



Your reference: N/A
Our reference: FOI_25_0066
E-mail: FOI
@gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 04/06/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0066

On 17/01/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

I am writing to request information under the Freedom of Information Act regarding police officer misconduct. Please could you provide the following information:

1. The total number of police officers accused of misconduct
2. A breakdown of the number that proceeded to a misconduct hearing
3. A breakdown of the outcomes in each case that proceeded to a misconduct hearing
4. A breakdown of the type of misconduct alleged (e.g. Dishonesty, abuse of authority, discrimination)
5. Please provide copies of summaries of the Modus Operandi (MO) sections for incident reports relating to misconduct cases that went to a hearing ensuring that all personal data is redacted to align with privacy regulation.
6. The outcome of the above hearings
7. How many officers resigned before the proceedings were completed

Further email was received on 19/01/2025 with the following:
Apologies, I did not state the time frame for my below request.

I would like to request this information for the last 4 years. If this time frame is too broad I am happy to refine the scope to 3 years.

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

I have numbered your request for ease.

Following receipt of your request, I have sent your request to the relevant department who has confirmed the following.

1. 178 officers faced allegations which were initially assessed as Misconduct or Gross Misconduct
2. 29 officers proceeded to a hearing for Gross Misconduct.

The below table shows details the outcomes for the remaining 149 officers:

Outcomes	Total
Referred to Meeting	13
Neither Misconduct nor Gross Misconduct	15
No Action	42
Referral to Reflective Practice Review Process (RPRP)	33
Ongoing	46

3. Hearing Outcomes

Outcomes	Total
Awaiting Outcome	6
Dismissal	7
Final Written Warning	1
No Action	2
Would have been dismissed	12
Written Warning	1

4. Misconduct allegation Categories

Categories	Total
Abuse of position/corruption	4
Access and/or disclosure of information	13
Delivery of duties and services	3
Discreditable conduct	29
Discriminatory behaviours	3
Individual behaviours	15
Other	8
Police powers, policies and procedures	3
Sexual conduct	7
Use of police vehicles	1

Please note that officers may have more than one allegation recorded against the individuals therefore the totals will differ.

6. Duplicate of question 3

7. 13 Officers

5. The summaries of the MO's of the incidents will not be provided as the disclosure of this is exempt by virtue of Section 40 of the Freedom of Information Act. As this information contains the information of individuals which can lead to them being identified.

To provide any further information would likely identify the individuals or disclose Personal Data and is therefore exempt under Section 40 of the Freedom of Information Act.

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.

With regard to the disclosure of the summaries of the MO's and any further information, the following 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 within 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.

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