



Your reference: N/A

Our reference: FOI_24_0284

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 12/04/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0284

On 05/03/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

This is a Freedom of Information request to the professional standards department of the force.

Please can you tell me how many police officers have been investigated by the professional standards department for misconduct of any kind in each year over the last 10 years.

Please include:

- a description of the misconduct being investigated
- roughly when the misconduct occurred
- the outcome of the investigation
- the rank of the police officer
- how long each investigation took (the date the investigation started and the date it was concluded)
- the name of the case that the misconduct related to

Please can you also tell me what the professional standards department budget has been for each year over the past 10 years.

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

Following receipt of your request, relevant information has been sought from the Professional Standards Department. Please see the tables below for the responses to your questions.

Please note that uncorrelated tables have been provided to avoid the likelihood of an individual being identified by virtue of Section 40(2) of the Freedom of Information Act.

The names of the cases which the misconduct relates to has been exempt by Section 40(2) to avoid any individuals being identified.

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

Section 40(2) Personal Information

Section 40(2) applies to third party personal data. This would not be released under the Freedom of Information Act unless there is a strong public interest. The disclosure of any information which could lead to the identification of an individual would breach the Data Protection Principles contained with the Data Protection Act 2018, namely the first principle which states that personal data shall be processed lawfully, fairly and in a transparent manner in relation to individuals.

This exemption is absolute and class based therefore I am not required to apply either the public interest test or harm test in disclosure.

In accordance with the Act, this letter represents a Refusal Notice for this part of your request.

Type of Misconduct	Total
Discreditable Conduct	46
Duties and Responsibilities	44
Honesty and Integrity	21
Challenging and Reporting Improper Conduct	5
Use of Force	5
Orders and Instructions	18
Authority, Respect and Courtesy	39
Confidentiality	10
Total	188

Month and Year of Misconduct	Total
2013	
Feb	3
Mar	2
Apr	2

Aug	3
Oct	1
2014	
Apr	1
May	1
Jul	7
Aug	1
Dec	1
2015	
Feb	1
Mar	1
Apr	2
May	3
Jun	2
Aug	3
Sep	47
2016	
Jan	2
Feb	1
Jul	3
Aug	2
Nov	3
2017	
Nov	1
2018	
May	13
Aug	1
2019	
Feb	3
Mar	3
Apr	3
May	1
Sep	3
2020	
Feb	2

May	8
Jul	5
Oct	2
2021	
Mar	9
Apr	1
Jul	3
Aug	10
Oct	2
Nov	2
Dec	2
2022	
Jan	5
Mar	2
Apr	2
May	2
Nov	3
2023	
Feb	3
Apr	1
Jun	4
Total	188

Rank	Total
DC	1
DS	5
INS	4
PC	146
PS	23
SC	7
SGT	2
Total	188

Outcome	Total
Appeal Dismissed	1
Dismissal	4
Dismissal Without Notice	10
Final Written Warning	62
Learning from Reflection	2
Management Action	5
Management Advice	11
No Action	17
Referral to Proceedings	1
Referral to RPRP	2
Would Have Been Dismissed	30
Written Warning	43
Total	188

Investigation Days	Total
0	10
101	1
102	1
103	2
104	3
107	1
11	1
113	1
115	2
126	1
130	1
131	4
132	1
133	2
134	2
135	2
138	1

141	2
144	2
145	1
148	5
150	1
152	1
153	1
155	4
163	1
168	1
169	3
170	1
178	1
18	2
182	1
183	2
189	5
191	6
193	1
194	5
195	3
196	7
199	1
205	1
206	7
210	1
215	1
219	1
220	1
233	2
234	1
238	3
239	1
255	1
261	1

27	1
280	1
3	2
304	3
309	1
314	1
329	4
342	2
37	1
374	1
39	1
41	1
410	1
42	1
43	1
45	1
505	1
51	2
542	6
552	8
59	1
63	2
651	1
686	7
71	1
72	1
75	2
77	2
83	1
833	2
84	3
87	2
90	1
91	3
93	2

95	1
96	1
97	1
Total	188

The Professional Standards Departmental Budget from 01/04/2013 – 31/03/2024

Year	Total Budget
2013-14	359,415
2014-15	382,348
2015-16	374,146
2016-17	310,768
2017-18	333,209
2018-19	360,577
2019-20	495,276
2020-21	542,408
2021-22	803,241
2022-23	958,647
2023-24	1,056,704

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary