living Wage or higher, meeting the Living Wage Employer terms as a Living Wage Employer.



### **LFB among top 100 apprenticeship employers in England**

The Top 100 Apprenticeship Employers is an annual league table that celebrates the best apprenticeship employers in England and is produced by the Department for Education.

The league table recognises employers for their commitment to creating new apprenticeships, the diversity of their apprentices and the success rate of their apprenticeship programmes.

Eight hundred organisations applied and the final 100 were chosen based the number of new apprentice starts in the past 12 months, their diversity and the number who successfully completed the programme.

## Ensuring that sustainability runs through all our activities

### Our Objective

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

### Our Performance

Project SDIAs completed: **100%** ▲✓

Policy SDIAs completed: **92%** ▲✖

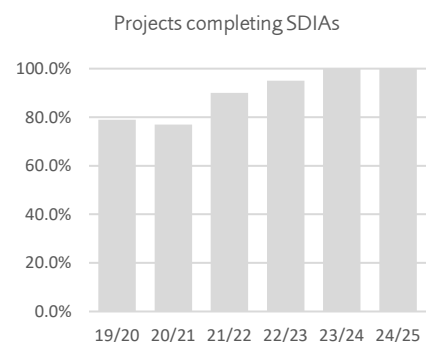
Staff who have completed Environment Matters Training: **47%** ▲✖

Staff completed Carbon Impact training: **12%** ▲✖

LFB's intention is to ensure that sustainability runs through all our activities and becomes a standard part of the way we work, embedded across everything we do. Sustainable development is a process of continual improvement, picking up on changes in legislation, compliance, technology, and risk. We continually evaluate our performance, review, and update our practices, raise awareness amongst our staff and support them to take action in their roles.

The Sustainable Development Impact Assessment (SDIA) process provides assurance that LFB is meeting its compliance obligations and fulfilling our LFB and Mayoral targets, policies, and strategies to reduce environmental impact and deliver more sustainable outcomes. This forms part of the controls of our certified Environmental Management System (EMS).

LFB has operated a Brigade-wide certified EMS to the ISO 14001 standard since September 2014. Following audits conducted in September 2024, the EMS remains effective in its operation and in delivering its intended outcomes, and a positive recommendation has been made for continued certification to ISO 14001:2015. The ongoing Fire Station audits provide degree of control scores (against environmental risks). Overall, 5 stations improved their degree of control, 5 declined and 5 stayed the same. All stations received a score of three or above, with 4 stations achieving excellent. Common minor findings relate to waste management and recycling and the appropriate management of spill kits.



### Values Workshops

LFB's Leadership Academy delivered values workshops to over 3,600 staff members as part of its initiative to embed the organisation's six core values. These sessions promote a consistent culture, shared expectations, and positive workplace behaviours.

This values-led culture supports long-term sustainability by aligning behaviour with organisational goals.



## Recent Highlights

- 100 per cent of high-risk projects have a SDIA completed.
- Following the successful Senior Leader Carbon Literacy training courses, a new carbon impact training was developed and delivered to staff during team meetings, this shorter course provided an awareness of the carbon costs and impacts of everyday activities and the ability and motivation to reduce emissions, on an individual, community and organisational basis.

### Training and Guidance

In 2024, the Brigades Environment Matters training became mandatory for both FRS and Operational staff, which lead to a large increase in the completion rates. The training takes staff on a journey around a Fire Station and offices, via a series of interactive scenes.

A new internal sustainability guidance and training intranet site was also created to provide staff with a series of resources covering:

Water Use; Waste Separation; Polluting Material Spillage Control; Climate Change Mitigation; Interceptors and Drainage; Fuel and Foam; Food and the Environment; Foam and the Environment; Energy Saving, and Climate Change Adaption.



