



# Royal Berkshire Fire and Rescue Service Equality Objectives Consultation (online survey)

Your privacy is important to us. This privacy statement explains what personal data Royal Berkshire Fire and Rescue Service collects about you and how we store and use that data.

Personal data is processed in accordance with the Data Protection Act 2018 (DPA) and the United Kingdom General Data Protection Regulation (UK GDPR).

## What information we collect about you

This survey is anonymous. You will not be asked for any information that will identify you personally, such as your name or address. We will not collect the IP address of your computer.

There is a chance that for a small number of people some of your responses might allow you to be identified, for example if you are a member of RBFRS staff and from an underrepresented group, or if your text responses include details about yourself or your experiences.

Equalities data includes, sex, gender identity, age, disability, ethnicity, religion or belief, and sexual orientation (optional responses).

## Why we need it

Royal Berkshire is consulting on our latest Equality Objectives and are collecting your views and opinions on the subject.

The purpose of setting our equality objectives is to ensure that we provide opportunities for everyone to reach their potential to be able to deliver effective services to our communities. This means objectives are not just based on processes and policies but focused on improving outcomes for our employees and people in our community

We will collect survey responses to assess the public, staff and local organisations response to our proposals.

Demographic information is collected so that we understand how effective our consultation is at reaching particular communities within Berkshire. This helps us meet our legal obligations under the Equality Act 2010 and comply with the Public Sector Equality Duty.



## Our legal basis for processing

Under the UK General Data Protection Regulation (UK GDPR), we are able to process your personal data under article 6(1)(c) processing is necessary for compliance with a legal obligation under domestic law, and article 6(1)(e) necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

We are able to process special category data under article 9(2)(g) necessary for reasons of substantial public interest on the basis of domestic law which is proportionate to the aim pursued and which contains appropriate safeguarding measures, so that we can comply with our legal obligations under the Equality Act 2010.

## What we do with it

We will only process this data for the purpose of assessing the public response to our proposals.

All survey responses will be kept secure on our systems and only be accessed by the Consultations Team.

When we analyse and report on the responses we have received, we will ensure no individual can be identified in any published results or reports.

## Sharing your information

We are using SurveyMonkey to administer this survey.

SurveyMonkey is a United States company and any personal data you provide may be stored in the United States and other locations where they have offices. SurveyMonkey work under a recognised [Data Privacy Framework](#). For further information, please read the privacy notice available on the [SurveyMonkey website](#).

There are a number of reasons why we may share your information outside of our Service. This can be due to:

- ✓ Our obligations to comply with current legislation
- ✓ Our duty to comply with a Court Order
- ✓ You have consented to the sharing / disclosure



We may disclose information to other agencies without consent where it is necessary, either to comply with a legal obligation, or where permitted under the UK General Data Protection Regulation, e.g. where the disclosure is necessary for the purposes of the prevention and/or detection of crime.

We work closely with other agencies, such as councils, health services, adult and children's services and may, for the purpose of preventing risk of harm to yourself or another individual, share your personal information.

As a public authority, we are also subject to information rights legislation (Freedom of Information Act 2000, Environmental Information Regulations 2004 and Data Protection legislation). We do receive requests for information, however, unless there is a legal obligation to provide your personal data, information will be released in a redacted form. This means your personal data will be removed before publication so that you cannot be identified.

## How long we keep it and how it is stored

We will only retain information for as long as necessary. Records are maintained in line with our retention schedule, which determines the length of time records should be kept.

Consequently, personal information relating to the Equality Objectives (online survey) will be retained for 24 months.

We take our duty to protect your personal information and confidentiality seriously. We are committed to taking all reasonable measures to ensure the confidentiality and security of personal data for which we are responsible, whether computerised or on paper. This means that your information will be kept in a secure environment and access to it will be restricted according to the 'need to know' principle. Personal details will then be destroyed/deleted.

We do compile and publish statistics showing certain information, but not in a form which identifies anyone.

## Your rights

Under the data protection legislation, you have rights including:

**Your right of access** - You have the right to ask us for copies of your personal information.

**Your right to rectification** - You have the right to ask us to rectify personal information you think is inaccurate. You also have the right to ask us to complete information you think is incomplete.



**Your right to erasure** - You have the right to ask us to erase your personal information in certain circumstances.

**Your right to restriction of processing** - You have the right to ask us to restrict the processing of your personal information in certain circumstances.

**Your right to object to processing** - You have the right to object to the processing of your personal information in certain circumstances.

**Your right to data portability** - You have the right to ask that we transfer the personal information you gave us to another organisation, or to you, in certain circumstances.

The rights available to you depend on our reason for processing your information.

Where possible we will seek to comply with your request, but we may be required to hold or process information to comply with a legal requirement.

You are not required to pay any charge for exercising your rights. If you make a request, we have one month to respond to you.

If you wish to discuss the information we hold about you, make a complaint about how we have handled your personal data or object to us processing it, you can contact our Data Protection Officer (DPO) who will investigate the matter.

Further information about your individual rights is available on the [Information Commissioner's Office \(ICO\) website - for the public](#).

## Who to contact

Our Data Protection Officer can be contacted via:

Email: [DataProtection@rbfrs.co.uk](mailto:DataProtection@rbfrs.co.uk)

Telephone: 0118 945 2888

Write to:

Data Protection Officer  
Royal Berkshire Fire and Rescue Service  
Newsham Court  
Pincent's Kiln  
Calcot  
Reading  
Berkshire  
RG31 7SD



If you are not satisfied with our response or the way we handle your information, you can complain to the Information Commissioner's Office (ICO):

[ICO Website - make a complaint](#)

Write to: ICO, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Telephone: 0303 123 1113

05 December 2025

## **ROYAL BERKSHIRE**

**FIRE AND RESCUE SERVICE**



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