



Our Ref: 004059/20

Your Ref:

Address Correspondence to: Information Management

Date 01 February 2021

Freedom of Information Act 2000

I write further to your request for information received 07/12/2020.

I note you seek access to the following information:

- 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 do you have?
- 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) Black and Asian people are known to be at higher risk from COVID-19. What plans did you implement for risk assessing your BAME workforce against the infection during 2020?
- 14) What grade, pay scale or band is your most senior BAME police staff? What is their gender?

Following receipt of your request, searches were conducted within Leicestershire Police to locate information relevant to your request.

Your request for information has now been considered and the information asked for is as follows: -

1. Leicestershire Police have 2 associations for BAME members of the Force.
2. The Associations are:
 - a. The Black Police Association
 - b. The Association of Muslim Police
3. Leicestershire Police have 3988 Officers, support staff and PCSOs.
4. Of the above, 399 are BAME workforce.
5. Leicestershire Police currently have 58 Attendance Management cases, of these, 5 are BAME and 1 is not stated.
6. Leicestershire Police have recorded 677 Complaint Cases between 1 April 2020 and 31 Dec 2020. These involved 1139 members of staff;
 - a. 46 Asian
 - b. 11 Black
 - c. 17 Other
 - d. 241 Unknown
 - e. 824 White
7. Leicestershire Police currently only have one disciplinary case where a regulation 21 notice has been served, this is not a BAME member of the workforce.
8. The Force has 8 Employment Tribunals lodged against it. Of those based on how people identify themselves on the HR system, 2 are from BAME officers. Of the 8 claims, 4 have alleged discrimination on the grounds of race alleged.
9. Leicestershire Police currently have 8 grievances - 1 is from a BAME member of staff.
10. Leicestershire Police currently have 25 performance related cases, of these 3 are BAME and 1 is not stated.
11. Leicestershire Police have 43 Members of staff currently subject of a Regulation 15, Regulation 17 Notice or Staff Notice of Investigation
 - a. 32 White
 - b. 3 Other
 - c. 3 Unknown
 - d. 4 Asian
 - e. 1 Black
12. There are no current claims being progressed for Leicestershire police arising from Unsatisfactory Performance Tribunals.
13. Through the work of Op Talla Gold, Silver and Bronze, we introduced an individual risk assessment tool for individuals and their line managers to undertake which specifically considered ethnicity and the effect of COVID. This enabled adjustments to be made to working practices where some worked remotely and others who worked in the usual way had the appropriate PPE made available. There has also been scrutiny throughout to consider the internal statistics for those BAME staff going for COVID tests to review any disproportionality and if any had been identified to take the best supportive steps.
14. Leicestershire Police's highest graded BAME staff is a senior management grade. They are Male.

Leicestershire Police provides you the right to ask for a re-examination of your request under its review procedure. Letters should be addressed to Information Manager, Corporate Services Department at the above address. If you decide to request such a review and having followed the Force's full process you are still dissatisfied, then you have the right to direct your comments to the Information Commissioner who will give it consideration.

Yours sincerely

Freedom of Information Officer
Leicestershire Police

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