
QUARTERLY REPORT: COMPLAINTS, MISCONDUCT & OTHER MATTERS

Report of the Chief Constable

Contact: Detective Superintendent Dean Chapple

1. Purpose of Report

1.2 This report outlines the data and performance of Complaints, Misconduct and other matters that have been processed in the 12 month period up to 31 March 2018 by the Professional Standards Department (PSD).

The report follows the agreed format required by the Police, Fire and Crime Commissioner to inform on performance, work being undertaken and outcomes.

2. Recommendation

2.1 That the Police, Fire and Crime Commissioner considers the report and raise any queries through the quarterly meeting with the Deputy Chief Constable.

Stephen Kavanagh
Chief Constable
Essex Police

Professional Standards Department

Part 1 - Performance Report Complaints and Misconduct

Date: Quarter 4 – January to March 2018

Unit: Professional Standards

Contact: D/Supt Dean Chapple

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Performance Summary

Recorded Complaints

Recorded complaints have remained static during quarter 4 (Jan to Mar 18) with an average of 122 recorded per month with the overall trend reducing from 1,499 strands of recorded complaint during 2016/17 to 1,403 during the last year.

North Local Policing Area (LPA) saw an 8% increase in recorded complaints in 2017/18 when compared to 2016/17 whilst a majority of other policing commands experienced reductions. Further analysis of the North LPA performance attributes the increase to a single repeat complainant which accounted for 17% of the overall complaints recorded for that command.

West LPA achieved a reduction of 28% with 85 less recorded complaints during 2017/18 when compared to the previous year with a majority of other commands also achieving reductions or remaining stable.

Timeliness

The Independent Office for Police Conduct (IOPC) statutory guidance sets an expectation that a recording decision should be made within 10 working days following the receipt of a complaint from a member of the public. Essex Police currently record 93% of complaints within 10 days against a national average of 84%¹.

The expectation is that a public complaint will be finalised within 90 days following which any outcome is subject to a 28 day appeal period. Therefore the overall aspiration is for a public complaint to be finalised within 120 days. Between 1 Apr 17 to 31 Mar 18 the average time taken to finalise a complaint was 133 days, a significant reduction from 171 days for the previous year; however against a national average of 116 days this remains an ongoing area for improvement.

Complaints resolved by local resolution (LR) are finalised on average within 80 days, which is a reduction from 92 days when compared to the previous year although higher than the national average of 72 days. On average complaints dealt with by local investigation take 156 days to finalise. This demonstrates a further improvement in the timeliness of complaint handling, reducing from 170 days when compared to the previous year and against a national average of 173 days.

Outcomes

The most common outcome for finalising an allegation has been through the use of local resolution (LR) accounting for 47% of outcomes year to date (Apr 17 to Mar 18) compared to 42% nationally, and an increase from 39% the previous year. An LR is a flexible process that can be adapted to the needs of the complainant and allows for a complaint to be dealt with at a local level; increase of its use is being seen nationally.

137 complaints were upheld during the period 1 Apr 17 to 31 Mar 18 compared to 241 the previous year. 60% of all upheld complaints concerned Failure in Duty (S) and 57% of all upheld complaints were dealt with by management action².

¹ Independent Office for Police Conduct (IOPC) Police Complaints Bulletin (Essex) 1 April 17 to 31 March 18

² Management Action deals with any misconduct in a timely, proportionate and effective way that will command the confidence of staff, police officers, the police service and the public. (Home Office Guidance)

Complaint Categories by exception

Complaints relating to Other Assault (C) saw a further increase in quarter 4 bringing the end of year total to 106 complaints in this category compared to 95 the previous year. Whilst a majority of commands remained stable North LPA saw complaints increase from 23 to 36.

Allegations of Discriminatory Behaviour (F) remained generally consistent throughout the year however peaks in complaints were seen in Nov 2017 and again in March 2018. North LPA has the highest recorded complaints in this category although less than the same period last year and West LPA recorded an increase from 2 in 2016/17 to 8 in 2017/18. Following further review no pattern of behaviour or common theme has been identified. Over the last 12 months 73% of allegations related to race.

Lack of fairness and impartiality (Q) allegations have continued to rise with a further 40 recorded during quarter 4 compared to 27 the previous quarter. This accounts for 10%³ of all complaints recorded, double the national average. An assessment of complaints within this category has identified a common theme relating to investigation into counter allegations. These findings have been shared at the new Learning the Lessons Board and the Essex Police College leadership team are now developing unconscious bias training in conjunction with ACAS to support improvements.

Whilst Corrupt Practices (H) has shown an end of year increase compared to the previous year there was only 1 recorded complaint in this category during quarter 4. The end of year increase is attributable to a peak in June 2017 which related to one individual complainant.

Failure in Duty (S) remains the most common recorded complaint with 120 recorded in quarter 4 compared to 136 the previous quarter. Whilst accounting for 34% of all recorded complaints this area has seen significant reductions and remains below the national average of 39%.

Misconduct

49 new misconduct cases were recorded during quarter 4 compared to 46 the previous quarter. Although cases have reduced month on month during quarter 4 there have been a total of 162 recorded cases between 1 Apr 17 and 31 Mar 18 compared to 144 the previous year.

Alleged breaches of the Standards of Professional Behaviour relating to Discreditable Conduct and Duties and Responsibilities are the highest reported areas of alleged misconduct with more cases recorded when compared to the previous year. In addition allegations of misconduct relating to breaches of Confidentiality have also seen an increase.

PSD Action Plan

A PSD Action plan is in place in relation to the public complaint process. The plan seeks to address and improve on the quality of service given to complainants in the specific areas of: (1) Timeliness and Delays (2) Customer Contact (3) Case Management (4) Record Keeping

To improve the timeliness of complaint handling a new paperless complaints process was introduced during 2017 for the management of cases subject of local resolution. This has resulted in month on month improvements with an average of 80 days now being taken to finalise a complaint.

Following further awareness training for PSD staff concerning the functionality of the IT systems used for management of complaints new procedures are being developed with the aim of better managing customer contact, timeliness and record keeping.

³ Independent Office for Police Conduct (IOPC) Police Complaints Bulletin (Essex) 1 April 17 to 31 March 18

OPFCC Audit

In support of the PSD action plan the OPFCC also aim to examine finalised complaint cases through a dip sampling process each quarter. During quarter 4 a total of 20 cases were reviewed across a range of complaint categories and the findings shared with the Head of PSD and Complaints and Conduct Manager.

9 cases identified with no issues of concern; being satisfied with timeliness, complainant contact and case management. 7 queries were raised over timeliness, 3 regarding case management and 2 concerning customer service. Responses were provided to the OPFCC regarding all matters raised.

Current Activity

Based on current performance and findings the following actions continue be undertaken;

- The Learning the Lessons Board and revised Integrity and Anti-Corruption Board met during quarter 4, including the broader membership of critical friends, in order to analyse complaints and misconduct cases and ensure appropriate action is being taken to drive improvements.
- Further PSD Surgeries were conducted across the county including bespoke training sessions at command leadership training days to provide direct support and guidance to line managers on complaint and conduct case management.
- Continued development of a PSD Portal aims to deliver a single point for officers and staff to obtain guidance, understand current Force performance, share best practice and lessons learnt with a launch date expected in July 2018.
- Revised force procedures have been developed and following consultation await final approval with the aim of streamlining complaint handling and introduce better record keeping.
- Visits have been undertaken with other Forces and to explore and identify best practice regarding the use of IT, procedures and structures with the aim of improving overall service delivering. Outcome of visits will be used to inform change during 2018.

Dean Chapple

Detective Superintendent
Head of Professional Standards

Introduction – Use of Data for reporting.

The Complaint and Misconduct data used for this report is per strand in a case, except for where otherwise stated. It does not cover each officer allegation within a complaint.

For example an overall complaint or misconduct case number is likely to include more than one complaint/misconduct strand or category – the data used reflects the separate strands. There will often be multiple officers subject to a complaint strand. The latter is not generally reflected in this data, except for occasions where it is noted as such.

Caveats:

Complaints and Misconduct data includes those that were de-recorded/withdrawn.

Data is dependent on certain fields being accurate – For example, when considering Commands/Area Responsible – due to changes in structures within the force, and additional commands such as Contact Management, numbers may be skewed compared to other reporting.

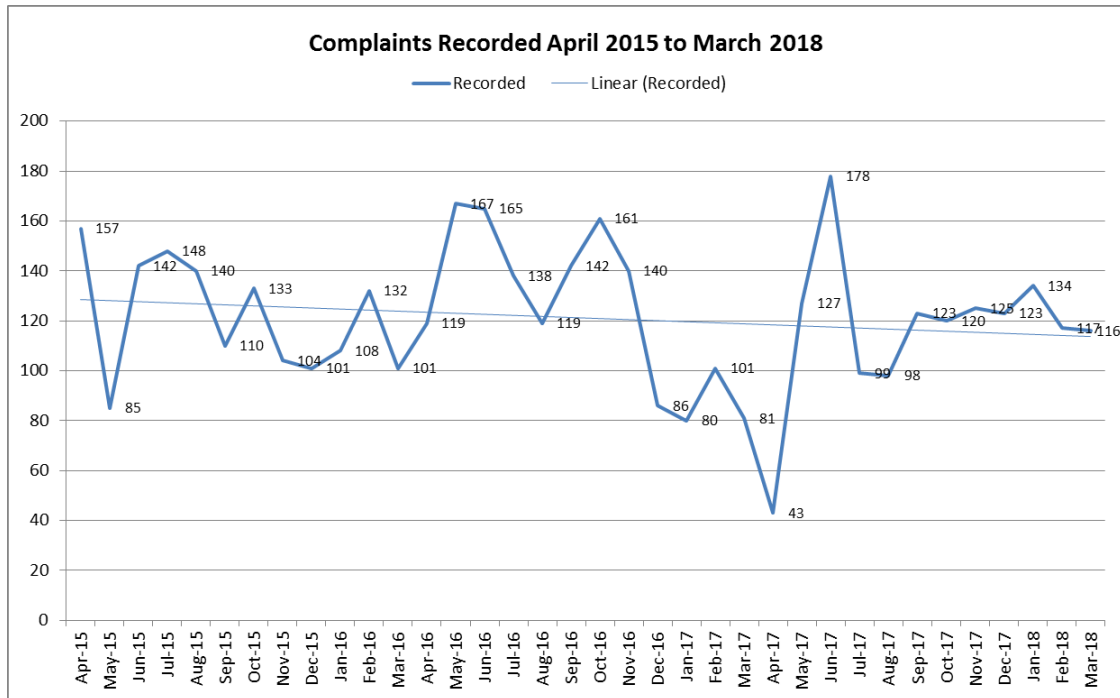
This data uses the Area Responsible as recorded initially for Cases; this will not reflect the individual complaint strands and officer allegations which will often be across different commands and areas.

Commands:

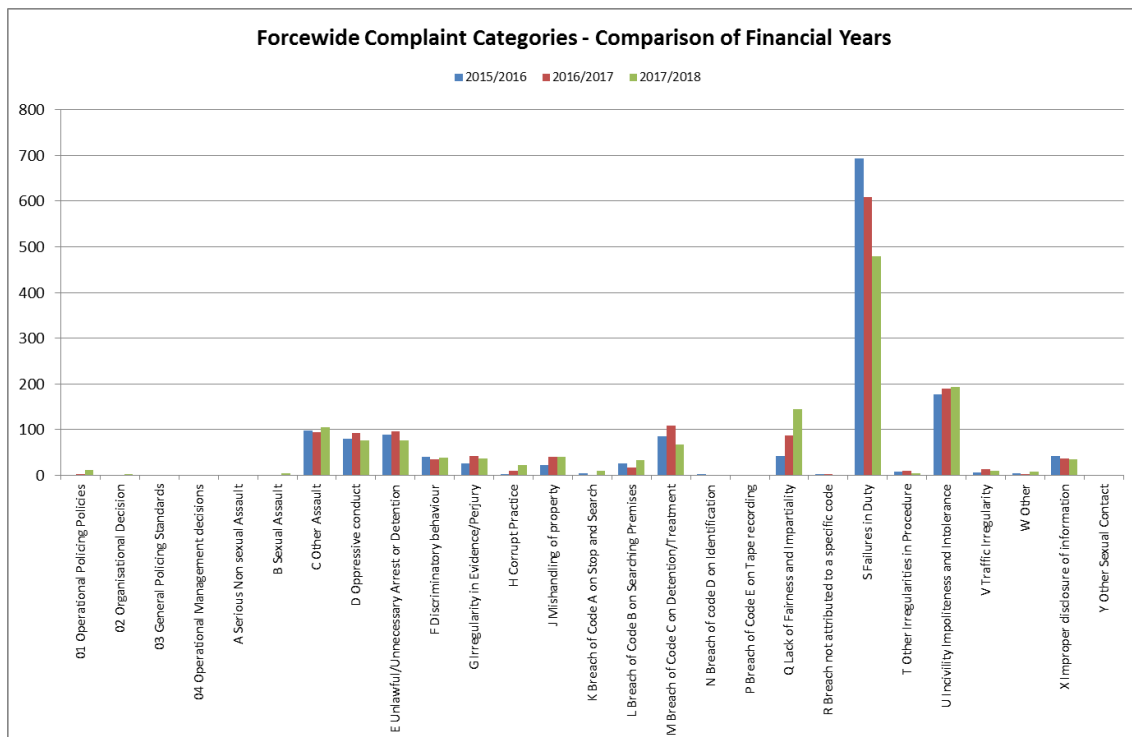
The table below details the Commands across Essex Police and the abbreviations that will be used to refer to them throughout the report.

Command Abbreviation	Command
CJOM	Criminal Justice & Offender Management
CM	Contact Management
CT	Counter Terrorism
CPP	Crime & Public Protection
HQ	Headquarters Departments
LPA North	Local Policing Area North
LPA South	Local Policing Area South
LPA West	Local Policing Area West
LPA Other/Unknown	Local Policing Area Other/Unknown
OPC	Operational Policing Command
SCD	Serious Crime Directorate
SPS	Support Services

Force Complaints

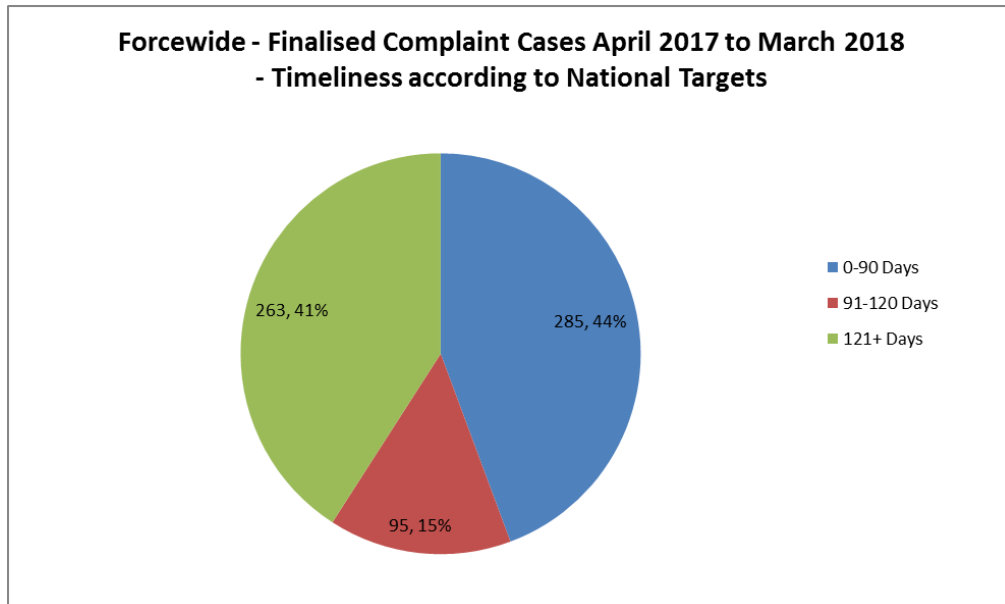


Numbers of complaints have gradually decreased in recent years, with regular peaks in the summer months. In recent months, the numbers have been consistent.



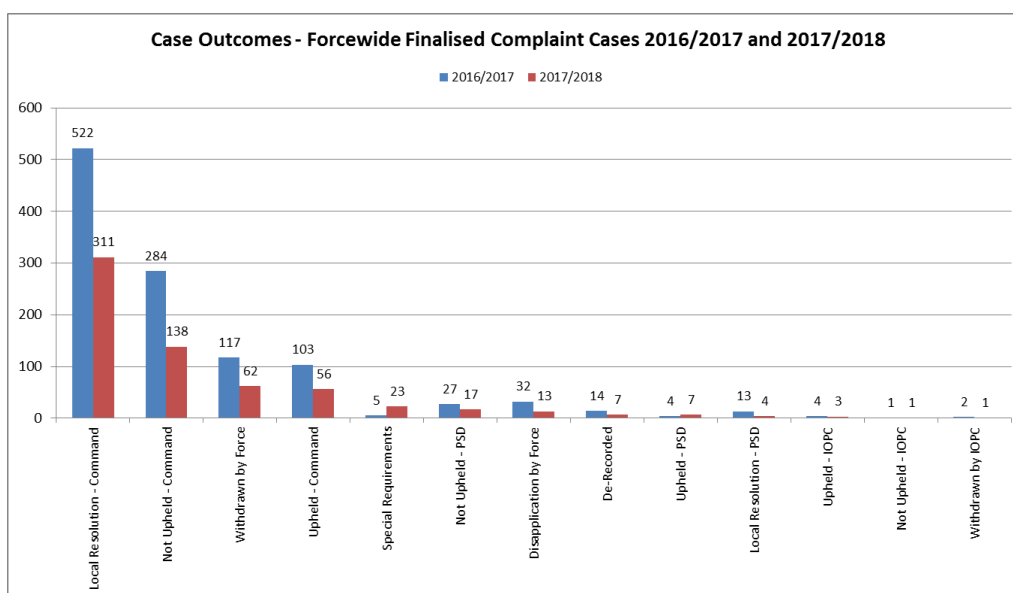
Timeliness of Complaints

The graph below depicts the number of days for Complaint Cases to be finalised over the last 12 months (not each individual complaint strand as many cases will have multiple strands with the same number of days). Nearly half of cases were up to 90 days.



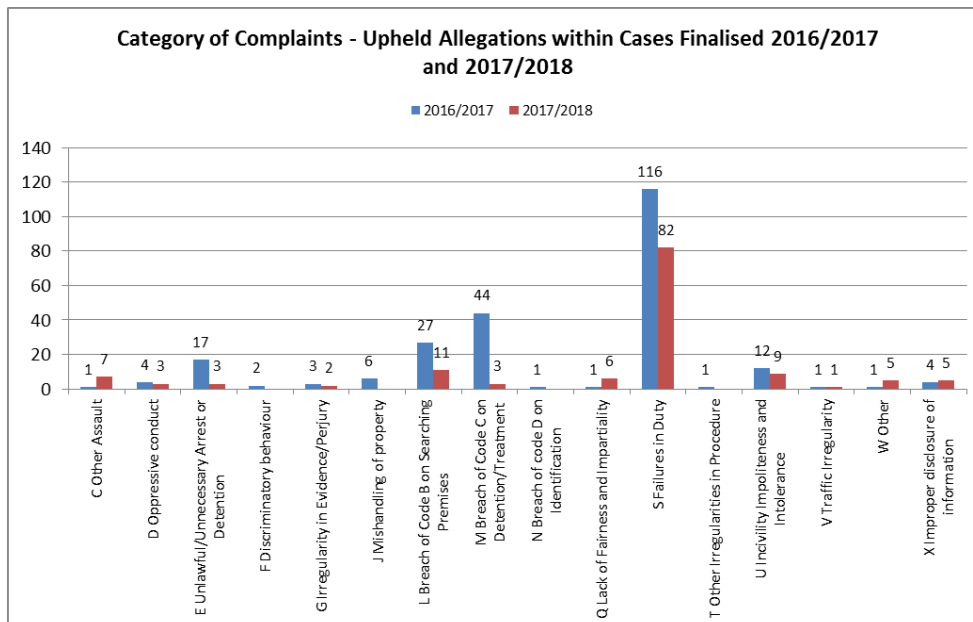
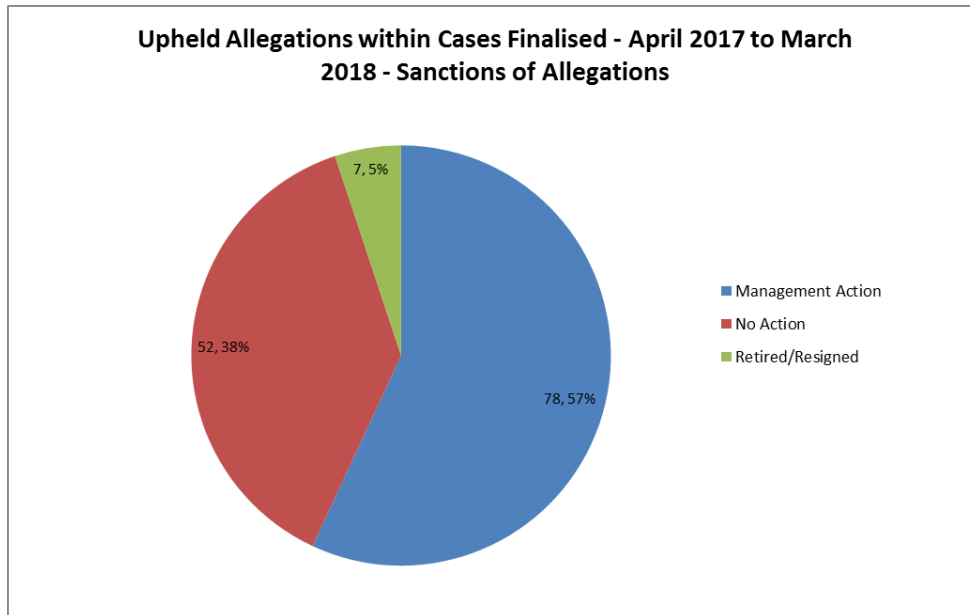
Outcomes of Complaints

The graph below compares the overall case outcome of Complaint Cases that were finalised in the last two financial years.

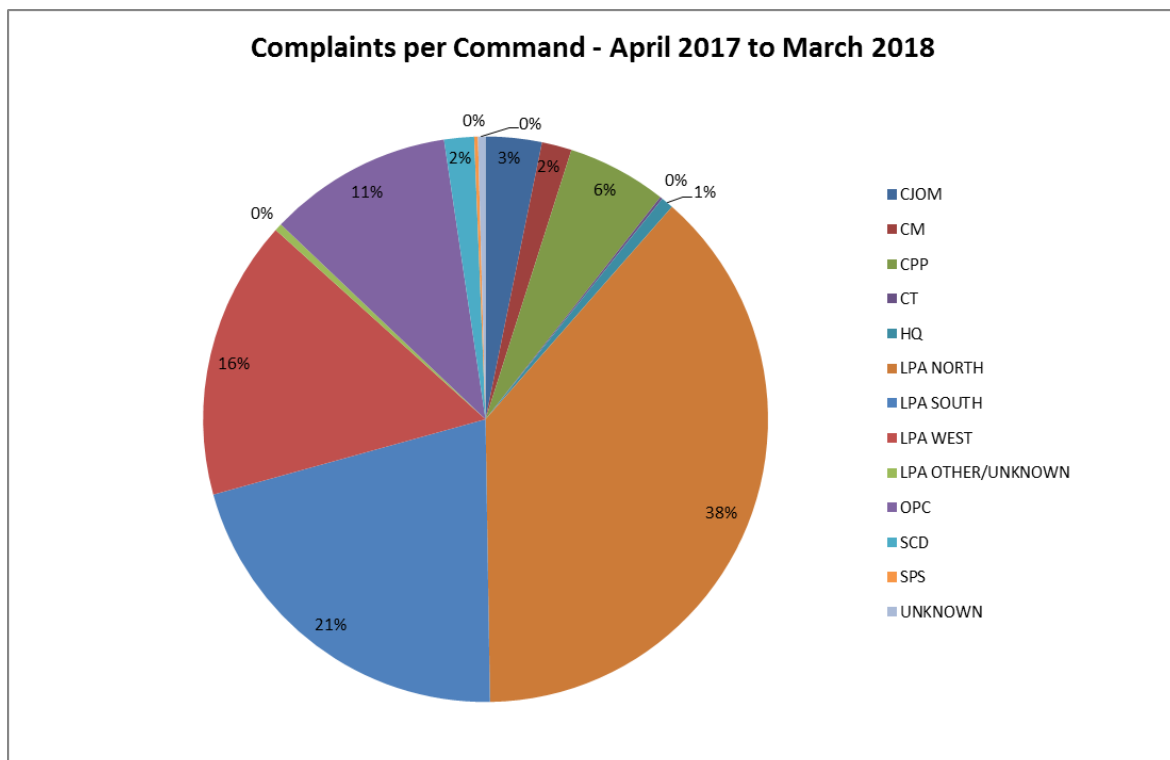
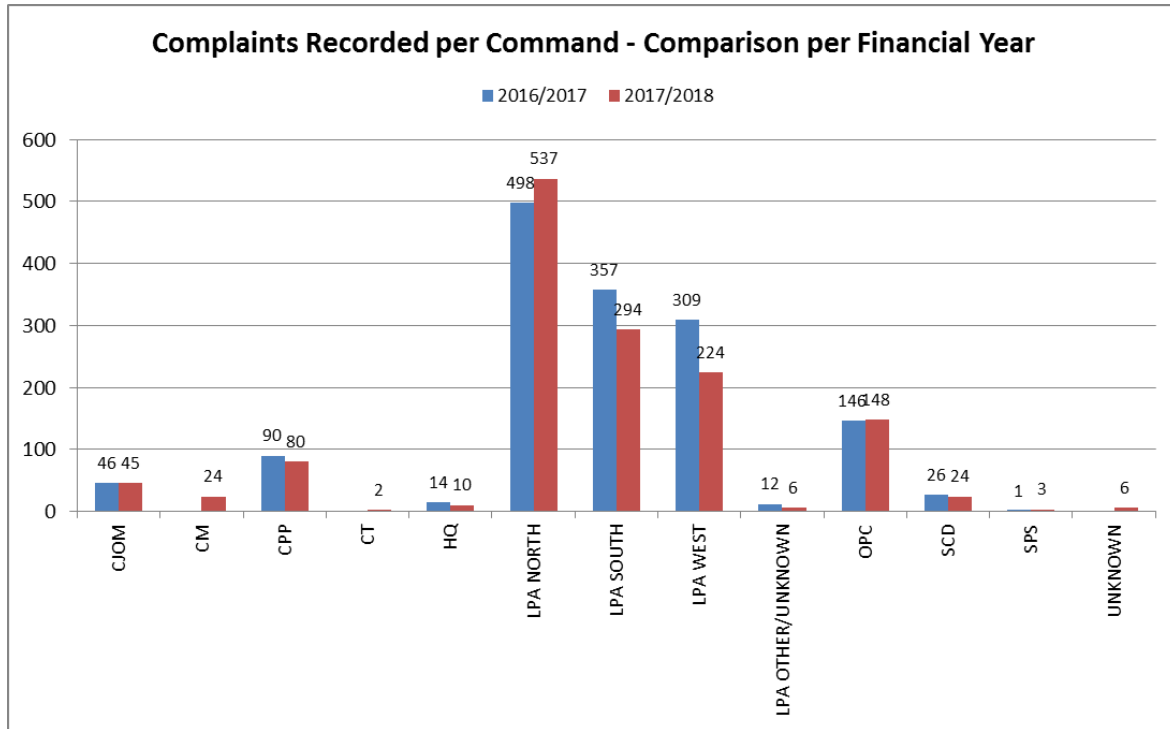


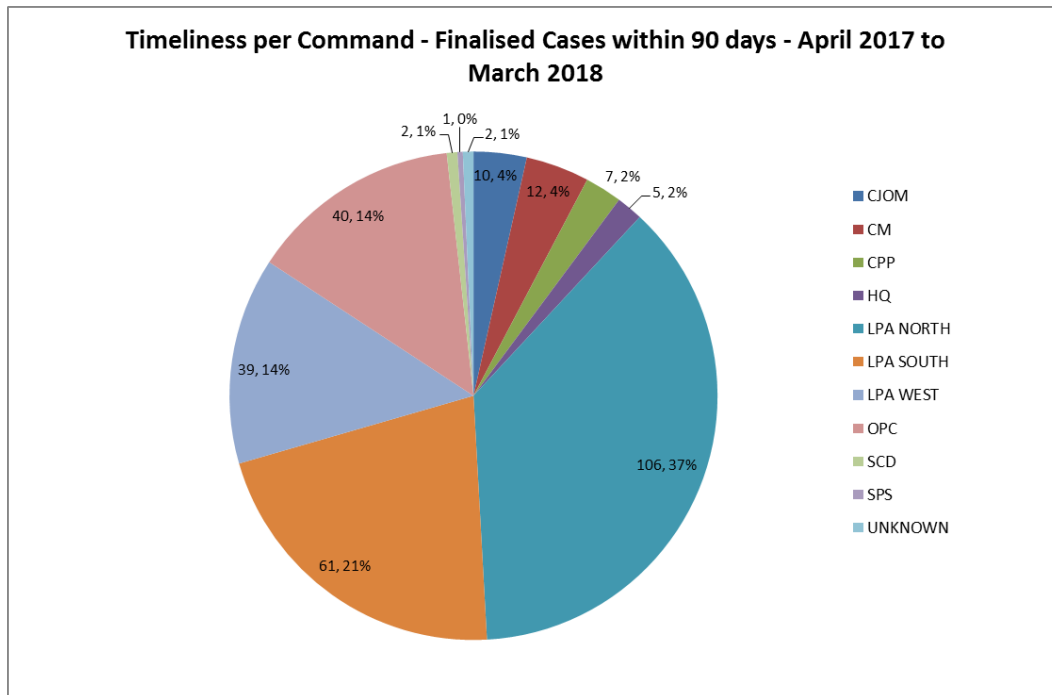
Upheld Cases/Allegations

The graphs below reflect data relevant to the individual allegations that were upheld in the time frame – there are often numerous allegations against different officers within a complaint Case. Not all allegations within a case will necessarily be upheld. In order to be able to fully represent outcomes, the Upheld allegation data has been used for the following two graphs.



Command Breakdown of Complaints





Complaint Categories – Force Overview

Complaint Code A: Serious Sexual Assault

There are minimal numbers of A category complaints. There have been two complaints recorded since April 2015:

July 2015 – LPA West

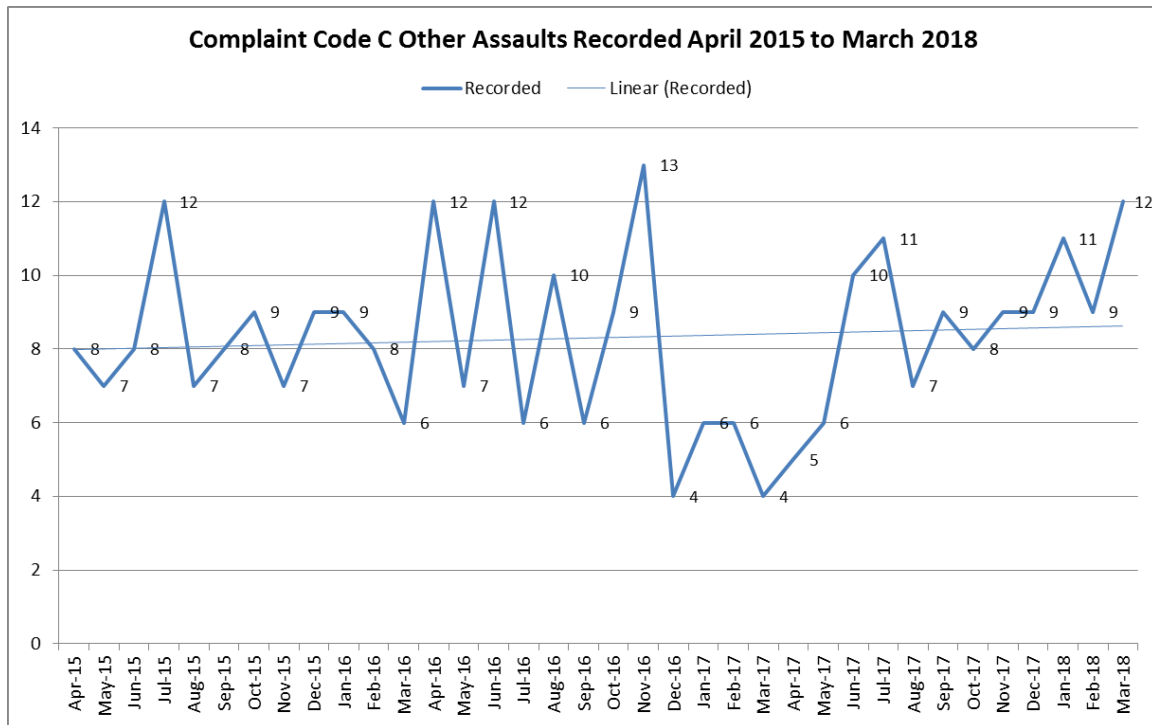
June 2016 – LPA South

Complaint Code B: Sexual Assault

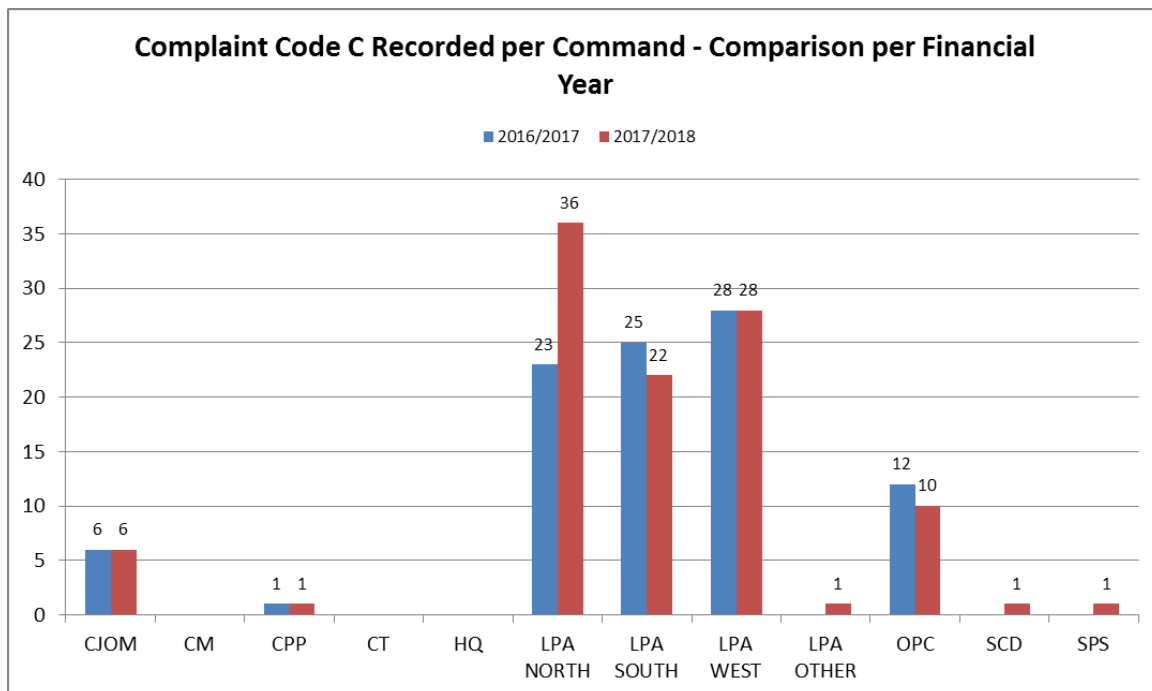
The following table shows numbers of B category since April 2015. Numbers have been low, with seven recorded.