## Appendix A: Progress against Sustainable Development Strategy Indicators

Indicator	Overarching Plan/Strategy	Target performance	2024-25 Progress
<b>Prevention, Protection and Response</b>			
Number of triages via our Online Home Fire Safety Checker <sup>1</sup>	CRMP	18,000 triages	11,088 ▼ ✖
Percentage of high risk home fire safety visits <sup>2</sup>	CRMP	60%	58.04% ▲ ✖
Station staff time spent on prevention activity	CRMP	10%	13.68% ▲ ✓
Station staff time spent on protection activity	CRMP	3%	3.38% ▲ ✓
Number of fire deaths	CRMP	39	38 ▼ ✓
Number of fire injuries <sup>3</sup>	CRMP	705	727 ▲ ✖
Number of fires in houses & bungalows	CRMP	1,700 per annum	1438 ▼ ✓
Number of fires in flats	CRMP	2,400 per annum	2246 ▲ ✓
Number of fires in care homes and supported living	CRMP	330 per annum	258 ▲ ✓
<p>1. Home Fire Safety Checker (HFSC) triages are a critical measure for the LFB, because triages underpin LFB's strategy to focus resources on those at greatest risk. Two unrelated technical issues with the checker occurred during this quarter 4. The technical issues reduced the number of triage completions. During this time, completions were driven predominantly through organic searches and direct referrals. This shows the hard work that the Brigade's public-facing staff are doing to promote the checker and also shows that the checker is optimised well for search engines.</p> <p>2. LFB has set a challenging target of 60% of all HFSVs to be undertaken at high-risk households and LFB exceeded the target each month in Q4. LFB is taking a new, more sophisticated approach to targeting those at risk, including generating referrals directly from partner agencies and use of geodemographic risk data. The use of the Station Delivery Plans (SDPs) to support the tactical delivery of Borough Risk Management Plans (BRMPs) is expected to have an impact on this metric in the future as this approach is further embedded.</p> <p>3. LFB is now reporting slightly above the new target of 705. This target has been made more challenging for 2024/25 to reflect our aim of having the lowest rate of fire injuries of any Fire and Rescue Service in England by the end of the 2029 CRMP lifecycle.</p>			
<b>Health, Safety and Wellbeing</b>			
Number of safety Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) <sup>4</sup>	CRMP	56 per annum	73 ▲ ✖
Lost working days due to sickness <sup>5</sup>	CRMP	5.75%	7.57% ▲ ✖
Percentage of managers who have completed training	CRMP	95%	98.61% ▲ ✓
<p>4. The target for injuries reportable to the Health and Safety Executive (HSE) under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) for 2024-25 has not been met (73 versus a target of 56). Common themes in injuries are identified and organisational actions are taken where appropriate.</p> <p>5. Sickness continues to report above target. Stress, Anxiety and Depression (SAD) is running at 2.08% of overall sickness absence remaining constant for the last 12 months. SAD has been the greatest cause of absence in Control and FRS staff, with Musculoskeletal the greatest cause for Operational staff. Long-term sickness has fallen to 4.63% in Q4.</p>			

Equality and Social Inclusion				
Staff Composition- percentage of our staff who are from black, Asian and other ethnically diverse communities <sup>6</sup>	CRMP	19%	18.68%	✗
Staff Composition- percentage of our staff who are female <sup>7</sup>	CRMP	20%	19.13%	✗
Staff Composition- percentage of our staff who are disabled <sup>8</sup>	CRMP	10%	9.04%	✗
Pay gap (gender) demonstrating continuous improvement with long term goal of equal pay	CRMP	+/-3%	-1.55%	✓
Pay gap (ethnic minority), demonstrating continuous improvement with long term goal of equal pay	CRMP	+/-3%	0.62%	✓
Pay gap (differently abled), demonstrating continuous improvement with long term goal of equal pay	CRMP	+/-3%	-0.15%	✓
Spend with SMEs (direct spend), demonstrating an improvement towards the long-term target of 33%	CRMP	20%	29.0%	▲ ✓
Spend with SMEs (direct and indirect spend)	GLA RPIP	30%	33.7%	▼ ✓
Undisputed SME invoices paid in 10 days	GLA RPIP	90%	92.9%	▲ ✓
<p>6. LFB has continued to improve the ethnic diversity of the staff it recruits and is close to meeting this target. The Outreach team has focussed on providing experience days for potential applicants and on keeping in touch with those who have expressed an interest in joining LFB as a firefighter. Support groups such as the Asian Fire Service Association and the FBU's Black &amp; Ethnic Minority Members continue to champion underrepresented staff and ensure our policies and processes are supportive to their members.</p> <p>7. LFB has continued to improve the number of women it recruits and is close to meeting the target. The Outreach team has focussed on providing experience days for potential applicants and on keeping in touch with those who have expressed an interest in joining LFB. LFB remains committed to supporting groups such as Women in the Fire Service and the Women's Action Committee to ensure policies and processes meet the needs of all staff.</p> <p>8. LFB is close to meeting this target and remains committed to fostering an inclusive workforce and addressing the underrepresentation of staff with disabilities. A review of data from highlighted that 9.08% of staff disclosed a disability, although a number of colleagues either left the field blank or preferred not to disclose.</p>				
Environment and Climate Change				
Total CO2 tonnes	CRMP	Net 0 by 2030	8886.90	▼
Percentage reduction in CO2	CRMP	Net 0 by 2030	-15.6%	▼
Amount of energy generated through renewable resources <sup>9</sup>	SD Strategy	Continual improvement	5.5%	▼ ✗
Percentage of our Fleet which is Zero Emission Capable	SD Strategy	Continual improvement	15%	▶ ✓
Percentage of waste recycled <sup>10</sup>	SD Strategy	80%	65%	▶ ✗
Total Water Consumption (m3)	SD Strategy	Continual reduction	89,234	▼
Green spaces/gardens throughout the LFB estate <sup>11</sup>	SD Strategy	90%	49.9%	▲ ✗
Number of contracts over £5m in value to include organisational carbon management plans	SD Strategy	N/A	25%	▲ ✗
<p>9. The amount of energy generated through renewable resources has reduced in 2024/25. Several factors have contributed to this including data being unavailable at the time of reporting for 19 sites due to equipment faults,</p>				

<p>PV's needing to be removed to enable roof replacement projects and some equipment such as Combined Heat and Power Units (CHP's) reaching end of life. There is an aim to improve this performance this financial year.</p> <p>10. LFB's recycling rate has continued at the same rate in 2024/25. To improve this, increased training and station audits are being delivered by Bywater's as a contractual requirement. General waste bins are being swapped out for increased recycling bins across the LFB sites.</p> <p>11. Gardens and Green spaces across the LFB estate continue to increase, the new garden application process which has been embedded into the LFB Gardens policy continues to work effectively.</p>				
<b>Economic Value</b>				
Budget Submission SDIAs completed <sup>12</sup>	SD Strategy	100%	22%	✗
Number of workers in the supply chain benefiting from the London Living Wage	GLA RPIP	Continual improvement	175	▼
Annual apprenticeship starts in LFB and on our contracts	GLA RPIP	Continual improvement	294	▲
<p>12. The Sustainable Development Impact Assessment SDIA completion rate for budget submissions is continuing to rise. This new process is being embedded into the LFB SDIA Policy and further training is in development to increase awareness.</p>				
<b>Ensuring that sustainability runs through all our activities</b>				
Project SDIAs completed	SD Strategy	100%	100%	▶ ✓
Policy SDIAs completed <sup>13</sup>	SD Strategy	100%	92%	▲ ✗
Percentage of Staff who have completed Environment Matters Training	SD Strategy	100%	47%	▲ ✗
Percentage of Staff completed Carbon Impact training	SD Strategy	100%	12%	▲ ✗
<p>13. The SDIA completion rate for policies has increased this year, with further training being developed to increase awareness.</p>				

## Appendix B: Sustainable Development Data Summary

Environment and Climate Change					
Buildings Resource Use Data	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Actual cost of energy (£m)	2.30	2.24	3.92	6.01	4.70
Total energy consumption (GWh)	38.3	35.1	31.72	30.73	30.77
Total floor area (m <sup>2</sup> )	168,732	168,732	155,539	155,539	155,539
Electricity (GWh)	11.49	11.20	10.64	11.15	10.91
Gas (GWh)	26.8	23.9	21.08	19.58	19.86
Water Consumption (m <sup>3</sup> )	101,568	96,426	85,542	92,007	89,234
Onsite renewable energy %	10%	11%	11%	13%	5.5%
Onsite renewable energy kWh	9,247,000	1,116,045	2,046,164	1,518,307	626,392
Fleet Data	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Total No. LFEPA vehicles	433	424	418	423	423
% Zero Emission Capable	12%	13%	14%	15%	15%
Diesel fuel frontline fleet (Mlitres)	1,129	1,096	1,264	1,226	1,087
Petrol fuel frontline fleet (Mlitres)	20.16	18.30	19.8	15.2	18.5
Grey fleet miles	376,994	364,278	430,496	400,156	385,302
Air Travel	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Miles Travelled	5,304	184,420	39,268	150,578	169,669
Waste & Recycling	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Mixed recycling (t)	275	242	247	295	278
Food waste recycled (t)	262	233	198	238	260
Waste to energy (t)	291	295	277	292	297
Hose recycled (t)	3	1.7	1.9	2.7	1.91
Recycling rate (%)	64.8%	61.7%	61.6%	64.6%	64.7%

## Appendix C: Carbon Emissions Report 2024/25

LFB's Carbon Zero Strategy provides a detailed account of the LFB's modelling and analysis underpinning the latest LFB carbon footprint and the trajectories to achieve the net zero definition: "When the amount of carbon emissions associated with the buildings operational energy on an annual basis is zero or negative, A net zero carbon building is highly energy efficient and powered from on-site and/or off-site renewable energy sources, with any remaining carbon balance offset."<sup>3</sup>

In 2023, a working group was established through the Emergency Service Environment and Sustainability Group (EESG) to develop a shared and consistent GHG emissions accounting methodology. This aims to support reporting across emergency service organisations by fostering greater standardisation, comparability, and the adoption of best practice. The approach to emissions' reporting within the LFB Carbon Emissions Report is in line with the Greenhouse Gas Protocol and reporting principles applied to the UK private sector (through Streamlined Carbon and Emissions Reporting requirement and, previously, Carbon Reduction Commitment).

### Organisational Boundary

The organisational boundary for the LFB Carbon emissions reporting has been established using one of 3 organisational boundaries as defined in the Environmental Reporting Guidelines for companies:

- **Financial Control:** The LFB would report on all sources of carbon emissions over which it has financial control. LFB would be deemed to have financial control over a site if it has the ability to direct the financial and operating policies of the service with a view to financially managing its activities, e.g., setting budgets or managing expenditure
- **Operational Control:** The LFB would report on all sources of carbon emissions over which it has operational control. The LFB would be deemed to have operational control over a site if it has full authority to introduce and implement its operating policies. We are aware that at around 10 per cent of sites LFB do not have full operational control
- **Equity share:** The LFB could account for GHG emissions from operations according to its share of equity in the operation

As 100 per cent of energy consumption at sites is paid for by LFB, the **Financial Control** approach to emissions consolidation has been selected as the most appropriate.

### Baseline Period

The baseline for total Carbon emissions is key to establish the starting point from which ongoing success will be measured. To align with LFB financial reporting, this has been selected as April 2020 to March 2021.

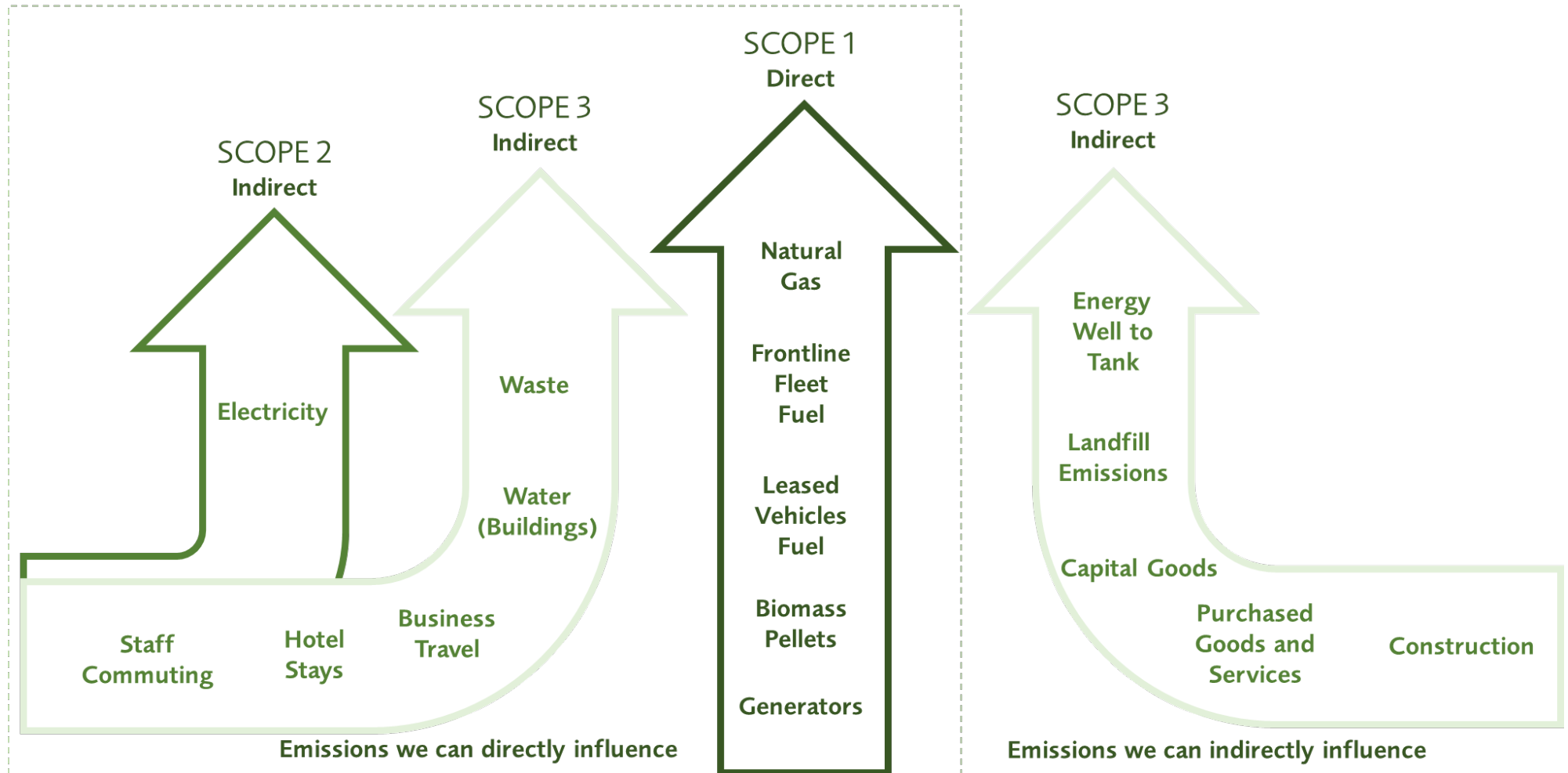
### Emissions Scope

This report will cover CO<sub>2</sub> emissions from the following scopes in accordance with methodologies laid out in the Greenhouse Gas Protocol, this is detailed in the scope diagram below.

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<sup>3</sup> UK Green Building Carbon Framework

## LFB Carbon Emissions



**Scope 1** – All direct emissions from the activities of London Fire Brigade or under our control.

Emissions included from the following inputs make up the total Scope 1 direct emissions for LFB:

- Natural Gas
  - Building consumption
- Other Heating fuels
  - Biomass pellets
- Petrol and Diesel fuel consumption from company owned non-electric vehicles
  - Including all road transport, appliances, and boats
- Diesel Generator Data - not available
  - No data is currently available, so this has been estimated based on allowing for a typical monthly test run on a generator
- Fugitive Emission Data – not available
  - No data is currently available, so this has been estimated based on the assumption of around 60g of R410A leakage per year for all sites with air conditioning units and the possibility of a major leak of around 5kg per year.

**Scope 2** – Indirect emissions from electricity purchased and used by London Fire Brigade or under their control.

Emissions included from the following inputs make up the total Scope 2 indirect emissions for LFB:

Electricity Consumption from:

- Building consumption
- On-site Electric Vehicle (EV) charging from LFB owned charge points
- Off-site EV charging from 3rd party owned public charge points.

**Outside of Scopes** – LFB's emissions from use of HVO fuel are calculated in the same way as the Scope 1 emissions, but are listed as a separate line item called 'outside of scopes'. The impact of these fuels has been determined to be a net '0' (since the fuel source itself absorbs an equivalent amount of CO<sub>2</sub> during the growth phase as the amount of CO<sub>2</sub> released through combustion).

This is not included within LFB's emissions total, however this ensures that LFB is being transparent with regard to all potential sources of CO<sub>2</sub> from our activities.

**Scope 3** – Indirect emissions within LFB's value chain, which often constitute a significant portion of organisational emissions (frequently up to 70-80 per cent).

Scope 3 emissions are more difficult to account for than Scopes 1 and 2 because the required data often lies with other organisations or individuals outside of LFB. As a result, there is a higher degree of estimation in Scope 3 categories – this is recognised by the GHG Protocol.

In measuring Scope 3 emissions LFB will be able to work with suppliers to reduce emissions and encourage staff to reduce emissions from business travel, commuting, waste, and water.

