



Freedom of Information Request Reference N^o: FOI 001474-18

I write in connection with your request for information received by Norfolk and Suffolk Constabularies on the 24 April 2018 in which you sought access to the following information:

“Could you please provide me with the following information, giving your most recent figures for three calendar years (2015/16, 2016/17, 2017/18) where appropriate.

Police Staff by Ethnicity and Religion

| RELIGION | 2015-16 | 2016-17 | 2017-18 |
|----------|---------|---------|---------|
|----------|---------|---------|---------|

| | | | |
|------------------------------|--|--|--|
| No religion | | | |
| Buddhist | | | |
| Christian | | | |
| Hindu | | | |
| Jewish | | | |
| Muslim | | | |
| Sikh | | | |
| Spiritual | | | |
| Any other religion or belief | | | |
| Unknown | | | |
| TOTAL | | | |

ETHNICITY

| | | | |
|---|--|--|--|
| White | | | |
| White and Black Caribbean | | | |
| White and Black African | | | |
| White and Asian | | | |
| Any other Mixed/Multiple ethnic background, please describe | | | |
| Asian/Asian British | | | |
| Indian | | | |
| Pakistani | | | |
| Bangladeshi | | | |
| Chinese | | | |
| Other Background | | | |
| Black/ African/Caribbean/Black British | | | |
| African | | | |
| Caribbean | | | |
| Any other Black/African/Caribbean background | | | |
| Other ethnic group | | | |

TOTAL

*Total number of officers
Total support staff
Total PCSOs*

*Total BAME officers
Total BAME support staff
Total BAME PCSOs*

*Total Muslim officers
Total Muslim support staff
Total Muslim PCSOs*

POSITIVE ACTION CO-ORDINATORS [total]

Please include name of PAC, and a brief description (including its aim). [Aim: for example, increasing staff diversity, increasing inter community trust, improving staff awareness/ knowledge of BAME cultures and needs, enabling community consultations, etc]."

Response to your Request

The response provided below is correct as of 25 April 2018

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

Information concerning Norfolk and Suffolk Constabularies workforce is contained within the quarterly diversity reports.

The attached reports provide the workforce summaries of each Constabulary, as at Q4 of the respective financial years.

The Constabularies PAC is Mandy-Jane MORTERS

The roles aim is as follows:

Norfolk and Suffolk Constabularies are striving to build a workforce that; is representative of the public it serves. In order to ensure we are more representative of the community we serve the force is committed to addressing the disproportionality of those currently underrepresented within the police service across all departments, ranks and roles.

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