



Your reference: N/A

Our reference: FOI_24_0477

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 28/05/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0477

On 29/04/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

What is the percentage of neurodiverse employees within the police? - Please can this include police staff, front line police, detectives etc.

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds no information.

Unfortunately, there is no central register for this information. In order to identify and retrieve this information a manual review of all police officer/Staff files within the organisation would need to be carried out to see if any neurodiverse information has been obtained and logged. There is no mandatory requirement for employees to provide this information. This manual review would exceed the 18 hours prescribed by Section 12 of the Freedom of Information Act.

You should consider this to be a refusal notice under Section 17 of the Act for your request.

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.

Section 16 – unable to assist

Unfortunately, I'm unable to assist in suggesting ways of refining your request to come within the confines of Section 12 of the Act.

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