



**Hampshire
& Isle of Wight**
FIRE & RESCUE SERVICE

Information Compliance Team

Headquarters
Leigh Road
Eastleigh
Hampshire
SO50 9SJ

Sent by email to:

[REDACTED]

t. 02380 626850
e. DP@hantsfire.gov.uk
w. hantsfire.gov.uk

Date: 31 May 2023

Our Reference: FOI 027 23-24

Enquiries to: Information Compliance Officer

Freedom of Information Act 2000

Dear [REDACTED]

We are writing in respect of your application for the release of information held by the Service, which we received on 23 May 2023. We can confirm that we have now completed our search for the information requested.

You asked:

Have you got a policy regarding relationships within between work colleagues. If so, could you forward that onto me please. Also, your mobile phone policy.

Our answer:

We can confirm that we hold the information requested, please find attached the mobile phone policy. Please be aware that the personal data within this document has been redacted as it would be unfair, within the meaning of the UK GDPR, to provide this information in response to your request. Consequently, we are refusing to provide this information as per Section 40 of the Freedom of Information Act 2000.

While we do not have a single policy relating solely to relationships between work colleagues, relationships between colleagues are covered as part of our Code of Conduct. Please find below the relevant extracts from the Code below.

“The Service recognises that close personal relationships exist or develop at work. It has a responsibility to ensure that close personal relationships between employees do not adversely affect or harm the services we provide,

or our reputation. The Service requires employees who have close relationships with another employee to ensure they act appropriately. They must acknowledge that overt displays of affection or personal disputes are not appropriate in the workplace.”

“Recruitment and employment matters

An employee must not be involved in the appointment or any other decision relating to the discipline, promotion, pay or conditions of another employee, or prospective employee, who is a relative, partner or friend.

A relative is defined as: a spouse, partner, parent, parent-in-law, son, daughter, step-son, step-daughter, child of a partner, brother, sister, grandparent, grandchild, uncle, aunt, nephew, niece, or the spouse or partner of any of the preceding persons. A partner is defined as a member of a couple who live together.”

Any future correspondence with Hampshire and Isle of Wight Fire and Rescue Service in relation to this matter should be sent to the Information Compliance Officer at the above address.

If for whatever reason you are unhappy with our response you may request an internal review by contacting DP@hantsfire.gov.uk or by writing to the Data Protection Officer at the above address.

Should you remain dissatisfied you can appeal against the internal review decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.

Yours sincerely

Information Compliance Officer
Hampshire and Isle of Wight Fire and Rescue Service