



Freedom of Information Request Reference N^o: FOI 000659-19

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 14 February 2019 which you sought access to the following information:

“The number of racism allegations made against officers in your force from January 1, 2014 to February 14, 2019. Can I get these figures broken down per month per calendar year.

How many of the complaints were lodged by colleagues and how many by members of the public?

How many of those officers were investigated for racist behaviour? And what are the ranks of each officer?

What was the outcome of the investigations - were any sacked for misconduct, or formally disciplined? How many of the allegations were unfounded?”

Response to your Request

The response provided below is correct as of 15 February 2019

Suffolk and Norfolk Constabularies have considered your request for information and the response is below.

Public Complaints

A review of the public complaints recorded in Professional Standards between 1 January 2014 and 14 February 2019 has been undertaken. The complaint cases which contain allegations recorded under the category of ‘Discriminatory behaviour’ against police officers and Special Constables have been identified. Those which are recorded under the protected characteristic of ‘Race’ are detailed below, by force and year.

NORFOLK

2014	Number of allegations	Rank of Officers	Outcome
January	5	4 Constables 1 Sergeant	Not upheld
February	1	1 Constable	Not upheld

March	1	1 Inspector or above	Not upheld
April	1	1 Constable	Not upheld
August	1	1 Unknown	Not upheld
October	4	3 Constables 2 Sergeants 1 Inspector or above	3 Not upheld 1 Discontinued
November	2	1 Sergeant 1 Unknown	Not upheld

In total, 14 of the allegations were investigated and one was discontinued.

2015	Number of allegations	Rank of Officers	Outcome
February	2	3 Constables	Not upheld
March	1	1 Unknown	Not upheld
April	3	1 Constable 1 Sergeant 1 Inspector or above	1 Upheld (Management Action) 2 Not upheld
May	1	1 Sergeant	Not upheld
June	1	1 Constable	Not upheld
July	3	9 Constables 2 Sergeants	1 Not upheld 2 Local resolution
August	1	2 Constables 1 Sergeant	Not upheld
October	1	2 Constables 2 Special Constables	Not upheld
November	3	6 Constables 1 Unknown	2 Not upheld 1 Live investigation
December	1	1 Sergeant	Not upheld

In total, 14 allegations were investigated, two were locally resolved and one is currently live.

2016	Number of allegations	Rank of Officers	Outcome
January	1	1 Constable	Not upheld
February	2	1 Constable 1 Sergeant	Not upheld
March	2	5 Constables	Not upheld
April	3	12 Constables	No case to answer
November	1	3 Constables 1 Sergeant 1 Inspector or above	Not upheld

All nine allegations have been investigated.

2017	Number of allegations	Rank of Officers	Outcome
February	1	3 Constables	Not upheld
April	1	3 Constables	Not upheld
May	1	1 Constable	Withdrawn
June	1	1 Sergeant	Not upheld
August	1	1 Constable	No case to answer
September	1	1 Constable	Not upheld
October	3	2 Constables 1 Sergeant 1 Unknown	Not upheld
November	2	1 Constable 1 Unknown	1 Not upheld 1 Withdrawn
December	1	1 Unknown	Local resolution

In total, nine allegations have been investigated, one was locally resolved and two were withdrawn.

2018	Number of allegations	Rank of Officers	Outcome
February	1	1 Sergeant	Not upheld
March	1	1 Sergeant	Not upheld
April	5	7 Constables 1 Sergeant	4 Not upheld 1 Live investigation
September	1	2 Constables 1 Sergeant	Not upheld

In total, seven allegations have been investigated and one is currently live

1 January to 14 February 2019

2019	Number of allegations	Rank of Officers	Outcome
February	2	2 Constables	2 Live investigations

Both allegations are currently live

SUFFOLK

2014	Number of allegations	Rank of Officers	Outcome
January	3	1 Constable 2 Sergeants	1 Not upheld 1 Local resolution 1 Withdrawn
March	2	2 Constables	2 Local resolution

April	1	1 Constable	Not upheld
June	1	1 Constable 2 Sergeants	Withdrawn
August	2	4 Constables 2 Sergeants	2 Not upheld
September	1	1 Unknown	Not upheld
November	1	1 Unknown	Not upheld

In total, six allegations have been investigated, three have been locally resolved and 2 have been withdrawn

2015	Number of allegations	Rank of Officers	Outcome
February	1	2 Constables	Not upheld
April	1	2 Constables	Not upheld
May	1	2 Constables	Not upheld
July	3	3 Constables 1 Sergeant	3 Not upheld
September	2	3 Constables	2 Not upheld
October	1	2 Constables	Not upheld
November	1	1 Unknown	Disapplication

In total, nine allegations have been investigated and one has been disapproved

2016	Number of allegations recorded	Rank of Police Officers subject of the complaint	Outcome
April	1	2 Constables	No case to answer
May	2	2 Constables 1 Sergeant	2 Not upheld
June	1	1 Constable	Not upheld
October	1	1 Constable	Not upheld
December	1	1 Constable	Not upheld

All six allegations have been investigated

2017	Number of allegations	Rank of Officers	Outcome
January	2	2 Constables 1 Inspector or above	1 Not upheld 1 No case to answer
March	2	5 Constable 1 Sergeant	2 Not upheld
August	2	2 Constables	1 Not upheld 1 Local resolution
September	1	1 Constable	Not upheld
November	1	1 Sergeant	Local resolution

In total, six allegations have been investigated and two have been locally resolved

2018	Allegations recorded	Rank of Officers	Outcome
January	1	1 Constable	Not upheld
March	1	1 Constable	Not upheld
May	1	4 Constables	Not upheld
August	1	1 Unknown	Local resolution
December	1	1 Constable	Live investigation

In total, three allegations have been investigated, one has been locally resolved and one is currently live

1 January to 14 February 2019

No relevant allegations recorded

Internal Conduct

A review of the internal conduct cases has been conducted to identify breaches of Equality and Diversity / Authority, respect and courtesy which relate to discrimination on the grounds of Race.

NORFOLK

Year	Number of breaches	Rank of Officers	Outcome
2014	2	1 Special Constable 1 Constable	2 Resignations

SUFFOLK

Year	Number of breaches	Rank of Officers	Outcome
2014	1	1 Constable	Management action
2016	1	2 Constables 1 Sergeant	2 Resignations 1 No action

Should you have any further queries concerning this request, please contact Clair Pack, 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.

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
Suffolk Constabulary
Police Headquarters
Martlesham Heath
Ipswich
Suffolk
IP5 3QS
OR
Email: information@suffolk.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 40 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