WILTSHIRE POLICE

Police Headquarters
London Road
DEVIZES
Wiltshire
SN10 2DN

XXX

Sent via email: **XXX**

Date: 04/11/26 **Our ref:** FOI 2026/970

Dear XXX,

I write in connection with your request for information dated 14/10/26 misconduct investigations in Wiltshire Police.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered, and I am not obliged to supply the information you have requested.

You wrote:

REQUEST 1:
Please provide the total number of misconduct and gross misconduct cases recorded during the last three financial years, broken down by allegation category where recorded. For each category, please provide the number of cases referred to the Professional Standards Department, the number resulting in a misconduct hearing, and the outcomes of those hearings.

REQUEST 2:
How many allegations of corruption or serious criminal misconduct were referred by your force's Professional Standards Department to the IOPC in the last 24 months?
Of these, how many were retained for local investigation by your own PSD, and how many were subject to an independent or directed investigation by the IOPC?

REQUEST 3:
Please state the total amount of money paid out by the force in civil settlements or compensation claims relating to police misconduct, corruption, or wrongful arrest over the last 3 financial years.
How many of these settlements included a non-disclosure agreement or confidentiality clause?

REQUEST 4:

As of today's date, how many officers or staff within your force are currently suspended from duty due to ongoing corruption or gross misconduct investigations? What is the total gross salary cost paid out to these currently suspended officers and staff during the period of their suspension?

Our response:

Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

Some of the information that you have requested is not stored in a way which permits easy retrieval and due to the significant amount of time already spent gaining other data for this request, we now can advise this would take the force over the 18hour threshold to complete further checks. Question 1 has provided a large amount of data, which has taken a considerable amount of the permitted time to collate.

Under the circumstances I am confident that locating, retrieving and extracting further information you seek would exceed the time obligations upon this authority to comply, and in so doing would exceed the fees limits. This is set at £450 calculated at a flat rate of £25 per hour for those work activities comprising of confirming the information is held, locating it, retrieving it and extracting it. Therefore the whole of the request should fall under the exemption of section 12 of the Freedom of Information Act 2000.

Although excess cost 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.

What I can provide you are the answers documented below –

REQUEST 1:
Please provide the total number of misconduct and gross misconduct cases recorded during the last three financial years, broken down by allegation category where recorded. For each category, please provide the number of cases referred to the Professional Standards Department, the number resulting in a misconduct hearing, and the outcomes of those hearings.

Please see attached document. Please note: All conduct cases are dealt with by PSD of CCU.

REQUEST 2:
How many allegations of corruption or serious criminal misconduct were referred by your force's Professional Standards Department to the IOPC in the last 24 months?
Of these, how many were retained for local investigation by your own PSD, and how many were subject to an independent or directed investigation by the IOPC?

The force has made 17 IOPC referrals for conduct cases in the last 2 years. But none were due to corruption or serious criminal misconduct.

6 referrals were taken on by IOPC for independent investigation and 11 were referred to for local investigation by our force but again, these were not for corruption or serious criminal offences.

REQUEST 3:

Please state the total amount of money paid out by the force in civil settlements or compensation claims relating to police misconduct, corruption, or wrongful arrest over the last 3 financial years.
How many of these settlements included a non-disclosure agreement or confidentiality clause?

There are no claims linked to police misconduct / gross misconduct during the last 3 financial years.

Ordinarily under our Section 16 duty to provide advice and assistance, we would advise you how to refine your request in respect of Question 4 to a more manageable level. However, due to the difficulties outlined above, I cannot see how this can be achieved.

Section 17 of the Freedom of Information Act 2000 requires the Wiltshire Police, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption applicable to the information requested is:

Section 12: Exemption where cost of compliance exceeds appropriate limit
(1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

In accordance with Section 17 of the Act, this letter represents a Refusal Notice for this particular request.

I am satisfied that all the relevant information has been passed on to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely

Force Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.

Force Disclosure Unit
Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish you contact them, please visit https://ico.org.uk/global/contact-us/

2023-24: Numbers via allegation category recorded:

	Community Support	Other Police Staff	Police Officer	Senior Officer	Special Constable
.	0	0	1	0	0
A1. Police action following contact	0	0	8	0	0
A2. Decisions	0	0	4	0	0
A3. Information	0	0	4	0	0
A4. General level of service	0	9	24	0	0
B1. Stops, and stop and search	0	0	1	0	2
B2. Searches of premises and seizure of property	0	0	1	0	0
B3. Power to arrest and detain	0	2	2	0	0
B4. Use of force	0	0	9	0	2
B5. Detention in police custody	0	0	1	0	0
B7. Evidential procedures	2	0	2	0	0
B9. Other policies and procedures	0	6	15	0	0
D1. Use of police systems	0	2	1	0	1
D2. Disclosure of information	0	1	6	0	0
D3. Handling of information	0	0	2	0	0
D4. Accessing and handling of information from other sources	0	2	3	0	0
E1. Use of police vehicles	0	2	7	0	2
F6. Race	0	1	3	0	0
F7. Religion or belief	0	0	1	0	0
F8. Sex	0	0	1	0	0
F9. Sexual Orientation	0	0	1	0	0
G2. Abuse of position for sexual purpose	0	0	1	0	0
G4. Abuse of position for financial purpose	0	1	0	0	0
G5. Obstruction of justice	0	0	1	0	0
G6. Abuse of position for other purpose	0	1	1	0	0
H1. Impolite language/tone	0	4	6	0	1
H2. Impolite and intolerant actions	0	1	5	0	0
H3. Unprofessional attitude and disrespect	0	6	16	0	1
H4. Lack of fairness and impartiality	0	2	0	0	0
H5. Overbearing or harassing behaviours	0	2	5	0	1
J1. Sexual assault	0	0	12	0	0
J2. Sexual harassment	0	0	3	0	0

