



Geneen Bill
Information Rights
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10th September 2018

Our Ref: FOI2018/04466

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2018/04466

I write in connection with your request for information received on 10th August. 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 sexual harassment claims have been made against members of your police force over the last six years (2013,2014,2015,2016,2017, 2018 so far), with a breakdown for each year. Please also break this down by claims made against a) police officers and b) police staff

I would also be grateful if you could indicate the seniority of the staff member eg if a police officer, are they a sergeant/ chief inspector/ superintendent

2) Of the complaints per year, how many were made against a) men and how many against b) women. Please break this down by year and also by claims made against a) police officers and b) police staff

3) What outcome/decisions were taken as a result of each these complaints/claims. Please break this down by year and by outcome for a) police officer and b) police staff

I would be grateful if could mark a number of outcomes that fall into the following categories. However, if you log outcomes another way then please just include whatever way that is.

**Final Written Warning
Hearing - Dismissed without Notice
Local Resolution
Not Upheld
Not Upheld - management action
Ongoing, resigned during investigation
Upheld - Final Written Warning
Upheld Management Action
Upheld Misconduct Meeting
Withdrawn**

• Please provide as much detail about cases that resulted in dismissal as possible. Eg what was the nature of the incident/ what ranking was the officer involved (eg if a police officer, are they a sergeant/ chief inspector/ superintendent etc.)

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 – Hertfordshire Constabulary has conducted a search of our Professional Standards database for the information requested. No complaints have been recorded from members of the public. Please see the table below for internal complaints:

YEAR	Number of allegations	Officer or staff	Gender	Outcome
2013	NONE			
2014	NONE			
2015	3	3 x Officer 2 x Sgt 1 x Constable	Male	1 x Written warning 2 x Case to answer Management action
2016	1	Special Constable	Male	Resigned
2017	2	1 X Officer (Constable) 1 X PCSO	Male	Case to answer Management action No case to answer – no action
2018 to date	1	1 X Officer Constable	Male	Case to answer – Management Action

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

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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.