



Date: 23/10/2024
Our ref: 01/FOI/24/013354/I

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/013354/I

I write in connection with your request for information dated 30/09/2024, received by Greater Manchester Police (GMP) for the following information:

According to the HMICFRS (An inspection into activism and impartiality in policing), there are more than 200 local staff networks across police forces in England and Wales (p 13). On the same page it states:

"Staff network activity, such as offering advice on, or communicating about, government policy, could lead to a perception that they aren't impartial."

And;

"Forces need to prioritise their support for networks in line with their recruitment and retention requirements."

[Greater clarity on the definition of operational independence is needed to maintain police impartiality - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmics/)

1.
 - a. *Please provide a full list of the national and local staff networks associated with your force*
 - b. *and specify the amount of money you contributed to each in the financial year 2023/24.*
2. *Please provide a blank copy of the application form that must be completed by individuals seeking to establish a staff network.*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate information relevant to your request. I can confirm that some of the information you have requested is held by GMP.

1.

a. We have ten SSNs at GMP:

- Disability Support,
- d/Deaf and Hard of Hearing,
- Sikh Police,
- Black and Asian Police,
- Christian Police,
- Jewish Police,
- Muslim Police Associations
- Association of Women in Policing,
- Catholic Police Guild
- Pride.

Where there are national groups, but we don't have a local group e.g. National Police Pagan Association or National Police Autism Association then staff can join these.

b.

Association of Women in Policing	£ 5,753.90
Black & Asian Police Association	£ 3,602.00
Christian Police Network(CPA/CPG)	£ 1,434.00
Disability Support Network	£ 855.00
Jewish Police Association	£ 132.46
Muslim Police Association	£ 4,758.00
Pride Network	£ 478.00
Sikh Police Association	£ -
Deaf & Hard Of Hearing Support Network	£ 637.00

2. No information is held by GMP as there is no blank application form to start a new staff support network. Staff wishing to start a new association would need to write a briefing note for consideration, documenting their priorities, aims and objectives as well as how they meet the following criteria.:-

- The Network intends to promote the interests of a community that has traditionally been disadvantaged in the police service and within society. On the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation
- The Network can demonstrate its capacity to support GMP in achieving its equality and diversity objectives.
- The Network has an executive committee elected by its membership.
- The Network is willing to operate according to the terms set out by the force.