



26th February 2020

Freedom of Information Request Reference N^o: FOI 000347/20

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 22nd January 2020 in which you sought access to the following information:

- 1 A copy of your absence policy
- 2 A copy of any linked policies or procedures in relation to disabled officers. In particular I am interested in how disability absence is recorded, and whether this is included in any calculation such as Bradford factor.
- 3 High-level numbers for how many sworn officers are known to have a disability (e.g. xx% no disability, xx% disabled, xx% unknown)
- 4 A count of how many officers, by year for the last 5 years, have
 - A Been through disciplinary procedures under the Police (performance) regulations 2012 on the basis of unsatisfactory performance where sickness was a factor. Please break down whether these officers had a disability or not.
 - B How many officers have been dismissed on the same basis
 - C How many officers have been ill-health retired

Please could you email me the policy as a preference or post it to my details below.

Response to your Request

The response provided below is correct as of 24th February 2020.

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

Q1 The Constabularies' policy 'sickness management' is published and can be accessed via the link provided below:

https://www.norfolk.police.uk/sites/norfolk/files/sickness_management_v2.1.pdf

Q2 A copy of the Constabularies' policy 'disability management' is attached.

Q3

Total Officers	Declared Disability	No Disability	Unknown
NORFOLK			
1637	27	616	994
SUFFOLK			
1161	29	766	366

- Q4A 13 Norfolk Officers and 23 Suffolk Officers have been, or are currently going through, a formal attendance process. The Constabularies do not record the number of officers with a disability on the casework records but there will be conditions cited in the cases that may be classed as a disability.
- Q4B With regard to the officers in question 4A, there have not been any dismissals.
- Q4C Of the above, 6 officers have left the organisations. None of these were as a result of ill health retirement.

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