



Your reference: n/a

Our reference: FOI_24_0447

E-mail: FOI

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Direct dial: 01452 754304

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Date: 23/05/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0447

On 22/04/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. A statutory code of practice for the recording of 'non-crime hate incidents' became law in June 2023 under sections 60 and 61 of the Police, Crime, Sentencing and Courts Act 2022. Please give details of the training you provide to officers and staff to ensure that the recording and investigation of NCHIs only take place when the threshold set out in the code is met.
2. The statutory code of practice for the recording of 'non-crime hate incidents' requires that NCHI records holding personal data must use the terms 'subject' and 'complainant' (not 'suspect' and 'victim'). Have your incident and crime recording systems been updated to use the required wording in the context of NCHIs, and is the correct terminology in current use in your force?
3. Please specify the number of 'non-crime hate incidents' recorded by your force for the year prior to the introduction of the statutory code as well as the numbers from June 2023 (since the introduction of the code) to the present date.
4. Are you associated with Stonewall? If yes, please specify your membership or advisory level, e.g. Workplace Champions Scheme, and all annual costs related to such membership or provision of advice.
5. In the interests of viewpoint diversity and inclusion, what staff association or internal forum do you have in place which specifically supports and encourages officers and staff who hold legally protected 'gender-critical' views?

Please note I have reformatted your questions for ease.

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

Police Forces in the United Kingdom are routinely required to provide statistics to government bodies and the recording criteria is set nationally. However, the systems used for recording these figures are not generic, nor are the procedures used locally in capturing the data. It should be noted that for these reasons the figures given relate to information from the specific recording system of Gloucestershire Constabulary and should not be used for comparison purposes with any other response you receive.

Please note that our systems are designed to record information for policing purposes and the investigation of crime and not to extract statistical information. Accordingly whilst we endeavour to extract relevant data within the time limits of the Act, any data supplied is subject to these limitations.

1. I can confirm that a force wide communication was published on 01/09/2023. This detailed some mandatory e-learning for those members of staff that record non-crime hate incidents. This communication also signposted staff to the College of Policing APP [Hate crime | College of Policing](#). The new Code of Practice / Article 10 is revisited during the hate crime training.
2. In terms of Incident Recording Systems, the content will be reliant on whatever the operator writes, as this is free text. There are no specific 'drop down' menus or 'fields' which need to be updated. As stated above, the relevant members of staff were required to complete the mandatory e-learning.
3. I can confirm a search has been conducted of the Incident Recording system of all incidents where a hate tag has been added and where the incident does not have a crime number. We have searched for the period of 01/06/2022 – 30/04/2024 please see the below table for a breakdown:

Date	Total
June 2022	10
July 2022	13
August 2022	19
September 2022	16
October 2022	16
November 2022	15
December 2022	5
January 2023	9
February 2023	6
March 2023	12
April 2023	11
May 2023	16
June 2023	17

July 2023	18
August 2023	18
September 2023	20
October 2023	19
November 2023	14
December 2023	13
January 2024	17
February 2024	14
March 2024	19
April 2024	19

4. I can confirm the Constabulary does not pay into Stonewall

5. I can confirm that the Constabulary has a Women's network.

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.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary