



24<sup>th</sup> June 2019

**Freedom of Information Request Reference N<sup>o</sup>: FOI 001927/19**

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 24<sup>th</sup> May 2019 in which you sought access to the following information:

Human trafficking and slavery training

01 January 2017 – 01 January 2018 and 01 January 2018 – 01 January 2019

- 1 Please specify the contents of the mandatory training courses (the names of the courses were disclosed in response to Hestia's FOI).
- 2 Please confirm whether the mandatory training courses included:
  - (a) The legal definition of human trafficking and slavery;
  - (b) Trafficking/slavery indicators;
  - (c) The duty of police officers to identify and refer crime suspects who may be potential victims of trafficking or slavery to the National Referral Mechanism;
  - (d) How to refer crime suspects who may be potential victims to the National Referral Mechanism; and
  - (e) The non-punishment principle (as enshrined in international and domestic law) – which requires police to refer crime suspects who may be potential victims, rather than to prematurely charge them.
- 3 Please confirm the duration and mode (i.e. lecture/e-learning) of the mandatory training courses.
- 4 Please confirm whether police officers were required to attend Continuing Professional Development sessions on human trafficking and slavery, or whether the mandatory courses were limited to one session only.
- 5 Please confirm how many police officers from your force attended and studied the mandatory course sessions.
- 6 Please confirm how police officers' attendance and study of the mandatory course were monitored.
- 7 Please confirm how police officers' understanding and competence in this course was examined.
- 8 If police officers were examined on this course, please confirm how many police officers successfully passed it.
- 9 If police officers were not examined on this course – why not?

**Response to your Request**

The response provided below is correct as of 4<sup>th</sup> June 2019.

Norfolk and Suffolk Constabularies holds the following information in relation to your request.

Q1/2 Please see below link to the College of Policing APP content in relation to Modern Slavery:-  
<https://www.app.college.police.uk/app-content/major-investigation-and-public-protection/modern-slavery>

Under Section 21(1) of the Freedom of Information Act (2000), public authorities are not required to provide information that is reasonably accessible to the public by other means;

therefore in accordance with Section 17 of the Freedom of Information Act (2000), this serves as a Refusal Notice for these parts of your request.

- Q3 The e-learning package is approximately 1 hour duration. It is supplemented by face to face training for student police officers (IPLDP) and investigators (ICIDP).
- Q4 All police officers are required to maintain CPD. The Constabularies have a modern slavery 'podcast' available to officers. This is currently being updated.
- Q5 4,986 regular officers have completed the training along with 226 members of the Special Constabulary.
- Q6 Attendance is monitored by line managers.
- Q7 Understanding and competence is measured by E-learning online Q&A.
- Q8 All officers successfully passed.
- Q9 Not applicable.

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