

19 August 2024

FOI Ref 16799

Request - You asked us the following:

- 1) I note that 7.2 in the Neurodiversity Policy previously released on FOI request ref 15594 states that funding will be provided for Neurodiversity assessments. Can you please confirm between March 2017 and today's date (22nd of April 2024) how many assessments have been funded for officers and staff? (Please break down by year)
- 2) Who is the healthcare provider used for this?
- 3) What is the cost to the force for assessments?
- 4) What immediate support is put into place or offered as a starting point once an officer or staff member discloses a condition?
- 5) What was the commencement date for the Neurodiversity policy?

We received your request on 22/04/2024 and have processed this under the Freedom of Information Act (FOIA).

Please find below our response.

Staffordshire Police holds the following requested information.

- 1) I note that 7.2 in the Neurodiversity Policy previously released on FOI request ref 15594 states that funding will be provided for Neurodiversity assessments. Can you please confirm between March 2017 and today's date (22nd of April 2024) how many assessments have been funded for officers and staff? (Please break down by year) – **Partial information held.**
- 2) Who is the healthcare provider used for this? – **Information held.**
- 3) What is the cost to the force for assessments? – **Partial information held.**
- 4) What immediate support is put into place or offered as a starting point once an officer or staff member discloses a condition? - **Unknown**
- 5) What was the commencement date for the Neurodiversity policy? – **Information held.**

Staffordshire Police discloses/withholds the following information.

- 1) I note that 7.2 in the Neurodiversity Policy previously released on FOI request ref 15594 states that funding will be provided for Neurodiversity assessments. Can you please confirm between March 2017 and today's date (22nd of April 2024) how many assessments have been funded for officers and staff? (Please break down by year) – **Partially disclosed, Staffordshire Police only hold data relating to dyslexia assessments carried out in 2021. 30 officers and 6 police staff had dyslexia assessments funded in 2021. No other assessments for neurodiversity conditions are available through Staffordshire Police.**
- 2) Who is the healthcare provider used for this? – **Disclosed, Staffordshire Dyslexia Association is used for Dyslexia assessments. For all other neurodiversity conditions, referrals are made on an individual basis to each individual's GP, and once a diagnosis is received, Access to Work provide in depth work based assessments.**
- 3) What is the cost to the force for assessments? – **Partially disclosed, the total cost for all assessments in 2021 was £5,880 for the initial assessments and then an additional £6,600 for the interpretation of the formal reports. Therefore, the total cost was £12,480. Currently, there is no cost to Staffordshire Police for any other neurodiversity assessments.**
- 4) What immediate support is put into place or offered as a starting point once an officer or staff member discloses a condition? - **Unknown**
- 5) What was the commencement date for the Neurodiversity policy? – **Disclosed, the Neurodiversity Policy was first published in January 2023. Dyslexia guidance was published in August 2021.**

Please note that since 2022, Staffordshire Police do not hold a record of the number of assessments undertaken for neurodiversity conditions due to some assessments being completed via Staffordshire University and some individuals only requiring reasonable adjustments in the workplace rather than a formal assessment.

Please note that this data has been provided to the best of our ability, subject to the limitation of current recording protocols and systems/software.

Every effort is made to ensure that the data presented is accurate and complete. However, it is important to note that this has been extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

Advice and assistance



STAFFORDSHIRE
POLICE

Section 16 of the Act places an obligation upon the Authority to provide advice and assistance, in order to comply with this obligation please see below.

For question 4, we have made numerous exhaustive attempts to obtain the data you have requested from the relevant data holders within the force. However, following all attempts, we have been unable to receive a satisfactory response from the data holder with which to provide a response to your request. We sincerely apologise for any inconvenience.

If you are dissatisfied with the handling of your information request, you can make an appeal to the Information Commissioner's Office (ICO).

The easiest way to lodge your appeal is via their website: www.ico.org.uk/foicomplaints

Next steps

You can ask us to review our response.

If you would like us to carry out a review of our response, please let us know within two months of the date of receipt of this email, review requests should be addressed to:

foi@staffordshire.police.uk

Or by Post to:

Central Disclosure Unit
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ

Please remember to quote the reference number in any future communications.

Freedom of Information
Central Disclosure Unit