



Response Date:08/12/2025

2025/1203 - Misconduct Outcomes 2019-2025

In response to your recent request for information regarding;

For the period from 2019 to the day this request is handled, all police officer misconduct outcomes for your department, including:

- the date when the misconduct was committed
- the date of the misconduct meeting or hearing
- the date when the misconduct outcome was issued
- the rank of the officer
- the allegation
- the sanction
- the proceeding type
- whether the misconduct was proven or not proven
- the outcome
- whether the misconduct happened on duty or off duty
- whether the officer accused of misconduct retired or resigned during investigation
- whether the officer accused of misconduct was suspended during investigation
- for criminal cases:
 - whether the officer accused of misconduct was summonsed or charged
 - the nature of the criminal allegation
 - the court result

Clarification requested

Where you have asked for "the date when the misconduct outcome was issued" do you mean the date when the panel write their outcome or when the determination is actioned with the officer?

"The Sanction" and "the outcome" – has been interpreted as the same thing for example an outcome or sanction of Dismissal. Could you clarify your interpretation please and whether these have different meanings to you.

Clarification received

- 1. To clarify, with "the date when the misconduct outcome was issued" I am referring to the date when the panel write their outcome.**
- 2. The "outcome" and whether the misconduct was "proven or not proven" are synonyms. The "sanction" is referring to the discipline (i.e. written warning, final written warning, RPRP, no action, dismissal, would have been dismissed, etc.)**

Please see the attached sheet.

Please note the Rank given is the rank at which that officer was last recorded on the system and not necessarily the rank they were at the time of the misconduct (unless dismissed). There is no separate functionality on the system to record rank at time of the misconduct.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 03/12/2025

Incident date from:	Allegation	Rank	On/ Off Duty	Suspended/ Restricted	Retired/ Resigned whilst under investigation	Proceeding type	Proceeding date	Outcome	Outcome issue date	Misconduct Outcome/ Sanction	Criminal	Result - Summoned/ Charged/ NFA	Nature of allegation	Court Result
09/10/2024	Discreditable Conduct	INSP	Off Duty	No	No	Meeting	22/07/2025	Proven	25/07/2025	Refer to AA for RPRP	No	N/A	N/A	N/A
11/05/2025	Discreditable Conduct	INSP	Off Duty	Restricted then Suspended	No	Accelerated Hearing	08/08/2025	Proven	08/08/2025	Dismissal	Yes	Summoned	Traffic	Guilty
20/12/2024	Discreditable Conduct	PC	Off Duty	Restricted	No	Meeting	24/06/2025	Proven	24/06/2025	Written Warning	No	N/A	N/A	N/A
09/09/2024	Discreditable Conduct	PC	Off Duty	Restricted	No	Meeting	16/04/2025	Proven	28/04/2025	Written Warning	No	N/A	N/A	N/A
19/08/2024	Discreditable Conduct	PC	Off Duty	Restricted	No	Meeting	19/02/2025	Not Proven	24/02/2025	Written Warning	No	N/A	N/A	N/A
06/07/2024	Discreditable Conduct	PC	Off Duty	Restricted	No	Meeting	04/11/2024	Not Proven/Proven (X2 Cases)	06/11/2024	Written Warning	No	N/A	N/A	N/A
30/05/2024	Abuse of Position/ Corruption	PC	On Duty	Restricted	No	Meeting	08/10/2024	Proven	08/10/2024	Written Warning	No	N/A	N/A	N/A
12/11/2023	Individual Behaviours	PC	On Duty	Restricted	Resigned	Accelerated Hearing	29/04/2024	Proven	29/04/2024	Would Have Been Dismissed	No	N/A	N/A	N/A
12/11/2023	Individual Behaviours	PC	On Duty	Restricted	Retired	Accelerated Hearing	29/04/2024	Proven	29/04/2024	Would Have Been Dismissed	No	N/A	N/A	N/A
17/11/2023	Disclosure of information/ Use of Police Systems	PC	On Duty	Restricted	No	Meeting	05/08/2024	Proven	08/08/2024	Written Warning	No	N/A	N/A	N/A
10/12/2022	Discreditable Conduct	PC	Off Duty	Restricted	No	Hearing	20/05/2024	Not Proven	23/05/2024	No Action	No	N/A	N/A	N/A
01/11/2022	Disclosure of information/ Use of Police Systems	PC	On Duty	Restricted then Suspended	Resigned	Hearing	03/04/2024	Proven	11/04/2024	Would Have Been Dismissed	Yes	NFA	Other	N/A
29/07/2023	Discreditable Conduct	INSP	Off Duty	No	No	Meeting	22/03/2024	Proven	25/02/2024	Final Written Warning	No	N/A	N/A	N/A
25/03/2023	Use of Police Vehicles	PC	On Duty	Restricted	No	Meeting	12/02/2024	Proven	15/02/2024	Written Warning	No	N/A	N/A	N/A
15/12/2022	Discreditable Conduct	PC	Off Duty	Suspended	Resigned	Accelerated Hearing	06/03/2024	Proven	06/03/2024	Would Have Been Dismissed	Yes	BLANK	Sexual Offence	Guilty
01/09/2020	Disclosure of information/ Use of Police Systems	PC	On Duty	No	No	Meeting	05/03/2024	Proven	08/03/2024	Written Warning	No	N/A	N/A	N/A

