



FREEDOM OF INFORMATION REQUEST



Request Number: F-2012-00477

Keyword: Organisational Information/Governance

Subject: Training to combat homophobic attitude

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

Could you please confirm whether the Police Service of Northern Ireland have compulsory training for all staff members aimed exclusively (not just a non-specific diversity course covering several diversity issues as well) at combating potential homophobic attitudes within the police service? If so, how often does this occur?

Answer

Compulsory training within the Police Service of Northern Ireland is driven by legislative requirement e.g. first aid, firearms etc. However, all new recruits receive Diversity Works training which includes a Lesbian, Gay, Bi-sexual, Transgender (LGBT) awareness module. This half day session is delivered by YouthNet. In addition to this the Equality, Diversity & Good Relations training plan includes a Lesbian, Gay, Bi-sexual (LGB) awareness training session designed and delivered by Rainbow and YouthNet. This module is available to all officers and staff. PSNI have a dedicated Bullying & Harassment policy which details our commitment to a harassment free environment for all officers and staff and specifically includes sexual orientation. Training is also available for individuals and 1st Line Managers which promotes this organisational policy and outlines individual's rights and responsibilities.

Question 2

Could you also provide the number of workplace incidents that have allegations of homophobia made against them for each of the past six years?

Answer

In 2006 the total = 4 Bullying & Harassment cases lodged re: sexual orientation
In 2009 the total = 2 Bullying & Harassment cases lodged re: sexual orientation
In 2011 the total = 2 Bullying & Harassment cases lodged re: sexual orientation

There were no allegations lodged during 2007, 2008 and 2010.

Question 3

Finally, do you have details of the pastoral facilities and services made available to staff who have faced homophobia in the workplace across the Police service?

Answer

A variety of support services are available to all officers and staff who are experiencing difficulties of any nature. These include Occupational Health & Wellbeing, Trade Unions, a professional HR function, a dedicated Equality & Diversity Unit as well as a number of minority staff associations. Of particular importance in the context of this question is the Gay Police Association which provides a first contact service as well as general support services for LGB officers and staff.

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.