



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

Information Compliance Team
Headquarters
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Sent by email to:

[REDACTED]

t. 02380 644000
e. DP@hantsfire.gov.uk
w. hantsfire.gov.uk

Date: 21 August 2025

Our Reference: FOI 051 25-26

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 24 July 2025. We can confirm that we have now completed our search for the information requested.

You asked:

Whether your organisation ORGANISED any events for Pride 2025. If so please provide the date, title/topic of the event, whether employees were being paid whilst they attended (and how many employees if they were being paid whilst in attendance), and whether employees attended in uniform or any clothing identifying them as employees of your service.

Our answer:

We can confirm that we hold the information requested. Hampshire and Isle of Wight Fire and Rescue Service (HIWFRS) has not organised any events for Pride 2025.

You asked:

Whether your organisation participated in any events ORGANISED BY OTHERS for Pride 2025. If so please provide the date, title/topic of the event, whether employees were being paid whilst they attended (and how many employees if they were being paid whilst in attendance), and whether employees attended in uniform or any clothing identifying them as employees of your service.

Our answer:

HIWFRS has attended two events this year co-ordinated by the internal staff network group FirePROUD. These events are Portsmouth Pride (07/06/25) and Isle of Wight Pride (19/07/25). At both incidents both operational crew and representatives of our Network Group were present. All colleagues attended during their working hours and, consequently, were paid during their attendance. In total there were seven colleagues who attended Portsmouth Pride and eleven colleagues who attended Isle of Wight Pride. Operational staff attended in uniform as they were available to attend incidents if required.

You asked:

Whether your organisation has organised any themed merchandise for Pride 2025. If so please provide me with information on what has been purchased, the process undertaken to find a supplier, and the cost.

Our answer:

HIWFRS has not purchased any merchandise specifically for Pride in 2025.

You asked:

Please provide a copy of any internal or external communications concerning Pride 2025.

Our answer:

Please find attached the internal and external communications relating to Pride 2025. The documents that contain "Routine Notice" in the title are from our internal newsletter.

Section 40(2) of the Freedom of Information Act 2000 (FOIA) provides that the personal data of another individual is exempt if its disclosure would breach any of the data protection principles in Article 5 of the UK GDPR. The Service considers that the information withheld in these documents consists of personal data, about both our employees and members of the public, and that disclosure would constitute unfair and unlawful processing. This is an absolute exemption and does not require a public interest test. Where personal information has already been made publicly available via social media these images have not been redacted.

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 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