



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2008-03839

Keyword: Human Resources

Subject: COMPLAINTS RE RACIAL DISCRIMINATION

Request:

Officers/police staff who have made complaints against your service or instigated your service's grievance procedures over racial discrimination.

During each of the last 5 financial years:

Question 1 - How many officers/police staff have made complaints against your service or instigated your service's grievance procedures over racial discrimination?

Question 2 - How many Employment Tribunals have been instigated as a result of complaints, which contain a racial element?

Question 3 - How many of the above Employment Tribunals have been settled or lost?

Question 4 - How much money has your force paid out in settlement or awards as a result of race discrimination claims (or claims which involve an element of race discrimination) which may or may not have reached Employment Tribunal stage.

Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

Answer 1 - During each of the last 5 financial years, there has been no bullying and harassment grievances lodged over racial discrimination.

Answer 2 - 2003 / 2004 - 6

2004 / 2005 - 3

2005 / 2006 - 0

2006 / 2007 - 3

2007 / 2008 - 0

Answer 3 - 2003 / 2004 - 0 (1 ongoing, 1 withdrawn, 4 dismissed)

2004 / 2005 - 0 (3 withdrawn)

2005 / 2006 - 0

2006 / 2007 - 1 settled (1 ongoing, 1 dismissed)

2007 / 2008 - 0

Answer 4- 2003 / 2004 - Nil

2004 / 2005 - Nil

2005 / 2006 - Nil

2006 / 2007 - £7,500.00

2007 / 2008 - Nil

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this email.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.pnn.police.uk.

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that all PSNI replies under Freedom of Information will be released simultaneously into the public domain via our website @ www.psni.police.uk.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.