



3rd February 2020

Freedom of Information Request Reference N^o: FOI 000068/20

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 7th January 2020 in which you sought access to the following information:

I'd be grateful for your assistance with the following matters relating to maternity and paternity leave for police officers and staff. I'd like to know:

- 1 How many police officers started a period of (a) maternity leave (b) paternity leave in 2018/19 financial year.
- 2 How many police staff employees started a period of (a) maternity leave (b) paternity leave in 2018/19 financial year.
- 3 Your police force's policy on maternity and paternity leave for police staff employees.

Response to your Request

The response provided below is correct as of 23rd January 2020.

Norfolk and Suffolk Constabularies have considered your request and our response is below.

Q1 & 2

Officer / Staff	Maternity Leave	Paternity Leave
NORFOLK		
Police Officers	22	30
Police Staff	17	13
SUFFOLK		
Police Officers	11	20
Police Staff	15	7

Q3 The Constabularies' Joint Maternity Adoption and Support Leave policy is published on the Constabularies websites and can be accessed via the links below:-

<https://www.norfolk.police.uk/sites/norfolk/files/maternityadoptionandsupportleave.pdf>
<https://www.suffolk.police.uk/sites/suffolk/files/maternityadoptionandsupportleave.pdf>

Under Section 21(1) of the Freedom of Information Act (2000), public authorities are not required to provide information that is reasonably accessible to the public by other means, in this case via the Constabularies websites, therefore in accordance with Section 17 of the Freedom of Information Act (2000), this serves as a Refusal Notice for this part of your request.

The following additional information is also relevant to your request:-

The current Maternity Support Leave (MSL) provision allows two weeks leave (one week at full pay and one week at statutory pay). Officers and staff who are eligible for MSL in line with the force [policy](#) can opt to take a third week of leave at full pay (in the form of Special Leave) which must run consecutively with their MSL. Alternatively officers and staff may elect to take only one week MSL and one week special leave resulting in two weeks absence at full pay.

This response will be published on the Constabularies web-site under the Freedom of Information pages:-

<https://www.norfolk.police.uk/about-us/our-data/disclosure-log>

<https://www.suffolk.police.uk/services/freedom-information/disclosure-logs>

Should you have any further queries concerning this request, please contact Amanda Gibson, FOI Decision Maker, quoting the reference number shown above.

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;

<http://www.opsi.gov.uk/>

Norfolk and Suffolk Constabularies are not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.

Your Right to Request a Review of Decisions Made Under the Terms of the
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask the Norfolk and Suffolk Constabulary to review their decision.

Ask Norfolk and Suffolk Constabularies to look at the decision again.

If you are dissatisfied with the decision made by Norfolk and Suffolk Constabularies under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk and Suffolk Constabulary that you are requesting a review within 40 days of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker
Information Management Department
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: freedomofinformation@norfolk.pnn.police.uk*

In all possible circumstances Norfolk and Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 20 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with Norfolk and Suffolk Constabulary, if you are still dissatisfied with the decision, you can apply 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.

For information on how to make application to the Information Commissioner please visit their website at www.ico.org.uk or contact them at the address shown below:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700