



Response Date:16/01/2026

2026/033 - Sexual misconduct

In response to your recent request for information regarding;

For the 2025, 2024, 2023, 2022 and 2021 calendar years, please state the following:

How many of your officers faced internal disciplinary proceedings for alleged sexual misconduct?

How many of these officers were suspended?

How many of these officers were placed on restricted duties?

How many of these officers were dismissed?

Clarification requested

Please could you provide a definition of "sexual misconduct" as we capture dismissals against the Standards of Professional Behaviour which are as follows:

Honesty and Integrity

Police officers are honest, act with integrity and do not compromise or abuse their position.

Authority, Respect and Courtesy

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

Police officers do not abuse their powers or authority and respect the rights of all individuals.

Equality and Diversity

Police officers act with fairness and impartiality. They do not discriminate unlawfully or unfairly.

Use of Force

Police officers only use force to the extent that it is necessary, proportionate and reasonable in all the circumstances.

Orders and Instructions

Police officers only give and carry out lawful orders and instructions.

Police officers abide by police regulations, force policies and lawful orders.

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

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Duties and Responsibilities

Police officers are diligent in the exercise of their duties and responsibilities. Police officers have a responsibility to give appropriate cooperation during investigations, inquiries and formal proceedings, participating openly and professionally in line with the expectations of a police officer when identified as a witness.

Confidentiality

Police officers treat information with respect and access or disclose it only in the proper course of police duties.

Fitness for Duty

Police officers when on duty or presenting themselves for duty are fit to carry out their responsibilities.

Discreditable Conduct

Police officers behave in a manner which does not discredit the police service or undermine public confidence in it, whether on or off duty.

Police officers report any action taken against them for a criminal offence, any conditions imposed on them by a court or the receipt of any penalty notice.

Challenging and Reporting Improper Conduct

Police officers report, challenge or take action against the conduct of colleagues which has fallen below the Standards of Professional Behaviour.

Clarification received

I'm seeking information on officers who have faced allegations of sexual impropriety - whether that be assault, inappropriate sexual contact or comments, flashing, viewing pornography on police communications devices etc.

I would imagine those claims would come under discreditable conduct and reporting improper conduct on the list you have provided.

This response relates to "proceedings" both Meetings and Hearings.

Date	Outcome	Standards	Proceedings	Restricted	Suspended
07/11/2022	Would have been dismissed	9	Hearing	N	Y
06/12/2022	Would have been dismissed	1,2 and 9	Hearing	N	Y
05/01/2023	Dismissed	9	Hearing	N	Y
30/01/2023	Written Warning	2	Meeting	N	N
27/03/2023	Would have been dismissed	1, 2, 6 and 9	Hearing	N	Y
31/03/2023	Written Warning	2	Meeting	N	N
05/09/2023	Written Warning	2	Meeting	Y	N
06/12/2023	Written Warning	2	Meeting	Y	N

06/03/2024	Would have been dismissed	9	Hearing	N	Y
05/08/2024	Written Warning	7 and 9	Meeting	Y	N
01/12/2025	Written Warning	2 and 9	Meeting	Y	N

Standards of Professional Behaviour

- 1 Honesty and Integrity
- 2 Authority, Respect and Courtesy
- 3 Equality and Diversity
- 4 Use of Force
- 5 Orders and Instructions
- 6 Duties and Responsibilities
- 7 Confidentiality
- 8 Fitness for Duty
- 9 Discreditable Conduct
Challenging and Reporting Improper
- 10 Conduct

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 12/01/2026