LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

Freedom of Information request: Reference number FOI2026/01407

Date of request: 3rd November 2026

Request:

I would like a copy of the QCG Consultants FRS 2026/27 Pay Settlement report which details recommendations and review of the FRS pay structure.

Response:

Further to your request, please find attached a copy of the QCG Consultants FRS 2026/27 Pay Settlement Report below.

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/

LFC-26-082

FRS 2026/27 Pay Settlement

Report to:
Commissioner's Board
London Fire Commissioner

Date:
14 September 2026

Report by: Andrew Cross – Head of HR Operations and Systems

Authorising Head of Service: Sally Hopper – Director for People

Report classification:
For decision

For publication

Values met

Service
Teamwork

I agree the recommended decision below.

Jonathan Smith
London Fire Commissioner

Date This decision was remotely signed on 2 October 2026

PART ONE
Non-confidential facts and advice to the decision-maker

Executive Summary

This report seeks agreement for the London Fire Commissioner and the Deputy Mayor to implement the 2026/27 pay settlement for Fire and Rescue staff (FRS) that has been reached with the trade unions (GMB and UNISON).

Recommended decisions

For the London Fire Commissioner

That the London Fire Commissioner delegates authority to the Director for Corporate Services to commit the revenue expenditure of £3.621 million and take all necessary actions for the implementation of the 2026/27 pay settlement for FRS staff as set out in this report following Deputy Mayor approval.

1 Introduction and background

1.1 The annual settlement date for the FRS general pay increase is 1 April and the effective date of the annual salary progression increase (SPI) i.e. progression through the pay band, is 1 July.

1.1 For the 2026/27 pay settlement, formal discussions and negotiations commenced on 16 June 2026. The trade unions, GMB and UNISON (which are referred to jointly as Staff Side) informed the Brigade of the outcome of the consultations with their members regarding the pay offer on 18 August 2026 and 31 July 2026 respectively.

1.2 In summary the Staff Side have advised that they accept the LFC's offer.

1.3 The settlement agreed (based on current salary) is as follows:

<u>From 1 April 2026</u>

- A pay increase of three per cent for all FRS staff
- An increase to the pay band maximas of 3.8 per cent
- An increase to the pay band minimas, such that there is a five per cent pay gap between the maximum of one FRS grade and minimum of the FRS grade above

<u>From 1 July 2026</u>

- A salary progression increase of one per cent to those eligible staff.

1.4 The 3 per cent increase will also apply to the associated allowances.

1.5 The Brigade's FRS pay settlement is consistent with the national pay settlement reached for operational/control staff within the National Joint Council (NJC) for the same period. This was for a 3.8 per cent pay increase for operational and control staff, effective from 1 July 2026.

1.6 The FRS/TMG pay and benefits review was undertaken independently by QCG consultants to ensure that the pay and reward system for professional services remains competitive, to enable the Brigade to attract and retain talent. The Brigade is now seeking to implement the QCG recommendations in a phased approach, through the annual FRS pay negotiations in 2026/27 and 2027/28. The first step of this phased approach, which forms part of the 2026/27 FRS pay settlement (set out above), is to introduce a 5 per cent gap between the maximum of each FRS grade and the minimum of the FRS grade above. Implementation of this five per cent gap will make it practicable to deliver the further changes to the FRS pay structure in 2027/28, in order to deliver the improvements highlighted by QCG. Significantly, this also means that the costs of these pay structure changes will be spread over two pay settlements, which supports affordability. This approach to implementing proposed changes to the FRS pay structure has been discussed with the trade unions, who are supportive of it.

2 FRS 2026/27 Pay Settlement and Salary Progression Increase

1. The LFC 'Final 2026/27 Budget' report (LFC-26-021) which was approved forecasts a two per cent pay award increase and assumes that SPI is funded by staff turnover. A two per cent pay increase costs £1.383 million and a one per cent SPI equates to £505K.

2.1 The settlement is for a three per cent general pay rise and a one percent SPI for 2026/27, as well as the increases to the pay band maximas and minimas set out above (para 1.3).