J3. Other sexual conduct	0	0	5	0	0
K1. Discreditable conduct	1	18	30	5	3
L1. Other	0	7	16	0	0
Total	**3**	**67**	**198**	**5**	**13**

Outcomes of Conduct cases - 2023-24:

NUMBER OF ALLEGATIONS

	Case to Answer	De Recorded	Discontinuance	No Case to Answer	Total
.	0	0	1	0	1
A1. Police action following contact	0	0	4	3	7
A2. Decisions	0	1	0	1	2
A3. Information	0	0	0	3	3
A4. General level of service	1	3	2	10	16
B2. Searches of premises and seizure of property	0	0	0	1	1
B3. Power to arrest and detain	0	0	0	2	2
B4. Use of force	0	1	1	8	10
B5. Detention in police custody	0	1	0	0	1
B7. Evidential procedures	0	0	0	2	2
B8. Out of court disposals	0	0	0	1	1
B9. Other policies and procedures	3	1	2	14	20
D1. Use of police systems	1	0	0	1	2
D2. Disclosure of information	0	1	1	2	4
D3. Handling of information	0	0	1	1	2
D4. Accessing and handling of information from other sources	1	1	0	0	2
E1. Use of police vehicles	3	1	2	10	16
F6. Race	1	0	1	1	3
F7. Religion or belief	0	0	1	0	1
F8. Sex	1	0	0	0	1
G5. Obstruction of justice	0	0	1	0	1
G6. Abuse of position for other purpose	0	0	0	1	1
H1. Impolite language/tone	0	4	1	6	11
H2. Impolite and intolerant actions	0	1	2	2	5
H3. Unprofessional attitude and disrespect	7	2	3	11	23
H4. Lack of fairness and impartiality	0	0	0	3	3

H5. Overbearing or harassing behaviours	1	0	0	2	3
J1. Sexual assault	7	0	0	1	8
J2. Sexual harassment	2	0	0	0	2
K1. Discreditable conduct	13	2	5	24	44
L1. Other	0	10	0	5	15
Total	**41**	**29**	**28**	**115**	**213**

Hearing outcomes 2023-24: by breach (note some hearings have more than one breach).

Other Police Staff

01 Honesty and Integrity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
1	1	01 Honesty and Integrity	Stage Three	Proven	Final Written Warning	Yes

02 Authority, Respect and Courtesy

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
2	1	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
3	4	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes

03 Equality and Diversity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation

4	2	03 Equality and Diversity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
5	5	03 Equality and Diversity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes

05 Orders and Instructions

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
6	2	05 Orders and Instructions	Stage Three	Proven	Final Written Warning	Yes

06 Duties and Responsibilities

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
7	3	06 Duties and Responsibilities	Stage Three	Proven	Final Written Warning	Yes

09 Discreditable Conduct

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
8	3	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
9	6	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
10	1	09 Discreditable Conduct	Stage Three	Proven	Written Warning	Yes

Police Officer

01 Honesty and Integrity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
11	1	01 Honesty and Integrity	Hearing	Proven	Dismissal	Yes
12	2	01 Honesty and Integrity	Hearing	Proven	Dismissal	Yes
13	3	01 Honesty and Integrity	Hearing	Not Proven	Written Warning	Yes
14	1	01 Honesty and Integrity	Meeting	Not Proven	No Action	Yes

02 Authority, Respect and Courtesy

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
15	1	02 Authority, Respect and Courtesy	Hearing	Proven	Dismissal Without Notice	No
16	2	02 Authority, Respect and Courtesy	Hearing	Proven	Dismissal Without Notice	No
17	4	02 Authority, Respect and Courtesy	Hearing	Proven	Dismissal Without Notice	No
18	2	02 Authority, Respect and Courtesy	Hearing	Proven	Final Written Warning	Yes
19	1	02 Authority, Respect and Courtesy	Hearing	Proven	Written Warning	Yes
20	2	02 Authority, Respect and Courtesy	Hearing	Proven	Written Warning	Yes
21	1	02 Authority, Respect and Courtesy	Hearing	Proven	Dismissal	Yes
22	1	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
23	3	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes

