

1) How many complaints have been received in the past five years in relation to alleged racial discrimination by officers/staff on other officers/staff ?

45 cases

2) Have any been upheld? If so, how many?

Yes, 22 cases were finalised with a Case to Answer

3) Can you please provide details about each upheld complaint (ie the nature of complaint, date committed, number of officers involved , number of officers dismissed)?

Nature of Complaint:

Discriminatory Facebook Posts x 4

Discriminatory Verbal Comments x 14

Racial/Religious Bullying x 1

Discriminatory Social Media Posts x 1

Discriminatory Whatsapp Message x 1

Discriminatory language in an email x 1

Number of Subjects:

20 cases with 1 subject

1 case with 3 subjects

1 case with 2 subjects

Outcome:

Management Action x 3

Management Advice x 1

NFA x 4

Written Warning x 2

Dismissed x 3

Not Proven x 4

Would have been dismissed x 3

Final Written Warning x 3

Referral to RPRP x 2

Please be advised that date of incident has not been recorded in the majority of cases.

4) In each case where a complaint was upheld, what action was taken against individuals concerned?

Please see answer to question 3

5) How many cases of racial discrimination have gone to an employment tribunal within the past 5 years?

Clarification:

Could I get both claims lodged and resulting hearings please

For the period 2019 – 2022 there have been 9 claims lodged - this includes employment tribunal claims lodged and those resulting in an employment tribunal hearing.