Month	Recorded	Command
Jun-15	1	CJOM
Feb-17	1	LPA WEST
Jun-17	1	LPA SOUTH
Sep-17	1	OPC
Oct-17	2	LPA NORTH, LPA WEST
Nov-17	1	LPA NORTH
Total	7	

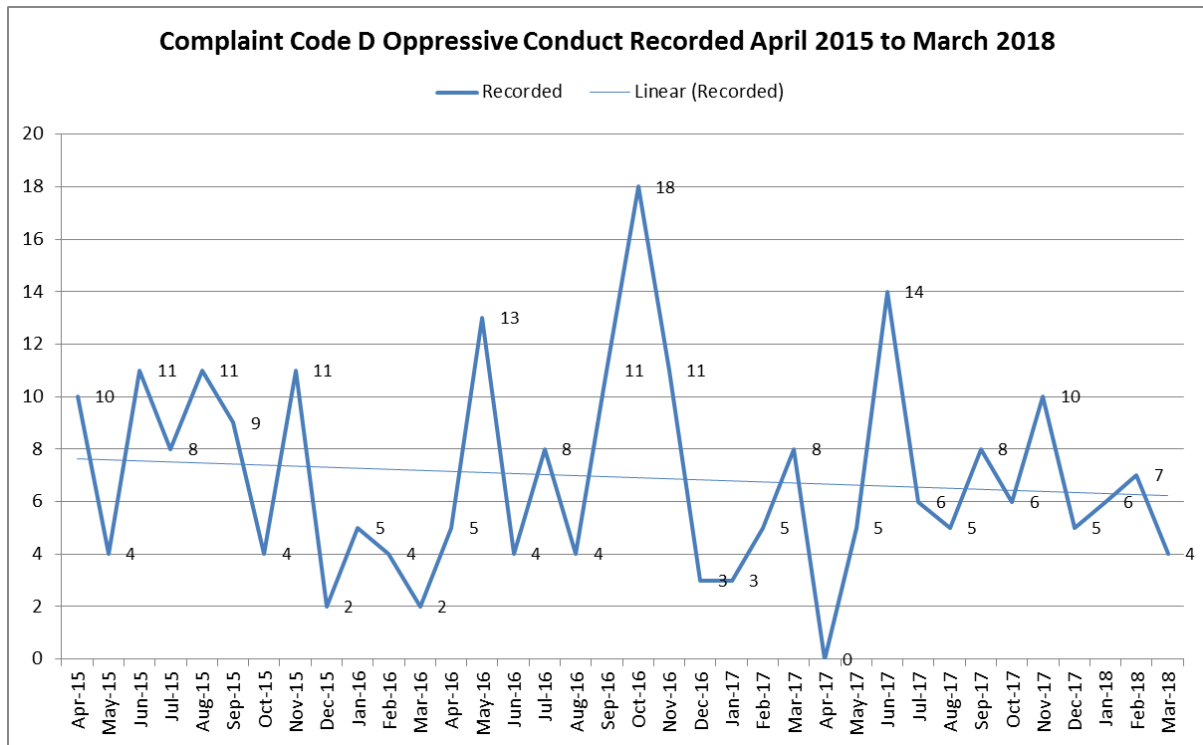
Complaint Code C: Other Assault



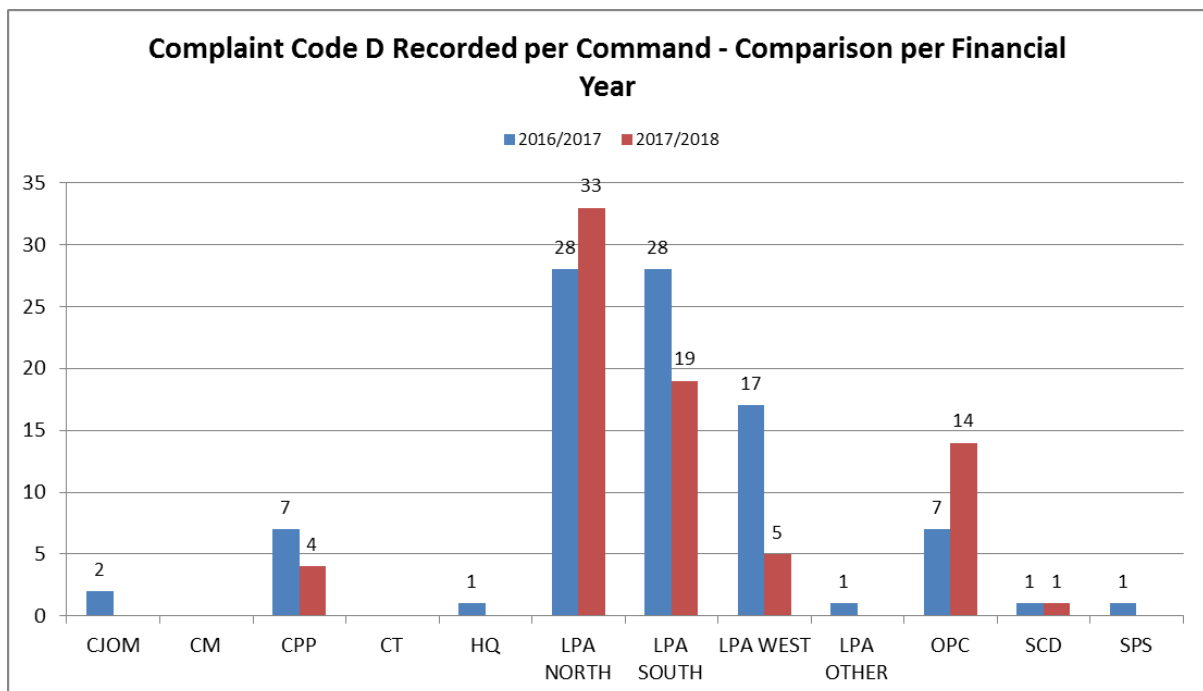
The overall trend in allegations of Other Assault (C) has increased slightly in recent months. North LPA has had an increase compared to last year.



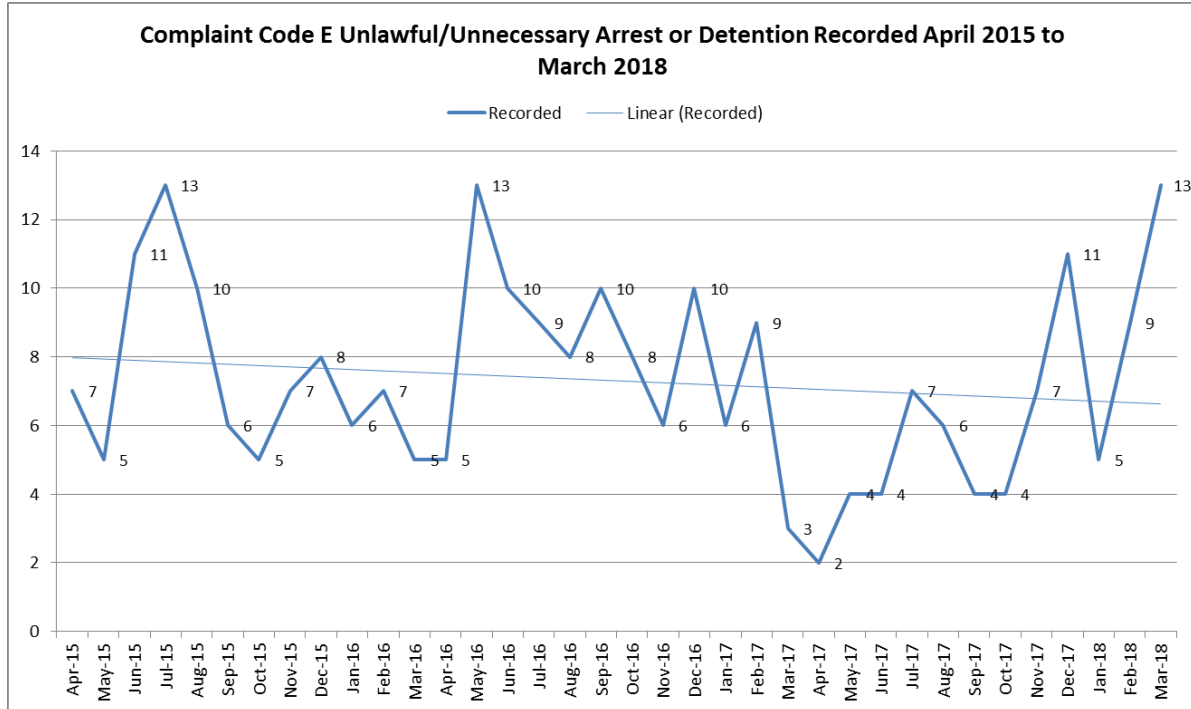
Complaint Code D: Oppressive Conduct



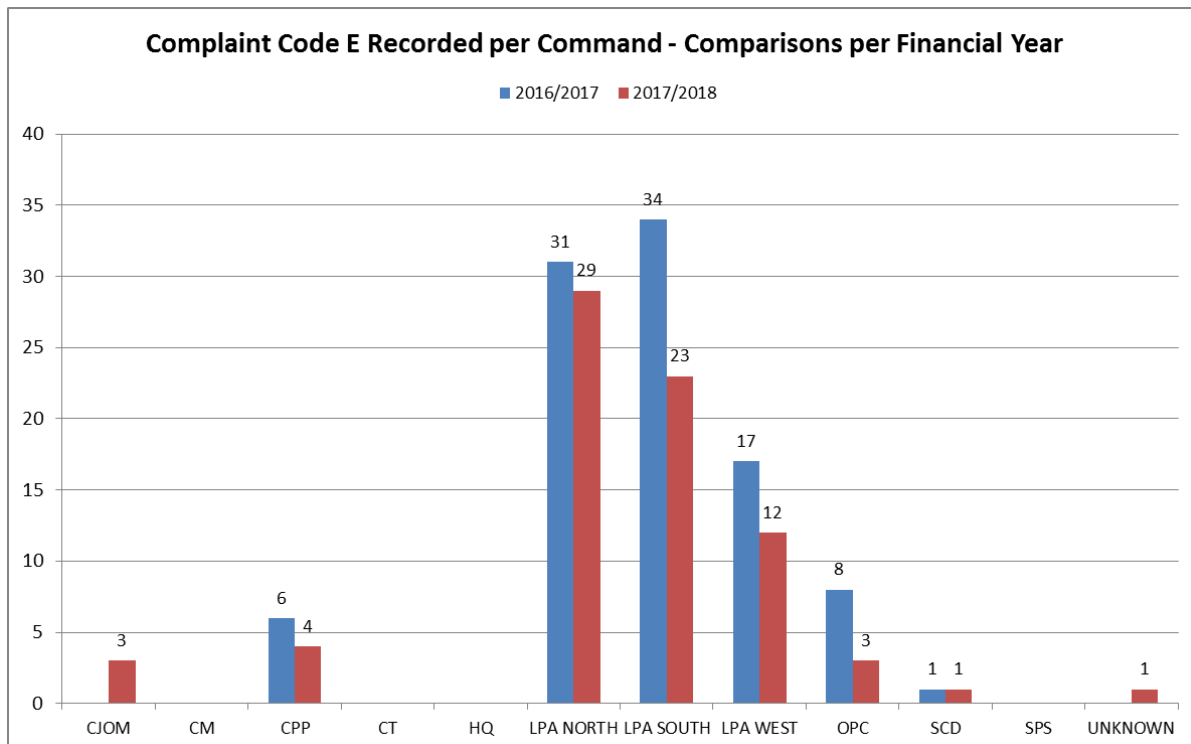
There have been several peaks in D Complaints but numbers have decreased overall. North LPA has had an increase year on year.



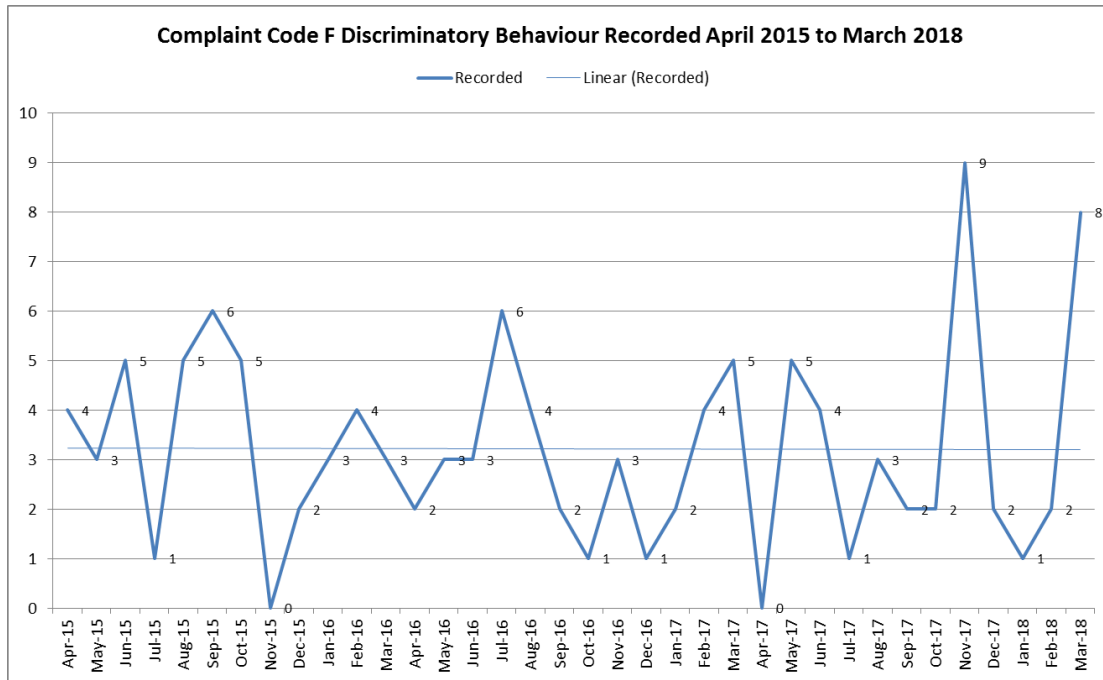
Complaint Code E: Unlawful/Unnecessary Arrest or Detention



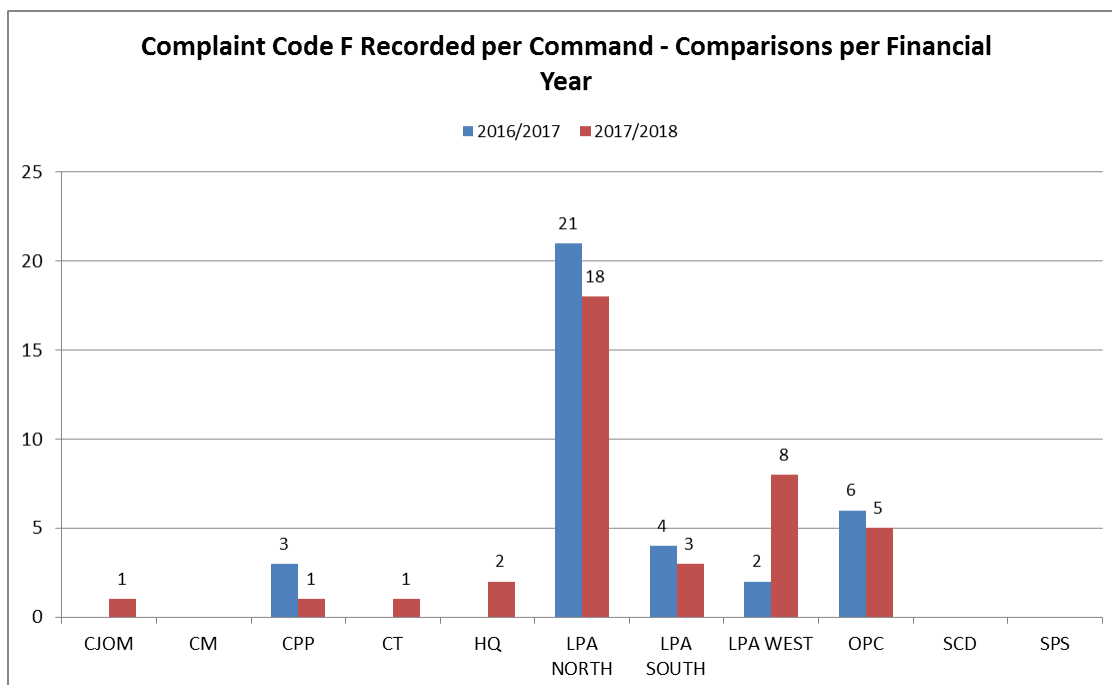
Category E Complaints have decreased, though there have been some peaks in offending.



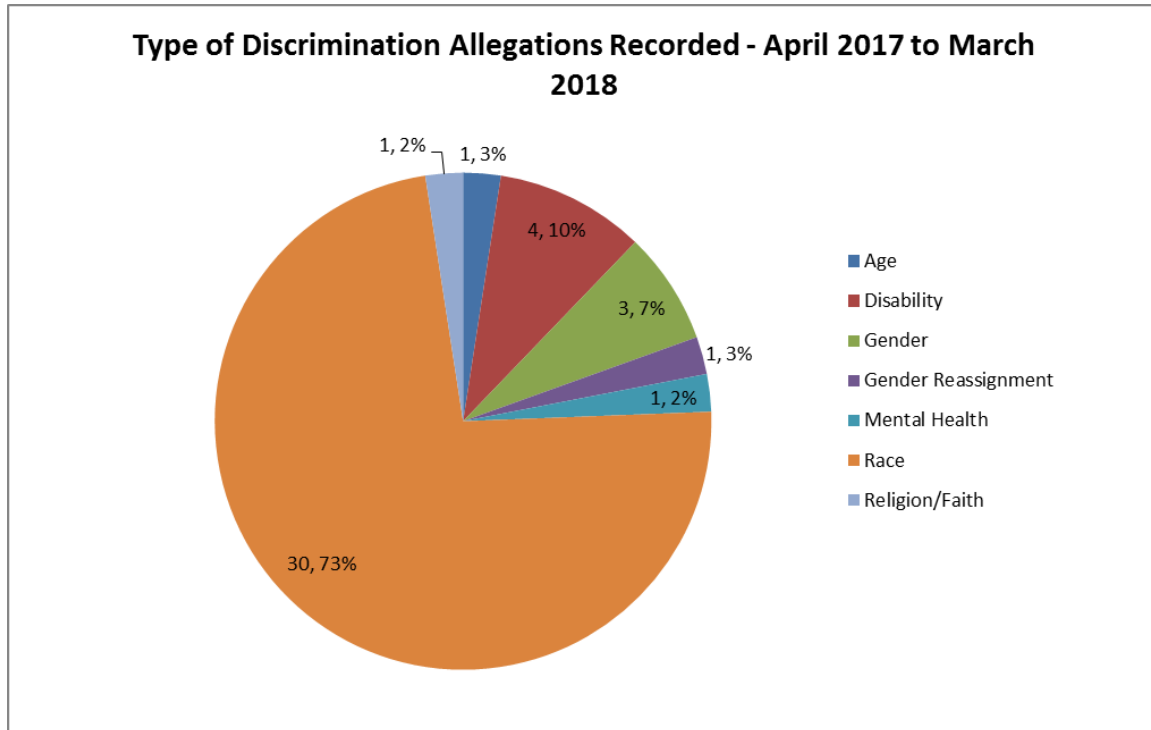
Complaint Code F: Discriminatory Behaviour



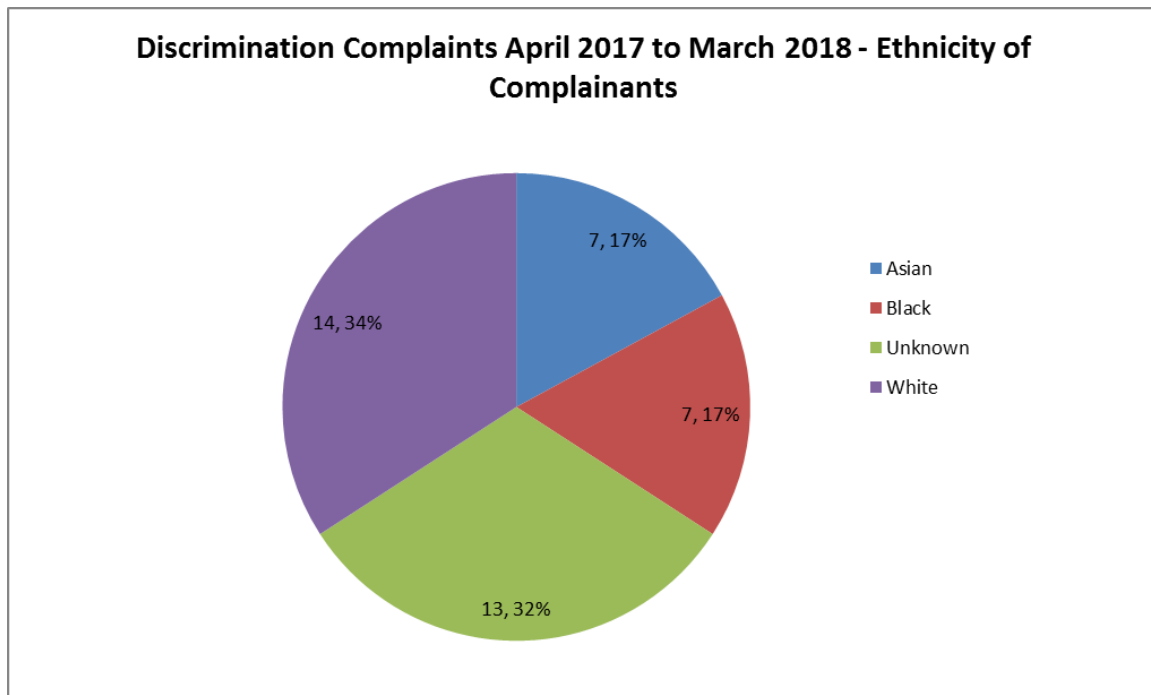
There have been peaks in F complaints, though levels have remained generally consistent overall. LPA West have had an increase year on year.



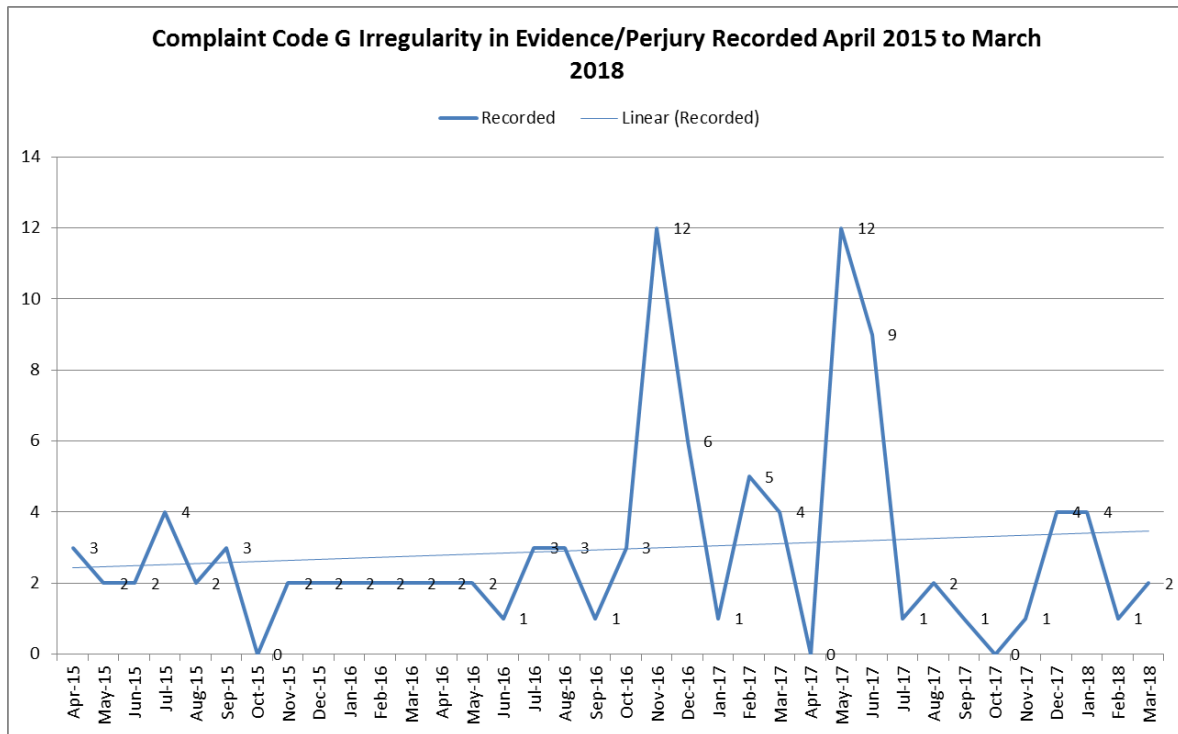
F Discrimination Complaints – Allegation Type



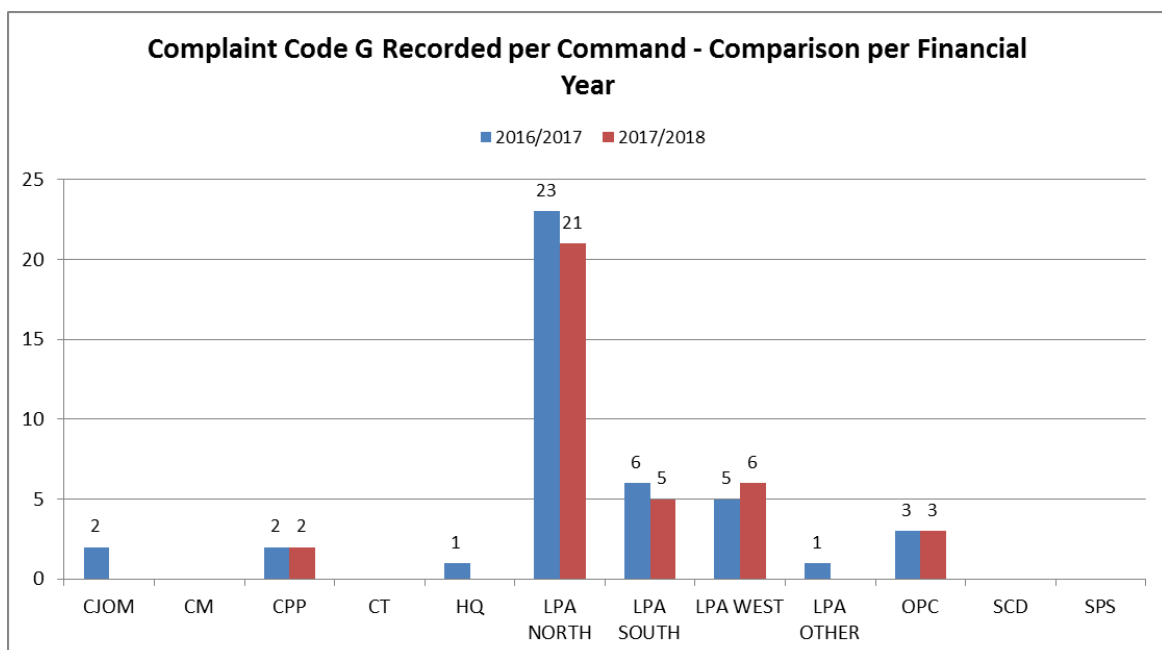
F Discrimination Complaints – Ethnicity of Complainants



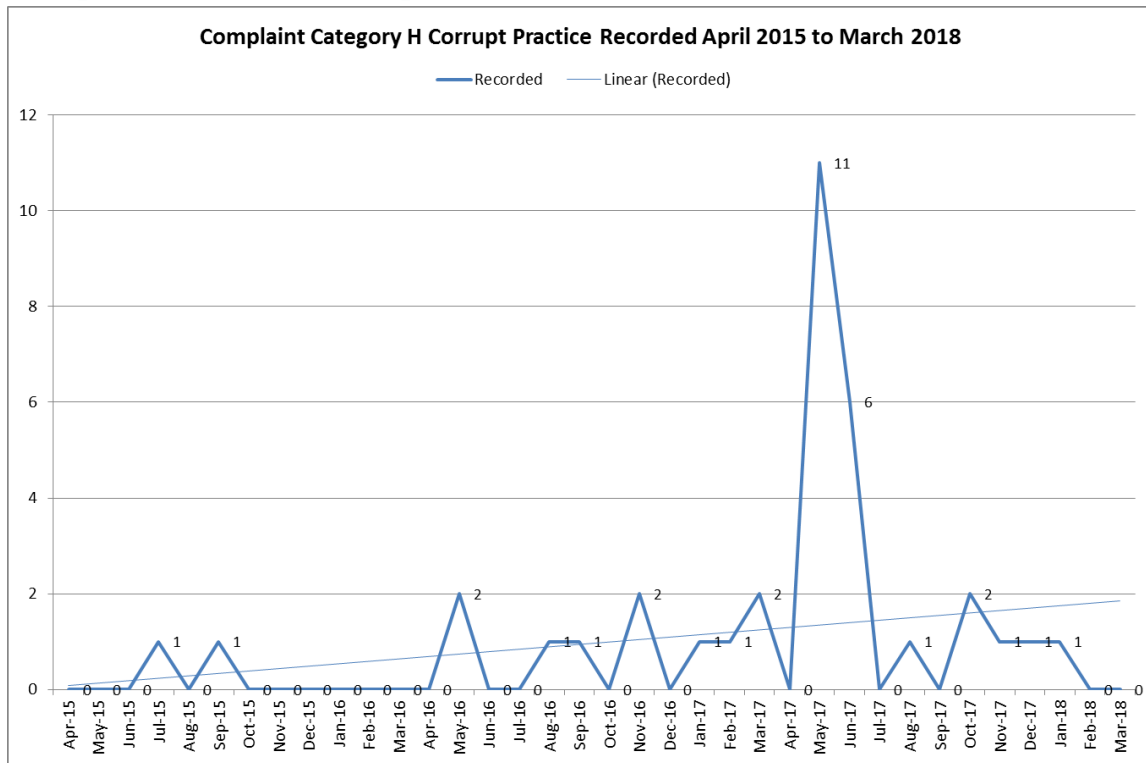
Complaint Code G: Irregularity in Evidence/Perjury



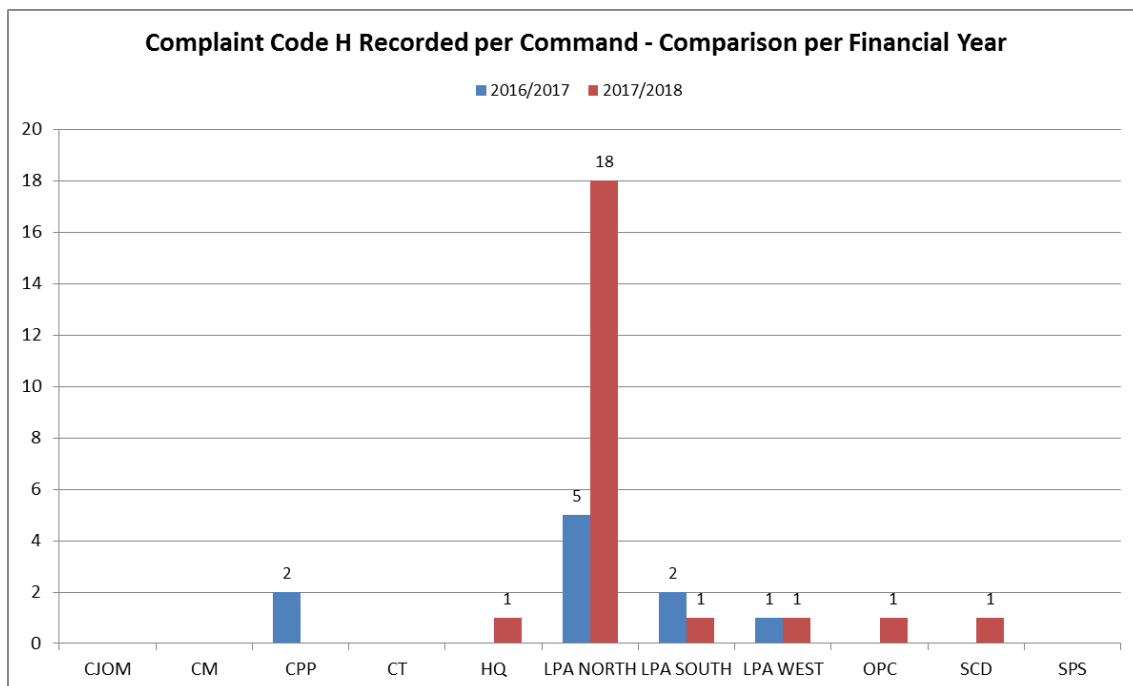
Allegations of Irregularity of Evidence and Perjury (G) remain low with peaks seen in Nov 16 and May 17, both peaks associated to individuals as opposed to multiple complainants.



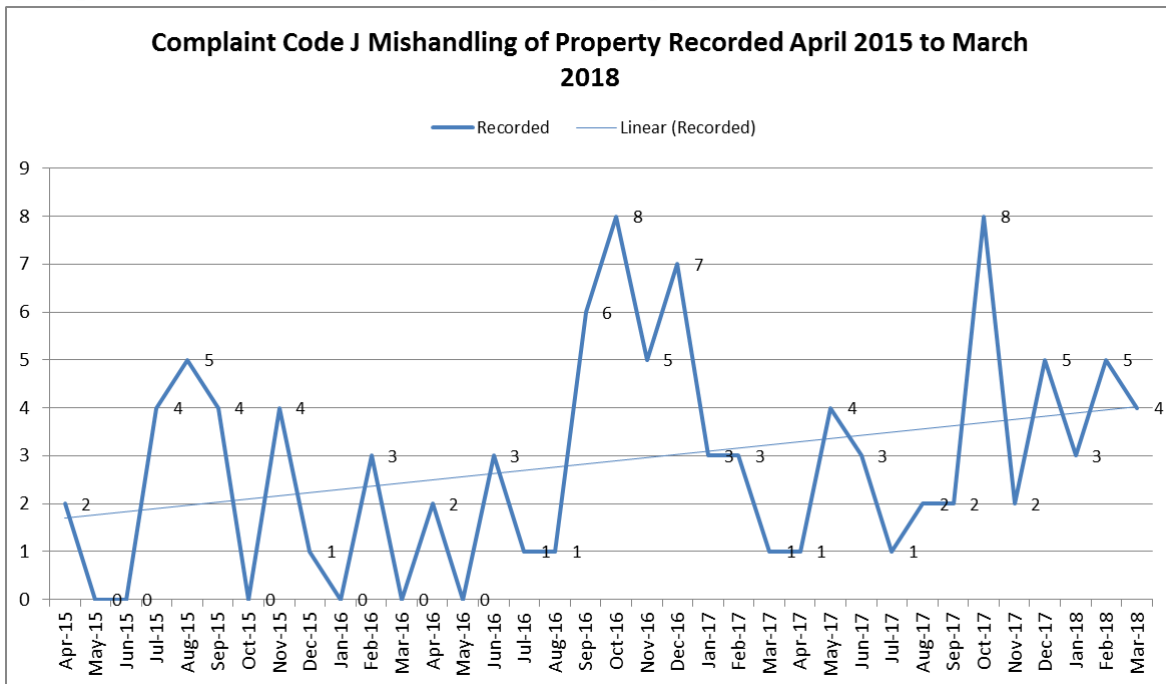
Complaint Code H: Corrupt Practice



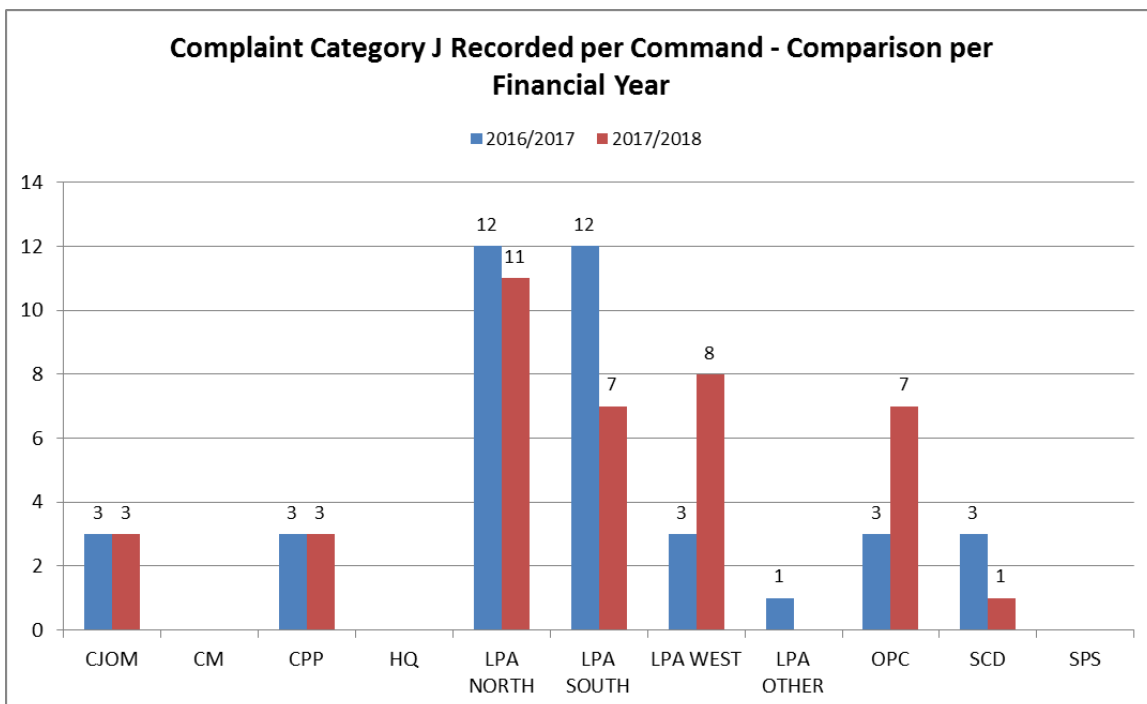
Numbers of H complaints have been low but have been affected by a complaint involving a repeat complainant in May 2017 (C/175/17 North LPA) resulting in an overall increase.



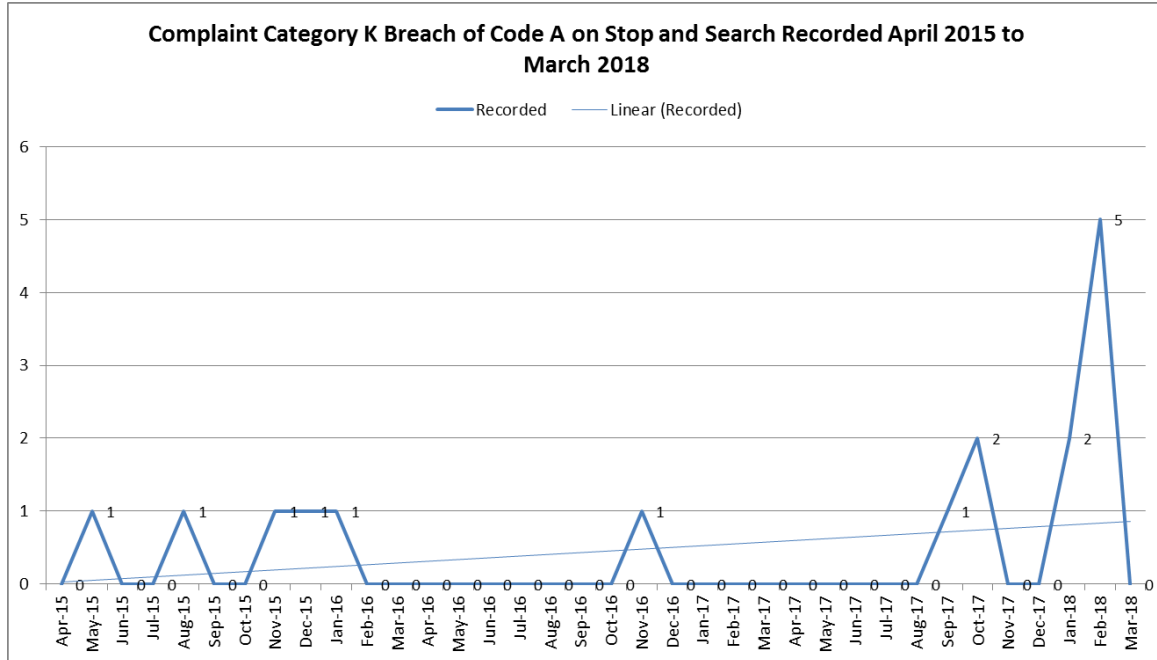
Complaint Category J Mishandling of Property



Code J complaints have been low in number, though with an occasional peak which has led to an overall increase over the time-frame.



Complaint Code K Breach of Code A on Stop and Search

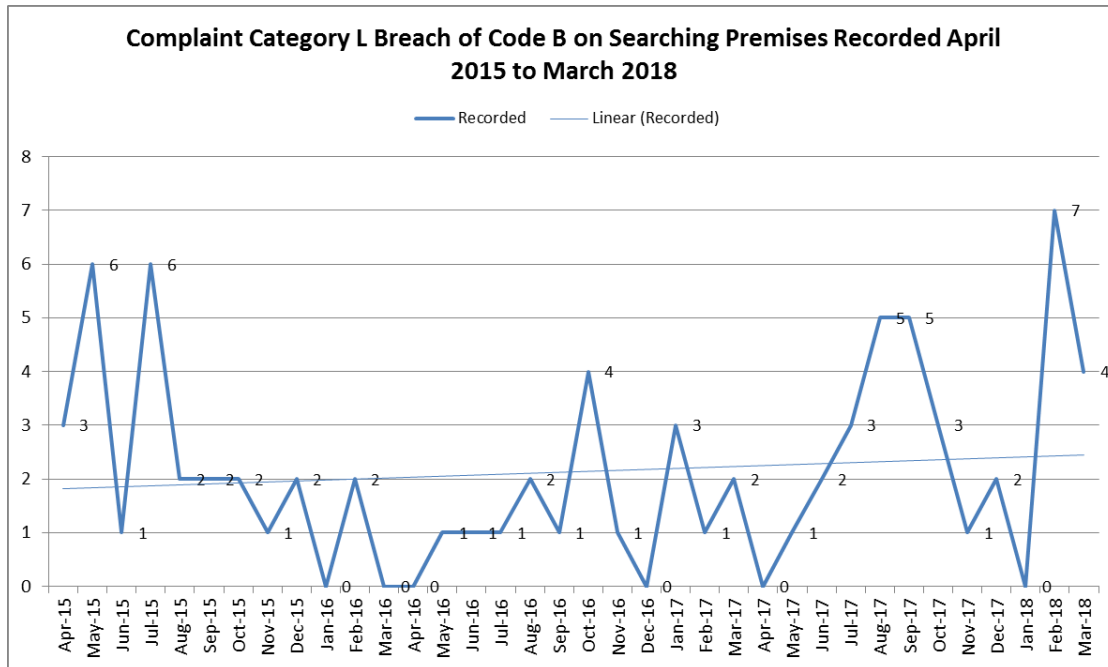


Breach of Code A - Stop and Search (K) complaints are low. The Stop and Search figures for Quarter 2 (Jun to Sept 17) totalled 615. Nine complaints have been recorded arising from this area of policing since then.

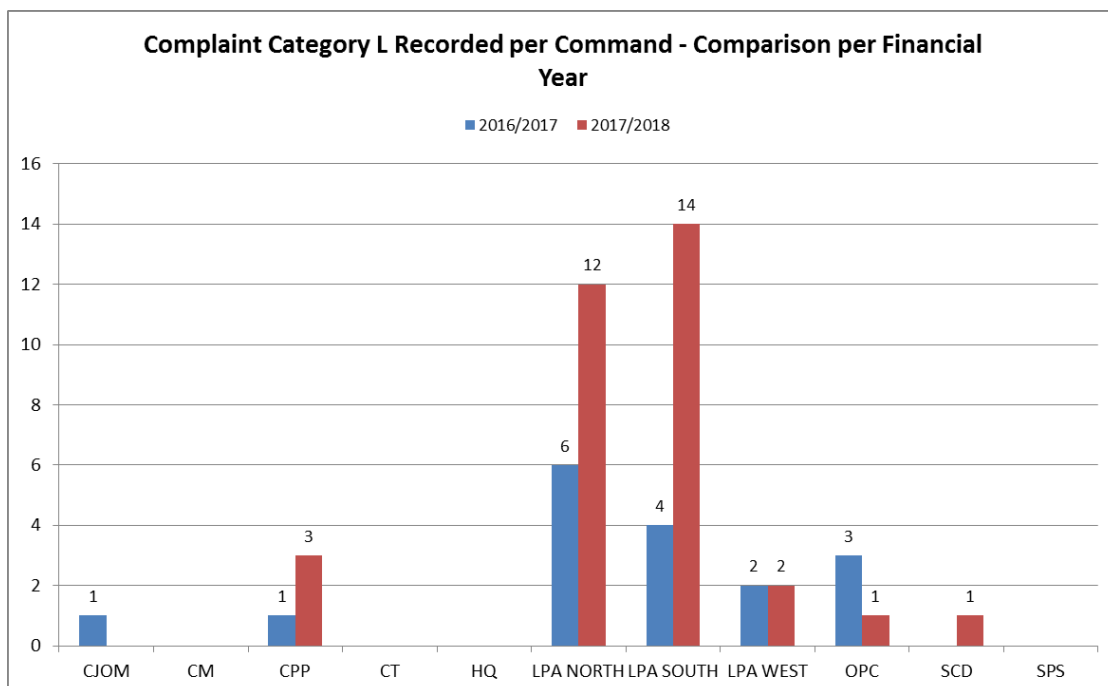
Comparison of Financial Years per Command:

So far in 2017/2018 there have been ten K Complaints recorded for LPA Command, Crime and Public Protection Command, and Operational Policing Command. For the same period in 2016/2017 (Apr 2016 to Mar 2017) there was one recorded for LPA West Command.

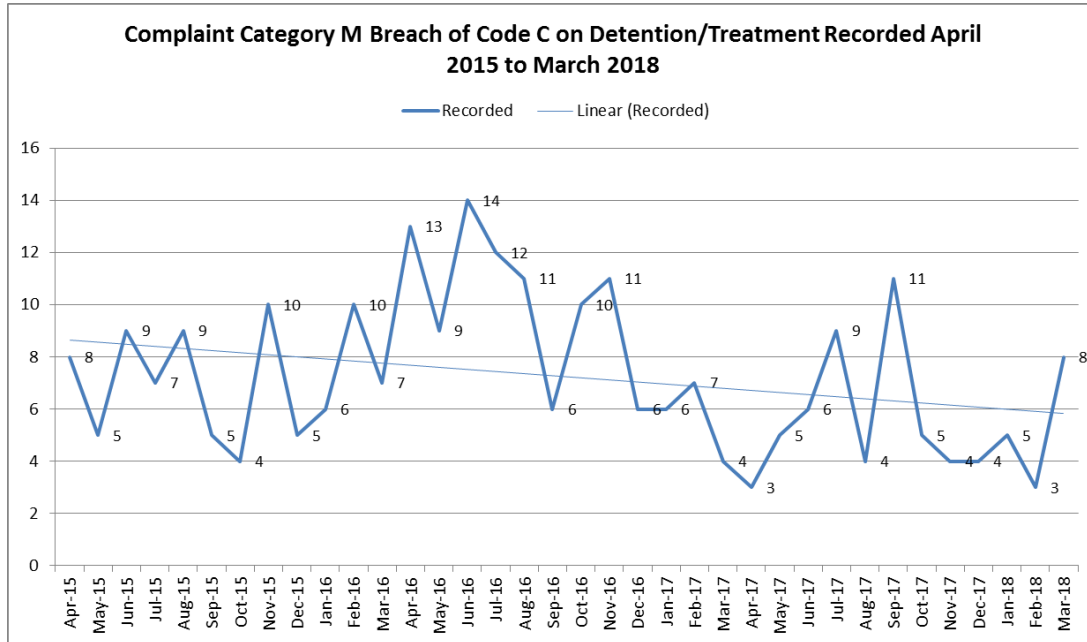
Complaint Category L Breach of Code B on Searching Premises



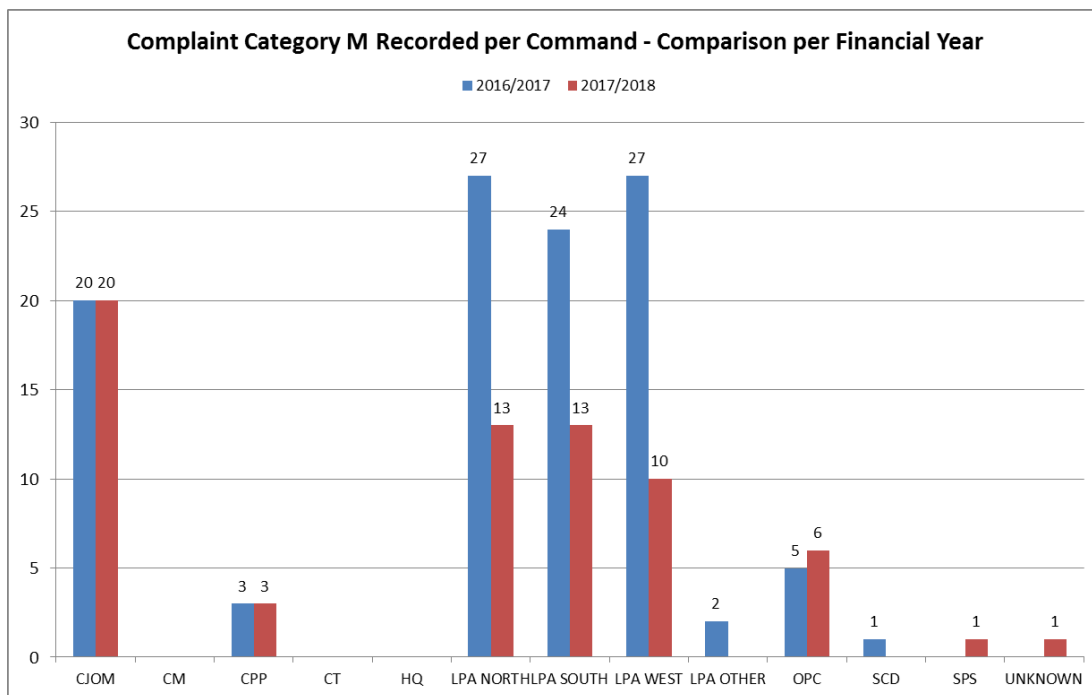
Levels of L complaints are sporadic, though there has been a slight increase over the time-frame, with LPA North and South having increases compared to last year.



Complaint Category M Breach of Code C on Detention/Treatment



Allegations of a Breach of Code C Detention and Treatment (M) show a general decline with slight peaks recently in September and March. OPC Command has ended the year with slightly more complaints than 2016/2017.



Complaint Code N Breach of Code D on Identification

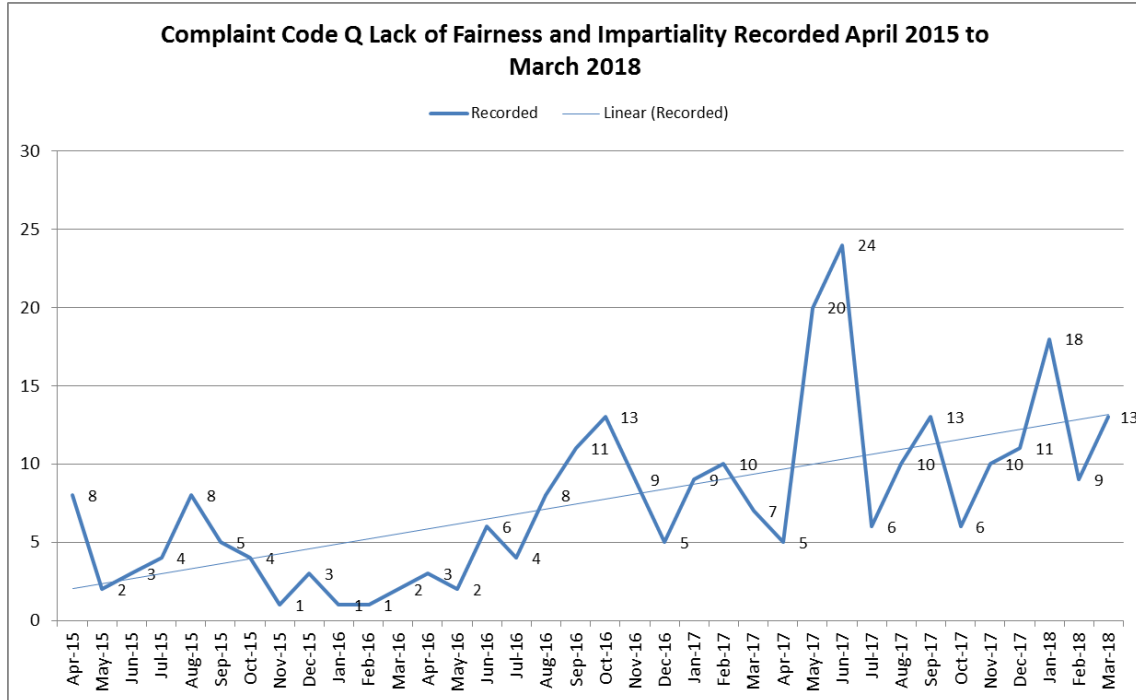
There have been two cases recorded since April 2015.

One was recorded in March 2016 (CJOM); the other was recorded in February 2016 (West LPA).

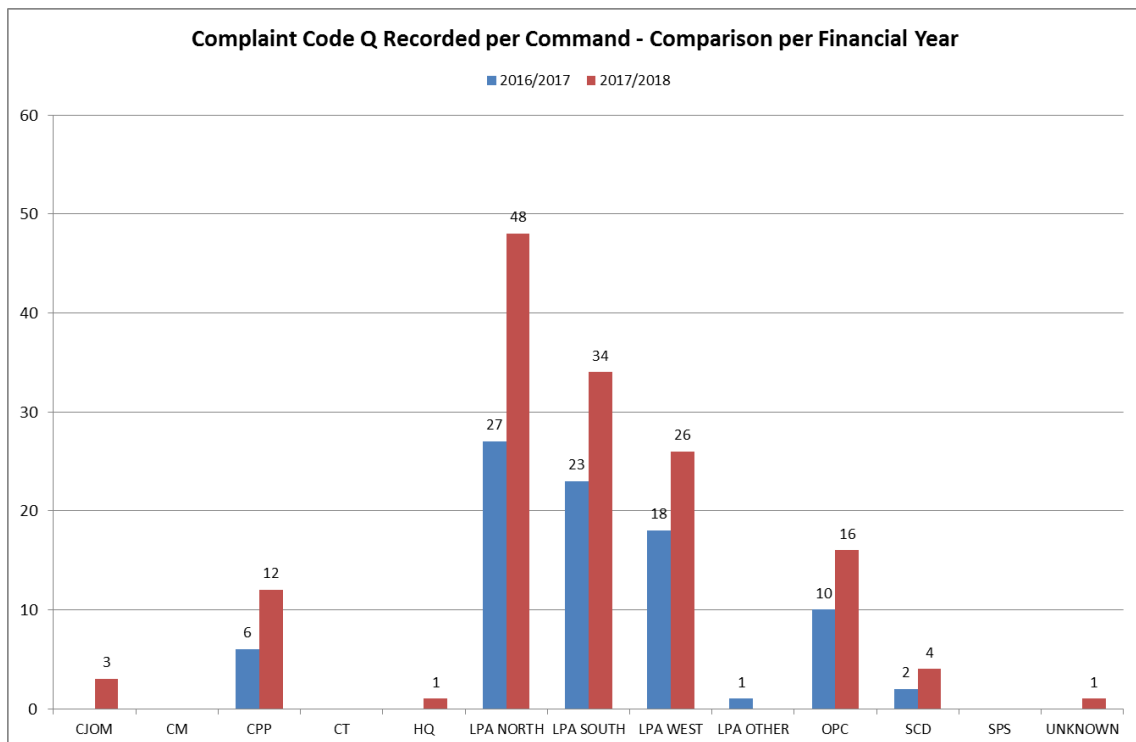
Complaint Code P Breach of Code E on Tape Recording

There has only been one complaint in this category since April 2015. This was recorded in February 2018 in North LPA.

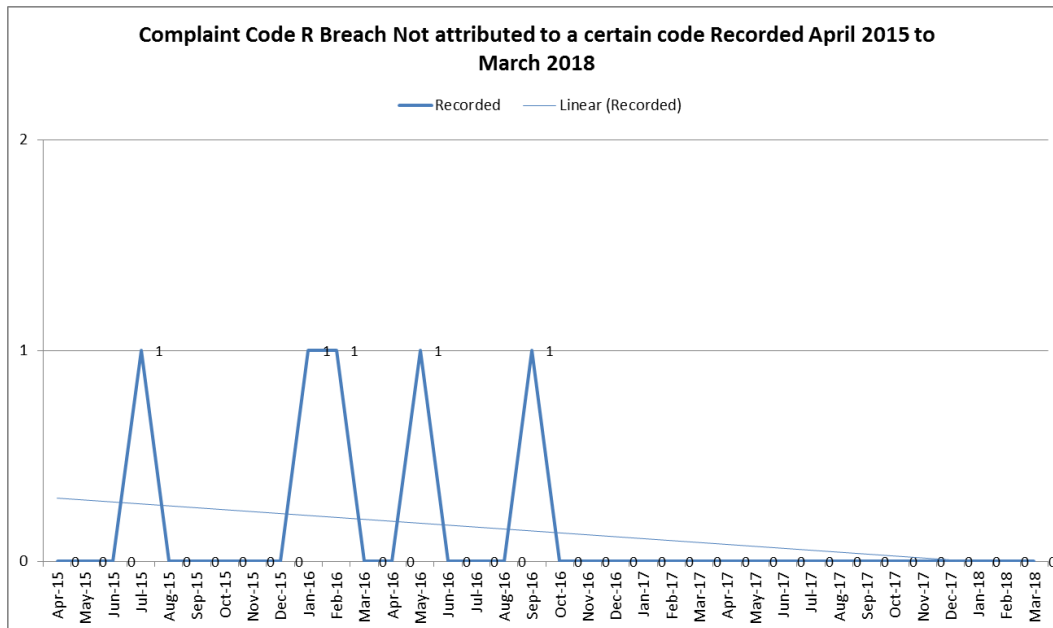
Complaint Code Q lack of Fairness and Impartiality



There has been an increase in complaints recorded, with a significant peak in June 2017 (this was not affected by any particular case).



Complaint Code R Breach not attributed to a certain code



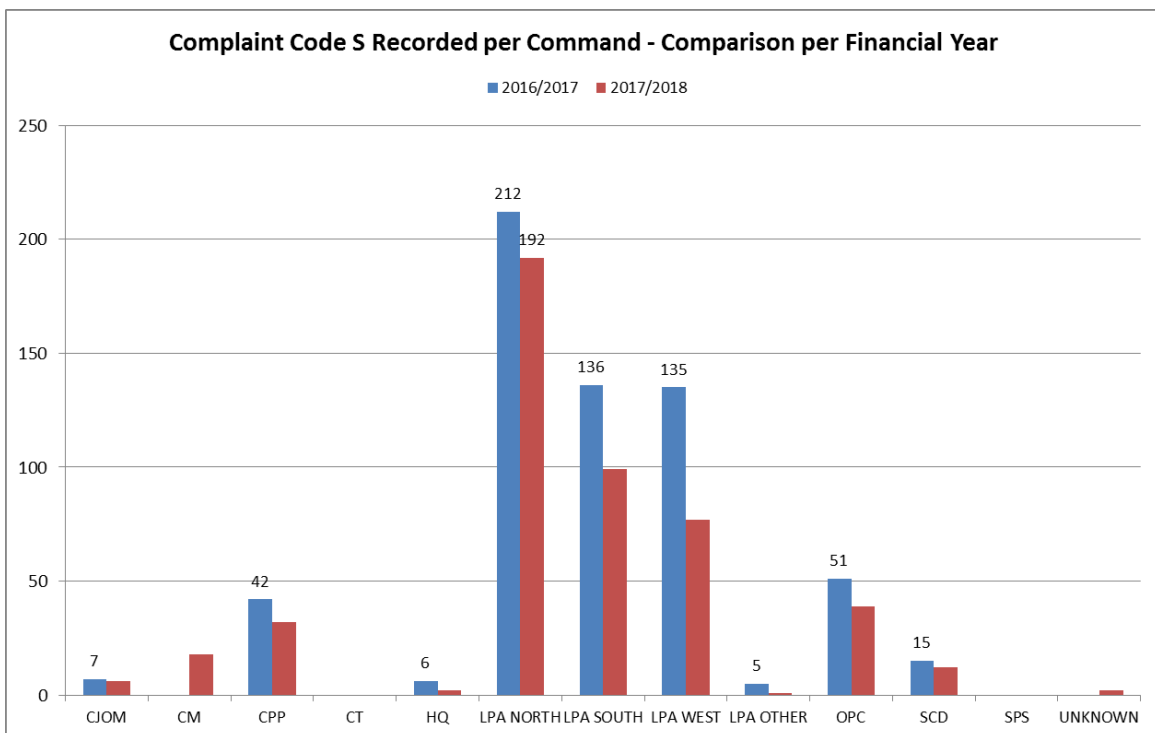
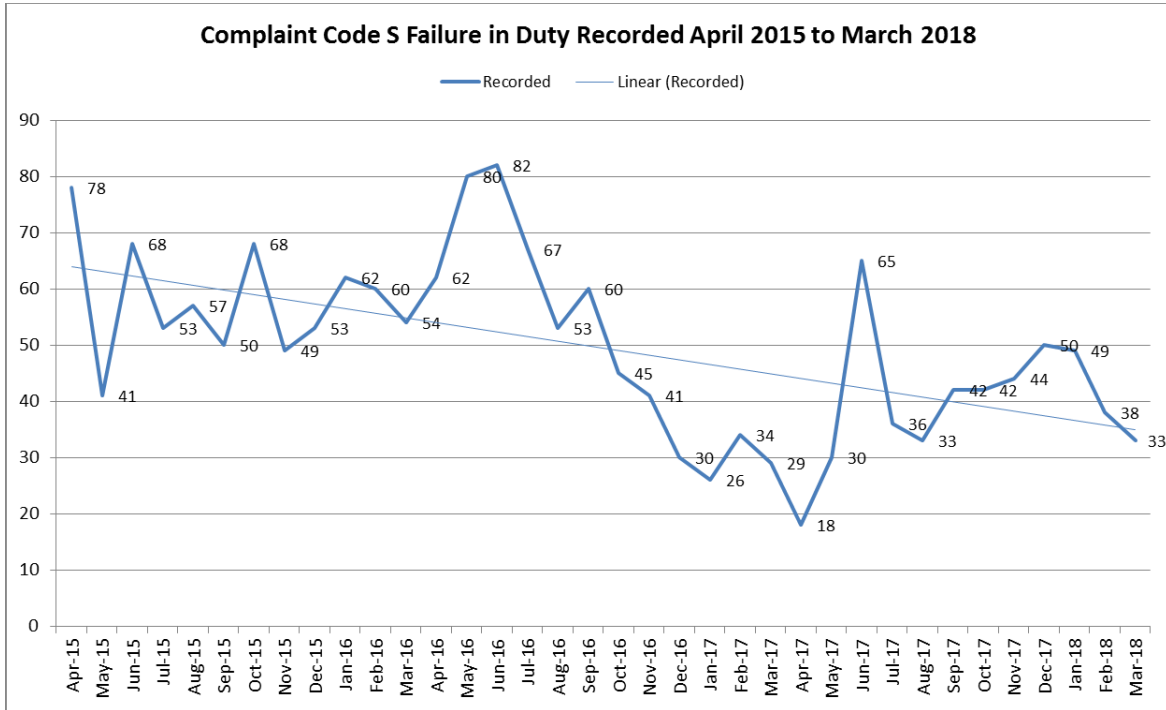
Numbers of R complaints are low in number and have decreased, with none being recorded since Sept 2016.

Commands:

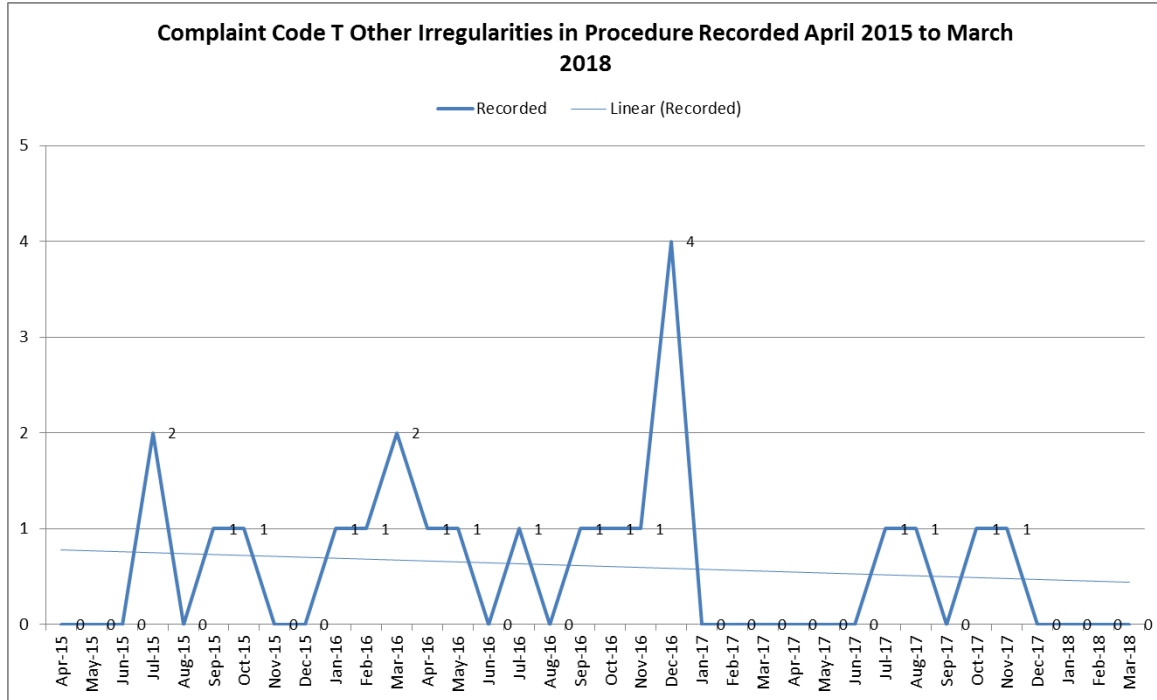
There have been no R complaints in 2017/2018. In 2016/2017, there were two complaints recorded in LPA South and LPA North.

Complaint Code S Failures in Duty

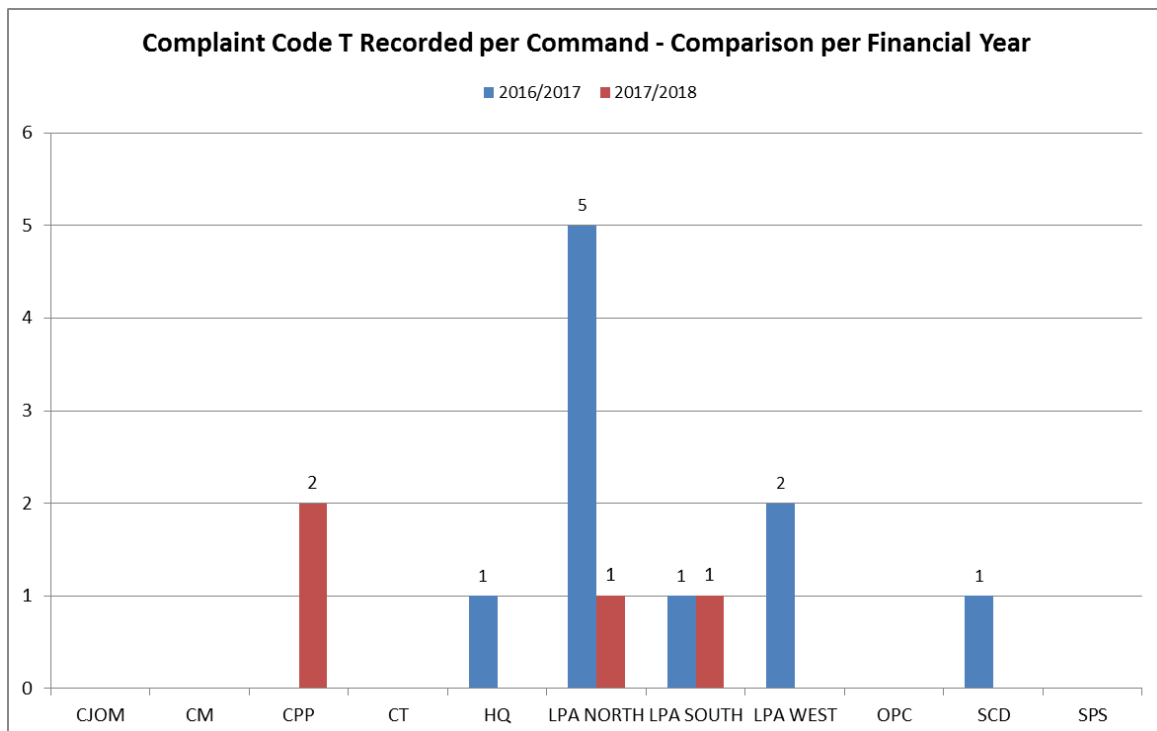
S Complaints are the highest across all the complaint categories. However there has been a decrease in overall numbers since April 2015. All commands have generally had a decrease year on year.



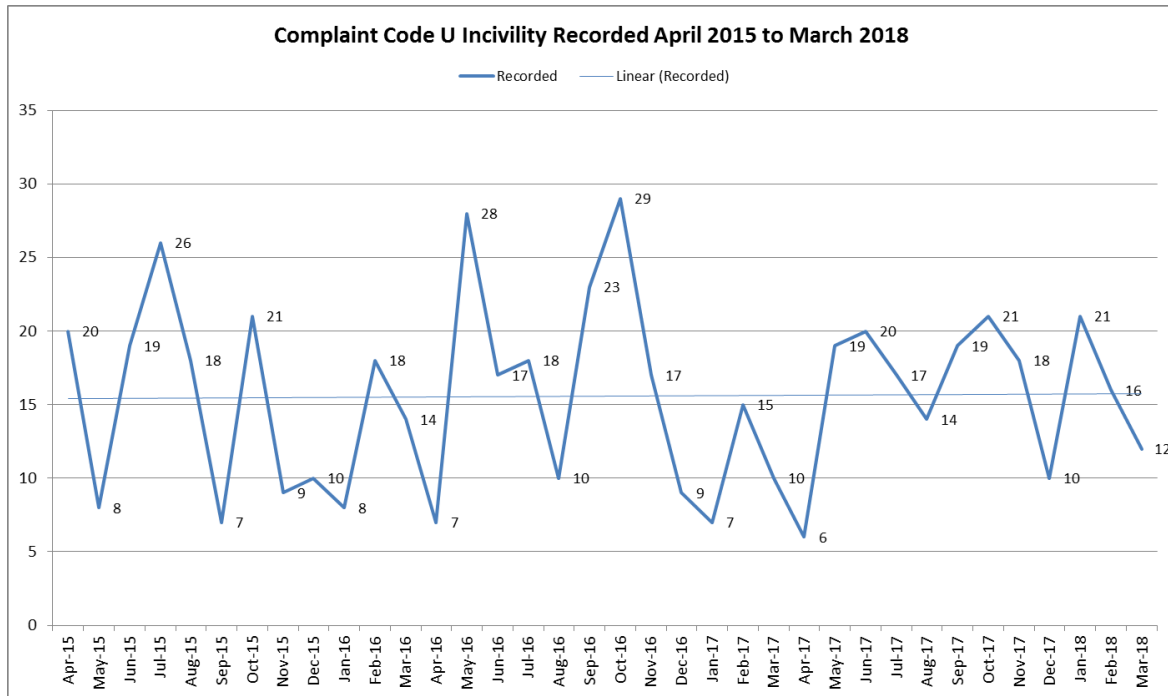
Complaint Code T Other Irregularities in Procedure



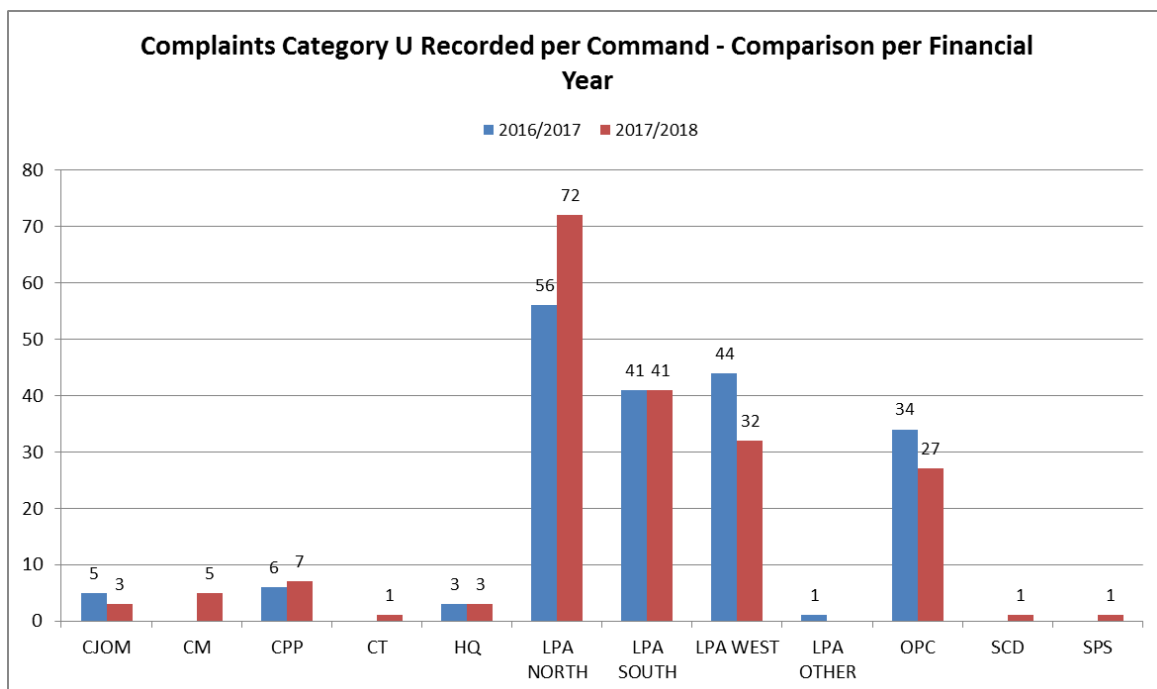
T complaints had a peak in December 2016, but numbers have been low overall since April 2015.



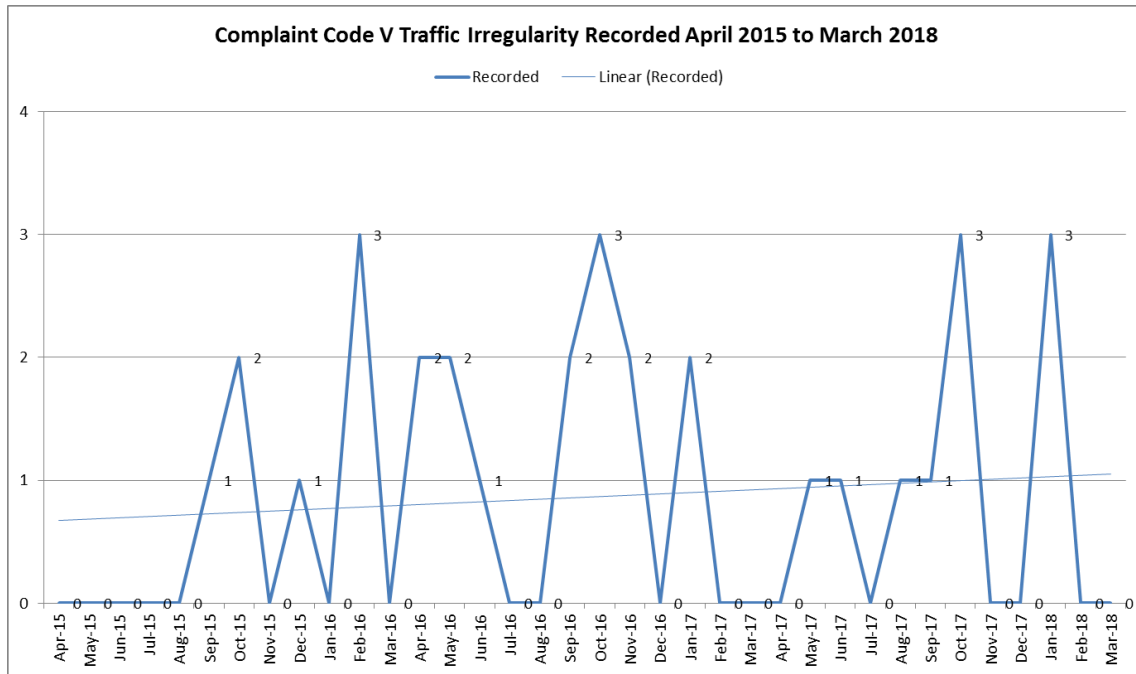
Complaint Code U Incivility, Impoliteness and Intolerance



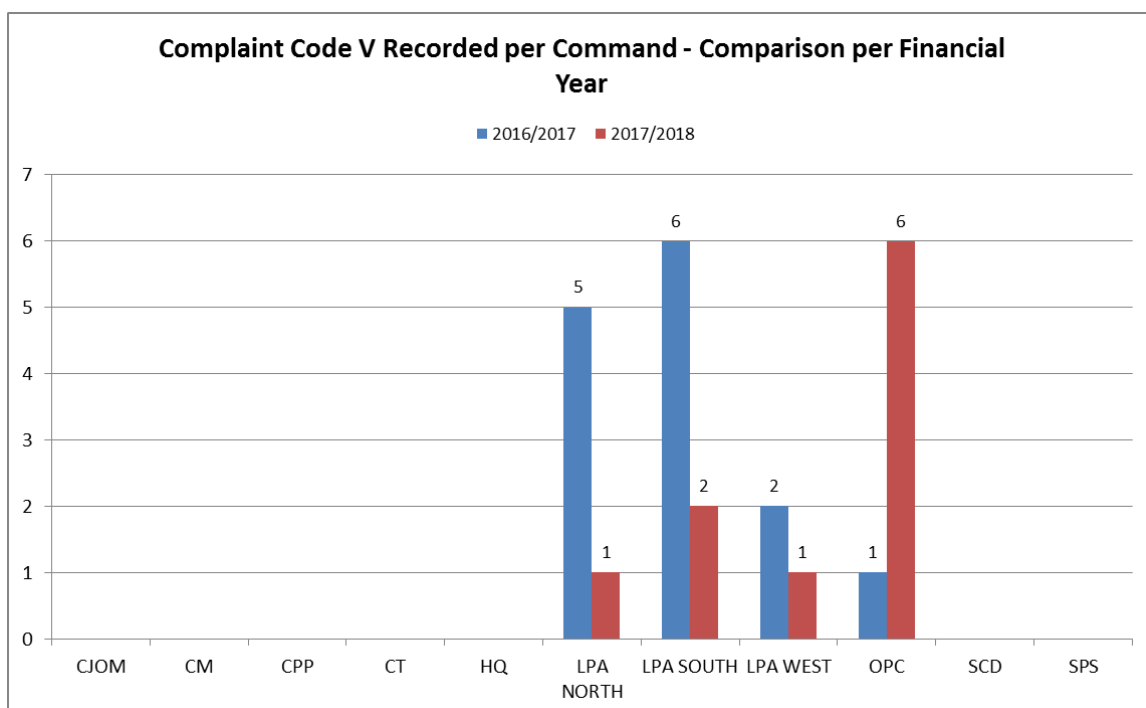
U is the category that generally sees the second highest numbers across all categories, with various peaks in recording. There has been a slight increase overall, with North LPA having had an increase this year.



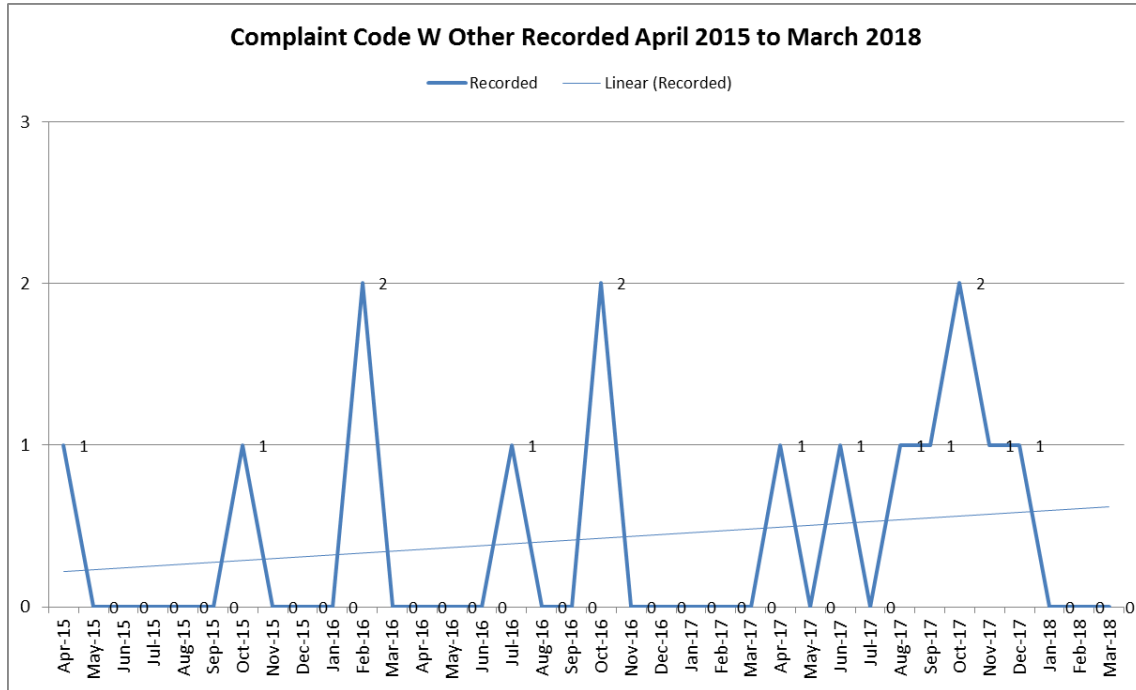
Complaint Code V Traffic Irregularity



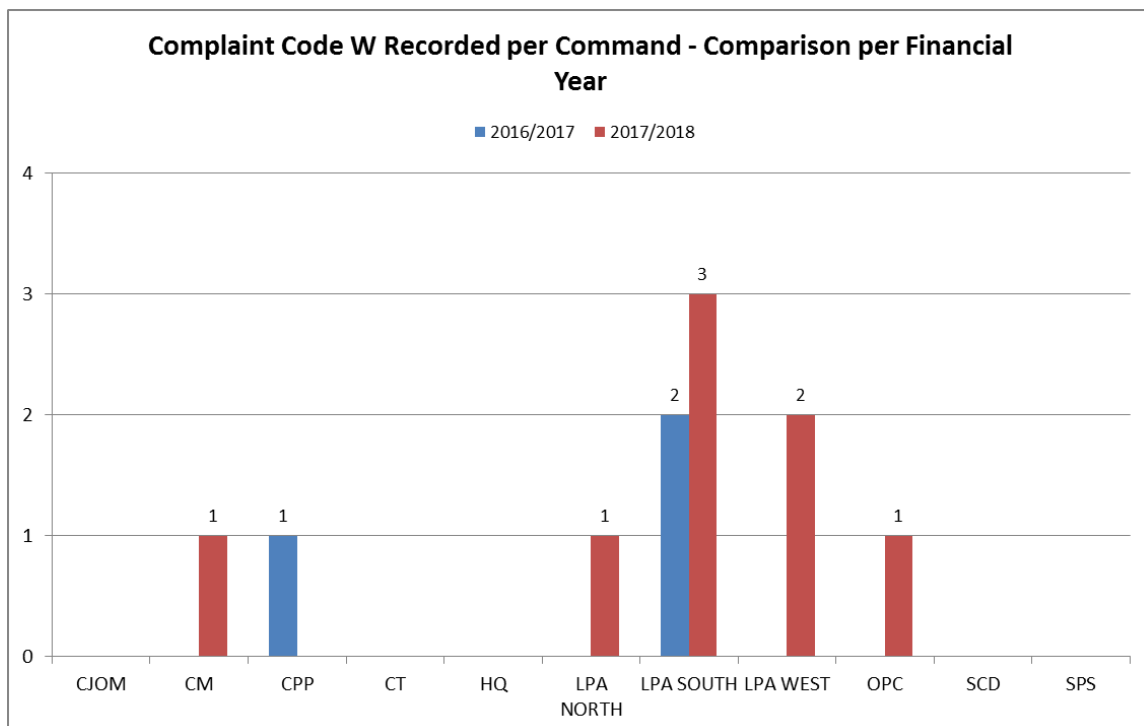
Numbers of V complaints are low, with levels recorded over the timeframe increasing due to some slight peaks in recording.



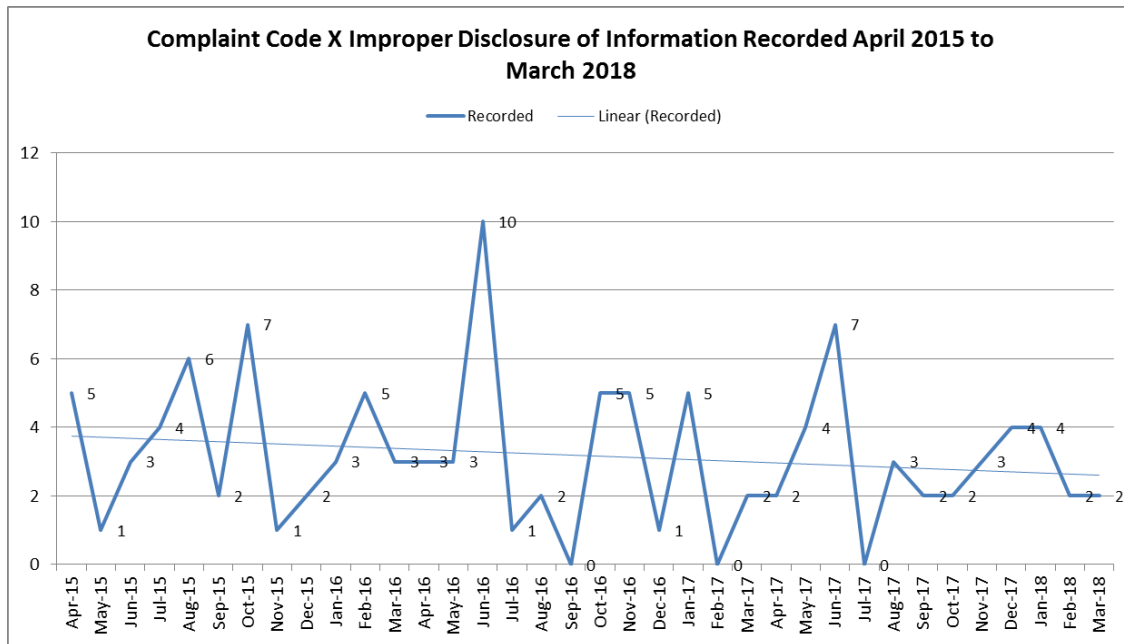
Complaint Code W Other



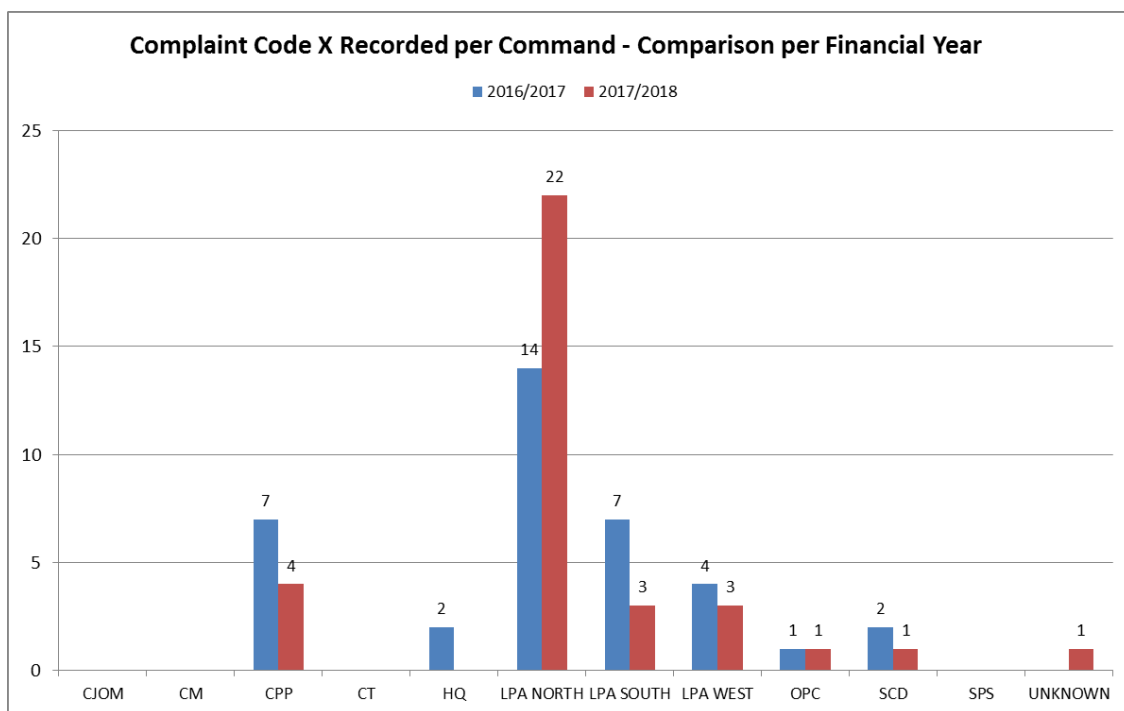
Overall levels of Complaint code W have slightly increased since April 2015, but numbers remain low.



Complaint Code X Improper Disclosure of Information



Category X complaints have decreased overall, with various peaks in recording but also some months where there are no cases. LPA North has had an increase year on year.



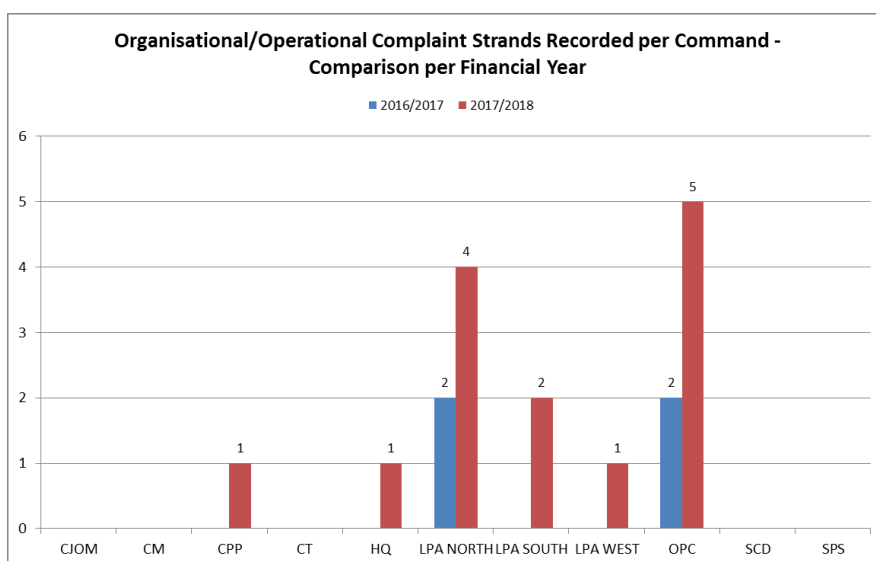
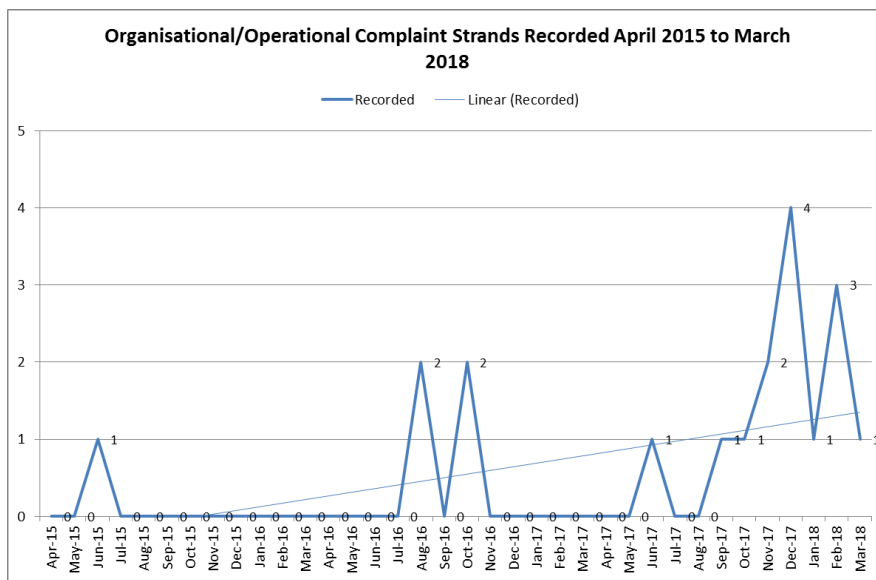
Complaint Code Y Other Sexual Contact

There are minimal numbers of Y complaints, with there being two recorded since April 2015 - SCD Nov 2015, North LPA Nov 2017 (the latter complaint was withdrawn).

Organisational/Operational Complaint Strands

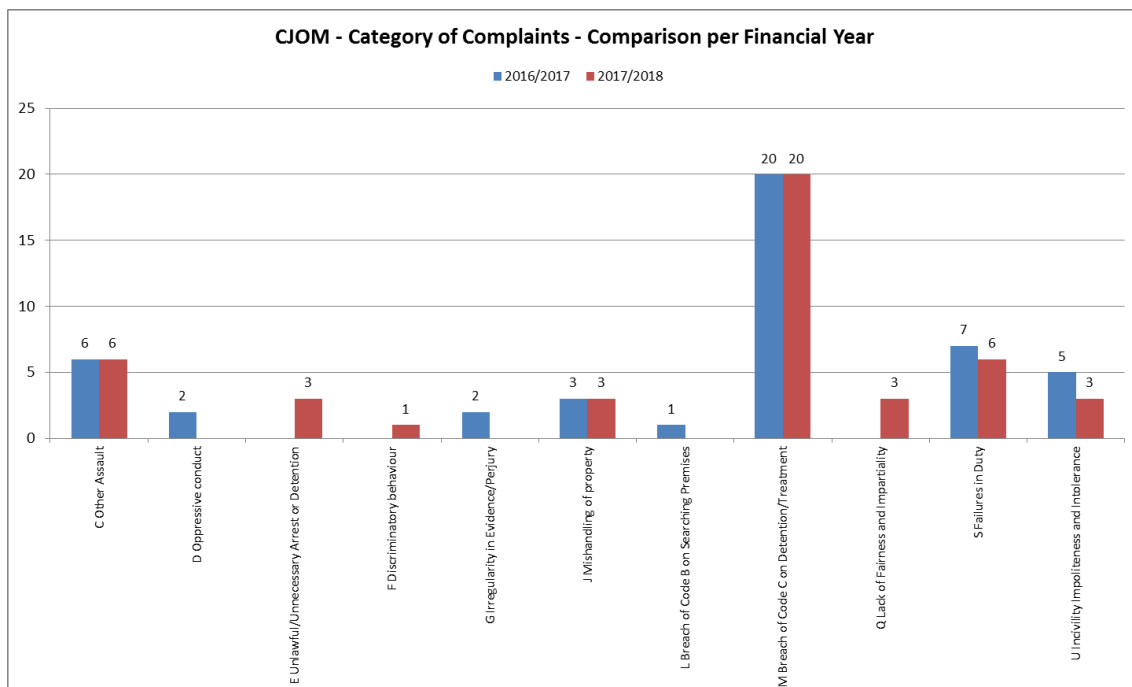
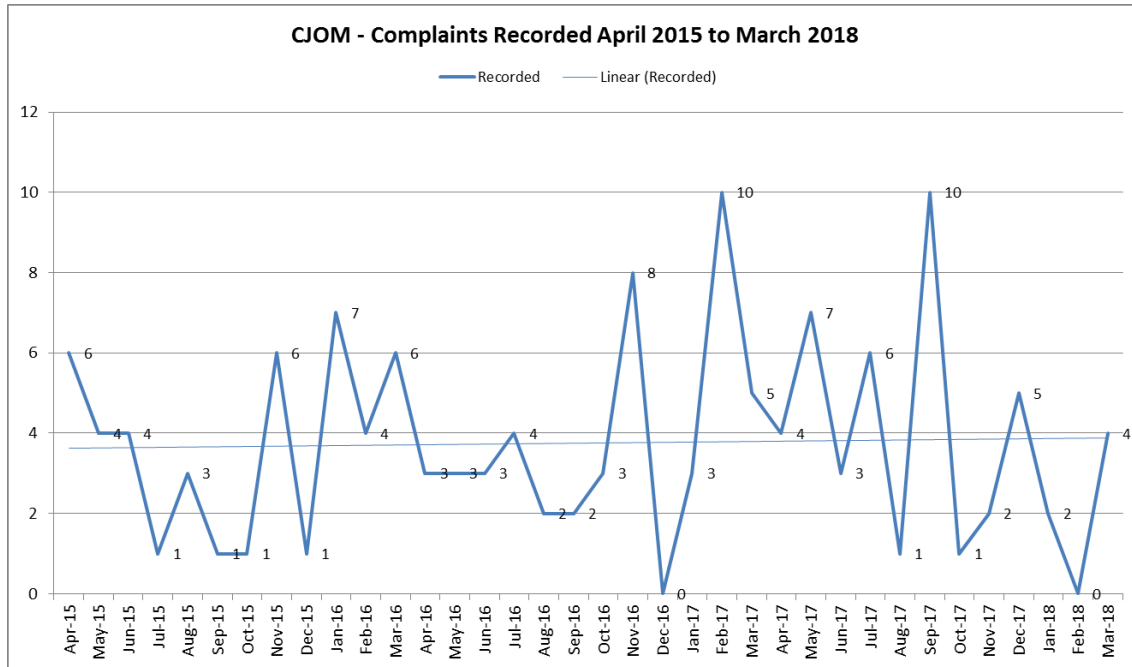
These complaints consist of the following categories:

Operational Policing Policies (Organisational), Organisational Decisions (Operational), General Policing Standards (Operational), Operational Management Decisions (Organisational).

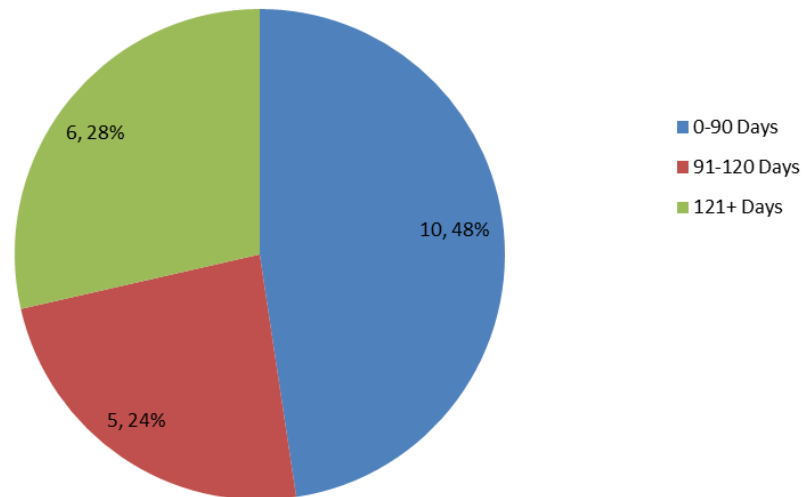


Complaints - Command Breakdowns

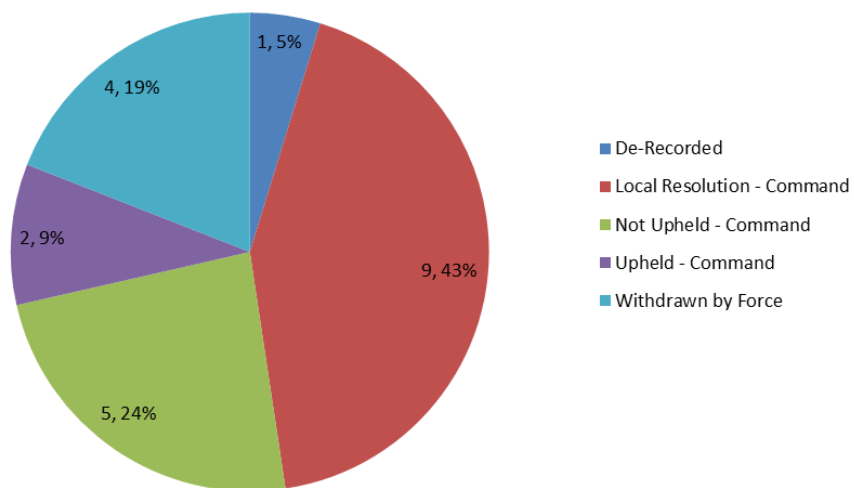
Criminal Justice & Offender Management Command



**CJOM - Finalised Complaint Cases April 2017 to March 2018 -
Timeliness according to National Targets**

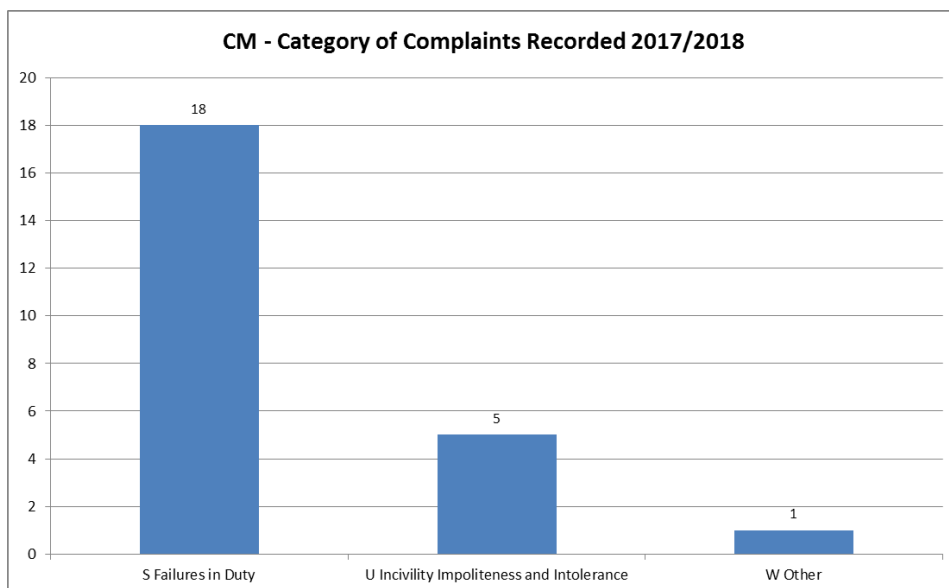
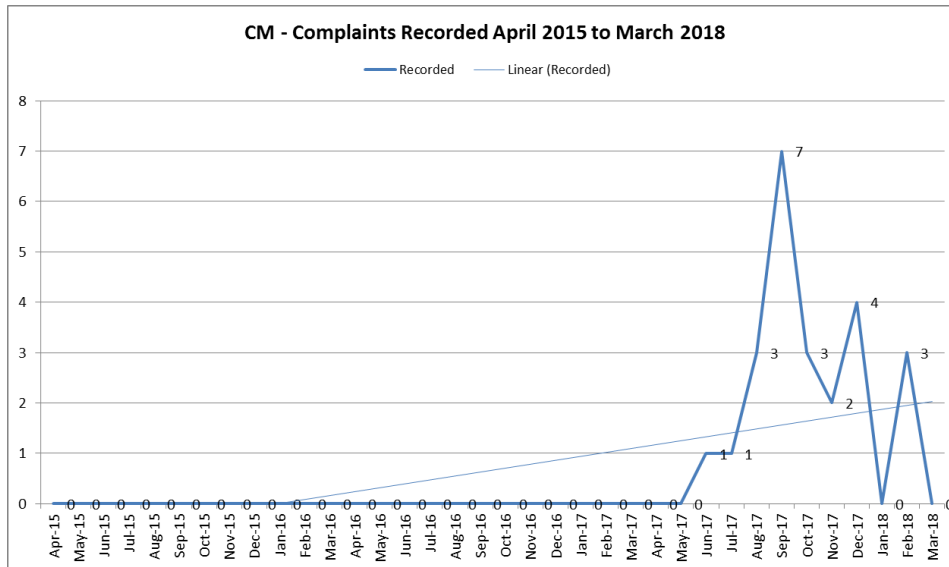


CJOM - Case Outcomes - Finalised Cases April 2017 to March 2018



Contact Management

Please note levels will be low for this command, due to departments under CM previously being under OPC and Police systems may not have been updated at the correct time to reflect this.



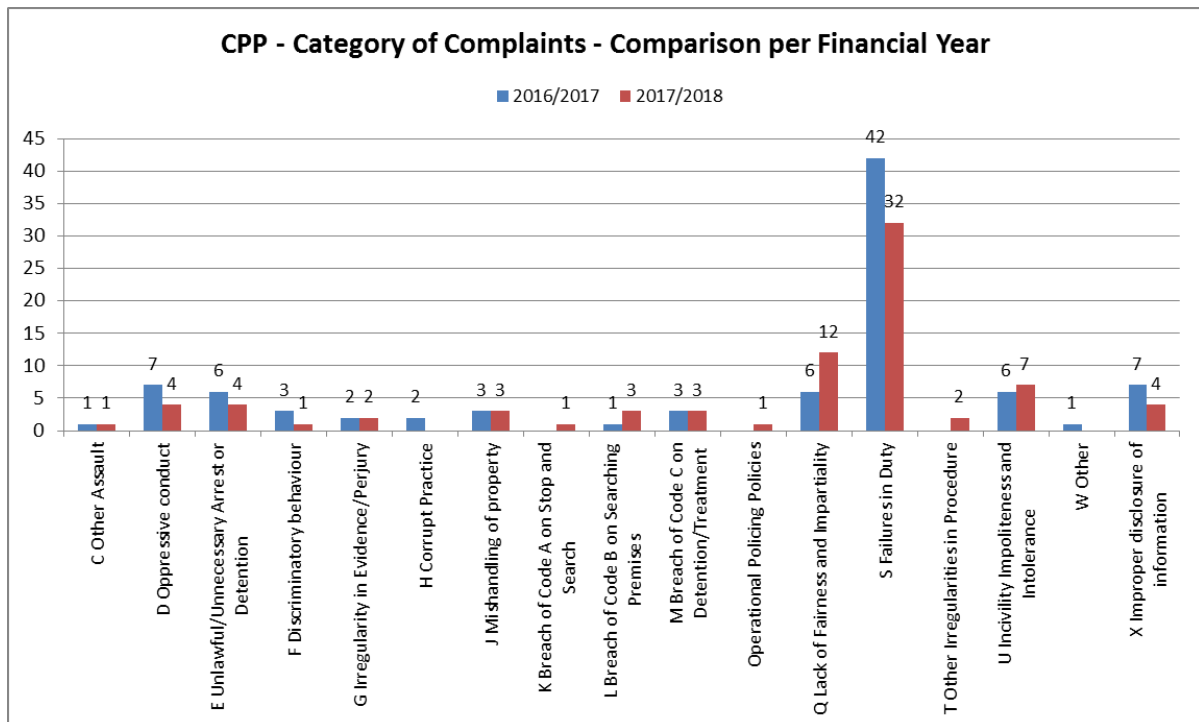
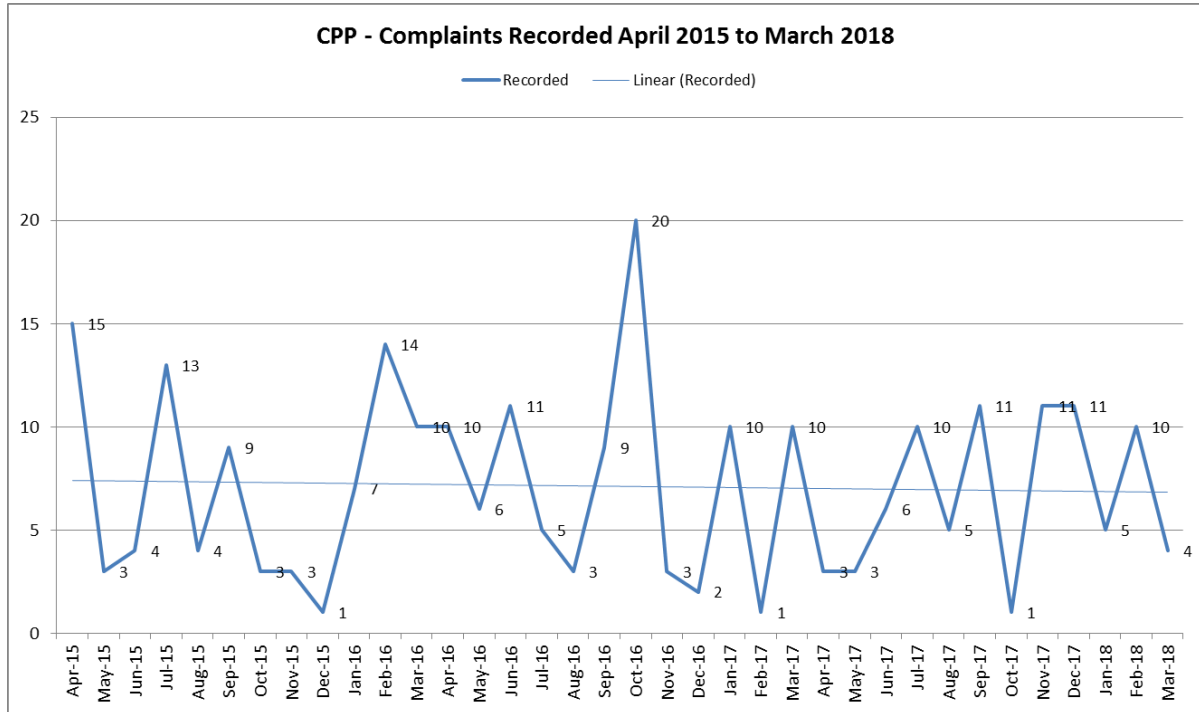
Cases Finalised – Timeliness and Outcomes:

There are 14 cases shown as finalised between April 2017 and March 2018 under CM Command:

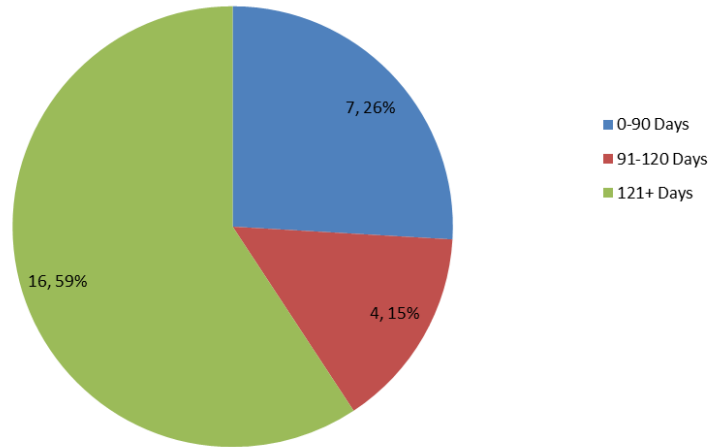
Timeliness – 12 cases were under 90 days, the two others were 91-120 days.

Outcomes – 12 cases were Local Resolution by Command, one Not Upheld by Command, the other was Upheld by Command (resulting in No Action).

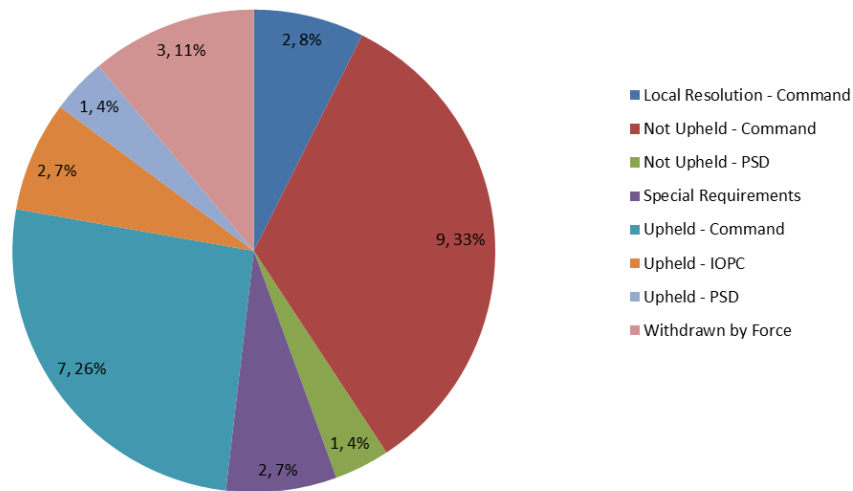
Crime & Public Protection Command



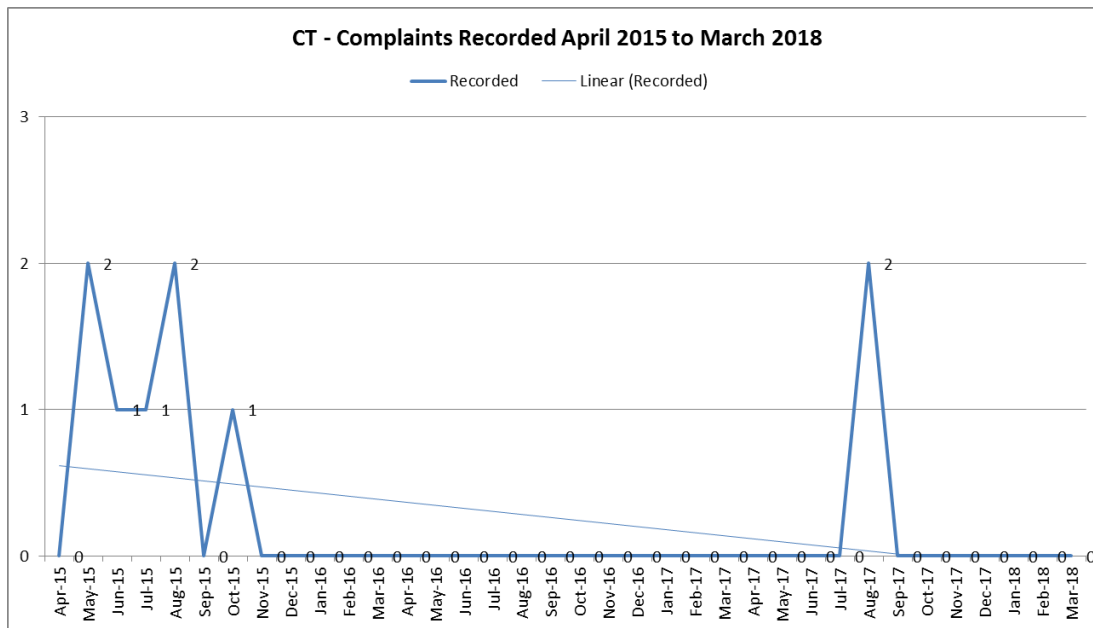
CPP - Finalised Cases April 2017 to March 2018 - Timeliness according to National Targets



CPP - Finalised Cases April 2017 to March 2018 - Outcome of Cases



Counter Terrorism Command



Categories:

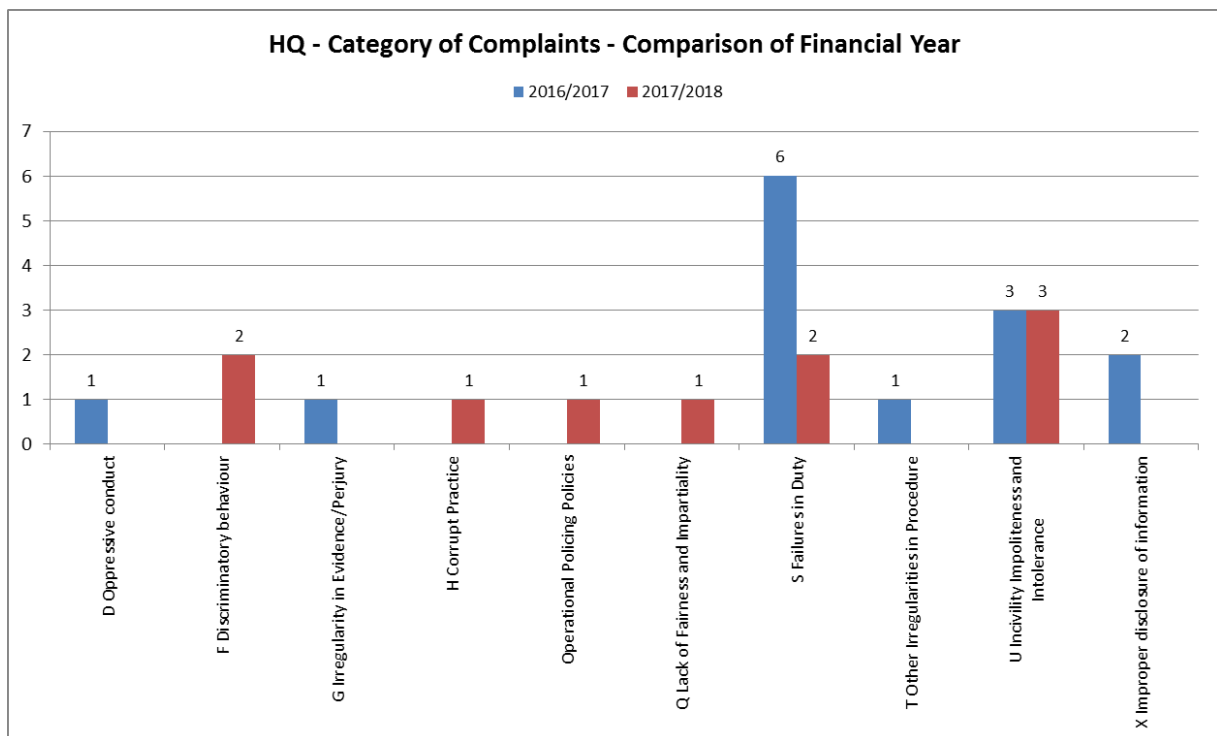
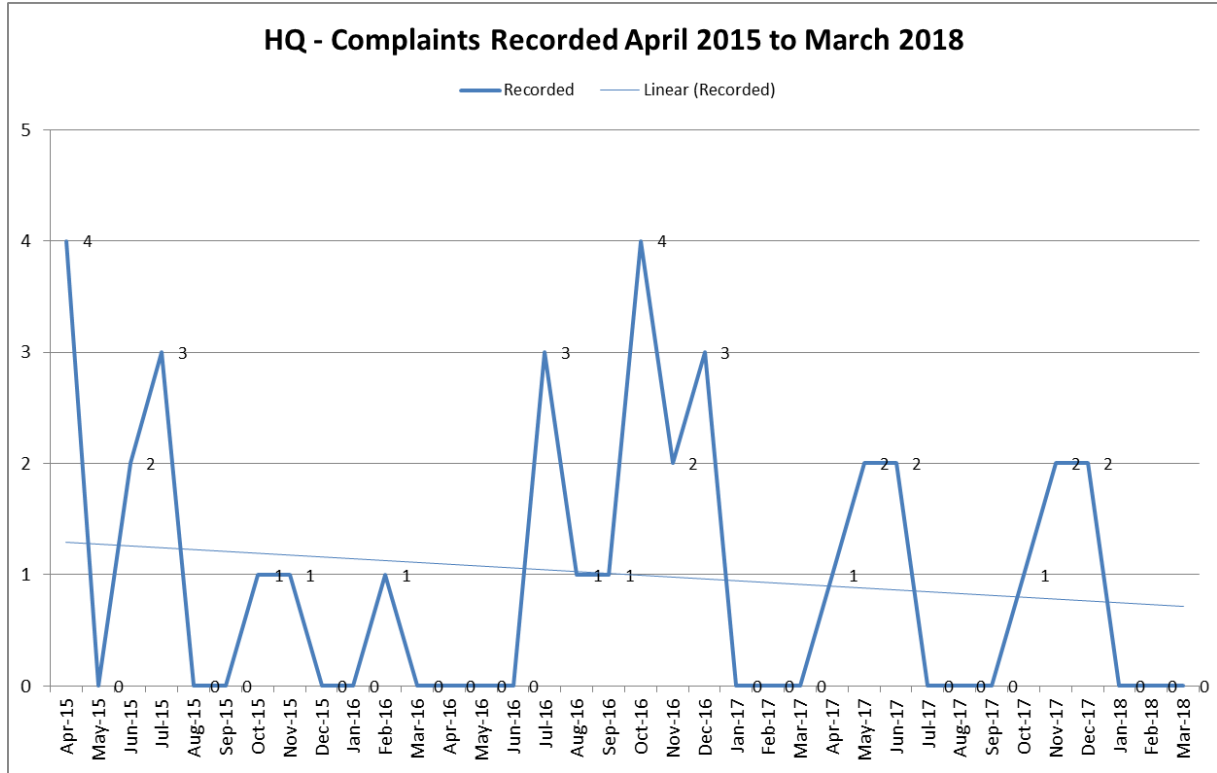
Of those complaints recorded since April 2015, the categories are as follows:

Complaint Category	Number
D Oppressive conduct	1
E Unlawful/Unnecessary Arrest or Detention	2
F Discriminatory behaviour	2
U Incivility Impoliteness and Intolerance	4
Total	9

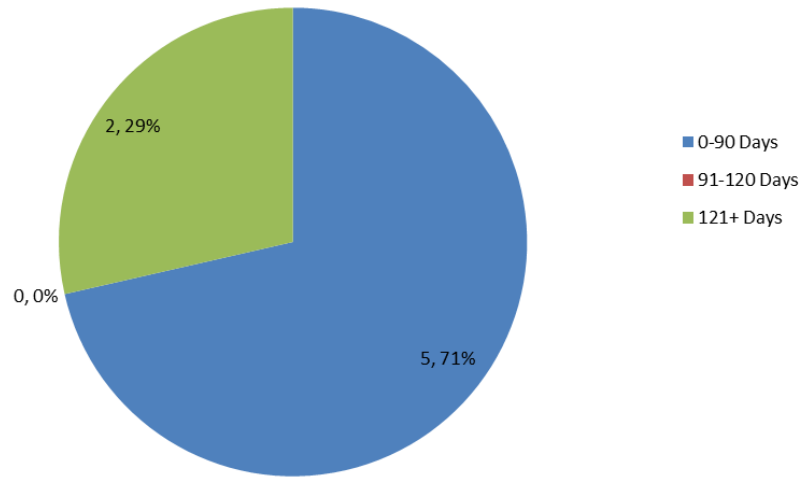
Finalised Cases:

Within the 9 complaints above, there are five separate cases – all of these have been finalised, one was finalised between 90-120 days (Local Resolution on Command), four over 120 days (all not upheld).

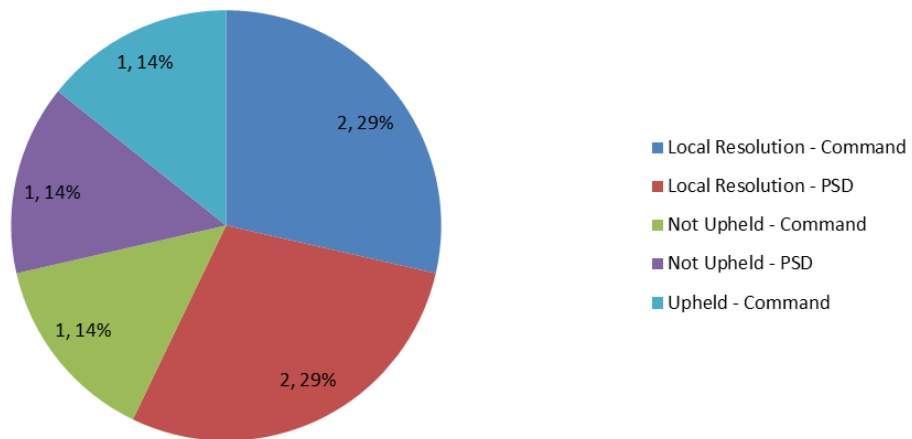
HQ Directorate



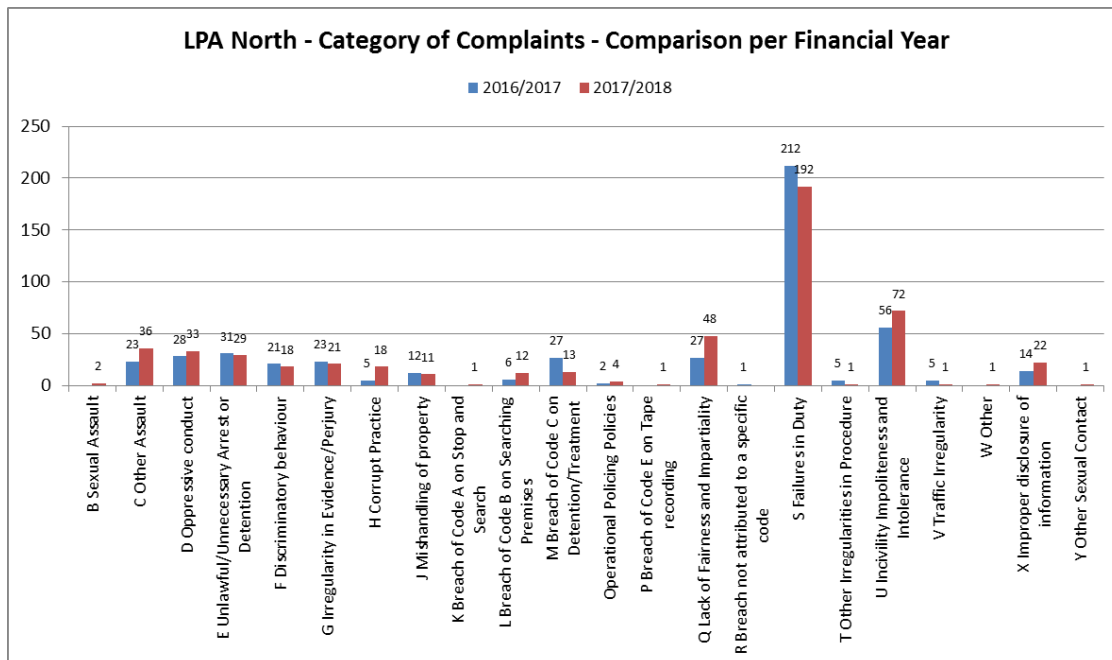
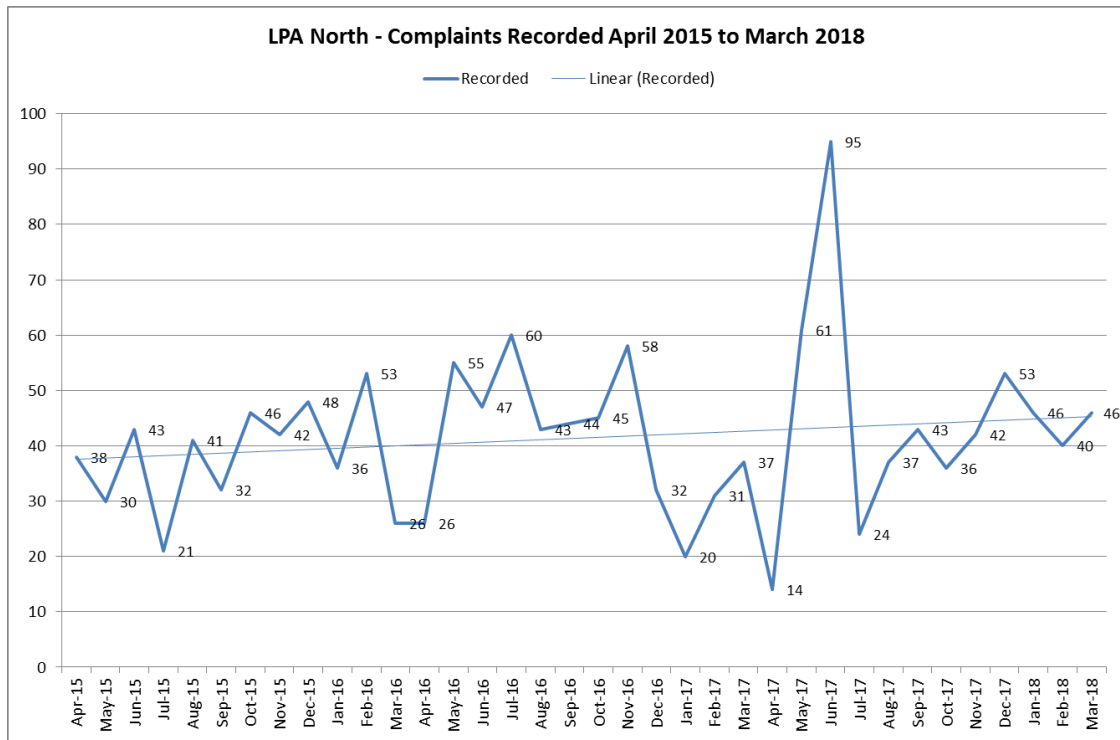
**HQ Command - Finalised Cases April 2017 to March 2018 -
Timeliness according to National Targets**



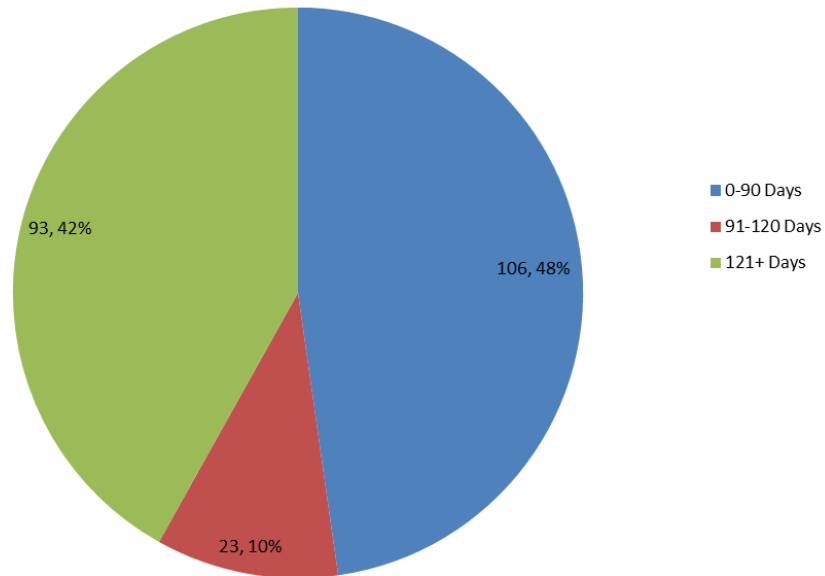
**HQ Command - Finalised Cases April 2017 to March 2018 -
Outcomes of Cases**



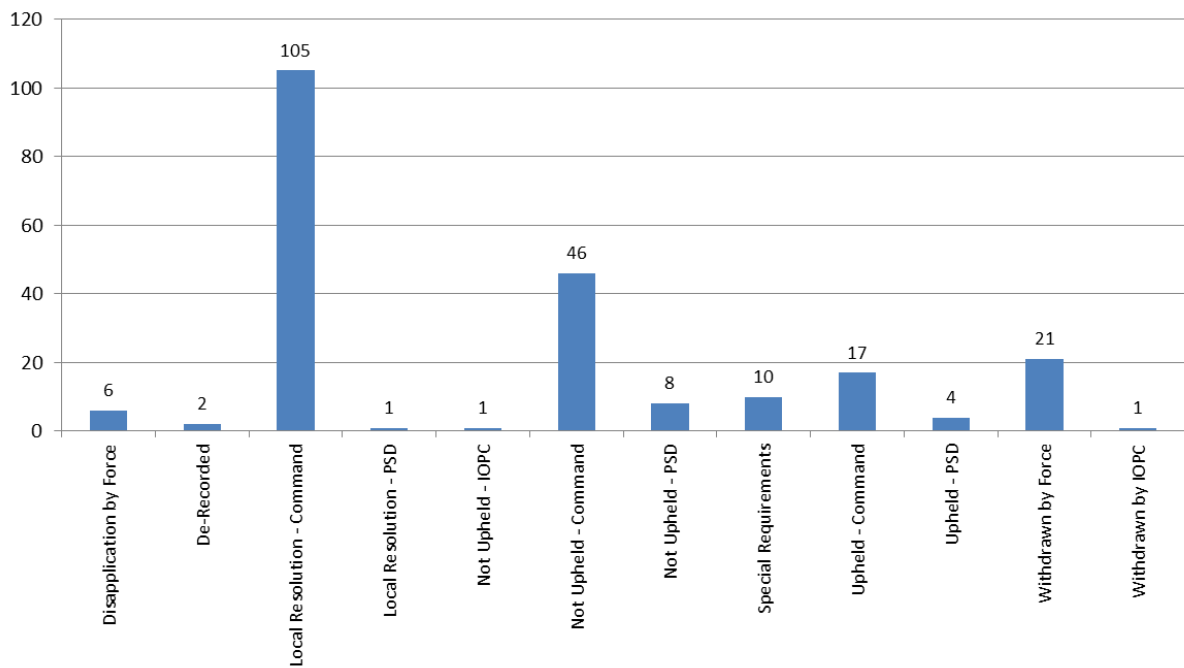
Local Policing Area – North



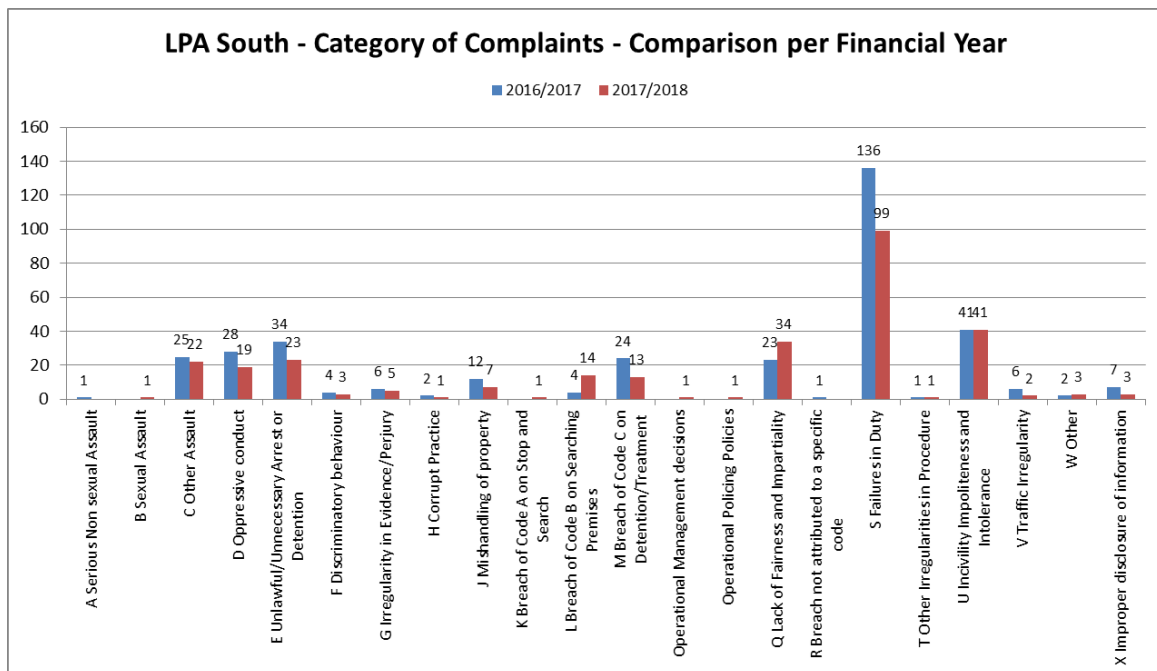
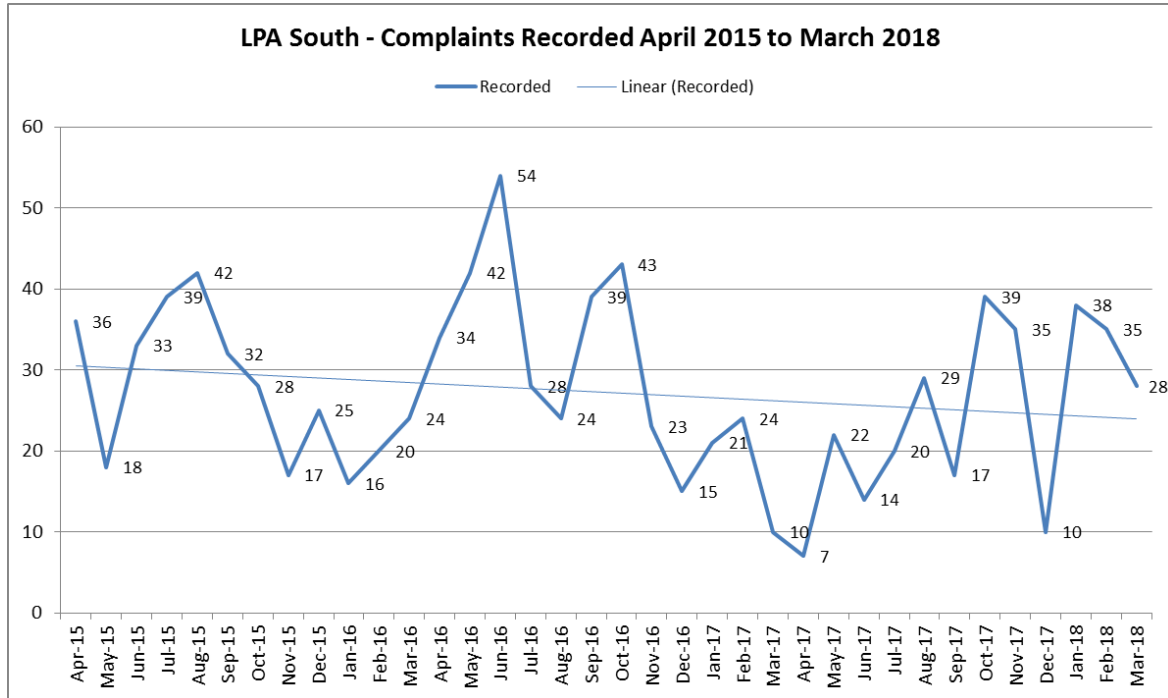
LPA North - Finalised Cases April 2017 to March 2018 - Timeliness according to National Targets



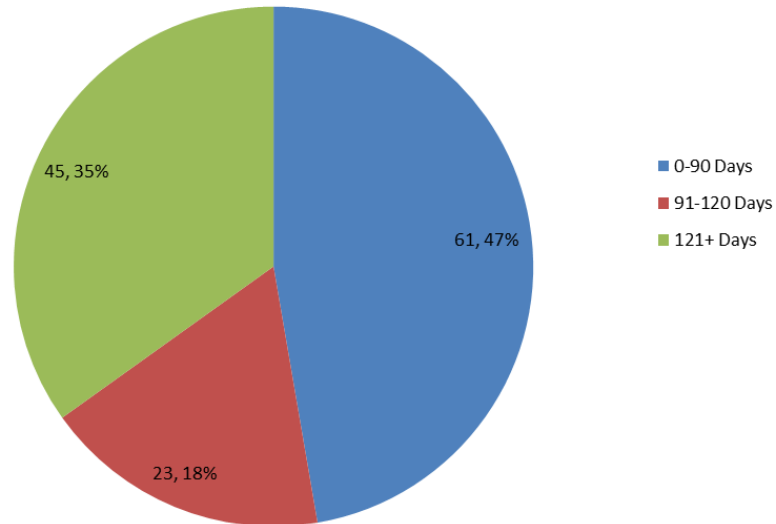
LPA North - Finalised Cases April 2017 to March 2018 - Outcome of Cases



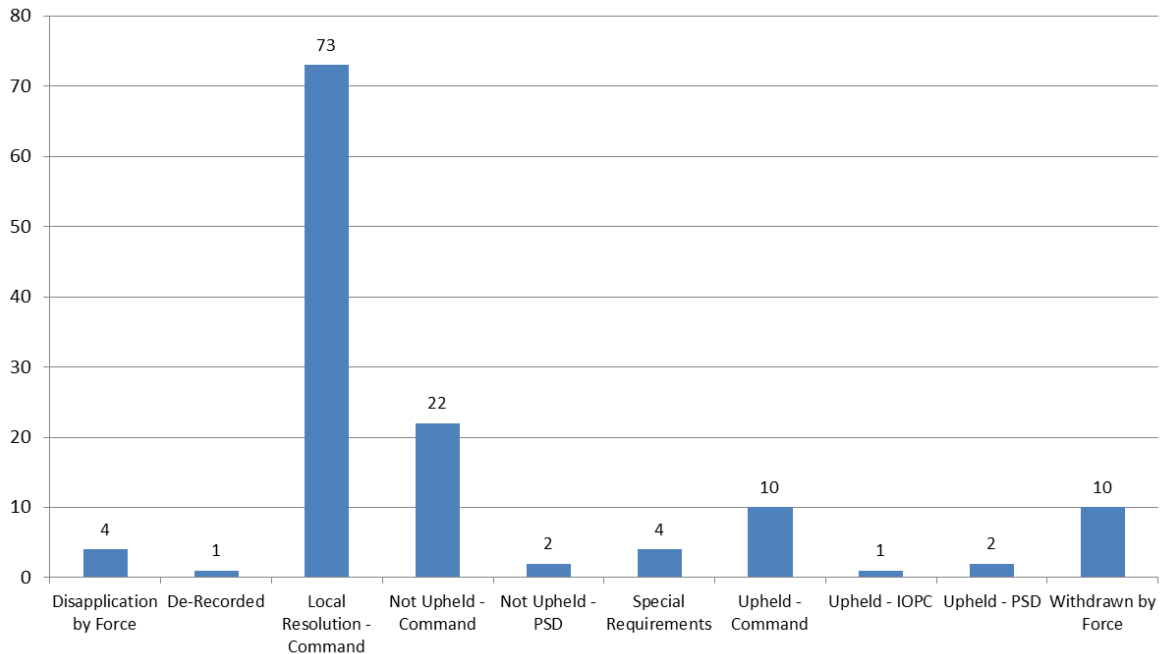
Local Policing Area - South



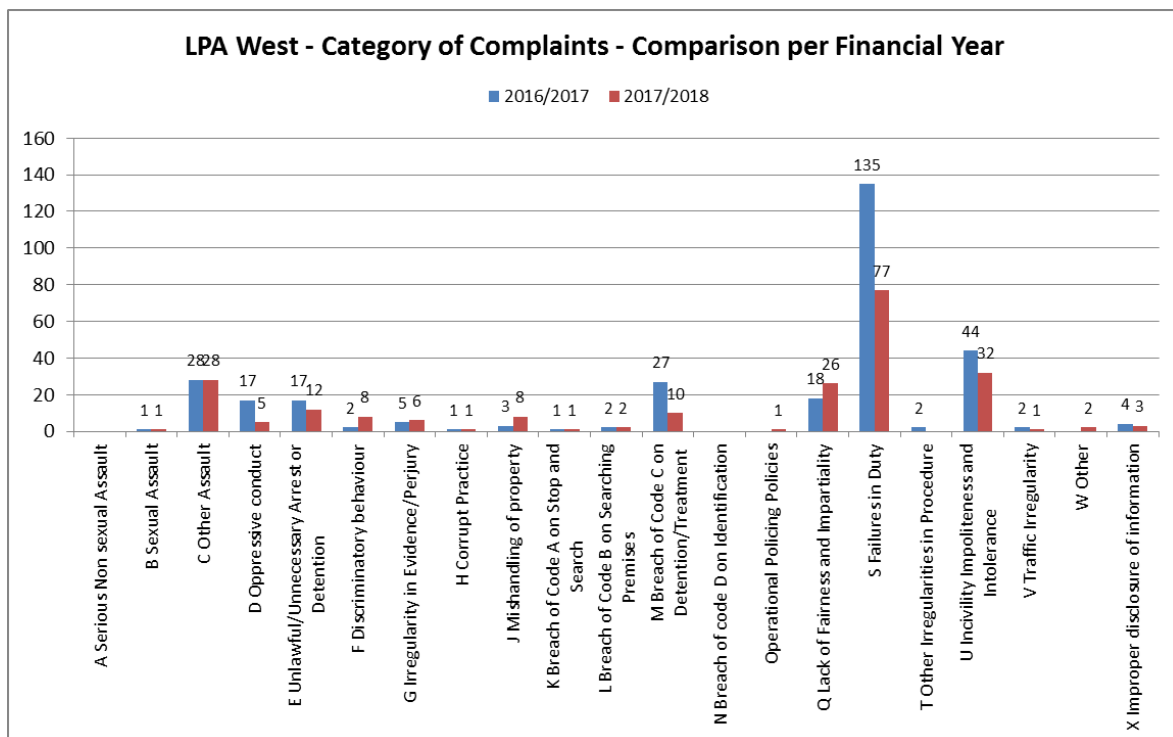
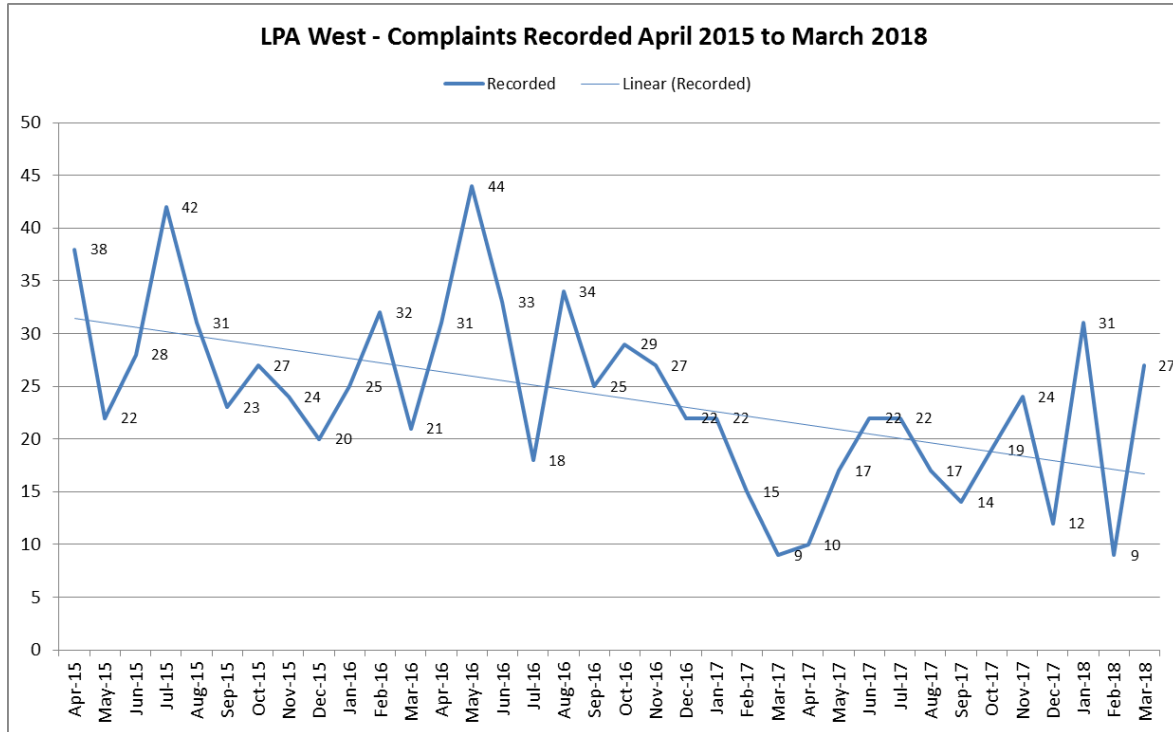
LPA South - Finalised Cases April 2017 to March 2018 - Timeliness according to National Targets

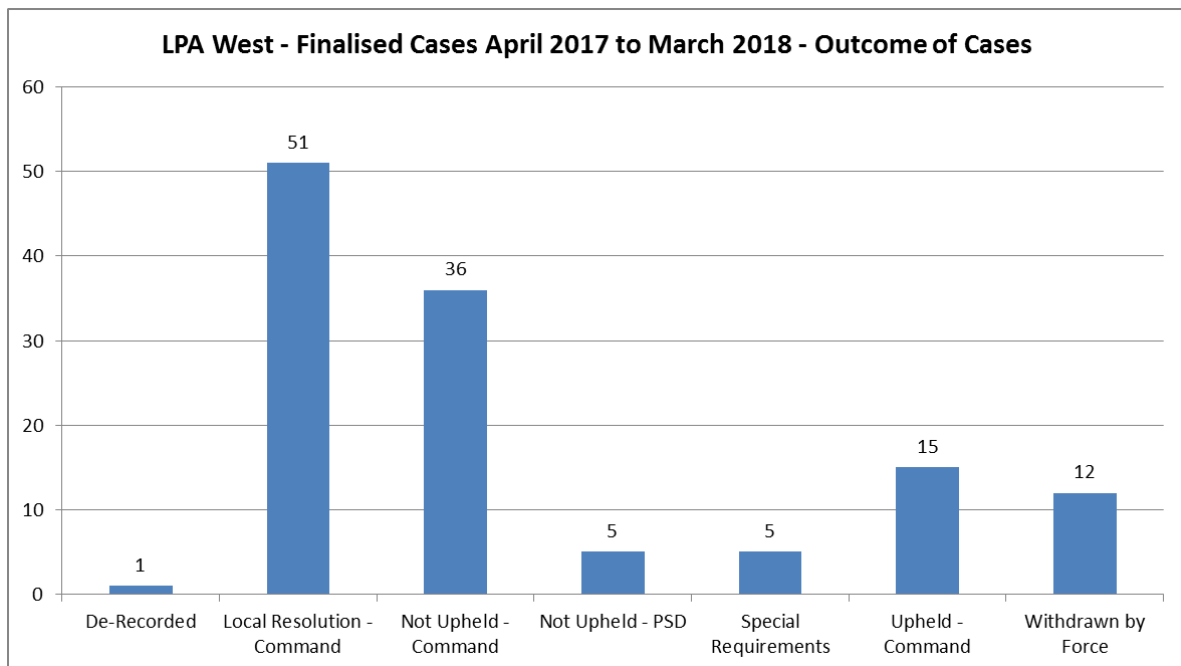
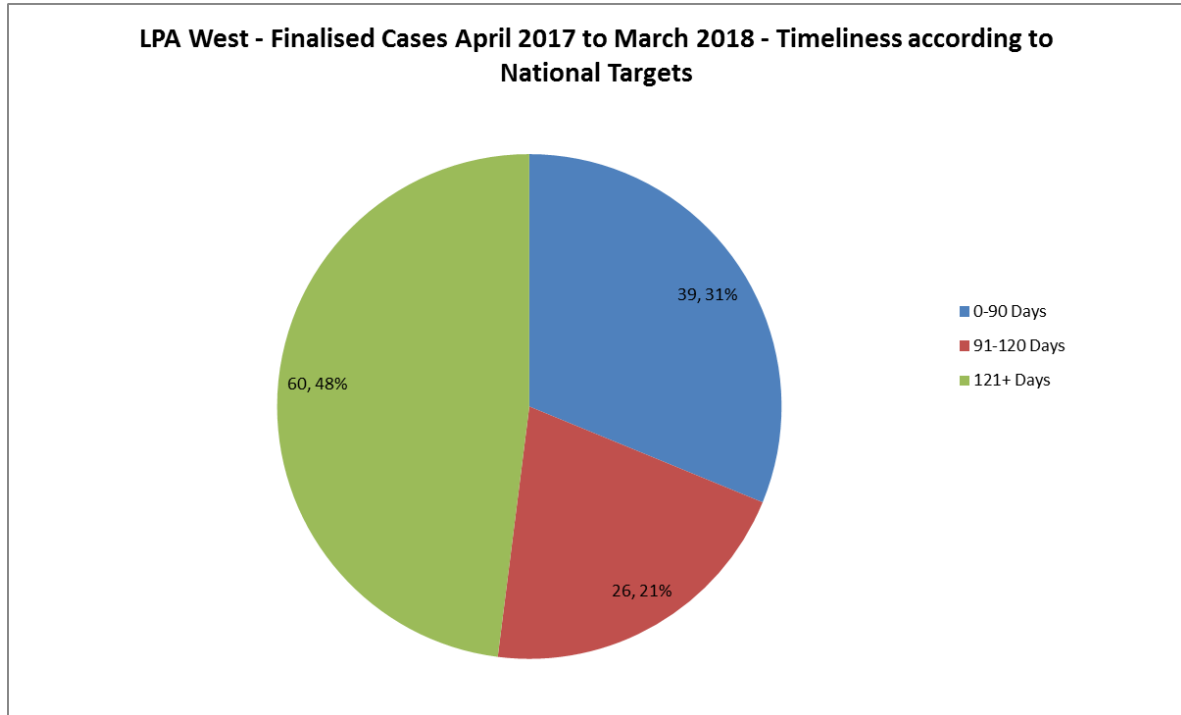


LPA South - Finalised Cases April 2017 to March 2018 - Outcome of Cases



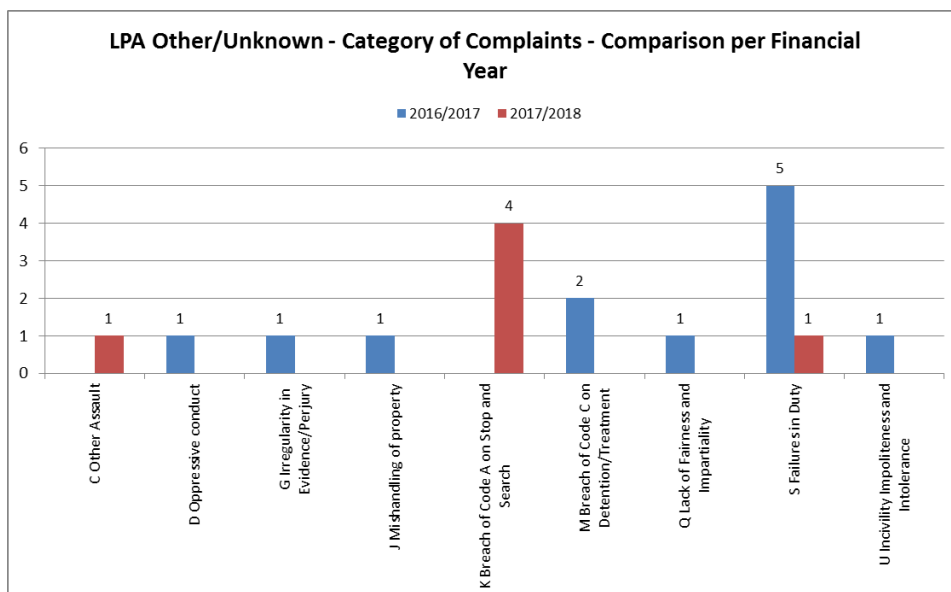
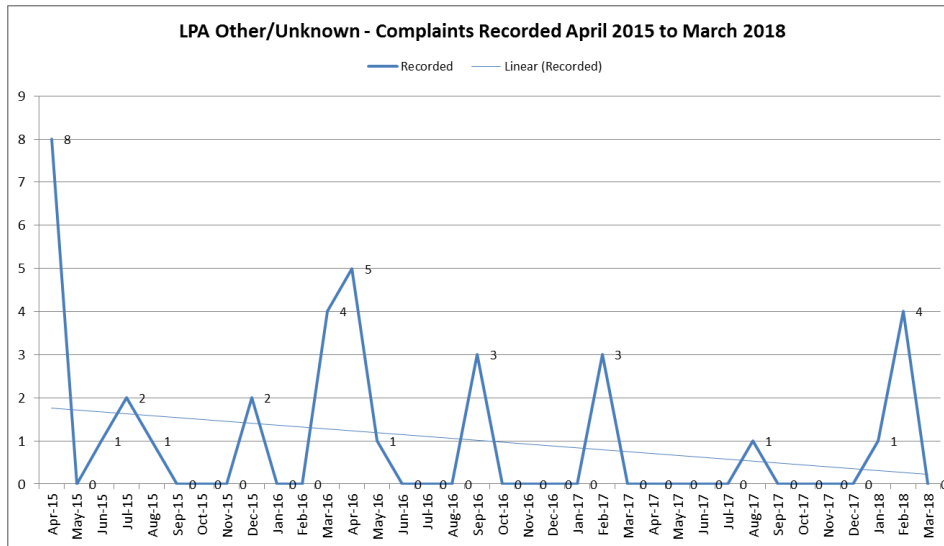
Local Policing Area - West





LPA Other/Unknown

Recorded as LPA/Territorial Policing complaints but no confirmed geographic area – this is likely due to changes in force structure and subsequent recording on Police systems. The amount has reduced greatly in 2017/2018.

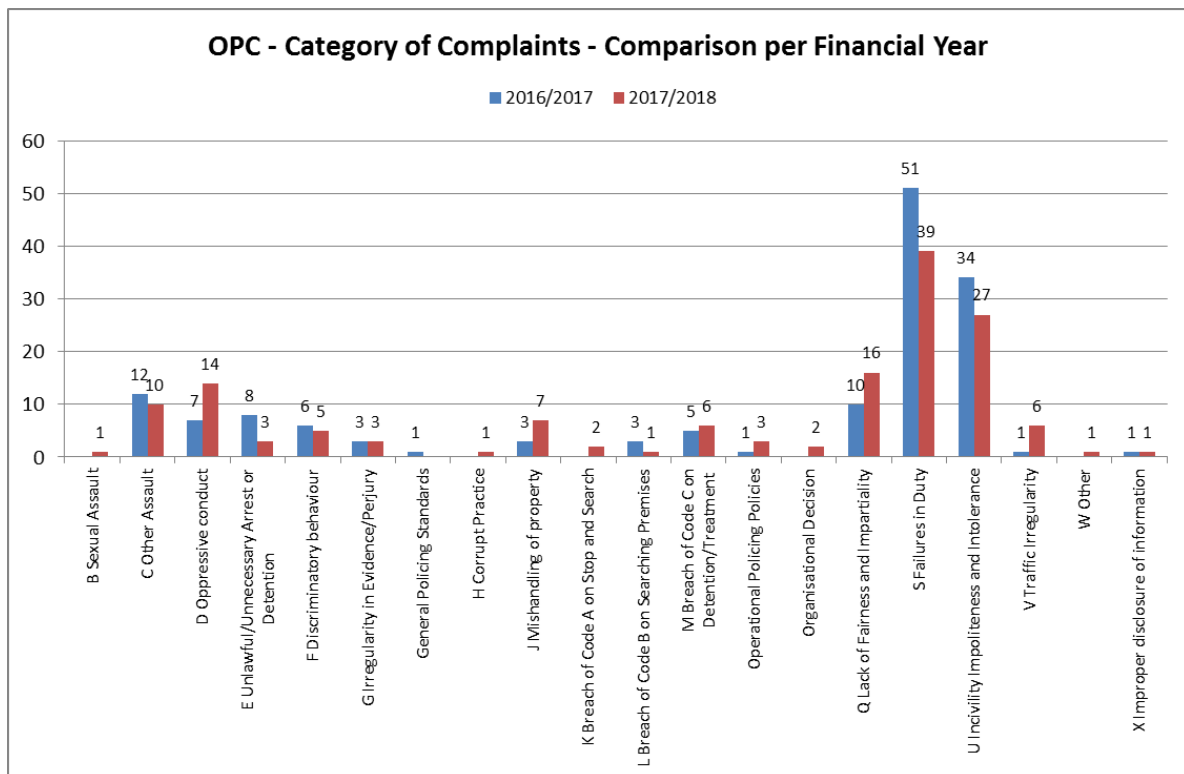
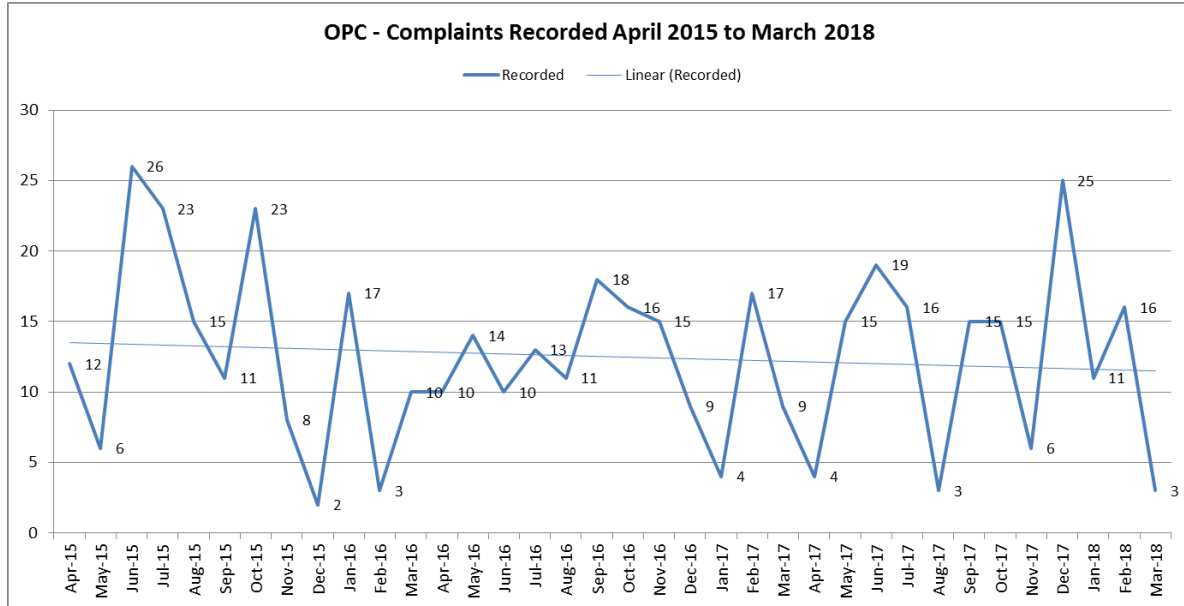


Timeliness and Outcomes:

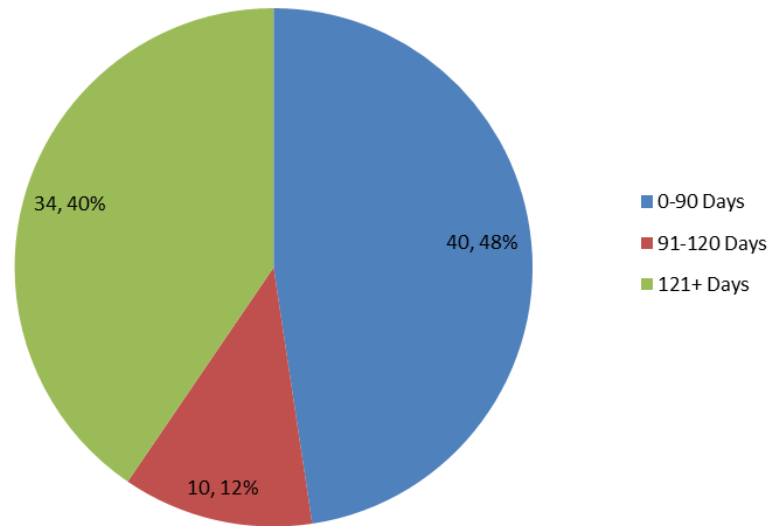
Of the three cases finalised in the last 12 months under LPA Other/Unknown, all had total days of over 120 days.

Finalised outcomes were Not Upheld by Command in one instance, Special Requirements in two cases.

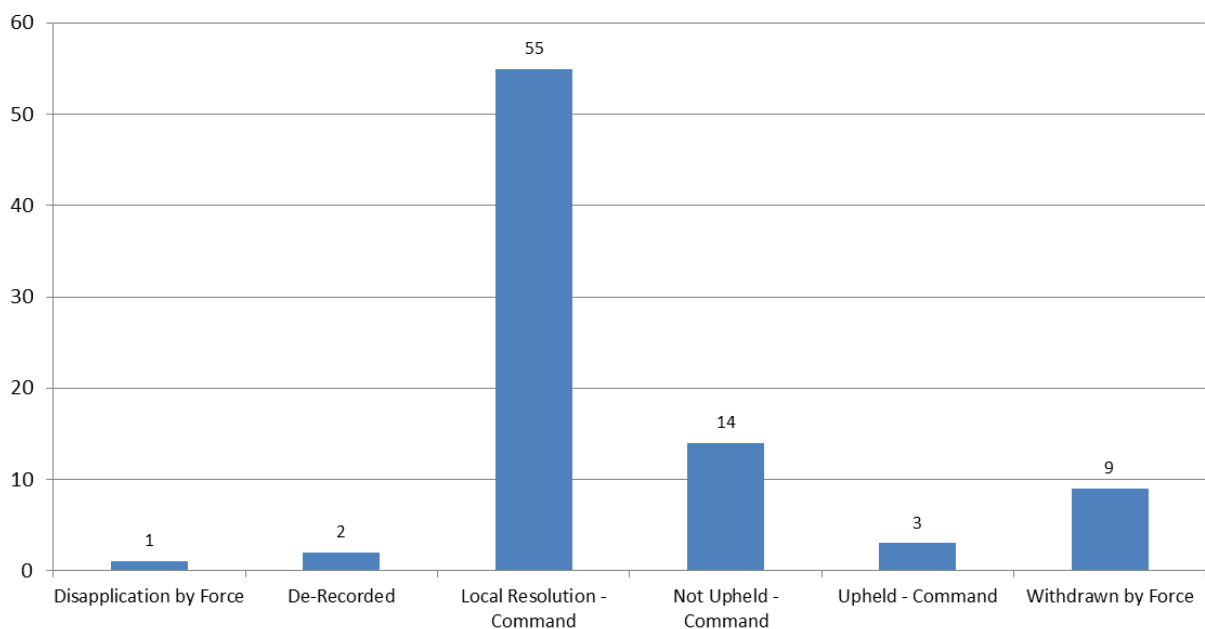
Operational Policing Command



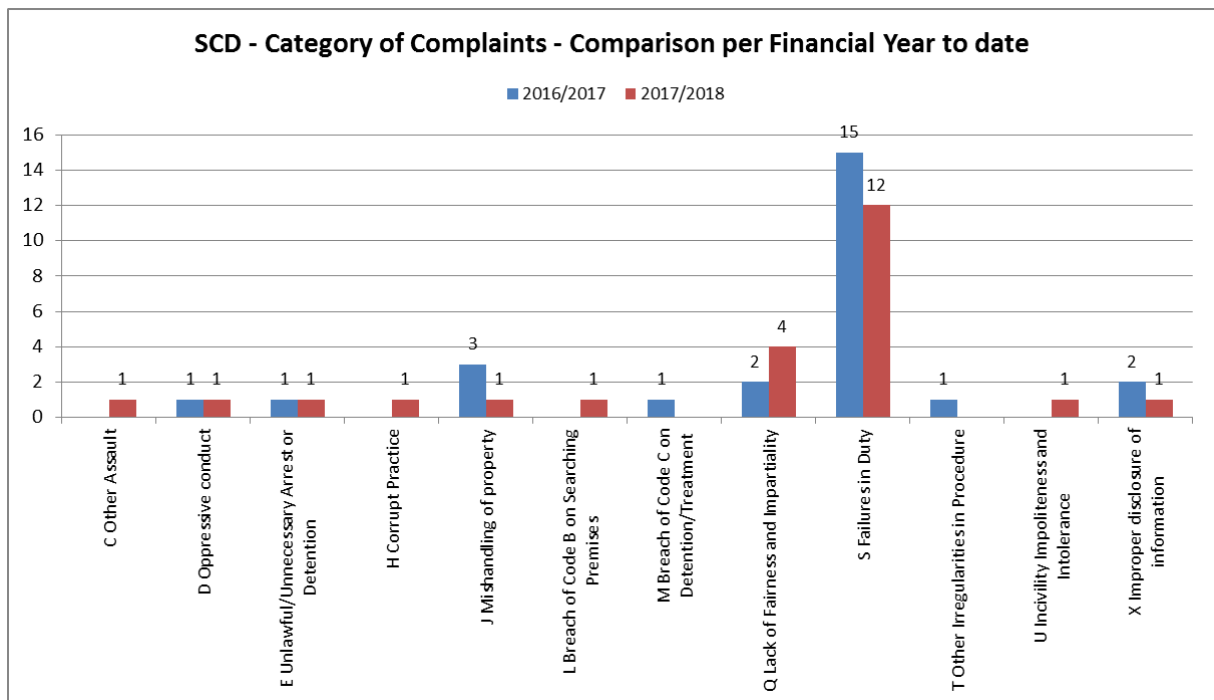
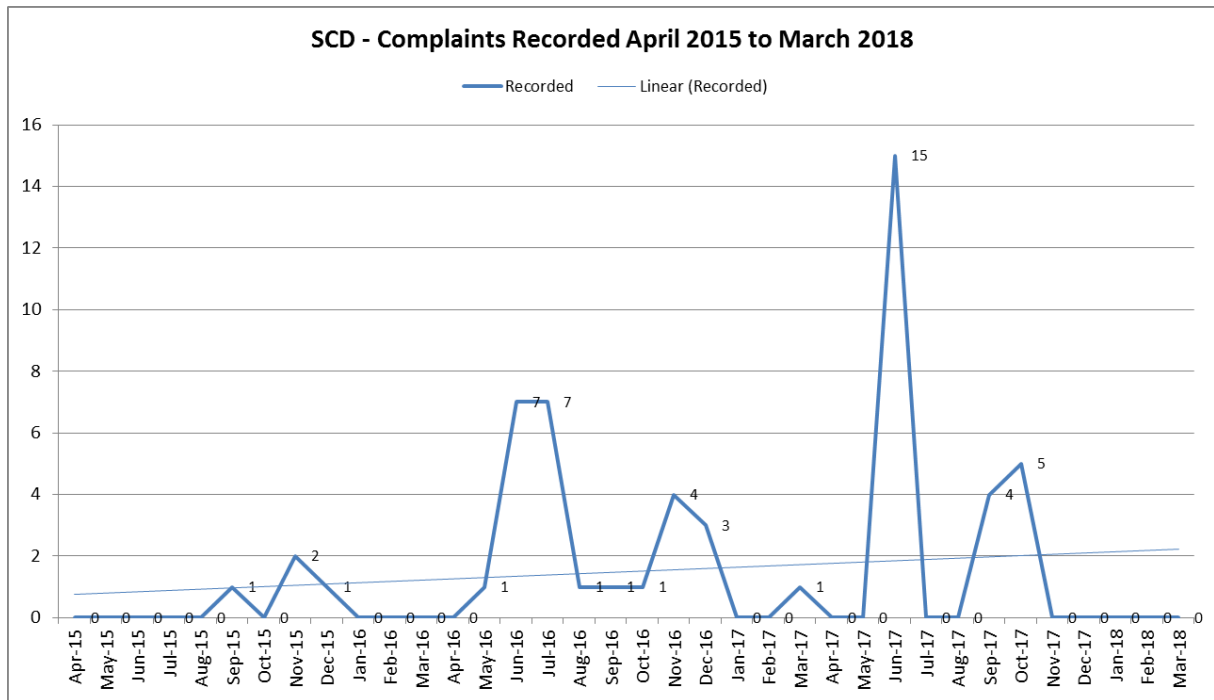
OPC - Finalised Cases April 2017 to March 2018 - Timeliness according to National Targets



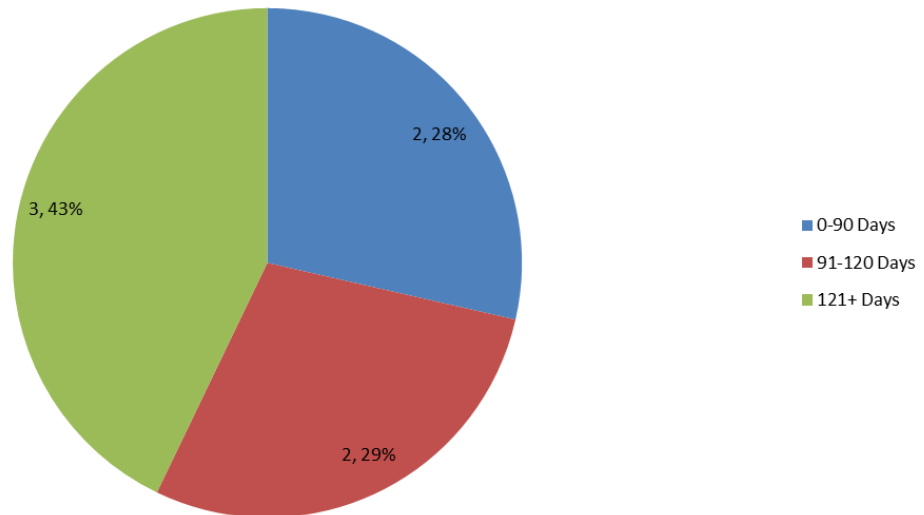
OPC - Finalised Cases April 2017 to March 2018 - Outcome of Cases



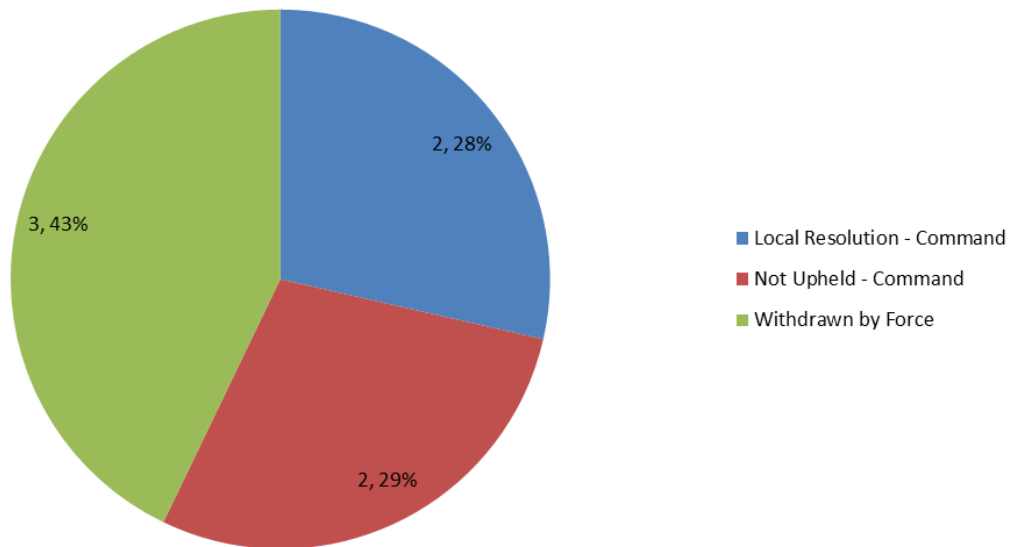
Serious Crime Directorate



SCD - Finalised Cases April 2017 to March 2018 - Timeliness according to National Targets



SCD - Finalised Cases April 2017 to March 2018 - Outcome of Cases



Support Services (SPS)

There are minimal complaints recorded/finalised for the Support Services Command.

Four cases Recorded since April 2015:

August 2015 – Incivility - IT Directorate – Finalised in 131 Days, Outcome Local Resolution on Command.

