



24th September 2018

Freedom of Information Request Reference N^o: FOI 003231/18

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 6th September 2018 in which you sought access to the following information:

- 1 The number of police officers disciplined due to expressing views of a racial or racist nature- either verbally, in written form, online or on social media in each of the financial years (April to March) 2013-14, 2014-15, 2015-16, 2016-17 and 2017-18.
- 2 The number of civilian staff disciplined due to expressing views of a racial or racist nature – either verbally, in written form, online or on social media in each of the financial years (April to March) 2013-14, 2014-15, 2015-16, 2016-17 and 2017-18.
- 3 Please break down the answers to questions 1 and 2 into outcomes of disciplinary action, specifically: how many resulted in no further action, how many in proceedings being discontinued/not proven, how many ended in management advice, how many with a verbal warning, how many with a written warning and how many in a final written warning and how many in dismissal?

Response to your Request

The response provided below is correct as of 17th September 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 recorded cases where an officer or member of police staff has been required to attend a misconduct or disciplinary hearing or meeting. The following relate to allegations of racial discrimination. The year refers to when the hearing/meeting took place.

NORFOLK

2016/17 – Disciplinary hearing for a member of police staff – Final Written Warning issued

SUFFOLK

2013/14 – Misconduct hearing for two police officers – allegation not proven

2014/15 – Disciplinary hearing for a member of police staff – Written Warning issued

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