



Your reference:

Our reference: FOI_24_1130

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 20/01/2025

Dear

Gloucestershire Constabulary Freedom of Information request 2024_1130

I would firstly like to apologise for the delay in responding to your request. This has been due to an exceedingly high volume of requests and resourcing issues which have impacted both upon the Information Disclosure team and the business areas upon whom we rely to supply the information.

On 17/12/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. Does your force have an active Black Police Association or similar for black, Asian and ethnic minority (BAME) members of your workforce
2. What is it called?
3. How many officers, support staff and PCSOs
4. How many of those are BAME workforce (officers, support staff and PCSOs)
5. How many current Attendance Management cases do you have? (Force compared to BAME)
6. How many current Complaints do you have? (Force compared to BAME)?
7. How many current Disciplinary cases do you have where regulation 21 notices have been served to attend a misconduct meeting/hearing (Force compared to BAME)
8. How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BAME)
9. How many current Grievances do you have, regardless of type of complaint? (Force compared to BAME)
10. How many current Incapability/capability cases do you have? (Force compared to BAME)
11. How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BAME)
12. How many current Unsatisfactory Performance Procedures Tribunals do you have, or equivalent? (Force compared to BAME)

13. What local plans do you have to implement the Police Race Action Plan developed by the National Police Chiefs' Council (NPCC) and the College of Policing
14. What grade, pay scale or band is your most senior BAME police staff - What is their gender?

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

1. Yes
2. Gloucestershire Ethnic Minority Association
3. Officers - 1340
Staff – 1031
PCSO – 114
4. Officers - 68
Staff – 73
PCSO - 14
5. 1 Attendance Management cases in the force, of which 0 are BAME
6. Please see the table below for current complaints broken down by ethnicity

	Total
Asian	4
Black	1
Other	10
Unknown	64
White	430
Total	504

7. Please see the table below for the total of regulation 21 notices which have been served to attend a misconduct meeting/hearing

	Total
Other	1
White	3
Total	4

8. 5 - To release any further details regarding the breakdown of BAME officers or staff may identify the person(s) concerned. This information is exempt by virtue of Section 40, please see the bottom of the letter for further details.
9. 11 current grievances in the Constabulary, of which 1 is BAME
10. 19 Incapability/capability cases ongoing in the Constabulary of which 2 are BAME
11. Please see the table below for current Misconduct and Gross Misconduct cases broken down by ethnicity

	Total
Asian	1
Black	1
Other	6
Unknown	6
White	72
Total	86

12. There are 0 current Unsatisfactory Performance Procedures Tribunals including BAME.
13. Women in Support Staff Network: This network provides a platform for women to connect, share experiences, and support each other. It is a vital resource for fostering a sense of community and empowerment among our female staff.

Innovate Programme: This well-attended program is designed to encourage innovation and professional development among women. It offers training, mentorship, and opportunities for career advancement, helping women to build confidence and take on leadership roles.

By continuing to support and expand these initiatives, we aim to create an inclusive and supportive environment where women from underrepresented groups can thrive and excel in their careers.

14. Assistant Chief Constable – Male

In relation to Q8 the following applies

Section 17 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.

With regard to the disclosure of current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BAME, the following exemption applies:

Section 40(2) Personal Information

Section 40(2) applies to third party personal data. This would not be released under the Freedom of Information Act unless there is a strong public interest. The disclosure of any information which could lead to the identification of an individual would breach the Data Protection Principles contained within the Data Protection Act 2018, namely the first principle which states that personal data shall be processed lawfully, fairly and in a transparent manner in relation to individuals

This exemption is absolute and class based therefore I am not required to apply either the public interest test or harm test in disclosure.

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