



Freedom of Information Request Reference N°: FOI 004046-20

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 6 December 2020 which you sought access to the following information:

"I am requesting statistics in relation to your workforce as a whole, and by comparison the number who are BME. Please may I request the following:

- 1) *Does your force have an active Black Police Association or similar for black, Asian and ethnic minority (BAME) 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 BAME workforce (officers, support staff and PCSOs)?*
- 5) *How many current Attendance Management cases do you have? (Force compared to BAME)?*
- 6) *How many current Complaints do you have? (Force compared to BAME)?*
- 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 BAME)?*
- 8) *How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BAME)?*
- 9) *How many current Grievances do you have, regardless of type of complaint? (Force compared to BAME)?*
- 10) *How many current Incapability/capability cases do you have? (Force compared to BAME)?*
- 11) *How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BAME)?*
- 12) *How many current Unsatisfactory Performance Procedures Tribunals do you have, or equivalent? (Force compared to BAME)?*
- 13) *Black and Asian people are known to be at higher risk from COVID-19. What plans did you implement for risk assessing your BAME workforce against the infection during 2020?*
- 14) *What grade, pay scale or band is your most senior BAME police staff? What is their gender?"*

Response to your Request

The response provided below is correct as of xxx 2020

- 1) Yes, as follows:

Norfolk – Ethic Minority Police Association (EMPA)
 Suffolk – Suffolk Ethic Police Association (SEPA)

2) As above

3) The workforce strength as of 1 December 2020 is as follows:

Emp Type	Norfolk	Suffolk	Total
Officer	1696	1232	2928
PCSO		45	45
Staff	1377	1007	2384
Grand Total	3073	2284	5357

4) The total number of BAME workforce as at 1 December 2020 is as follows:

Emp Type	Norfolk	Suffolk	Total
Officer	37	37	74
PCSO		1	1
Staff	13	21	34
Grand Total	50	59	109

5) The total number of current Attendance Management cases, is as follows:

	Total	BAME (included in total)
Norfolk	6	0
Suffolk	11	0

6) How many current Complaints do you have? (Force compared to BAME)?

	Total	BAME (included in total)
Norfolk	184	11
Suffolk	138	4

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 BAME)?

	Total	BAME (included in total)
Norfolk	1	0
Suffolk	0	0

8) The total number of current Employment Tribunals is as follows:

	Total	BAME (included in total)
Norfolk	70*	Ethnicity is not recorded
Suffolk	1	0

* Norfolk Constabulary currently has 65 live employment tribunals, which relate to the 'Pension ET multiple Claims'.

- 9) How many current Grievances do you have, regardless of type of complaint? (Force compared to BAME)?

	Total	BAME (included in total)
Norfolk	8	0
Suffolk	6	1

- 10) How many current Incapability/capability cases do you have? (Force compared to BAME)?

	Total	BAME (included in total)
Norfolk	6	0
Suffolk	12	0

- 11) How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BAME)?

	Total	BAME (included in total)
Norfolk	9	0
Suffolk	7	1

- 12) The total number of Unsatisfactory Performance Procedures Tribunals, is as follows:

	Total	BAME (included in total)
Norfolk	0	0
Suffolk	3	0

- 13) All BAME officers and staff who are over 55 or have underlying health conditions are required to have a person-based risk assessment in order to ensure they are provided with the appropriate support and mitigations to reduce the risk of COVID-19. This may include a restriction on their role, or redeployment to mitigate the risk of exposure from front line duties.

- 14) The most senior BAME member of staff is:

Norfolk – Band I – 1x Female, 1x Male

Suffolk – Band E – 3x Female

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

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