

1. How many racism complaints against West Midlands Police officers or staff (this includes both complaints from members of the public and other West Midlands Police staff - please state the number of complaints made by each) were recorded in each of the following calendar years: 2015, 2016, and 2017 so far?

No of Cases Year Recorded	Complaint made by...		Grand Total
	Public	West Midlands Police Officers/Staff	
2015	45	5	50
2016	45	3	48
2017	21	3	24
<b>Grand Total</b>	<b>111</b>	<b>11</b>	<b>122</b>

2. How many of the above racism complaints against West Midlands Police officers or staff resulted in a case to answer outcome (or equivalent) in each of the following calendar years: 2015, 2016, and 2017 so far?

	2015	2016	2017	Grand Total
<b>Case to Answer</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>7</b>

- Please make a random selection of 25 racism complaints from the entire time period marked as 'no case to answer' or equivalent, then provide a summary of each allegation of racism from the selected complaints. If fewer than 25 complaints were marked 'no case to answer' or equivalent, then please provide details of every case.

**Please see separate attachment.**

- In each of the years listed above, how many West Midlands Police officers or staff resigned or were sacked following a racism complaint? Please state each employee's rank (or role).

	2015	2016	2017	Grand Total
Dismissed	1	0	0	1
Retired/Resigned	1	0	0	1
<b>Grand Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>

**Both of the above were members of police staff.**