



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date: 25/06/2025

2025/529 - Misogyny or sexism

In response to your recent request for information regarding;

Recorded Incidents:

How many incidents of misogyny or sexism have been reported by police officers and staff against colleagues within the past 5 years?

The systems used for recording within Professional standards Department and Anti corruption Unit do not allow the ability to search in relation to the terms Sexism and Misogyny.

In Anti corruption Unit National guidance is followed in relation to recording and as such the area of Sexual Misconduct is one of the category areas which encompasses recording of reports in relation to abuse of position for sexual purpose, rape and sexual assault, stalking and harassment, complaints of sexual harassment in the workplace, relationships with colleagues where there is a power imbalance and vulnerability in relation to sexual behaviour.

In relation to the figures over the last five years reported into the Anti Corruption Unit by employees against male colleagues there are a total of 47 cases.

Within the professional standards department since 2023, Prejudicial and improper behaviour (PIB) has been included in the summary of any such complaints and conduct. PIB encompasses any attitude and/or behaviour demonstrated by a police officer or police staff that could be reasonably considered to reveal misogyny, sexism, antipathy towards women or be an indication of, or precursor to, abuse of position for a sexual purpose (AoPSP).

It may include, but is not limited to: inappropriate, crude or offensive comments; telling sexualised jokes; asking intrusive questions about someone's private life; inappropriate touching; abusive, manipulative, coercive, controlling or predatory behaviour; bullying and harassment; and any other type of behaviour that may give cause for concern over whether a person is fit to serve as a police officer or as police staff. The attitudes and behaviours may be towards both female members of the public and women in the police service.

Reported figures over the last five years in relation to (PIB) offences have totalled 38 cases recorded.

Joint total of 85 cases reported into the Professional standards Department and Anti corruption Unit in the last five years.

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

How many of these incidents resulted in disciplinary action or other formal outcomes?

Out of the 47 cases in Anti corruption unit 34 incidents resulted in disciplinary action or other formal outcomes which have been broken down under the question regarding complaint handling.

Out of the 38 cases in Professional standards department 27 resulted in disciplinary action or other formal outcomes which have been broken down under the question regarding complaint handling.

Training and Policies:

Does your force have specific policies or training in place aimed at preventing misogyny or sexism among officers and staff? If so, please provide details of these policies and any training programs.

Can you provide details on any measures your force has taken to address or reduce internal misogyny and sexism?

The force is currently delivering 'Upstander' Training which focuses on all examples of inappropriate behaviour and the reporting mechanisms of challenging those behaviours.

Professional Standards training inputs/ packages which touch on the topics raised;

- New Police Staff starters to the Organisation
- New PCSO's/ Special Constables/ PC's/ Transferees
- NHS Staff working in partnership
- ICLDP/ FLO Course
- Senior ranks by the use of HYDRA leadership course
- DS/DI courses run twice yearly where an input on sexual misconduct is given
- SQIT (Sergeants Quality Investigative Training) – Presentation from PSD
- Wrexham Glyndwr University – attend to give an input on the Degree Course
- LPS Development days – input on Sexual harassment, misogyny and sexism.

OP SHEILD – Know where the line is

Disseminations of IOPC lessons learnt bulletins through learning pages.

Need to know publications – raising awareness of high-risk issues and Force Policy amongst Police Officers and staff which can include incidents of sexual harassment/ misconduct/ Improper behaviour

Newsletter – Highlighting news and learnings and reporting methods which includes sexual misconduct.

College of Policing -

NCAIT college learn - There are national packages produced by the NPCC for staff to complete in relation to sexual misconduct, including sexual harassment. This package is mandatory for all NWP staff.

College of policing guidance – appropriate personal relationships and behaviours in the workplace

We do have specific policies aimed at Sexual Harassment.

Complaint Handling:

What procedures are in place for reporting and handling complaints of misogyny or sexism between police officers and staff members?

Information and intelligence can be received into Anti-Corruption Unit from several different sources. Information and intelligence is received internal from employees or externally from partners and members of the public. It can also be received internally from other departments or externally from other Anti-corruption units, IOPC and other forces. There is the ability for both employees, partners and members of the public to submit information anonymously through Crimestoppers via phone or email.

Information can also be received directly into the complaints department and Professional standards department.

How many complaints of misogyny or sexism have been made internally in the past 5 years?

For each complaint, could you provide details of the outcome, including:

a) How the complaint was investigated and dealt with.

b) Whether the complaint resulted in formal disciplinary action or any other official measures.

c) Whether the individual accused of misogyny or sexism stepped down, resigned, or retired before the complaint was heard or resolved.

d) If the matter went to a hearing or tribunal, please provide any available information on the outcome of that process (e.g., findings, sanctions, etc.).

- a) Due to the number of recorded cases providing this level of detail in relation to how each complaint was investigated and dealt with is not proportionate. When information/intelligence/complaint or report is received it is either assigned for investigation and management within the Anti-Corruption Unit or professional standards department.

b)&c) **Anti corruption unit 39 cases (47–8 cases which were passed to PSD for finalisation)**

- 11 resulted in no formal action being taken
- 4 resulted in management advice
- 1 resulted in reflective practice
- 2 instances the individual resigned prior to an action being taken
- 8 cases were passed over to the overt PSD team
- 21 resulted in an ethical interview

b)&c)d) **Professional standards department 38 recorded PIB**

Disposal outcomes given.

- 2 RPRP (Reflective Practice Review Process)
- 2 Stage two written warnings (STAFF)
- 3 Written warnings (OFFICER)
- 7 LIVE cases (2 on restricted duties (3 cases involve the same officer), 2 Suspended, 1 Resigned)
- 6 resigned/ 5 resigned prior to dismissal
- 1 Dismissal
- 3 No further action
- 1 CoP Advisory List
- 2 CoP Barred List

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 24/06/2025