



## Freedom of Information Request Reference N<sup>o</sup>: FOI 006994-17

I write in connection with your request for information received by Norfolk and Suffolk Constabularies on the 25 October 2017 in which you sought access to the following information:

1. *"How many Jewish police officers are employed by your Constabulary?"*
2. *Equally. How many Jewish PCSO's?*
3. *Equally. How many Jewish civilian staff?*
4. *Your Constabulary lists (on line) various Groups. Why is there no mention of the Jewish Police Association?*
5. *The Metropolitan Police have specifically sought to recruit Jewish police officers. What similar measures has your Constabulary taken?"*

## Response to your Request

The response provided below is correct as of 25 October 2017

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

1, 2 and 3:

The number of self-declared Officers and Staff who have stated their religion as Judaism is published on the Constabularies' website.

Section 17 of the Freedom of Information Act 2000 requires that Suffolk Constabulary, 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 21(1) - Information reasonably accessible by other means**

The following link will take you to the relevant Suffolk Constabulary "Who we are and what we do" page, you will find this information within the Diversity Programme reports under the Force Structure:

<http://www.suffolk.police.uk/about-us/our-data/publication-scheme/who-we-are-and-what-we-do>

The following link will take you to the relevant Norfolk Constabulary "Equalities Strategies and Information" page, you will find this information within the Diversity Programme reports under the Diversity Reports:

<http://www.norfolk.police.uk/about-us/our-policies/equality-and-diversity/equality-strategies-and-information>

The 2016/2017 reports and 2017 Quarter 1 is published, the Quarter 2 figures covering July, August and September will be published in due course, however to assist we can confirm the Quarter 2 figures as follows:

### **Norfolk**

3 staff members have declared themselves as Jewish

### **Suffolk**

No Officer or staff member has declared themselves as Jewish

4. Norfolk and Suffolk Constabulary do not have a specific Jewish Police Association and nor are we affiliated members of the National association.

Whilst there is no specific association, the Constabularies host regular Staff Association Network meetings where colleagues of different faiths are welcomed to attend to ensure that there is a full representation from a multi-faith point of view.

5. There are no specific events for encouraging applicants from a Jewish background, however the positive action work the Constabularies undertake encourages people from under-represented groups to join, progress and stay with us.

Positive action is in place to try to balance the effects of historic discrimination and can be used where there is an under-representation.

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 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