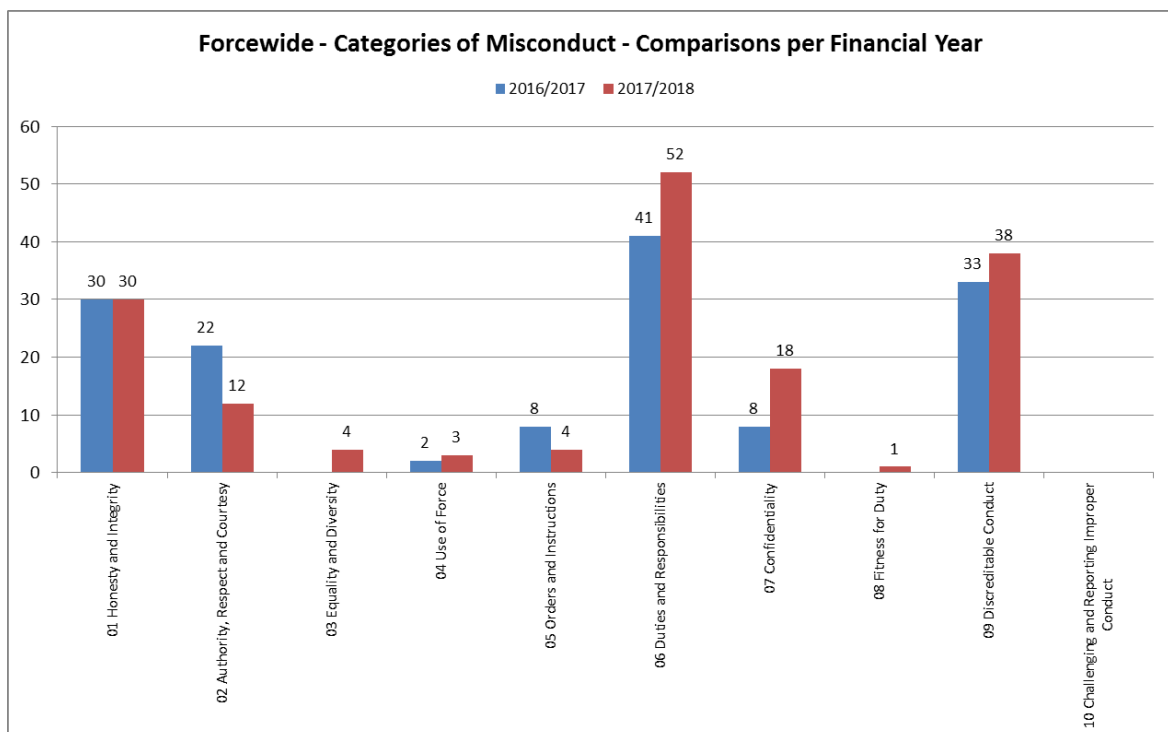
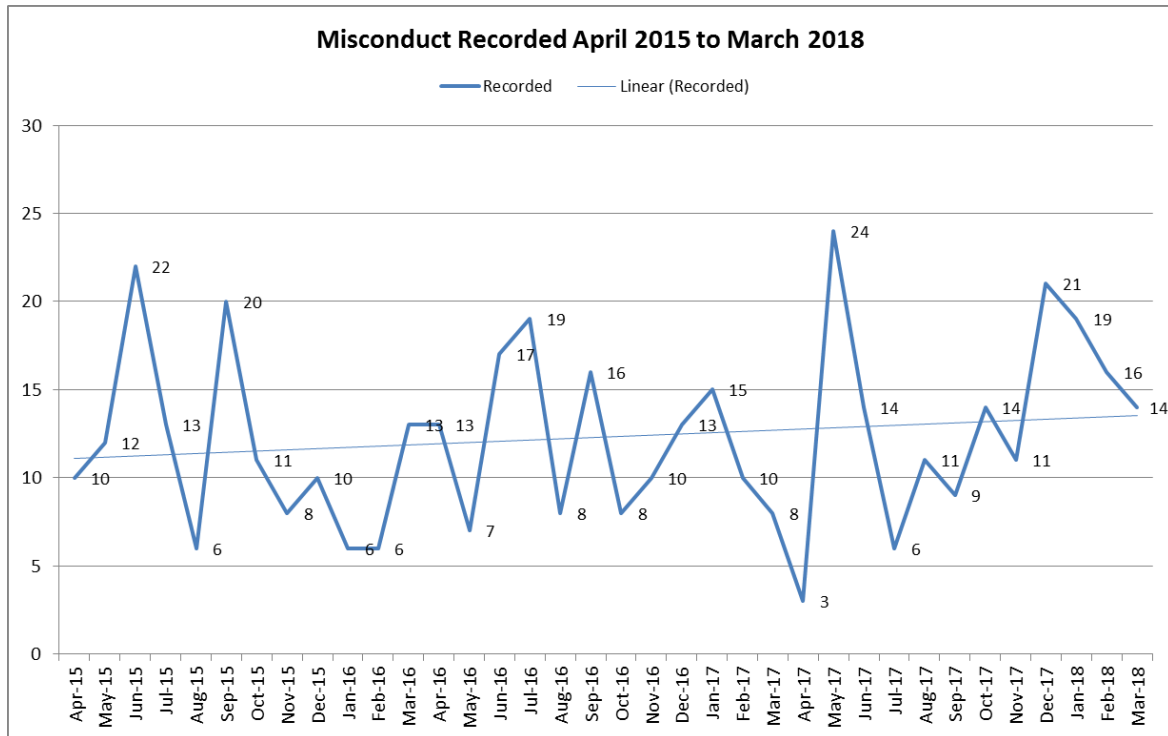
May 2016 – Oppressive Conduct – HR & Training – Finalised in 143 Days, Outcome Not Upheld on Command.

June 2017 – Incivility – HR & Training – Finalised in 47 Days, Outcome Local Resolution PSD.

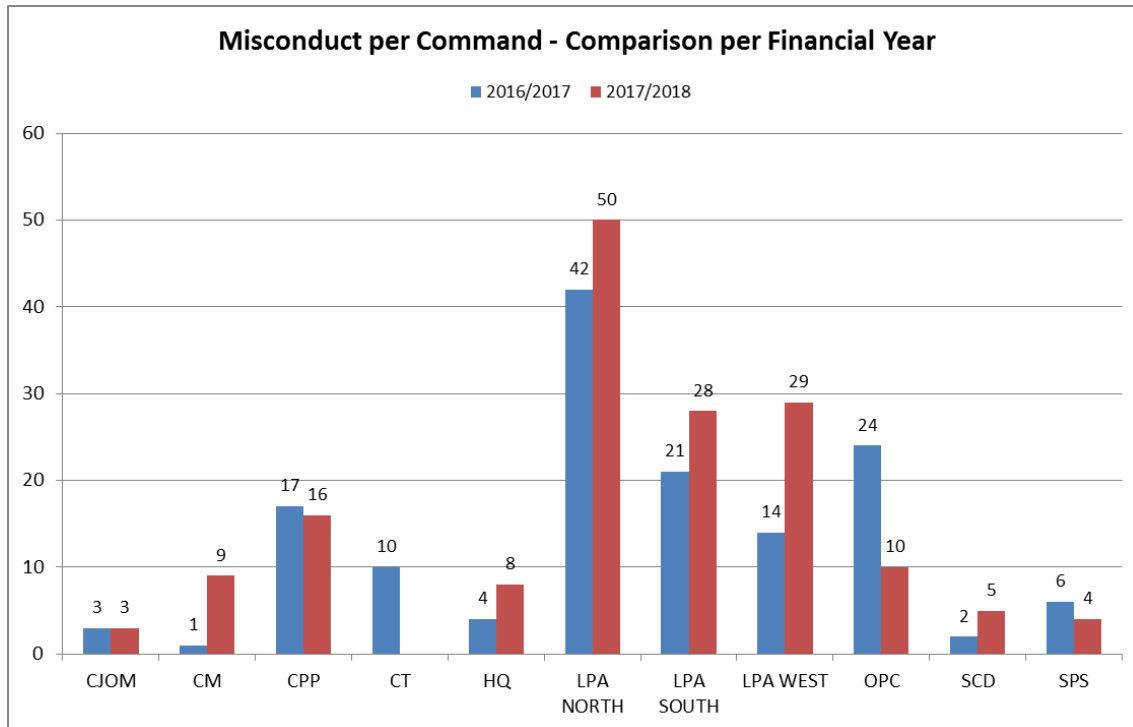
Sep 2017 – Other Assault and Breach of Code C on Detention/Treatment – HR & Training – Live.

Please note that those recorded as HR & Training are often Probationer Officers.

Force Misconduct

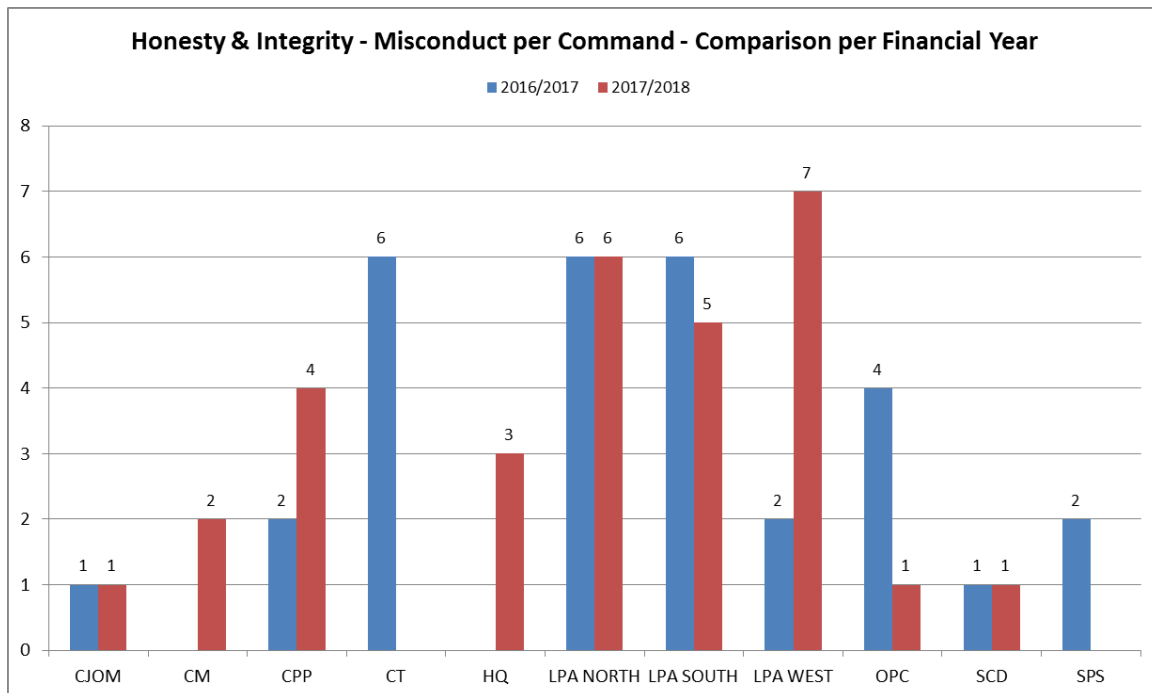
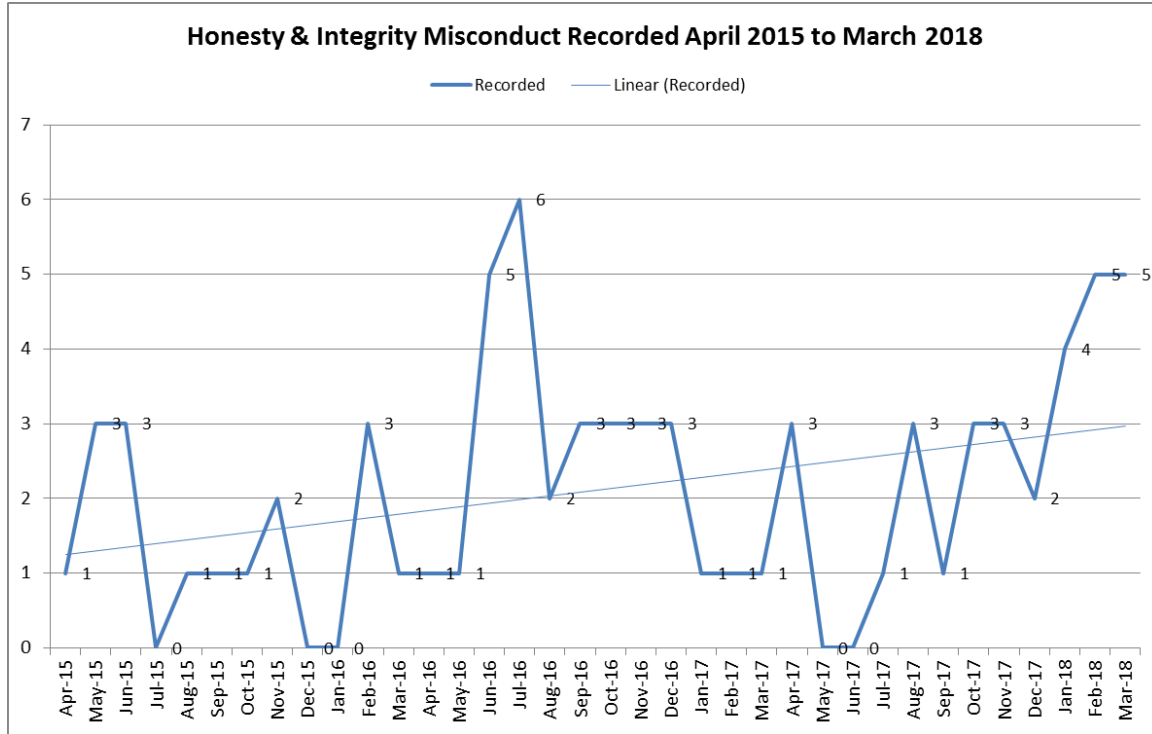


Command Breakdown of Misconduct

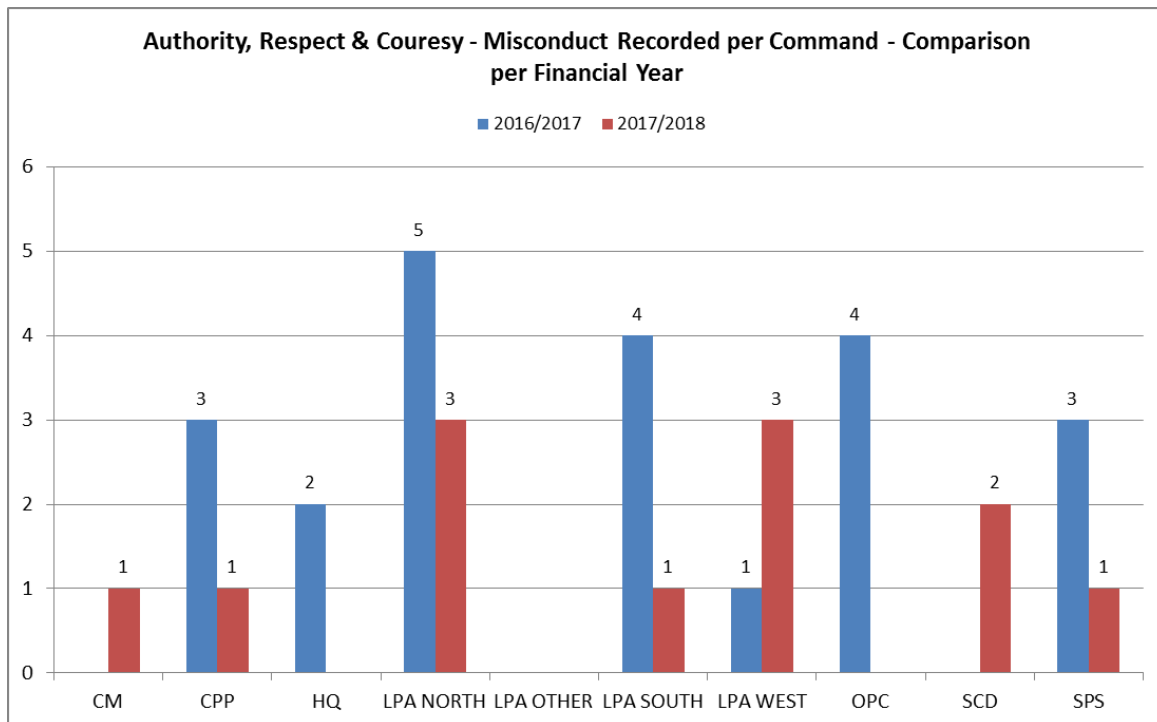
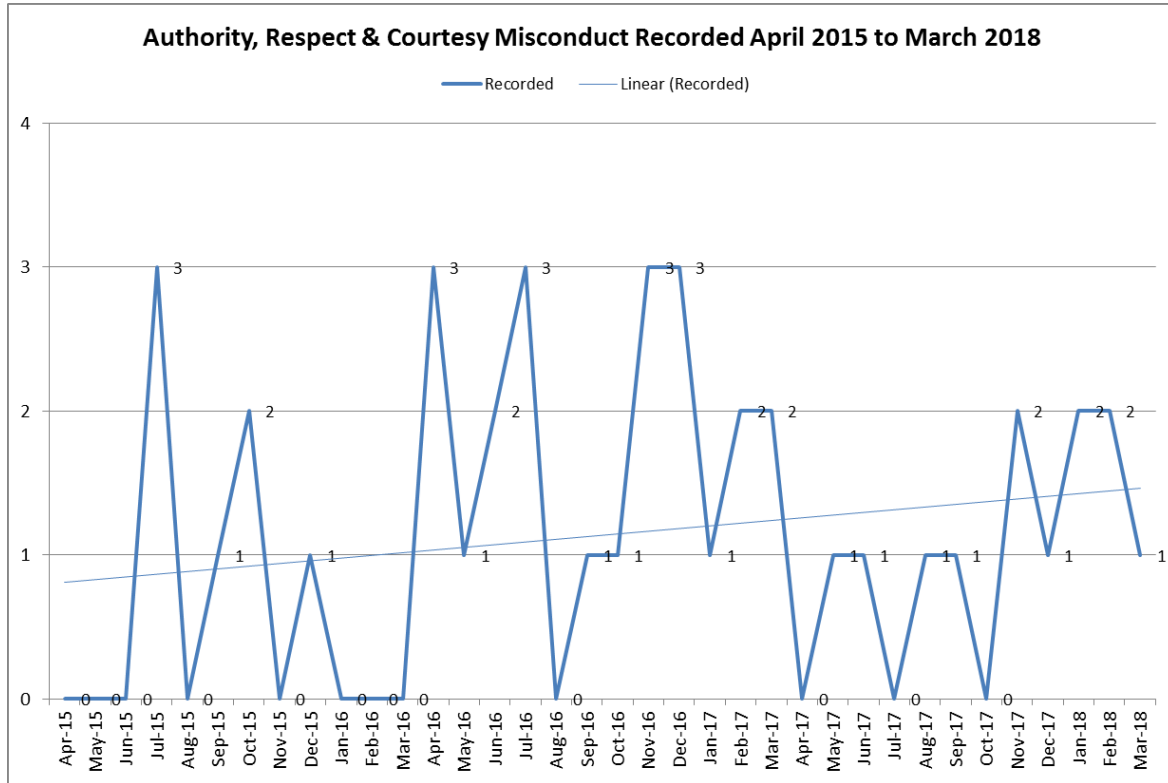


Misconduct Categories

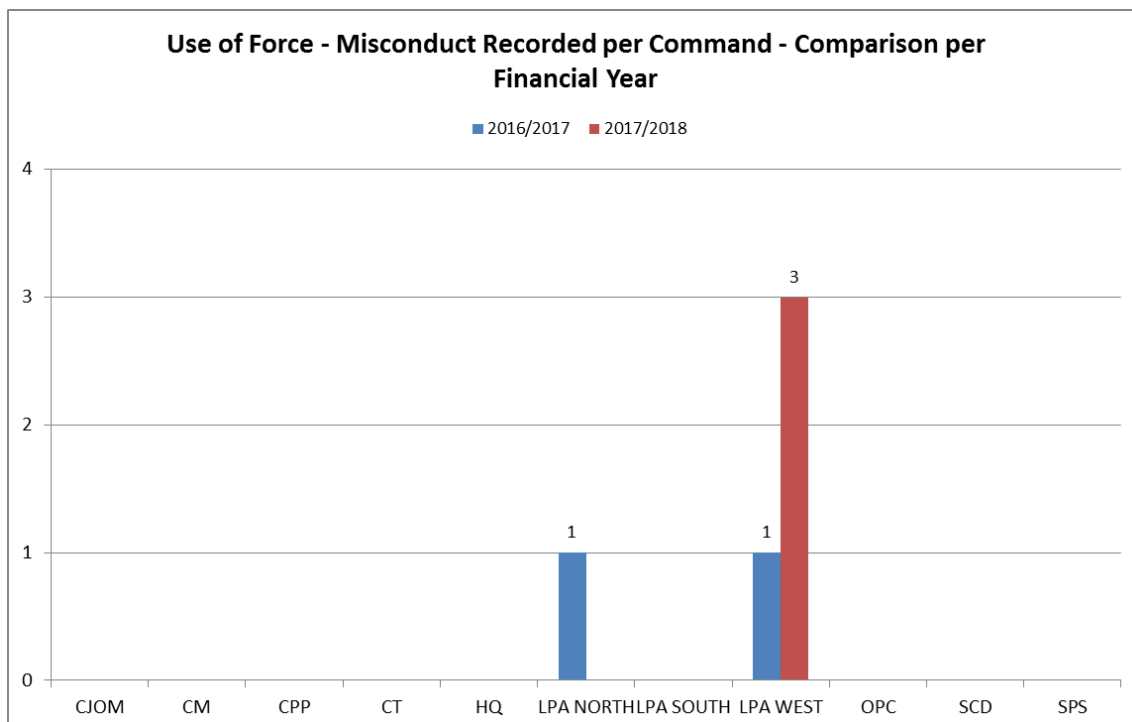
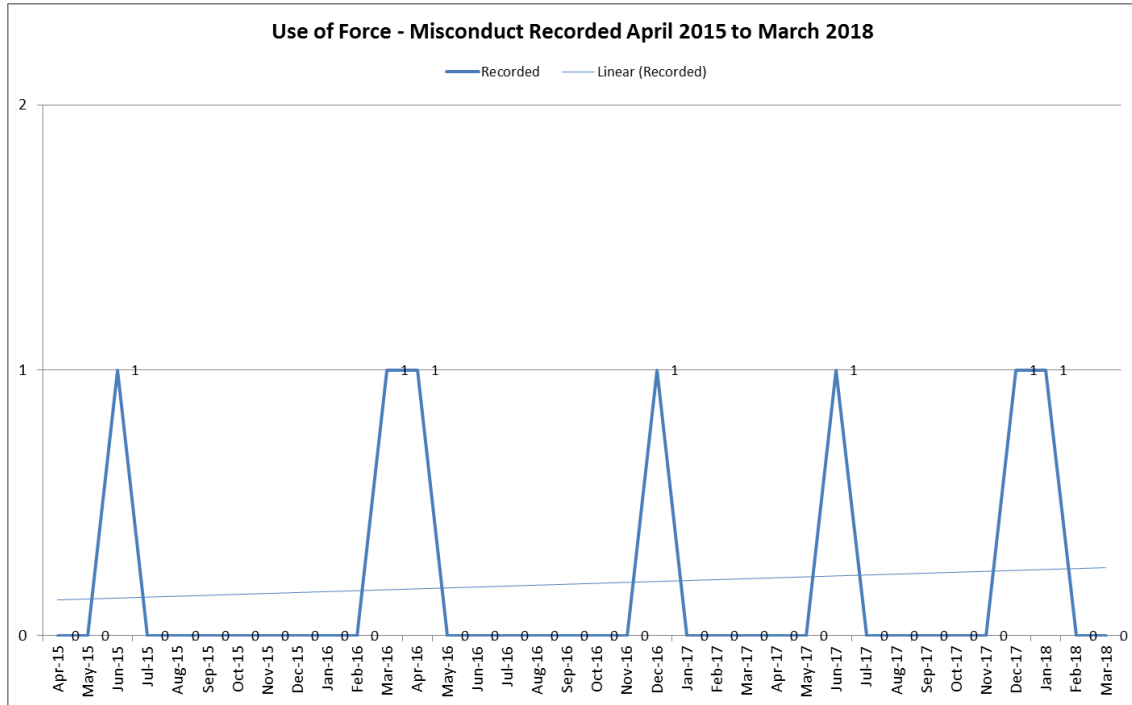
Honesty and Integrity



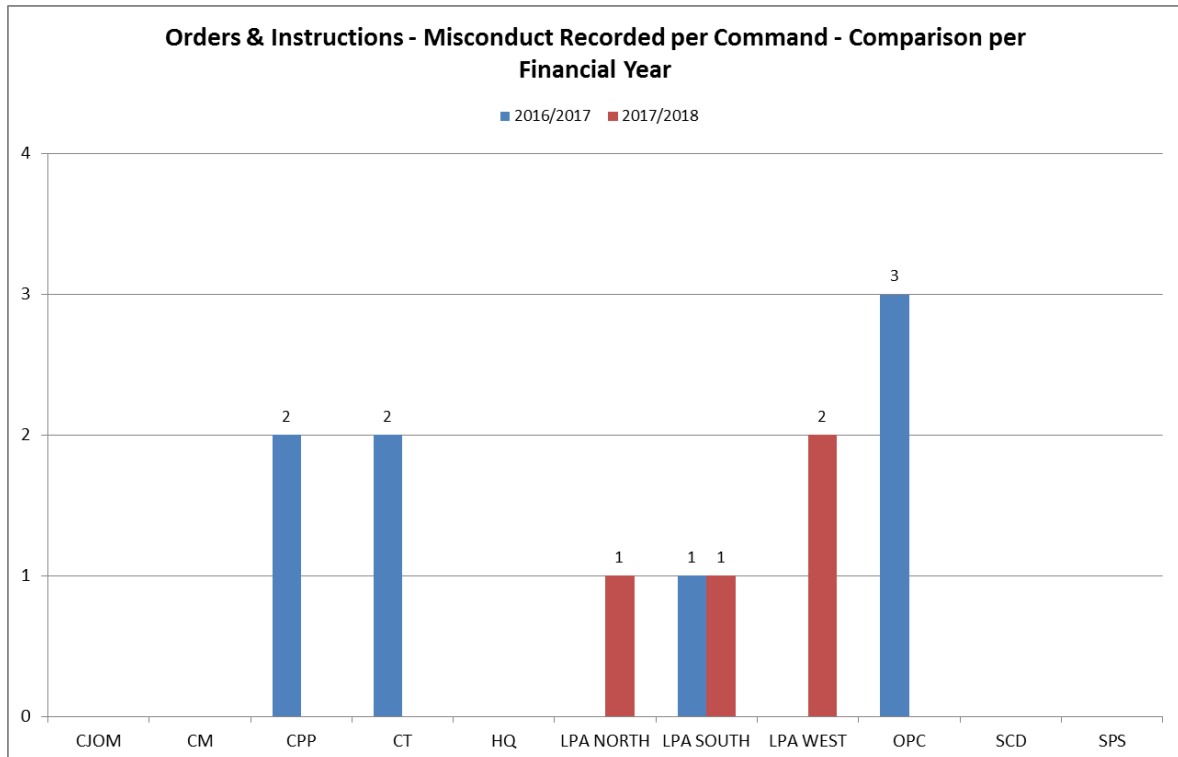
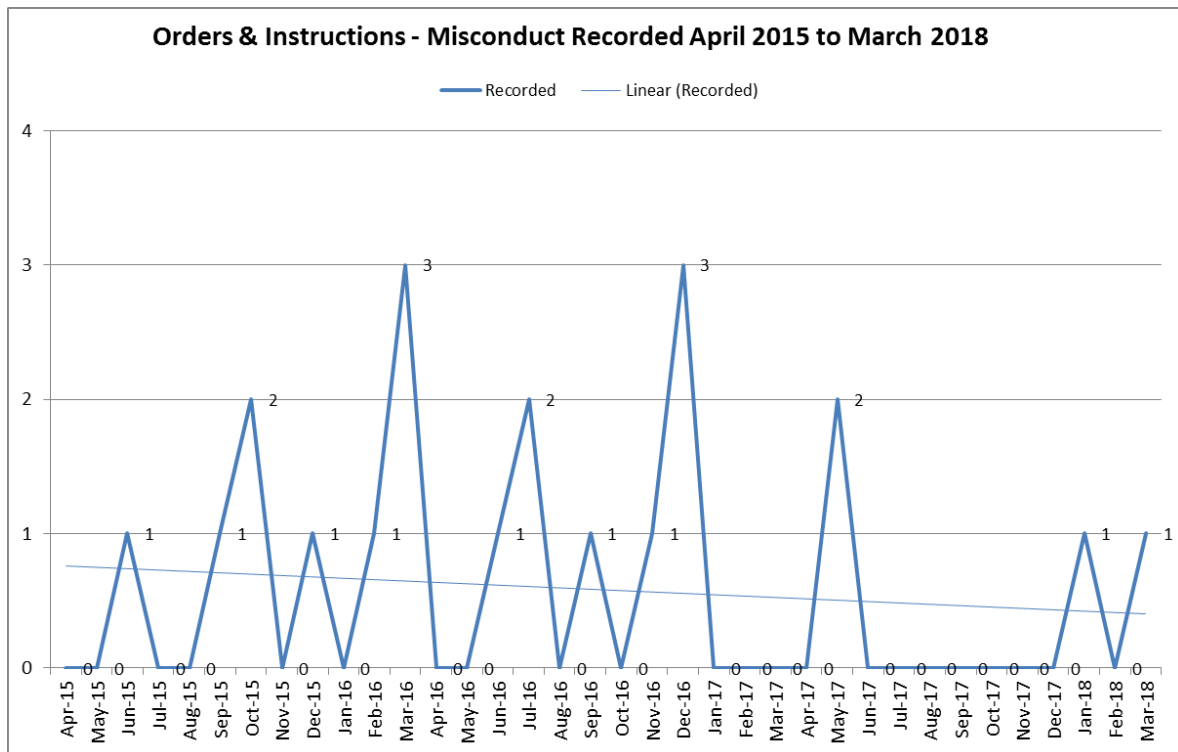
Authority, Respect & Courtesy



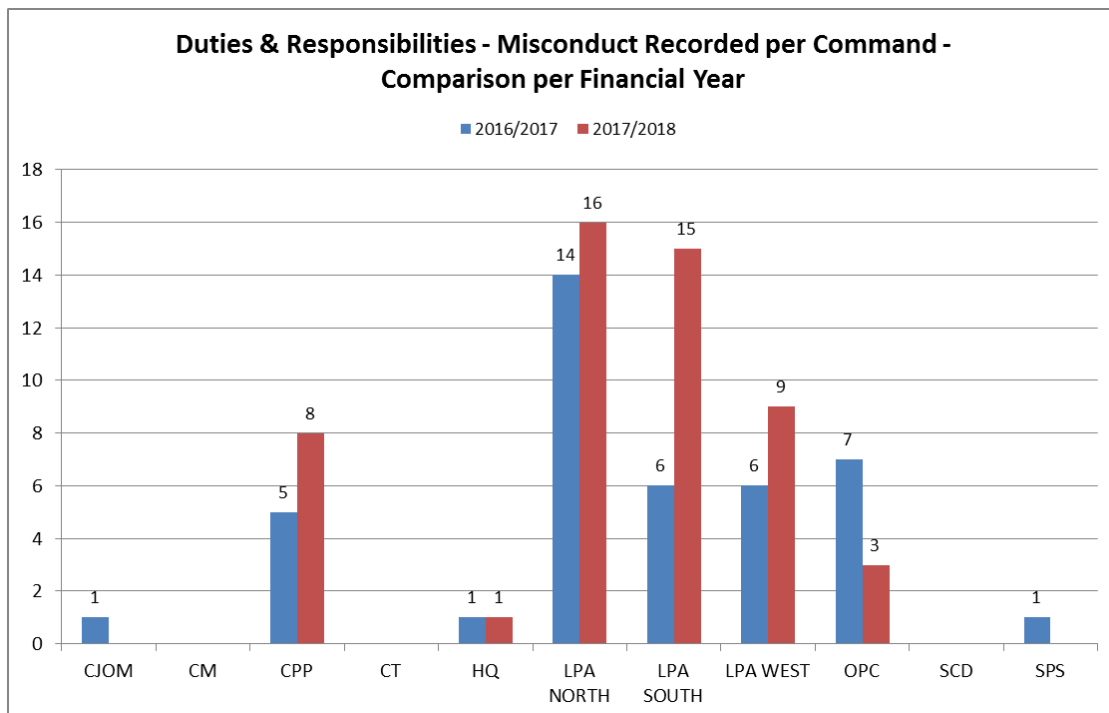
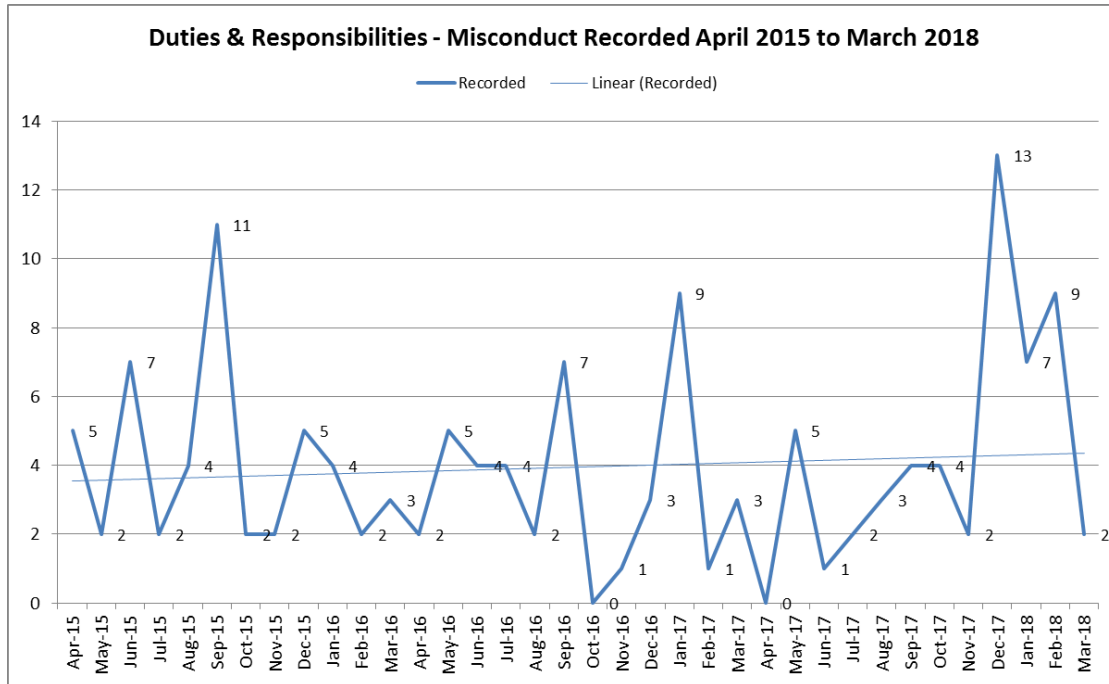
Use of Force



