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

Our reference: FOI_26_0842
E-mail: FOI@gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 13/10/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0842

On 08/09/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

For financial years 2023-24, 2024-25 and 2025-26 (and, if within the cost limit, 2021-22 and 2022-23 also — see the note below), broken down by year:

1. The number of misconduct and gross misconduct investigations concluded, split by severity assessment.

2. The duration of those investigations, from the date of severity assessment to the date of conclusion, expressed as a banded distribution: 0–6 months, over 6 and up to 12 months, over 12 and up to 24 months, over 24 months. Please provide the bands rather than, or in addition to, an average — the distribution is the substance of this item.

3. Tfhe same banded distribution for investigations that were live and not concluded at the end of each financial year, measuring the age of the investigation at that date from the date of severity assessment (or the nearest equivalent date held).

4. The number and proportion of concluded investigations resulting in a finding of no case to answer, and the number resulting in each other outcome category held.

5. The number of officers suspended, and the duration of suspensions as a banded distribution using the same bands as item 2.

6. The number of complainants who lodged five or more complaints within any 24-month period, and the proportion of all complaints recorded that those complainants accounted for.

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 searchers were undertaken within Gloucestershire Constabulary in order to identify and locate the relevant information.

Unfortunately, with regards to question 6 there is no way to retrieve the information by way of direct electronic searches. This is due to way in which the Constabulary records complaints. Any complainant details are contained within the complaint record itself and are unable to be electronically searched or cross referenced against other complaint records. Therefore, in order to process your request, it would require a manual review of all complaints received across a 24-month period in order to ascertain if any complainant details are the same and if so what proportion of the complaint volume any complaint records submitted by same complainant would be. This would involve the review of hundreds of records and would therefore 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.

Information Outside of the Act

By way of assistance and although excess cost removes the Force's obligations under the Freedom of Information Act, I have supplied the information relevant to your request which has already been retrieved. I trust this is helpful, but it does not affect or reduce our legal right to rely on the fees and time regulations for the remainder of your request.

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 which is relevant to questions 1-5 of your request. Tables A, B, and C which refer to the number of misconduct and gross misconduct investigations. Alongside each table is also a breakdown of the severity assessments.

Table A, for the financial year 2023/24.

	2023-2024	Live (not concluded)	No case to answer	Suspensions
0-6 months	52	0	40	7
Over 6m up to 12m	25	0	7	1
Over 12m up to 24m	11	7	6	0
Over 24-months	1	6	0	0

2023/24 Concluded cases by Severity Assessment (x89)

- Case to answer: 30
- De-recorded: 6
- Discontinuance: 1
- No case to answer: 52

Table B, for the financial year 2024/25.

	2024-2025	Live (not concluded)	No case to answer	Suspensions
0-6 months	36	0	25	16
Over 6m up to 12m	21	11	9	11
Over 12m up to 24m	14	21	5	0
Over 24-months	0	0	0	0

2024/25 Concluded cases by severity assessment (x71)

- Case to answer: 32
- De-recorded: 2
- Discontinuance: 0
- No case to answer: 37

Table C, for the financial year 2025/26.

	2025-2026	Live (not concluded)	No case to answer	Suspensions
0-6 months	35	3	31	4
Over 6m up to 12m	8	57	4	7
Over 12m up to 24m	0	8	0	0
Over 24-months	0	0	0	0

2025/26 Concluded cases by severity assessment (x43)

- Case to answer: 6
- De-recorded: 1
- Discontinuance: 1
- No case to answer: 35

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