

Date: 21/01/2025
Our ref: 01/FOI/24/013828/V

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/013828/V

I write in connection with your request for information dated 17/12/2024, received by Greater Manchester Police (GMP) for the following information:

- 1) Does your force have an active Black Police Association or similar for Black, Asian and ethnic minority (BAME) members of your workforce?**
- 2) What is it called?**
- 3) How many officers, support staff and PCSOs do you have?**
- 4) How many of those are BAME workforce (officers, support staff and PCSOs)?**
- 5) How many current Attendance Management cases do you have? (Force compared to BAME)?**
- 6) How many current Complaints do you have? (Force compared to BAME)?**
- 7) How many current Disciplinary cases do you have where regulation 21 notices have been served to attend a misconduct meeting/hearing? (Force compared to BAME)?**
- 8) How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BAME)?**
- 9) How many current Grievances do you have, regardless of type of complaint? (Force compared to BAME)?**
- 10) How many current Incapability/capability cases do you have? (Force compared to BAME)?**
- 11) How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BAME)?**
- 12) How many current Unsatisfactory Performance Procedures Tribunals do you have, or equivalent? (Force compared to BAME)?**
- 13) What plans does your force have to improve and support the voice, position and confidence of women of colour in policing?**
- 14) What grade, pay scale or band is your most senior BAME police staff? What is their gender?**

Clarification - By 'Force compared to BAME' I am requesting the overall figures for the force in that category, and the figures for the Black, Asian and Minority Ethnic (BAME) workforce in that category. For example, ten officers and staff, of which two were BAME.

Result of Searches

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

However, GMP does not hold some of the information that you have requested in an easily retrievable format.

Question 5 of this FOI request would not be able to be responded to in under 18hrs and would require a manually review to provide the requested information. Due to the way our HR records are held the attendance records are classified with name and collar number and no other categories define which ones are BAME without cross referencing each record across multiple systems. Searches have revealed 324 cases, and at conservative estimate of 10 minutes per each review it would take around 54hrs to respond to this part of the request.

If one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is locating, retrieving, and extracting any further information would only add to the already exceeded time obligations and so no other searches have been completed at this stage.

Therefore, as per **Section 12(1)** of the Freedom of Information Act 2000, 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.

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice.

GMP is obligated, pursuant to section 16(1) of the Act to provide you with advice and assistance on refining your request to bring compliance within the fees limit. In order for the force to attempt to keep this within the fees limit, the information you are requesting will need revising with the removal of question 5 and a reduction in the volume of information requested. With any request that requires a manual review there is always a chance of a request being refused under S12 due to the enormity of work that is usually needed to provide the data, therefore the resulting response cannot be guaranteed at this point as it will be dependent upon the number of records that fall within the scope of any new request, as they would still have to be manually assessed.

Should you wish to refine and resubmit your request in line with the advice above please respond to freedomofinformation@gmp.police.uk.