24/09/2022	Use of Police Vehicles	PC	On Duty	Restricted	No	Accelerated Hearing	16/02/2024	Proven	16/02/2024	Dismissal	YES	Summonsed	Traffic	Not Guilty
12/09/2022	Discreditable Conduct	PC	On Duty	No	No	Meeting	18/08/2023	Proven	23/08/2023	Written Warning	No	N/A	N/A	N/A
02/04/2023	Discreditable Conduct	SC	Off Duty	Suspended	No	Hearing	11/12/2023	Proven	19/12/2023	Dismissal	No	N/A	N/A	N/A
10/12/2022	Discreditable Conduct	CI	Off Duty	Restrictions	No	Meeting	06/12/2023	Proven	14/12/2023	Written Warning	No	N/A	N/A	N/A
29/10/2022	Discreditable Conduct	SC	Off Duty	Suspended	Resigned	Accelerated Hearing	29/11/2023	Proven	29/11/2023	Would Have Been Dismissed	Yes	Charged	Violence against the person	Guilty
05/08/2020	Disclosure of information/ Use of Police Systems	PC	On Duty	Suspended	No	Hearing	20/03/2023	Proven	28/03/2023	Dismissal	No	N/A	N/A	N/A
24/10/2022	Discreditable Conduct	SC	Off Duty	Suspended	Resigned	Accelerated Hearing	05/04/2023	Proven	05/04/2023	Would Have Been Dismissed	Yes	Charged	Pervert the Course of Justice	Guilty
27/11/2022	Disclosure of information/ Use of Police Systems	PC	Off Duty	Suspended then Restricted	Resigned	Accelerated Hearing	26/10/2023	Proven	26/10/2023	Would Have Been Dismissed	Yes	BLANK	Computer Misuse/ Violence against the person	Guilty/ Discontinued
05/05/2023	Sexual Conduct	SGT	On Duty	Restricted	No	Meeting	05/09/2023	Proven	11/09/2023	Written Warning	No	N/A	N/A	N/A
26/05/2022	Use of Police Vehicles	SGT	On Duty	Restricted	No	Hearing	28/06/2023	Proven	29/06/2023	Dismissal	No	N/A	N/A	N/A
29/07/2022	Disclosure of information/ Use of Police Systems	PC	Off Duty	No	No	Meeting	31/07/2023	Proven	01/08/2023	Written Warning	No	N/A	N/A	N/A
29/09/2014	Discreditable Conduct	PC	On Duty	Suspended	No	Hearing	09/12/2019	Proven	09/12/2019	Dismissal without notice	Yes	NFA	Misc/Malf in a Public Office	N/A
28/11/2021	Sexual Conduct	PC	On Duty	Restricted	Resigned	Hearing	23/03/2023	Proven	29/03/2023	Would Have Been Dismissed	No	N/A	N/A	N/A
07/07/2021	Abuse of Position/ Corruption	PC	On Duty	Suspended	Resigned	Hearing	27/03/2023	Proven	29/03/2023	Would Have Been Dismissed	Yes	NFA	Misc/Malf in a Public Office	N/A
16/09/2021	Discreditable Conduct	PC	On Duty	No	No	Meeting	31/03/2023	Proven	05/04/2023	Written Warning	No	N/A	N/A	N/A
12/11/2022	Discreditable Conduct	PC	Off Duty	Restricted	No	Meeting	17/02/2023	Proven	17/02/2023	Written Warning	No	N/A	N/A	N/A
14/12/2021	Sexual Conduct	PC	Off Duty	No	No	Meeting	30/01/2023	Proven	31/01/2023	Written Warning	No	N/A	N/A	N/A
17/12/2021	Sexual Conduct	PC	Off Duty	Suspended	No	Accelerated Hearing	05/01/2023	Proven	05/01/2023	Dismissal	Yes	BLANK	Sexual Offence	Guilty
18/05/2021	Abuse of Position/ Corruption	PC	On Duty	Suspended	Resigned	Hearing	06/12/2022	Proven	13/12/2022	Would Have Been Dismissed	No	N/A	N/A	N/A

21/08/2022	Sexual Conduct	SC	Off Duty	Suspended	Resigned	Accelerated Hearing	07/11/2022	Proven	07/11/2022	Would Have Been Dismissed	Yes	Charged	Sexual Offence	Guilty
BLANK	Discreditable Conduct	SGT	On Duty	No	No	Meeting	20/09/2021	Proven	20/09/2021	Written Warning	No	N/A	N/A	N/A
31/12/2020	Disclosure of information/ Use of Police Systems	PC	On Duty	No	No	Hearing	26/04/2022	Proven	05/05/2022	Dismissal	No	N/A	N/A	N/A
05/10/2021	Abuse of Position/ Corruption	PC	On Duty	No	Resigned	Accelerated Hearing	10/03/2022	Proven	10/03/2022	Would Have Been Dismissed	No	N/A	N/A	N/A
07/11/2019	Disclosure of information/ Use of Police Systems	PC	On Duty	Restricted	No	Meeting	07/03/2022	Proven	07/03/2022	Written Warning	No	N/A	N/A	N/A
29/12/2020	Discreditable Conduct	PC	Off Duty	Suspended	No	Accelerated Hearing	13/01/2022	Proven	13/01/2022	Final Written Warning	Yes	BLANK	Breaching Coronavirus	Guilty
04/06/2021	Abuse of Position/ Corruption	PC	On Duty	Restricted	No	Accelerated Hearing	28/10/2021	Proven	28/10/2021	Dismissal	No	N/A	N/A	N/A
11/06/2018	Use of Force	SGT	On Duty	Restricted	No	Hearing	01/06/2021	Proven	01/06/2021	Written Warning	No	N/A	N/A	N/A
BLANK	Disclosure of information/ Use of Police Systems	PC	On Duty	No	No	Meeting	04/05/2021	Not Proven	04/05/2021	Refer to AA for RPRP	No	N/A	N/A	N/A
BLANK	Discreditable Conduct	PC	On Duty	Restricted	No	Meeting	22/10/2020	Proven	22/10/2020	Written Warning	No	N/A	N/A	N/A
16/10/2019	Discreditable Conduct	PC	Off Duty	Restricted then Suspended	No	Hearing - Special Case	20/10/2020	Proven	20/10/2020	Dismissal without notice	Yes	BLANK	Violence against the person	Guilty
01/12/2019	Other Assault	PC	On Duty	No	?	Meeting	16/10/2020	Proven	16/10/2020	Management Advice	No	N/A	N/A	N/A
24/05/2019	Sexual Assault	PC	Off Duty	No	No	Hearing	01/09/2020	Proven	01/09/2020	Dismissal without notice	No	N/A	N/A	N/A
30/03/2020	Discreditable Conduct	PC	Off Duty	No	Resigned	Accelerated Hearing	24/06/2020	Proven	24/06/2020	Would Have Been Dismissed	No	N/A	N/A	N/A
27/01/2017	Discreditable Conduct	PC	On Duty	Suspended then Restricted	No	Meeting	04/03/2020	Proven	04/03/2020	Final Written Warning	No	N/A	N/A	N/A
30/12/2019	Orders and Instructions	PC	Off Duty	No	No	Meeting	29/04/2020	Proven	29/04/2020	Written Warning	No	N/A	N/A	N/A
20/06/2018	Oppressive Conduct or harassment	PC	On/Off Duty	No	No	Meeting	04/03/2020	Not Proven	04/03/2020	No Action	No	N/A	N/A	N/A
BLANK	Duties and Responsibilities	SGT	On Duty	No	No	Meeting	02/03/2020	Not Proven	02/03/2020	No Action	No	N/A	N/A	N/A
18/07/2019	Discreditable Conduct	PC	Off Duty	Restricted	No	Hearing - Special Case	23/01/2020	Proven	23/01/2020	Dismissal without notice	Yes	Charged	Traffic	Guilty

