



LONDON FIRE BRIGADE

Report title

Monitoring of Health and Safety Performance 2020/21 – Annual Report

Report to	Date
Operational Delivery Directorate Board	22 July 2021
People Board	28 July 2021
Commissioner's Board	25 August 2021
London Fire Commissioner	

Report by	Report number
Assistant Director, Health and Safety	LFC-0578

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Summary

This is the Health and Safety update and monitoring report for the year 2020/21. This report covers performance against a number of key health and safety indicators and measures.

Recommended decision

That the London Fire Commissioner notes the report.

Background

1. This is the year 2020/21 monitoring report. The report provides data on performance, as well as a commentary on the key performance indicators.
2. The report includes an update on:
 - preventive initiatives and interventions;
 - occupational health and wellbeing;
 - workforce liaison (health and safety committees), and
 - premises health and safety audit.
3. The report also includes information on leading indicators of health and safety performance.

Performance monitoring

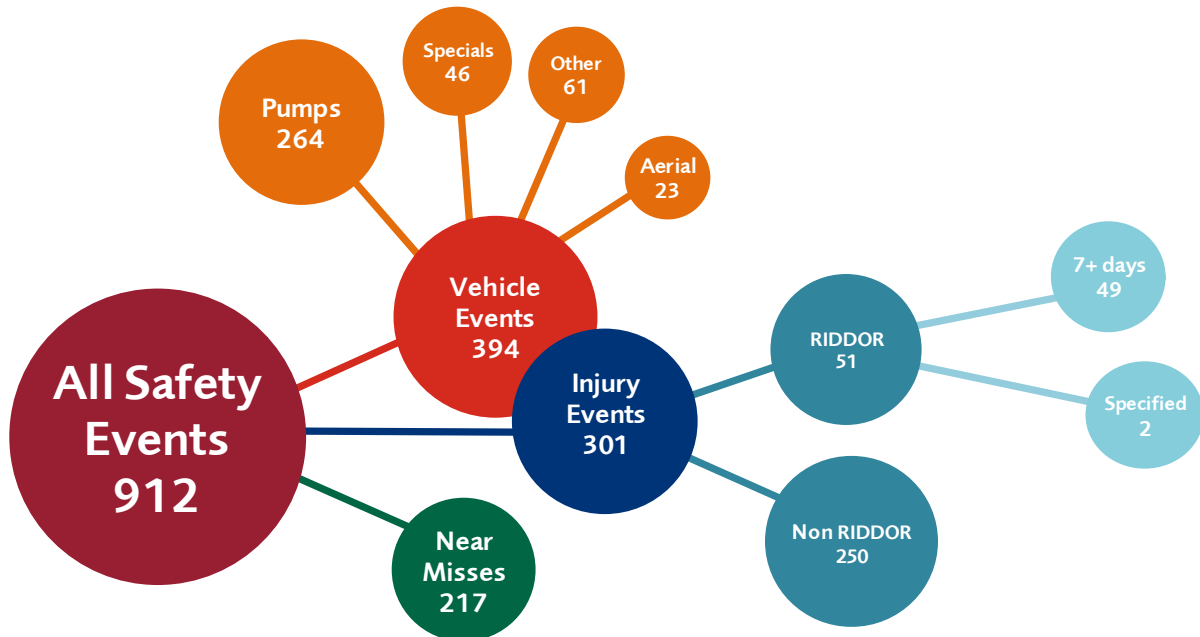
- Information for the year 2020/21 on the three corporate health and safety performance indicators is set out in table 1, with comparative data for 2018/19 and 2019/20. The five year trend indicator reflects the change in performance since 2016/17. For greater clarity, targets are displayed for all indicators, and performance for 2020/21 is colour (RAG) coded to show achievement against the normal target (see key below Table 1).
- All safety events for the period, broken down by type and showing the relationship between different types of event, are shown in table 2.

Table 1 – corporate key performance indicators

	2018/19	2019/20	2020/21	Target 2020/21	Trend over 5 yrs.
				normal	
CO 11: RTCs involving Brigade vehicles	495	434	394	415	▼
CO 12: Injuries from operational incidents	159	125	134	116	▼
CO 13: All RIDDOR ¹ injuries	75	56	51	89	▼

KEY	Performance Green – on target	Amber – within 10% of target	Red – more than 10% outside target
Trend	▲ Numbers increasing, good performance trend	▼ Numbers decreasing, good performance trend	▼ Numbers decreasing, poor performance trend
	▲ Numbers increasing, poor performance trend	◄ No discernible trend	

Table 2 - All safety events



¹ Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013

Performance highlights – corporate indicators

6. In the long term there has been a reduction in RIDDOR¹ injuries to staff, which has been maintained over several years. The number of vehicle events has also reduced over the last 5 years and the target is being met. The annual performance target for injuries sustained at operational incidents is not being met despite an improvement over the last 3 years. Key indicators highlights are as follows:

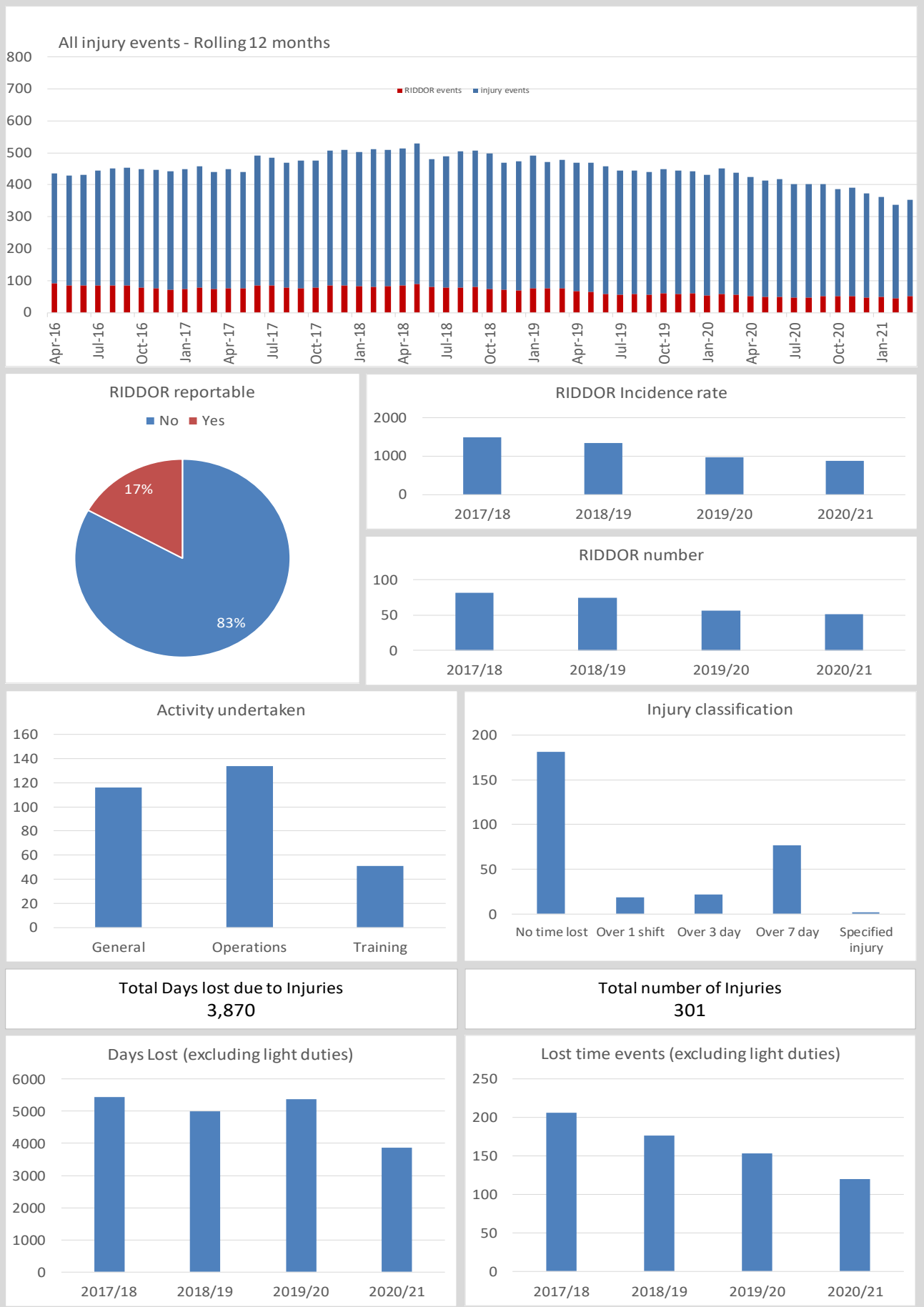
- the total number of **road traffic collisions**² (394) indicates an improvement in performance;
- the number of **injuries at operational incidents** (134) has increased during 2020/21; it is currently over the target, but the long-term trend indicates a reduction in the number of injuries at operational incidents, and
- the number of **RIDDOR injuries** (51) is a reduction when compared to the outturn for 2019/20, and it is well below target (89).

