



Freedom of Information Request Reference N^o: FOI 001030-18

I write in connection with your request for information received by Norfolk and Suffolk Constabularies on the 19 March 2018 in which you sought access to the following information:

“Equality and Diversity

- 1) *Do you offer equality and diversity training? If so, what is the mode of delivery of this training?*
- 2) *A brief overview of the context of the training.*
- 3) *Who is required to take this training?*

Hate Crime

- 1) *Do you offer hate crime training? If so, what is the mode of delivery of this training?*
- 2) *A brief overview of the context of the training.*
- 3) *Who is required to take this training?”*

Response to your Request

The response provided below is correct as of 19 March 2018

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

Equality and Diversity

- 1) Norfolk and Suffolk Constabularies do offer equality and diversity training. This is currently a specific classroom input delivered to Student Officers during the initial phase of their training. The subject is also golden threaded throughout the entirety of probationer training and beyond. Officers are also required to complete College of Policing NCALT packages on equality, mental ill health and learning disability, public protection and the Victim's Code all of which specifically include this subject.
- 2) The training comprises of recognising equality and diversity, promotes fairness, integrity and impartiality and underpins the fundamental principles of British policing. This is embedded in the Constabularies Code of Ethics and Mission, Vision and Values and drives our core objectives of protecting the vulnerable, building confidence within our communities and improving satisfaction.

- 3) All new Student officers but the golden thread element would include all officers undergoing training where appropriate.

Hate Crime

- 1) Norfolk and Suffolk Constabularies do offer hate crime training. This is currently a specific classroom input delivered to Student Officers during the initial phase of their training. The subject is also golden threaded throughout the entirety of probationer training and beyond. Officers are also required to complete College of Policing NCALT packages on equality, mental ill health and learning disability, public protection, domestic abuse, stalking and harassment, threat to life and cybercrime and digital policing all of which specifically include this subject.
- 2) The briefing comprises of recognising hate crime and the impact of hate crime on individuals, families and communities promotes fairness, integrity and impartiality and underpins the fundamental principles of British policing. This is embedded in the Constabularies Code of Ethics and Mission, Vision and Values and drives our core objectives of protecting the vulnerable, building confidence within our communities and improving satisfaction.
- 3) All new Student officers but the golden thread element would include all officers undergoing training where appropriate.

Should you have any further queries concerning this request, please contact Clair Pack, 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 20 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
Suffolk Constabulary
Police Headquarters
Martlesham Heath
Ipswich
Suffolk
IP5 3QS
OR
Email: information@suffolk.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