

**Freedom of Information request:** Reference number FOI2024/00125

**Date of request:** 6th December

**Request:**

*I Wish to make a FOI request in regards to the 16 stage 3 hearings and the hearing outcomes for each one as per attached screen shots.  
(From LFB website [here](#))*

**Response:**

The London Fire Brigade (LFB) website page in question shows the data between the period December 2022 to 30 November 2023. The discipline investigations data includes those carried out both externally by the independent complaints service and internally by managers within LFB.

Of the 16 Stage Three hearings recorded on our website the outcomes were as follows.

- Fewer than five informal action / action plan
- Fewer than five written warning
- Ten received a final written warning or demotion.
- Fewer than five dismissals

Where the numbers are low (under five) it may identify individuals or make it possible that providing the exact figures could lead to specific individuals being identified from the data. Therefore, I consider a further breakdown exempt from disclosure under the FOIA via [Section 40 – Personal Information](#).

We will be updating the content on this page annually, in line with our financial year. The next update due in Spring 2025.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request on our website. <https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>