	Q4 2019/20	Q1 2020/21	Q2 2020/21	Q3 2020/21	Q4 2020/21
RIDDOR	Q4	Q1	Q2	Q3	Q4
RIDDOR Injuries (Total)	13	10	15	9	17
- Fatalities	0	0	0	0	0
- Specified	0	0	1	1	0
- Over 7 day	13	10	14	8	17
- Member of the public	0	0	0	0	0
Work Activity (includes ALL injuries)	Q4	Q1	Q2	Q3	Q4
Work Activity – Operations	26	45	41	23	27
- Attending fires	22	36	25	15	20
- Attending RTC	0	1	4	1	0
- Other incidents	4	8	12	7	7
Work Activity – General	37	32	36	23	25
Work Activity – Training	26	13	14	10	13
Vehicle Events (includes all RTCs)	Q4	Q1	Q2	Q3	Q4
Vehicles events (Total)	101	89	118	89	98

Table 3 - **Summary safety event data**; showing safety event data by quarter for the current reporting period and the preceding 12 months to allow comparison with the same reporting period from the previous financial year.

² The RTCs involving Brigade vehicles data includes all RTCs with other vehicles and/or with street furniture (regardless of fault) and it also includes all damage done to vehicles on station and at training venues (not on the public highway) that are caused by vehicle movement.

Injury events



Injury events highlights

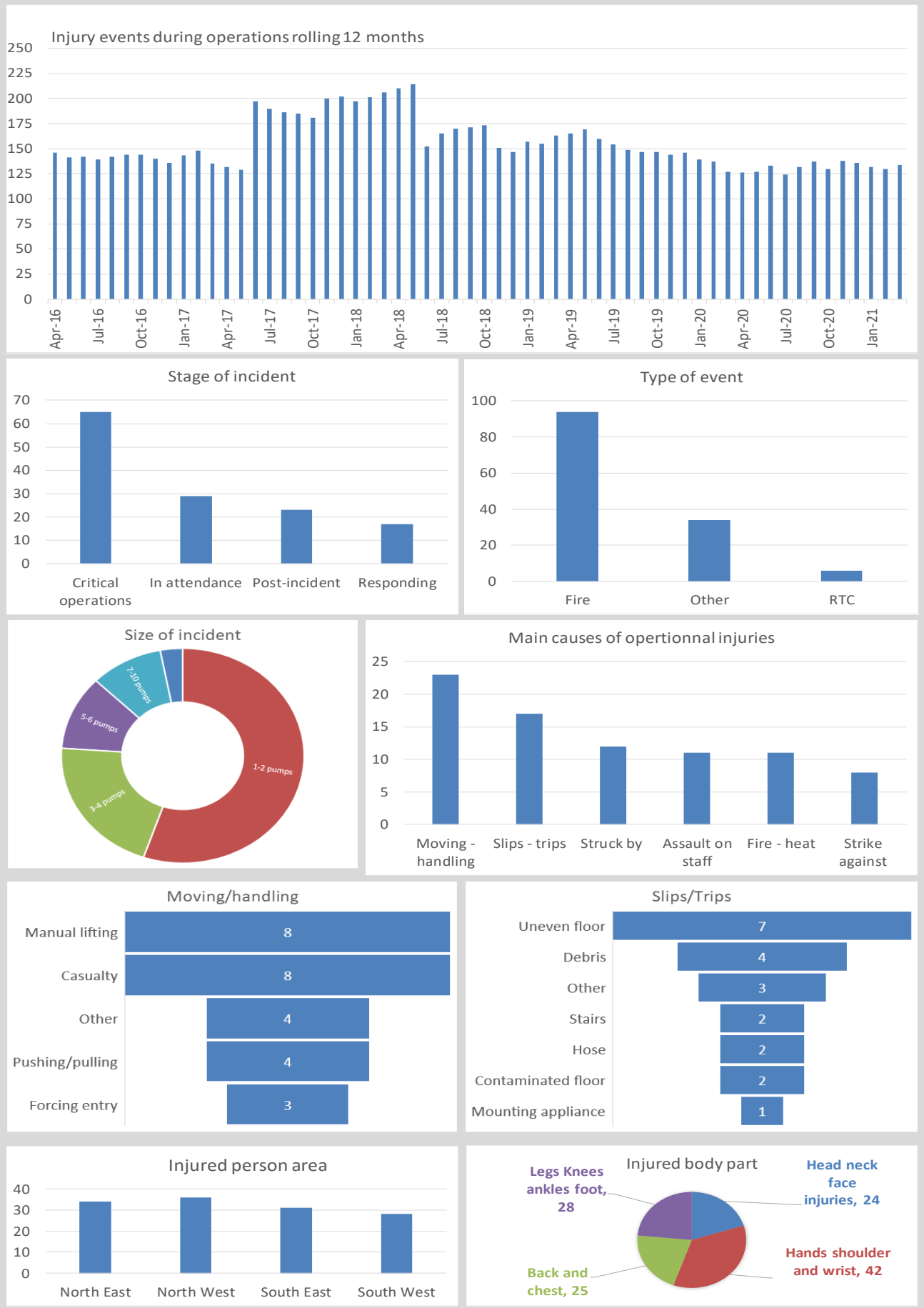
7. Overall, the number of injury events has reduced by 21% when compared to 2020/21. RIDDOR events are down 9% to a lowest recorded figure of 51 events in total of which 2 were specified injuries. One specified injury was a broken ankle caused by a trip on a hose at an incident and the other was a punctured lung caused by an impact in the chest with a coupling blown off from a dry riser main during a high rise training exercise. Of the 51 RIDDOR events, 60% (31 events) occur in operations, 20% (10 events) during general activities and 20% (10 events) during training activities. The RIDDOR incidence rate (expressed as number of RIDDOR injuries per 100,000 employees) is also reducing.
8. A significant proportion of reported injuries do not result in absence or a loss in working time. Over the last 5 years there has been a significant reduction in both the number of lost working days and the number of lost time injury events. This reduction can be partly associated with the reduction in "over 7 days" and "specified" RIDDOR events. Over 7 day RIDDOR events, which account for a larger proportion of working days lost accounted for 20% of the total number of injury events 5 years ago against 17% during 2020/21. Specified injuries are generally the more serious injuries that staff suffer (bone fractures for example) and each injury generally causes significant absence. The number of specified injuries has reduced to very low levels, which also contributes to the overall reduction in days lost to injury.
9. 51 injury events occurred during training activities. 17 (33%) were during training events managed by Babcock, the majority of which (13) occurred during BA and real fire training. 17 injuries occurred during fitness training, which is an increase of 7 events when compared with last financial year.

