



**NOTTINGHAMSHIRE  
POLICE & CRIME  
COMMISSIONER**

**COMMISSIONER CAROLINE HENRY**

Ref: NO00165

4 January 2024

## **Re: Request under the Freedom of Information Act**

Thank you for your request for information, received by the Office of the Police and Crime Commissioner Nottinghamshire on 4 December 2023.

### **INFORMATION REQUESTED**

I would like to ask the commissioner when she became aware of allegations of bullying in her office, when she appointed Capsticks to investigate this matter and when she received their report.

### **RESPONSE**

The Commissioner engaged Capsticks to provide legal and HR advice on a range of matters that came to her attention in March 2023. The initial request to Capsticks was in March 2023, with the vast majority of their work concluding in September/October 2023.

If you are not satisfied with our response, you have the right to ask us to review our handling of your request. If this is the case, please contact us on telephone number 0115 8445998 or e-mail [officepcc@notts.police.uk](mailto:officepcc@notts.police.uk) quoting the reference number.

If you remain dissatisfied after the outcome of the review, you have the right to refer the matter to the Information Commissioner's Office (ICO). We will provide further details of this right in a review outcome letter.

Yours sincerely

**Emma Lau**  
**Business Support Officer (Transparency)**  
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