



**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 October 2022

Our Reference: FOI 081 22-23

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 12 October 2022. We can confirm that we have now completed our search for the information requested.

You asked:

I would be very grateful if you could take the time to return the attached excel spreadsheet which seeks to capture data about your workforce diversity, approach to recruitment campaigns, and your organisational policies and culture.

Our answer:

We can confirm that we hold the information requested apart from some of the information requested in part 2, please find it in the attached spreadsheet.

In part 1, due to the numbers involved, some of the data could identify individuals. As such, to avoid refusing to provide the information, we have provided one number covering staff who identify as Black, Asian and Mixed or other (non-white).

We are refusing to provide some information as it would be likely to identify individuals which would be unfair to do, within the meaning of the UK GDPR. As such we are refusing to provide the information requested as per Section 40 of the Freedom of information Act 2000. This has been denoted by S40 in the spreadsheet.

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