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Our Ref: FOI2017/01538

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2017/01538

I write in connection with your request for information received on 4th December. I note you seek access to the following information:

I am writing to you under the Freedom of Information Act 2000 to request the following information:

- 1. How many racism complaints against Hertfordshire Constabulary officers or staff (this includes both complaints from members of the public and other Hertfordshire Constabulary staff - please state the number of complaints made by each) were recorded in each of the following calendar years: 2015, 2016, and 2017 so far?**
- 2. How many of the above racism complaints against Hertfordshire Constabulary officers or staff resulted in a case to answer outcome (or equivalent) in each of the following calendar years: 2015, 2016, and 2017 so far?**
- 3. Please make a random selection of 25 racism complaints from the entire time period marked as 'no case to answer' or equivalent, then provide a summary of each allegation of racism from the selected complaints. If fewer than 25 complaints were marked 'no case to answer' or equivalent, then please provide details of every case.**
- 4. In each of the years listed above, how many Hertfordshire Constabulary officers or staff resigned or were sacked following a racism complaint? Please state each employee's rank (or role).**

I am required by the Freedom of Information Act 2000 (The Act) to handle all requests in a manner that is blind to the identity of the requestor. Any information released in response to a request is regarded as being published and therefore, in the public domain without caveat.

Response - Following enquiries within the Constabulary please see the table below in response to question 1,2 and 4 which represents complaints made by members of the public against officers / staff and recorded by the Professional Standards Department.

	2015	2016	2017 to 4/12/17
Number recorded under Discriminatory behaviour with the sub category being race	35	29	27
Number equality and diversity breaches on the grounds of race	2	0	1
Case to Answer / Upheld	2	0	1
Number of staff / officers resigned or dismissed	0	0	0

Please see the Annexe A document on Page 3 which is relevant to question 3 of your request. Please note that redactions have been made to this Annexe as the information is exempt under Section 40(2) Personal Information. Section 40(2) provides that personal data about third parties is exempt information if one of the conditions set out in section 40(3) is satisfied. Under the FOI Act disclosure of this information would breach the fair processing principle contained in the Data Protection Act (DPA), where it would be unfair to that person/is confidential.

The numerical data presented in this response is an un-audited snapshot of un-published data sourced from "live" systems and is subject to the interpretation of the original request by the individual extracting the data.

Should you have any further enquiries concerning this matter please do not hesitate to contact me quoting the above reference number.

Yours sincerely

Sonia Chopra-Miah
Information Rights

Hertfordshire Constabulary provides you the right to request an independent review of this response under its review procedure. If you require such a review you must notify us within two months from the date of this letter. After lodging a complaint with Hertfordshire Constabulary if you are still dissatisfied with the decision you may make an application to the Information Commissioner. For information on how to make a complaint please visit their website at <https://ico.org.uk/concerns/> or contact them on 0303 123 1113.

1. The complainant alleges that on behaviour towards [REDACTED] was due to [REDACTED] ethnicity. [REDACTED] believes there was a "racist nature" to the words used by [REDACTED]
2. The complainant alleges that [REDACTED] has racially smeared [REDACTED] in relation to an ethnicity code
3. The complainant states that [REDACTED] was treated in a racist manner by [REDACTED] whilst being detained on [REDACTED]
4. The complainant alleges that Herts Constabulary had no reason to stop [REDACTED] twice in one day as [REDACTED] car had a valid road tax, MOT & insurance, therefore the complainant feels the only reason [REDACTED] was stopped was because of the colour of [REDACTED] skin and [REDACTED] origin.
5. It is alleged that [REDACTED] racially discriminated against your [REDACTED] when dealing with the incident involving your [REDACTED] and your [REDACTED]
6. [REDACTED] is alleging that on [REDACTED], was discriminatory towards [REDACTED] by targeting them and taking their full details, whilst only taking the name of the only white [REDACTED] in the group
7. [REDACTED] alleges that on [REDACTED] officers treated [REDACTED] in the manner that they, when they arrested and transported [REDACTED] did due to [REDACTED] ethnicity
8. [REDACTED] alleges that [REDACTED] feels discriminated against and suspects that it could be because of [REDACTED] ethnic background.
9. [REDACTED] is alleging that on [REDACTED], when [REDACTED] was stopped in [REDACTED] vehicle by [REDACTED] and [REDACTED], the officers treated [REDACTED] in the manner that they did as the outcome of the stop was harsh and based on ethnical profiling.
10. [REDACTED] alleges that on [REDACTED] was insulted about [REDACTED] appearance and [REDACTED] was subject to racist comments.
11. [REDACTED] is alleging that [REDACTED] is treating [REDACTED] in the manner that [REDACTED] has due to [REDACTED] ethnicity.
12. [REDACTED] is alleging that on [REDACTED] treated [REDACTED] in the manner that [REDACTED] did as [REDACTED] is black.
13. [REDACTED] is alleging that [REDACTED] and [REDACTED] have discriminated against [REDACTED] in relation to the above incidents on the grounds of race as [REDACTED] is not white British.
14. It is alleged by [REDACTED] that on [REDACTED] that [REDACTED] was discriminated against. Specifically it is alleged [REDACTED] was discriminated against because of [REDACTED] ethnicity, [REDACTED] is a black IC3 Caribbean and the officer that detained [REDACTED] was a white.
15. [REDACTED] is alleging that when [REDACTED] attended Stevenage Police Station on [REDACTED] and spoke to [REDACTED], treated [REDACTED] in the manner that [REDACTED] did due to [REDACTED] ethnicity. [REDACTED] also spoke to [REDACTED] who also treated [REDACTED] the way that [REDACTED] did due to [REDACTED] ethnicity.
16. [REDACTED] alleges that [REDACTED] is being indirectly racist towards [REDACTED].
17. The complainants are alleging that they have been treated in the manner that they have as the officers have discriminated against them due to their ethnicity as they have showed preference to the [REDACTED] who are white skinned.
18. [REDACTED] states that on [REDACTED] parked on the drive way of [REDACTED], a police car parked up behind [REDACTED] car and the officer got out and started to ask [REDACTED] questions. [REDACTED] states that it took [REDACTED] a while to get out of the vehicle and when [REDACTED] did the officer whipped out [REDACTED] handcuffs and radioed for assistance. [REDACTED] states that the officer treated [REDACTED] in the manner that [REDACTED] did due to [REDACTED] ethnicity
19. [REDACTED] states that on [REDACTED] used terminology which [REDACTED] considered to be racial profiling.
20. The complainant alleges a charge of assault, for which [REDACTED] was the victim, was dropped on the basis the offender was a white [REDACTED] and the complainant is Indian
21. [REDACTED] considers that [REDACTED] case was not investigated properly by police due to [REDACTED] ethnicity.
22. [REDACTED] alleges that over the last five years Hertfordshire Constabulary have discriminated against [REDACTED] in that when they are suspects they are fully investigated by the police but when they report crimes the police fail to investigate these crimes fully.
23. [REDACTED] considers that [REDACTED] was treated in the manner that [REDACTED] was on [REDACTED] due to [REDACTED] ethnicity.
24. [REDACTED] is alleging that police have not dealt with the prosecution of the common assault due to [REDACTED] being of Jamaican heritage
25. [REDACTED] is alleging that on [REDACTED] officers threatened to use a warrant to kick [REDACTED] door in, if entry was not allowed and the only reason they did this was due to [REDACTED] ethnicity.