



Dear ,

Gloucestershire Constabulary Freedom of Information request 2023.0170

On 06/02/2023 you sent an email constituting a request under the Freedom of Information Act asking the following:

I am asking for the following data in the chart below along with the supplementary questions below. I am seeking information for my dissertation project. I am defining neurodiversity conditions as; Attention Deficit Hyperactivity Disorder, Autism, Dyspraxia, Dyslexia, Dyscalculia, Dysgraphia, and Tourette's syndrome. No personally identifiable data is requested, just statistics on the number of officers who have these conditions.

Time Frame	Number of officer applicants in total.	Number of officer applicants disclosing neurodiversity conditions	Number of officer applicants recruited in total	Number of officer applicants with disclosed neuro diversity conditions recruited.
2018-2019				
2019-2020				
2020-2021				
2021-2022				

Time frame

Please state whether your data is collected by financial year, or calendar year.

- 1) Number of police officers in the force currently with disclosed neurodiversity conditions?
- 2) What adjustments are available to support police officers with neurodiversity conditions?

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

Unfortunately, it's not possible to electronically search for the information you have requested.

There is no central register of individuals that have disclosed they have a neurodiversity condition at application stage or at any point in their career. As such, the only way to ascertain this information would be to manually review all application forms (where held) and all individuals Personnel files.

As this would involve manually reviewing thousands of records, this would clearly take far longer than the 18 hours prescribed by Section 12 of the Freedom of Information Act.

Please see below for suggestions on how you may be able to refine your request to come within the cost constraints of Section 12 of the Act.

Section 17(5) of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

In relation to your request Section 12 applies.

Section 12(1) – Fee Regulations states:

Section 1(1) of the Act does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit. (As detailed in the Data Protection and Freedom of Information Fees Regulations of 2004)

The appropriate limit at the moment is £450 calculated at an hourly rate of £25 per hour for all staff time incurred in:

- i. Determining whether information is held
- ii. Locating it
- iii. Retrieving it
- iv. Extracting the information to be disclosed from the other information.

In accordance with the Act, this letter represents a Refusal Notice for your request.

Under Section 16, duty to assist, I can confirm that staff can voluntarily update the HR system to confirm if they have a disability. This information can be electronically retrieved, however, it is voluntarily added and is only relevant to current employees and cannot be broken down into the type of disability.

If this information would still be useful, please submit a new FOI request to foi@gloucestershire.police.uk

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary