

Please forward any and all policies you hold relating to the issuing of CPWs.

**We do not have a specific policy in relation to issuing CPW/CPN's. We refer to the ASB legislation which governs how they are utilized.**

Please also confirm how many complaints you received annually over the past 10 years in relation to the following:

1. the issuing of CPWs
2. discrimination by WMP

Please also confirm reasons for the complaints and ethnicity and religious background of complainants, outcomes of complaints including and disciplinary sanctions.

**Please see tables below:**

**Please note: Our data supplier has searched the previous 10 years to identify the complaint cases with an allegation of 'F – Discriminatory Behaviour' and identified the number of complainants to present ethnic appearance, Faith and the outcomes of the allegations they made.**

**Please note that during the crossover from old regulations to new regulations we have included January 2020 in the 2019 data and started the 2020 data on the 1<sup>st</sup> Feb 2020, was the easiest way to obtain this data.**

**You will also note the allegation of 'F – Discriminatory Behaviour' is broken down by allegation type made by the Complainant after 1<sup>st</sup> Feb 2020; as the new regulations were introduced and allowed us to do that.**

#### **01/01/2012 – 31/12/2012**

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 65

70 Complainants:

<b>Ethnic Appearance</b>	<b>Count</b>
Asian	13
Black	20
Unknown	29
White	8
<b>Grand Total</b>	<b>70</b>

<b>Faith</b>	<b>Count</b>
Baptist	1
Christian	6
Church of England	3
Islamic/Muslim	5
None	1
Sikh	4
Unknown	48
Not available	2
<b>Grand Total</b>	<b>70</b>

Outcome	Count
Dispensation - by Force	2
Dispensation - by IPCC	1
Local Resolution - by Division	6
Local Resolution - by PSD	7
Not Upheld - by Division	21
Not Upheld - by PSD	25
Upheld - by PSD - (Misconduct Hearing) Not Proven	1
Withdrawn	7
<b>Grand Total</b>	<b>70</b>

01/01/2013 – 31/12/2013

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 87

92 Complainants:

Ethnic Appearance	Count
Asian	32
Black	17
Other	3
Unknown	25
White	15
<b>Grand Total</b>	<b>92</b>

Faith	Count
Baptist	1
Christian	7
Church of England	2
Islamic/Muslim	12
None	5
Prefer not to say	1
Roman Catholic	4
Sikh	4
Unknown	55
Not available	1
<b>Grand Total</b>	<b>92</b>

Outcome	Count
Disapplication - by Force	4
Disapplication - by IPCC	1
Discontinued - by Force	2
Local Resolution - by Division	14
Not Upheld - by Division	20
Not Upheld - by IPCC	1
Not Upheld - by PSD	36
Upheld - by Division - No Action	1

Upheld - by PSD - (Misconduct Meeting) Not Proven	1
Upheld - by PSD - (Misconduct Meeting) Written Warning	1
Upheld - by PSD - Management Action	1
Upheld - by PSD - No Action	1
Upheld - by PSD- Management Action	1
Withdrawn - by Force	8
<b>Grand Total</b>	<b>92</b>

**01/01/2014 – 31/12/2014**

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 63

64 Complainants:

<b>Ethnic Appearance</b>	<b>Count</b>
Asian	16
Black	19
Other	1
Unknown	15
White	13
<b>Grand Total</b>	<b>64</b>

<b>Faith</b>	<b>Count</b>
Christian	4
Church of England	2
Hindu	1
Islamic/Muslim	12
None	2
Other	1
Roman Catholic	3
Sikh	1
Unknown	34
Not available	4
<b>Grand Total</b>	<b>64</b>

<b>Outcome</b>	<b>Count</b>
De Recorded	1
Disapplication - by Force	1
Local Resolution - by Division	5
Local Resolution - by PSD	2
Not Upheld - by Division	27
Not Upheld - by PSD	19
Upheld - by Division	1
Upheld - by PSD - (Misconduct Hearing) Final Written Warning	1
Upheld - by PSD - (Misconduct Meeting) Not Proven	1
Withdrawn - by Force	6
<b>Grand Total</b>	<b>64</b>

