

Freedom of Information request: Reference number FOI2026/00291

Date of request: 12th March 2026

Request:

1. Please state how many people your Service/Brigade employ at the end of each financial year?
2. How many disabled employees did your Service/Brigade employ at the end of each financial year?
3. Using the table below, can you please state the number of disabled employees in operational roles, control and non-operational/corporate service roles currently, 1 year ago and 5 years ago.
4. Which disability related data does your Service/Brigade collect from your employees?
5. Does your Service/Brigade collect any other categories or terminology used for disability and/or long-term health condition?
6. What is the disclosure rate (%) of your workforce concerning disability and/or health condition (including 'no disability')
7. In the box below, please describe your Service/Brigade experiences of collecting employee personal data relating to disability and/or long terms health conditions.
8. How successful is your Service/Brigade in attracting and recruiting disabled people across all roles?
9. Does your Service/Brigade monitor the total numbers of applicants that are successful and unsuccessful in the recruitment process during 2024/25?

If so, please provide the relevant data below:

10. Does your Service/Brigade monitor the numbers of disabled applicants that are successful and unsuccessful in the recruitment process during 2024/25?
If so, please provide the relevant data below:
11. Has your Service/Brigade used positive action in the past year?
12. Does your Service/Brigade target disabled people as part of your positive action?
13. If your Service/Brigade target disabled people through positive action, please provide any information that explains the interventions used and the impact (positive and negative) of these interventions.
14. Please describe the triggers (or drivers) that prompt your service to organise targeted recruitment and position action to attract more disabled applicants.
15. Please can you describe any position action activities you have organised and its impact on disabled people (Positive or Negative)
16. Does your Service/Brigade participate in the governments 'Disability Confident' scheme?

17. Does your Service/Brigade participate in any other disability related accreditations or benchmarking that helps promote inclusive recruitment and retention practices for disabled people?
18. Does your Service/Brigade using buddying schemes or mentoring to support disabled people during the application and recruitment process?
19. Please use this space to provide an additional information

Response:

Questionnaire

Name of Service / Brigade	Information Access Team
Name of person responding	N/A
Role of person responding	HR Data and HR Business Support
Email address of person responding	N/A

1. Please state how many people your Service/Brigade employ at the end of each financial year?

Please complete the boxes provided below:

At the end of 2024/25, how many people did your service employ?	At the end of 2023/24, how many people did your service employ?	At the end of 2019/20, how many people did your service employ?
5953	5827	5769

2. How many disabled employees did your Service/Brigade employ at the end of each financial year?

Please complete the boxes provided below:

At the end of 2024/25, how many people did your service employ?	At the end of 2023/24, how many people did your service employ?	At the end of 2019/20, how many people did your service employ?
538	505	420

3. Using the table below, can you please state the number of disabled employees in operational roles, control and non-operational/corporate service roles currently, 1 year ago and 5 years ago.

	At the end of 2024/25, how many people did your service employ?	At the end of 2023/24, how many people did your service employ?	At the end of 2019/20, how many people did your service employ?

Number of disabled employees in operational roles	383	361	286
Number of disabled employees in control	25	15	11
Number of disabled employees in non-operational/corporate service roles	130	129	123
Total Number of Disabled Employees	538	505	420

4. Which disability related data does your Service/Brigade collect from your employees?

Using the options below, please tick the most appropriate answer

5. Does your Service/Brigade collect any other categories or terminology used

Disability / Long Term Health Condition (with descriptors and indicators).	Yes, we collect	No, we don't collect
Physical Disabilities (Impairments affecting mobility, dexterity, or physical function. This includes conditions like arthritis, orthopaedic limitations, and chronic pain).	Yes	
Sensory Disabilities (Conditions that affect the senses. Examples include visual impairments (blindness, low vision) and hearing impairments (deafness, hard of hearing).	Yes	
Intellectual and Developmental Disabilities (Conditions that affect intellectual functioning, learning, and development. This includes intellectual disability, Down syndrome, and developmental disorders).	Included under "Learning Disabilities and Difficulties"	
Learning Disabilities (Disorders that affect specific cognitive skills, such as reading, writing, and math. Examples include dyslexia, dysgraphia, and dyscalculia).	Included under "Learning Disabilities and Difficulties"	
Mental Health Conditions (Mental illnesses that affect a person's thinking, mood, or behaviour. Examples include depression, anxiety disorders, bipolar disorder, and schizophrenia).	Included under "Long Term / Progressive Medical Conditions"	
Neurodevelopmental Disorders (Conditions that affect brain development, such as autism spectrum disorder and Attention-Deficit/Hyperactivity Disorder (ADHD)).	Included under "Learning Disabilities and Difficulties"	
Chronic Illnesses and Medical Conditions (Long-term health conditions that can impact daily life. Examples include diabetes, heart disease, cancer, multiple sclerosis, and chronic fatigue syndrome).	Included under "Long Term / Progressive Medical Conditions"	

for disability and/or long-term health condition?

