

**Freedom of Information request:** Reference number FOI2025/00470

**Date of request:** 6th May

**Request:**

*Dear London Fire Brigade,*

*I am making a Subject Access Request under the Freedom of Information Act.*

*Records for 01/05/19 - 30/4/20, 01/05/20 - 30/04/21, 01/05/21 - 30/04/22, 01/05/22 - 30/4/23, 01/05/23 - 30/4/24, 01/05/24 - 30/4/25 inclusive years of amount of employees of this department who have a diagnosis of Autistic Spectrum Disorder; and the total number of all employees in department; and all records during this period of reasonable adjustments made for autistic candidates at job interviews.*

**Response:**

**Number of staff diagnosed with ASD for each requested year:**

To identify the number of staff who have a diagnosis of Autistic Spectrum Disorder in each of the years requested would exceed the cost limit set out under Section 12(1) of the Freedom of Information Act. As we would need to undertake the following activities:

- Each individual employee file would need to be manually retrieved and reviewed from SharePoint (each with a separate file).
- The Learning Support Team would need to cross-reference employee details with the HR Data Team to determine employment dates across multiple years.
- It would require a manual search of hundreds of files of varying lengths and contents.

Under Section 12(1) of the Freedom of Information Act 2000, we are not obliged to comply with this part of your request as the cost of locating, retrieving, and extracting the requested information is estimated to exceed the statutory cost limit of £450 (equivalent to 18 hours of staff time at £25 per hour).

We estimate this would significantly exceed 18 hours of work. Therefore, this part of your request is refused under Section 12(As this process would exceed 18 hours of work, we are unable to comply with this part of your request.

We can confirm that, based on data extracted from our Workplace Adjustment Passports for each person who has a passport. We have identified 6 individuals who have this diagnosis based on the information held by the Learning Support Team. Please note that this figure only reflects individuals who have disclosed their diagnosis to the Learning Support Team. Other cases may be recorded elsewhere (e.g., Occupational Health, line managers) and therefore not known to Learning Support.

**Reasonable adjustments at interview for autistic candidates:**

We do not hold a central record or extractable data on reasonable adjustments made specifically for ASD candidates at interviews. Adjustments are considered and recorded on a case-by-case basis by recruiting teams or Occupational Health but are not held in a centrally searchable format.

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](#)