24	2	02 Authority, Respect and Courtesy	Meeting	Proven	Final Written Warning	Yes
25	5	02 Authority, Respect and Courtesy	Meeting	Proven	Final Written Warning	Yes
26	7	02 Authority, Respect and Courtesy	Meeting	Proven	Final Written Warning	Yes
27	2	02 Authority, Respect and Courtesy	Hearing	Not Proven	No Action	Yes
28	1	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
29	4	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
30	13	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
31	16	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
32	7	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
33	10	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
34	1	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
35	4	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
36	2	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
37	4	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
38	1	02 Authority, Respect and Courtesy	Hearing	Proven	Written Warning	Yes
39	2	02 Authority, Respect and Courtesy	Hearing	Proven	Written Warning	Yes

03 Equality and Diversity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
40	1	03 Equality and Diversity	Hearing	Proven	Final Written Warning	Yes
41	3	03 Equality and Diversity	Hearing	Proven	Final Written Warning	Yes
42	4	03 Equality and Diversity	Hearing	Proven	Final Written Warning	Yes
43	2	03 Equality and Diversity	Hearing	Proven	Would Have Been Dismissed	Yes
44	5	03 Equality and Diversity	Hearing	Proven	Would Have Been Dismissed	Yes
45	1	03 Equality and Diversity	Hearing	Proven	Written Warning	Yes

04 Use of Force

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
46	2	04 Use of Force	Meeting	Proven	Written Warning	Yes
47	4	04 Use of Force	Meeting	Proven	Final Written Warning	Yes
48	1	04 Use of Force	Meeting	Not Proven	No Action	Yes
49	1	04 Use of Force	Hearing	Not Proven	No Action	Yes
50	2	04 Use of Force	Meeting	Proven	Written Warning	Yes
51	17	04 Use of Force	Meeting	Proven	Written Warning	Yes
52	11	04 Use of Force	Meeting	Proven	Written Warning	Yes
53	14	04 Use of Force	Meeting	Proven	Written Warning	Yes
54	5	04 Use of Force	Meeting	Proven	Written Warning	Yes
55	8	04 Use of Force	Meeting	Proven	Written Warning	Yes
56	1	04 Use of Force	Meeting	Proven	Written Warning	Yes

57	3	04 Use of Force	Meeting	Proven	Written Warning	Yes

05 Orders and Instructions

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
58	1	05 Orders and Instructions	Hearing	Proven	Dismissal Without Notice	No
59	3	05 Orders and Instructions	Meeting	Proven	Written Warning	Yes
60	6	05 Orders and Instructions	Meeting	Proven	Written Warning	Yes
61	1	05 Orders and Instructions	Meeting	Proven	Written Warning	Yes

06 Duties and Responsibilities

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
62	2	06 Duties and Responsibilities	Hearing	Proven	Dismissal Without Notice	No
63	2	06 Duties and Responsibilities	Hearing	Proven	Dismissal	Yes
64	18	06 Duties and Responsibilities	Meeting	Proven	Written Warning	Yes
65	12	06 Duties and Responsibilities	Meeting	Proven	Written Warning	Yes
66	15	06 Duties and Responsibilities	Meeting	Proven	Written Warning	Yes
67	9	06 Duties and Responsibilities	Meeting	Proven	Written Warning	Yes

07 Confidentiality

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation

68	3	07 Confidentiality	Hearing	Proven	Dismissal Without Notice	No
69	1	07 Confidentiality	Meeting	Proven	Written Warning	Yes

09 Discreditable Conduct

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
70	4	09 Discreditable Conduct	Hearing	Proven	Dismissal Without Notice	No
71	3	09 Discreditable Conduct	Hearing	Proven	Dismissal Without Notice	No
72	5	09 Discreditable Conduct	Hearing	Proven	Dismissal Without Notice	No
73	3	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
74	4	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
75	1	09 Discreditable Conduct	Meeting	Proven	Final Written Warning	Yes
76	3	09 Discreditable Conduct	Meeting	Proven	Final Written Warning	Yes
77	6	09 Discreditable Conduct	Meeting	Proven	Final Written Warning	Yes
78	6	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
79	3	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes

Senior Officer

01 Honesty and Integrity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
80	1	01 Honesty and Integrity	Hearing	Proven	Dismissal	Yes

81	3	01 Honesty and Integrity	Hearing	Proven	Dismissal	Yes
82	5	01 Honesty and Integrity	Hearing	Proven	Dismissal	Yes

03 Equality and Diversity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
83	2	03 Equality and Diversity	Hearing	Proven	Dismissal	Yes

09 Discreditable Conduct

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
84	1	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
85	4	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes

Special Constable

01 Honesty and Integrity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
86	4	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes
87	19	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes
88	14	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes
89	9	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes
90	4	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes

91	19	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes
92	14	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes
93	9	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes

02 Authority, Respect and Courtesy

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
94	1	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
95	6	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
96	16	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
97	11	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
98	1	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
99	6	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
100	16	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
101	11	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes

05 Orders and Instructions

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
102	2	05 Orders and Instructions	Hearing	Proven	Would Have Been Dismissed	Yes
103	17	05 Orders and Instructions	Hearing	Proven	Would Have Been Dismissed	Yes
104	7	05 Orders and Instructions	Hearing	Proven	Would Have Been Dismissed	Yes
105	12	05 Orders and Instructions	Hearing	Proven	Would Have Been Dismissed	Yes
106	2	05 Orders and Instructions	Hearing	Proven	Would Have Been Dismissed	Yes
107	17	05 Orders and Instructions	Hearing	Proven	Would Have Been Dismissed	Yes
108	7	05 Orders and Instructions	Hearing	Proven	Would Have Been Dismissed	Yes
109	12	05 Orders and Instructions	Hearing	Proven	Would Have Been Dismissed	Yes

06 Duties and Responsibilities

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
110	3	06 Duties and Responsibilities	Hearing	Proven	Would Have Been Dismissed	Yes
111	13	06 Duties and Responsibilities	Hearing	Proven	Would Have Been Dismissed	Yes
112	18	06 Duties and Responsibilities	Hearing	Proven	Would Have Been Dismissed	Yes
113	8	06 Duties and Responsibilities	Hearing	Proven	Would Have Been Dismissed	Yes

114	3	06 Duties and Responsibilities	Hearing	Proven	Would Have Been Dismissed	Yes
115	13	06 Duties and Responsibilities	Hearing	Proven	Would Have Been Dismissed	Yes
116	18	06 Duties and Responsibilities	Hearing	Proven	Would Have Been Dismissed	Yes
117	8	06 Duties and Responsibilities	Hearing	Proven	Would Have Been Dismissed	Yes

07 Confidentiality

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
118	3	07 Confidentiality	Hearing - Special Case	Proven	Dismissal Without Notice	No

08 Fitness for Duty

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
119	2	08 Fitness for Duty	Hearing	Proven	Dismissal	Yes

09 Discreditable Conduct

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
120	1	09 Discreditable Conduct	Hearing - Special Case	Proven	Dismissal Without Notice	No
121	2	09 Discreditable Conduct	Hearing - Special Case	Proven	Dismissal Without Notice	No

122	1	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
123	5	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
124	20	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
125	15	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
126	10	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
127	5	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
128	20	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
129	15	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
130	10	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes

2024-25: Numbers via allegations category recorded:

	Community Support	Former Officer	Other Police Staff
A1. Police action following contact	0	0	2
A2. Decisions	0	0	1
A3. Information	0	0	1
A4. General level of service	0	0	14
B2. Searches of premises and seizure of property	0	0	0
B3. Power to arrest and detain	0	0	0
B4. Use of force	0	0	0
B7. Evidential procedures	1	0	1
B9. Other policies and procedures	0	0	9
D1. Use of police systems	0	0	8
D2. Disclosure of information	0	0	6
D3. Handling of information	0	0	3
D4. Accessing and handling of information from other sources	0	0	1
E1. Use of police vehicles	0	0	0
F10. Other	0	0	2
F6. Race	0	0	1
F7. Religion or belief	0	0	0
F9. Sexual Orientation	0	0	0
G2. Abuse of position for sexual purpose	0	0	0
G6. Abuse of position for other purpose	0	0	2
H1. Impolite language/tone	0	1	6
H2. Impolite and intolerant actions	0	1	2
H3. Unprofessional attitude and disrespect	0	0	9
H4. Lack of fairness and impartiality	0	0	2
H5. Overbearing or harassing behaviours	0	0	2
J1. Sexual assault	0	0	2
J2. Sexual harassment	0	0	1
J3. Other sexual conduct	0	0	0
K1. Discreditable conduct	1	0	19
L1. Other	0	0	19
Total	**2**	**2**	**113**

Outcomes of Conduct cases - 2024 - 25:

NUMBER OF ALLEGATIONS	Case to Answer	De Recorded	Discontinuance	No Case to Answer	Total
.	0	0	0	2	2
A1. Police action following contact	1	2	3	11	17
A2. Decisions	0	1	0	5	6
A3. Information	0	0	0	7	7
A4. General level of service	6	4	0	26	36
B1. Stops, and stop and search	0	0	0	1	1
B2. Searches of premises and seizure of property	0	0	0	2	2
B3. Power to arrest and detain	0	2	0	2	4
B4. Use of force	1	1	0	5	7
B7. Evidential procedures	2	0	1	5	8
B9. Other policies and procedures	5	0	0	24	29
D1. Use of police systems	5	0	0	9	14
D2. Disclosure of information	0	0	0	9	9
D3. Handling of information	0	0	0	8	8
D4. Accessing and handling of information from other sources	1	0	0	3	4
E1. Use of police vehicles	3	0	1	8	12
F10. Other	0	2	0	3	5
F6. Race	0	1	0	2	3
F8. Sex	1	0	0	0	1
F9. Sexual Orientation	0	0	0	2	2
G2. Abuse of position for sexual purpose	1	0	0	3	4
G4. Abuse of position for financial purpose	0	1	0	0	1
G6. Abuse of position for other purpose	0	0	0	4	4
H1. Impolite language/tone	3	2	3	15	23
H2. Impolite and intolerant actions	0	0	2	4	6
H3. Unprofessional attitude and disrespect	9	1	2	16	28

