

24th January 2022

Freedom of Information Request - Reference No: 20220045

REQUEST

1. How many British Muslim employees have you recruited? Please provide figures for every year since 2010.

2. What is the average length of service?

3. How many British Muslims have you employed in communications/media roles since 2010?

RESPONSE

Section 17 of the Freedom of Information Act 2000 requires South Yorkshire Police, when refusing to provide such information (because the information is exempt), to provide you the applicant with a notice which:

- a. states that fact,
- b. specifies the exemption in question and
- c. states (if that would not otherwise be apparent) why the exemption applies.

The following exemption applies to the disclosure of the information:

Section 12(2) – Exemption where cost of compliance exceeds appropriate limit

I approached our HR department for assistance with your request. They advised the religion field within personal details recorded on our current HR system is not a mandatory field and rarely populated.

To locate and extract the data you require would require reviewing a current and a legacy system and all the personnel records held on them to see if this specific data has been noted elsewhere within each individuals record.

This process would greatly exceed the 18hr rule allowed by the FOI Act.

The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 provide that the cost limit for non-central government public authorities is £450. This must be calculated at the rate of £25 per hour, providing an effective time limit of 18 hours.

Guidance from the Information Commissioner to public authorities is that where one part of a request is reasonably estimated to exceed the appropriate limit then the authority is not obliged to consider or comply with the remainder of the request up to the point at which the appropriate limit has been reached. Please note point 30 of the below link:-

https://ico.org.uk/media/for-organisations/documents/1199/costs_of_compliance_exceeds_appropriate_limit.pdf