



4th April 2017

Dear

Our ref: FOI 004101/17

I write in connection with your request for information received by both Norfolk and Suffolk Constabularies on the 9th March 2017. This response is being provided on behalf of Norfolk and Suffolk Constabularies as a result of ongoing collaboration. In your requests you sought access to the following information:

As you will be aware, the Government is refusing to guarantee the residency rights of EU nationals currently living in the UK. I would like to understand the implications this will have for your police force. In this interest, I would like to obtain information regarding the number of EU nationals working within your police service at this moment.

In this interest, I would be grateful if you could provide me with the following information:

- A The total number of workers employed by your police service, and
 - I The total number of EU nationals employed by the police service.
- B The number of officers in frontline roles, and
 - I The number of EU nationals in frontline roles.

I would like to understand, in detail, how the residency and working rights of EU nationals will impact upon your workforce. I would therefore be grateful if you could additionally provide me with the number of employees by the following positions, and the corresponding number of EU nationals for each group:

- I Chief officers
- II Chief superintendents
- III Superintendents
- IV Chief inspectors
- V Inspectors
- VI Sergeants
- VII Constables
- VIII Total police officer ranks
- IX Police staff
- X Police community support officers
- XI Designated officers
- XII Traffic wardens
- XIII Total police workforce
- XIV Special constabulary

Norfolk and Suffolk Constabularies holds information relevant to your request.

Response to your request

The following information has been located as relevant to your request.

The following information has been extracted from the Constabularies Joint HR database and is based on the Nationality field.

NORFOLK CONSTABULARY

QA The total number of employees is 3,088 which includes Police Officers, Police Staff, PCSOs and members of the Special Constabulary.

I The total number of EU nationals is 17. This figure includes 5 Irish.

QB Based on the HMIC PEEL (Police Effectiveness, Efficiency and Legitimacy) Spring 2017 guidance, there are 1,476 Police Officers in frontline roles.

I The number of EU nationals is 6.

	Substantive Rank	Headcount	Count of EU Nationals
Officer	Chief Officers	2	
	Chief Superintendent	3	
	Superintendent	15	
	Chief Inspector	16	
	Inspector	58	
	Sergeant	238	
	Constable	1193	6
Officer Total		1525	6
PCSO	PCSO	161	1
PCSO Total		161	1
Special	Special Constabulary	226	2
Special Total		226	2
Staff	Designated Officers	126	
	Staff	1050	8
Staff Total		1176	8
Grand Total		3088	17

SUFFOLK CONSTABULARY

QA The total number of employees is 2,304 which includes Police Officers, Police Staff, PCSOs and members of the Special Constabulary.

I The total number of EU nationals is 9. This figure includes 3 Irish.

QB Based on the HMIC PEEL (Police Effectiveness, Efficiency and Legitimacy) Spring 2017 guidance, there are 1,057 Police Officers in frontline roles.

I The number of EU nationals is 5.

	Substantive Grade	Headcount	Count of EU National
Officer	Chief Officers	3	
	Chief Superintendent	4	
	Superintendent	11	

	Chief Inspector	9	
	Inspector	50	
	Sergeant	156	1
	Constable	849	4
Officer Total		1082	5
PCSO	PCSO	101	
PCSO Total		101	
Staff	Designated Officer	97	
	Staff	814	4
Staff Total		911	4
Special	Special	210	
Special Total		210	
Grand Total		2304	9

This response will be published on both the Norfolk and Suffolk Constabulary web-sites. A link to the disclosure log pages of each Constabulary web-site is provided below.

<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 me quoting the reference number shown above.

Yours sincerely,

Amanda Gibson
Freedom of Information Department

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/>

The Norfolk Constabulary is 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 Constabulary to review their decision.

Ask the Norfolk Constabulary to look at the decision again.

If you are dissatisfied with the decision made by the Norfolk Constabulary under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk 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
Professional Standards Department
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: freedomofinformation@norfolk.pnn.police.uk*

In all possible circumstances the Norfolk 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 the Norfolk 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