

I would like to request this information for the last 4 years. If this time frame is too broad I am happy to refine the scope to 3 years.

FOI Date range is last 3 calendar years (2022, 2023, 2024) – this does not include hearings that were withdrawn/nfa

1. The total number of police officers accused of misconduct

2022: 210 Officers accused of misconduct
2023: 274 Officers accused of misconduct
2024: 292 Officers accused of misconduct

2. A breakdown of the number that proceeded to a misconduct hearing

2022: 20 Officers accused of misconduct in 2022 proceeded to a Hearing/
Accelerated Hearing
(this is not total hearings in 2022, this is of those officers with an accusation in 2022,
how many proceeded to a Hearing/ Accelerated Hearing)

2023: 36 officers accused of misconduct in 2023 proceeded to a Hearing/Accelerated
Hearing
(this is not total hearings in 2023, this is of those officers with an accusation in 2023,
how many proceeded to a Hearing/ Accelerated Hearing)

2024: 22 officers accused of misconduct in 2022 proceeded to a Hearing/Accelerated
Hearing
(this is not total hearings in 2024, this is of those officers with an accusation in 2024,
how many proceeded to a Hearing/ Accelerated Hearing)

3. A breakdown of the outcomes in each case that proceeded to a misconduct hearing

2022:

Final Written Warning: 2
Dismissed: 4
Would Have Been Dismissed: 12
Live/Awaiting Outcome: 2

2023:

Final Written Warning: 4
Reduction in Rank: 2
Dismissed: 7
Would Have Been Dismissed: 16
Live/Awaiting Outcome: 7

2024:

Final Written Warning: 1
Dismissed: 1
Would Have Been Dismissed: 9
Live/Awaiting Outcome: 11

4. A breakdown of type of misconduct alleged (e.g. Dishonesty, abuse of authority, discrimination)

2022:

Allegation Type	Number of Allegations
Abuse of position for other purpose	3
Abuse of position for sexual purpose	2
Abuse of position for the purpose of pursuing an inappropriate emotional relationship	1
Decisions	1
Disclosure of information	1
Discreditable conduct	20
Discriminatory Behaviour (gender reassignment)	2
General level of service	3
Information	1
Obstruction of justice	2
Other sexual conduct	2
Discriminatory Behaviour (Race)	1
Discriminatory Behaviour (Sexual Orientation)	1
Unprofessional attitude and disrespect	1
Use of police systems	11

2023:

Allegation Type	Number of Allegations
Abuse of position for financial purpose	2
Disclosure of information	3
Discreditable conduct	29
Handling of information	1
Other	8
Other sexual conduct	16
Overbearing or harassing behaviours	2
Discriminatory Behaviour (Race)	8
Discriminatory Behaviour (Sex)	3
Sexual assault	4
Sexual harassment	5
Unprofessional attitude and disrespect	2
Use of police systems	19

2024:

Allegation Type	Number of Allegations
Abuse of position for other purpose	1
Abuse of position for sexual purpose	1
Discriminatory Behaviour (Disability)	1
Disclosure of information	4
Discreditable conduct	11

Impolite language/tone	2
Other sexual conduct	3
Overbearing or harassing behaviours	1
Discriminatory Behaviour (Race)	1
Discriminatory Behaviour (Sex)	1
Sexual assault	2
Sexual harassment	2
Use of police systems	34

5. How many officers resigned before the proceedings were completed

2022: 13 (1 resigned whilst proceeding is still ongoing, 12 resigned before proceedings completed where outcome upon completion, outcomes were: 12 would have been dismissed)

2023: 19 (1 resigned whilst proceeding is still ongoing, 18 resigned before proceedings completed where upon completion, outcomes were: 16 would have been dismissed, 2 reduction in rank)

2024: 11 (2 resigned whilst proceeding is still ongoing, 9 resigned before proceedings completed where upon completion, outcomes were: 9 would have been dismissed)