



Your reference:

Our reference: FOI_25_0491

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 29/05/2025

Dear

Gloucestershire Constabulary Freedom of Information request 2025_0491

On 08/05/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

1 - How many officers and staff have been found guilty of gross misconduct in 2025 up to 14/04/25?

Please also list the number for 2024, 2023, 2022, 2021 and 2020 and make clear if they were officers or staff.

2 - Please could you differentiate between the number of officers and staff dismissed and those who would have been dismissed, had they not already left the force.

3 - Please could you also list the reason(s) for their dismissal.

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

1)

	Police staff	Police officer
2020	0	0
2021	3	0
2022	2	2
2023	5	5
2024	8	13
2025	1	3

Total	19	23
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2)

Hearing Outcome	Total
Other Police Staff	
Dismissal	12
Would Have Been Dismissed	2
Police Officer	
Dismissal	8
Would Have Been Dismissed	14
Total	36

3)

Allegation Category	Total
Other Police Staff	
Abuse of position/corruption, Sexual conduct	1
Access and/or disclosure of information	2
Discreditable conduct	5
Discreditable conduct, Discriminatory behaviour	1
Discreditable conduct, Individual behaviours, Other	1
Individual behaviours, Access and/or disclosure of information	1
Sexual conduct	2
Sexual conduct, Discreditable conduct	1
Police Officer	
Abuse of position/corruption, Discreditable conduct	1
Access and/or disclosure of information	3
Access and/or disclosure of information, Delivery of duties and service, Discreditable conduct	1
Discreditable conduct	8

Discreditable conduct, Other	1
Discreditable conduct, Sexual Conduct, Abuse of position/corruption	1
Discriminatory behaviour, Discreditable conduct	1
Individual behaviours	2
Other, Discreditable conduct	1
Sexual conduct	2
Use of police vehicles, Discreditable conduct	1
Total	36

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 breakdown of the number of officers and staff dismissed and those who would have been dismissed, had they not already left the force and the reason for their dismissal broken down by year 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