



James Hodson
Information Rights
Bedfordshire Police Headquarters,
Woburn Road, Kempston,
Bedford, MK43 9AX

Telephone: 01234 842547
Email: foi@herts.pnn.police.uk

6th November 2018

Our Ref: FOI2018/05763

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2018/05763

I write in connection with your request for information received on 11th October. I note you seek access to the following information:

I am requesting the following information under the freedom of information act:

-How many officers, specials and PCSOs reported symptoms of or received treatment for dehydration, heat stroke, heat exhaustion or related conditions while on duty from May 1, 2018- September 30, 2018? Please also provide data for May-September 2017.

-Do you have a tattoo policy which requires uniformed workers to wear long sleeves if they have visible tattoos on their arms?

-Did your force make any allowances or take any extra measures to protect officers during the extreme temperatures this summer?

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 - Following enquiries within the Force please see our response below.

- Hertfordshire Constabulary does not centrally record if an individual requires treatment for dehydration, heat stroke, heat exhaustion or related conditions. Therefore no information is held.
- Hertfordshire Constabulary does not have a policy specifically for tattoos. Our Dress and Equipment Code and Standards Policy include tattoos. Please see below:

Tattoos are acceptable however individuals in all roles should ensure any they have (or consider having) could not be interpreted as discriminatory or offensive and or indicate attitudes or views inconsistent with the Code of Ethics and Police Staff Standards of Professional Behaviour. Careful consideration will be taken by BCH of any tattoos of unacceptable nature. Any tattoos on the face, neck or hands will be considered by BCH on a case by case basis, taking in consideration the size, nature and prominence of the tattoo. Individuals should consider this when planning tattoos and are encouraged to discuss these with HR to prevent subsequent concerns related to face / neck and hand coverings which may later be deemed inappropriate.

- Measures for the extreme heat were:

Sun cream in dispensers situated by the doors of most stations
Information to stay out the sun where possible to avoid being taken ill with heat stroke
Bottled water available at patrol bases

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.