2.2 The total revenue cost of the 2026/27 pay settlement is £3.621 million based on current staff salaries (noting that SPI is funded through staff turnover within the FRS group). This is broken down in the table below:

Table 1: Breakdown of total FRS pay settlement costs 2026/27

	General Pay Increase 3%	Salary Progression Increase 1%	Increase to Grade Minimas to introduce 5% Grade Gap	Increase to Grade Maximas of 3.8%
FRS	£2.075K	£505K	£580K	£461K

2.3 The revenue amount already budgeted for the 2026/27 general pay rise settlement was £1.383 million. This means the additional revenue expenditure to cover the additional costs of the pay increase above the two per cent budgeted is £2.238 million. The additional cost of the one per cent for SPI payment costing of £505K is funded through

staff turnover within the FRS group.

3 Objectives and expected outcomes

3.1 The objective of the recommendations within this report and therefore the expected outcomes is to implement the 2026/27 FRS pay settlement that shall apply to all employees within the FRS group irrespective of their union membership, that has been reached with the trade unions.

4 Values

4.1 The recommendation for the FRS 2026/27 pay settlement aligns with two key values as set out below:

- Service – the pay rise is affordable within budget as reasonable expenditure to support the delivery of a high standard public service.
- Teamwork – the pay rise is consistent with other staff groups supporting the culture transformation that all staff are one big team within the Brigade, breaking down barriers caused by pay rise level differences.

5 Equality comments

5.1 The LFC and the Deputy Mayor for Planning, Regeneration and the Fire Service are required to have due regard to thePublic 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.

5.2 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, andafter the decision has been taken.

5.3 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, colouror nationality), religion or belief (including lack of belief), sex, and sexual orientation.

5.4 The Public Sector Equality Duty requires decision-takers in the exercise of all their functions,to have due regard to the need to:

- eliminate discrimination, harassment and victimisation and other prohibited conduct.
- advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
- foster good relations between people who share a relevant protected characteristic andpersons who do not share it.

5.5 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 havingdue regard, in particular, to the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protectedcharacteristic where those disadvantages are connected to that characteristic.

- take steps to meet the needs of persons who share a relevant protected characteristic thatare different from the needs of persons who do not share it.
- encourage persons who share a relevant protected characteristic to participate in publiclife or in any other activity in which participation by such persons is disproportionately low.

5.6 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.

5.7 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 dueregard, in particular, to the need to:

- tackle prejudice
- promote understanding.

5.8 An Equality Impact Assessment has been completed which evaluates no negative impact or restrictions on its application to staff with protected characteristics and complies with the Public Sector Equality Duty responsibilities. This applies the Inclusion department's recommendations and is with them for final consideration.

5.9 Although a pay increase is generally accepted to be beneficial, it is recognised that the pay increase which is based on a percentage increase across all FRS grades does mean that staff on higher FRS grades receive more money than those on lower FRS grades. It is also recognised that a flat increase to all staff would maintain any existing pay gaps between under/overrepresented groups.

5.10 The action plan that is detailed in the London Fire Brigade gender, ethnicity and disability pay gap report (LFC-24-086 that includes FRS staff) sets out a range of actions to address the pay gap which include improving data collation, recruitment and career progression.

6 Other considerations

Workforce comments

6.1 The 2026/27 pay settlement has been negotiated with the trade union and represents a fair and consistent approach, whilst also recognising the value of the FRS staff and the work they undertake.

Sustainability comments

6.2 There are no direct sustainability implications arising from the recommendations within this report.

Procurement comments

6.3 There are no direct procurement implications arising from the recommendations within this report.

Communications comments

6.4 A communications message will be sent to the FRS staff notifying them directly of the pay settlement and other pay arrangements. The FRS pay policy no. 716 will be updated and

uploaded onto Hotwire for all staff to view. The HR Helpdesk shall also be available to provide advice and guidance.

7 Financial comments

7.1 The report recommends that the 2026/27 FRS pay settlement set out above (para 1.3) is agreed at a total revenue cost of £3.621m. This includes a 3 per cent pay increase for all staff of £2.075m, 1 per cent salary progression of £0.505m and changes to the minimas and maximas of each grade of £0.580m and £0.461m respectively.