H4. Lack of fairness and impartiality	0	0	0	3	3
H5. Overbearing or harassing behaviours	7	0	1	6	14
J1. Sexual assault	2	1	0	7	10
J2. Sexual harassment	4	0	0	3	7
J3. Other sexual conduct	4	3	0	5	12
K1. Discreditable conduct	31	1	2	35	69
L1. Other	13	3	1	25	42
Total	**99**	**25**	**16**	**260**	**400**

Hearing Outcomes: 2024/25 by breach (note some hearings have more than one breach).

Community Support Officer

05 Orders and Instructions

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
1	2	05 Orders and Instructions	Stage Three	Not Proven	Dismiss Without Notice if Gross Misconduct	Yes
2	1	05 Orders and Instructions	Stage Two	Proven	First Written Warning	Yes
3	2	05 Orders and Instructions	Stage Two	Not Proven	First Written Warning	Yes
4	3	05 Orders and Instructions	Stage Two	Proven	First Written Warning	Yes
						Yes

08 Fitness for Duty

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
5	2	08 Fitness for Duty	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes

09 Discreditable Conduct

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
6	1	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
7	1	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
8	1	09 Discreditable Conduct	Stage One	Proven	Written Warning	Yes

Other Police Staff

01 Honesty and Integrity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
9	5	01 Honesty and Integrity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
10	6	01 Honesty and Integrity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
11	7	01 Honesty and Integrity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	
12	8	01 Honesty and Integrity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	
13	1	01 Honesty and Integrity	Stage One	Proven	Written Warning	Yes
14	2	01 Honesty and Integrity	Stage One	Proven	Written Warning	
15	1	01 Honesty and Integrity	Stage Two	Proven	First Written Warning	Yes

16	2	01 Honesty and Integrity	Stage Two	Proven	Final Written Warning	Yes
17	1	01 Honesty and Integrity	Stage Three	Proven	Would Have Been Dismissed	Yes
18	1	01 Honesty and Integrity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
19	1	01 Honesty and Integrity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes

02 Authority, Respect and Courtesy

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
20	1	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
21	2	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
22	3	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	
23	4	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	
24	2	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
25	2	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
26	3	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
27	1	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes

28	1	02 Authority, Respect and Courtesy	Stage Two	Proven	Final Written Warning	Yes
29	2	02 Authority, Respect and Courtesy	Stage Two	Proven	Final Written Warning	Yes
30	1	02 Authority, Respect and Courtesy	Stage One	Proven	Written Warning	Yes

03 Equality and Diversity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
31	2	03 Equality and Diversity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes

05 Orders and Instructions

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
32	9	05 Orders and Instructions	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
33	10	05 Orders and Instructions	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
34	11	05 Orders and Instructions	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
35	12	05 Orders and Instructions	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
36	2	05 Orders and Instructions	Stage Three	Proven	Would Have Been Dismissed	Yes

06 Duties and Responsibilities

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation

37	13	06 Duties and Responsibilities	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
38	14	06 Duties and Responsibilities	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
39	15	06 Duties and Responsibilities	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
40	16	06 Duties and Responsibilities	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
41	2	06 Duties and Responsibilities	Stage Two	Proven	Final Written Warning	Yes
42	2	06 Duties and Responsibilities	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
43	2	06 Duties and Responsibilities	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes

07 Confidentiality

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
44	1	07 Confidentiality	Stage Two	Proven	Final Written Warning	Yes

08 Fitness for Duty

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
45	2	08 Fitness for Duty	Stage Two	Proven	Final Written Warning	Yes
46	2	08 Fitness for Duty	Stage Three	Proven	Would Have Been Dismissed	Yes

09 Discreditable Conduct

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
47	1	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
48	1	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
49	1	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
50	3	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
51	1	09 Discreditable Conduct	Stage Two	Proven	Final Written Warning	Yes
52	1	09 Discreditable Conduct	Stage Three	Proven	Would Have Been Dismissed	Yes
53	2	09 Discreditable Conduct	Stage One	Proven	Written Warning	Yes

Police Officer

01 Honesty and Integrity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
54	1	01 Honesty and Integrity	Hearing	Not Proven		
55	2	01 Honesty and Integrity	Hearing	Proven	Dismissal	Yes

