



**Freedom of Information Request Reference N<sup>o</sup>: FOI 004439-18**

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 4 December 2018 which you sought access to the following information:

1. *“Does your force have an active Black Police Association or similar for black, Asian and minority ethnic (BME) members of your workforce?”*
2. *What is it called?*
3. *How many officers, support staff and PCSOs do you have?*
4. *How many of those are BME officers, support staff and PCSOs?*
5. *How many current Attendance Management cases do you have? (Force compared to BME)?*
6. *How many current Complaints do you have against members of the workforce? (Force compared to BME)?*
7. *How many current Disciplinary cases do you have where regulation 21 notices have been served to attend a misconduct meeting/hearing? (Force compared to BME)?*
8. *How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BME)?*
9. *How many current Grievances do you have, regardless of type of complaint? (Force compared to BME)?*
10. *How many current Incapability/capability cases do you have? (Force compared to BME)?*
11. *How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BME)?*
12. *How many current Unsatisfactory Performance Procedures Tribunals do you have? (Force compared to BME)?*
13. *What plans do you have to implement the 2018-2025 NPCC Diversity, Equality & Inclusion Strategy & the Workforce Representation Toolkits?”*

## Response to your Request

The response provided below is correct as of 12 December 2018

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

The information provided below relates to police officers, staff and PCSOs who have provided self-defined ethnicity. It is not a mandatory requirement for officers and staff to confirm their ethnicity and consequently, there may be occasions where the information is not recorded.

1. Norfolk and Suffolk Constabularies do have an active Black Police Association.
2. Norfolk Black Police Association  
Suffolk Ethnic Police Association (SEPA)
3. The Constabularies have the following number of police officers, support staff and PCSOs.

Type	Head Count	No of BME
Norfolk Police Officers	1593	29
Norfolk Police Staff	1209	10
<b>Norfolk Total</b>	<b>2802</b>	<b>39</b>

Type	Head Count	No of BME
Suffolk Police Officers	1128	35
Suffolk Police Staff	888	20
Suffolk PCSOs	57	1
<b>Norfolk Total</b>	<b>2073</b>	<b>56</b>

4. As above
5. Norfolk Constabulary – 13 attendance management cases, none of which are BME cases.

Suffolk Constabulary – 11 attendance management cases, none of which are BME cases.

The information provided above relates to formal attendance cases as informal cases are managed locally.

6. A review has been undertaken of the Constabularies public complaint cases and we can confirm the following:

Norfolk Constabulary – 121 live public complaint cases relating to a total of 137 named subjects, details of their ethnicity is as follows:

BME – 3  
White – 132  
Not Stated – 2

Suffolk Constabulary – 107 live public complaint cases relating to 99 named subjects, details of their ethnicity is as follows:

BME – 3  
White – 95  
Not Stated – 1

7. A review of the live internal conduct cases has been made to identify those cases where Regulation 21 notices have been served pending misconduct meetings and hearings:

Norfolk – 2 cases pending misconduct hearing/meeting, none of which are BME cases.  
Suffolk – None

8. Norfolk Constabulary currently has 63 live employment tribunals, 60 of which relate to the 'Pension ET multiple Claims'. Of those, 60 are not BME cases and 3 are not known.

Suffolk Constabulary currently has no live employment tribunal cases.

9. Norfolk Constabulary – 14 grievances none of which are BME cases.

Suffolk Constabulary – 14 Grievances none of which are BME cases.

10. Norfolk Constabulary – 10 police staff cases being managed under our Capability Policy, none of which are BME cases.

Suffolk Constabulary – 9 police staff cases being managed under our Capability Policy, none of which are BME cases.

The term 'capability case' covers both attendance and performance cases at the formal stages. Therefore the figures in question 5, for formal attendance cases, are added in with the numbers of live performance cases in this question.

11. A review of internal conduct cases under investigation for misconduct and gross misconduct has been made and the following applies:

Norfolk Constabulary – 9 cases under investigation of which none relate to BME cases.  
Suffolk Constabulary – 10 cases under investigation of which one relates to a BME case.

12. There are currently no persons the subject of Unsatisfactory Performance Procedures in either Constabulary.

Please note, 'UPP' under the Police Performance Regulations covers both formal attendance and performance cases for officers. The Constabularies are unaware of the term 'UPP Tribunal'.

13. Work has been undertaken to produce a gap analysis comparing the NPCC Diversity, Equality and Inclusion toolkit against current practice. Working with all stakeholders, and using the Toolkits as a measure, we have identified those areas which currently align to the strategy and those which need to be implemented. Meetings are in place to determine the Forces' priorities to take these forward in the short, medium and long term.

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](mailto: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](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