Emissions currently included from the following inputs make up the total Scope 3 indirect emissions for LFB:

- **Well-to-tank (WTT) fuels**
  - Scope 3 emissions associated with extraction, refining and transportation of the raw fuel sources to LFB prior to their combustion

- **Transmission and distribution (T&D)**
  - Scope 3 emissions associated with grid losses (the energy loss that occurs in getting the electricity from the power plant to LFB)
- **WTT for UK electricity**
  - Scope 3 emissions of extraction, refining and transportation of primary fuels before their use in the generation of electricity
- **Water supply**
  - To account for water delivered through the mains supply network
- **Waste disposal**
  - End-of-life disposal of different materials using a variety of different disposal methods
- **Business travel (Air)**
  - Scope 3 emissions for individuals flying for work purposes
- **WTT business travel (Air)**
  - Scope 3 emissions associated with extraction, refining and transportation of the aviation fuel to the plane before take-off
- **Business travel (land)**
  - Travel for business purposes in assets not owned or directly operated by LFB
- **WTT for travel (land)**
  - Scope 3 emissions associated with extraction, refining and transportation of the raw fuels before they are used to power the transport mode
- **Hotel stay**
  - Scope 3 emissions associated with overnight hotel stays

LFB has identified specific carbon intensive categories for further analysis and supplier engagement, which highlighted capital goods and purchased goods and services material use as a high scope 3 emission area for LFB.

LFB is working to identify opportunities within the supply chain to reduce carbon emissions and will continue to work with GLA Group to share approaches and learning.

Under the requirements of the GLA group Responsible Procurement Implementation Plan (RPIP) we are working with suppliers to reduce supply-chain carbon emissions.

- The LFB has committed to require every new contract over £5m in value to produce an organisational Carbon Reduction Plan
- LFB has committed to reduce emissions associated with last-mile deliveries, with all new contracts to require freight and servicing vehicles under 3.5 tonnes to GLA Group buildings to be zero-emission from 2025
- LFB are supporting the delivery of the interim target for Non-Road Mobile Machinery (NRMM) to meet stage IV requirements by 2025, as part of the longer-term vision for all NRMM procured by the GLA Group or used by suppliers and subcontractors on behalf of the GLA, to be zero-emission by the end of 2040

## **Emissions conversion factors**

LFB utilise the emissions conversion factors published by the Department for Energy Security and Net Zero (DESNZ) when calculating and reporting emissions for all categories where a conversion factor is provided in this dataset. This dataset is refreshed and published annually (usually June/July). LFB have opted to adopt the 'Majority' approach - utilizing the 2024 conversion factors for this report as the greatest portion of our data falls within 2024



## **Carbon Reporting**

LFB has published a climate budget with the GLA group, the climate budget in 2024/25 listed all the climate measures being taken across fleet and estates. Integrating the climate budget within the regular financial budget cycle means budget holders provide greater clarity on how budget proposals can cut emissions as they develop budget prioritisation, this shows continued progress and the trajectory for change.

Appendix D details the LFB Carbon emissions data from the baseline year of 2020/21