02 Authority, Respect and Courtesy

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation

56	1	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
57	1	02 Authority, Respect and Courtesy	Meeting	Not Proven	No Action	No
58	1	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
59	2	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes
60	2	02 Authority, Respect and Courtesy	Hearing	Proven	Dismissal	Yes
61	1	02 Authority, Respect and Courtesy	Hearing	Not Proven	Dismissal	Yes
62	3	02 Authority, Respect and Courtesy	Hearing	Proven	Final Written Warning	Yes
63	2	02 Authority, Respect and Courtesy	Hearing	Proven	Final Written Warning	Yes
64	1	02 Authority, Respect and Courtesy	Hearing	Proven	Final Written Warning	Yes
65	3	02 Authority, Respect and Courtesy	Hearing	Not Proven	Final Written Warning	
66	2	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
67	3	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
68	1	02 Authority, Respect and Courtesy	Hearing	Proven	Final Written Warning	Yes
69	1	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
70	2	02 Authority, Respect and Courtesy	Hearing	Proven	Dismissal	Yes

71	1	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
72	4	02 Authority, Respect and Courtesy	Meeting	Not Proven	Written Warning	Yes
73	1	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
74	2	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
75	2	02 Authority, Respect and Courtesy	Hearing	Proven	Would Have Been Dismissed	Yes

03 Equality and Diversity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
76	3	03 Equality and Diversity	Hearing	Proven	Dismissal	Yes
77	3	03 Equality and Diversity	Hearing	Not Proven	Final Written Warning	Yes
78	3	03 Equality and Diversity	Hearing	Proven	Final Written Warning	Yes
79	2	Hearing	Meeting	Proven	Written Warning	Yes
80	3	03 Equality and Diversity	Hearing	Proven	Dismissal	Yes
81	3	03 Equality and Diversity	Meeting	Proven	Written Warning	Yes

04 Use of Force

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
83	1	04 Use of Force	Hearing	Proven	Final Written Warning	No

84	2	04 Use of Force	Meeting	Proven	Written Warning	Yes

05 Orders and Instructions

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
85	1	05 Orders and Instructions	Hearing	Proven	Would Have Been Dismissed	Yes
86	1	05 Orders and Instructions	Meeting	Not Proven	Refer to AA for RPRP	Yes
87	2	05 Orders and Instructions	Meeting	Not Proven	Refer to AA for RPRP	Yes
88	2	05 Orders and Instructions	Meeting	Not Proven	Refer to AA for RPRP	Yes
89	1	05 Orders and Instructions	Meeting	Proven	Written Warning	Yes
90	1	05 Orders and Instructions	Meeting	Proven	Written Warning	Yes

06 Duties and Responsibilities

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
91	4	06 Duties and Responsibilities	Hearing	Proven	Would Have Been Dismissed	Yes
92	1	06 Duties and Responsibilities	Meeting	Proven	Written Warning	Yes
93	2	06 Duties and Responsibilities	Hearing	Proven	Would Have Been Dismissed	Yes
94	1	06 Duties and Responsibilities	Hearing	Proven	Written Warning	Yes
95	1	06 Duties and Responsibilities	Hearing	Proven	Written Warning	Yes
96	1	06 Duties and Responsibilities	Meeting	Not Proven	Refer to AA for RPRP	Yes
97	1	06 Duties and Responsibilities	Meeting	Not Proven	No Action	Yes
98	1	06 Duties and Responsibilities	Meeting	Not Proven	Refer to AA for RPRP	Yes

99	2	06 Duties and Responsibilities	Meeting	Proven	Written Warning	Yes
100	1	06 Duties and Responsibilities	Hearing	Proven	Dismissal	Yes
101	2	06 Duties and Responsibilities	Meeting	Proven	Written Warning	Yes
102	1	06 Duties and Responsibilities	Hearing	Not Proven	Written Warning	Yes
103	3	06 Duties and Responsibilities	Hearing	Not Proven	Written Warning	Yes
104	4	06 Duties and Responsibilities	Hearing	Not Proven	Written Warning	Yes

09 Discreditable Conduct

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
105	2	09 Discreditable Conduct	Hearing	Not Proven	Would Have Been Dismissed	Yes
106	3	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
107	2	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
108	1	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
109	1	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
110	1	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
111	2	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
112	3	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
113	4	09 Discreditable Conduct	Hearing	Not Proven	Dismissal	Yes
114	5	09 Discreditable Conduct	Hearing	Not Proven	Dismissal	Yes
115	6	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
116	1	09 Discreditable Conduct	Hearing	Not Proven	Final Written Warning	Yes

117	1	09 Discreditable Conduct	Hearing	Proven	Final Written Warning	Yes
118	4	09 Discreditable Conduct	Hearing	Proven	Final Written Warning	Yes
119	1	09 Discreditable Conduct	Meeting	Proven	Written Warning	Yes
120	2	09 Discreditable Conduct	Hearing	Not Proven	Final Written Warning	Yes
121	3	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
122	3	09 Discreditable Conduct	Meeting	Proven	Written Warning	Yes
123	1	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
124	3	09 Discreditable Conduct	Meeting	Not Proven	Written Warning	Yes
125	3	09 Discreditable Conduct	Meeting	Proven	Written Warning	Yes
126	1	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
127	2	09 Discreditable Conduct	Hearing	Proven	Written Warning	Yes

Special Constable

01 Honesty and Integrity

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
128	1	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes
129	2	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes
131	4	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes

02 Authority, Respect and Courtesy

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation

132	2	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes

09 Discreditable Conduct

Record	Breach	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
133	1	09 Discreditable Conduct	Meeting	Proven	Written Warning	Yes

2025-26: Numbers via allegations category recorded:

		Other Police Staff	Police Officer	Special Constable	Total
A1. Police action following contact	0	1	1	0	2
A2. Decisions	0	0	1	0	1
A4. General level of service	0	0	4	0	4
B4. Use of force	0	0	1	0	1
B9. Other policies and procedures	0	0	1	0	7
D1. Use of police systems	1	1	5	0	6
D2. Disclosure of information	0	3	3	0	6
D3. Handling of information	0	3	3	0	1
D4. Accessing and handling of information from other sources	0	1	0	0	1
E1. Use of police vehicles	0	0	1	0	7
F10. Other	0	0	7	0	2
F2. Disability	0	2	0	0	2
F6. Race	0	0	2	0	7
F8. Sex	0	0	7	1	2
F9. Sexual Orientation	0	0	1	0	2
H1. Impolite language/tone	0	0	2	0	3
H3. Unprofessional attitude and disrespect	0	2	1	0	11
H4. Lack of fairness and impartiality	1	5	5	0	2
J1. Sexual assault	0	0	2	0	10
J2. Sexual harassment	0	3	7	0	13
J3. Other sexual conduct	0	1	12	4	18
K1. Discreditable conduct	0	0	14	0	42
L1. Other	0	12	30	1	10
Total	0	3	6	**6**	**160**
	2	**37**	**115**		

Outcomes of Conduct cases - 2025 - 26:

NUMBER OF ALLEGATIONS	**Case to Answer**	**De Recorded**	**Discontinuance**	**No Case to Answer**	**Total**
A1. Police action following contact	0	0	0	6	6
A2. Decisions	0	0	0	4	4
	0	0	0	0	1

A3. Information	1	0	0	11	14
A4. General level of service	3	0	0	2	2
B1. Stops, and stop and search	0	0	0	2	4
B4. Use of force	2	0	0	2	2
B7. Evidential procedures	0	0	0	5	9
B9. Other policies and procedures	4	0	0	3	7
D1. Use of police systems	4	0	0	7	12
D2. Disclosure of information	4	0	1	0	1
D3. Handling of information	1	0	0	3	3
D4. Accessing and handling of information from other sources	0	0	0	5	5
E1. Use of police vehicles	0	0	0	3	3
F10. Other	0	0	0	1	2
F2. Disability	1	0	0	1	6
F6. Race	5	0	0	1	1
F7. Religion or belief	0	0	0	1	2
F8. Sex	0	0	1	0	2
F9. Sexual Orientation	2	0	0	4	6
H1. Impolite language/tone	2	0	0	3	3
H2. Impolite and intolerant actions	0	0	0	8	15
H3. Unprofessional attitude and disrespect	7	0	0	1	2
H4. Lack of fairness and impartiality	1	0	0	2	7
J1. Sexual assault	3	1	1	2	14
J2. Sexual harassment	12	0	0	4	11
J3. Other sexual conduct	7	0	0	24	53
K1. Discreditable conduct	23	1	5	8	12
L1. Other	2	0	2	**113**	**209**
Total	**84**	**2**	**10**		

Hearing outcomes 2025-26: by breach (note some hearings have more than one breach).

Other Police Staff

02 Authority, Respect and Courtesy

Record	Breach	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation

1	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
2	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
3	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
4	02 Authority, Respect and Courtesy	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
5	02 Authority, Respect and Courtesy	Stage Three	Proven	Final Written Warning	Yes
6	02 Authority, Respect and Courtesy	Stage Three	Proven	Final Written Warning	Yes
7	02 Authority, Respect and Courtesy	Stage Two	Proven	Final Written Warning	Yes
8	02 Authority, Respect and Courtesy	Stage Two	Proven	First Written Warning	Yes
9	02 Authority, Respect and Courtesy	Stage One	Proven	Written Warning	Yes
10	02 Authority, Respect and Courtesy	Stage Three	Proven	Would Have Been Dismissed	Yes

03 Equality and Diversity 2019Legislation

Record	Breach	Proceedings	Misconduct Finding	Proceedings Outcome	
11	03 Equality and Diversity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
12	03 Equality and Diversity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
13	03 Equality and Diversity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
14	03 Equality and Diversity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
15	03 Equality and Diversity	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes

06 Duties and Responsibilities

Record	Breach	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
16	06 Duties and Responsibilities	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
17	06 Duties and Responsibilities	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes

07 Confidentiality

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
18	07 Confidentiality	Stage Three	Proven	Final Written Warning	Yes

08 Fitness for Duty

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
19	08 Fitness for Duty	Stage One	Proven	Written Warning	yes

