



15<sup>th</sup> March 2019

## Freedom of Information Request Reference N<sup>o</sup>: FOI 000696/19

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 18<sup>th</sup> February 2019 in which you sought access to the following information:

I look forward to a response from your officers within the timescale set by the Act.

- 1 On what date did the force first begin training its officers on transgender issues and hate crime against transgender people?
- 2 How many training sessions on transgender issues and hate crime against transgender people has the force had/carried out in total?
- 3 How many police personnel have attended training on transgender issues and hate crime against transgender people?
- 4 Did you use outside organisations to deliver this training? If so, which ones did you use? What materials were used in delivering this training?
- 5 Which individuals have delivered the training?
- 6 What due diligence do the force carry out on organisations and individuals providing training on transgender issues and hate crime against transgender people?

### Response to your Request

The response provided below is correct as of 21<sup>st</sup> February 2019. Norfolk and Suffolk Constabularies have located the following information as relevant to your request.

Hate crime is a golden threaded throughout training across the Constabularies. There is currently a classroom input delivered to Student Officers during the initial phase of their training.

The date that training was first provided is not known but it is believed to be prior to 2005. Figures are not held regarding the number of courses or number of police officers and police staff who have undertaken training.

The Learning and Development department, staff within the Diversity Team and Diversity Liaison Officers have delivered training. The Trans Police Association have also provided training to staff and managers.

Members of the Constabulary also complete a mandatory Equality and Diversity College of Policing NCALT package.

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](mailto: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](http://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