Management actions to reduce injuries

10. Between 2015/16 and 2019/20 the health and safety team have focused on reducing the number of injuries from slips and trips on Brigade premises and on the incident ground, which was previously the principle cause of injuries to staff. The Brigade introduced a range of control measures to reduce risk from slips and trips over this period, including the specification and introduction of yellow (higher visibility) hose, improving the scene lighting available around the new fire appliances, improving portable scene lighting provision at incidents and introducing specialist slips and trips audits at fire stations to identify and remove slips and trips hazards on fire stations. This has seen the proportion of injuries attributed to slips and trips reduce over this period.
11. Over the same period the proportion of injuries attributed to manual handling as a cause have increased. Going forward, to target a reduction in manual handling injuries the health and safety team are now working with colleagues in the Operational Policy department and Fleet teams to reduce the overall weight of commonly used operational equipment, including the breathing apparatus set and the 135 ladder. The health and safety team will further evaluate manual handling injury data to identify the equipment and tasks most associated with manual handling injuries to identify further interventions that can be targeted at reducing manual handling risk.
12. The seatbelt campaign initiated by the Health and Safety team has led to reductions in injuries to firefighters in road traffic collisions. Prior to the start of the seatbelt campaign more than 30 firefighters were injured in road traffic collisions each year and this has reduced to 5 in this reporting period. The seatbelt campaign video and posters produced by the Brigade have been adapted and used by a number of other fire and rescue services in their attempts to improve the wearing of seatbelts amongst their staff.

13. In 2020/21 a focus of the health and safety team has been on improving safety leadership, which is pivotal to effective health and safety management. A range of actions have been taken to set a foundation to both raise awareness and promote effective safety leadership. The first of these actions was to include within the behavioural framework, at all levels (Tiers 1, 2 and 3), specific behaviours focussing on recognising and supporting others in their health, safety and wellbeing and in identifying and mitigating risks to health, safety and wellbeing at individual through to service wide levels. This will be supported by including safety leadership within the leadership development training and in setting individual health, safety and wellbeing objectives within the performance and objective setting conversations. A range of generic health, safety and wellbeing leadership objectives were supplied to Fire Stations department for staff at Group Commander and Station Commander level. Additionally, the health and safety team have implemented regular meetings to discuss health and safety performance with area DACS and AC Fire Stations.
14. A suite of health and safety performance data has been created on Power BI to better allow for the identification of trends that can be targeted for proactive intervention. It is now available to operational managers (Area managers and borough commanders) for their own use.
15. Further actions to reduce injuries that occur on the incident ground can be found in paragraphs 18 through 22.

Injury events during operations



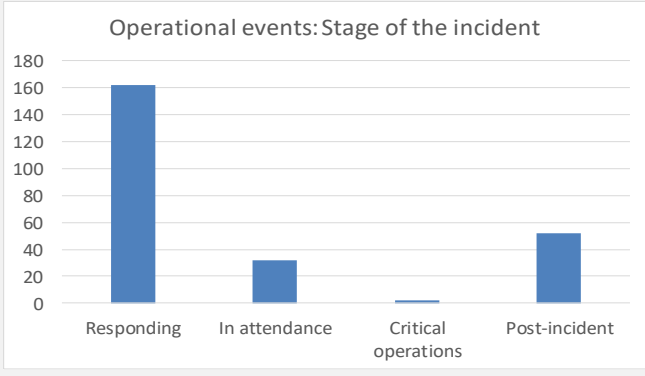
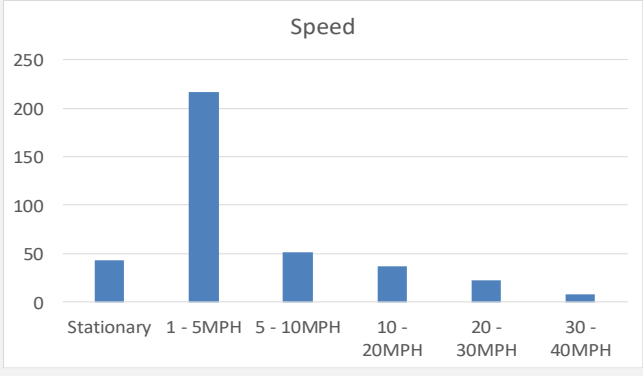
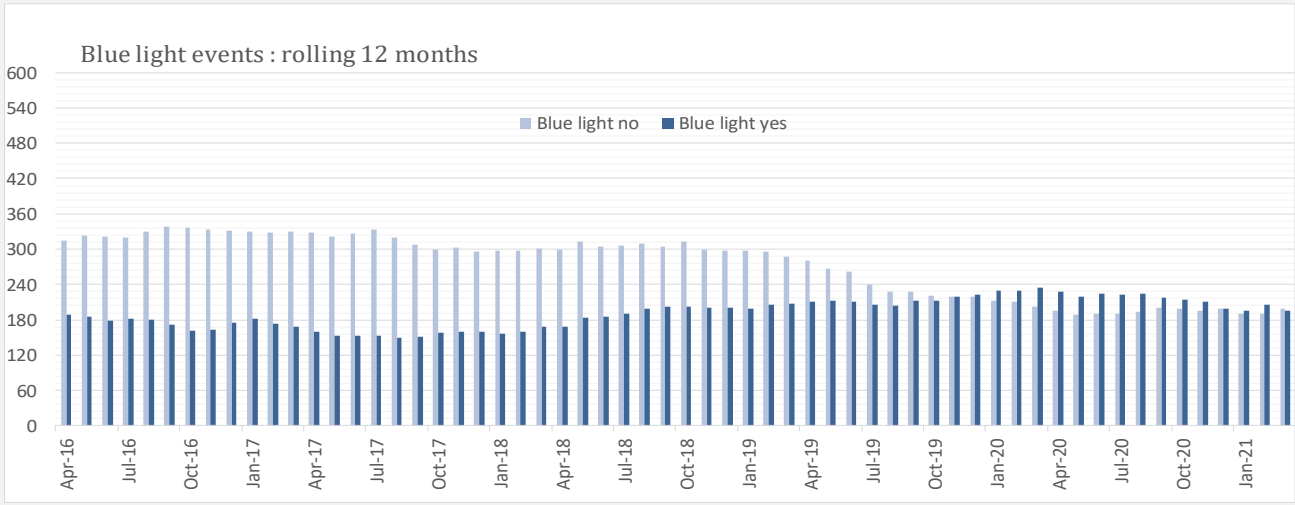
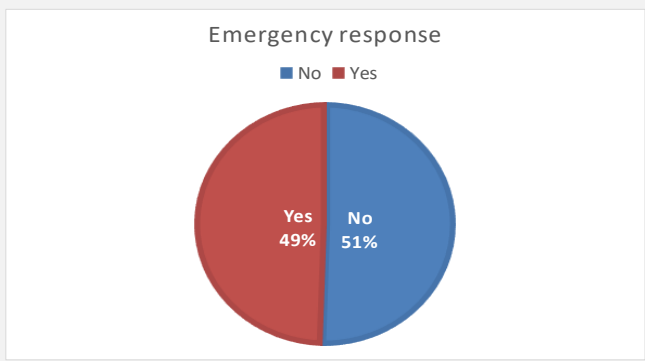
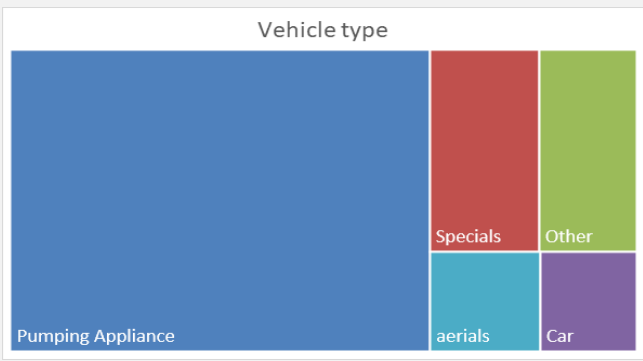
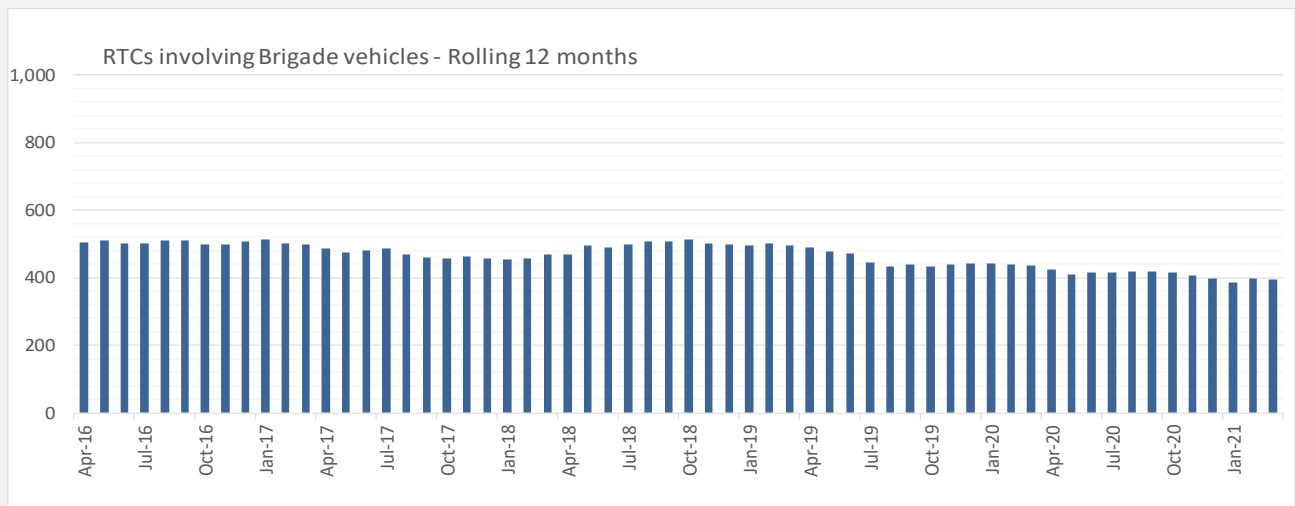
Injury events during operations highlights

