



Freedom of Information Request Reference N^o: FOI 007261-17

I write in connection with your request for information received by Norfolk and Suffolk Constabularies on the 14 November 2017 in which you sought access to the following information:

1. *"Have you a system in place to monitor the number of transgender officers that work for your force? If so when was the system first put in place to record the numbers of transgender officers?"*
2. *"If you do have such a system how many transgender officers do you have working for your force?"*

Response to your Request

The response provided below is correct as of 14 November 2017

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

The Constabularies HR Management System (HRMS) does not currently have the facility for recording individuals who identify as transgender. This has been raised to the system provider who confirmed that the suppliers of the HRMS have this as a planned development of the system and the constabularies are waiting for confirmation of a timescale for this development to be completed and implemented.

Processes are in place to offer support to staff who are transitioning at work and through our Equalities Teams and LGBT Support Network we are aware of one member of staff who identifies as transgender.

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 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 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