



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

**Information Compliance Team**

Headquarters  
Leigh Road  
Eastleigh  
Hampshire  
SO50 9SJ

Sent by email to:



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t. 02380 644000  
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w. hantsfire.gov.uk

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Date: 14 January 2025

Our Reference: FOI 130 24-25

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 2 December 2024 which you clarified on 13 December 2024. We can confirm that we have now completed our search for the information requested.

***You asked:***

*I would like to know the recruitment and retention statistics between October 2020-October 2024 for the following groups:*

- a. All Women: Fire Officers and Support Staff*
- b. All Men: Fire Officers and Support Staff*
- c. Black women (British; Caribbean; African) Fire Officers and Support Staff*
- d. Black men (British; Caribbean; African) Fire Officers and Support Staff*
- e. Average length of service for all of the above groups.*
- f. Reasons for leaving the organisations for all of the above groups, e.g. retired, resigned, dismissed, redundancy, death in service.*

*I am seeking data on staff irrespective of role.*

*Joiners to your fire and rescue service between October 2020 to October 2024.*

*Leavers from your fire and rescue service between October 2020 to October 2024 and reason for leaving, e.g. retired, resigned, dismissal, etc.*

**Our answer:**

We can confirm that we hold the information requested, please find it in the attached spreadsheet.

We have combined the data in response to parts c and d of your request as, due to the low number of joiners and leavers, providing separated data would enable the identification of individuals. As it would be unfair, within the meaning of the UK GDPR, to identify these individuals to the world at large in response to your request, we are refusing to provide a breakdown of these figures per Section 40(2) of the Freedom of Information Act 2000.

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 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