

**This FOI request relates to disability and the job related fitness test [JRFT].
For the period 1 September 2014 to 30 September 2015 please tell me:**

1. What was the criteria in your police force for undertaking the JRFT?

Health MOTs were implemented following WINSOR review and the recommendations from that report

<http://www.college.police.uk/What-we-do/Standards/Fitness/Documents/PoliceFitnessGuidance.pdf>

2. What was your total police officer strength during this period?

Month	Headcount	FTE
Sep-14	7166	7014.1
Mar-15	7152	7003
Sep-15	7046	6895.6

3. How many police officers had classed themselves as disabled during this period?

Month	Number of disabled Police Officers (FTE)
Sep-14	56.8
Mar-15	54.8
Sep-15	55

4. How many police officers were classed as restricted [through medical reasons] or on adjusted duties during this period?

Month	Restricted (headcount)	MRFD (headcount)	Maternity (headcount)	Total
Sep-14	199	35	84	318
Mar-15	212	69	97	378
Sep-15	243	229	57	529

5. How many officers undertook the JRFT in this period?

= 3,362

6. What percentage of those officers that took the JRFT were disabled?

12

Disabilities have been measured since 01/04/15

7. Of those that undertook the JRFT, what percentage were restricted [due to medical reasons] or on adjusted duties?

There is recorded information held

8. Of those that undertook the JRFT, what percentage had classed themselves as disabled?

As above

9. What percentage of overall officers did not take the JRFT?

As above

10. What reasons did these officers not take the JRFT?

As above

11. How many officers have received a sanction [of any type, including management action] for failing the JRFT?

= 0.

Failed fitness tests do not result in disciplinary action as they are not classified as misconduct. They are a performance issue dealt with under Unsatisfactory Performance Procedures.

12. Were any of those officers disabled, restricted [because of medical reasons] or on adjusted duties?

There is no recorded information held

13. Does your force offer an alternative JRFT for those whom are disabled or who have mobility issues?

Not at present, although the force would look at using an alternative of a shuttle run or a bicycle if necessary

14. If so, which alternative test[s] do you offer?

As above

15. Please state how many officers undertook which alternatives during this period.

= 0