



Coroner ME Hassell
Senior Coroner
Inner North London
St Pancras Coroner's Court
Camley Street
London N1C 4PP

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

Date 10 June 2021

Dear Coroner

Response to Regulation 28: Prevention of Future Deaths Report

I write in response to the prevention of future deaths report ['PFD report'] you issued following the inquest touching the death of Jaden Francois-Esprit.

I am grateful that you have noted the contents of the London Fire Brigade ['LFB'] investigation report, which was produced in response to Jaden's death. As you know that report identified a number of areas in which the Brigade could better serve its employees, particularly in the initial stages of their employment.

LFB action plan following Jaden's death

In advance of the inquest all 24 recommendations in the investigation report were accepted by LFB's senior leadership team. These were turned into an action plan for change across the organisation. On receipt of your PFD report the action plan was extended to include the matters of concern raised therein, so far as they were not already identified by the LFB.

A copy of the plan, with the status of actions as at 10 June 2021, is annexed to this letter.

There are a total of 32 actions which LFB must complete to address the concerns you have raised in the PFD report and to fulfil the recommendations of its internal report. These have been grouped into the following 11 broad areas:

- (1) Recruitment, Training and Learning Support;
- (2) Transfer System;
- (3) Support to FF(D)s whilst at Station;
- (4) Finance
- (5) Allocation
- (6) Other
- (7) Support for Death in Service
- (8) Culture
- (9) Sharing the findings

(10) Proactively Identifying Mental Ill-Health

(11) Further investigation

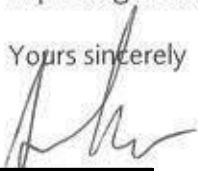
Responsibility for each action has been assigned to a senior leader in the Brigade (i.e. Commissioner, Assistant Commissioner or Assistant Director) with a named senior officer tasked to complete the required work. Completion dates have been set for each action.

Of the 32 items listed on the plan nine have been completed. The remaining 23 are expected to be concluded in line with either the target date set or a revised date, which will be monitored by the People Board.

The action plan is a standing item at the monthly People Services Board, led by the Director of People and attended by all Directors of LFB. This provides the scrutiny required to ensure completion of all agreed actions. Accordingly, all outstanding items will continue to be closely monitored.

I hope this response provides you with the necessary assurance of the LFB's commitment to further improving the mental health of all its staff.

Yours sincerely



London Fire Commissioner