**01/01/2015 – 31/12/2015**

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 59

64 Complainants:

<b>Ethnic Appearance</b>	<b>Count</b>
Asian	17
Black	6
Other	3
Unknown	31
White	7
<b>Grand Total</b>	<b>64</b>

<b>Faith</b>	<b>Count</b>
Christian	4
Church of England	1
Islamic/Muslim	11
Other	1
Prefer not to say	1
Roman Catholic	2
Sikh	2
Unknown	41
Not available	1
<b>Grand Total</b>	<b>64</b>

<b>Outcome</b>	<b>Count</b>
Disapplication - by Force	6
Discontinued - by Force	2
Local Resolution - by Division	6
Local Resolution - by PSD	1
Not Upheld - by Division	23
Not Upheld - by PSD	18
Special Requirements	1
Upheld - by Division - No Action	1
Upheld - by PSD - Management Action	1
Withdrawn - by Force	5
<b>Grand Total</b>	<b>64</b>

**01/01/2016 – 31/12/2016**

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 55

57 Complainants:

<b>Ethnic Appearance</b>	<b>Count</b>
Asian	12
Black	15

Unknown	24
White	6
<b>Grand Total</b>	<b>57</b>

<b>Faith</b>	<b>Count</b>
Atheist	2
Christian	1
Church of England	1
Islamic/Muslim	5
Roman Catholic	2
Spiritualist	1
Unknown	43
Not available	2
<b>Grand Total</b>	<b>57</b>

<b>Outcome</b>	<b>Count</b>
Disapplication - by Force	4
Local Resolution - by Division	7
No Case to Answer	4
Not Upheld - by Division	21
Not Upheld - by IPCC	1
Not Upheld - by PSD	16
Upheld - by Division - Management Action	1
Withdrawn - by Force	3
<b>Grand Total</b>	<b>57</b>

**01/01/2017 – 31/12/2017**

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 40

51 Complainants:

<b>Ethnic Appearance</b>	<b>Count</b>
Asian	10
Black	5
Unknown	33
White	3
<b>Grand Total</b>	<b>51</b>

Faith	Count
Christian	1
Islamic/Muslim	3
Jewish	1
None	1
Sikh	1
Unknown	43
Not available	1
<b>Grand Total</b>	<b>51</b>

Outcome	Count
Disapplication - by Force	1
Discontinued - by Force	1
Discontinued - by IPCC	2
Live	1
Local Resolution - by Division	7
Local Resolution - by PSD	4
No Case to Answer	4
Not Upheld - by Division	10
Not Upheld - by PSD	13
Special Requirements - (Misconduct Hearing) Not Proven	1
Special Requirements - (Misconduct Meeting) Final Written Warning	1
Special Requirements - (Misconduct Meeting) Management Advice	1
Upheld - by PSD - No Action	1
Withdrawn - by Force	4
<b>Grand Total</b>	<b>51</b>

**01/01/2018 – 31/12/2018**

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 26

29 Complainants:

Ethnic Appearance	Count
Asian	7
Black	5
Unknown	15
White	2
<b>Grand Total</b>	<b>29</b>

Faith	Count
Christian	2
Church of England	1
Hindu	2
Islamic/Muslim	1
Muslim	2
Prefer not to say	1
Sikh	1

Unknown	19
<b>Grand Total</b>	<b>29</b>

<b>Outcome</b>	<b>Count</b>
Disapplication - by Force	1
Disapplication - by IPCC	1
Live	1
Local Resolution - by Division	2
Local Resolution - by PSD	12
Not Upheld - by Division	1
Not Upheld - by PSD	8
Special Requirements - (Misconduct Hearing) Would have been dismissed	1
Upheld - by PSD - No Action	1
Withdrawn - by Force	1
<b>Grand Total</b>	<b>29</b>

**01/01/2019 – 31/01/2020**

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 30

31 Complainants:

<b>Ethnic Appearance</b>	<b>Count</b>
Asian	5
Black	8
Other	3
Unknown	12
White	3
<b>Grand Total</b>	<b>31</b>

<b>Faith</b>	<b>Count</b>
Christian	6
Muslim	4
None	1
Other	1
Prefer not to say	2
Sikh	2
Unknown	14
Not available	1
<b>Grand Total</b>	<b>31</b>

<b>Outcome</b>	<b>Count</b>
Disapplication - by Force	1
Discontinued - by Force	1
Local Resolution - by Division	4
Local Resolution - by PSD	15
Not Upheld - by Division	4
Not Upheld - by PSD	3

Special Requirements - (Misconduct Hearing) No Action	1
Withdrawn - by Force	2
<b>Grand Total</b>	<b>31</b>

**01/02/2020 – 31/12/2020**

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 197

199 Complainants:

<b>Ethnic Appearance</b>	<b>Count</b>
Asian	40
Black	50
Other	15
Unknown	53
White	41
<b>Grand Total</b>	<b>199</b>

<b>Faith</b>	<b>Count</b>
Christian	49
Hindu	1
Jewish	2
Muslim	35
None	24
Other	5
Prefer not to say	29
Sikh	3
Unknown	50
Not available	1
<b>Grand Total</b>	<b>199</b>

<b>Allegation Type</b>	<b>Count</b>
Age	2
Disability	25
Marriage and civil partnership	1
Other	16
Race	128
Religion or belief	10
Sex	13
Sexual Orientation	4
<b>Grand Total</b>	<b>199</b>

<b>Outcome</b>	<b>Count</b>
Case to answer - (Misconduct Meeting) - Referral to RPRP	1
Live	4
No case to answer	1
No further action required	27



Not Resolved - NFA	21
Resolved	114
The service provided was acceptable	24
The service provided was not acceptable - Learning	1
The service provided was not acceptable - Referral to RPRP	2
Withdrawn	4
<b>Grand Total</b>	<b>199</b>

**01/01/2021 – 31/12/2021**

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 154

157 Complainants:

<b>Ethnic Appearance</b>	<b>Count</b>
Asian	41
Black	29
Other	9
Unknown	44
White	34
<b>Grand Total</b>	<b>157</b>

<b>Faith</b>	<b>Count</b>
Buddhist	1
Christian	33
Hindu	1
Islamic/Muslim	3
Jewish	1
Muslim	27
None	13
Other	6
Prefer not to say	22
Sikh	10
Unknown	40
<b>Grand Total</b>	<b>157</b>

<b>Allegation Type</b>	<b>Count</b>
Age	6
Disability	12
Gender reassignment	2
Marriage and civil partnership	1
Other	8
Race	106
Religion or belief	9
Sex	8
Sexual Orientation	5
<b>Grand Total</b>	<b>157</b>

Outcome	Count
De Recorded	3
Live	1
No further action required	13
Not Resolved - moved to Schedule 3	1
Not Resolved - NFA	4
Resolved	117
The service provided was acceptable	16
The service provided was not acceptable - Learning	1
Withdrawn	1
<b>Grand Total</b>	<b>157</b>

**01/01/2022 – 16/09/2022**

Complaint Cases with an allegation of 'F – Discriminatory Behaviour' = 78

78 Complainants:

Ethnic Appearance	Count
Asian	11
Black	20
Other	4
Unknown	30
White	13
<b>Grand Total</b>	<b>78</b>

Faith	Count
Christian	11
Church of England	1
Hindu	1
Islamic/Muslim	1
Muslim	11
None	13
Prefer not to say	12
Sikh	1
Unknown	27
<b>Grand Total</b>	<b>78</b>

Allegation Type	Count
Disability	10
Other	5
Race	53
Religion or belief	2
Sex	6
Sexual Orientation	2
<b>Grand Total</b>	<b>78</b>

<b>Outcome</b>	<b>Count</b>
Live	6
No further action required	9
Not determined if the service acceptable	1
Not Resolved - NFA	1
Resolved	32
The service provided was acceptable	27
The service provided was not acceptable - No Action	2
<b>Grand Total</b>	<b>78</b>

Please also state the religion and ethnic background of those issued with CPWs where possible.

**This information is not centrally recorded, therefore we would need to conduct a manual review of all relevant information, this search would exceed the FOI time limit.**