



February 2020

Freedom of Information Request Reference N°: FOI 000347/20

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 22nd January 2020 in which you sought access to the following information:

- 1 A copy of your absence policy
- 2 A copy of any linked policies or procedures in relation to disabled officers. In particular I am interested in how disability absence is recorded, and whether this is included in any calculation such as Bradford factor.
- 3 High-level numbers for how many sworn officers are known to have a disability (e.g. xx% no disability, xx% disabled, xx% unknown)
- 4 A count of how many officers, by year for the last 5 years, have
 - A Been through disciplinary procedures under the Police (performance) regulations 2012 on the basis of unsatisfactory performance where sickness was a factor. Please break down whether these officers had a disability or not.
 - B How many officers have been dismissed on the same basis
 - C How many officers have been ill-health retired

Please could you email me the policy as a preference or post it to my details below.

Response to your Request

The response provided below is correct as of 24th February 2020.

Norfolk and Suffolk Constabularies have considered your request and our response is below:

Q1 The Constabularies' policy 'sickness management' is published and can be accessed via the link provided below:

https://www.norfolk.police.uk/sites/norfolk/files/sickness_management_v2.1.pdf

Q2 A copy of the Constabularies' policy 'disability management' is attached.

Q3

Total Officers	Declared Disability	No Disability	Unknown
NORFOLK			
1637	27	616	994
SUFFOLK			
1161	29	766	366

- Q4A 13 Norfolk Officers and 23 Suffolk Officers have been, or are currently going through, a formal attendance process. The Constabularies do not record the number of officers with a disability on the casework records but there will be conditions cited in the cases that may be classed as a disability.
- Q4B With regard to the officers in question 4A, there have not been any dismissals.
- Q4C Of the above, 6 officers have left the organisations. None of these were as a result of ill health retirement.