



Our Ref: 002148/21

Your Ref:

Address Correspondence to: Information Management

Date 22 July 2021

Freedom of Information Act 2000

I write further to your request for information received 24/06/2021.

I note you seek access to the following information:

Please find below a Freedom of Information request in relation to Job-Related Fitness Testing in your force. This request is also attached as a Word document in the event of formatting issues within the email.

Please provide the requested information on the Job-Related Fitness Test (JRFT) for the period 1 January 2019 to 31 December 2019. If the full data sets are not available for this period (e.g. if your standard data collection period is different to that set out above), please provide data for the nearest available reporting period, and indicate the period over which the data has been provided.

1. *Please provide your force's policy on Job-Related Fitness Testing*
2. *Please provide your force's policy on Personal Safety Training*
3. *Please provide the following data:*
 - 3.1. *Total number of police officers in your force who have attended, passed and failed the JRFT in the period 1 January 2019 to 31 December 2019.*
 - 3.2. *Please provide breakdowns of these data by officers' gender and age in the following format:*
 - 3.2.1. *Men and Age*

<i>Number of male officers attended</i>	<i>Number of male officers passed</i>	<i>Number of male officers failed</i>
<i>Under 20</i>		
<i>21 – 30</i>		
<i>31 – 40</i>		
<i>41 – 50</i>		
<i>51 – 60</i>		
<i>Over 60</i>		
<i>Total</i>		
 - 3.2.2. *Women and Age*

<i>Number of female officers attended</i>	<i>Number of female officers passed</i>	<i>Number of female officers failed</i>
<i>Under 20</i>		
<i>21 – 30</i>		

31 – 40
41 – 50
51 – 60
Over 60
Total

4. Please provide the following data:

4.1. The number of police officers in your force who were (for any reason) placed on Stage One, Stage Two or Stage Three of Unsatisfactory Performance Procedures (UPP) under police regulations in the period 1 January 2019 to 31 December 2019.

4.2. The number of police officers in your force who were placed on Stage One, Stage Two or Stage Three of Unsatisfactory Performance Procedures (UPP) under police regulations as a result of their physical fitness or as a result of failure to pass the JRFT in the period 1 January 2019 to 31 December 2019.

4.3. Please provide breakdowns of the data requested in Question 4.2 by gender in the following format:

Stage One UPP Stage Two UPP Stage Three UPP

Men

Women

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. Please provide your force's policy on Job-Related Fitness Testing
No information held. There is no 'policy' held
2. Please provide your force's policy on Personal Safety Training
No information held. There is no 'policy' held

Leicestershire Police do hold a Personal Safety Training Procedure. This does cover Personal; Safety Training (PST) and Job Related Fitness Tests(JRFT) which would be exempt under Section 31 Law Enforcement. I can provide you with the policy statement from that document

1. General Policy

1. This policy applies to all warranted officers including Special Constables in the Leicestershire Force training structure for Operations Training.

- As a general policy, all officers up to and including Chief Inspector, will be taught to the guidelines in the National Police Chief's Council's College of Policing Personal Safety Manual.

Personal Safety Training will be a mix of the National Police Chief's Council's approved College of Policing programme.

1.3 All officers must complete an initial training package in the above techniques in accordance with their role prior to

attending either a single day or two day Officer Safety Refresher Course.

1.4 All trained officers will attend an annual Refresher Training Course (subsequent to the initial Personal Safety Training as at 1.3 above) which will be either eight or nine hours in length dependant on the Officer's role. This will consist of re-qualifying in their skills levels in all aspects of Personal Safety, as outlined at 1.3. The refresher course will be assessed in order to ensure an Officer's competency. Where the Officer is judged not to have met competency they will either be:-

- Given a developmental plan
- Required to attend developmental training in a specific skill area
- Re-coursed entirely.

1.5 Developmental training will involve small group tuition in a specific skill area/areas which will ensure that those judged not competent on the refresher course receive the necessary support to achieve competence over the required course hours or in the case of police officer the National Police Chief's Council (N.P.C.C) recommended twelve hours course content time.

1.6 All training will be conducted in the Force gymnasium or at another location deemed suitable following a health and safety risk assessment. Copies of such risk assessments will be retained on the Operations Training data base.

1.7 The Force's Personal Safety Training programme will be co-ordinated by the Operations Training Sergeant in liaison with the appropriate Human Resource Team.

1.8 Initial and Refresher Personal Safety Training will be co-ordinated, taking account of the Forces Directorate priorities, other training priorities and the Force Training abstraction rate.

1.9 Student Officers will receive a separate programme of Personal Safety Training in Force (56hrs). These officers will 'join' the main Personal Safety programme at 24 weeks service attending a Refresher Training Course, as at (1.4) above.

1.10 Separate arrangements will exist for certain operational staff, i.e. PCSOs, SOCO's and LSTOs (Front Enquiry Desk staff or equivalents in all forces).

1.11 Personal Safety Training will involve physical activity. Officers will be in possession of their uniform in line with the Force's Contingency arrangements but may wear sportswear at their own expense and risk for the JRFT and other aspects of the course. Officers must wear appropriate training shoes for reasons of Health and Safety.

