



LONDON FIRE BRIGADE

Role: Independent Chair of the Culture Review

Allowance: circa. £24,000 - £30,000 per annum

Time Commitment: Approximately 2 days per month

Candidate Information Pack

Closing Date: Monday 13th September 2021

Dear Applicant,

Since I became Commissioner in 2020, we have embarked on a journey of transformation which centres on embracing a diverse and inclusive workforce and working environment. Over the past 18 months, the Brigade has been focused on delivering the recommendations from the Grenfell Tower Inquiry Phase 1 report, recommendations from Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) reports, whilst preparing for the next phase of the Grenfell Tower Inquiry and our second HMICFRS inspection both due to commence in the autumn.

The tragic death of Jaden Matthew Francois-Esprit in August 2020, a firefighter on the apprenticeship scheme has acted as the catalyst of our independent Culture Review. The review will go beyond the culture in fire stations and encompass an organisation-wide review of culture to include everyone, up to and including myself as Commissioner. Whilst there is much to be positive about in the Brigade, which should be recognised, Jaden's tragic death highlighted in the starkest way that, there are also many examples of behaviours, policies, processes and systems which do not support an inclusive working environment which we must identify and address.

I am keen to ensure that the culture of the Brigade is shaped by a diverse workforce at all levels, representing London's communities. This will enable the Brigade to be at the centre of its communities, make better decisions, increase public trust, and ensure that every member of staff would recommend working for London Fire Brigade to their family and friends.

We are looking for an exceptional individual within their field and organisation to Chair the Culture Review. The successful candidate will need to be comfortable interacting with colleagues from all occupational groups, ranks and roles to make sure that they feel at ease to provide input into the Review so they feel heard. This role will be highly visible and like the Review itself will be the subject of challenge and scrutiny from communities, families, trade unions, government stakeholders and HMICFRS. It is important that the successful candidate has a strong reputation for public integrity and is someone those stakeholders would recognise as operating at a level to lead such a Review.

We would welcome applications from individuals from a diverse background.

I am delighted that you are interested in working with London Fire Brigade and supporting us on this journey of change and I would welcome your application.

Andy Roe
Commissioner

**The London Fire Brigade
Independent Chair of the Review of Culture - London
Allowance £24,000 - £30,000
Approx. two days per month**

London is one of the most diverse cities in the world, with its nine million residents speaking over 300 different languages, coming from a wide variety of cultures and backgrounds. A third of people who choose to make London their home were born in different countries and pre-pandemic, London would welcome 17million visitors every year. LFB can trace its history back over 150 years, with 103 fire stations and almost 6,000 staff we are one of the largest and busiest fire and rescue services in the world.

This is an important time to lead this review of culture at LFB as the Brigade faces significant change. Working with a panel of experts the Chair will report back on the culture of the Brigade at all levels within twelve months.

The role:

- Approve the terms of reference and scope for the culture review;
- Working with the Search Committee to recruit a group of expert panel members to assist with the culture review;
- Determine how to conduct the review, including what evidence to analyse and how to engage with and listen to stakeholders including current staff and their representatives, community members, former staff, and others;
- Lead the review panel to conduct a thorough and robust review within the timescale set, using the resources allocated;
- Take responsibility for agreement of all review meeting agendas;
- Take responsibility for the authoring of the final report; and,
- The time commitment for this role will be approximately 2 days per month.

The candidate:

- Has held a senior role within their field of expertise and within their organisations;
- A collaborative leader, skilled at bringing people together; for the review committee to have a successful, supportive, and transparent working relationship;
- A demonstrable record of public sector service;
- A demonstrable commitment to equality of opportunity, diversity and inclusion (we welcome applications from all protected characteristics, including people who come from Black, Asian and Ethnic Minority backgrounds, women, people with disabilities or from LGBTQA+ communities);
- Able to comfortably relate to and listen to people who come from all sections of the communities we serve and can gain trust to encourage the giving of information;
- Someone who understands what it takes to do this kind of project well;
- An understanding of the intricacies of large complex, unionised organisations;
- An understanding of how to listen to people with entrenched views or people who are resistant to change;
- Someone who has held responsibility for, or has undertaken, community engagement;
- An emotionally intelligent, sensitive, and intuitive leader who is willing to listen rather than seeking to fix;



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- An understanding that we will be in the middle of a critical second inspection at the same time – so has diplomacy and awareness of the sensitive political context in which the LFB operates and to be able to deal with sensitive matters appropriately; and,
- An understanding of the organisational challenges of the London Fire Brigade and the communities it serves.

Recruitment Timetable

Client name: London Fire Brigade

Assignment name: Culture Review Board

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| Closing date for applications (for Chair) | Monday 13 September 2021 |
| Shortlisting | Wednesday 15 September |
| Panel Interviews | w/c 4 October |