

**Freedom of Information request:** Reference number FOI2025/00200

**Date of request:** 28th February

**Request:**

1. In the last five years, how many misconduct cases has the service dealt with? (Broken down by years 2020, 2021, 2022, 2023 and 2024, by gender and by type of misconduct i.e. sexual, racial, discrimination, harassment, bullying)

1a) Of those, how many were categorised as gross misconduct?

1b) Of those, can you provide the outcomes of the cases i.e. how many resulted in staff being dismissed from service, how many resulted in written warnings etc.

**Response:**

In response to the above, The LFB publish detailed information online in relation to LFB disciplinary cases. The information can be accessed via the following link and provides a breakdown by rank/role, gender, ethnicity and outcome (by dismissal, formal action or informal action):

<https://data.london.gov.uk/dataset/hr-statistical-abstract>

The information up to 2022 is included in the "*Discipline – Conduct*" sheet of the following spreadsheet: [Human Resources \(HR\) Statistical Abstract](#)

Information for the years following 2022 can be found on the quarterly '*People Services Bi-Annual Performance Report*' PDFs (in Appendix 2) that can be downloaded via this link: <https://data.london.gov.uk/dataset/hr-statistical-abstract> This data goes up to September 2023.

Our Professional Standards Unit was established at the end of 2023 and we have published some further data on the London Fire Brigade website [here](#). This data relates to the period from December 2022 – 30<sup>th</sup> November 2023.

For data in the year 2024, We are not obliged, [under section 22](#) of the FOIA, to provide information that is intended for future publication. Section 22 is a qualified exemption. This means that, even if the requested information falls within it, then I must go on to consider whether the public interest in maintaining the exemption is greater than the public interest in disclosing the information. As the information is of interest to the wider public it is important it can be accessed simultaneously by the general public rather than piece-meal by disclosure to a small number of individuals under the FOIA. Therefore, it is in the wider interest that information is accessible to the public by adhering to the publication schedule and, as such, the data on discipline cases for 2024 is withheld from disclosure at this current time.

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/>