



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2022-01079

**Keyword:** Organisational Information/Governance

**Subject:** Racial, Sexual And Homophobic Discrimination

### 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. The decision has been taken to disclose the following.

#### Request 1

I would like to request the following information under the Freedom of Information act. I am looking to find out information about cases of racial, sexual and homophobic discrimination which have been brought against the force by officers, staff, PSCO's and all other police force members.

I would like to request these figures for the time period 2017-2021 inclusive. If you could provide any information about cases which have occurred during 2022, that would also be really useful, but please clearly date each case for clarity. In each instance, please clearly signal whether the case is for racial, sexual or homophobic discrimination or if the case involves more than one of the forms of discrimination (e.g. racial and sexual discrimination).

I would like the following information: In how many racial, sexual, homophobic discrimination cases which have gone to employment tribunal have the claimants (officers, staff, PSCO's etc) had their claim upheld?

#### Answer

For the period 2017 to 2022 to date, the answer is one.

#### Request 2

When the claimant has had their claim of racial, sexual, homophobic discrimination upheld by the tribunal, how much, in each instance, has the force had to pay in damages, compensation and legal costs? If you could provide an overall total for the amount of money, as well as breaking it down for each case.

#### Answer

For the period 2017 to 2022 to date: Tribunal Award £10,052.15, PSNI Legal Fees £49,470.47

#### Request 3

How many racial, sexual, homophobic discrimination cases have been settled in an out of court settlement?

**Request 4**

In the cases where a settlement has been reached, how much was the settlement? If you could provide figures for each individual settlement as well as an overall total for all the settlements which have occurred?

**Answer**

Details of cases concluded by way of settlement are bound by obligations of confidentiality therefore the information cannot be disclosed.

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 Corporate Information Branch, 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 Corporate Information Branch, 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 remain dissatisfied with the handling of your request, you may make a complaint to the Information Commissioner's Office, under Section 50 of the Freedom of Information Act, 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', or use the ICO self-service portal available at [www.ico.org.uk/make-a-complaint/officialinformation-concerns-report/official-information-concern/](http://www.ico.org.uk/make-a-complaint/officialinformation-concerns-report/official-information-concern/)

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 their 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.