



Freedom of Information Request Reference N^o: FOI 004333-18

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 25 November 2018 which you sought access to the following information:

1. *“Amount of Officers by rank (Inc Detective ranks) Employed by your organisation.*
2. *Amount of civilians in your organisation (please include Community Support Officers as a separate figure)*
3. *Amount of Officers based in each station*
4. *Amount of Civilians based in each station*
5. *Amount of PCSO's based in each station*
6. *How many police officers are assigned to non-operational departments (i.e. Control Room, Enquiry Offices, Staff Officers.)*
7. *How many police officers are assigned to all operational departments within your organisation. For example... (Response & Patrol, Neighbourhoods, Traffic Officers, Investigations etc)”*

Response to your Request

The response provided below is correct as of 28 November 2018

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

The information provided on the attached spreadsheet confirms the total number of persons employed by the Constabulary by rank, location and department.

1. The total number of officers in the Constabularies is provided below, by rank:

Norfolk		
Rank	Headcount	Strength
Chief Constable	1	1.00

Temporary Deputy Chief Constable	1	1.00
Assistant Chief Constable	1	1.00
Temporary Assistant Chief Constable	1	1.00
Chief Superintendent	2	2.00
Temporary Chief Superintendent	1	1.00
Superintendent	12	11.48
Temporary Detective Superintendent	4	4.00
Temporary Superintendent	1	1.00
Detective Chief Inspector	1	1.00
Chief Inspector	11	11.00
Temporary Detective Chief Inspector	2	2.00
Temporary Chief Inspector	4	4.00
Detective Inspector	7	6.80
Inspector	50	49.17
Temporary Inspector	5	5.00
Acting Inspector	11	11.00
Detective Sergeant	21	19.93
Sergeant	200	196.00
Temporary Detective Sergeant	5	5.00
Temporary Sergeant	30	29.76
Acting Sergeant	25	24.72
Detective Constable	48	45.07
Constable	1151	1110.58
Grand Total	1595	1544.51

Suffolk		
Grade	Headcount	Strength
Chief Constable	1	1.00
Temporary Deputy Chief Constable	1	1.00
Assistant Chief Constable	1	1.00
Chief Superintendent	2	2.00
Temporary Detective Chief Superintendent	1	1.00
Detective Superintendent	1	1.00
Superintendent	5	5.00
Temporary Superintendent	1	1.00
Acting Superintendent	1	1.00
Detective Chief Inspector	2	2.00
Chief Inspector	7	7.00
Temporary Detective Chief Inspector	1	1.00
Temporary Chief Inspector	2	2.00
Detective Inspector	6	6.00
Inspector	30	29.60
Temporary Detective Inspector	2	2.00
Temporary Inspector	9	8.87
Acting Inspector	7	7.00

Sergeant	106	104.64
Detective Sergeant	22	21.56
Temporary Sergeant	15	14.92
Acting Sergeant	16	15.85
Detective Constable	39	37.81
Constable	851	825.69
Grand Total	1129	1099.93

2. The total number of civilian staff and PCSOs within the Constabularies, is as follows:

	Norfolk		Suffolk	
	Headcount	Strength	Headcount	Strength
Civilian Staff	1207	1072.14	886	775.95
PCSOs	0	0	63	58.34

3. The number of police officers based at individual police stations has not been provided as a result of exemptions within the Act.

Section 17 of the Freedom of Information Act 2000 requires that Norfolk and Suffolk Constabularies, when refusing to provide such information (because the information is exempt) is to provide you the applicant with a notice ban which:

- (a) States that fact
- (b) Specifies the exemption(s) in question and
- (c) States (if that would not otherwise be apparent) why the exemption(s) applies.

The information is exempt from disclosure by virtue of the following exemption(s);

Section 31(1)(a) – Law Enforcement

Section 31 is a qualified, prejudice-based exemption and therefore I am obliged to provide evidence of harm and a public interest test.

- 4. The number of civilian staff based at each station, is provided on the attached spreadsheet.
- 5. The number of PCSOs based at each police station, has not been provided as a result of exemptions within the Act.

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The information is exempt from disclosure by virtue of the following exemption(s);

Section 31(1)(a) – Law Enforcement

Section 31 is a qualified, prejudice-based exemption and therefore I am obliged to provide evidence of harm and a public interest test.

6. The number of police officers signed to operational and non-operational departments, is provided below. Please note that some information has been excluded as a result of exemptions within the Act.

