



Your reference: n/a

Our reference: FOI_24_0497

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 04/06/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0497

On 07/05/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

How many members of staff have faced disciplinary proceedings over their use of social media and messaging services over the past five years. Please can you break this down by year (2019, 2020, 2021, 2022 and 2023), job title, the outcome of the proceedings and whether they are still employed.

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

Please see the following table:

Year	Job Title	Outcome of Proceedings	Still employed
2021	PC	Written Warning	Yes
2021	PC	Written Warning	Yes
2021	PC	Referral to Reflective Practice Review Process	Yes
2021	PC	Referral to Reflective Practice Review Process	Yes
2023	Police Staff	Final Written Warning	Yes
2023	Police Staff	Final Written Warning	Yes
2023	Police Staff	Referral to Reflective Practice Review Process	Yes
2023	PC	Would have been dismissed	No
2023	Police Staff	Would have been dismissed	No

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