7.2 The 2026/27 budget included funding for a 2 per cent pay award of £1.383m. The additional 1 per cent above budget of £0.691m can be contained within the central contingency. The general pay increase will therefore be containable within the existing budget for 2026/27 and future years.

7.3 The part year impact in 2026/27 and full year impact in 2027/28 of the one per cent for SPI of £505K will be met through staff turnover in year.

7.4 The increase to the grade minimas and maximas of £1.041m will result in a budget pressure to the 2026/27 budget and will be included as part of the Quarter 2 financial position report. The Quarter 1 report included a forecast underspend of £3.7m which this spend will offset.

7.5 The ongoing cost of the changes to the grade minimas and maximas will be included as part of budget preparation for 2027/28 and will be included in the LFC's November Budget Submission to the Mayor. The budget for pay inflation for future years is also reviewed annually as part of that budget setting process.

8 Legal comments

8.1 This report seeks approval to implement the FRS pay settlement figures for 2026/27, following agreement reached with representative bodies.

8.2 Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (LFC) is established as a corporation sole with the Mayor appointing the occupant of that office. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the LFC specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.

8.3 By direction dated 1 April 2018, the Mayor set out those matters, for which the LFC would require the prior approval of either the Mayor or the Deputy Mayor for Planning, Regeneration and the Fire Service (the "Deputy Mayor").

8.4 Paragraph (b) of Part 2 of the said direction requires the LFC to seek the prior approval of the Deputy Mayor before "[a] commitment to expenditure (capital or revenue) of £150,000 or above as identified in accordance with normal accounting practices…". The commitment of revenue expenditure referred to in this report therefore requires approval from the Deputy Mayor.

8.5 The statutory basis for the actions proposed in this report is provided by the Fire and Rescue Services Act 2004 ('the Act'), under which the LFC must secure the provision of personnel. Under the Act the LFC may also do anything that they consider incidental or indirectly incidental to their core functions. Additionally, section 112 of the Local Government Act 1972 empowers the LFC to appoint officers and determine their

reasonable terms and conditions, including conditions as to remuneration.

List of appendices

Appendix	Title	Open or confidential*
One	Equality Impact Assessment	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

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

LONDON FIRE BRIGADE

Equality Impact Assessment (EIA)
Initial Screening Form

Appendix 1

When completing this form please use the EIA guidance notes and check our other resources on our dedicated EIA Hotwire pages

---

This form enables you to screen each protected characteristic and identify which may be positively or negatively impacted by your activity.

The purpose of an EIA is to meet and justify the legal obligation required under the Public Sector Equality Duty (PSED), namely, the 'DUE REGARD' that documents that your activity will:

a) **eliminate discrimination, harassment, and victimisation;**
b) **advance equality of opportunity; and,**
c) **foster good relations between people who share a relevant protected characteristic and people who do not share it.**

You must be able to show that your activity meets the three conditions of the due regard by providing relevant information to show how it caters for people with protected characteristics (where applicable), through eliminating potential discrimination and promoting opportunities to build equity between all groups.

You will only be required to complete a full EIA assessment of the areas where you have identified a negative impact, and further adjustments will be required.

Use the fields below to record any impacts and potential mitigating actions against each protected characteristic. All complete initial screening forms should be submitted to the EIA team to review and confirm your next steps.

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

A. Name, status and expected outcomes of the activity
The annual pay award for FRS staff 2026/27 The FRS pay award in 2026/27 provides for: From 1 April 2026 • A pay increase of 3.2 per cent for all FRS staff. • An increase to the pay band maximas of 3.8 per cent. • An increase to the pay band minimas, such that there is a 5% pay gap between the maximum of one FRS grade and minimum of the FRS grade above. From 1 July 2026 • A salary progression increase of one per cent to those eligible staff (up to the maxima of the pay band). All staff are eligible, unless they have been appointed/promoted within the six months prior to the 1 July 2026. This pay award, which has been agreed with the trade unions (GMB and UNISON), provides an increase in pay for all FRS staff which is fair and consistent with the pay settlements of other staff groups. The national pay settlement reached for operational/control staff within the National Joint Council (NJC) for the same period was for a 3.8% pay increase for operational/control staff, effective from 1 July 2026. It shall apply to all eligible FRS grades, as stated above, irrespective of whether they are in a union. The pay rise addresses the economical financial increases, rewards FRS staff (SPI) and supports the attraction and retention rewards framework.
B. Who is this activity for, who is impacted by it? *(all LFB staff, specific department, external communities)*
All FRS staff in grades FRS B to FRS G.
C. Reason for Equality Impact Assessment

