



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

Information Compliance Team
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Sent by email to:

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Date: 19 January 2023

Our Reference: FOI 108 22-23

Enquiries to: Information Compliance Officer

Freedom of Information Act 2000

Dear ██████████

We are writing in respect of your application for the release of information held by the Service, which we received on 21 December 2022. We can confirm that we have now completed our search for the information requested.

You asked:

1. How many staff (as measured by full-time equivalents) do you employ to work on Equality, Diversity and Inclusion (EDI)?

Our answer:

We can confirm we hold the information requested, except for the estimate for question four. There are three full-time equivalent staff.

You asked:

2. What was your spending on Equality, Diversity & Inclusion (EDI) for the financial year 2021/22 and what is the budget for Equality, Diversity and Inclusion (EDI) in the current financial year?

Our answer:

For the financial year 2021/22, the service spent £159,386.20 on Equality, Diversity, and Inclusion. The budget for the current financial year is £213,000.

You asked:

3. What was your spending on Equality, Diversity & Inclusion (EDI) training for the financial year 2021/22 and what is the budget for Equality, Diversity and Inclusion (EDI) training in the current financial year?

Our answer:

The service spent £5,999.30 on Equality, Diversity, and Inclusion training for the financial year 2021/22. The budget for training for the current financial year is £17,000.

You asked:

4. How many staff working days do you estimate were lost from regular work due to Equality, Diversity & Inclusion (EDI) training for the financial year 2021/22 and what is your estimate of staff working days that will be lost from regular work due to Equality, Diversity and Inclusion (EDI) training during the current financial year?

Our answer:

As a Service, we do not record the amount of time spent on EDI training. As such we do not hold a record of the number of staff working days spent on this training. We do record how many staff have completed online EDI training in any given financial year and if any face-to-face EDI training took place.

For the financial year 2021/22, 65 users completed the online training. However, this information may be inaccurate as when personnel complete training as a group, this is only recorded as one user completing the training. We have also recorded that 19 face-to-face workshops took place last financial year. However, we do not capture how long each session was or how many people attended. There may also have been multiple training workshops that took place, but we only have a record of the latest training date.

For the current financial year (2022/23) 85 users have completed the EDI training. But this information may be inaccurate as explained in the last paragraph. There were no face-to-face training sessions conducted in 2022/23.

We are currently updating and refreshing our EDI Strategy for the Service. Training delivery and independent e-learning is an area we are keen to redesign to ensure it is kept relevant and of the highest quality.

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