

**REQUEST**

**I am conducting research into the experiences of police officers with neurodiverse conditions such as Autism, Aspergers, ADHD, Dyslexia and Dyspraxia.**

**I would be grateful if you could supply me with the following information (if possible)**

**1) What is the current police officer establishment of your force?**

At 1<sup>st</sup> July, our Police Officer Establishment is 7618

Additional information can be found via

[Police workforce England and Wales statistics - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/police-workforce-england-and-wales-statistics)

**2) How many police officers in your force have a diagnosis of one or more of the conditions listed above?**

<b>Disability Category</b>	<b>Police Officer</b>
Neuro diverse	34
Specific Learning Disability (Understanding / Concentration)	16
Autistic	4
Dyslexia	2
Multiple Disabilities	
Other / Not Stated	8
Grand Total	64

It is important to note that this information is where officers have uploaded information themselves to advise they have a Disability (whether or not they class themselves as disabled)

It does not reflect a medical diagnosis, just a declaration by the individual.

**3) How many police officers are undergoing assessment for one of these conditions?**

Each officer occupational health record would need to be located and manually reviewed. The cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.

**4) Does your force have a specific policy on support for neurodivergent staff?**

No – Therefore under FOI there is no specific recorded information held.

**5) If there is a policy, please supply me with a copy.**

As per answer within Question 4

**6) In the last three years, have any police officers left or had their services dispensed with due to poor performance linked to their neurodiversity?**

This wouldn't be solely the reason for an officer being dismissed and we do not record it, therefore each performance record would need to be located, retrieved and manually read. Therefore, the cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.