

17 November 2017

Freedom of Information Request - Reference No: 20171947

REQUEST

Can I ask for the following information for over the last three calendar years?

- 1. How many sexual harassment complaints have been made by staff?**
- 2. How many sexual harassment complaints have been made against senior officers? What were the claims?**
- 3. How many sexual harassment complaints were upheld? What were the sanctions?**
- 4. How many sexual harassment complaints were dismissed?**
- 5. What training does the force offer to reduce sexual harassment complaints?**

RESPONSE

I approached our Complaints and Discipline Department for assistance with questions 1 – 4. Our Performance and Development Team Leader has advised the following responses to each of the questions:

1. Four Conduct cases recorded
2. One inspector is recorded as making sexually explicit comments to a number of staff members.
3. All four conducts were upheld. 1 x Final Written Warning; 2 x Written Warning; 1 x Words of Advice.
4. No complaints were dismissed.
5. I firstly approached our Head of Training for assistance with this question. He has advised that there is no specific Sexual Harassment training given to our staff. However, Ethics, Professional Standards and associated grievance processes are covered as part of our student officer programme and specifically considered a 'golden thread' in all our courses.

Our Equality Lead has added that every member of SYP has had to complete National Occupational Standard AA1 (Respect for Race and Diversity). They do this by successfully completing an on-line learning programme (Introduction to the Equality Act 2010) and then filling out form PDR08 with their supervisor.

He has also provided the following commentary which may be of assistance:

In 2015, 95% of our workforce had achieved the goal of completing the learning programme, which was one of the force equality objectives at the time.

Just looking at the spirit of the question, I don't think this should be taken as a question about training. Rather, I'd suggest that it could also have been framed as, 'What does SYP do to reduce and prevent complaints of sexual harassment?' If we

frame it this way, we can offer information about how we have embedded the Code of Ethics into force business.

Please see the following link:

<http://www.southyorkshire.police.uk/our-standards/first/code-ethics>

In addition, the Professional Standards Department has done a lot of work with Corporate Communications around posters and screen messages to discourage officers and staff from abusing their powers in this way.