

Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk



Your reference: N/A

Our reference: FOI_25_1026

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 23/07/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_1026

On 22/10/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. What is the structure of the Professional Standards and Anti-corruption unit teams.
2. Who are the heads of those teams, and the officer that is responsible for authorising misconduct allegations, and also restrictions?
3. Any policy or procedure that governs the issuance of the items mentioned in item 2.
4. The amount of compensation that has been given out to Staff or Police after misconduct notices have been issued. Please specify the rank or grade of the staff/officer, what they were accused of, and how much compensation was given to them. Please do this for the last 10 years and provide totals per month per year.
5. How many times the constabulary have been taken to employment tribunal (or ACAS early reconciliation) please describe the reason, and the outcome and any compensation awarded

We are committed to being an anti-discriminatory organisation. This means not only acting in a non-discriminatory way, but addressing systemic inequalities, disadvantage and discrimination.

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

Following receipt of your request, I can confirm that searches were undertaken within Gloucestershire Constabulary in order to identify and locate the relevant information.

Unfortunately, there is no central register for this information and no way to retrieve the information by way of electronic searches.

Whilst the Constabulary records when employment tribunals and dispute resolution services such as ACAS conciliations are engaged, it does so within a separate manner for each. In order to provide the requested information, for the time period requested a manual review of in excess of 300 records would have to be undertaken to ascertain if any information is pertinent to your request is held. This review process would take far longer than the 18 hours prescribed by the Freedom of Information Act.

Section 17(5) 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.

In relation to your request Section 12 applies.

Section 12(1) – Fee Regulations states:

Section 1(1) of the Act 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. (As detailed in the Data Protection and Freedom of Information Fees Regulations of 2004)

The appropriate limit at the moment is £450 calculated at an hourly rate of £25 per hour for all staff time incurred in:

- i. Determining whether information is held
- ii. Locating it
- iii. Retrieving it
- iv. Extracting the information to be disclosed from the other information.

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

Section 16 – unable to assist

Unfortunately, I'm unable to assist in suggesting ways of refining your request to come within the confines of Section 12 of the Act. Even reducing the timescale would not reduce the number of records enough that a manual review could be conducted within the timescale but still provide meaningful information.

However, I am able to provide you with the following information which may be of relevance and interest to your request.

The Constabulary follows the statutory guidance published and set out by the Independent Office for Police Conduct (IOPC). Within the publication 'Statutory guidance on the police complaints', the IOPC set out the expected service standards and timescales. Schedule 3 of the Police Reform Act 2002 sets out the statutory legal framework and formal procedure for handling and processing complaints and reported misconduct involving police officers and staff serving police forces within England and Wales. This information is contained within the statutory guidance. The publication also sets out the complaints handling procedure for complaints outside of Schedule 3 of the Police Reform Act 2002.

Should you wish to know further information about policies and guidance around the complaints handling and professional standards process, may I direct you to <https://www.policeconduct.gov.uk/publications/statutory-guidance-2020>

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