



Freedom of Information Request Reference N^o: FOI 002923-18

I write in connection with your request for information received by Norfolk and Suffolk Constabularies on the 10 August 2018 in which you sought access to the following information:

1. *“How many sexual harassment claims have been made against members of your police force over the last six years (2013,2014,2015,2016,2017, 2018 so far), with a breakdown for each year. Please also break this down by claims made against a) police officers and b) police staff*

Please say whether the complaint was made by a) member of the public b) police officer/ member of staff

I would also be grateful if you could indicate the seniority of the staff member eg if a police officer, are they a sergeant/ chief inspector/ superintendent

2. *Of the complaints per year, how many were made against a) men and how many against b) women. Please break this down by year and also by claims made against a) police officers and b) police staff*
3. *What outcome/decisions were taken as a result of each these complaints/claims. Please break this down by year and by outcome for a) police officer and b) police staff*

I would be grateful if could mark a number of outcomes that fall into the following categories. However, if you log outcomes another way then please just include whatever way that is.

- *Final Written Warning*
- *Hearing - Dismissed without Notice*
- *Local Resolution*
- *Not Upheld*
- *Not Upheld - management action*
- *Ongoing, resigned during investigation*
- *Upheld - Final Written Warning*
- *Upheld Management Action*
- *Upheld Misconduct Meeting*
- *Withdrawn*

Please provide as much detail about cases that resulted in dismissal as possible. Eg what was the nature of the incident/ what ranking was the officer involved (eg if a police officer, are they a sergeant/ chief inspector/ superintendent etc.)”

Response to your Request

The response provided below is correct as of 13 August 2018

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

A review of internal conduct matters recorded under the breaches of ‘Discreditable conduct’ and ‘Authority, respect and courtesy’ has been undertaken to identify cases of alleged sexual harassment. Public complaints recorded under the allegation category of ‘Other sexual conduct’ have also been reviewed.

1. The data below relates to incidents of sexual harassment as defined as inappropriate words, behaviour and touching. Allegations of sexual assault are not included.

SUFFOLK

Year	Rank	Allegation Summary	Outcome
2013	Staff	Made inappropriate comments to a female colleague	Dismissed
2013	Sergeant	Inappropriate comments and touching of a female colleague	Management Action
2014	Constable	Public complaint – allegation the officer touched the female member of public on their knee	Not proven
2015	PCSO	Inappropriate behaviour towards female colleague	Management Action
2016	Constable	Inappropriately comments and touched female colleague	Final Written Warning
2017	Sergeant	Inappropriately touched female colleague	Final Written Warning
2017	Sergeant	Inappropriate comments towards female colleague	Management Action
2017	A/Sergeant	Inappropriate comments and behaviour towards and in the presence of colleagues	Management Action

NORFOLK

Year	Rank	Allegation Summary	Outcome
2013	Special	Inappropriate comments towards a female colleague	Resigned
2014	Detective Constable	Inappropriately touched female colleague	Management Action
2014	Detective Constable	Inappropriate comments towards male colleagues	Resigned
2014	Sergeant	Inappropriate behaviour and comments towards female colleagues	Resigned
2014	Special Constable	Inappropriate comments and gestures in the presence of colleagues	Resigned
2015	PCSO	Inappropriately touched female colleague	Final Written Warning
2015	Constable	Inappropriate behaviour and comments to a female colleague	Resigned
2015	Constable	Inappropriately touched female colleague	Management Action
2017	Special	Inappropriate comments in the presence of colleagues	Management Action
2017	Staff	Inappropriate comments towards male colleagues and inappropriate touching	No case to answer
2018	Constable	Inappropriate comment made towards female member of the public	Live investigation

2. The total number of complaints made against male and female members of the Constabulary, are as follows:

SUFFOLK

Year	Rank	Gender	Total
2013	Staff	Male	1
2013	Officer	Male	1
2014	Officer	Male	1
2015	Staff	Male	1
2016	Officer	Male	1
2017	Officer	Male	3

NORFOLK

Year	Rank	Gender	Total
2013	Officer	Male	1
2014	Officer	Male	3
2014	Officer	Female	1
2015	Staff	Male	1
2015	Officer	Male	2

2017	Officer	Male	1
2017	Staff	Female	1
2018	Officer	Male	1

3. Please see information provided in response to question 1.

Having a case to answer will not always result in dismissal of an officer or member of police staff. The options open will depend upon the severity assessment and determination of whether the conduct amounted to misconduct or gross misconduct. A case to answer may result in management action or if it is determined the matter should progress to a misconduct meeting or hearing there are a number of sanctions available such as management advice, written warning, final written warning or dismissal.

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