



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2011-00906

**Keyword:** Human Resources

**Subject:** Bradford Factor Breaches

**Request and Answer:**

### Question 1

How many Inspectors and above have breached the Bradford Factor.

### Question 2

Having breached the Bradford Factor (Inspectors and above), how many have been issued with a Formal Warning.

### Question 3

What ratio are women compared to men.

### Question 4

What Districts/Departments have breaches occurred within and what Districts/Departments have Warnings been issued within.

### Question 5

Have staff recognised under DDA breached the Bradford Factor and NOT been issued with a warning and in which District Department.

### Question 6

Have staff recognised under IOD breached the Bradford Factor and NOT been issued with a warning and in which District Department?

You previously clarified that your request is in relation to Inspector rank and above, for the period 2008 – 2010.

### Answer

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.

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 (18 hours).

The information requested is not held centrally and therefore it was necessary to canvass each district and department within the PSNI to determine the time it would take to retrieve the information. One district alone has estimated that retrieval of the information would take 8 hours. The total retrieval time is estimated at approximately 30 hours and therefore would exceed the 18 hour cost limit.

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.

You may wish to submit a refined request in order that the cost of complying with your request may be facilitated within the 'appropriate limit'. In compliance with Section 16 of the Act, I have considered how your request may be refined to bring it under the appropriate limit. It may be possible to provide the requested information if the time-frame for your request was reduced to 1 year.

Submission of a refined request would be treated as a new request, and considered in accordance with the Freedom of Information Act 2000, including consideration of relevant Part II exemptions.

If you have any queries regarding your request or this 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](mailto: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](http://www.psni.police.uk)

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