09 Discreditable Conduct

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	2019Legislation
20	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	
21	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
22	09 Discreditable Conduct	Stage Three	Proven	Dismiss Without Notice if Gross Misconduct	Yes
23	09 Discreditable Conduct	Stage Two	Proven	Final Written Warning	Yes
24	09 Discreditable Conduct	Stage One	Proven	Written Warning	Yes
25	09 Discreditable Conduct	Stage One	Proven	Written Warning	Yes
26	09 Discreditable Conduct	Stage Three	Proven	Would Have Been Dismissed	Yes
27	09 Discreditable Conduct	Stage Three	Proven	Final Written Warning	Yes
					Yes

Police Officer

01 Honesty and Integrity

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	
28	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	2019Legislation
30	01 Honesty and Integrity	Hearing	Proven	Dismissal	
31	01 Honesty and Integrity	Accelerated Hearing	Proven	Dismissal	Yes
32	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes
33	Proven	Accelerated Hearing	Proven	Would Have Been Dismissed	Yes
34	01 Honesty and Integrity	Accelerated Hearing	Proven	Would Have Been Dismissed	Yes
35	01 Honesty and Integrity	Hearing	Proven	No Action	Yes
37	01 Honesty and Integrity	Hearing	Proven	Would Have Been Dismissed	Yes
38	01 Honesty and Integrity	Accelerated Hearing	Proven	Would Have Been Dismissed	Yes
					Yes
					Yes

02 Authority, Respect and Courtesy

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	
39	02 Authority, Respect and Courtesy	Hearing	Proven	Final Written Warning	
40	02 Authority, Respect and Courtesy	Accelerated Hearing	Proven	Dismissal	2019Legislation
41	02 Authority, Respect and Courtesy	Accelerated Hearing	Proven	Dismissal	Yes
42	02 Authority, Respect and Courtesy	Hearing	Proven	Written Warning	Yes
43	02 Authority, Respect and Courtesy	Accelerated Hearing	Proven	Would Have Been Dismissed	Yes

44	02 Authority, Respect and Courtesy	Hearing	Proven	Dismissal	Yes
45	02 Authority, Respect and Courtesy	Accelerated Hearing	Proven	Dismissal	Yes
46	02 Authority, Respect and Courtesy	Meeting	Proven	Written Warning	Yes
					Yes

03 Equality and Diversity

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	
					2019Legislation
47	03 Equality and Diversity	Hearing	Not Proven	Final Written Warning	
48	03 Equality and Diversity	Hearing	Proven	Written Warning	yes
49	03 Equality and Diversity	Accelerated Hearing	Proven	Dismissal	Yes
50	03 Equality and Diversity	Meeting	Proven	Written Warning	Yes
					Yes

04 Use of Force Yes

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	
51	04 Use of Force	Accelerated Hearing	Proven	Dismissal	2019Legislation
52	04 Use of Force	Meeting	Proven	Final Written Warning	
					Yes

05 Orders and Instructions Yes

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	
					2019Legislation
53	05 Orders and Instructions	Hearing	Proven	Dismissal	
					Yes

06 Duties and Responsibilities

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	
54	06 Duties and Responsibilities	Hearing	Proven	Written Warning	2019Legislation

55	06 Duties and Responsibilities	Hearing	Proven	Written Warning	
56	06 Duties and Responsibilities	Hearing	Proven	Dismissal	Yes
57	06 Duties and Responsibilities	Hearing	Proven	Dismissal	Yes
					Yes
					Yes

07 Confidentiality

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	
58	07 Confidentiality	Accelerated Hearing	Proven	Dismissal	2019Legislation
59	07 Confidentiality	Accelerated Hearing	Proven	Would Have Been Dismissed	
					Yes
					Yes

09 Discreditable Conduct

Record	Breach Type	Proceedings	Misconduct Finding	Proceedings Outcome	
					2019Legislation
60	09 Discreditable Conduct	Accelerated Hearing	Proven	Dismissal	
61	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
62	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
63	09 Discreditable Conduct	Hearing	Proven	Dismissal	Yes
64	09 Discreditable Conduct	Accelerated Hearing	Proven	Dismissal	Yes
65	09 Discreditable Conduct	Accelerated Hearing	Proven	Would Have Been Dismissed	Yes
66	09 Discreditable Conduct	Accelerated Hearing	Proven	Dismissal	Yes
67	09 Discreditable Conduct	Accelerated Hearing	Proven	Would Have Been Dismissed	Yes
68	09 Discreditable Conduct	Hearing	Not Proven	Dismissal	Yes
69	09 Discreditable Conduct	Hearing	Proven	Would Have Been Dismissed	Yes
70	09 Discreditable Conduct	Accelerated Hearing	Proven	Dismissal	Yes
71	09 Discreditable Conduct	Accelerated Hearing	Proven	Would Have Been Dismissed	Yes

72	09 Discreditable Conduct	Accelerated Hearing	Proven	Would Have Been Dismissed	Yes
73	09 Discreditable Conduct	Meeting	Proven	Written Warning	Yes
74	09 Discreditable Conduct	Accelerated Hearing	Proven	Dismissal	Yes
					Yes