



December 2016

**Freedom of Information Request Reference N<sup>o</sup>: FOI 004339/16**

I write in connection with your request for information received by the Norfolk Constabulary on the 1<sup>st</sup> December 2016 in which you sought access to the following information:

- 1 Does your force have an active Black Police Association or similar for black, Asian and ethnic minority (BME) 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 BME officers, support staff and PCSOs?
- 5 How many current Attendance Management cases do you have? (Force compared to BME)?
- 6 How many current Complaints do you have? (Force compared to BME)?
- 7 How many current Disciplinary cases do you have? (Force compared to BME)?
- 8 How many current Employment Tribunals do you have? (Force compared to BME)?
- 9 How many current Grievances do you have? (Force compared to BME)?
- 10 How many current Incapability/capability cases do you have? (Force compared to BME)?
- 11 How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BME)?
- 12 How many current Unsatisfactory Performance Procedures Tribunals do you have? (Force compared to BME)?
- 13 What plans do you have to implement the Home Affairs Select Committee report on 'Police Diversity' HC27?

Norfolk Constabulary holds information relevant to your request.

**Response to your Request**

Norfolk Constabulary has located the following information as relevant to your request.

- Q1 Yes.
- Q2 The Constabulary has a Black Police Association.
- Q3 The following figures are for total numbers as at 1<sup>st</sup> December 2016.

Police Officers	1,530
Police Staff	1,161
PCSOs	166

- Q4 The following figures are for BME officer and staff numbers as at 1<sup>st</sup> December 2016.

Police Officers	44
Police Staff	30
PCSOs	4

The above figures include the category White – Any Other White Background (W9).

- Q5 The figure for the total current Attendance Management cases is 8. None of these are for BME officers or staff. This refers to formal attendance cases as informal cases are managed locally by supervisors.
- Q6 As at 8<sup>th</sup> December 2016, there were 164 live public complaints. Of the subjects identified and linked to those cases, none are self-classified as Black or Minority Ethnic.
- Q7 There are currently 7 disciplinary cases in relation to members of police staff, of which one relates to a BME member of staff.
- Q8 The Constabulary has 31 current Employment Tribunals. No information is held regarding force compared to BME.
- Q9 There are currently 8 grievance cases, of which 2 relate to BME officers or staff.
- Q10 There are currently 12 incapability/capability cases, of which none relate to BME officers or staff. The term 'capability case' covers both attendance and performance cases at the formal stages. Therefore the figures in question 5, for formal attendance cases, are added in with the numbers of live performance cases in this question.
- Q11 A review of the live public complaints and internal conduct matters has been conducted to identify those which are subject to Special Requirements. This is where there is an indication that, the person whose conduct the investigation relates may have:
- committed a criminal offence; or
  - behaved in a manner which would justify the bringing of disciplinary proceedings

A total of 23 cases were live as at 8th December 2016 which could result in either misconduct or gross misconduct proceedings against police officers or members of police staff.

Of the subjects linked to the cases, one is self-classified as Black or Minority Ethnic.

- Q12 There is one Unsatisfactory Performance Procedure case ongoing. This does not relate to a BME officer. 'UPP' under the Police Performance Regulations covers both formal attendance and performance cases for Police Officers. We are not aware of the term 'UPP Tribunal'.
- Q13 The following information has been provided by the Positive Action Recruitment Advisor within the Human Resources Department and details work that has already been undertaken:-
- Introduction of Insight courses – this is to give applicants wishing to join as a Police Officer an oversight into the force and the application process – these courses are only open to those with protected characteristics under the qualities act.
  - Targeted advertising on social media
  - Open recruitment events aimed at those from minority backgrounds
  - Attending community events to engage with those from underrepresented areas

- An active member of PAPA (Positive Action Practitioners Alliance) – this is a national group that meets every quarter and representative from all forces across England, Wales, Scotland and Ireland share best practice ideas

Further details of the Insight courses can be found on the website, via the link provided below.

<http://www.norfolk.police.uk/join-us/would-you-work-us>

For next year the Constabulary will continue with the above but will also be looking to:

- Update all media materials to make sure they are more inclusive
- Further work to take place looking at the barrier to recruitment and what we can do about this

This response will be published on the Norfolk Constabulary's web-site under the Freedom of Information pages:-

<https://www.norfolk.police.uk/about-us/our-data/disclosure-log>