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12th December 2018

Our Ref: FOI2018/06602

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2018/06602

I write in connection with your request for information received on 14th November. I note you seek access to the following information:

I am sending this request under the Freedom of Information Act to ask for the following information:

- 1) What was the total number of police officers (all grades) in your police force on 1st April 1999?**
- 2) Of those identified in the answer to question 1, can you tell me how many officers in total were from BAME backgrounds?**
- 3) What was the total number of police officers (all grades) in your police force on 1st April 2018?**
- 4) Of those identified in the answer to question 3, can you tell me how many officers in total were from BAME backgrounds?**

I am required by the Freedom of Information Act 2000 (The Act) to handle all requests in a manner that is blind to the identity of the requestor. Any information released in response to a request is regarded as being published and therefore, in the public domain without caveat.

Following enquiries within the Constabulary please see our response below.

Response – This information is exempt from disclosure under s21 of the Freedom of Information Act, Information Reasonably Accessible by Other Means.

Section 21 provides that where information is available to you from another source we do not have to provide further copies.

The information you have requested is publicly available on the Hertfordshire Constabulary website at the following link;

Historical data relating to 1999;

<https://webarchive.nationalarchives.gov.uk/20110218145259/http://rds.homeoffice.gov.uk/rds/hosb1999.html>

Latest data available;

<https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2018>

The numerical data presented in this response is an un-audited snapshot of un-published data sourced from "live" systems and is subject to the interpretation of the original request by the individual extracting the data.

Should you have any further enquiries concerning this matter please do not hesitate to contact me quoting the above reference number.

Yours sincerely

James Hodson
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Hertfordshire Constabulary provides you the right to request an independent review of this response under its review procedure. If you require such a review you must notify us within two months from the date of this letter. After lodging a complaint with Hertfordshire Constabulary if you are still dissatisfied with the decision you may make an application to the Information Commissioner. For information on how to make a complaint please visit their website at <https://ico.org.uk/concerns/> or contact them on 0303 123 1113.