

## **Dyfed Powys Police**

### **FOI Ref 465/2008**

#### **Request**

I am requesting basic information on diversity training carried out after the publication of the Macpherson report into the death of Stephen Lawrence. Could you please provide information relating to the following three questions:

1. How many "Diversity" training courses has your Constabulary provided in the period 1999-2008?
2. What was the target group of those courses, i.e: all staff, police officers, police staff, staff of a particular rank/grade, etc.
3. What was the duration of the courses in terms of days/ hours.

FYI, please see the following clarifications regarding the above questions

- i) By 'diversity' I refer to any course aimed at meeting the training recommendations of the Lawrence report or subsequent training related to awareness of issues of race, prejudice, sexual orientation, religion or gender.
- ii) I am interested in all types of diversity training including both stand alone courses or diversity elements within courses, where the identification of that element is easily recognisable and its inclusion in your report is unproblematic
- iii) I am not concerned with the diversity training contained within the Probationer Training Program or the IPLDP, and do not require any information regarding diversity training undertaken as part of basic probationer training.
- iv) Where the diversity training is self-directed or e-learning without a fixed duration, I would request that an estimate on the number of study hours required for its completion is provided instead of information on course duration.
- v) I do not require any information on the number of participants involved in any course, the completion rates, or any detailed information on course content, delivery method or evaluation.

#### **Response**

I can confirm that an initial assessment has identified an estimate in excess of 56 hours to collate and retrieve information held relevant to your request. However this would only cover courses specifically named Diversity Training, but would fail to identify courses where diversity has been addressed within other courses as referred to below ie the "*Golden Thread*". Therefore 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 located @

[www.legislation.hmso.gov.uk/si/si2004/20043244.htm](http://www.legislation.hmso.gov.uk/si/si2004/20043244.htm).

It is estimated that it would cost £1,400 to comply with your request. In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice. If the request were to be refined to cover the period over the last two years then it is estimated that the information could be retrieved and collated within the designated time limit. However it is noted that your e-mail of the 08 September 2008 indicates that information pertaining to a shorter period is not relevant to your research.

The Force Development Services Department have however been able to provide the following information which might assist you.

*“This information is not readily available, as Diversity Training has been provided divisionally and centrally since 1999. It has also been delivered in 3 phases since 1999. The Force is currently delivering Phase 3 to all employees in the Force and complying with the ACPO/APA/Home Office Police Race and Diversity Learning and Development Programme. Diversity has been the “Golden Thread” running through all our courses over this time. The current Diversity course has been delivered through a blended learning approach ie completion of an on-line workbook (Approximate completion time 3 hours), attendance on a 2 day in force workshop and completion of a Portfolio of Competence which takes between 2-4 hours. Dyfed Powys Police also has an obligation to include the Welsh Language as part of its Diversity Training, so we have 7 strands to our programmes. All employees of Dyfed Powys Police have been the target group of current and previous training. Current employee numbers approx 2,000 staff. For each of the 3 phases of the training, courses have been of 2 days ie 16 hours contact time”.*

*“Currently in excess of 1100 staff have received training ie 2 day course and workbook completion, during Phase 3 of the 2,000 and of these 254 have already submitted portfolios of evidence showing their competence in the application of Diversity issues to their day to day roles, which is a criteria of the PRLDP mentioned in the text”.*