

4 December 2024

FOI Ref 17514

Request - You asked us the following:

Can I revoke question 5 in that case as per the letter and just have the available points?

1. What neurodiversity training have the Professional Standards Department and Anti-Corruption Unit undertaken between August 2022 and September 2024?
2. Is there any professional certification surrounding this?
3. What training provider was used and what is their expertise? Is there any documentation of training guides?
4. What processes are in place for when an officer discloses a condition?
5. How many officers and staff made disclosures of neurodiversity whilst under investigation? What action was taken to support them?
6. How many civil claims have been made against Staffordshire Police with regard to the mistreatment of neurodiverse individuals? How many of these involved Professional Standards and Anti-Corruption?

We received your request on 25/11/2024 and have processed this under the Freedom of Information Act (FOIA).

Staffordshire Police's response to your enquiry is as follows:

Staffordshire Police holds some of the requested information.

- Can I revoke question 5 in that case as per the letter and just have the available points?
- 1. What neurodiversity training have the Professional Standards Department and Anti-Corruption Unit undertaken between August 2022 and September 2024? – **Disclosed.**
 - **One training day that involved a topic of Neurodiversity in 2023.**
 - **One training day that involved a topic of Neurodiversity in 2024.**
 - **A Neurodiversity training input session in 2024 ran by our Neurodiversity Officer.**
- 2. Is there any professional certification surrounding this? – **Disclosed, no.**
- 3. What training provider was used and what is their expertise? Is there any documentation of training guides? - **No information held.**
- 4. What processes are in place for when an officer discloses a condition? – **Disclosed.**
 - **We offer Neurodiversity tests for Dyslexia, this is requested via a form submitted by the individual or line manager to our qualified assessors who then meet with the colleague and complete the relevant assessment.**



- In respect of other Neurodiversity, sometimes supervisors will make a referral into Occupational Health, however we will always refer back to the GP and we also help sign post colleagues to external agencies.
- Our current support includes Autism lead for the Force, Neurodiversity Officer, Disability and Carers Network, Occupational Health and Welfare and Autism Champions.
- 5. How many officers and staff made disclosures of neurodiversity whilst under investigation? What action was taken to support them? - **Question withdrawn.**
- 6. How many civil claims have been made against Staffordshire Police with regard to the mistreatment of neurodiverse individuals? How many of these involved Professional Standards and Anti-Corruption? – **Disclosed, nil.**

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.

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Staffordshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

foi@staffordshire.police.uk

Or by Post to:

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

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Central Disclosure Unit within two months of the Force's response to the original FOI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing. The review will be conducted by another Decision Maker who is independent from the original Decision Maker. The Central Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within 20 working days. In more complex cases the review may take up to 40 working days.



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The independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

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

ICO Website for complaints link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Central Disclosure Unit