



Northamptonshire Fire and Rescue Service

4 October 2023

Northamptonshire Fire and Rescue Service FOI 5753/23 - Spending on Equality and Diversity

Request:

I request the following information, under the FOI, from Northants Fire and Rescue Service.

From 2016 through to 2022,

1. how much does NFRS spend on diversity and equality training, delivered to its staff, per annum?
2. What is the annual salary bill for staff working in the department responsible for diversity and equality?
3. For the questions above, what is the percentage of the annual budget spent?
4. Since 2016 how many staff have been disciplined or investigated over allegations of behaviour which breach the disciplinary code, and of those how many were dismissed ?

Response:

Searches have been conducted and I can confirm that Northamptonshire Police holds the following information as requested.

Please note that the financial data for Northamptonshire Commissioner Fire and Rescue Authority (NCFRA) is only held from 1 January 2019 following a change in governance from the local authority to the Office of the Police, Fire and Crime Commissioner (OPFCC). This means that 2019/20 is incomplete as we only hold a quarter of that financial year. Please see here for more information on the NFRS budget: <https://www.northantsfire.gov.uk/our-budget/>

1. Due to a change in systems, data is only available from January 2020 onwards:
2020 - 0
2021 - 4550
2022 - 1990
2. 2018/19 - 19,527.21
2019/20 - 78,889.93

Northamptonshire Fire and Rescue Service
Service Headquarters
Darby House
Darby Close
Park Farm Industrial Estate
Wellingborough
NN8 6GS
w. www.northantsfire.gov.uk
t. 01604 797000





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2020/21 - 87,357.70

2021/22 - 88,284.73

2022/23 - 91,682.41

3. Percentage figures are not held and there is no requirement under the Freedom of Information Act to create these in order to respond to a request. Information is defined in section 84 of the Act as 'information recorded in any form'. The Act therefore only extends to requests for recorded information. It does not require public authorities to answer questions generally; only if they already hold the answers in recorded form.

NFRS total budget for each financial year is provided below:

2018/19 - 6,147,000.00

2019/20 - 23,602,000.00

2020/21 - 25,319,000.00

2021/22 - 25,259,166.97

2022/23 - 27,092,000.00

4. Since 2016: 34 formal disciplinary cases and 4 dismissals.

The numerical data presented in this response is an un-audited snapshot of un-published data sourced from "live" systems and is subject to the interpretation of the original request by the individual extracting the data. The figures provided therefore are our best interpretation of relevance of data to your request, but you should be aware that the collation of figures for ad hoc requests may have limitations and this should be taken into account when the data is used.

Due to the different methods of recording information across fire services, a specific response from one service should not be seen as an indication of what information could be supplied (within cost) by another. Systems used for recording these figures are not generic, nor are the procedures used locally in capturing the data. For this reason responses between services may differ, and should not be used for comparative purposes.

If you decide to write an article / use the enclosed data we would ask you to take into consideration the factors highlighted in this document so as to not mislead members of the public or official bodies, or misrepresent the relevance of the whole or any part of this disclosed material.





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APPEAL RIGHTS

If you are unhappy with how your request has been handled or you do not think the decision is correct, you have the right to ask for a review of the decision.

Prior to lodging a formal appeal you are welcome and encouraged to discuss the decision with the case officer that dealt with your request.

Ask to have the decision looked at again

The quickest and easiest way to have the decision looked at again is to telephone the case officer. That person will be able to discuss the decision, explain any issues and assist with any problems.

Appeal

If you are dissatisfied with the handling procedures or the decision that the Service have made under the Freedom of Information Act 2000 (the Act) regarding access to information, you can lodge an appeal to have the decision reviewed.

Appeals should be made in writing within 20 days of receipt of your reply and either emailed to freedomofinformation@northants.police.uk or addressed to:

Freedom of Information Manager
Information Unit
Northamptonshire Police Headquarters
Wootton Hall
Northampton
NN4 0JQ

Where possible the Service will aim to respond to your appeal within 20 working days. However meeting this time scale will depend upon the circumstances and complexity of the issue.

The Information Commissioner

After lodging an appeal with the Service, if you are still dissatisfied with the decision, you may make an application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

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For information on how to make an application to the Information Commissioner please visit their website at www.ico.org.uk Alternatively, telephone or write to:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Phone: 0303 123 1113

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