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Our Ref: FOI2018/05002

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2018/05002

I write in connection with your request for information received on 6th September. I note you seek access to the following information:

I am submitting a Freedom of Information request to find out the following information:

- 1. The number of police officers disciplined due to expressing views of a racial or racist nature- either verbally, in written form, online or on social media in each of the financial years (April to March) 2013-14, 2014-15, 2015-16, 2016-17 and 2017-18.**
- 2. The number of civilian staff disciplined due to expressing views of a racial or racist nature – either verbally, in written form, online or on social media in each of the financial years (April to March) 2013-14, 2014-15, 2015-16, 2016-17 and 2017-18.**
- 3. Please break down the answers to questions 1 and 2 into outcomes of disciplinary action, specifically: how many resulted in no further action, how many in proceedings being discontinued/not proven, how many ended in management advice, how many with a verbal warning, how many with a written warning and how many in a final written warning and how many in dismissal?**

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.

Following enquiries within the Constabulary please see our response below.

Response – Please see the below table detailing the information you have requested. The Professional Standards Department's database has been searched for all cases which resulted in discipline proceedings for the years in question. These have been considered to ascertain if relevant to the request. Data provided based on date of the proceedings.

Year	Number of Officers	Outcome	Number of staff	Outcomes
2013-14	0	N/A	0	N/A
2014-15	1	Written Warning	1	Final Written Warning
2015-16	0	N/A	1	First Written Warning
2016-17	0	N/A	0	N/A
2017-18	1	Written Warning	0	N/A

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

James Hodson
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.