

Our Ref: 003126/20



**Freedom of Information Section**  
Nottinghamshire Police HQ  
Sherwood Lodge, Arnold  
Nottingham NG5 8PP

**Tel:** 0115 967 0999  
**Ext** 318 0888  
**Fax:** 0115 967 2896

12 October 2020

**Request under the Freedom of Information Act 2000 (FOIA)**

I write in connection with your request for information, which was received by Nottinghamshire Police on 13/05/2020.

Following receipt of your request searches were conducted within Nottinghamshire Police to locate the information you require.

**RESPONSE**

Under S 1 (1) (a) of the Freedom of Information Act 2000 (FOIA), I can confirm that Nottinghamshire Police does hold the information you have requested in part.

Please find below answers to your questions:-

***How many police officers were dismissed in the past five financial years (2015/16-2019/20)? Please provide data for each financial year broken down to show ethnicity and gender.***

Answer: -

Year	Officers Dismissed
2015/16	8
2016/17	4
2017/18	4
2018/19	14
2019/20	2

<b>Total</b>	32
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<b>Ethnicity</b>	<b>Total</b>
White British	23
Asian Pakistani	4
Blank	5

<b>Gender</b>	<b>Total</b>
Male	29
Female	3

***The number of police officers employed in each financial year broken down to show ethnicity and gender.***

This information is reasonably accessible by other means under:

**21.** – (1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.

(2) For the purposes of subsection (1) –

- a) information may be reasonably accessible to the applicant even though it is accessible only on payment, and
- b) information is to be taken to be reasonably accessible to the applicant if it is information which the public authority or any other person is obliged by or under any enactment to communicate (otherwise than by making the information available for inspection) to members of the public on request, whether free of charge or on payment.

(3) For the purposes of subsection (1), information which is held by a public authority and does not fall within subsection (2) b) is not to be regarded as reasonably accessible to the applicant merely because the information is available from the public authority itself on request, unless the information is made available in accordance with the authority's publication scheme and any payment required is specified in, or determined in accordance with, the scheme.

With regard to your request the information you require can be found at;

<https://www.gov.uk/government/collections/police-workforce-england-and-wales>

**The most common reason for dismissal for each financial year. Please provide the number of cases broken down by ethnicity and gender.**

Answer: -

Breach Type	Year				
	2015/16	2016/17	2017/18	2018/19	2019/20
01 Honesty and Integrity	2	2	1	2	0
02 Authority, Respect and Courtesy	1	0	0	3	0
03 Equality and Diversity	2	0	0	0	0
04 Use of Force	0	0	0	0	0
05 Orders and Instructions	0	1	0	1	1
06 Duties and Responsibilities	2	0	1	0	0
07 Confidentiality	0	0	0	1	0
08 Fitness for Duty	0	0	0	0	0
09 Discreditable Conduct	2	2	2	3	0
10 Challenging and Reporting Improper Conduct	0	0	0	0	0
Blank	3	1	1	4	1

Gender	Year				
	2015/16	2016/17	2017/18	2018/19	2019/20
Male	6	4	4	14	0
Female	1	0	0	0	2

Ethnicity	Year				
	2015/16	2016/17	2017/18	2018/19	2019/20
White British	7	3	4	9	0
Blank	0	1	0	2	2
Asian Pakistani	1	0	0	3	0

\* Searched between 01/04/2015 to 31/03/2020 broken down by financial year

\* Searched Professional Standards Directorate systems for officer dismissal i.e. constables

\* Broken down by gender and ethnicity

Please note that a breach type may be applied more than once to an individual complaint.

### Complaints Rights

Your attention is drawn to the enclosed review procedure, which details your right of complaint.

### Copyright

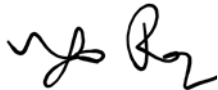
Nottinghamshire Police in complying with their statutory duty under Sections 1 and 11 of the Freedom of Information Act 2000 (FOIA) to release the enclosed information will not breach the Copyright, Designs and Patents Act 1988.

However, the rights of the copyright owner of the enclosed information will continue to be protected by law. Applications for the copyright owner's written permission to reproduce any part of the attached information should be addressed to the Force Solicitor, Nottinghamshire Police, Force Headquarters, Sherwood Lodge, Arnold, Nottinghamshire, NG5 8PP.

I would like to take this opportunity to thank you for your interest in Nottinghamshire Police.

Should you have any further enquiries concerning this matter, please write or contact the Freedom of Information Officer on telephone number 0115 9670999 Ext 318 0888 or e-mail [freedomofinformation@Nottinghamshire.pnn.police.uk](mailto:freedomofinformation@Nottinghamshire.pnn.police.uk) quoting the above reference number.

Yours sincerely

A handwritten signature in black ink, appearing to be 'J. B. R.', written in a cursive style.

Electronically signed on behalf of Information Request Team

## **Are you dissatisfied with your response?**

Nottinghamshire Police has a duty to implement a complaints process in relation to Freedom of Information Act requests. If you are not content with our response, you may appeal, this process is known as an 'Internal Review'

Internal reviews are intended to be a fair and impartial means of reviewing the original request process.

You can appeal about your request if you:-

- Disagree with the Forces interpretation of your request;
- Believe the Force hold more information than has been disclosed to you;
- Disagree with the application of exemptions;

### **How do I appeal?**

All appeals should be made in writing and sent to:-

Information Management  
Nottinghamshire Police  
Force Headquarters  
Sherwood Lodge  
Arnold  
Notts  
NG5 8PP

or alternatively [freedomofinformation@nottinghamshire.pnn.police.uk](mailto:freedomofinformation@nottinghamshire.pnn.police.uk)

To deal with your appeal as quickly as possible please provide the unique identification number provided with your response and the reasons for your appeal.

Once we have received your request for appeal, your FOI response will be reviewed in full to identify any problems in the disclosure.

The review will be undertaken by someone different from, and preferably senior to, the original decision maker and this should be completed within 20 working days from receipt, in exceptional circumstances it may be extended by a further 20 working days.

**Your request for review must be received within 28 calendar days your response. If your request for review is not received within this time period a review will not be considered.**

## **What if I'm still not satisfied?**

You can appeal to the Information Commissioner. You can contact the Information Commissioner Office at the following:-

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 0303 123 1113 (local rate) or 01625 545 745 (national rate)

E-mail: [casework@ico.org.uk](mailto:casework@ico.org.uk)

Website: <https://ico.org.uk/>