



# Hampshire Constabulary

Chief Constable Paul R. Kernaghan CBE QPM LL.B MA

Our Ref : HC/02475/08  
Your Ref :

James Sutherland  
request-1390-  
e2191781@whatdotheyknow.com

Police Headquarters  
West Hill  
Romsey Road  
Winchester  
Hampshire  
SO22 5DB

Telephone: 0845 045 45 45

Direct Dial: 01962 814757

Fax: 01962 871204

E-Mail: [information@hampshire.pnn.police.uk](mailto:information@hampshire.pnn.police.uk)

MiniCom: 01962 875000

18<sup>th</sup> August 2008

Dear Mr Humphreys

## **FREEDOM OF INFORMATION REQUEST REFERENCE NO: HC/02475/08**

Your request for information under the Freedom of Information Act was received by the Information Compliance Unit at Hampshire Constabulary on 24<sup>th</sup> July 2008. I note you seek access to the following information:

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.

## **RESULT OF SEARCHES**

Please find details requested below.

Between 1999 and 2003 a generic two-day Equal Opportunities & Community Race Relations course was delivered to a total of 4,477 staff, (2,896 police officers and 1,581 police staff) whose role involved contact with the public. At the same time a one-day Equal Opportunities & Community Race Relations course was delivered to 453 police staff whose role did not involve contact with the public.

In 2004, all staff completed a 20 minute Race Relations Amendment Act e-learning package and all staff complete it upon joining, with over 8004 having now completed it.

39 recruiting staff, Regional Personnel Officers and Probationer Development Review Officers were provided with four diversity modules in 2004, each consisting of a workbook followed by a class-based session of approximately 3 hours.

In July/August 2004, 48 trainers for our new Records Management System were given one day diversity training.



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In 2006-2007, 123 new sergeants and staff line managers participated in a two day Diversity and Professional Practice course as part of the Core Leadership Development Programme, with prior completion of a workbook.

In addition, our overarching strategy is to provide diversity training that meets the specific needs of individual roles (e.g. custody sergeants and family liaison officers) and levels/groups (e.g. sergeants, inspectors and all line managers). We seek to adopt the 'golden thread' approach whereby we embed diversity issues throughout the role and level/group specific training we provide. So, a lot of staff and officers have received training in diversity matters within wider courses that are not shown above, including all new starter training.

## **COMPLAINT RIGHTS**

Your attention is drawn to the attached sheet detailing your rights.

Thank you for your interest in Hampshire Constabulary.

Should you have any further inquiries concerning this matter, please write or contact Becky Hill on telephone number 01962 814757 quoting the reference number above.

Yours sincerely

**Becky Hill**  
**Freedom of Information Decision Maker**



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## **COMPLAINT RIGHTS**

Are you unhappy with how your request has been handled or do you think the decision is incorrect?

You have the right to require Hampshire Constabulary to review their decision.

Prior to lodging a formal complaint, you are welcome and encouraged to discuss the decision with the case officer who dealt with your request.

### **Ask to have the decision looked at again –**

The quickest and easiest way to have the decision looked at again is to telephone the case officer that is nominated at the end of your decision letter.

That person will be able to discuss the decision, explain any issues and assist with any problems.

### **Complaint**

If you are dissatisfied with the handling procedures or the decision of Hampshire Constabulary made under the Freedom of Information Act 2000 regarding access to information, you can lodge a complaint with Hampshire Constabulary to have the decision reviewed. Hampshire Constabulary must be notified of your intention to complain within 2 months of the date of its response to your Freedom of Information request. Complaints should be made in writing and addressed to:

Freedom of Information  
Information Compliance Unit  
Police Headquarters  
West Hill, Romsey Road  
Winchester  
Hants SO22 5DB

*In all possible circumstances, Hampshire Constabulary will aim to respond to your complaint within 3 months.*

### **The Information Commissioner**

If, after lodging a complaint with Hampshire Constabulary, you are still dissatisfied with the decision, you may make application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Freedom of Information Act (2000).

For information on how to make application to the Information Commissioner, please visit their website at [www.informationcommissioner.gov.uk](http://www.informationcommissioner.gov.uk). Alternatively, phone or write to:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire SK9 5AF

Telephone: 01625 545 700