



Your reference:

Our reference: FOI_25_1203

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 06/07/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_1203

On 17/12/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

- 1) The number of internal staff investigations opened in each of the past five calendar years.
- 2) A breakdown of the type of allegations investigated (e.g. misconduct, harassment, discrimination, corruption, data breaches, inappropriate use of technology).
- 3) The number of investigations that resulted in:
 - disciplinary action
 - dismissal
 - no further action
- 4) The average time taken to conclude staff investigations in each of the past five years.
- 5) The number of complaints made against police staff by:
 - Colleagues (Police Staff)
 - Colleagues (Police Officers)
 - Members of the public
 - External agencies
- 6) Details of which department or unit is responsible for investigating police staff misconduct.
- 7) The number of police staff investigations in the past five years which involved referral to the Independent Office for Police Conduct
- 8) The number of appeals lodged against disciplinary decisions and the outcome of those appeals.
- 9) Copies of any current policies or procedures relating to the investigation of police staff misconduct.

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

Police Forces in the United Kingdom are routinely required to provide statistics to government bodies, and the recording criteria is set nationally. However, the systems used for recording these figures are not generic, nor are the procedures used locally in capturing the data. It should be noted that for these reasons the figures given relate to information from the specific recording system of Gloucestershire Constabulary and should not be used for comparison purposes with any other response you receive.

Please note that our systems are designed to record information for policing purposes and the investigation of crime and not to extract statistical information. Accordingly, whilst we endeavour to extract relevant data within the time limits of the Act, any data supplied is subject to these limitations.

The below table answers the following questions, 1,2,3,4, 5,,7,8, have been answered within the below table.

		2021	2022	2023	2024	2025
	Police Staff Conduct Cases	15	25	22	39	29
Allegation Categories	Abuse of position/corruption	0	2	1	6	0
	Access and/or disclosure of information	5	8	7	8	5
	Delivery of duties and service	14	9	2	2	0
	Discreditable conduct	2	15	30	36	38
	Discriminatory behaviour	1	1	0	4	2
	Individual behaviours	1	19	7	14	0
	Other	0	1	2	1	1
	Police powers, policies and procedures	2	0	0	1	0
	Sexual conduct	2	5	4	3	1
Outcomes	Dismissal	2	4	4	10	4
	Would Have Been Dismissed	0	1	2	1	0
	Reflective Practice	6	8	5	5	4
	Final Written Warning	2	2	2	4	0
	No Action	6	11	9	12	3
	No Outcome Yet	0	0	2	4	20
	Written Warning	0	0	0	4	0
Case Days	Average Case Days (Finalised Cases Only)	114	207	172	187	178
IOPC Referrals	Number of IOPC Referrals	1	6	6	8	0
Appeals	Number of Appeals	0	3	1	1	0
Appeal Outcomes	Not Upheld	0	3	1	1	0

6) both police officers/detectives and civilian Investigators from the Professional Standards Department will investigate cases of police staff misconduct.

9) Please see the Police Staff Misconduct Policy attached within your response.

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