

How many officers received any kind of disciplinary sanction in the
(i) 2020/21 and (ii) 2021/22 year as a result of a complaint of
(a) racism – **See table below**

(b) sexism/misogyny? - **There is no allegation recorded that is categorised as 'misogyny', discrimination is recorded but misogyny as a category is not. Therefore, in order for us to find misogyny related complaints, it would involve manually reviewing each complaint individually and determining whether or not that case relates to misogyny. In 2020 alone, approximately 4000 complaints were received. It would take approximately 10 minutes to review each case, this would take around 600 hours.**

2. Please state what disciplinary action was imposed for each of the cases referenced in Question 1. **See table below**

3. In relation to all the incidents in Q.1 where specific racist or sexist/misogynistic words or phrases were used please. **We are also unable to answer this question. To identify the phrases used would involve going through each case of racism, this would involve manually reviewing in excess of 300 records, which will take approximately 10 minutes to review and would equate to around 50 hours work.**

(i) state what these words or phrases were and (ii) the specific disciplinary sanction imposed on the officer. **See table below**

4. How many complaints of racism were made against your force by members of the public in

(i) 2019/20 and (ii) 2020/21? **See table below**

NOTE: I am purposefully not asking for the name, age or rank of the officers concerned to avoid any of the above information falling within the scope of a S.40 exemption.

If you have any figures from 2023 please also include

| Year | Number of Complaints Recorded in Relation to Racism | Number of Complaints Resulting in Disciplinary Action | Number of Officers Subject to Disciplinary Outcomes | Disciplinary Type |
|------|---|---|--|--|
| 2019 | 20 | 0 | 11 | 2 – Would Have Been Dismissed |
| 2020 | 104 | 3 | (11 Officers but 1 Officer Subject to 2 Separate Complaints) | 3 - No Action |
| 2021 | 97 | 1 | | 1 - Final Written Warning |
| 2022 | 88 | 3 | | 6 - Reflective Practise/Learning from Reflection |
| 2023 | 29 | 1 | | |

Note. 1 officer had 2 separate complaints with disciplinary outcomes, which is why Disciplinary type is more than total officers (12 to 11)