



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2011-01131

**Keyword:** Human Resources

**Subject:** Bradford Factor Breaches

### Request and Answer:

I am writing to confirm that the Police Service of Northern Ireland has now completed its search for the information.

I have today decided to:

- disclose information in response to questions 1 and 3 in full;
- fully exempt information in response to questions 2, 4, 5 and 6 pursuant to the provisions of Section 40(2)(a)&(b) by virtue of Section 40(3)(a)(i) of the Act.

### Question 1

For the period 01-01-2010 / 01-01-2011

How many Inspectors and above have breached the Bradford Factor?

### Answer

During the specified period there have been 17 officers of Inspector rank and above who have breached the Bradford Factor.

### Question 3

What ratio are women compared to men?

### Answer

The ratio of women to men is 7:10

### Question 2

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

### 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?

### **Answer**

Section 17 of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which:

- (a) states that fact,
- (b) specifies the exemption in question and
- (c) states (if not otherwise apparent) why the exemption applies.

The exemption/s, as well as the factors the Department considered is listed below:

Section 40(2)(a)&(b) by virtue of Section 40(3)(a)(i) – Personal Information

Section 40 is a Class-based exemption, therefore it is not necessary to evidence the harm caused by disclosure. The data protection rights of a third party would be breached by disclosure. Section 40(2) is an Absolute exemption and therefore a Public Interest Test is not necessary. This is so because personal data is governed by other law (The Data Protection Act 1998).

The PSNI is satisfied that you are a serving police officer and your internal email address has been used for the purposes of correspondence. The purpose of FOI is to provide greater openness and transparency within public authorities and not a means to obtain information about small groups of employees. Any information to be disclosed as part of this request must be suitable to be released into the public domain.

Your request contains questions that to answer would require me to release personal details about individuals other than the applicant. The specific information requested, relates to serving police officers and this data is processed to learn or decide something about those individuals. Additionally, there is the potential to identify someone from the data either through a comparison of what is already available or as an incidental consequence. There is a risk that information released as part of this request could be compared with what is already known or available about breaches of the Bradford Factor.

Any police officer will have the expectation that their personal data will be processed in a confidential manner and only used for staff administration purposes within the police service and not released to any other person.

A disclosure under the Freedom of Information Act is a release of information to the world in general, not just to the individual applicant.

Where someone makes an application for information other than the data subject, disclosure of that information will often constitute a breach of the Data Protection Act covered by section 40(2).

Your request relates to the personal data of a small number of police officers. Personal Data is regulated under the principles of the Data Protection Act 1998 and when information contains personal data about a third party it can only be released if disclosure would not breach any of the data protection principles.

Any disclosure under FOIA that could highlight data relating to those officers in breach of the Bradford Factor will breach principles 1 & 2 of the Data Protection Act 1998.

Principle (1), that personal data is processed lawfully and fairly. Personal data of this nature is initially imparted and recorded for the purpose of staff administration. It must be treated in a highly confidential manner and any public disclosure would be unlawful if there is a breach of that law of confidentiality. To process this information for any other purpose, i.e. by releasing it under Freedom of Information would be unfair to the individuals concerned and therefore a breach of this principle.

Police officers provide personal data to the PSNI who in turn will provide responses to those officers. They will have an expectation that it will be treated fairly. Any disclosure of this type of data into the public domain that relates or could be used to identify officers, who have been the subject of a Bradford Breach, would be unfair to the individual concerned.

Principle (2), that personal data is processed for a specific purpose and not further processed in any manner incompatible with that purpose. As previously mentioned, personal data in this instance was gathered and is processed for a specific purpose. Once personal data has been publicly disclosed, it will in most cases be used for a purpose other than it was initially obtained. Police officers who are the subject of a Bradford Breach, will not expect their personal data to be used for another purpose.

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](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.psnipolice.uk](http://www.psnipolice.uk)

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