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Our Ref: FOI2018/06857

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2018/06857

I write in connection with your request for information received on 27th November. I note you seek access to the following information:

Under the Freedom of Information Act, I would like to request the following information;

Q1. Amount of Officers by rank (Inc Detective ranks) Employed by your organisation.

Q2. Amount of civilians in your organisation (please include Community Support Officers as a separate figure)

Q3. Amount of Officers based in each station

Q4. Amount of Civilians based in each station

Q5. Amount of PCSO's based in each station

Q6. How many police officers are assigned to non-operational departments (i.e. Control Room, Enquiry Offices, Staff Officers.)

Q7. How many police officers are assigned to all operational departments within your organisation. For example... (Response & Patrol, Neighbourhoods, Traffic Officers, Investigations etc)

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

Q1 and Q2 - I can confirm that information relating to amount of officers and staff has been published on the Home Office website.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/726401/osb1118-police-workforce.pdf

This information is therefore exempt under Section 21 of the Freedom of Information Act 2000. 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 available on Home Office website using the above link.

Question 3-5 – Hertfordshire Constabulary confirm that it holds information in relation to your request however, I am not obliged to supply the information you have requested. Such information is exempt under the following exemption:

Section 31 Law Enforcement

The Section 31 exemption is a prejudice based qualified exemption which requires the prejudice (harm) to be evidenced and a public interest test to be carried out.

Application of the prejudice test

Disclosing the location of all police officers, staff and PCSOs would harm the force's operational ability by allowing those intent on committing crime to identify police presence and assist them in avoiding detection.

If all of the Constabulary's locations are publically available it would prejudice the force's ability to conduct any law enforcement because the resources of each location would be available allowing crime to be committed, putting communities at risk of crime and therefore, increasing the fear of crime within Hertfordshire Constabulary.

Public Interest Test

Factors in favour of disclosure

The public has a legitimate interest in information about police resources that have been funded by the public.

Factors in favour of non-disclosure

The disclosure of the details of the location of all Hertfordshire Constabulary's officers, staff and PCSOs would be likely to increase the risk of the information being used for criminal activity. This is the same basis for finding that the exemption is engaged.

Law enforcement tactics would be compromised if the location of officers and staff is available for the public.

There would be an impact on police resources and as such the ability to prevent and detect crime if disclosure of the information allowed an increase in crime to take place.

Balance Test

After consideration of the factors of the public interest test they are clearly weighed in favour of non-disclosure. Looking at the most important factors of the test it was clear the public interest in the force's ability to prevent crime and have effective law enforcement tactics in place, significantly outweighs the public interest in the use of police resources.

Q6 and Q7 - Departments are not broken down by operational and non-operational. This would be based more on an individual's role as opposed to the area in which they work. Unfortunately each post in the Organisation is not labelled on the HR system as Operational / non-operational and it would take this request over cost (in excess of 18 hours) to go through all current records and split them.

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.