## Appendix D: LFB Carbon Emissions

Emissions Scope	Source	2020/21- Baseline tCO2e	2021/22	2022/23	2023/24	2024/25
<b>Scope 1</b>						
Buildings	Buildings- Gas	4739.28	4249.26	3963.65	3574.10	3624.88
	Buildings- Generator	40.00	40.00	40.00	40.00	40.00
	Fugitive emissions	23.00	23.00	23.00	23.00	23.00
	Blown Biomass Pellets	0.54	0.54	0.54	0.54	0.54
Fleet	Fleet- Diesel	2873.28	2754.12	3233.51	3079.24	2732.35
	Fleet- Super Unleaded	6.33	7.27	4.19	1.44	1.00
	Fleet- Unleaded	37.37	31.57	38.59	30.43	37.72
	Fleet- LPG	0.59	0.66	0.15	0.17	0.47
Grey Fleet	Fleet- Marine Fuel	31.09	71.48	19.85	97.65	103.65
	Grey Fleet- Casual Cars	14.79	22.57	20.88	17.34	19.56
	Grey Fleet- Essential Cars	15.85	17.05	18.18	17.31	20.98
	Grey Fleet- Lease Cars	70.08	57.91	71.76	35.58	47.81
<b>Scope 1 total</b>		7852.20	7275.42	7434.31	6916.80	6651.96
<b>Change year on year</b>			-7%	2%	-7%	-4%
<b>Scope 2</b>						
Buildings	Buildings- Electricity incl. EVCP	2679.67	2369.27	2035.22	2286.17	2235.02
	<b>Scope 2 total</b>	2679.67	2369.27	2035.22	2286.17	2235.02
<b>Change year on year</b>			-12%	-14%	12%	-2%
<b>Total Scope 1 and 2</b>		<b>10531.88</b>	<b>9644.69</b>	<b>9469.53</b>	<b>9202.97</b>	<b>8886.97</b>
<b>Total Buildings</b>		7482.50	6682.06	6062.41	5923.81	5923.44
<b>Total Fleet</b>		2948.66	2865.09	3296.29	3208.93	2875.19
<b>Total Grey Fleet</b>		100.72	97.53	110.83	70.24	88.35
<b>CO2 Reduction from Net Zero baseline</b>			<b>-8.4%</b>	<b>-10.1%</b>	<b>-12.6%</b>	<b>-15.6%</b>
Outside of Scope- Biofuel HVO		No data	No data	No data	116174.27	608868.09
<b>Scope 3</b>						
	WTT- fuels	708.27	1446.23	1443.16	1371.24	1298.41
	Transmission and distribution	230.45	209.67	188.29	199.83	199.58
	WTT- UK electricity	31.84	54.56	45.02	44.28	43.30
	Water supply	34.94	14.37	12.75	10.07	13.66
	Waste disposal	14379.99	13520.16	12915.12	14609.19	5997.04 <sup>4</sup>
	Business travel- air	0.90	22.28	4.94	35.88	30.91
	WTT- business travel- air	0.19	6.18	1.23	5.16	3.62
	Business travel- land	no data	no data	no data	2.90	4.93
	WTT- pass vehs & travel- land	no data	no data	no data	0.73	1.25
	Hotel Stay	no data	no data	no data	12.18	21.03
	Material use	no data	no data	no data	no data	no data
	<b>Scope 3 total</b>	15386.58	15273.44	14610.52	16291.38	7613.74

<sup>4</sup> Scope 3 waste disposal emission factors from DESNEZ for metals, electricals, and plastics saw a significant decrease, specifically a reduction of 69.8%. This decrease was due to a DESNEZ correction of a previous error in the methodology used for calculating these emissions.

## Appendix E: Legislation Changes

### **Procurement Act 2023**

On 24 February 2025, the rules that shape how public bodies buy goods and services changed. The Procurement Act 2023 improved and streamlined the way procurement is carried out, and benefit prospective suppliers of all sizes, particularly small businesses, start-ups and social enterprises.

The new Act:

- Simplifies the bidding processes to make it easier to bid, negotiate and work in partnership with the public sector - including a new 'competitive flexible' procedure.
- Makes commercial frameworks more open, so prospective suppliers are not shut out for long periods of time.
- Removes barriers for smaller businesses and VCSEs so they can compete for more contracts - with strengthened provisions for prompt payment throughout the supply chain.
- Requires public bodies to provide consistent feedback for suppliers: a requirement on public bodies to provide bid assessments for final tenders.

The Act also includes mandatory social value with a weighting of at least ten per cent, of which LFB has already been including for a number of years.

### **Simpler Recycling 2025**

From the 31st of March 2025, all workplaces in England are required to separate their waste streams before it is collected. Waste must be separated by dry-recyclable materials (plastic, metal, glass, paper and card), food waste and non-recyclable waste.

LFB have already been implementing these rules before the legislation came into force, with separate labelled waste streams throughout our offices and stations. We do this to streamline our waste to ensure maximum recycling of valuable resources and to implement a simpler process for our employees and waste collectors

