



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date:05/01/2026

2025/1292 - Staff Investigations

In response to your recent request for information excess costs is relevant to part which removes the forces obligations under the Freedom of Information Act, as a gesture of goodwill, I have supplied information, relative to your request, retrieved or available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

1) The number of internal staff investigations opened in each of the past five calendar years.

11, 10, 8, 21 and 20.

2) A breakdown of the type of allegations investigated (e.g. misconduct, harassment, discrimination, corruption, data breaches, inappropriate use of technology).

Breakdown identifying the Standard of Professional Behaviour engaged, some matters have more than one Standard breached.

Standard 1 - 17

Standard 2 - 8

Standard 3 - 1

Standard 5 - 10

Standard 6 - 11

Standard 7 - 7

Standard 8 - 2

Standard 9 - 29

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

**Yn gwneud Gogledd Cymru'r lle mwyaf diogel i fyw, gweithio ac ymweld yn y DU
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Standards of professional behaviour

1. Honesty and integrity

I will be honest and act with integrity at all times, and will not compromise or abuse my position.

2. Authority, respect and courtesy

I will act with self-control and tolerance, treating members of the public and colleagues with respect and courtesy.

I will use my powers and authority lawfully and proportionately, and will respect the rights of all individuals.

3. Equality and diversity

I will act with fairness and impartiality. I will not discriminate unlawfully or unfairly.

4. Use of force

I will only use force as part of my role and responsibilities, and only to the extent that it is necessary, proportionate and reasonable in all the circumstances.

5. Orders and instructions

I will, as a police officer, give and carry out lawful orders only, and will abide by Police Regulations.

I will give reasonable instructions only, and will follow all reasonable instructions.

6. Duties and responsibilities

I will be diligent in the exercise of my duties and responsibilities.

7. Confidentiality

I will treat information with respect, and access or disclose it only in the proper course of my duties.

8. Fitness for work

I will ensure, when on duty or at work, that I am fit to carry out my responsibilities.

9. Conduct

I will behave in a manner, whether on or off duty, which does not bring discredit on the police service or undermine public confidence in policing.

10. Challenging and reporting improper behaviour

I will report, challenge or take action against the conduct of colleagues which has fallen below the standards of professional behaviour.

3) The number of investigations that resulted in:

- **disciplinary action** – 20 - 10 x Meetings and 10 x Hearings.
- **dismissal** – 6 dismissed and 4 would have been dismissed if not already resigned.
- **no further action** – 16

4) The average time taken to conclude staff investigations in each of the past five years.

Our information is set up and searchable for our policing purposes. Whilst our recording system can calculate the overall average timelines for cases, to separate the staff and officer cases would require manual calculations of 70 individual cases. The cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (FOI) Fees and Appropriate Limit regulations 2004.

Therefore, in accordance with the FOI Act 2000 the information you have requested is exempt under Section 12 (1), and this letter acts as a Refusal Notice under section 17 (5) of the legislation.

5) The number of complaints made against police staff by:

The below relates to sources of conduct case, where identifiable.

- **Colleagues (Police Staff)** - 10
- **Colleagues (Police Officers)** - 16
- **Members of the public** - 8
- **External agencies** – 1

6) Details of which department or unit is responsible for investigating police staff misconduct.

Professional Standards Department.

7) The number of police staff investigations in the past five years which involved referral to the Independent Office for Police Conduct – 3.

8) The number of appeals lodged against disciplinary decisions and the outcome of those appeals.

3 x Appeals not upheld.

9) Copies of any current policies or procedures relating to the investigation of police staff misconduct. Police staff conduct investigations are progressed in line with North Wales Police "Police Staff Misconduct Policy" and relevant Police Staff Council Circulars.

For the avoidance of doubt, police staff refers to staff employed who are not police officers.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 30/12/2025