



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

**Information Compliance Team**

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Sent by email to:

[REDACTED]

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Date: 25 March 2024

Our Reference: FOI 170 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 26 February. We can confirm that we have now completed our search for the information requested.

***You asked:***

- 1. The total spending by your organisation on unconscious bias training for your staff in the financial year 2022/23.*
- 2. The number of your staff that undertook unconscious bias training in the financial year 2022/23.*

**Our answer:**

We can confirm we hold the information requested. Hampshire and Isle of Wight Fire and Rescue Service did not run any specific 'Unconscious Bias training' during the 2022/23 financial year. However, there was a training package called the Belonging, Integrity and Trust (BIT) course, which consisted of an e-learning course on Moodle and an internal face-to-face session, delivered by the Equality, Diversity and Inclusion (EDI) team. Seven face-to-face sessions of the BIT course were delivered during the requested period; however, no records were kept regarding who or how many people attended this training. In total, 411 employees completed the BIT e-learning course during the financial year 2022/2023.

The Talent and Organisational Development (T&OD) team deliver a catalogue of learning, which touches on Unconscious Bias, but they don't have a course titled 'Unconscious Bias'. The Delivering Positive Habits course has a learning outcome, to 'challenge unconscious

biases to have a broader view of situations and others' and during the requested period, 13 people completed this course. We also had four employees who completed the Supervisory Leadership Development Programme, which contained a five-minute Unconscious bias e-learning section.

Total: 428

As this training was developed and delivered internally by service personnel we do not hold, per Section 1 of the Freedom of Information Act 2000, a financial cost for delivering this training as this cost is part of normal service activity.

The above concludes our investigation into this matter.

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](mailto: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 Commissioners Office. This can be done online at [www.ico.org.uk/foicomplaints](http://www.ico.org.uk/foicomplaints) or by post to The Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.

Yours sincerely

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