

FREEDOM OF INFORMATION REQUEST

REQUEST NUMBER: FOI Request 000545-16

REQUEST DETAILS:

1. *"Please provide the results of all staff surveys undertaken by Suffolk Constabulary in 2015, 2016, and 2017 so far. Please include the questions posed to staff in each survey, and the number of staff who responded.*
2. *If any of the surveys gave members of staff the opportunity to outline concerns or provide feedback in a free text field, please provide a copy of what was said by each responder who did so with their identity redacted in accordance with your Section 40 obligations. If the free text answer was in response to a specific question, please provide a copy of the question.*
3. *The number of officers who have resigned since 1/1/2015*
4. *If any officers have resigned since 1/1/2015, please provide a breakdown of how much experience they had"*

RESPONSE:

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

This response is correct as of 17 January 2017

Questions 1 and 2

Suffolk and Norfolk Constabularies have, in the past few months, been running staff surveys in conjunction with Durham University. It is the intention of Durham University to publish the results of the staff survey questions in the future. Information held by the Constabularies as a result of these surveys has therefore not been provided, as a result of exemptions within the Act.

Section 17 of the Freedom of Information Act 2000 requires that Suffolk and Norfolk Constabularies, when refusing to provide such information (because the information is exempt) is to provide you, the applicant, with a notice ban which:

- (a) States that fact
- (b) Specifies the exemption in question and
- (c) States (if that would not otherwise be apparent) why the exemption applies.

The information is exempt from disclosure by virtue of the following exemption;

Section 22(1) – Information intended for future publication

Section 22 is a qualified, class-based exemption and I am therefore required to produce a Public Interest Test.

Public Interest Test

(When applying a qualified exemption a public authority is required to consider whether 'in all circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information')

Considerations favouring disclosure

Disclosure of the information will identify to the public as a whole strengths and weaknesses in staff experiences whilst working for the Constabularies. In doing so, allowing for further improvement to feed into the overall effectiveness of the service being delivered.

In certain cases, providing this information could assist in research that could benefit the community as a whole, again enabling accurate public awareness and debate.

Considerations favouring non-disclosure

To supply statistical data, which has not yet been published, would require a large amount of time to collate the information required, this in turn would detract an individual or individuals from their daily tasks, hindering the efficiency in their posts.

It has been previously identified that releasing information prior to the formal collation of information by the originating university, can lead to other universities publishing reported, effectively undercutting Durham University and effecting the work undertaken by Durham as part of the formal agreement.

The FOIA legally allows members of the Public to request any information held by the Public Authority. In order to supply this information, resources are allocated to locate and retrieve it. The Section 21 and 22 exemptions were specifically laid down by parliament to benefit those authorities that proactively publish information. To constantly produce new and up to date elements of data that is intended to be published once the data is collated and formalised, will render these exemptions less effective and remove the benefits of the proactive publication.

Balancing Test

It is noted that Public Awareness and Debate are key to the FOIA, making Authorities more accountable and providing up to date relevant statistical information, improving knowledge and public understanding of the Force.

However, the formal agreement with forces includes an intention to publish the findings by Durham under the DUBS agreement. It would not therefore, be proactive of this Constabulary to produce information prior to the publication of the report.

It is for the reasons outlined above that the Constabularies are satisfied that the exemption at Section 22 of the Act, is maintained.

Questions 3 and 4

A search has been completed of the Constabularies Human Resources Department for all officers who have resigned since 1 January 2015.

The total number of officers who have resigned, broken down by their length of service, is as follows:

Officer Resignations 01.01.2015 – 17.01.2017		
Length of Service (Years)	Norfolk	Suffolk
0-5	10	8
5-10	6	4
10-15	3	8
15-20	3	1
20-25	3	0
25-30	2	0