



1st June 2018

Freedom of Information Request Reference N^o: FOI 001577/18

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 2nd May 2018 in which you sought access to the following information:

- 1 How many cases of racist behaviour, allegedly committed by police officers, PCSOs or other police employees employed by your own force, have been dealt with (or are still being dealt with) by your Professional Standards Department, year on year over the past 6 years up to and including the present day.
- 2 A brief description of the specific discriminatory behaviour in each case, e.g. quotations of the specific language allegedly used, or a description of other alleged discriminatory behaviour
- 3 The outcome of each case, e.g. no case to answer, or the type of sanction (e.g. dismissal without notice, forced resignation, management advice, final written warning, etc.), or criminal proceedings, etc.
- 4 Whether each case was reported to the IOPC (formerly known as the IPCC)

P.S. I said "committed by" but do not mean 'crimes' only. I mean all cases of alleged racist behaviour by your officers, PCSOs and other employees, dealt with by your PSD.

Response to your Request

The response provided below is correct as of 17th May 2018.

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

The Joint Professional Standards Department has undertaken a review of public complaint cases recorded between 1st April 2012 and 30th April 2018. Those cases where an allegation of 'discriminatory behaviour' has been recorded on the grounds of Race have been provided below.

NORFOLK

Summary of Allegation	Outcome	Referred to IOPC
2012/13		
Allegation that whilst making an enquiry the officer spoke in a loud aggressive manner and the complainant believes this was because they are a traveller	Local resolution	Yes
Allegation the complainant was treated differently to their friend whilst being stopped and searched due to their colour	Not upheld	Yes
Allegation that when stopped whilst driving and arrested the officer's actions were racially motivated	Not upheld	Yes
Allegation the officer failed to deal with an assault due to the complainant's skin colour	Not upheld	Yes

Allegation that there was a racial element to the arrest of the complainant's son and detention in custody	Not upheld	Yes
2013/14		
Allegation police failed to contact the complainant following the report of a crime because they are not British	Local resolution	No
Allegation that the police were racially motivated in their dealings with the complainant	Not upheld	Yes
Allegation the attitude of the officer during arrest and whilst in custody was due to the complainant being black	Not upheld	Yes
Allegation the officer made an inappropriate comment to the complainant after stopping and seizing their motor vehicle due to the complainant being a traveller.	Withdrawn	Yes
Allegation that following arrest and release from custody the complainant had no means of getting home or contacting anyone and alleges these actions were due to their race	Not upheld	Yes
Allegation that officer failed to listen to the complainant during their arrest due to them being black	Not upheld	Yes
Allegation that the complainant was singled out due to their ethnicity and the officers were aggressive and threatening	Not upheld	No
Allegation a member of staff put the telephone down and alleges that letters and requests for information were not responded to due to their ethnicity	Not upheld	Yes
Allegation officers used excessive force, were uncivil and threatened the complainant due to their race	Not upheld	No
Allegation the officer made comments which are perceived to be because of the complainant's faith and heritage	Not upheld	Yes
Allegation police have failed to investigate a crime thoroughly as they are travellers	Not upheld	Yes
2014/15		
The complainant was stopped whilst driving a motor vehicle and alleges the officer refused to listen and they were accused of unfounded allegations due to their race	Not upheld	Yes
Allegation that a member of police staff discriminated against the complainant as they were not British	Disapplication	No
Allegation that the officer stated the complainant would be targeted due to ethnicity	Not upheld	No
Allegation the prosecution was racially motivated	Not upheld	No
Allegation the reason the officer stopped the complainant's vehicle was racially motivated	Discontinued	Yes
Allegation the officer stopped the complainant's vehicle due to their ethnicity	Not upheld	Yes
Allegation the officer arrested the complainant due to the colour of their skin and made inappropriate comments	Not upheld	Yes
Allegation the officer refused to take the complainant's request for data due to their ethnicity	Not upheld	Yes
Allegation the member of staff made the procedure difficult when the complainant went to produce driving documents. The complainant also alleged racially motivated harassment by police	Not upheld	Yes
Allegation that an officer made an inappropriate comment to the complainant due to their race	Not upheld	Yes
Allegation of unlawful arrest based on a false complaint and the officer's actions were due to the complainant's race and colour	Not upheld	Yes
Allegation that officers refused to allow the complainant admission to a football match based on their colour	Not upheld	Yes
2015/16		

