

Our Ref: 000447/14



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

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25 February 2014

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 21/01/2014.

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

Please find below answers to your questions:-

I would like to be provided with:

1) Summary details of all incidents in which a member of police staff made a complaint that another member of police staff behaved in a racist manner (the complaint does not have to allege that the complainant was the victim of the behaviour, the victim could be the complainant, another member of staff, a member of the public, or there could be no victim).

For each incident please provide: the year the complaint was made; summary details of the complaint; whether the complaint was substantiated/unsubstantiated/dispensed with/withdrawn/subject to local resolution; and if substantiated, what disciplinary action was undertaken as a result.

My preferred format to receive this information is in xls spreadsheet format. Please tab delineate the spreadsheet with the following column headings: Year; Summary Details; Handling; Disciplinary (If Any).

Clarification received 07/02/14



Please limit your search for relevant material to 2008 onwards, and include both police staff and police officers.

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.

Year	Summary/Details	Officer/Staff	Handling/How finalised	Disciplinary (if any)
2008				
Nil				
2009				
	Posted comments on Facebook that were considered to be discriminatory, abusive and insulting.	Officer	Case Upheld	Misconduct Meeting - Management Advice given
	Racist E-mail sent from Nottinghamshire Police e-mail account, out of Force.	Officer	Case Upheld	Management Action given
	Racist remark made whilst speaking to a colleague	Officer	Case Upheld	Management Action given
	Whilst in the workplace individual circulated and had in their possession certain racist propaganda likely to cause or contribute towards "Islamaphobia" and promote ill feeling towards the Islamic faith.	Staff	Case Upheld	Written Warning given.
2010				
Nil				
2011				
	Homophobic and racist behaviour	Staff	Case Upheld	Resigned
2012				
	Whilst in conversation with a member of the public used racist language	Special Constable	Case Upheld	Resigned
	Made racist comments during a briefing.	Officer	Case Upheld	Misconduct Hearing - officer dismissed.

2013				
	Made racist and homophobic comments	Officer	Case Upheld	To be dealt with under UPP procedures.
2014				
Nil				

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 9672507 or e-mail freedomofinformation@Nottinghamshire.pnn.police.uk quoting the above reference number.

Yours sincerely

Disclosure Officer

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;
- Are still waiting for a response and are unhappy with the delay.

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

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.

What if I'm still not satisfied?

You can appeal to the Information Commissioner. You can contact the Information Commissioner Officer 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