

A copy of your organisations **strategic HR plan** or the planning document that relates your recruitment strategy and any related policy documents related to cognitive diversity.

We do not believe there is a policy around neurodiversity, however please see the below link to our 'This Work Matter's document which our Workforce and Resourcing Department have advised should assist with in answering the above:

[Layout 1 \(west-midlands.police.uk\)](https://www.west-midlands.police.uk)

A copy of your organisation's latest statistics for complaints against police regarding the use of excessive force.

Our recent complaint statistics are published by the IOPC, which has information around complaints relating to use of force. Please see the following link below, this data is published nationally.

<https://www.policeconduct.gov.uk/publications/police-complaints-information-bulletin-west-midlands-police-q1-23-24>

A copy of your organisation's latest statistics for assaults against police.

CLARIFICATION

In relation to assault statistics I am looking at the number of officers assaulted within a particular year. If you have any further breakdown such as groups of officer type etc then I would welcome the data, but understand that is not typically information you may record. The date range that would be ideal is 2022/23 although earlier if those are not available.

Please find below detail of the assaults against for Police Employed Victims.

Please be aware that the following parameters have been used for the data.

For records existing after July 2021 then the Police Employed Victim flag was used in conjunction with the following crime categories:

[Offence Sub Class] = "VIOLENCE WITH INJURY"

[Offence Category] = "ASSAULT WITHOUT INJURY ON A CONSTABLE"

[Offence Category] = "ASSAULT WITH INJURY ON A CONSTABLE"

For offences recorded before July 2021 then the following offence titles were used – please be aware that since the flag was only introduced in July 2021.

Short Offence Title
Assault or assault by beating on a constable
Assault without Injury on a Constable - Assaults a designated person or his assistant in the exercise of a relevant power
Assault without Injury on a Constable - Vagrant violently resisting a constable
Assault without injury on a constable (Police Act offence - use Emergency Worker Act offence)
Attempted - Assault without Injury on a Constable - Assaults a designated person or his assistant in the exercise of a relevant power
COMMON ASSAULT OF A CONSTABLE-NO INJURY
ASSAULT BY BEATING CONSTABLE - NO INJURY

Short Offence Title
Assault Police - Assault with Injury - s.47 - Assault occasioning actual bodily harm
Attempted - Assault Police - s.18 - Assault with Intent to cause Serious Harm - Wounding with intent to do grievous bodily harm
Assault Police - Assault with Injury - s.20 - Malicious wounding: wounding or inflicting grievous bodily harm
Assault Police -s.18 - Wounding with intent to resist/prevent arrest
Assault Police - s.18 - Assault with Intent to cause Serious Harm - Wounding with intent to do grievous bodily harm
Attempted - Assault Police - s.18 - Cause GBH with intent to resist/prevent arrest.
Attempted - Assault Police - Assault with Injury - s.20 - Malicious wounding: wounding or inflicting grievous bodily harm
Attempted - Assault Police - s.18 - Wounding with intent to resist/prevent arrest
Assault Police - s.18 - Cause GBH with intent to resist/prevent arrest.
Attempted - Assault Police - Assault with Injury - s.47 - Assault occasioning actual bodily harm
Police - Inflicting Gbh Without Intent
Police - Malicious Wounding
Police - Attempt to Inflict Gbh Without Intent
Police - Attempt Malicious Wounding
POLICE - S.47 ASSAULT OCCASIONING ABH
POLICE-ATTEMPT S.18 CAUSE GBH W/INTENT
POLICE - MALICIOUS WOUNDING
POLICE - ATTEMPT GBH W/I RESIST ARREST
POLICE - S.18 CAUSE GBH W/I TO DO GBH

Financial Year	Total
2020/21	1883
2021/22	2270
2022/23	2520
Grand Total	6673