**Freedom of Information - Humberside Fire and Rescue Service**

**2025/26 046 Wholetime opportunities for On-Call Firefighters**

**The request is:**

1. In the last 5 years, how many wholetime job opportunities have been made available to on-call firefighters (fixed term or permanent) via an internal process or transfer?
2. During your last completed recruitment campaign:

A)  How many applications were received in total?

B) How many of those were from ethnic minority backgrounds?

C) How many people were recruited?

D) How many of those successfully recruited as whole time Firefighters were from ethnic minority backgrounds?

1. If possible, how many wholetime firefighters hold a bachelor's degree or higher?

**The response is:**

Due to a cyber incident, we are only able to report back to around May 2022.

1. On-call firefighters have been welcome to apply for any wholetime job opportunities during this time. There have been 5 recruitment campaigns for full time firefighters two specific on-call to full time recruitment process.

2. During our last completed recruitment campaign

a) 1230 applications were received in total.

b) 110 were from ethnic minority backgrounds.

c) 9 people were recruited

d) Due to the low number of individuals involved, we are unable to disclose this figure as this is likely to identify the individuals concerned and is therefore deemed personal data which is exempt under Section 40(2) of the Freedom of Information Act 2000. Personal data is information that relates to an identified or identifiable individual. Please see further information on Section 40(2) below.

3. We do not hold the number of wholetime firefighters that hold a bachelor’s degree or higher as this isn’t something we record.

**Section 40 of FOIA:**

(2) Any information to which a request for information relates is also exempt information if—

1. it constitutes personal data which does not fall within subsection (1), and
2. the first condition below is satisfied.

(3A) The first condition is that the disclosure of the information to a member of the public otherwise than under this Act—

1. would contravene any of the data protection principles

Section 40(2) is an absolute exemption where if the first condition is satisfied, then a public interest test is not necessary, however, public interest must be considered when judging lawfulness under principle (3A(a)).

To judge whether disclosure would contravene principle (3A(a)), consideration must be given to whether it is it lawful, fair and transparent. The most relevant lawful basis in this case would be legitimate interest and have therefore considered the public interest on this basis:

**Public interest in favour of disclosure:**

1. There is a legitimate public interest in the recruitment of on-call firefighters to wholetime positions from an ethnic minority background.

**Public Interest in favour of withholding:**

1. Disclosing small numbers could lead to the identification of individuals, which would be an unwarranted invasion of their personal privacy.
2. Identifying of individuals through the disclosure could expose them to harm, distress, or discrimination.
3. Ensuring that personal data is protected helps maintain public trust in public authorities and encourages individuals to engage and provide accurate meaningful information to the organisation.

We then considered whether disclosure is necessary to meet the legitimate interest.

We believe there is a legitimate interest for the requester in the information withheld, however, do not believe that detailed numbers are required to meet this interest.

**Balancing Test:**

It is necessary to balance the factors above whilst maintaining transparency and privacy. Withholding the number of on-call firefighters from minority backgrounds recruited to wholetime roles would not wholly satisfy the request, however, would satisfy the wider legitimate interest, and disclosure of the detailed information is likely to cause harm to the individuals concerned as outlined above in the public interest reasoning. It is our belief that the legitimate interest does not outweigh the interests and rights of the individuals who have a right to personal privacy.

On balance, the public interest in withholding the requested information outweighs the public interest in disclosure and the information requested is exempt under Section 40(2) Personal Information of the Freedom of Information Act.

If you are unhappy with the handling of your request, you have the right to ask for an internal review. A request for an internal review should be made within 40 working days of the date of this email. If you are not happy with the outcome of the internal review, you have the right to apply direct to the Information Commissioner at [www.ico.org.uk/foicomplaints](https://newsletter.ico.org.uk/c/1lULiJldYNwfIFlCf3c4BKJdO). The postal address is: Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.