



11th June 2018

Freedom of Information Request Reference N^o: FOI 001706/18

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 11th May 2018 in which you sought access to the following information:

- 1 How many members of staff under your policing authority have been suspended from January 2016 onwards, what was the reason for their suspension and what was the outcome of related investigations?

Please lay your answer out in the same way as the following example:

Rank	Length of suspension	Reason for suspension	Verdict	Sanction
Police Officer	Feb 2016 - April 2016	Investigated for sexual relationship with a suspect	Guilty	Underwent further training
Police officer	March 2017 – indefinitely	Investigated for internal fraud	Guilty	Forcibly left the force in May 2017

Response to your Request

The response provided below is correct as of 29th May 2018.

Norfolk and Suffolk Constabularies have located the following information as relevant to your request.

The Joint Professional Standards Department has undertaken research of Police Officers, Police Staff and members of the Special Constabulary, who have been suspended since January 2016. Please see table on page below.

This response will be published on the Constabularies web-site under the Freedom of Information pages:-

<https://www.norfolk.police.uk/about-us/our-data/disclosure-log>

<https://www.suffolk.police.uk/services/freedom-information/disclosure-logs>

Should you have any further queries concerning this request, please contact Amanda Gibson, FOI Decision Maker, quoting the reference number shown above.

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;
<http://www.opsi.gov.uk/>

Norfolk and Suffolk Constabularies are not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.

Suspension Start	Suspension Finish	Rank / Staff	Breach	Outcome
NORFOLK				
April 2016	November 2016	Police Staff	Duties and responsibilities Honesty and integrity	Final Written Warning issued at disciplinary hearing
May 2016	February 2017	Constable	Honesty and integrity Discreditable conduct	Dismissed at a misconduct hearing
July 2016	November 2016	Police Staff	Honesty and integrity	Dismissed at a disciplinary hearing
July 2016	November 2016	Special Constable	Honesty and integrity	Dismissed at a misconduct hearing
October 2016	November 2016	Constable	Discreditable conduct Duties and responsibilities	Management action
October 2016	November 2016	Constable	Discreditable conduct	Dismissed at a misconduct hearing
January 2017	May 2017	Special Constable	Orders and instructions Duties and responsibilities	Resigned whilst under investigation
May 2017	August 2017	Police Staff	Duties and responsibilities	Dismissed at a disciplinary hearing
June 2017	December 2017	Constable	Discreditable conduct Confidentiality	Resigned prior to a misconduct hearing. This would have resulted in dismissal.
SUFFOLK				
January 2016	April 2016	Police Staff	Fitness for duty	Dismissed at a disciplinary hearing
January 2016	November 2016	Constable	Confidentiality	Dismissed at a misconduct hearing
February 2016	April 2016	Police Community Support Officer	Discreditable conduct	Final Written Warning issued at disciplinary hearing
March 2016	July 2016	Police Community Support Officer	Honesty and integrity	Resigned whilst under investigation
March 2016	June 2016	Constable	Discreditable conduct Orders and instructions	Resigned whilst under investigation
May 2016	June 2017	Constable	Honesty and integrity	Dismissed at a misconduct hearing
June 2016	October 2016	Police Community Support Officer	Discreditable conduct	Dismissed at a disciplinary hearing
July 2016	September 2016	Police Staff	Honesty and integrity	Written Warning issued at a disciplinary meeting
September 2016	November 2016	Constable	Discreditable conduct	Final Written Warning issued at misconduct hearing
October 2017	December 2017	Constable	Honesty and integrity Confidentiality	Ongoing
July 2017	November 2017	Constable	Discreditable conduct	Ongoing
October 2017	May 2018	Special Constable	Discreditable conduct	Resigned whilst under investigation
May 2018	-	Special Constable	Discreditable conduct	Ongoing

Your Right to Request a Review of Decisions Made Under the Terms of the
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask the Norfolk and Suffolk Constabulary to review their decision.

Ask Norfolk and Suffolk Constabularies to look at the decision again.

If you are dissatisfied with the decision made by Norfolk and Suffolk Constabularies under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk and Suffolk Constabulary that you are requesting a review within 20 days of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker
Information Management Department
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: freedomofinformation@norfolk.pnn.police.uk*

In all possible circumstances Norfolk and Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 20 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with Norfolk and Suffolk Constabulary, if you are still dissatisfied with the decision, you can apply to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at www.ico.org.uk or contact them at the address shown below:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700