The response to question 4 is based on categories reported on for the periods referred to in questions 1 to 3. From February 2026, we have changed the way we collect such data. We no longer collect data on the specific disability categories shown in the response to question 4, but instead ask staff to disclose whether they face any workplace barriers, which covers the following:

- Neurodiversities (e.g. Dyslexia, Dyspraxia, ADHD, Autism, etc.)
- Physical or Environmental (e.g hearing, sight, mobility, non-visible, etc.)
- Re-occurring Mental Health Challenges (e.g. low mood, anxiety, OCD, etc.)
- Other (not covered in the above categories, please specify below)

6. What is the disclosure rate (%) of your workforce concerning disability and/or health condition (including 'no disability')

As at 31st March 2026, the disclosure rate was 94.91%.

7. In the box below, please describe your Service/Brigade experiences of collecting employee personal data relating to disability and/or long terms health conditions.

Applicants are given the opportunity to disclose any disabilities during the job application process.

8. How successful is your Service/Brigade in attracting and recruiting disabled people across all roles?

In the box below, please describe your experiences in the past 5 years.

Our advertisements attract applications from individuals with disabilities, and we continue to receive applications from individuals with disabilities across our vacancies.

We primarily advertise vacancies through our external careers website, Indeed, LinkedIn, and Women in the Fire Service, where we welcome applications from all candidates, including those with disabilities. When an applicant discloses a disability on the application form, an on-screen message appears informing them to let us know of any requests for reasonable adjustments.

The message is “Thank you for considering the LFB as a future employer; we welcome your application. We understand that we might need to apply a reasonable adjustment to support you through the recruitment process; if this is the case, please do let us know in the box provided so we can contact our Learning Support Team and apply reasonable adjustments as appropriate. We are signed up to the Disability Confident Scheme and you can find out more information about it at <https://disabilityconfident.campaign.gov.uk/> “

We do our very best to accommodate requests for reasonable adjustments and will liaise with applicants and our Learning Support Team.

9. Does your Service/Brigade monitor the total numbers of applicants that are successful and unsuccessful in the recruitment process during 2024/25?

Yes, but the data is not available due to the deletion of Talentlink data.

If so, please provide the relevant data below:

Number of successful applicants for operational roles	Number of unsuccessful applicants for operational roles	Number of successful applicants for control roles	Number of unsuccessful applicants for control roles	Number of successful applicants for non-operational/ corporate service roles	Number of unsuccessful applicants for non-operational/ corporate service roles

1. Does your Service/Brigade monitor the numbers of disabled applicants that are successful and unsuccessful in the recruitment process during 2024/25?

Yes but the data is not available due to the deletion of Talentlink data.

Number of successful disabled applicants for operational roles	Number of unsuccessful disabled applicants for operational roles	Number of successful disabled applicants for control roles	Number of unsuccessful disabled applicants for control roles	Number of successful disabled applicants for non-operational/ corporate service roles	Number of unsuccessful disabled applicants for non-operational/ corporate service roles

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If so, please provide the relevant data below:

11.Has your Service/Brigade used positive action in the past year?

Please tick appropriate answer

Yes, we use positive action all the time (On a monthly basis)	Yes, we use positive action occasionally (Every 3 months)	Yes, but we use positive action rarely (Once or twice over the year)	No, we haven't used positive action in the past 1-2 year	No, we haven't used positive action in the past 2-5 years	No, we have never used positive action
X					

12.Does your Service/Brigade target disabled people as part of your positive action?

The LFB Outreach team does not target disable people to date however control run their own recruitment campaign so this way be true for them

Please tick the most appropriate answer

Yes, all the time (On a monthly basis)	Yes, occasionally (Every 3 months)	Yes, but rarely (Once or twice over the year)	No, we haven't targeted disabled people in the past 1-2 year	No, we haven't targeted disabled people in the past 2-5 years	No, we have never targeted disabled people

13. If your Service/Brigade target disabled people through positive action, please provide any information that explains the interventions used and the impact (positive and negative) of these interventions.

The Outreach team ensure our communications are accessible to all

14. Please describe the triggers (or drivers) that prompt your service to organise targeted recruitment and position action to attract more disabled applicants.

15. Please can you describe any position action activities you have organised and its impact on disabled people (Positive or Negative)

Please list any examples, scenarios and experiences

The Outreach team have created candidate support packs with details on support materials for firefighter recruitment. SEN open days

16.Does your Service/Brigade participate in the governments ‘Disability Confident’ scheme?

Please tick the relevant box below:

Yes, we are currently holding Disability Confident Leaders status (Level 3)	Yes, we are currently holding Disability Confident Leaders status (Level 2)	Yes, we are currently holding Disability Confident Leaders status (Level 1)	No, we are not currently participating in the Disability Confident Scheme

14. Does your Service/Brigade participate in any other disability related accreditations or benchmarking that helps promote inclusive recruitment and retention practices for disabled people?

Please circle (or highlight) relevant answer:

Yes

No

If you answer yes, please describe which accreditations or memberships you have participated in, and what have been the main outcomes (i.e. the impact).

15. Does your Service/Brigade use buddy schemes or mentoring to support disabled people during the application and recruitment process?

Please circle (or highlight) relevant answer:

Yes

No

If you answer yes, please describe which accreditations or memberships you have participated in, and what have been the main outcomes (i.e. the impact).

16. Please use this space to provide an additional information

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/>