Section 17 of the Freedom of Information Act 2000 requires that Norfolk and Suffolk Constabularies, when refusing to provide such information (because the information is exempt) is to provide you the applicant with a notice ban which:

- (a) States that fact
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The information is exempt from disclosure by virtue of the following exemption(s);

Section 31(1)(a) – Law Enforcement

Section 31 is a qualified, prejudice-based exemption and therefore I am obliged to provide evidence of harm and a public interest test.

Suffolk		
DEPARTMENT	Headcount	Strength
Joint Athena Command	8	8
Joint Human Resources	12	12
Joint Justice Services	49	46.911
Joint Professional Standards Department	2	2
Joint Protective Services	177	175.135
Suffolk County Policing Command	601	587.407
Suffolk Executive	3	3
Suffolk Safeguarding and Investigations Command	275	263.478
Suffolk Staff Associations	2	2

Norfolk		
DEPARTMENT	Headcount	Strength
Joint Athena Command	7	6.88
Joint Executive	2	2.00

Joint Human Resources	27	26.50
Joint Justice Services	96	90.44
Joint Professional Standards Department	10	9.68
Joint Protective Services	193	189.49
Norfolk County Policing Command	998	971.73
Norfolk Criminal Justice	2	2.00
Norfolk Executive	15	14.60
Norfolk Safeguarding and Investigations Command	235	221.21
Norfolk Staff Associations	3	3.00

7. As above

Harm and public interest considerations concerning the application of Section 31

Evidence of Harm

Information concerning the strengths and capability of the Constabulary would not be disclosed if to do so would prejudice policing across the county and impact negatively on resources.

It is considered that disclosure of the number of police officers based at individual police stations will allow people to draw conclusions as to the perceived level of police officer availability at any one location. This in turn could identify to the criminal fraternity, locations where the Constabulary will be at its most vulnerable, allowing for criminals to establish the most susceptible areas at which to commit crime.

Where a disclosure is made that will provide the full capacity of covert or sensitive areas of policing, there is potential for future disruption that will be prejudicial to law enforcement and thus potential for individuals to map the capacity and capabilities of the Constabularies in the specialised areas of policing.

This would undermine the law enforcement capabilities of the Constabulary and therefore it is confirmed that Section 31 is engaged.

Public Interest Test

(When applying a qualified exemption a public authority is required to consider whether 'in all circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information'.)

Considerations favouring disclosure

Disclosure of the information requested will identify the capabilities of the Constabulary and provide the public with reassurance that the Constabulary are appropriately dealing with all areas of policing.

Information that relates directly to the operational effectiveness and efficiencies of the Constabulary is a positive factor favouring disclosure. The public have a right to know that they are being protected in an appropriate and diligent manner.

Knowledge of the Constabulary's capability will ensure transparency is maintained and the public can identify how funds are being appropriately spent and for what purpose.

Public knowledge of the Constabulary will ensure informed public debate, retaining the Constabulary's open and honest approach.

Considerations favouring non-disclosure

Disclosure of information that can affect the current and future law enforcement capabilities of the Constabulary will always favour non-disclosure. On this occasion, providing information concerning sensitive or covert roles, and identifying specific officer allocation at police stations, will allow for comparisons to be made to figures in the public domain regarding our establishment. This in turn will invariably provide criminals with advanced knowledge as to the Constabulary's capacity with regards to the Constabularies capabilities, impacting effective law enforcement.

Although public knowledge of the Constabulary's capabilities is a positive factor, this is not unlimited and there are aspects of Policing that must remain intact to ensure the process is not undermined by FOI disclosures. Covert Policing is an essential tactic used by Police Forces across the Country and it is vital that the integrity this tactic is retained.

Balancing test

Public knowledge of how their funds are being spent and assurance that the Police service are doing all they can to ensure public safety is maintained, is always a positive factor in disclosure.

On balance however, disclosure of this nature is more likely to have the opposite affect causing the criminal fraternity to have prior knowledge of Police operational capabilities, compromising the prevention and detection of crime and administration of justice. This especially considering the wealth of information already available in the public domain, and the potential impact additional disclosure would have.

The Police service has a duty to ensure public safety is never compromised and disclosures under FOI should always ensure this is maintained.

It is the Constabularies decision that disclosure lies in non-disclosure and application of the exemption is maintained.

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 40 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