

25 November 2024

FOI Ref 17420

Request - You asked us the following:

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?

CLARIFICATION RECEIVED ON 19/11/2024

With regard to point 5, can this be from the last 4 years to the present day and regarding all complaints where possible.

We received your request on 30/10/2024 and have processed this under the Freedom of Information Act (FOIA).

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

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for this particular request.

The following exemption has been applied:

- Section 12(1) where the cost of compliance exceeds the appropriate limit.
- Section 12(1) 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 prescribed limit'.

The above information has been withheld for the following reasons:

There is no method by which we can easily retrieve information from our systems to answer question 5 of this request. For the time period requested, there have been in excess of 6600 complaints, in order to ascertain whether a disclosure of neurodiversity was made during the investigation, the files for each complaint would require a manual review. This is because there is no readily available system to determine if a disclosure of neurodiversity was made and when the disclosure was made. To extract this data would therefore require a very labour-intensive manual trawl through each file.

From dip sampling, it has been estimated that it would take approximately 3 minutes to review each record to answer this request, this would equate to over 330 hours. To achieve this task would therefore exceed the 18-hour time and cost threshold of the FOI Act by some considerable margin.

Advice and assistance

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.

In order to assist in refining your request, data can be provided for questions 1, 2, 3, 4 and 6 if you were to retract question 5.

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.

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



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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