## Appendix F: 2024 Staff Travel Survey

### Staff Travel Survey Summary

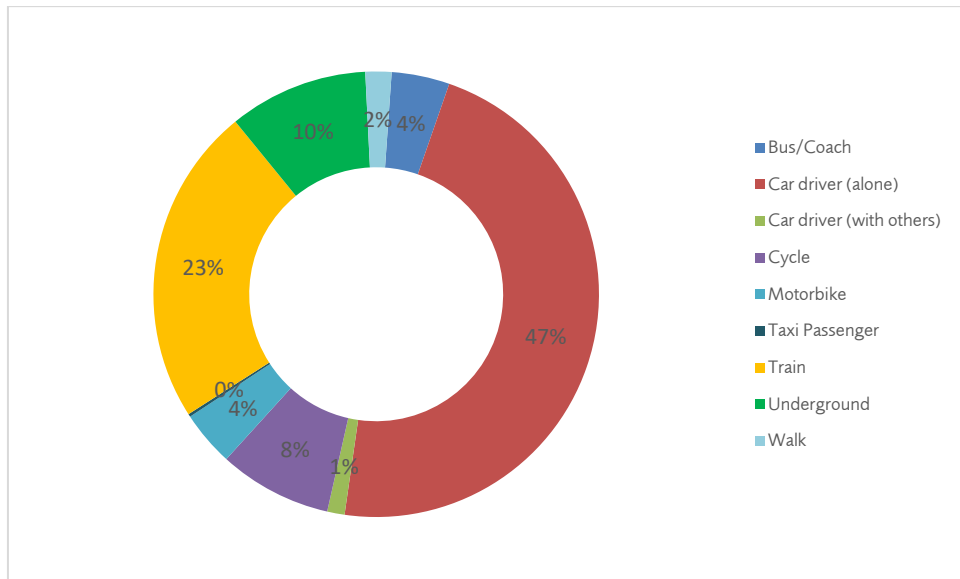
To reduce the environmental, social and business impacts associated with travel and support our staff to choose more sustainable travel methods, staff travel surveys are completed every two years to understand their travel choices and review performance against targets.

#### Key findings:

- 48 per cent of all LFB staff travel to work by car (alone). This has decreased from the 2022 travel survey (56 per cent). 36 per cent opted for this method of transport due to being the quickest, whereas 22 per cent chose it based on travel cost;
- the Ultra-Low Emission Zone (ULEZ) expansion affected approximately 21 per cent of the staff and they had to upgrade their car, while 1 per cent of staff currently pay the ULEZ fee. However, 46 per cent responded that their vehicles were already compliant and were not affected by the expansion of the ULEZ. 23 per cent do not drive, and 4 per cent do not need to drive in the ULEZ;
- staff commuting distance is staying consistent with 37 per cent travelling more than 30 miles to work. Staff living 5 miles or less from work has risen further from 13 per cent in 2022 to 14 percent currently;
- out of all respondents, 13 percent of staff spent less than 30 minutes getting to work. The majority (42.0 per cent) travelled between one to two hours to get to work, which is higher than the commuting average in London (38 minutes). 12 per cent spent more than two hours to get to work;
- 8 per cent of all staff cycle to get to work, which is consistent compared to the previous survey, the sum of cycling and walking as the primary transport method was 10 per cent;
- The use of public transport for business travel was the primary option for 38 per cent of the respondents, with 40 per cent choosing to use public transport, walking or cycling.

#### Staff Commuting

- The percentage of staff walking and cycling to work remains constant at 10 per cent. For those living five miles or less from work, cycling and walking is the main method of transport for 25 per cent.
- 28 per cent travel between 11 and 30 miles to get to work, and 37 per cent (with the majority of operational staff) travel more than 30 miles. When asked why they travel more than 30 miles to work, the majority of staff stated they travel this distance due to housing / rental prices and quality of life.
- The main method of transport to commute to work was by single occupancy car travel for 48 per cent of all respondents. Public transport was the primary option for 37 per cent of the staff while 32 per cent of staff said the cost of fares is the main reason for not using public transport. All transport methods used are shown in Chart 1.



*Chart 1: Main method of transport to work of all respondents*

- Fire station staff's primary mode of transport was 'car (alone)', whereas Union Street staff and other locations' most popular mode of transport was the train. The 2022 travel survey showed that 73 per cent of fire station staff travelled by car (alone) to their base of work, compared to 2024, in which 82 per cent of fire station staff travelled to work by car (alone), showing a 9 per cent increase.
- 12 per cent of staff currently use an electric or hybrid vehicle. Those that predominantly use an EV have a charge point at home or use a ChargePoint at work.

### **Staff Business Travel**

- From the respondents, approximately 49 per cent use a private car, while 45 per cent use public transport when they travel for business purposes. Walking and cycling represented 3 per cent in total.
- When travelling on business, 58 per cent of staff carry firefighting PPE and 37 per cent laptops/tablets.
- 25 per cent of staff travelling for business purposes stated that these visits could be held remotely without the requirement to travel.