

**Information Governance Unit
Information Management Branch**

29th December 2010

Dear XXXX

FREEDOM OF INFORMATION REQUEST REFERENCE NO: XXXX

I write in connection with your request for information dated 29/11/2010, which was received by Greater Manchester Police on 29/11/2010. I note you seek access to the following information:

For each of the last 5 financial years,

- 1. What were the three most common reasons given for leaving arising out of exit interviews at Rochdale Police Station?**
- 2. If you do not have a list of reasons, what were generally the most common reason for leaving? Of these how many were minority ethnic and how many were white?**
- 3. What is the total number of Investigations conducted by Professional Standards Branch which had a Racial & Religious harassment nature; where by the complaints were made by internal BME members of staff against colleagues?**
- 4. What were the outcomes of each of these investigations conducted by Professional Standards Branch? i.e please provide a list of the (i) ethnicity and religion of the complainant, (ii) Division where incidents are alleged to have occurred (iii) outcome of investigation by PSB?**

For each of the last 5 financial years,

- 5. How many people have left the organisation citing bullying/harassment and /or the internal department's inadequacies in dealing with such complaints as their reason?**
- 6. How many officers/staff have made complaints against your force or issued grievances over racial discrimination?**
- 7. These, how many were recorded as discrimination each year in each of the following areas: (a) race (b) gender (c) disability (d) faith (e) sexual orientation (f) age?**

8. How many Employment Tribunals have been instigated containing a racial element?

For each of the last 5 financial years,

9. How many complaints have been made against the Information Management Branch (Greater Manchester Police) in relation to Subject Access Requests?

10. Number of race/religious complaints from police officers/police staff/special constables including the number of complaints in which police officers/police staff/special constables were disciplined, including the level of discipline i.e. sackings, resignations, misconduct hearings etc

11. The 'Investigating Officers Report' is compiled by the Investigating Officer. Please provide full particulars on what is included in this report in relation to an internal investigation? i.e. investigating officers, complainant, members of staff under investigation etc.

Following receipt of your request searches were conducted within Greater Manchester Police to locate information relevant to your request. I can confirm that the information you have requested is held by Greater Manchester Police.

Responses

1 – Retired, Change of Career and Work/Life Balance

2 – not applicable as Q1 has been answered.

3 – 2

4 – this information is exempt by virtue of Section 40(2)(a)(b), (3)(a)(i)(ii), (b) – Personal Information. This is an absolute exemption therefore I am not obliged to conduct a public interest test.

5 – Information has been taken from the force exit questionnaire – i.e. 'main reason for leaving'. Please note exit questionnaire data is not held prior to 2006. In terms of the four financial years, post March 2006, 14 individuals left the force citing 'Discrimination/Harassment/Bullying' as their main reason for leaving, as below:

2006/07 = 4 2007/08 = 5 2008/09 = 3 2009/10 = 2

6 & 7

2005/06 = 2 cases with 3 allegations – 1 case, race allegation and 1 case race allegation and sexual orientation allegation.

2006/07 = 3 cases with 3 allegations – all race allegations

2007/08 = nil

2008/09 = 3 cases with 4 allegations – 2 cases, sexual orientation allegations and 1 case race allegation and sexual orientation allegation.

2009/10 = 1 case, race allegation.

Information Governance Unit, Information Management Branch, Greater Manchester Police,
Chester House, Boyer Street, Manchester M16 0RE

Tel: 0161 856 2529, Fax: 0161 856 2535, Minicom: 0161 872 6633,

Email: freedomofinformation@gmp.police.uk

8 – Information is not held pre 2007

2007/08 = 4 2008/09 = 8 2009/10 = 18

9 – 0

10 – 9 with only 1 resulting in a misconduct hearing where the officer was dismissed with notice.

11 – this information is exempt by virtue of Section 21 – Information Reasonably Accessible by Other Means. The guidance re final investigation reports is governed by statute and is included in the Statutory Guidance issued by the IPCC. This information can be obtained via various websites including the following:

<http://www.ipcc.gov.uk/>

http://www.ipcc.gov.uk/2010_statutory_guidance-2.pdf

http://www.ipcc.gov.uk/ipcc_complaintsleaflet.pdf

http://statguidance.ipcc.gov.uk/index/reaching_conclusions.htm

Complaint Rights

Your attention is drawn to the attached sheet, which details your right of complaint.

Should you have any further inquiries concerning this matter, please write or contact me on telephone number 0161 856 2529 quoting the reference number above.

Yours sincerely

Information Access Officer

COMPLAINT RIGHTS

Are you unhappy with how your request has been handled or do you think the decision is incorrect?

You have the right to require Greater Manchester Police to review their decision.

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Prior to lodging a formal complaint you are welcome and encouraged to discuss the decision with the case officer that dealt with your request.

Ask to have the decision looked at again –

The quickest and easiest way to have the decision looked at again is to telephone the case officer that is nominated at the end of your decision letter.

That person will be able to discuss the decision, explain any issues and assist with any problems.

Complaint

If you are dissatisfied with the handling procedures or the decision of Greater Manchester Police made under the Freedom of Information Act 2000 regarding access to information, you can lodge a complaint with Greater Manchester Police to have the decision reviewed.

Complaints should be made in writing and addressed to:

Corporate Information Manager
Greater Manchester Police
Police Headquarters
Chester House
Boyer Street
Manchester
M16 0RE

The Information Commissioner

After lodging a complaint with Greater Manchester Police if you are still dissatisfied with the decision you can make an application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make an application to the Information Commissioner please visit their website at www.informationcommissioner.gov.uk. Alternatively, phone or write to:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Phone: 01625 545 700