16. Injuries that occurred to staff during operations are up 7% (134) when compared to the figure for 2019/20. The number of events has largely plateaued when compared to the noticeable downward trend since April 2019. Most operational injuries occur when in attendance at small fires during the critical operations phase of the incident. The increase in the year can be partly explained by several events, which caused injuries to multiple firefighters at the same time. These included an RTC, a verbal abuse event, a ceiling collapse at an incident and injuries while handling a casualty. A total of 1,950 working days were lost due to operational injuries representing half of the total days lost during the period.
17. Whilst there has been a 25% reduction in the number of manual handling events during operations when compared to 2019/20, concerns remain over the number of injuries that occur during routine operational activities such as the handling of hose, casualty handling and forcing entry to premises. The number of slips/trips events remained the same with debris and uneven floors being the main causes.

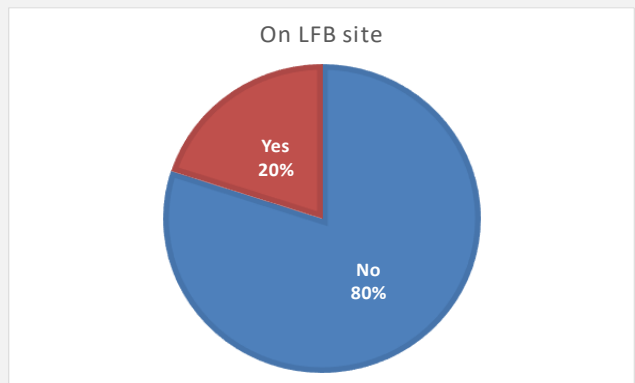
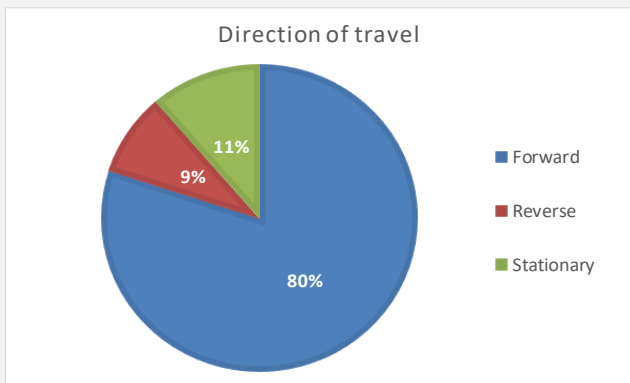
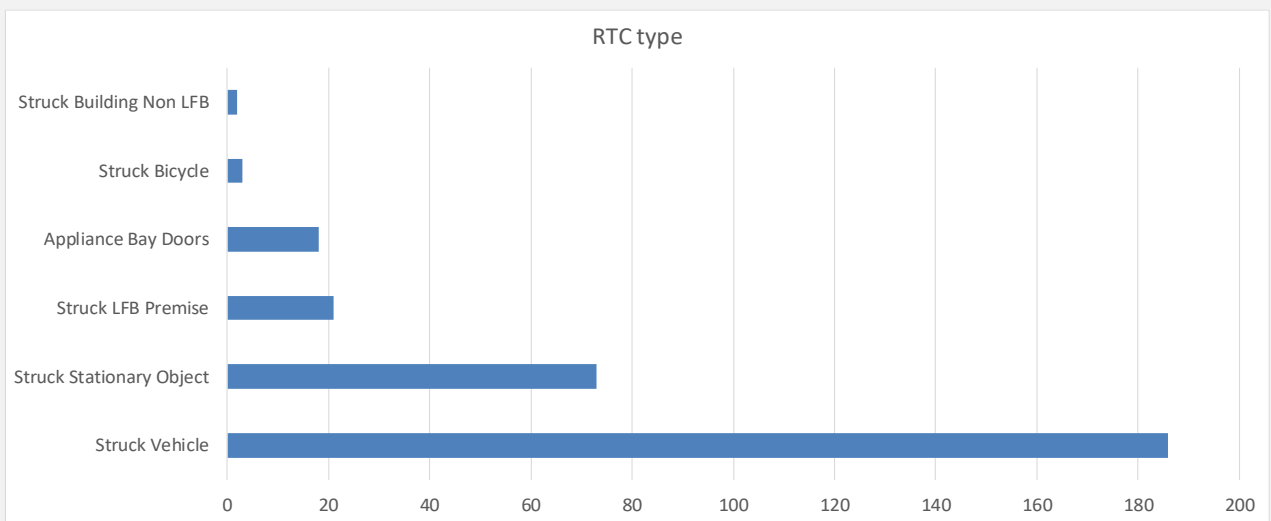
Management actions