14/12/2016	Honesty and Integrity/ Discreditable Conduct	PC	Off Duty	No	No	Hearing	25/06/2019	Proven	25/06/2019	Dismissal without notice	No	N/A	N/A	N/A
26/04/2019	Discreditable Conduct	PC	Off Duty	No	Resigned	Hearing - Special Case	12/06/2019	Proven	12/06/2019	Would Have Been Dismissed	Yes	Charged	Traffic	Guilty
05/05/2018	Discreditable Conduct	PC	On Duty	Suspended	No	Hearing	19/02/2019	Proven	19/02/2019	Dismissal without notice	No	N/A	N/A	N/A
14/12/2016	Discreditable Conduct	PC	Off Duty	Suspended then restricted	No	Hearing	25/06/2018	Proven	25/06/2018	Dismissal without notice - appeal upheld and Reinstated	Yes	Charged	Theft	Not Guilty
03/08/2017	Discreditable Conduct	PC	Off Duty	No	No	Hearing	18/06/2018	Proven	18/06/2018	Final Written Warning - appeal upheld and warning removed	No	N/A	N/A	N/A
25/01/2017	Duties and Responsibilities	PC	On Duty	No	No	Meeting	28/03/2019	Proven	28/03/2019	Management Advice	No	N/A	N/A	N/A
01/07/2017	Duties and Responsibilities	PC	On Duty	No	No	Meeting	03/10/2018	Not Proven	03/10/2018	No Action	No	N/A	N/A	N/A
01/07/2017	Duties and Responsibilities	PC	On Duty	No	No	Meeting	03/10/2018	Not Proven	03/10/2018	No Action	No	N/A	N/A	N/A
12/03/2017	Duties and Responsibilities	PC	On Duty	No	No	Meeting	07/12/2018	Not Proven	07/12/2018	No Action	No	N/A	N/A	N/A
12/03/2017	Duties and Responsibilities	PC	On Duty	No	No	Meeting	07/12/2018	Not Proven	07/12/2018	No Action	No	N/A	N/A	N/A
09/07/2018	Confidentiality/ Orders and Instructions	PC	On Duty	No	No	Meeting	19/12/2018	Proven	19/12/2018	Written Warning	No	N/A	N/A	N/A