



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2010-00763
Keyword: Complaints/Discipline
Subject: Claims of Sex Discrimination

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

Please state the number of occasions on which the PSNI (since its inception) have faced a claim of discrimination on the grounds of sex at Industrial Tribunal.

This should include all occasions where a claim for discrimination on the grounds of sex was submitted, either in isolation or as part of a claim on multiple grounds.

Please break the result down into the following categories

Date of tribunal
Sex of officer or support staff submitting claim
Rank of officer or support staff submitting claim
Outcome of tribunal

Answer

From the 4th November 2001 to date, the PSNI has faced 9 claims of discrimination on the grounds of Sex at an Industrial Tribunal Hearing.

Details of these 9 claims are as outlined in the attached table below.

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.

Date of Tribunal	Sex of Claimant	Rank / Grade of Claimant	Outcome of Tribunal
30/11/09 – 4/12/09	Female	Sergeant	Claim dismissed
26 – 30/1/09, 9 – 12/2/09, 12 – 13/5/09, 27/5/09 and 12/6/09	Female	Sergeant	Claim dismissed
26/10/07	Female	Constable	Claim dismissed
8 – 9/10/07 and 15/10/07	Male	Constable	Claim dismissed
14 – 18/5/07	Female	Ex-Inspector	Claim dismissed
21/2/07	Female	Sergeant	Claim dismissed
2/11/04	Male	R/Constable	Claim dismissed
15 – 16/10/03 and 27/11/03	Female	Constable	Claim dismissed