



FREEDOM OF INFORMATION REQUEST



Request Number: F-2018-01622

Keyword: Human Resources

Subject: LGBT Recruitment Event

Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act I can confirm that the Police Service of Northern Ireland does hold information to which your request relates and the decision has been taken to disclose the following.

Request 1

Under FOI, I am seeking to learn what proportion of PSNI officers are:

- 1a) gay, lesbian or bisexual
- 1b) transgender

Answer

As at 01/10/2018, 1.96% of Police Officers have declared their sexual orientation to be either Gay/Lesbian or Bi-Sexual. PSNI currently do not monitor transgender and no information is recorded.

Request 2

It was widely reported last year (see here for example, <https://www.bbc.co.uk/news/uk-northern-ireland-41741176>) that a specific recruitment drive targeting LGBT people had been launched. Can you tell us how many enquiries about joining the police were received (by whatever measure you use, such as recruitment forms handed out, follow-up meetings arranged, etc) during the course of these events?

Answer

Enquiries made in relation to your request have failed to locate any records or documents relevant to your request based on the information you have provided. Human Resources have advised that the recruitment events targeting the LGBT community were informal events and therefore records were not kept of the number of enquiries. The recruitment process requires applications to be submitted on-line; therefore no recruitment forms were issued at the events. There were also no follow-up meetings arranged in respect of recruitment. Accordingly, I have determined that the Police Service of Northern Ireland does not hold the information to which you seek access.

Request 3

I understand that the aforementioned LGBT recruitment events were part of a plan to hire 300 extra police by March 2018. Can you tell us how many of those 300 are:

- 3a) gay, lesbian or bisexual

3b) transgender

Answer

To date a total of 82 appointments have been made from Campaign 4. Of these appointments 8.54% have declared their sexual orientation to be either Gay/Lesbian or Bi-Sexual. The PSNI currently do not monitor transgender and no information is recorded.

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.