18. A range of activities are currently in progress to further target reductions in injuries on the incident ground. The Health and Safety team will be working with colleagues to introduce an improved incident ground safety management model that will see the introduction of operational risk assessment (known as 'analytical risk assessment' in national operational guidance) and the identification of training needs for staff allocated to be safety officers on the incident ground (including Sector Commander Safety).
19. Arising from investigation into the Grenfell Tower fire and serious accident investigations (SAIs) the specification of breathing apparatus (BA) radios has been reviewed to improve the transmission power available for radios used in the built environment from 1 watt to 4 watts. These radios will be introduced shortly, with other improvements to the BA radio and BA set interface also being brought online soon. This will improve communications on the incident ground, particularly when fighting fires in the built environment. All firefighters involved in BA operations will have a radio rather than just one per BA team.
20. Also in response to Grenfell there has been a variety of work targeted at reducing risk from human factors, which are commonly identified as underlying causes in safety events. A broad range of actions will lead to multiple improvements in safety management including a renewed focus on raising awareness of human factors in incident command and other operational training, improvements to the content, format and accessibility of operational policy and a review of human factors in the selection and promotion of staff.
21. Forcing entry to premises is an activity that has been highlighted as causing a significant proportion of operational injuries and with greater potential to cause specified injuries (more serious injuries such as fractures). Health and Safety have been liaising with operational policy to assist in the review of forcing entry policy, equipment and training with a view to reduce both the frequency and potential severity of injuries.
22. The Health and Safety team are working with Information Management to improve the analysis of health and safety data via Power BI. The Health and Safety team will work with Information Management to integrate data from Sphera with established incident monitoring data to better identify trends in operational injuries that can be targeted for proactive intervention.

Road Traffic Collisions

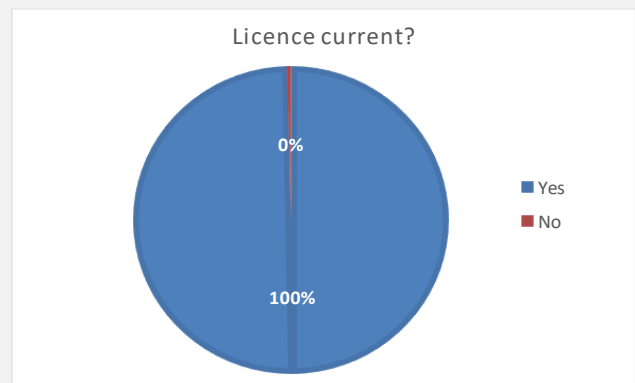
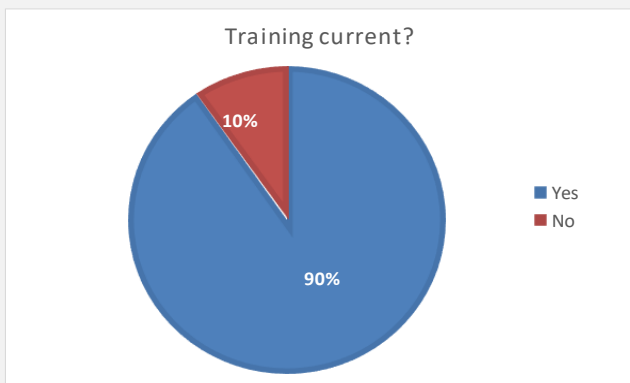
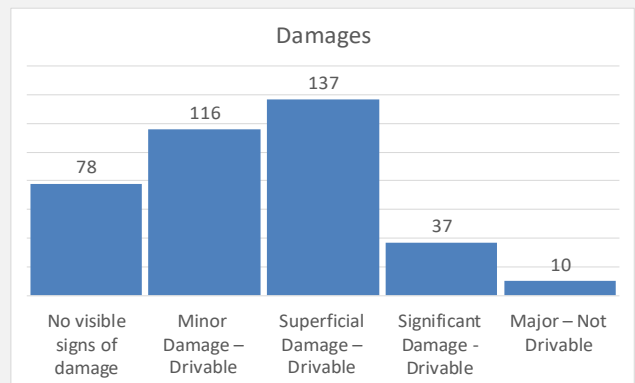
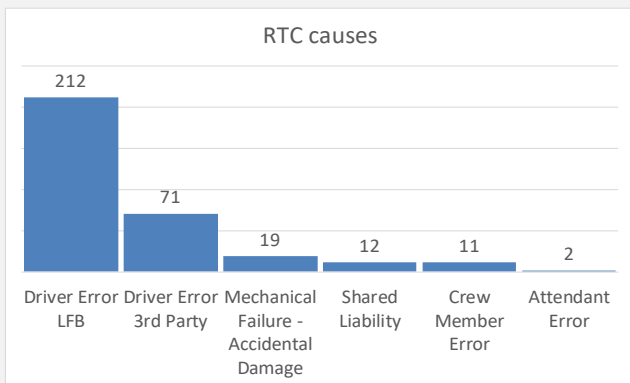


Road Traffic Collisions (Cont.)



Injuries to LFB staff
5

Injuries to members of the public
12



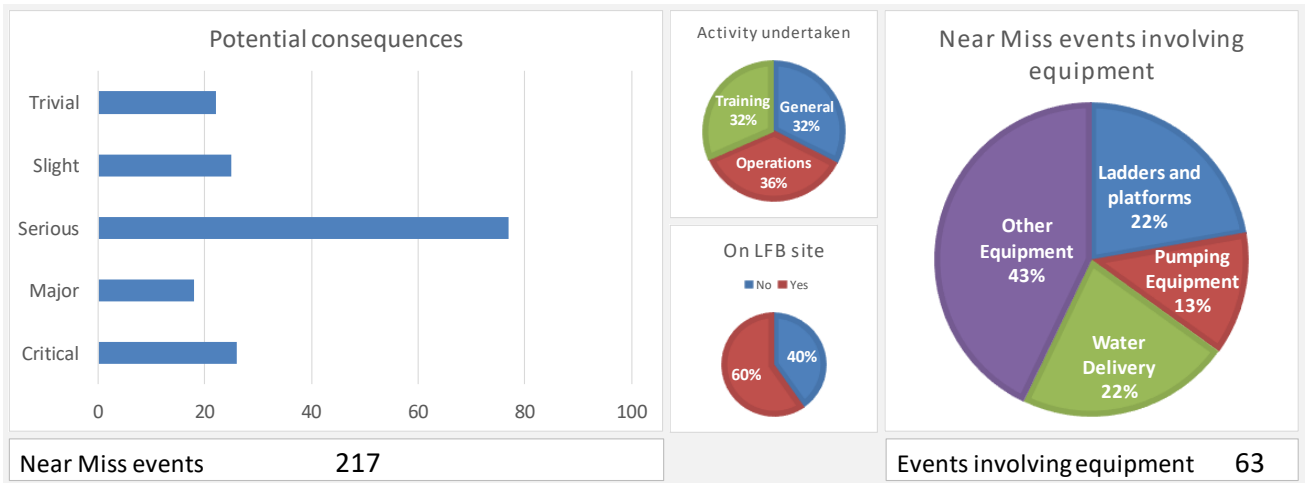
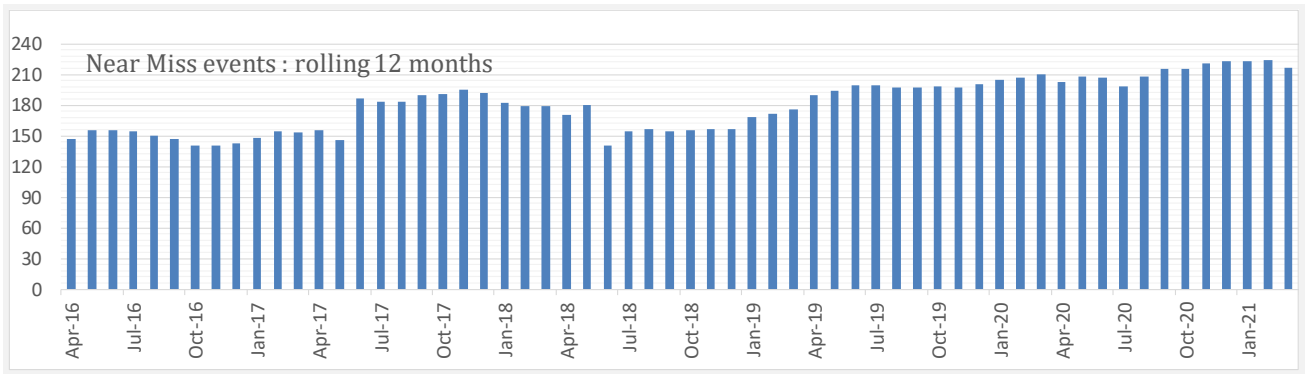
Road Traffic Collisions highlights

