



14th August 2018

Freedom of Information Request Reference N^o: FOI 002546/18

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

I would like to know the number of officers (including rank and name, if possible) that have been investigated for sexual misconduct or abuse of position for a sexual purpose, running quarterly from January 2015.

I would then like the total cases broken down by:

- 1 The outcome of the cases, both for:
 - A Misconduct hearing and outcome (no action, not proven, management advice, written warning, final written warning, final written warning extension, dismissal with notice, dismissal without notice)
 - B Criminal trial and outcome (proceedings discontinued, not guilty, caution, guilty)
- 2 Number of cases recorded as serious corruption
- 3 Number of cases referred to the IPCC/IOPC
- 4 The means of detection – public complaint, proactive police intelligence or other.
- 5 Number of cases published publicly (e.g. misconduct outcome results on force website). Could you include any of the details that were published publicly e.g. text on the website or press releases?
- 6 Number of cases where the officer's name has been withheld.
- 7 Number of cases where the nature or details of sexual misconduct has been withheld.
- 8 Number of cases where both the nature of the sexual misconduct and officer name has been withheld.

I would like the data to run quarterly from Q32015 to the latest quarter for which the data is held.

Response to your Request

The response provided below is correct as of 31st July 2018.

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

A review of public complaints and conduct matters, recorded between 1st July 2015 and 30th June 2018, has been undertaken. The information below refers to those cases which relate to sexual misconduct or abuse of position by police officers. Sexual misconduct covers all allegations of sexual assault, touching, words or behaviour. Allegations recorded on public complaints under the categories of 'sexual assault' and 'other sexual conduct' has also been included.

For the purpose of this response, the quarters run over a calendar year; Q1 January-March, Q2 April-June, Q3 July-September and Q4 October-December.

Quarter / Year	NORFOLK	SUFFOLK
Q3 / 2015	1	1
Q4 / 2015	1	-
Q2 / 2016	1	1
Q3 / 2016	-	3
Q4 / 2016	2	1
Q1 / 2017	-	2
Q2 / 2017	1	1
Q3 / 2017	-	4
Q4 / 2017	1	1
Q1 / 2018	1	-
Total	8	14

Q1 Please see below details of outcomes:-

Quarter / Year	NORFOLK		
		Internal	Criminal Trial?
Q3 / 2015	1	Resigned	No
Q4 / 2015	1	Meeting – Management Action	No
Q2 / 2016	1	Hearing – Proceedings Discontinued	No
Q4 / 2016	2	No case to answer	No
		Not Upheld	No
Q2 / 2017	1	Resigned	No
Q4 / 2017	1	Withdrawn	No
Q1 / 2018	1	Not Finalised	

Quarter / Year	SUFFOLK		
		Internal	Criminal Trial?
Q3 / 2015	1	Hearing - Dismissed	No
Q2 / 2016	1	No case to answer	No
Q3 / 2016	3	Hearing – Final Written Warning	No
		Meeting – Final Written Warning	No
		Management Action	No
Q4 / 2016	1	Discontinued	No
Q1 / 2017	2	Meeting – Final Written Warning	No
		Withdrawn	No
Q2 / 2017	1	Hearing - Dismissed	No
Q3 / 2017	4	Meeting – Management Advice	No
		Management Action	No

		Not Upheld	No
		Not Upheld	No
Q4 / 2017	1	Management Action	No

Q2 No cases for either Norfolk or Suffolk were recorded as serious corruption.

Q3

Quarter / Year	Referred to IPCC / IOPC	
	NORFOLK	SUFFOLK
Q3 / 2015	-	-
Q4 / 2015	-	-
Q2 / 2016	1	-
Q3 / 2016	-	2
Q4 / 2016	1	1
Q1 / 2017	-	1
Q2 / 2017	1	1
Q3 / 2017	-	2
Q4 / 2017	1	-
Q1 / 2018	1	-
Total	5	7

Q4

Quarter / Year	NORFOLK		SUFFOLK	
	Conduct	Complaint	Conduct	Complaint
Q3 / 2015	1	-	1	-
Q4 / 2015	1	-	-	-
Q2 / 2016	1	-	1	-
Q3 / 2016	-	-	3	-
Q4 / 2016	1	1	-	1
Q1 / 2017	-	-	1	1
Q2 / 2017	1	-	1	-
Q3 / 2017	-	-	2	2
Q4 / 2017	-	1	1	-
Q1 / 2018	1	-	-	-
Total	6	2	10	4

Q5-7 Where information has been published on the Constabularies websites, this is detailed in the table below. This information can be accessed via the links provided in question 8.

Quarter / Year	NORFOLK		
	Public Proceedings?	Outcome Published?	Public Notice / Press Release?
Q3 / 2015	Not Applicable	Not Applicable	Not Applicable
Q4 / 2015	Not Applicable	Yes – Q4 2015/16	Not Applicable
Q2 / 2016	No	To be published	No

Q4 / 2016	Not Applicable	Not Applicable	Not Applicable
	Not Applicable	Not Applicable	Not Applicable
Q2 / 2017	Yes	Yes – Q4 2017/18	Yes
Q4 / 2017	Not Applicable	Not Applicable	Not Applicable
Q1 / 2018	Not Applicable	Not Applicable	Not Applicable

Quarter / Year	SUFFOLK		
	Public Proceedings?	Outcome Published?	Public Notice / Press Release?
Q3 / 2015	No	Yes – Q2 2016/17	No
Q2 / 2016	Not Applicable	Not Applicable	Not Applicable
Q3 / 2016	Yes	Yes – Q1 2017/18	Yes
	Not Applicable	Yes – Q2 2017/18	Not Applicable
	Not Applicable	Not Applicable	Not Applicable
Q4 / 2016	Not Applicable	Not Applicable	Not Applicable
Q1 / 2017	Not Applicable	Yes – Q1 2017/18	Not Applicable
	Not Applicable	Not Applicable	Not Applicable
Q2 / 2017	Yes	Yes – Q4 2017/18	Yes
Q3 / 2017	Not Applicable	To be published	Not Applicable
	Not Applicable	Not Applicable	Not Applicable
	Not Applicable	Not Applicable	Not Applicable
	Not Applicable	Not Applicable	Not Applicable
Q4 / 2017	Not Applicable	Not Applicable	Not Applicable

Q8 With regard to public hearings, a period of 7 working days must be left after the hearing, the Constabularies then have a window of 5 days in which to publish the outcome and the notice must remain on the website for 28 days.

Where a misconduct hearing is held in public, the officer's name and the details of the breach of the standards of professional behaviour are published on the Constabulary's website in advance of the hearing and the outcome is also published (an application can be made to the Chair in exceptional circumstances for the officer's name to be withheld). All misconduct and disciplinary proceedings are published on the Constabularies websites on a quarterly basis. All officer and staff names are withheld and the details of the breaches are summarised.

These can be accessed via the links provided below:-

<https://www.norfolk.police.uk/about-us/our-data/publication-scheme>

<https://www.suffolk.police.uk/about-us/our-data/publication-scheme/7-significant-public-interest>

Under Section 21(1) of the Freedom of Information Act (2000), public authorities are not required to provide information that is reasonably accessible to the public by other means, therefore in accordance with Section 17 of the Freedom of Information Act (2000), this serves as a Refusal Notice for this part of your request.

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