



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date:23/02/2024

2024/189 - Disciplinary sanction

Although excess cost removed the forces obligations under the Freedom of Information Act, as a gesture of goodwill, I have supplied information, relative to your request, retrieved or available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

In response to your recent request for information regarding;

1. How many officers received any kind of disciplinary sanction in the (i) 2021/22 and (ii) 2022/23 year as a result of a complaint of (a) racism, or (b) sexism/misogyny?

Please note: there are no complaint factors for sexism or misogyny and as such records are produced based upon allegations of "discrimination based upon race".

1 Officer who had received a complaint of racism was subject to an accelerated hearing and was dismissed following this. This complaint was not the primary complaint in this case.

01/01/21 to 31/12/21

15 allegations

01/01/22 to 31/12/22

7 allegations

01/01/23 to 31/12/23

19 allegations

Q1(A)

Year/Result	Total Number of Employees	Service Provided Was Acceptable	Complaint de-recorded (or withdrawn)	Case To Answer	Service Provided Was Not Acceptable
2021	10	9		1 – Officer Dismissed	
2022	10	9			1- Learning from reflection
2023	5	3	1		1- Learning from reflection

The below data includes all complaints which were classed as "discrimination" this data includes the figures which were abstracted for Q1 (a).

Q 1 (B)

Year	De Recorded	Case to answer	The service provided was acceptable	The service provided was not acceptable	Live	Total
2021		1	18	4		23
2022			29	5	11	45
2023	1		12	5	7	25
Total	1	1	59	14	18	93

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

Please see answer to question 1.

3. In relation to all the incidents in Q.1 where specific racist or sexist/misogynistic words or phrases were used please (i) state what these words or phrases were and (ii) the specific disciplinary sanction imposed on the officer.

Our information is set up and searchable for our policing purposes. To obtain the information in the format you have requested would involve manually reviewing each record on our force system. The cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (FOI) Fees and Appropriate Limit regulations 2004.

Therefore, in accordance with the FOI Act 2000 the information you have requested is exempt under Section 12 (1), and this letter acts as a Refusal Notice under section 17 (5) of the legislation.

No disciplinary sanctions imposed.

4. How many complaints of racism were made against your force by members of the public in (i) 2021/22 and (ii) 2022/23?

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.

Please see answer to question 1.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 20/02/2024