23. Performance for the period at 394 vehicle events represents a drop of 10% when compared to 2019/20 during which 434 events were reported. The number of events involving pumping appliances has decreased by 15% and we have seen a 17% reduction in the number of blue light events. This decrease is mainly associated with the reduction in the number of RTCs involving pumping appliances responding to an incident where a 20% decrease was noted. The majority of these events involved a collision with a third-party vehicle and were recorded as LFB driver error.
24. The number of injuries to staff that occur in RTCs has reduced to 5 in 2020/21 (compared with 9 in 2019/20) but injuries to members of the public has not reduced with injuries to 12 members of the public.

Road Traffic Collisions - Management actions

25. The introduction of the series 3 fire appliances saw improvements in the visibility of the appliances to other road users and pedestrians through high visibility Battenberg marking and through additional blue light repeaters/side lights.
26. The Emergency Response Driver refresher training programme started in Q2 2017/18. This training includes a reassessment of driver skills in accordance with the Joint Emergency Services High Speed Driver Training (HSDT) codes of practice. A significant proportion of staff have completed the Emergency Response Driving Revalidation training for appliances and cars, and these are programmed to be completed for all staff by January 2022.
27. A Management of Occupational Road Risk (MORR) group has been initiated; this meeting is designed to bring together various stakeholders with potential to influence occupational road risk including fleet design and maintenance, driver policy, driver training and the monitoring of trends in order to further reduce road traffic collisions.
28. Recent analysis of safety event data has shown that road traffic collisions attributed to LFB driver error can broadly be assigned to 3 groups; *recognition* errors, where a driver fails to identify, recognise or see an obstacle or a change in road conditions, *decision* errors, where the driver is aware of a hazard but makes an error of judgement in how they respond to it, and *performance* errors, where the driver identifies a hazard and responds to that hazard but fails to execute the action correctly. A large proportion of RTCs occur when turning at junctions or onto side roads, predominantly resulting in nearside appliance damage through contact with parked third party vehicles. The Health and Safety team will raise these at the MORR group with a view to identifying vehicle design, driving policy or training interventions to further reduce these collisions.
29. A pilot of the CCTV system installed on fire appliances has been completed. The pilot concluded that there were benefits in the quality of investigation of road traffic collisions, defensibility in third party claims and in providing evidence to the police in circumstances of thefts of equipment from brigade vehicles. It is now planned that the CCTV will be enabled on all appliances as they go through their pre-scheduled 13 week inspection and maintenance checks.

Near misses



- 30. The number of near misses reported has increased during the period. This is encouraging because it allows the Brigade to improve the identification of emerging trends and proactively implement risk controls to prevent injuries or damage.
- 31. Data shows that staff are more likely to report a near miss in relation to their fire station work environment than in relation to operations on the incident ground, despite the majority of safety events occurring during operations.

Management actions

- 32. The Health and Safety team have introduced a new Station Officer role to focus on the evaluation, allocation for investigation and follow up of actions associated with near miss events in order to better identify trends that can be targeted for proactive intervention at an organisational level.
- 33. Staff will shortly be able to use the tablets on appliances to report injuries, road traffic collisions and near misses through the safety event reporting database (SERD, provided by Sphera). It is envisaged that making reporting available at the incident ground via mobile devices will improve near miss reporting further.

Emerging trends and risks

34. **Attacks on Brigade staff** recorded on the Incident Monitoring System (IMS) have increased in 2020/21 as detailed in table 4 below. This was mainly caused by an increase in the number of reports of verbal abuse against firefighters when attending incidents. There has not been a significant increase in the number of physical injuries caused by acts of physical violence. It will, however, need to be closely monitored as additional preventive measures might be needed in the future.

Attack Type	2018/19	2019/20	2020/21
Harassment	7	4	2
Objects thrown at firefighters/appliances	6	5	5
Physical abuse	6	5	7
Verbal abuse	66	57	94
Other acts of aggression	9	5	7
Grand Total	94	76	122

Table 4 – Attacks on Brigade staff, by category and financial year.

35. The health and safety team will raise this increase of attacks on Brigade staff with the communications team in order to identify any opportunities for a campaign to proactively reinforce the Brigade's commitment to tackle workplace violence against our staff.
36. The risk to staff from **fires involving lithium ion batteries** in electric vehicles and in building energy storage solutions is rapidly escalating with their increasing use. Large lithium ion batteries are becoming more and more commonplace and when damaged can burn very hot, explode and produce toxic gases including hydrochloric and hydrofluoric acid gases. They are difficult to extinguish and can spontaneously reignite after long periods of time. There have been a number of significant safety events around the world that have led to serious firefighter injuries and they represent a growing risk to firefighters in London. The health and safety team, alongside colleagues in operational policy, have been closely monitoring this risk and have led in producing an awareness video for firefighters and in continuing work, including nationally with national operational guidance, to consider operational approaches to dealing with lithium ion battery incidents. The lithium ion battery awareness video, which was facilitated by the health and safety team in cooperation with other agencies and academics has been shared nationally. There are plans to produce a secondary video focussing specifically on fire and rescue service operational response to lithium ion battery incidents.