1.12 It will be the responsibility of the forces Policing Directorate Heads to ensure that there is sufficient capacity for officers to

receive Personal Safety Training annually so that their authority to use Personal Safety skills and equipment does not expire. However, responsibility for ensuring that an Officer is placed on a Personal Safety Training Course within the twelve-month period lies with the individual officer in conjunction with their Directorate/Force Planning Department. An officer whose Personal Safety and First Aid training has expired will not be authorised to carry Taser.

This is covered under the Human Rights Act 1998 and the Police (Health and Safety) Act 1997, which gives responsibilities on public authorities to protect the human rights of its staff.

Each member of staff also has a legal obligation to cooperate with this requirement. This is all contained in the National Police Chief's Council (N.P.C.C) Officer Safety Policy and it is the BCU's and individual officers' responsibility to comply with it.

Any further information relating to the document is considered exempt by virtue of Section 31 (1)(a)(b) – Law Enforcement

Section 17 of the Freedom of Information Act 2000 requires Leicestershire Police, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies. The exemption(s) applicable to the information are as follows.

Section 31 is a prejudice based, qualified exemption and there is a requirement to articulate the harm that would be caused as well as carrying out a public interest test.

Public Interest Test

The public interest is not what interests the public, but what will be of greater good if released to the community as a whole. It is not in the public interest to disclose information that may compromise Leicestershire Police's ability to fulfil its core functions. Detailed information pertaining to tactical training procedures used do not become public knowledge thereby rendering them ineffective.

Section 31 – Evidence of Harm

Under the Act, we cannot, and do not request the motives of any application for information. We have no doubt that the vast majority of requests made under the Act are legitimate.

However, in disclosing information to one applicant, we are expressing a willingness to provide it to anyone in the world. This means that a disclosure to a genuinely interested and concerned person automatically opens it up for a similar disclosure, including those who would use the information to gain an advantage over the police.

In considering whether or not this information should be disclosed, consideration has been given to the potential harm that could be caused by disclosure.

Effective policing requires active/tactical training for many reasons. If a disclosure was made under the Act, it would mean that a wealth of sensitive tactical

information as well as other training information would demonstrate how we train officers for offences and crimes committed and therefore to release this information into the public domain would therefore clearly impact on our law enforcement capabilities with regards to future cases.

Section 31 – Considerations favouring disclosure

There is a public interest in disclosure of the requested information as it would allow the public to discuss how our officers are trained would therefore raise the Force's accountability. It would also aid transparency and allow any failings to be discussed in the public domain.

Disclosure would also enable the public to see how public funds are spent during the course of officer training.

Section 31 – Considerations favouring non - disclosure

I am of the opinion that it is not in the public interest to disclose tactical and procedural information on this occasion. The information requested contains a wealth of information that if disclosed, would reveal police tactics and techniques along with other information which is vital to Law Enforcement.

3. *Please provide the following data:*

3.1. *Total number of police officers in your force who have attended, passed and failed the JRFT in the period 1 January 2019 to 31 December 2019.*

Passed: 1292
Did Not Pass: 9
Outcome Unknown: 203

3.2. *Please provide breakdowns of these data by officers' gender and age in the following format:*

3.2.1. *Men and Age*

Number of male officers attended Number of male officers passed Number of male officers failed

Under 20

21 – 30

31 – 40

41 – 50

51 – 60

Over 60

Total

Males	Number of male officers attended	Number of male officers passed	Number of Officers failed/did not pass
Under 20	0	0	0
20-29	140	132	0
30-39	333	302	1
40-49	429	362	1
50 and over	175	145	3
Total	1077	941	5

3.2.2. Women and Age

Number of female officers attended Number of female officers passed
Number of female officers failed

Under 20

21 – 30

31 – 40

41 – 50

51 – 60

Over 60

Total

Females	Number of female officers attended	Number of female officers passed	Number of female officers failed/did not pass
Under 20	0	0	0
20-29	85	75	0
30-39	162	130	2
40-49	143	115	1
50 and over	37	31	1
Total	427	351	4

4. Please provide the following data:

4.1. The number of police officers in your force who were (for any reason) placed on Stage One, Stage Two or Stage Three of Unsatisfactory Performance Procedures (UPP) under police regulations in the period 1 January 2019 to 31 December 2019.

4.2. The number of police officers in your force who were placed on Stage One, Stage Two or Stage Three of Unsatisfactory Performance Procedures (UPP) under police regulations as a result of their physical fitness or as a result of failure to pass the JRFT in the period 1 January 2019 to 31 December 2019.

4.3. Please provide breakdowns of the data requested in Question 4.2 by gender in the following format:

Stage One UPP Stage Two UPP Stage Three UPP

Men

Women

Leicestershire Police have not put anyone onto formal performance proceedings due to not passing the fitness test. Any officers who are unsuccessful in completing the JRFT are referred to their line manager who will progress the matter based on each individuals circumstances.

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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