



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2010-00640

Keyword: Complaints/Discipline

Subject: Bullying and Discipline

Request and 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.

Question 1

Under the terms of the Freedom of Information Act, please advise how many complaints the PSNI has received from staff members in each of the last five years, for which figures are available, for the following:

- Gender based bullying
- Homophobic bullying
- Racial Bullying
- Sectarian Bullying

Answer

The Equality/Diversity Unit have provided information in the table below detailing Bullying & Harassment cases lodged only. The term 'Sectarian Bullying' is not a category used by PSNI and therefore figures have been provided for harassment on the grounds of religion and political opinion.

Please see table below.

Question 2

Of the complaints received, please detail how many staff members were:

- Disciplined
- Dismissed
- Faced criminal charges

Answer

Professional Standards Department hold records centrally, in respect of Police Officers. I can advise you that one case was forwarded to PSD and this Police Officer received a discipline sanction of a Superintendent's Written Warning. From this table there are no Police Officers facing criminal charges, and no police officers who were dismissed.

Section 17(5) of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the cost of compliance exceeds the appropriate limit) to provide you the applicant with a notice which states that fact.

In relation to civilian staff, it is estimated that the cost of complying with your request for information would exceed the "appropriate costs limit" under Section 12(1) of the Freedom of Information Act 2000, which is currently set by the Secretary of State at £450.

The information requested in respect of civilian staff is not held centrally and therefore each district and department of PSNI would be required to trawl through their records to identify what action was taken, if any, against a staff member in such cases. This process would involve checking each individual record and would exceed the set limit of 18 hours.

The PSNI have also considered if we can be of any assistance helping you refine your request to bring it within the appropriate limit, however the nature and structure of the information, unfortunately makes this impossible.

In accordance with the Freedom of Information Act 2000, this letter should be considered as a Refusal Notice, and the request has therefore been closed.

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 letter.

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 PSNI replies under Freedom of Information may be released 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.

Financial Year	Gender	Homophobic	Racial	Religion	Political Opinion
2005/06	5	1	0	1	2
2006/07	4	3	0	0	0
2007/08	6	0	0	1	0
2008/09	2	0	0	2	0
2009/10	4	2	0	3	0
Total	21	6	0	7	2