

1) How many sexual harassment claims have been made against members of your police force over the last six years (2013,2014,2015,2016,2017, 2018 so far), with a breakdown for each year. Please also break this down by claims made against a) police officers and b) police staff

**Number of complaints**

	Year Recorded						Grand Total
	2013	2014	2015	2016	2017	2018	
Count of Case Reference	14	16	14	5	8	1	58

The below tables count the number of allegations rather than the number of complaints. This is because one complaint can have numerous allegations, against numerous subjects, made by numerous complainants, and therefore providing the number of allegations captures all of this information. Therefore, the totals in the tables may not equal the same number.

I would also be grateful if you could indicate the seniority of the staff member eg if a police officer, are they a sergeant/ chief inspector/ superintendent

**Number of allegations by subject officer/staff (i.e. individual being complained about)**

Type and Rank of Subject	Year Recorded						Grand Total
	2013	2014	2015	2016	2017	2018	
<b>Police Officer</b>	<b>17</b>	<b>24</b>	<b>26</b>	<b>13</b>	<b>12</b>	<b>1</b>	<b>93</b>
SUPT		1					1
CI	1						1
DS		1					1
SGT	1	7	8		1		17
DC				1	1		2
PC	15	15	18	10	10	1	69
<i>Unknown</i>				2			2
<b>Police Staff</b>		<b>3</b>	<b>2</b>	<b>3</b>			<b>8</b>
<b>Grand Total</b>	<b>17</b>	<b>27</b>	<b>28</b>	<b>16</b>	<b>12</b>	<b>1</b>	<b>101</b>

**Number of allegations by complainant type (i.e. individual raising the complaint)**

Complainant Type	Year Recorded						Grand Total
	2013	2014	2015	2016	2017	2018	
<b>Police Officer</b>							
PC		4	8				12
<b>Police Staff</b>		<b>7</b>		<b>1</b>			<b>8</b>
<b>Public</b>	<b>15</b>	<b>16</b>	<b>20</b>	<b>15</b>	<b>12</b>	<b>1</b>	<b>79</b>
<i>Unknown</i>	2						2
<b>Grand Total</b>	<b>17</b>	<b>27</b>	<b>28</b>	<b>16</b>	<b>12</b>	<b>1</b>	<b>101</b>

2) Of the complaints per year, how many were made against a) men and how many against b) women. Please break this down by year and also by claims made against a) police officers and b) police staff

Number of allegations by gender of subject officer/staff (i.e. individual being complained about)

Gender and Type of Employee	Year Recorded						Grand Total
	2013	2014	2015	2016	2017	2018	
<b>Female</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>5</b>			<b>18</b>
Police Officer	1	5	5	5			16
Police Staff		1	1				2
<b>Male</b>	<b>14</b>	<b>20</b>	<b>21</b>	<b>11</b>	<b>12</b>		<b>78</b>
Police Officer	14	18	20	8	12		72
Police Staff		2	1	3			6
<b>Unknown</b>	<b>2</b>	<b>1</b>	<b>1</b>			<b>1</b>	<b>5</b>
Police Officer	2	1	1			1	5
<b>Grand Total</b>	<b>17</b>	<b>27</b>	<b>28</b>	<b>16</b>	<b>12</b>	<b>1</b>	<b>101</b>

3) What outcome/decisions were taken as a result of each these complaints/claims. Please break this down by year and by outcome for a) police officer and b) police staff

#### Outcomes of Complaints

Outcome and Disciplinary Type	Year Recorded						Grand Total
	2013	2014	2015	2016	2017	2018	
<b>Case to Answer</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>1</b>		<b>10</b>
<b>Dismissal Without Notice</b>							
Police Officer	2		2				4
<b>Dismissal Without Notice - Appeal Period</b>							
Police Officer					1		1
<b>Not Proven</b>							
Police Officer			1	2			3
<b>Severe Written Warning</b>							
Police Staff		1					1
<b>Written Warning</b>							
Police Officer		1					1
<b>Management Action</b>		<b>3</b>	<b>5</b>		<b>2</b>		<b>10</b>
Police Officer		3	5		2		10
<b>Retired/Resigned</b>		<b>1</b>		<b>2</b>			<b>3</b>
Police Staff		1		2			3
<b>No Case to Answer</b>	<b>15</b>	<b>21</b>	<b>20</b>	<b>12</b>	<b>6</b>	<b>1</b>	<b>75</b>
Police Officer	15	20	18	11	6	1	71

Please provide as much detail about cases that resulted in dismissal as possible. Eg what was the nature of the incident/ what ranking was the officer involved (eg if a police officer, are they a sergeant/ chief inspector/ superintendent etc.)

The allegations relate to 3 police constables across 3 cases which were sexual conduct matters.