

Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
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www.gloucestershire.police.uk



Your reference:

Our reference: FOI_26_0682

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 19/08/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0682

On 17/07/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

For the period: 1st January 2021 to 31st December 2025.

1. Reported Incidents

Please provide the number of reported incidents relating to:

Misogyny;
Misogynistic behaviour;
Sexist conduct;
Gender-based discrimination; and/or
Sexual harassment

where the subject of the report was a police officer, member of police staff, volunteer, contractor, or other force employee, and where possible, the rank of the accused individual within the organisation.

Where incidents are not specifically recorded under one or more of the categories above, please provide any equivalent categories used by your force to record allegations of this nature.

2. Outcomes

For the reports identified in Question 1, please provide the number that resulted in:

No further action;
Reflective practice, management advice, or management action;
Misconduct proceedings;
Gross misconduct proceedings.

3. Findings

For the reports identified in Question 1, please provide the number of cases that resulted in:

- A finding of misconduct; and
- A finding of gross misconduct.

4. Definitions and Recording Practices

Please provide any force definition, guidance, policy, recording standard, or categorisation criteria used to identify or record:

- Misogyny;
 - Misogynistic behaviour;
 - Sexist conduct;
 - Gender-based discrimination; and/or
 - Sexual harassment
- within workforce misconduct, complaint, grievance, or professional standards records.
- Clarification

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.

Please see your response below.

1. Reported Incidents broken down by reported conduct type and role of the accused

Year	Misogyny	Misogynistic Behaviour	Sexist Conduct	Gender-Based Discrimination	Sexual Harassment	Role
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
2023	0	0	0	0	1	PC
2024	0	4	0	0	0	PC x 2 & PCSO x 2
2025	0	1	0	0	0	PC
Total	0	5	0	0	1	

2. Outcomes

Of the 6 identified reported incidents, the following outcomes have been recorded

No Further Action	Reflective Practice / Management Advice / Management Action	Misconduct Proceedings	Gross Misconduct Proceedings
2	0	0	4

3. Findings

A Finding of misconduct	A finding of Gross Misconduct Proceedings
0	4 (Outcome – Dismissed)

4.

In relation to recording practises,

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 recording standards of complaints

Should you wish to know further information about policies and guidance around the complaints handling and professional standards process, may I direct you to the below

IOPC Statuary Guidance:

<https://www.policeconduct.gov.uk/publications/statutory-guidance-2020>

In relation to agreed definitions,

The Constabulary adopts the nationally agreed upon definitions contained within the College of Policing and National Police Chiefs' Council (NPCC) guidance.

The below link may be of interest to you.

<https://www.college.police.uk/ethics/code-of-ethics>

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