

Our Ref: 002808/13



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

**Tel:** 101  
**Ext** 800 2507  
**Fax:** 0115 967 2896

1 May 2013

**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 27/03/2013.

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

Please find below answers to your questions:-

**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.

**How many lesbian, gay and bisexual police officers do you currently employ in total?**

We have a total of 24 officers who have volunteered that they would describe themselves as either Lesbian, Gay or Bisexual. The majority of officers have not disclosed their sexuality at all.

**How many lesbian, gay and bisexual police officers do you currently employ in each rank - from Police Constable to Chief Constable?**

With regard to this question, we are unable to answer as the numbers of individuals who have provided details of their sexuality are too low to disclose

in some ranks as it may lead to individuals being identified. This would infringe on their rights under the Data Protection Act 1998.

This letter constitutes a refusal notice under Section 17 (1) of the Freedom of Information Act 2000 with Section 40(2) of the act being applied.

With regard to this question we are unable to answer as this would be exempt information under Section 40(2) of the Freedom of Information Act 2000.

**40.** – (2) Any information to which a request for information relates is also exempt information if –

- a) it constitutes personal data which do not fall within subsection (1),  
and
- b) either the first or second condition below is satisfied

**How many of these Lesbian, gay and bisexual police officers consider themselves to be 'out' at work?**

This information is not held by force systems.

**In the last three years, how many complaints have been made by lesbian, gay and bisexual police officers in relation to organisation discrimination on the grounds of sexuality?**

None recorded

\*Please note that we were only able to search complaints (grievances) received since February 2012 as prior to this date records were not kept on one central database within Nottinghamshire Police.

**In the last three years, how many professional standards complaints have been made by lesbian, gay and bisexual police officers against individual colleagues who have shown homophobia and prejudice?**

None recorded

**In the last three years how many complaints have been made by the public against the police, claiming discrimination by the police on the grounds of sexuality / homophobia?**

None recorded

**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](mailto:freedomofinformation@Nottinghamshire.pnn.police.uk) quoting the above reference number.

Yours sincerely

**Disclosure Officer**

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

If so, prior to lodging a formal complaint, you are welcome and encouraged to discuss the decision with the case officer that dealt with your request.

### **Ask to have the decision looked at again**

The quickest and easiest way to have the decision reconsidered is to telephone the case officer that is identified at the end of your decision letter.

That person will be able to discuss the decision, explain any issues and assist with any problems.

### **Formal Independent Review**

If you are dissatisfied with the handling procedures or the decision made by Nottinghamshire Police under the Freedom of Information Act 2000, you can request an Independent Review.

Upon receipt for a review of the initial request response, an independent audit officer from Information Management will review the request and assess whether it has been satisfactorily processed in accordance with policy and procedure.

Requests for Independent Reviews requests should be made in writing to-

Force Information Manager  
Nottinghamshire Police  
Force Headquarters  
Sherwood Lodge  
Arnold  
Nottingham  
NG5 8PP

The Audit officer will record and communicate his/her decision to the information requester within 20 working days.

### **Appeals**

If the findings of the formal independent review do not meet your approval, you can register an appeal against the decision.

An investigation will then take place by the Freedom of Information officer, which will be reported and presented to the Internal Appeal Board. This will include a full account of the reasoning for or against disclosure and the application of any relevant exemptions.

The Internal Appeal Board will consist of at least a member of the Chief Officer Team, a member of the Legal Team and the Force Information Manager.

Appeals should be registered in writing to:

Freedom of Information Officer  
Nottinghamshire Police  
Force Headquarters  
Sherwood Lodge  
Arnold  
Nottingham  
NG5 8PP

Alternatively E-mail: [Freedomofinformation@nottinghamshire.pnn.police.uk](mailto:Freedomofinformation@nottinghamshire.pnn.police.uk)

Or call: 01159672507

**Applications to the Information Commissioner**

If you then remain dissatisfied, you may make an application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make an application to the Information Commissioner, please visit their website at [www.informationcommisioner.gov.uk](http://www.informationcommisioner.gov.uk)

Alternatively, Write to:

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

Or call: 01625 545700.