



19th March 2018

Freedom of Information Request Reference N^o: FOI 000714/18

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 19th February 2018 in which you sought access to the following information:

- 1 How many complaints of sexual abuse has your force received concerning police and non-police staff working for your force in the past 12 months.
- 2 How many members of staff (both police and non-police) have been disciplined as a result of complaints of sexual abuse in the past 12 months. Please give us a gender breakdown of the numbers.
- 3 How many complaints of sexual harassment has been received by your police force relating to your police and non-police staff over the past 12 months.
- 4 How many members of staff have been disciplined as a result of complaints of sexual harassment in the past 12 months. Please give us a gender breakdown.
- 5 How many staff have been disciplined for taking drugs in the past 12 months. Please give a gender breakdown.

Clarification:-

Can I clarify that by "police" I mean police officers, both uniform and non-uniform. By "non-police staff", I mean those members of staff working for your police force, who are not police officers.

By the last 12 months, please read the calendar year 2017.

Response to your Request

The response provided below is correct as of 5th March 2018.

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

A review has been undertaken of internal conducted matters recorded in the Professional Standards Department between 1st January and 31st December 2017.

NORFOLK

Q1-Q4

- One member of the Special Constabulary was investigated for making sexual comments

- One member of staff was investigated for making sexual comments towards colleagues and inappropriate touching

Of the cases above, no officers or members of police staff were subject of disciplinary proceedings. One received management action and an action plan for training, development and monitoring and the other case resulted in no case to answer.

Q5

No officers or staff have been disciplined for taking drugs

SUFFOLK

Q1-Q4

- One police officer was investigated for contacting female colleagues with the intention to pursue sexual relationship
- One police officer was investigated for inappropriately touching colleague
- One police officer was investigated for abusing position to engage in an improper relationship
- One police officer was investigated for making a sexual comment towards colleague

Of the cases above, two male police officers were subject to disciplinary proceedings, where one was dismissed and the other received a Final Written Warning. Of the remaining two cases, one received robust management action, reinforced by monitoring of behaviour in the workplace and the other case resulted in no case to answer.

Q5

No officers or staff have been disciplined for taking drugs

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.

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