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

LONDON FIRE BRIGADE

Equality Impact Assessment (EIA)
Initial Screening Form

New activity	
D. Team responsible for the activity *(Please provide two different names for resilience)*	
EIA Author(s): Name: Paul Doyle Job title: Pay, Reward and Industrial Relations Manager Department: People Services	**EIA Owner(s):** Name: Andrew Cross Job title: Head of HR Operations & Systems Department: People Services

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

E. Equality and diversity considerations

Protected Characteristic	Positive Impact ✓	Negative Impact ✓	Summary of impact	Is a mitigating action required? Yes	Is a mitigating action required? No
Age	☒	☐	The significant variance in the 2026 pay award relates to FRS staff at the minimas of the grades in comparison to other FRS staff, due to the changes we are implementing to the pay structure: specifically, to introduce a 5% gap between the maxima of a grade and the minima of the grade above (by raising the minimas). Staff at the minima of FRS grades consequently receive a higher pay award than staff in the middle or at the maxima of the same grade. The following table shows that younger staff (aged 20-29) are disproportionately grouped at the minimas of the FRS grades (14.9% of this age group at the min compared to 5.7% across all ages). Implementing the pay award will have the positive impact of narrowing the pay gap within each grade between these younger workers and their older colleagues.	☐	☒
Disability	☒	☐	The significant variance in the 2026 pay award relates to FRS staff at the minimas of the grades in comparison to other FRS staff, due to the changes we are implementing to the pay structure: specifically, to introduce a 5% gap between the maxima of a grade and the minima of the grade above (by raising the minimas). Staff at the minima of FRS grades consequently receive a higher pay award than staff in the middle or at the maxima of the same grade. The following table shows that staff with a disability are disproportionately grouped at the minimas of the FRS grades (7.7% of staff with a disability are at the min compared to 4.9% of staff with no disability). Implementing the pay award will have the positive impact of	☐	☒

	20-29	30-39	40-49	50 and over	Total
Max	8	26	50	184	268
Mid	78	172	146	195	591
Min	15	19	12	6	52
Total	**101**	**217**	**208**	**385**	**911**

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

LONDON FIRE BRIGADE

Equality Impact Assessment (EIA)
Initial Screening Form

			narrowing the pay gap within each grade between staff with a disability and staff with no disability. **Yes / No / Not Known / Total** Max 43 214 11 268 Mid 65 465 61 591 Min 9 35 8 52 **Total 117 714 80 911**		
Gender Reassignment	☒	☐	No data is available regarding gender reassignment. The pay rise does not present any barriers to staff who may have and may be transitioning, because all eligible staff shall receive the pay rise. The provisions within PN323 Trans Inclusion policy have been applied and there are no barriers identified when applied to this pay rise. Individual EIAs have been carried out for each separate pay related policy.	☐	☒
Marriage / Civil Partnership	☒	☐	No data is available regarding marriage/civil partnership. The pay rise has no restrictions for those with these characteristics and those who do not so eliminates discrimination and provides advancement of opportunity for those with these protected characteristics by having access to the application of the pay rise. Having no restrictions promotes good relations between those that are married, in civil partnerships and those who are not by providing opportunity for all eligible staff to receive the pay rise. Individual EIAs have been carried out for each separate pay related policy.	☐	☒

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

<table>
<tr>
<td>Pregnancy / Maternity</td>
<td>☒</td>
<td>☐</td>
<td>No data is available regarding pregnancy/maternity. The pay rise has no restrictions for those with these characteristics so eliminates discrimination and provides advancement of opportunity for those with these protected characteristics having access to the application of the pay rise. PN555 and PN313 supports the application of the pay rise and provides for adjustments to support access to its application. Thereby the pay rise and access to these maternity related policies promotes good relations between those that are pregnant/maternity and those who are not by providing opportunity for all eligible staff to receive the pay rise together.

