



20<sup>th</sup> December 2018

### **Freedom of Information Request Reference N<sup>o</sup>: FOI 004306/18**

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 22<sup>nd</sup> November 2018 in which you sought access to the following information:

Which of these methods does your police service use in regards to the training of detectives? If you only select 'Classic', please move on to question 5. If you have selected more than just 'Classic', please answer up to question 4.

\* Classic training method (This is where Police Constables are selected or apply to become a detective).

\* Fast Track Method (This is where the applicants are recruited externally to be trained as a Police constable in the first year and then receive detective training in the 2nd and 3rd years).

\* Direct Entry (Where the applicants are recruited externally and then trained to be a detective without any uniform experience and within two years).

\* Other; if your service is doing something that has not been listed please state it below.

- 1 How long has your selected training method been used for detectives?
- 2 If you have ticked anything else other than option 1 (Classic), please explain your selection criteria for potential applicants on to the course?
- 3 Please can you provide a link to any public advertisement you have about your recruitment of detectives or send me any material that you used which is no longer accessible from public websites?
- 4 Other than the 'Classic' option, do any of your alternative course(s) feature the 19 week National Police Constable training programme? Whether it is altered or unaltered.
- 5 Why has your organisation chosen only the classic route
- 6 Do you have any plans to develop any schemes for either direct entry, fast track or other means of recruiting detectives?
- 7 Are you currently (or do you plan to) have any research or evaluation undertaken on your course via an external source (university) or internal report?

### **Response to your Request**

The response provided below is correct as of 17<sup>th</sup> December 2018.

Norfolk and Suffolk Constabularies have located the following information as relevant to your request.

Norfolk and Suffolk Constabularies both use the Classic training method with regards to the training of detectives. Suffolk Constabulary also offers Direct Entry.

Q1 A fast track detective entry process has been in place in Suffolk for a year.

Q2-4 Further information regarding Direct Entry Detectives is published on the Suffolk Constabulary website and can be accessed via the link provided below:-

<https://www.suffolk.police.uk/join-us/detective-constable-entry-scheme>

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; in this case via the Suffolk Constabulary website, 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.

Q5 Norfolk Constabulary does not consider the need to adjust the current process as recruitment levels are steady and attracting sufficient interest in detective positions.

Q6 An interim evaluation of the 2017 Suffolk scheme has been undertaken and the evaluation process will continue with a view to identifying lessons learnt and costs/benefits of using this approach to recruitment again in the future. No plans for a scheme in Norfolk.

Q7 Suffolk Constabulary has conducted a focused interim evaluation and are working with other forces under the NPCC national detective resilience programme. This programme is providing support for independent evaluation of recruitment initiatives such as the fast track detective scheme.

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