



Freedom of Information Request Reference N°: FOI 001068-18

I write in connection with your request for information received by Norfolk and Suffolk Constabularies on the 22 March 2018 in which you sought access to the following information:

“How many misconduct matters have been raised and investigate by your force for

Sexual harassment

Generalized harassment (Any harassment that does not have sexual element to it)

have been against Police officers, Police Staff, PCSO's and Special constables in your force area in the last 3 years as of today's date 21.03.2018 by other Police officers, Police Staff PCSO's and Special constables

Please provide numbers broken down in this way:

Police officer by rank

Police staff

PCSO's

Special Constables By Rank

If this date period would take me beyond cost please provide information for 1 or 2 years

I wish to no how many police officers/staff have complained about sexual harassment and/or general harassment

Response to your Request

The response provided below is correct as of 12th April, 2018

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

A review of the internal conduct cases recorded during the period of 22 March 2015 to 21 March 2018 has been conducted to identify those cases where Police Officers, members of police staff and Special Constables have made allegations of harassment against colleagues.

The below tables provide the number of sexual harassment and general harassment cases recorded, detailing Officer Rank or Staff for the person subject to the complaint and the resulting outcome.

In addition, please note that the following:

- Cases relating to sexual harassment have been identified and relate to all incidents of sexual assault, inappropriate touching and comments.
- To identify those cases relating to other forms of harassment this has been based on the wording of the allegation as to whether the person felt the behaviour constituted harassment.

Norfolk Constabulary

Officer Rank/Staff	Sexual Harassment	General Harassment	Outcome
Sergeant	0	0	N/a
Constable	2	0	Resigned
			Management action
Police Staff	0	0	N/a
PCSO	1	0	No case to answer
Special Senior Officer	1	0	Management action

Suffolk Constabulary

Officer Rank/Staff	Sexual Harassment	Outcome	General Harassment	Outcome
Sergeant	3	Final Written Warning	0	N/a
		Management action		
		Ongoing investigation		
Constable	2	Final Written Warning	1	No case to answer
		Management action		
Police Staff	0	N/a	0	N/a
PCSO	0	N/a	0	N/a
Special Constable	0	N/a	0	N/a

Police forces in the United Kingdom are routinely required to provide statistics to government bodies and the recording criteria is set nationally. However, the systems used for recording these figures are not generic, nor are the procedures used locally in capturing the data and information. It should be noted that for these reasons this force's response to your questions should not be used for comparison purposes with any other response you may receive.

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 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