

FREEDOM OF INFORMATION REQUEST

REQUEST NUMBER: FOI Request 002411-16

REQUEST DETAILS:

"Between January 2012 and June 2016 -

1. *How many police officers and staff employees have been investigated for breaching police guidelines on social media use?*
2. *For each investigation, please state the nature of the allegation.*
3. *For each investigation, please state the rank (or pay grade) of the officer or civilian and the result - specifically whether an allegation was proven, and whether they were sacked / resigned / no further action.*
4. *Please could I also have a copy of the force's current social media policy (if one is held), identifying guidelines for social media use?"*

RESPONSE:

Suffolk and Norfolk Constabularies have considered your request for information and our response is below.

This response is correct as of 22 June 2016

A review of the public complaints and the internal conduct matters recorded has been made for the period 1 January 2012 to 31 May 2016.

The following cases refer to Police officers, Police staff and members of the Special Constabulary investigated for misuse of social media.

NORFOLK

Year	Officer/Staff	Summary	Outcome
2012	Constable	Inappropriate contact via private Facebook account with victim of crime	Case to answer – misconduct meeting. Written Warning issued
2012	Constable	Complaint regarding a photograph on private Facebook account deemed inappropriate by member of the public	Officer advised. No further action



2012	Special Constable	Complaint regarding a photograph and comment on private Facebook account deemed inappropriate by member of the public	Officer advised. No further action
2012	Constable	Complaint regarding a photograph on private Facebook account deemed inappropriate by member of the public	Officer advised. No further action
2012	Inspector or above	Complaint regarding comments on private Facebook account deemed inappropriate by member of the public	No further action
2014	Special Constable	Inappropriate photographs and comments on private Facebook account	Resigned
2014	Special Constable	Inappropriate contact with a member of the public via private social media	Resigned
2014	Police Staff	Accessing private Facebook account whilst at work	Not proven
2015	Constable	Inappropriate comments on private Facebook account	Management Action
2016	Constable	Inappropriate photograph on private Facebook account	Management Action

SUFFOLK

Year	Officer/Staff	Summary	Outcome
2012	Special Constable	Inappropriate comments on private Facebook account	Resigned
2012	Sergeant	Posted a discourteous message on Twitter regarding a member of the Force	Management Action
2013	Constable	Notice posted on private Facebook account which was offensive to a colleague	Case to answer – misconduct meeting. Management Advice given
2013	Sergeant	Accessed ex-partner's private	Case to answer –



		Facebook account	Misconduct hearing regarding this and other matters. Individual dismissed
2014	Police Staff	Inappropriate comments and photographs on private social media accounts	Case to answer – disciplinary meeting. Management Advice given
2016	Police Staff	Inappropriate comment on private Facebook account	Management Action
2016	Police Staff	Inappropriate comment on private Facebook account	Management Action

The Digital & Social Media Policy is currently interim guidance and going through the ratification process. A copy of the interim guidance is attached for your reference.