

1. Please say how many racism or racial discrimination complaints have been made against your organization in the past five years.

Of the cases recorded for Discriminatory Behaviour for the time period 01/01/2013 to 25/10/2017, 242 referred to racism or racial discrimination – please note there may be more than one allegation contained within each case.

2. Say how many complaints have been in the past five years made by organisation employees against your organisation or individuals working within it and representing it at the time.

Of the cases recorded for Equality and Diversity for the time period 01/01/2013 to 25/10/2017, 25 referred to racism or racial discrimination – please note there may be more than one allegation contained within in each case.

3. Please briefly describe each complaint (without identifying individuals),

Please see attached

4. Say how many of these complaints have been upheld by your organization

6 Complaints were upheld by Division or Professional Standards and 12 Conducts were upheld.

5. Say what money was paid (if it was paid) in each case

Please note the following:

We have searched our insurance system that records all claims for compensation received against West Midlands Police for the dates 01/01/2013 to 25/10/2017. Please be aware that where a payment has been made this does not mean there has been an admission of liability. In addition the claims may relate to issues relating to arrest / detention etc rather than purely in relation to claims of discrimination.

3 Payments were made for Discriminatory Behaviour for the following amounts: 2 x £2000, and 1 x £6500

6. Say if your organization apologized

This information isn't recorded as part of the complaints process

7. Say when the complaint was made and when it was settled

Please see attached