



Freedom of Information Request Reference N°: FOI 002906-20

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 25 August 2020 which you sought access to the following information:

"I am writing to request details of staff roles and courses undertaken by the Force.

In detail, these are:

- a) *What was the total cost of the Force's Diversity and Inclusion Team (or similar) in both the 2019-20 financial year, and the current financial year up to the 25th August 2020, broken down for each financial year.*
- b) *How many people were employed (FTE) as part of the Force's Diversity and Inclusion Team (or similar), including all full job titles and FTE for each, in both the 2019-20 financial year, and the current financial year up to the 25th August 2020, broken down for each financial year.*
- c) *Please provide the names, explanatory details and costs of all courses focusing on diversity, inclusion, workplace behaviour and racial and/or gender awareness, in both the 2019-20 financial year, and the current financial year up to the 25th August 2020."*

Response to your Request

The response provided below is correct as of 14 September 2020

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

Part a) and b)

Norfolk Constabulary has a 'Equality, Diversity and Citizens Policing Team'. The total expenditure to date for this team is as follows:

Financial Year 2019/20 - £385,875

Financial Year 2020/21 - £223,980 (To end of August)

Suffolk Constabulary does not have a diversity team or similar.

Both Constabularies have specific roles where diversity is embedded within the wider remit of their responsibilities including; the Positive Action Recruitment Advisors (HR) and the Engagement officers (County Policing Command).

The positive action recruitment advisor's role proactively engages with a number of communities, in particular underrepresented areas, promoting the commitment of the Constabularies to develop a more diverse workforce that reflects the communities we serve.

The engagement officers are not exclusively recruited for diversity, however they each hold a portfolio for the protected characteristics such as faith/religion and sex/sexual orientation.

The figures provided below confirms the number of people and FTE for the Norfolk Equality, Diversity and Citizens Policing Team, the engagement officers and positive action recruitment advisor roles. The figures are correct as of the respective month end.

Date	Role	Norfolk		Suffolk	
		Head Count	FTE	Head Count	FTE
31/03/2019	Constable-Community Engagement PC			8	7.7
	Constable-Engagement Officer	7	7		
	Sergeant-NPT Engagement & Crime Reduction Sgt			1	1.0
	Staff-Community Engagement Administration Officer	1	1		
	Staff-Youth Engagement Officer	2	1		
31/03/2020	Constable-Community Engagement PC			10	9.6
	Constable-Engagement Officer	7	7		
	Sergeant-NPT Engagement & Crime Reduction Sgt			1	1.0
	Staff-Community Engagement Administration Officer	1	1		
	Staff-Youth Engagement Officer	1	0.6		
31/07/2020	Constable-Community Engagement PC			10	9.6
	Constable-Engagement Officer	6	6		
	Sergeant-NPT Engagement & Crime Reduction Sgt			1	1.0
	Staff-Children & Young People Engagement Advisor	2	1		
	Staff-Community Engagement Administration Officer	1	1		
31/03/2020	Staff-Positive Action Recruitment Advisor	1	1	1	1
31/07/2020	Staff-Positive Action Recruitment Advisor	1	1		

Part c)

Norfolk and Suffolk Constabularies have developed an online 'valuing difference' course that covers all aspects of difference including bias, culture, racial and gender awareness. This is an online course that is a mandated requirement for all officers and staff. It is accessible via the Force Learning Management System. The package was developed over approximately 120 working hours. The total cost of the development of this package was £1,867.

In addition, all new police officers receive additional education on these themes as part of their valuing difference module of the national curriculum. This covers the key objectives of:

- Understand and apply core principles of ethics, equality, diversity and human rights in professional policing
- Challenge bias, prejudice, discrimination and stereotyping when performing the role of police constable
- Critically evaluate the impact upon policing of differing values, ethics and norms within diverse communities
- Apply professional approaches to policing, demonstrating fairness, ethics and integrity
- Understand the necessity for maintaining professional standards in policing, and relevant governance, roles and responsibilities
- Maintain professional standards in both professional and personal life
- Understand and make use of internal processes within the police service for challenging and reporting unprofessional conduct
- Explain the process for dealing with external complaints and expressions of dissatisfaction against members of the service.
- Explain the process for dealing with external complaints and expressions of dissatisfaction against members of the service
- Analyse how the police have developed policies and procedures to reduce the possibility of professional malpractice and increase community confidence
- Analyse the role that independent bodies such as the IOPC or HMICFRS play in holding the police accountable to the public
- Examine why people in positions of respect or authority may fail to comply with policies, procedures, protocols or legislation, and commit criminal offences

- Review how previous instances of misconduct/malpractice can influence future professional policing

This is covered as part of their initial learning programme for which costs are not separated by module. The module provides specialist speakers, classroom lectures, reading and reference reviews and assessment of application through role play of areas, such as searching and use of police powers. Further information surrounding the national curriculum and the role of the College of Policing in setting and supporting its delivery can be found via their website.

<https://beta.college.police.uk/>

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