



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2020-00480

**Keyword:** Complaints/Discipline

**Subject:** Bullying and Harassment/Grievance Complaints

### 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.

Please can you provide me with the following information request in the following years:

1st April 2015 – 31st March 2016

1st April 2016 – 31st March 2017

1st April 2017 – 31st March 2018

### Request 1

How many females employed in the PSNI including Officers and Staff in each year as a breakdown submitted a BH1 Bullying and Harassment Complaint?

### Answer

The PSNI Record Owner has advised that the PSNI do not hold information on the breakdown of BH1s that have been 'Submitted'.

There are applications that are not accepted as they do not fit the criteria of a bullying & harassment case and therefore the PSNI system only records BH1's that have been 'Accepted' and are subsequently investigated.

The figures below reflect those cases that have been 'Accepted':

1st April 2015 – 31st March 2016 = 18

1st April 2016 – 31st March 2017 = 8

1st April 2017 – 31st March 2018 = 21

### Request 2

How many of those submitted were upheld?

### Answer

The PSNI system does not record Bullying and Harassment cases as Upheld or Not Upheld. Each case has comments by the investigating officer and the decision maker of the different stages. This is relayed to the Complainant via a BH3 form. These comments do not conclusively state whether a

case has been upheld or not and in some cases the record may state unresolved.

### **Request 3**

How many males employed in the PSNI including Officers and Staff in each year as a breakdown submitted a BH1 Bullying And Harassment Complaint?

### **Answer**

Please refer to the explanation provided at request 1 regarding complaints 'Submitted'.

The figures below reflect those cases that have been 'Accepted':

1st April 2015 – 31st March 2016 = 5  
1st April 2016 – 31st March 2017 = 16  
1st April 2017 – 31st March 2018 = 6

### **Request 4**

How many of those submitted were upheld?

### **Answer**

Please refer to the response provided at Request 2.

### **Request 5**

How many females employed in the PSNI including Officers and Staff in each year as a breakdown submitted a G1a Grievance Complaint?

### **Answer**

The PSNI Record Owner has advised that PSNI do not hold information on the breakdown of G1a's that have been 'Submitted'. There are applications that are not accepted as they do not fit the criteria of a grievance case and therefore the PSNI system only records G1a's that have been 'Accepted' and are subsequently investigated.

The figures below reflect those cases that have been 'Accepted':

1st April 2015 – 31st March 2016 = 22  
1st April 2016 – 31st March 2017 = 34  
1st April 2017 – 31st March 2018 = 15

### **Request 6**

How many of those submitted were upheld?

### **Answer**

The PSNI system does not record Grievance cases as Upheld or Not Upheld. Each case has comments by the investigating officer and the decision maker of the different stages. The Decision Making officer provides a written report which is given to the Complainant. These comments do not conclusively state whether a case has been upheld or not and in some cases the record may state unresolved.

### **Request 7**

How many males employed in the PSNI including Officers and Staff in each year as a breakdown submitted a G1a Grievance Complaint?

### **Answer**

Please refer to the explanation provided at request 5 regarding 'G1A's submitted'.

The figures below reflect those cases that have been 'Accepted':

1st April 2015 – 31st March 2016 = 25

1st April 2016 – 31st March 2017 = 46

1st April 2017 – 31st March 2018 = 15

### **Request 8**

How many of those submitted were upheld?

### **Answer**

Please refer to the response provided at request 6.

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 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.