Individual EIAs have been carried out for each separate pay related policy.</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>Race</td>
<td>☒</td>
<td>☐</td>
<td>The significant variance in the 2026 pay award relates to FRS staff at the minimas of the grades in comparison to other FRS staff, due to the changes we are implementing to the pay structure: specifically, to introduce a 5% gap between the maxima of a grade and the minima of the grade above (by raising the minimas). Staff at the minima of FRS grades consequently receive a higher pay award than staff in the middle or at the maxima of the same grade.

The following table shows that ethnic minority staff are disproportionately grouped at the minimas of the FRS grades (8.0% of ethnic minority staff are at the min compared to 4.4% of white/white British staff). Implementing the pay award will have the positive impact of narrowing the pay gap within each grade between ethnic minority staff and white/white British staff.

<table>
<tr><th></th><th>Ethnic Minority</th><th>White or White British</th><th>Not Provided</th><th>Prefer not to say</th><th>Total</th></tr>
<tr><td>Max</td><td>89</td><td>169</td><td>8</td><td>2</td><td>268</td></tr>
<tr><td>Mid</td><td>188</td><td>357</td><td>42</td><td>4</td><td>591</td></tr>
<tr><td>Min</td><td>24</td><td>24</td><td>4</td><td></td><td>52</td></tr>
<tr><td>Total</td><td>301</td><td>550</td><td>54</td><td>6</td><td>911</td></tr>
</table>
</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>Religion / Belief</td>
<td>☒</td>
<td>☐</td>
<td>The significant variance in the 2026 pay award relates to FRS staff at the minimas of the grades in comparison to other FRS staff, due to the changes we are implementing to the pay</td>
<td>☐</td>
<td>☒</td>
</tr>
</table>

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

LONDON FIRE BRIGADE

Equality Impact Assessment (EIA)
Initial Screening Form

<table>
<tr>
<td></td>
<td></td>
<td></td>
<td>structure: specifically, to introduce a 5% gap between the maxima of a grade and the minima of the grade above (by raising the minimas). Staff at the minima of FRS grades consequently receive a higher pay award than staff in the middle or at the maxima of the same grade.

The following table shows that staff of a non-Christian faith or no religion are disproportionately grouped at the minimas of the FRS grades (8.2% of non-Christian faith and 7.0% of no religion compared to 4.0% of Christian faith staff). Implementing the pay award will have the positive impact of narrowing the pay gap within each grade between staff of a non-Christian faith or no religion and staff of Christian faith.

<table>
<tr><th></th><th>Christian</th><th>Non-Christian faith</th><th>No Religion</th><th>Prefer not to say</th><th>Not Provided</th><th>Total</th></tr>
<tr><td>Max</td><td>102</td><td>41</td><td>82</td><td>8</td><td>35</td><td>268</td></tr>
<tr><td>Mid</td><td>231</td><td>60</td><td>209</td><td>35</td><td>56</td><td>591</td></tr>
<tr><td>Min</td><td>14</td><td>9</td><td>22</td><td>2</td><td>5</td><td>52</td></tr>
<tr><td>Total</td><td>347</td><td>110</td><td>313</td><td>45</td><td>96</td><td>911</td></tr>
</table>
</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sex</td>
<td>☒</td>
<td>☐</td>
<td>The significant variance in the 2026 pay award relates to FRS staff at the minimas of the grades in comparison to other FRS staff, due to the changes we are implementing to the pay structure: specifically, to introduce a 5% gap between the maxima of a grade and the minima of the grade above (by raising the minimas). Staff at the minima of FRS grades consequently receive a higher pay award than staff in the middle or at the maxima of the same grade.