The complainant alleges that the banning notice given by the officer was discriminatory	Not upheld	Yes
Allegation the member of staff put the phone down on the complainant, a member of staff was oppressive and interrogated the complainant and that a police officer was uncivil, impolite, intolerant and dismissive towards the complainant due to their ethnicity	Not upheld	Yes
The complainant was stopped for driving with excess speed and allege the officer was oppressive and when questioned and used words and behaviour that was felt to be discriminatory	Upheld – Management Action	Yes
Allegation that when reporting crimes to police the complainant was treated differently because of their ethnicity	Not upheld	Yes
Allegation that following contact with the police the action taken was discriminatory	Not upheld	Yes
Allegation the officer treated the complainant differently due to their ethnicity	Not upheld	Yes
Allegation the arrest, search and seizure of the complainant's property were due to their ethnicity. Allegation that the officers shouted racist comments through the door of the property	Local resolution	Yes
Allegation that after being stopped for speeding the officer asked questions about the complainant's profession and the type of vehicle being driven which were perceived to be discriminatory in nature	Not upheld	Yes
Allegation the officer treated the complainant differently during a traffic incident due to their race	Not upheld	Yes
Allegation that the motivation for the officer stopping the complainant whilst driving was due to the colour of his skin	Not upheld	Yes
Allegation that the officer's behaviour whilst executing a warrant was inappropriate and motivated by race	Live	Yes
Allegation that officers are targeting the complainant for drugs searches because of their ethnicity	Not upheld	Yes
Allegation the lack of action taken by the police was due to the fact that they are a traveller	Not upheld	No
Allegation that the complainant's arrest was motivated by race	Not upheld	Yes
Allegation that an officer made an inappropriate comment to the complainant due the colour of his skin	Not upheld	Yes
Allegation the officer failed to accept the complainant's report of a crime due to their ethnicity	Not upheld	Yes
Allegation the complainant was arrested and treated unfairly by the officer and feels discriminated against due to ethnicity	Not upheld	Yes
Allegation that the complainant's arrest was wrongful and unlawful	Not upheld	No
The complainant alleges that the banning notice given by the officer was discriminatory	Not upheld	Yes
2016/17		
Allegations of discrimination following the stopping of vehicles and searching the drivers	No case to answer	Yes
Allegation the stop and search of drivers were motivated by discrimination	No case to answer	Yes
Allegation the officer arrested the complaint due to them being a traveller	Not upheld	No
Allegation the officers were racist when dealing with issues concerning the complainant's child	Not upheld	No
Allegation the officers threatened, patronised and ridiculed the complainant due to ethnicity	Not upheld	Yes
2017/18		
Allegation the stop and search by police was racially motivated	Not upheld	No
Allegation the member of staff treated them differently due to their accent	Not upheld	No

Allegation the officer made an inappropriate comment about their ethnicity when stopping their vehicle	Withdrawn	No
Allegation the complainant was targeted for a stop search due to their skin colour	Live	Yes
Allegation the member of staff made an inappropriate comments in relation to different ethnic backgrounds	Upheld – Management Action	No
Allegation the officer asked inappropriate questions regarding the complainant's race	No case to answer	Yes
Allegation the police investigation was affected due to the complainant's background	Not upheld	No
Allegation the police have discriminated against the complainant due to their heritage	Not upheld	No
Allegation the complainant was stopped due to their race	Not upheld	No
Allegation the officers were racist – non specific	Not upheld	No
Allegation of excessive force and arrest due to the colour of their skin	Not upheld	Yes
Allegation the complainant is being singled out in respect of driving offences due to their ethnicity	Withdrawn	No
Allegation the arrest was racially motivated and the complainant was singled out	Live	No
2018/19		
Allegation the officer was racist in the way they spoke to the complainant – non specific	Live	Yes
Allegation that when the complainant was stopped by police they were prejudiced due to their appearance	Live	No
Allegation the officer made a racist comment about the complainant's ethnicity when arrested	Live	Yes
Allegation the officer failed to deal with incident appropriately due to ethnic origin	Live	No

Internal conduct matters have also been reviewed and included below are allegations of discrimination on the grounds of Race.

Summary of Allegation	Outcome	Referred to IOPC
2013/14		
Allegation that racial comments were posted on social media	Resigned during investigation	No
Allegation that derogatory comments were made about a colleague based on their ethnicity	Resigned during investigation	No
2014/15		
Allegation that racial comments were posted on social media	Resigned during investigation	No
2015/16		
Allegation that racial and other discriminatory comments were made during a conversation with colleagues	Final Written Warning issued	No

SUFFOLK

Summary of Allegation	Outcome	Referred to IOPC
2012/13		

Allegation the officers failed to deal with an incident due to the complainant's race	Not upheld	Yes
Allegation the officer's actions were racially motivated when stopping the complainant whilst driving	Not upheld	No
Allegation the officer failed to deal with the incident of assault due to the complainant's ethnic background.	Upheld – Management Action	Yes
Allegation the officer stopped the complainant whilst driving due to their ethnicity	Not upheld	Yes
Allegation officers would not listen to the complainant due to their race	Local resolution	No
Allegation the police were racist when dealing with an incident which resulted in the complainant being issued with a prohibition notice.	Dispensation	No
Allegation that officers stopped and searched the complainant due to their race	Local resolution	No
Allegation that officers' actions were racially motivated when attending the complainant's address to arrest a third party	Not upheld	Yes
2013/14		
Allegation that officers' actions were due to the complainant's ethnicity when they were approached in the street	Local resolution	No
Allegation the officer made an offensive comment to the complainant and believes the officer was indifferent to the offence caused and states this was racist	Upheld – Management Action	Yes
Allegation the officer was demeaning in their manner towards the complainant due to their ethnicity	Upheld – Officer resigned	Yes
Allegation that officers used excessive force whilst restraining and arresting the complainant due to their race	Not upheld	Yes
Allegation the officers arrested the complainant when in fact they were the victim of a crime; they believe this was based on ethnicity	Not upheld	Yes
Allegation that police used excessive force and racial comments were made	Not upheld	Yes
Allegation that the complainant's treatment by police was based on their ethnicity	Withdrawn	Yes
Allegation that when stopped driving a motor vehicle and on attendance at a police station officers had a racist manner	Local resolution	No
Allegation officers were dismissive of the complainant's reports of theft because of their race	Not upheld	No
Allegation the officer was rude and uncooperative due to the complainant's race	Withdrawn	No
Allegation police did not take the complainant's report seriously partly due to their race	Local resolution	No
Allegation that when the officer was dealing with the complainant's report their attitude was racist	Local resolution	No
Allegation the officer was rude and biased when attending a civil dispute	Local resolution	No
2014/15		
Allegation the officer was discriminatory due to the complainant's nationality	Not upheld	Yes
Allegation that the way the complainant was treated by police following arrest was due to their ethnicity	Withdrawn	No
Allegation that officers treated the complainant less favourably than the other party due to their race	Not upheld	Yes
Allegation that since being arrested officers have attended the complainant's home address and the complainant believes police are prejudice	Not upheld	No
Allegation an officer made an inappropriate comment to the complainant's son	Not upheld	No
Allegation an officer made an inappropriate comment whilst attending an incident	Not upheld	No

2015/16		
Allegation the police stopped and searched the complainant due to their colour	Not upheld	Yes
Allegation that excessive force was used by police when arresting the complainant	Not upheld	Yes
Allegation that officers have failed to investigate the complainant's reports of crimes due to their ethnicity	Not upheld	No
Allegation that whilst being transported to custody the officer stopped the vehicle and made a racially motivated comment to the complainant	Not upheld	Yes
Allegation the officer dealing with a road rage incident treated the complainant unfairly due to their ethnicity	Not upheld	Yes
Allegation the officers stopped the complainant's vehicle motivated by race	Not upheld	Yes
Allegation that the complainant has been unfairly treated because of race	Disapplication	No
Allegation that members of staff have been discriminatory towards the complainant by comments placed on social media	Upheld – Management Action	Yes
2016/17		
Allegation officers failed to deal with the incident appropriately due to the complainant's ethnicity	Not upheld	Yes
Allegation officers failed to investigate complaint of assault due to the complainant's skin colour	Not upheld	Yes
Allegation the officer failed to deal with incident reported as the complainant is from a traveller background	Not upheld	Yes
Allegation officers have discriminated against the complainant during the investigation	Not upheld	Yes
Allegation the officer was biased and unfair due to the complainant's race	Not upheld	Yes
Allegation the way officers dealt with an incident was racially motivated	Not upheld	No
Allegation the officer failed to update the complainant due to their ethnicity	No case to answer	Yes
Allegation the officer made an inappropriate comment to the complainant	Not upheld	Yes
Allegation that the delay in progressing the investigation and the reason for arresting the complainant was racially motivated	Not upheld	No
2017/18		
Allegation the officer treated the complainant differently to the other party due to their race	Live	No
Allegation the officer stereotyped the complainant – non specific	Live	No
Allegation the officer treated the complainant less favourably due to their race	Live	No
Allegation the officers were racist when they stopped the complainant – non specific	Not upheld	No
Allegation the officers approached and grabbed the complainant due to the colour of their skin	Live	No

Internal conduct matters have also been reviewed and included below are allegations of discrimination on the grounds of Race.

Summary of Allegation	Outcome	Referred to IOPC
2013/14		
Allegation of racist comments made during a briefing to colleagues	Unsatisfactory Performance	Yes

	Procedures	
Allegation of a derogatory comment to a colleague based on their ethnicity	No case to answer	Yes
Allegation of a racist comment being made towards a colleague	Management Action	No
2014/15		
Allegation the member of staff made racist comments during a training session	Written Warning issued	No
2015/16		
Allegation the member of staff submitted an intelligence report which was deemed to be discriminatory	Dismissed	No
2016/17		
Allegation the officers exchanged text messages of a racist nature	Case to answer – Officers resigned	No

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