



**SUFFOLK
CONSTABULARY**
Taking pride in keeping Suffolk safe

Freedom of Information Request Reference N°: FOI 002726-19

I write in connection with your request for information received by Suffolk Constabulary on the 29 July 2019 in which you sought access to the following information:

“For each of the last five calendar years, and up until June 1 2019, please provide the following information:

1. How many individuals were subject to disciplinary action (by which I mean formal disciplinary meetings or hearings).

Please break down the figure by warranted officers and police staff, and then by ethnicity using the following categories:

- *White*
- *Mixed*
- *Black or Black British*
- *Asian or Asian British*
- *Chinese or Other ethnic group*
- *Not stated*

2. How many individuals were dismissed for misconduct or gross misconduct.

Please break down the figure by warranted officers and police staff, and then by ethnicity, using the following categories:

- *White*
- *Mixed*
- *Black or Black British*
- *Asian or Asian British*
- *Chinese or Other ethnic group*
- *Not stated”*

Response to your Request

The response provided below is correct as of 13 August 2019

Suffolk Constabulary has considered your request for information and the response is below.

1. A review of the misconduct and disciplinary hearings and meetings for the period 1 January 2014 to 31 May 2019 has been conducted.



The following tables detail the number of police officers and members of police staff subject to proceedings together with their ethnicity:

2014:

Officers	Ethnicity
2	W1

Staff	Ethnicity
4	White

2015:

Officers	Ethnicity
7	White
1	Mixed

Staff	Ethnicity
6	White
1	Black
1	Mixed
2	Not stated

2016:

Officers	Ethnicity
3	White

Staff	Ethnicity
7	White
1	Not stated

2017:

Officers	Ethnicity
11	White
1	Black
2	Mixed
1	Not stated

Staff	Ethnicity
3	White
1	Not stated



2018:

Officers	Ethnicity
5	White

Staff	Ethnicity
12	White
1	Not stated

No misconduct or disciplinary hearings or meetings have been held between 1 January and 31 May 2019.

2. Of the Police Officers or members of staff that were subject to misconduct and disciplinary hearings, the following were dismissed as a result:

2014: Nil

2015:

Officers	Ethnicity
1	White

Staff	Ethnicity
1	Black
1	Not stated

2016:

Officers	Ethnicity
2	White

Staff	Ethnicity
1	White
1	Not stated

2017:

Officers	Ethnicity
1	White
1	Mixed

Staff	Ethnicity
1	White



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2018:

Officers	Ethnicity
2	White

Staff	Ethnicity
5	White
1	Not stated

In addition to the 6 members of staff dismissed, a further member of staff (white) resigned prior to the hearing and would have been dismissed had they been in post.

2019: Nil

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/>

Suffolk Constabulary is 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.



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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 Suffolk Constabulary to review their decision.

Ask Suffolk Constabulary to look at the decision again.

If you are dissatisfied with the decision made by Suffolk Constabulary under the Freedom of Information Act (2000), regarding access to information, you must notify Suffolk Constabulary that you are requesting a review within 40 working 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 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 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