The following table sets out the gender breakdown of FRS staff at the minimas of the grades, compared to other FRS staff. This shows that staff at the minimas are disproportionately female (8.2% of female staff are at the minima compared to 3.0% of males), and implementing the pay award to reduce the pay gap between staff at the minimas and other staff in the same grade will have a positive impact from a gender perspective.</td>
<td>☐</td>
<td>☒</td>
</tr>
</table>

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

<table>
<tr>
<td></td>
<td></td>
<td></td>
<td>
<table>
<tr><th>Min, Mid or Max</th><th>Female</th><th>Male</th><th>Total</th></tr>
<tr><td>Max</td><td>125</td><td>143</td><td>268</td></tr>
<tr><td>Mid</td><td>312</td><td>279</td><td>591</td></tr>
<tr><td>Min</td><td>39</td><td>13</td><td>52</td></tr>
<tr><td>Total</td><td>476</td><td>435</td><td>911</td></tr>
</table>
</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>☒</td>
<td>☐</td>
<td>
The significant variance in the 2026 pay award relates to FRS staff at the minimas of the grades in comparison to other FRS staff, due to the changes we are implementing to the pay structure: specifically, to introduce a 5% gap between the maxima of a grade and the minima of the grade above (by raising the minimas). Staff at the minima of FRS grades consequently receive a higher pay award than staff in the middle or at the maxima of the same grade.

The following table shows that LGB staff are disproportionately grouped at the minimas of the FRS grades (13.8% of LGB staff compared to 5.6% of heterosexual staff). Implementing the pay award will have the positive impact of narrowing the pay gap within each grade between LGB staff and heterosexual staff.
<table>
<tr><th></th><th>LGB</th><th>Heterosexual</th><th>Prefer not to say</th><th>Not provided</th><th>Total</th></tr>
<tr><td>Max</td><td>12</td><td>186</td><td>3</td><td>67</td><td>268</td></tr>
<tr><td>Mid</td><td>38</td><td>472</td><td>22</td><td>59</td><td>591</td></tr>
<tr><td>Min</td><td>8</td><td>39</td><td></td><td>5</td><td>52</td></tr>
<tr><td>Total</td><td>58</td><td>697</td><td>25</td><td>131</td><td>911</td></tr>
</table>
</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>Socio Economic*</td>
<td>☒</td>
<td>☐</td>
<td>No data is available regarding socio economic status. The pay rise does not create barriers because it applies to all eligible employees capturing the widest selection of staff possible. There are no restrictions such as qualifications and the pay rise is communicated using inclusive language so that they are clear.</td>
<td>☐</td>
<td>☒</td>
</tr>
</table>

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

LONDON FIRE BRIGADE

Equality Impact Assessment (EIA)
Initial Screening Form

			Individual EIAs have been carried out for each separate pay related policy.		
Caring responsibilities*	☒	☐	No data is available regarding caring responsibilities. The pay rise has no restrictions for staff with caring responsibilities so eliminates discrimination and provides advancement of opportunity for those with caring responsibilities. Having no caring responsibility restrictions promotes good relations between the staff providing opportunity for all eligible staff access to the pay rise. Individual EIAs have been carried out for each separate pay related policy.	☐	☒

Explain why a full EIA is not required:

It is Brigade's position through its Inclusion team that an EIA Initial Screening Form must be completed.
The 2026 FRS pay award applies to all FRS staff regardless of any protected characteristics they may have. Shortening the pay ranges of the FRS grades, by raising the minimas of the pay bands, such that there is a 5% gap between the maxima of a grade and the minima of the grade above, narrows the gap between the lowest paid and highest paid in each pay band, which can only reduce any pay gaps between staff with different characteristics. Accordingly, the 2026 FRS pay award will have a positive impact in relation to staff with protected characteristics.