Work-related health and wellbeing

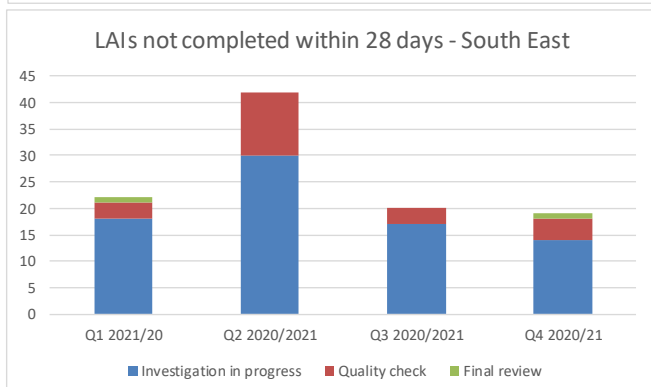
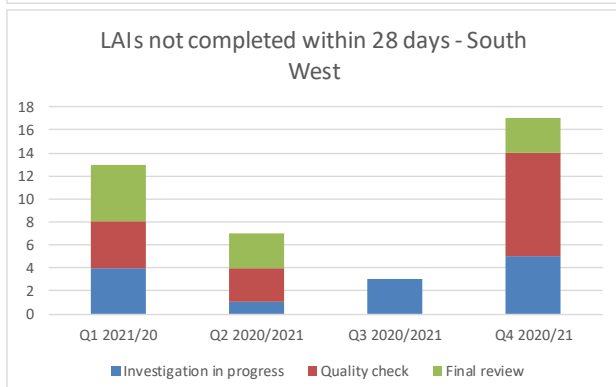
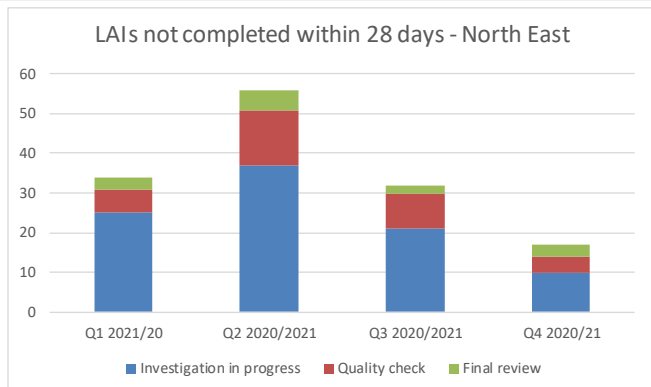
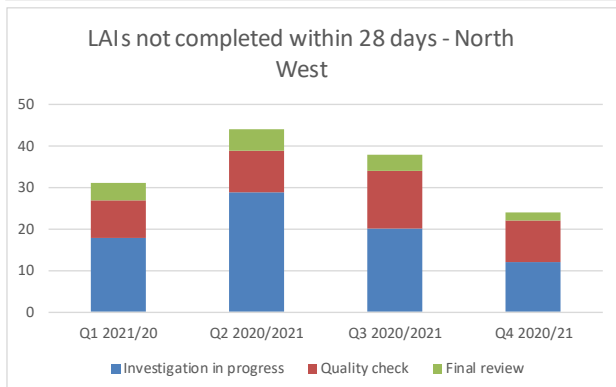
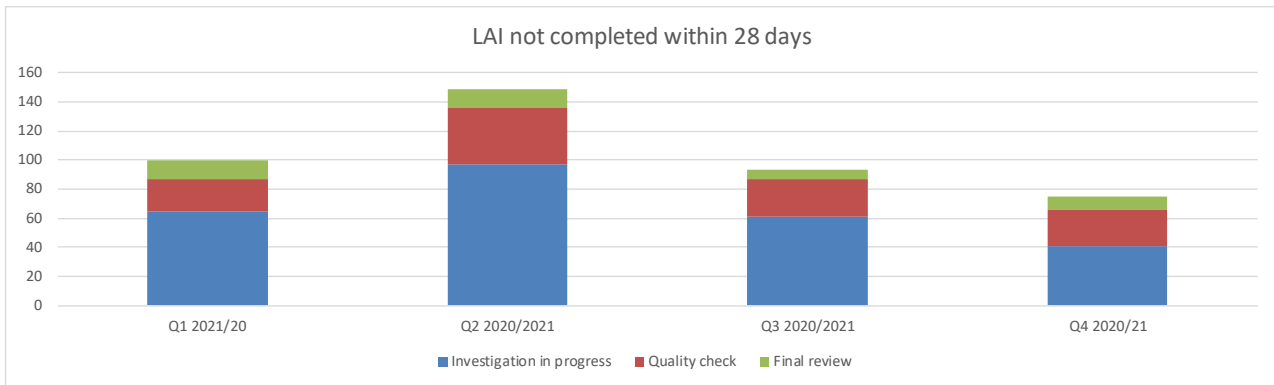
37. **Covid risk management**; the coronavirus pandemic has dominated the work of the health and safety team in 2020/21. This has involved assessing and managing the risks to staff from coronavirus, both in existing fire and rescue service operations and in new operations to support the London Ambulance Service and others. Together with the Operational Policy and Assurance, Property, Procurement, People Services, Fire Stations and Strategy and Risk a range of control measures were identified and implemented to reduce the risks to staff. This has led to the assessment and management of risks in our work activities, our workplaces and for individual staff. Brigade risk assessments and operational guidance were used to inform the national guidance for managing the risk from coronavirus through the National Fire Chiefs Council (NFCC). Work to manage the risks from coronavirus continues.

38. **Incident ground air monitoring**; work continues to manage the risks from exposure to the carcinogenic products of combustion (contaminants). The Health and Safety team are currently working with Brigade scientific advisors (Bureau Veritas) to monitor air quality on the incident ground at key locations such as the BA entry control point, the pumping bay of the appliance supplying water and the command unit to determine the risk to staff from smoke in these areas. Mobilising arrangements for scientific advisers and the measurement protocols have been agreed. It has proven difficult for the scientific advisors to manage to attend the incidents in time to complete a thorough and effective survey of the risks to staff. Further work is required to review other opportunities for competing these surveys.
39. **Grenfell Firefighter Study**; the Grenfell Firefighter Study being completed by Imperial College in collaboration with the Brigade looking at the risks to firefighter cardiorespiratory health from exposure to the toxic byproducts of combustion has commenced. Approximately 425 staff have already volunteered for the study and these staff are being scheduled to attend appointments at the Royal Brompton Hospital over the coming months. The clinical team at the Royal Brompton has completed 120 assessments as at 31st March 2021 with more programmed. Unfortunately, COVID restrictions have meant that only 10 staff can be seen each week. Additional requests for volunteers, with a target of over 1,000 attendees, will be periodically advertised on the intranet and through other targeted communications. The Brigade will also be writing to the retirees and leavers (over 100 Grenfell attendees have retired or left since the incident) to ask them to participate in the study.
40. **5G masts/antenna electromagnetic fields (EMF) measurements**; working with Property, electromagnetic field (EMF) measurements were conducted on 2 Brigade fire stations to ensure the calculated exclusion zones were appropriate to control the risks to staff from exposure to non-ionising radiation. The report was reviewed by Bureau Veritas and the outcome is currently being discussed with the mobile phone operators to clarify issues related to the exclusion zones and staff and public safety. Guidance related to aerial appliance training in station yards, which has potential to ring staff in closer proximity to the communications masts/antenna, will then be issued to each site.
41. **Working from home**; due to the coronavirus pandemic working from home has been essential for a large proportion of staff. Working from home is likely to be sustained at a higher level even when the coronavirus pandemic is controlled. The health and safety team have been monitoring individual risk with regard to working from home, providing advice to staff about working safely and comfortably, and where required ensuring that relevant additional equipment is provided for staff. The Wellbeing team have also made a range of videos and information available to assist with staff comfort while staff are working from home. ICT will be making better tablets, monitors and keyboards available for staff working from home from September 2021. The Wellbeing team are working to introduce a new Agile Working policy in Q2 2021/22, which incorporates further guidance and support for staff when working from home, including an allowance to buy personal equipment such as an office chair to improve comfort.
42. **Raising awareness of job roles with occupational health practitioners**; A joint project has started between Health and Safety, the Wellbeing team and the Chief Medical Officer of our occupational health provider to match individual job role characteristics with the demands that will be placed on the employees undertaking such roles. This will encompass physical demands as well as the psychological pressures a particular job role will involve. This long-term project will hopefully result in a better match of individuals against any specialisms that will be required from them.

43. **Enhanced Routine Periodic Medicals (ERPM)**; The recently introduced ERPM is now being provided for Brigade staff who are exposed to real fire training environments for extended periods. It is intended that the provision of this more comprehensive health check will be offered to operational staff within other higher risk groups when practical.

