



8th January 2018

Freedom of Information Request Reference N^o: FOI 007571/17

I write in connection with your request for information received by the Norfolk and Suffolk Constabulary on the 6th December 2017 in which you sought access to the following information:

I would like to submit the following Freedom of Information requests, which should cover the calendar years. 2015, 2016 and 2017 up to the 1st December, even if this is just a predicted figure.

- Q1 How many employees does your organisation employ (full time equivalent) where their primary function covers the following disciplines:
- A Public Relations
 - B Human Resources
 - C Communications
 - D Security (I am looking for security guards or similar who are not police officers or PCSOs). This should also include those contracted in by your force from other organisations such G4S.
- Q2 How much money has your force spent on equalities training for each of the following areas:
- A Homophobia
 - B Transphobia
 - C Anti Semitism
 - D Islamaphobia
 - E Anti Christian behaviour and views
- Q3 Finally how many forms, record sheets, or similar documents that record personal details have been redesigned to remove identification of gender, so as to not exclude/discriminate against transgender people either by an officer/employee, a victim, witness, or suspect/perpetrator?

Response to your Request

The response provided below is correct as of 5th January 2018.

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

- Q1 Please see tables below. Public Relations and Communications are included in Corporate Communications.

Suffolk	31/12/2015	31/12/2016	30/11/2017
Corporate Communications	8.22	6.61	9.47
Human Resources	59.48	64.06	57.18

Norfolk	31/12/2015	31/12/2016	30/11/2017
Corporate Communications	12.91	11.50	11.50
Human Resources	77.34	72.95	72.90

With regards to Security Staff, these are not employed by the Constabularies. Security guards are provided at Norfolk Constabulary Operations and Communications Centre under the PFI agreement.

Q2 This information is not held. Budget information is not broken down to this level of detail.

Equality and Diversity remains the 'golden thread' throughout many training sessions delivered within the forces.

Current training for Student officers is delivered by internal trainers under the heading of 'hate crime'. This training is approximately 2 days per intake.

Special Constabulary initial intakes have the equivalent of 1 day of internal training. PCSO initial intakes have the equivalent of 2 days of internal training.

Q3 The Constabularies have not amended any forms or documents.

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 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
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: 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 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