Signed by the Submitter

Name: Paul Doyle
Rank/Grade: FRS F
Date: 20/08/26

Email the completed form to EqualityImpactAssessment@london-fire.gov.uk

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

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

Initial Recommendations
☐ **Further information required** Insufficient information to support a recommendation ✓ **Continue with no change required [Recommendation 1]** No adverse impact(s) identified and full explanations provided ☐ **Full EIA required for affected characteristic before proceeding further** Adverse impact(s) identified
Next steps
Name: Ehis Ilozobhie **Date:** 08/09/2026

LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200
london-fire.gov.uk

LONDON FIRE BRIGADE

Jonathan Smith KFSM
London Fire Commissioner

London Fire Brigade Headquarters
3rd Floor, 169 Union Street London SE1 0LL
T 020 8555 1200 x 30000 F 020 7960 3600
E Jonathan.Smith@london-fire.gov.uk
www.london-fire.gov.uk

The London Fire Commissioner is the fire and rescue authority for London

Jules Pipe CBE
Deputy Mayor for Planning, Regeneration and the Fire Service
Greater London Authority
City Hall, Kamal Chunchie Way
London E16 1ZE

Date: 21 September 2026

(Sent via email)

Dear Jules

Implementation of the FRS pay settlement 2026/27

I am writing in respect of the recent pay settlement agreed between the London Fire Commissioner and the recognised trade unions (GMB and UNISON) for Fire and Rescue Service (FRS) staff. The annual pay increase for those staff groups is agreed locally through negotiation with the recognised trade unions and forms part of the London Fire Commissioner's arrangements for employee pay and remuneration.

The negotiated settlement for 2026/27 comprises:

- a pay increase of 3% for all FRS staff with effect from 1 April 2026;
- an increase to pay band maximas of 3.8%;
- an increase to pay band minimas to establish a 5% pay gap between the maximum of one grade and the minimum of the grade above; and
- a salary progression increase of 1% for eligible staff with effect from 1 July 2026.

The total annual revenue cost of the settlement is £3.621m. This comprises £2.075m for the 3% general pay increase, £0.505m for salary progression increases, £0.580m for adjustments to grade minimas and £0.461m for adjustments to grade maximas.

The costs of £3.621m for 2026/27 are to be met in the following way:

- using the budget provision for a 2% pay award included within the approved 2026/27 budget, costing £1.383m;
- using the central contingency to fund the additional 1% general pay increase above the budget assumption, costing £0.691m;
- meeting the cost of the 1% salary progression increase, costing £0.505m, through staff turnover within the FRS workforce;
- funding the cost of the changes to grade minimas and maximas, costing £1.041m, from forecast in-year underspends. The Quarter 1 financial position report identified a forecast underspend of £3.7m, in addition to a forecast year end position on the general reserve of £31.5m. That forecast year end position is above the minimum of £18.8m under the General Reserve policy, and can also be used to support expenditure if required. The £1.041m cost will be reflected as part of the Quarter 2 financial position report.

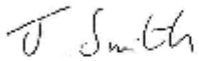
The impact of the changes to grade minimas and maximas in 2027/28 and beyond will be incorporated into the budget-setting process for 2027/28 and reflected in the London Fire Commissioner's budget

submission to the Mayor. In addition, the budget provision for pay inflation will continue to be reviewed annually as part of the normal budget preparation process.

In accordance with the Mayoral Direction, I am seeking your consent to commit the revenue expenditure as detailed above, noting that the settlement has been agreed following negotiations with the recognised trade unions and supports the implementation of the first phase of the Fire and Rescue Service pay and reward framework review.

Please do not hesitate to contact me if you have any queries regarding the above. I look forward to receiving your consent in due course.

Yours sincerely,



Jonathan Smith KFSM
London Fire Commissioner

MAYOR OF LONDON

Jonathan Smith
London Fire Commissioner
169 Union Street
London
SE1 0LL
(via email)

Date: 2 October 2026

Dear Jon,

Fire and Rescue (FRS) Pay Settlement 2026-27

Thank you for your letter of 21 September 2026, outlining the proposal to implement the negotiated settlement for FRS staff. This consists of a 3% general pay rise and a 1% salary progression increase to eligible staff, alongside increases to the minimum and maximum spinal points within pay grades to establish a 5% gap.

I can confirm that, for the purpose of clarifying the status of the decision in light of the requirements of the Mayor's LFC Governance Direction, I consent to you taking this step.

I, and GLA colleagues, will continue to monitor the financial position of the LFB via quarterly reports at the Deputy Mayor's Fire Board and other mechanisms.

Yours sincerely,



Jules Pipe
Deputy Mayor for Planning, Regeneration, and the Fire Service