Leading indicators

44. The number of late **local accident investigations** (detailed in the charts below) remain relatively high and the health and safety team are focussing on reducing this number by discussing this issue with area DACs during quarterly health and safety review of performance meetings.
45. Events under the *Investigation in progress* column are those still under investigation by the local accident investigator (LAI); events under the *Quality check* column are being reviewed by the person undertaking the quality check and those under *final review* are events awaiting closure by the Health and Safety team.



- 46. The number of local accident investigations not completed within the 28 days required by policy has reduced over the year. This is partly as a result of the close monitoring undertaken by the area performance teams in liaison with the health and safety team.
- 47. No **premises health and safety audits** have been conducted since March 2020 due to the coronavirus pandemic. Audits are scheduled to recommence in this financial year when COVID restrictions are eased.

Workforce liaison (Brigade Joint Committee for Health, Safety and Welfare, BJCHSW)

- 48. Brigade Management have continued to meet regularly during 2020/21 with staff side safety representatives regarding health and safety issues relating to operational policies and procedures as well as the introduction of new equipment and initiatives. Table 5 below gives a picture of the volume of issues being introduced as consultative items and the volume of issues being closed over the last year.

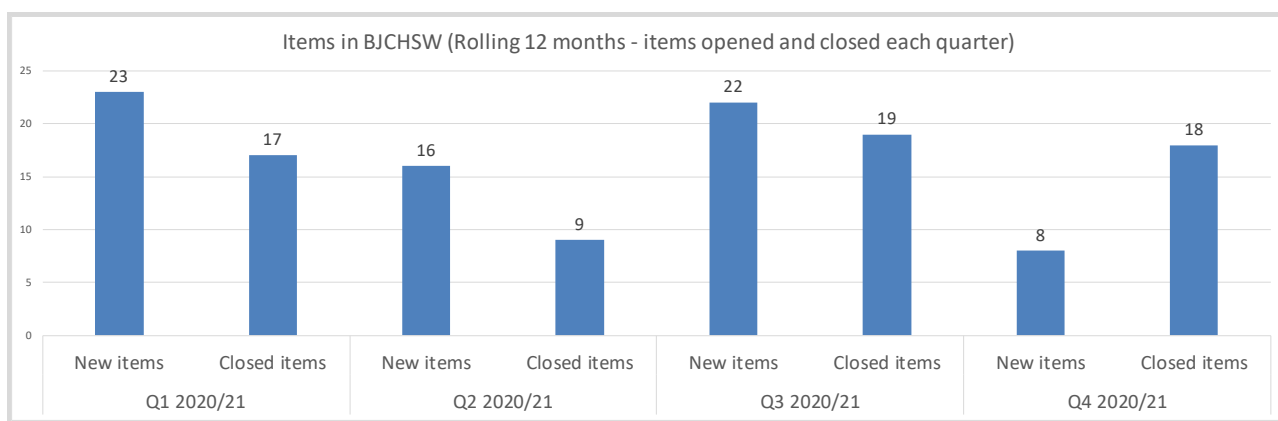


Table 5 – Items opened and closed in BJCHSW by financial quarter in 2020/21

Conclusions

- 49. For the financial year 2020/21, performance on the key indicators showed that:
 - CO 11:** RTCs involving Brigade vehicles has reduced and was below target at the end of the period (actual - 394 and target - 415);
 - CO 12:** the injuries from operational incidents has increased and the target is not currently being achieved (actual - 134 and target - 116), and
 - CO 13:** the all RIDDOR injuries total is being met and is well below the target (actual - 51 and target - 89).

Equality impact

50. The London Fire Commissioner and decision takers are required to have due regard to the Public Sector Equality Duty (s149 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.
51. 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, and after the decision has been taken.
52. 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, colour or nationality), Religion or belief (including lack of belief), Sex, Sexual orientation.
53. The Public Sector Equality Duty requires us, in the exercise of all our functions (i.e. everything we do), to have due regard to the need to:
 - a) Eliminate discrimination, harassment and victimisation and other prohibited conduct;
 - b) Advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it, and
 - c) Foster good relations between people who share a relevant protected characteristic and persons who do not share it.
54. 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 having due regard, in particular, to the need to:
 - a) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic;
 - b) Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it, and
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
55. 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.
56. 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 due regard, in particular, to the need to:
 - a) Tackle prejudice, and
 - b) Promote understanding

57. An Equality Impact Assessment (EIA) has been undertaken to evaluate the health and safety monitoring data and to identify whether there is any disparity in the prevalence of injury or road traffic collision for staff with protected characteristics. The EIA showed that there were slight increases in prevalence of injuries for staff in certain groups and in the prevalence of vehicle events (including road traffic collisions) where the driver had certain characteristics. It should be noted that in each case the effect size or impact was small and may not be significant statistically if tested. The effects were however visible in the data.
58. With respect to workplace injuries there was a slight increase in the prevalence of injury for women, those identifying as lesbian or other sexual orientation, staff who had disclosed they have a disability (and particularly learning disabilities and progressive or long medical conditions) and staff identifying as white.
59. With respect to vehicle events (including road traffic collisions) there was an increase in the prevalence of vehicles events where the driver of the vehicle was male, had disclosed a disability (and particularly learning disabilities) and staff identifying as white, mixed or black and black British.
60. Actions have been identified to give further consideration to the causation of observed impact, including further evaluation and analysis of specific injuries and road traffic collisions and in liaising with relevant equality support groups and the Learning Support team to share the findings of this EIA and discuss further potential remedies.
61. Separate EIA's are not required for the current workplace policies, work activities or initiatives that are referenced in this report as they will already have had an analysis of equality impact conducted as part of their development where required.
62. This report is consistent with the Brigade's aims under the Diversity Policy and Equality at Work – Code of Practice to behave in a professional manner and impose professional standards on our staff. Monitoring and managing the impact of safety events enables the Brigade to develop a workforce that is well trained, motivated and respectful to one another. This will not only help us to provide more responsive services, but it will also help to build confidence in each community of a professional and representative workforce.

Procurement and Sustainability

63. There are no implications for procurement arising from this report. The report is consistent with the objective under the Brigade's Sustainable Development policy to 'promote and encourage good health and physical, mental and social wellbeing' through business as usual activities detailed in the report, and the monitoring of performance data to reduce the impact of injuries and other safety events.

Workforce impact

64. This report provides information relating to the performance of the Brigade against key health and safety indicators. No specific consultation with the workforce has been undertaken in the preparation of this report but the report is made available to trade unions via the Brigade's Committee for Health, Safety and Welfare (BJCHSW) following approval.

Finance comments

65. The Chief Finance Officer has reviewed this report and has no comments.

Legal comments

66. Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") 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 Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.
67. This is a performance monitoring report for noting only, therefore no direct legal implications arise.
68. The Commissioner is under a statutory duty to comply with the Health and Safety at Work etc. Act 1974 ('the Act'). Section 2 of the Act imposes a general duty on the employer to 'ensure, so as is reasonably practicable, the health, safety and welfare at work of all of his employees.' This general duty extends (amongst other things) to the plant and systems of work, the provision of information, instruction, training and supervision, and to the provision and maintenance of a working environment that is, so far as reasonably practicable, is safe, without risks to health, and adequate as regards facilities and arrangements for welfare at work.
69. In accordance with Section 2(6) of the Act, it is the employer's duty to consult any such representatives with a view to the making and maintenance of arrangements which will enable him and his employees to co-operate effectively in promoting and developing measures to ensure the health and safety at work of the employees, and in checking the effectiveness of such measures.
70. The work undertaken and described in this report discharges the aforementioned duty and contributes towards the Commissioner's compliance with other obligations set out in the Act and subordinate legislation made under it. Measuring performance on Health and Safety matters also enables the Brigade remain efficient and effective.