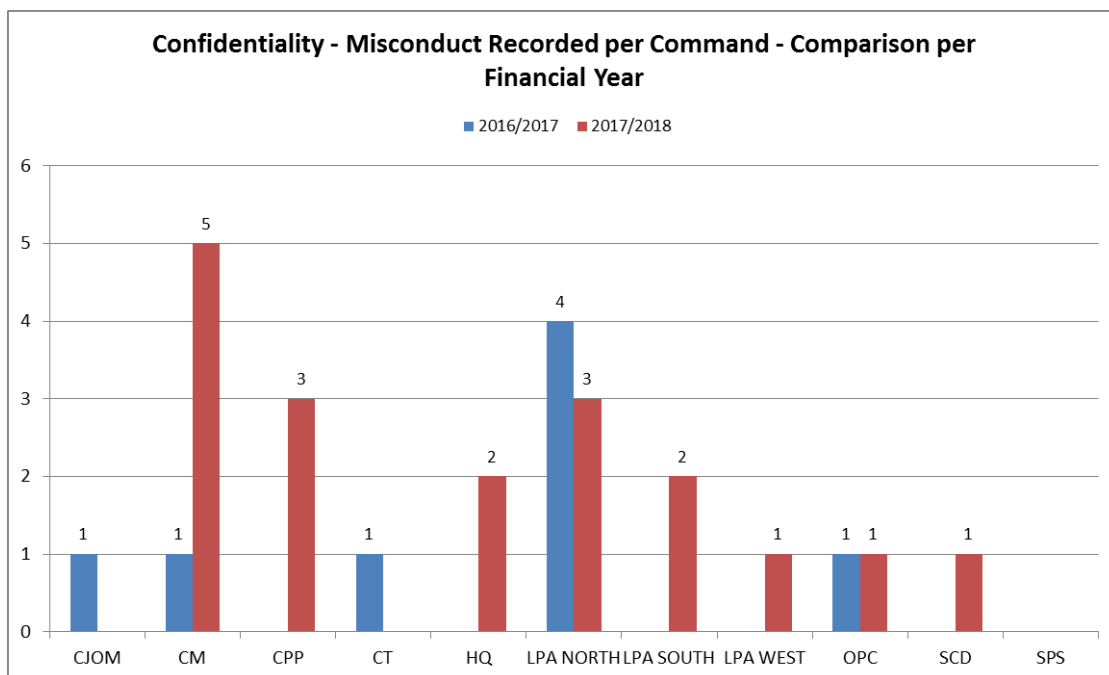
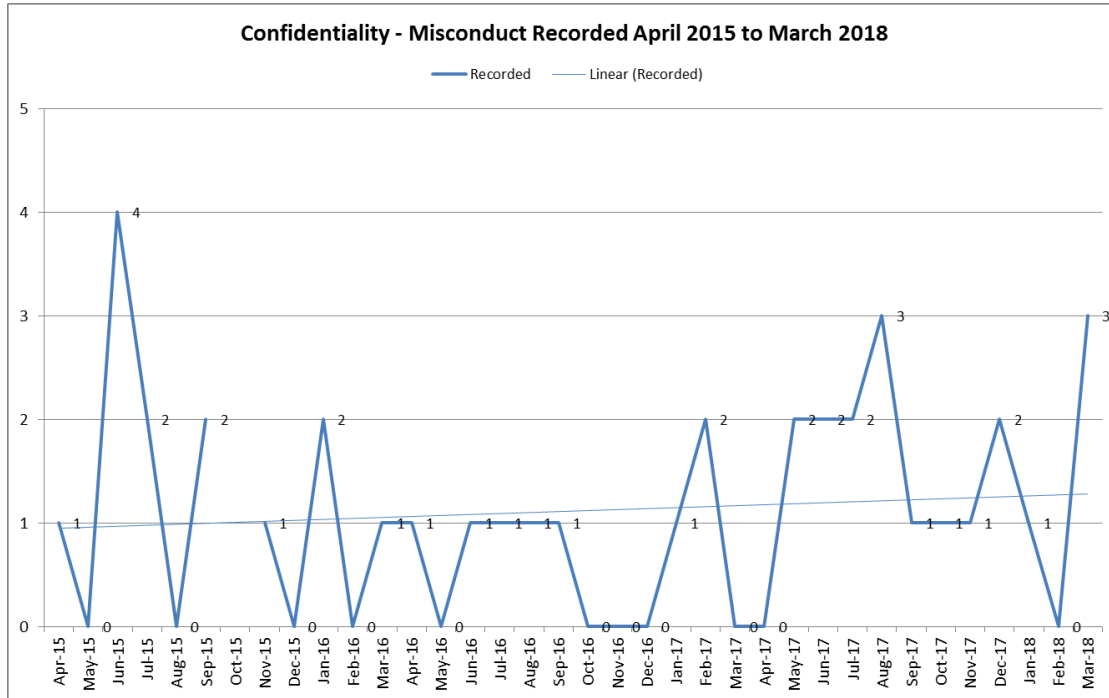
Orders and Instructions



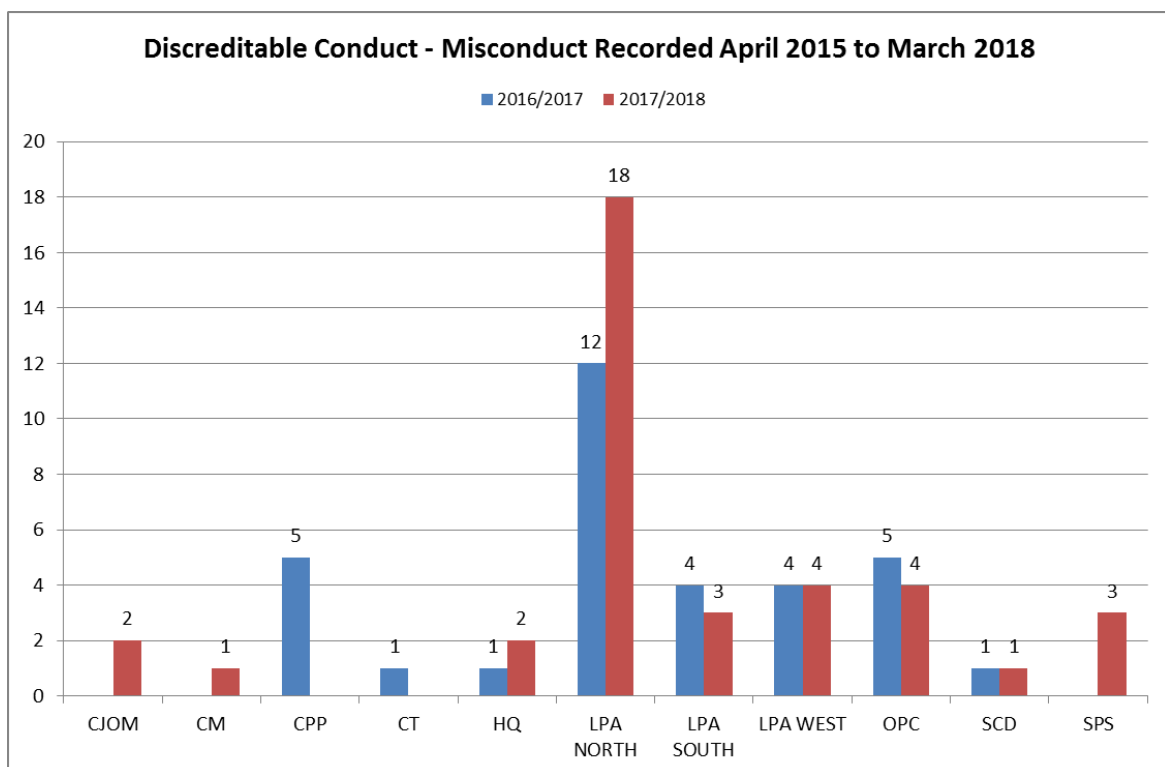
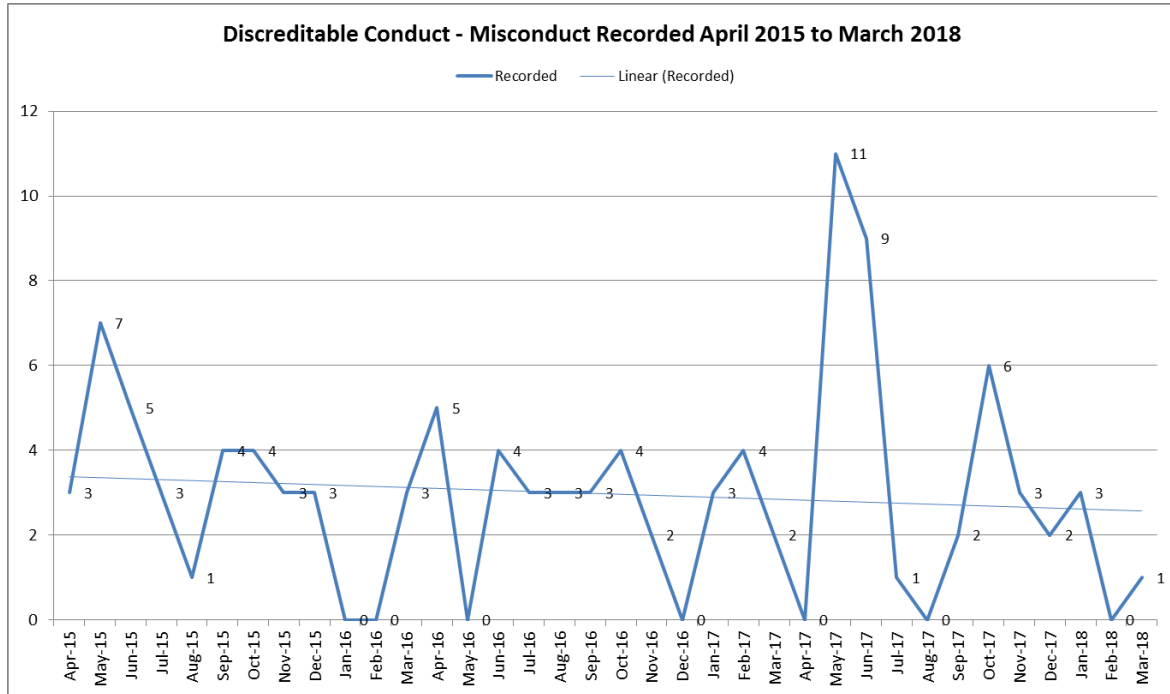
Duties and Responsibilities



Confidentiality



Discreditable Conduct



Fitness for Duty

There have been two cases involving Fitness for Duty conduct since April 2015 - One was recorded in July 2015 (LPA Other/Unknown), the other in August 2017 involving LPA North.

Challenging and Reporting Improper Conduct

There has been one case of this misconduct category since April 2015 - This was in July 2015 involving CPP Command.

Equality and Diversity

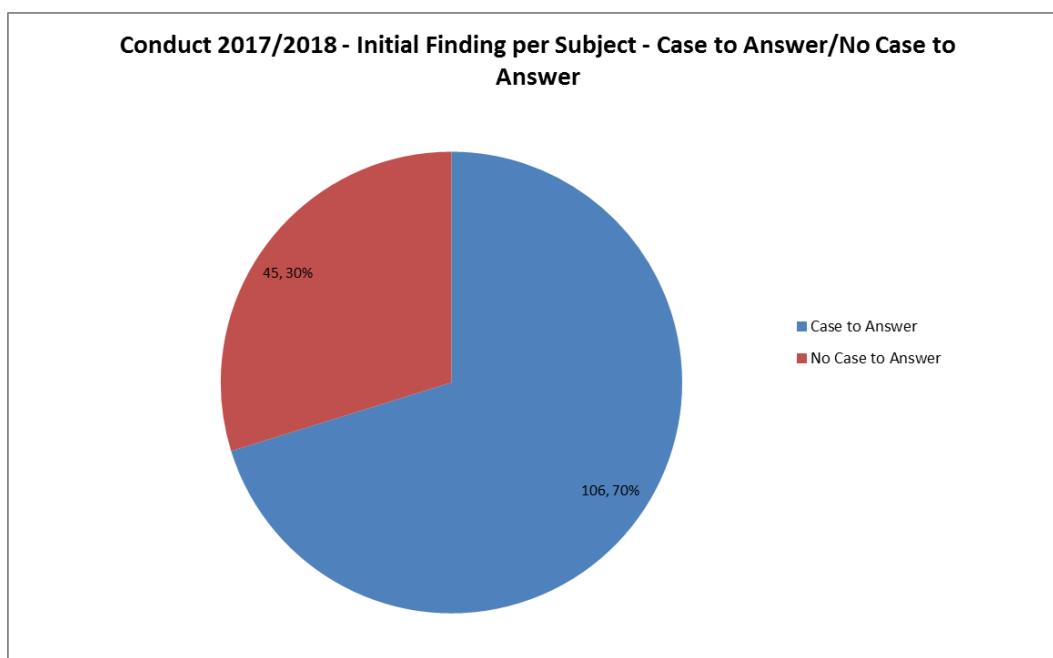
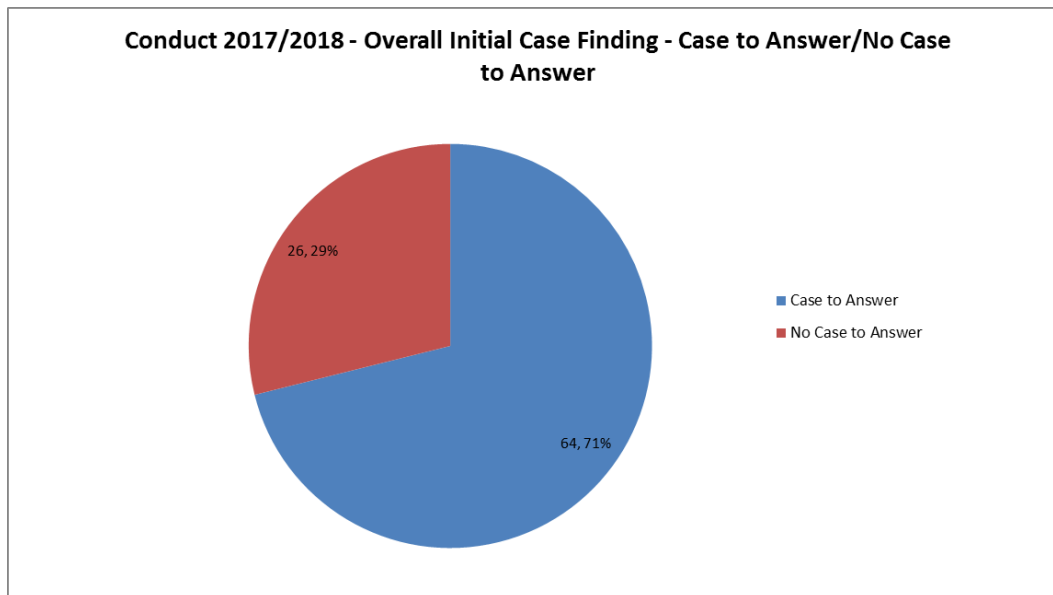
There have been five cases recorded under this category since April 2015:

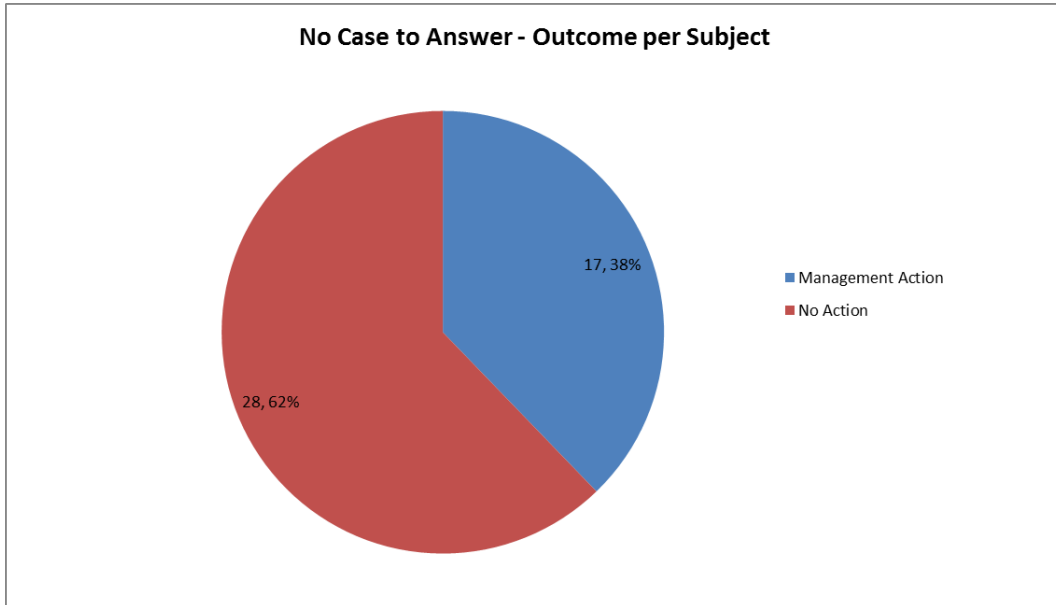
One of these was recorded in July 2015, three in May 2017, as additional strands of an already open Misconduct case. Another was recorded in March 2018.

Two of these cases are attributed to North LPA, one to South LPA, one to Operational Policing Command, and one to Crime and Public Protection Command.

Outcomes of Conduct Cases April 2017 to March 2018

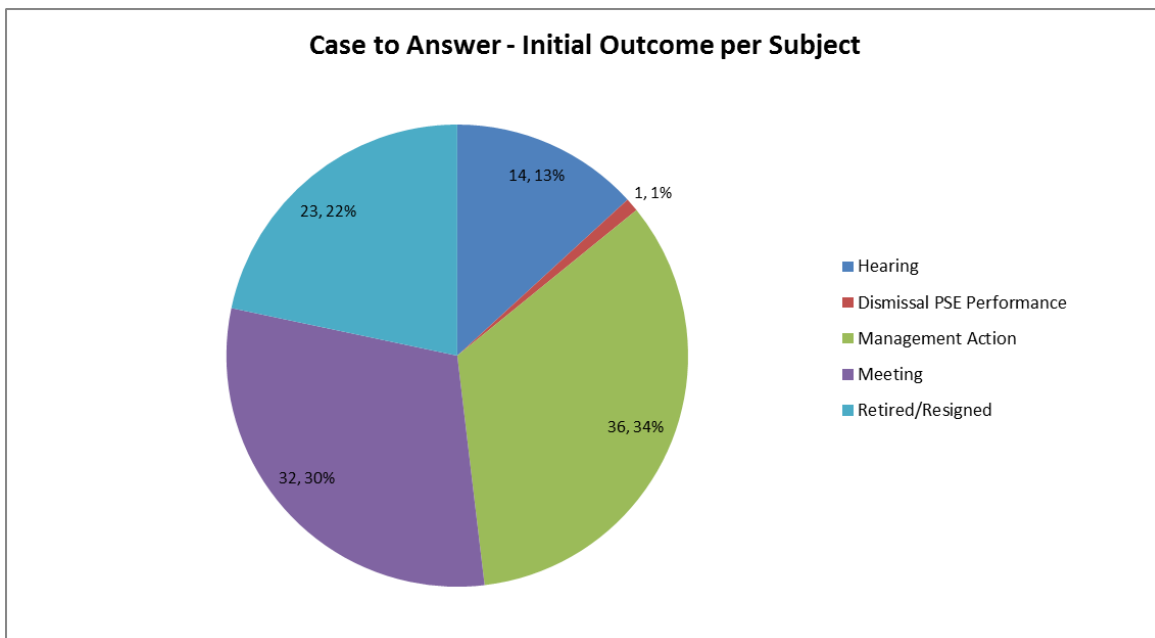
Between 1st April 2017 and 31st March 2018 there were 90 total Conduct cases that were finalised. Within these, there were a total of 151 subjects, for which sanctions/outcomes will differ. The graphs below represent figures for cases and subjects.



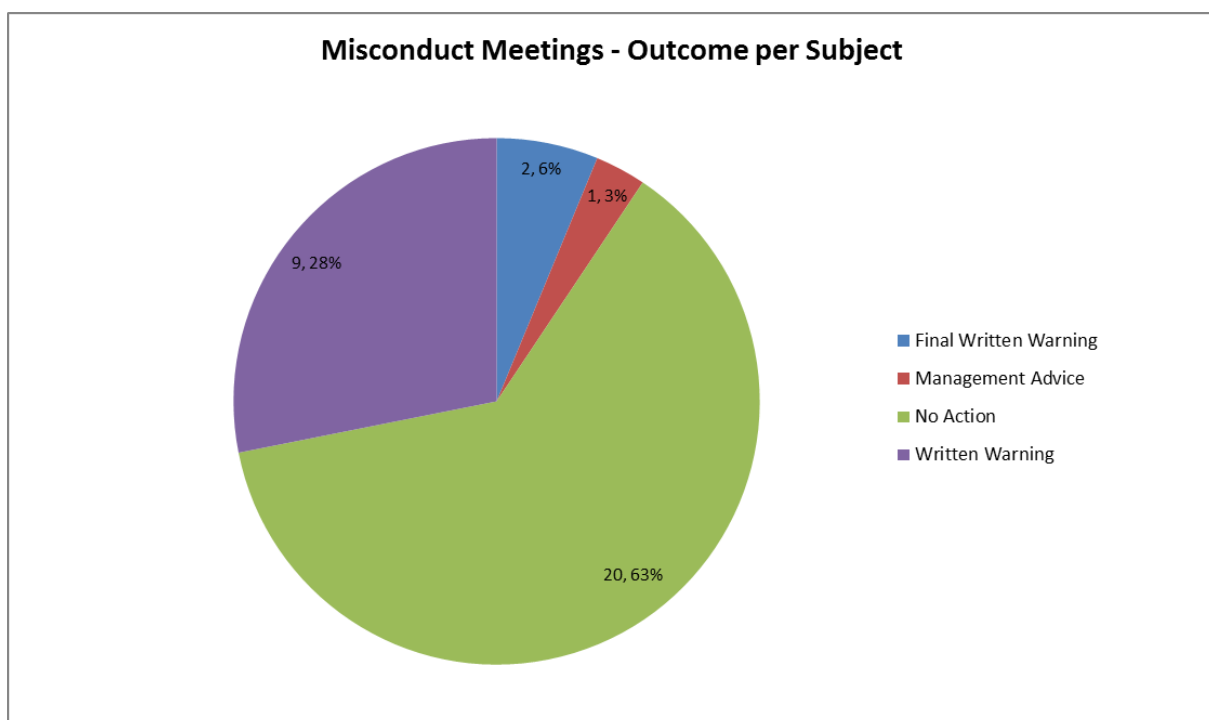
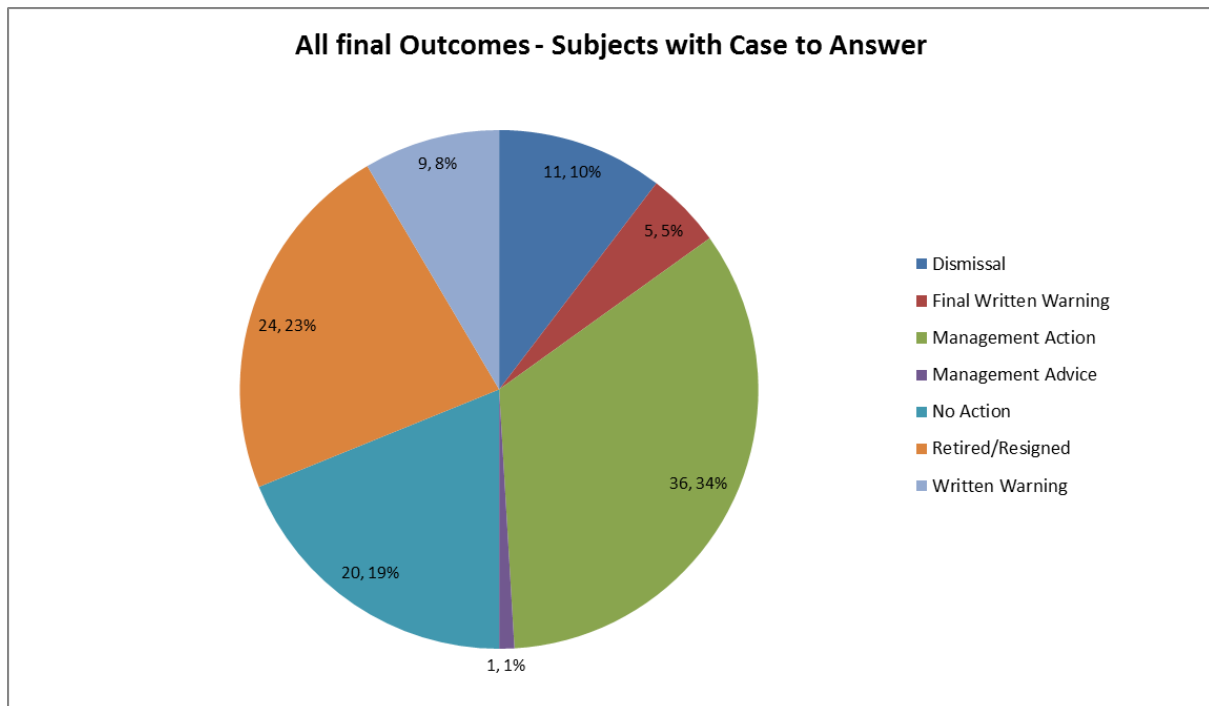


Case to Answer:

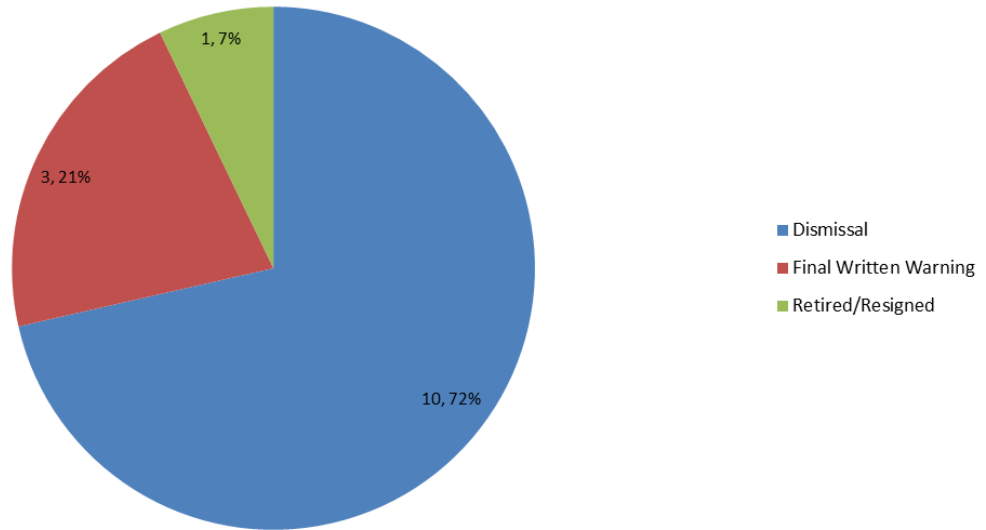
The following graph displays the initial outcome/proceedings decision of those subjects found with a Case to Answer. There is one case that is detailed as a Dismissal at this initial stage due to the subject being a Police Staff member in their probationary period and dismissed for performance related reasons. There are 23 subjects that retired/resigned before hearing/meeting/other action confirmed.



The following graphs show firstly all final outcomes of all subjects with Case to Answer, and then a breakdown of the final outcomes specifically from Misconduct Meetings and Hearings.



Misconduct Hearings - Outcome per Subject



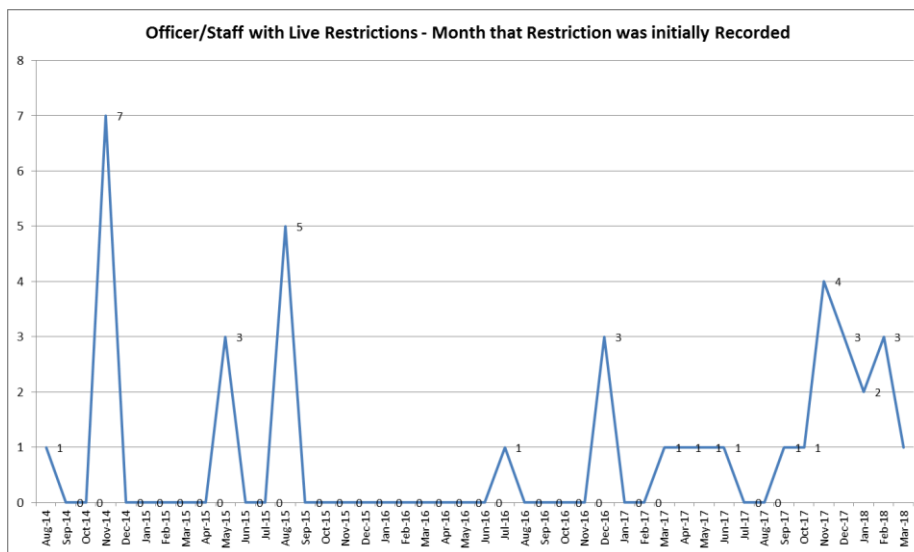
Suspensions

There are currently eight officers/staff recorded as Suspended (as at 06/04/2018). The table shows the months in which the officers/staff were initially suspended.

Month Suspended	Total
May-15	1
Jul-15	1
Nov-15	1
Sep-16	1
Jan-17	1
Feb-17	1
Jun-17	1
Oct-17	1
Nov-17	1
Dec-17	2
Jan-18	2
	13

Restrictions

There are currently 39 officers/staff restricted under a total of 31 different cases. The chart below shows the months the restrictions were recorded.

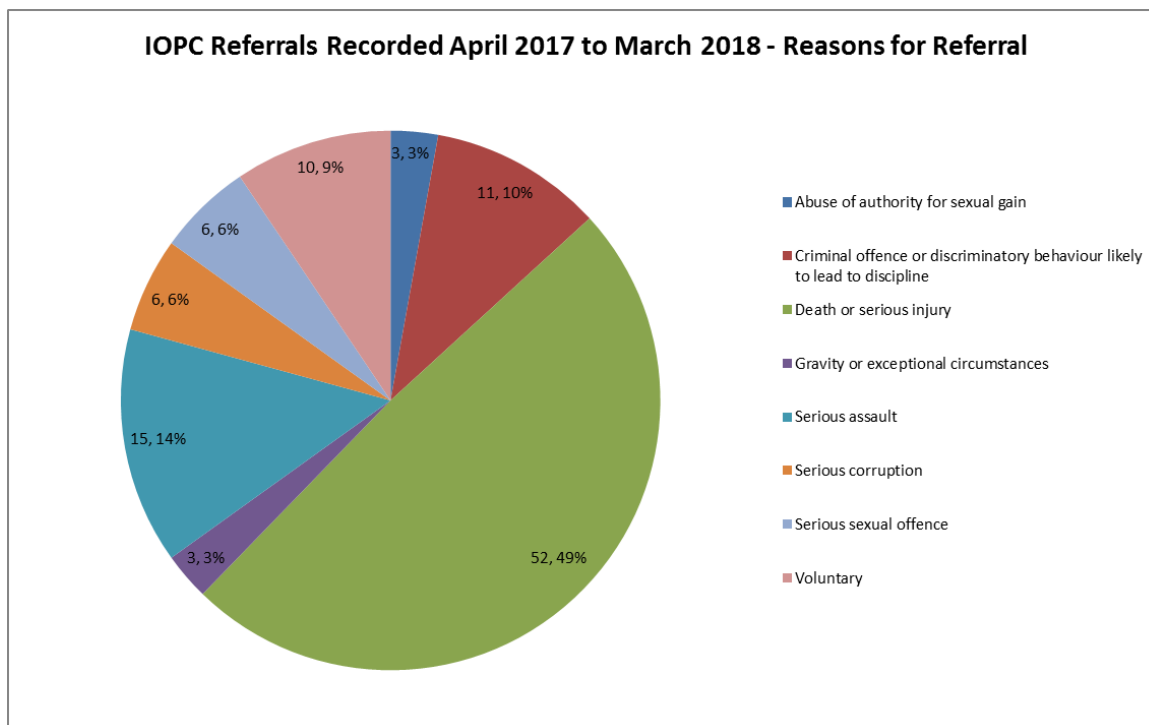
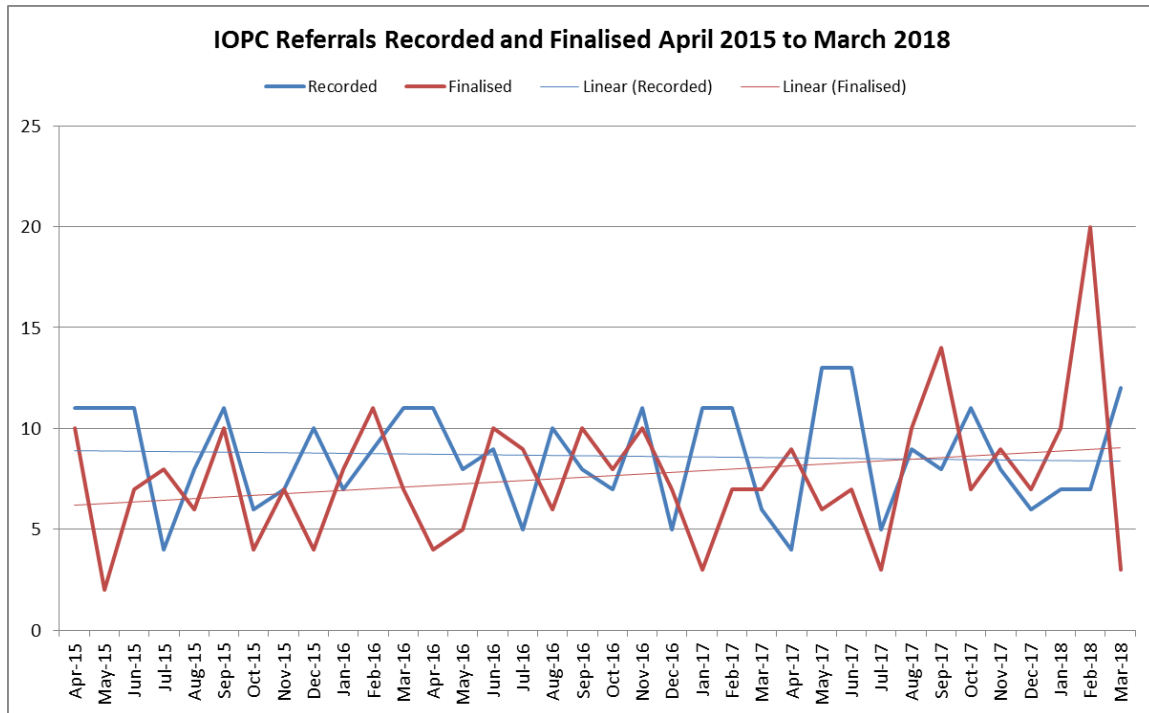


Hearings

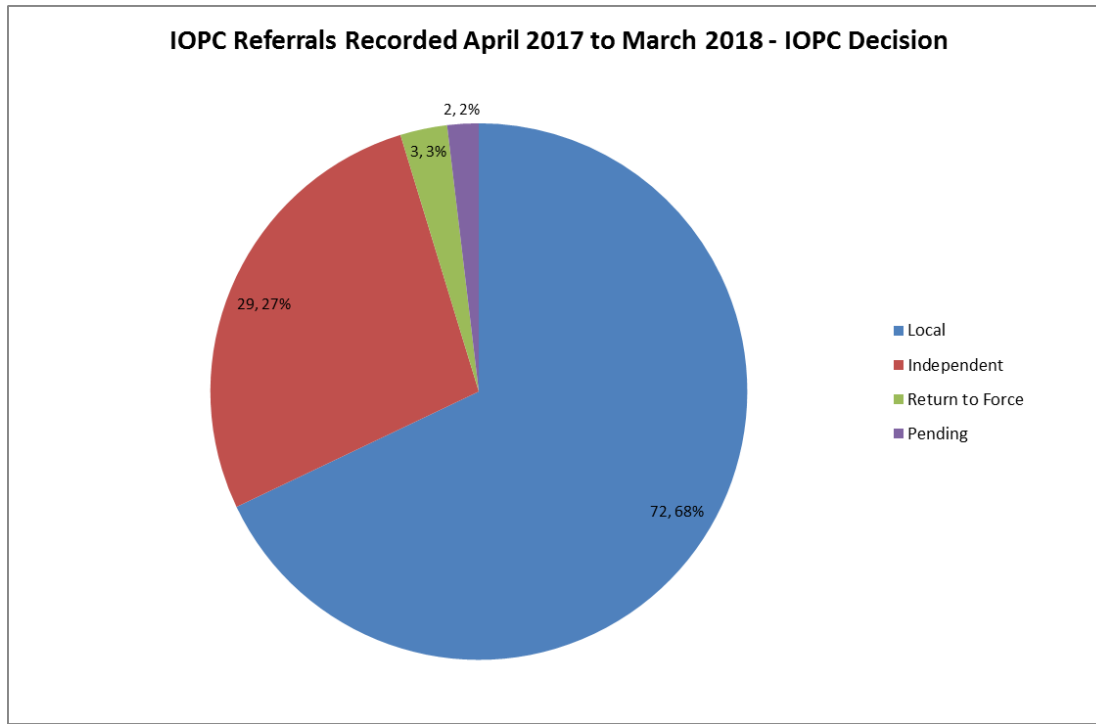
In 2017/2018 there were 14 hearings, there were also 14 in 2016/2017. There are five currently arranged for the 2018/2019 financial year.

During 2017/2018, seven officers were dismissed, one officer resigned, seven officers received Final Written Warnings, and one officer received No Further Action.

IOPC Referrals

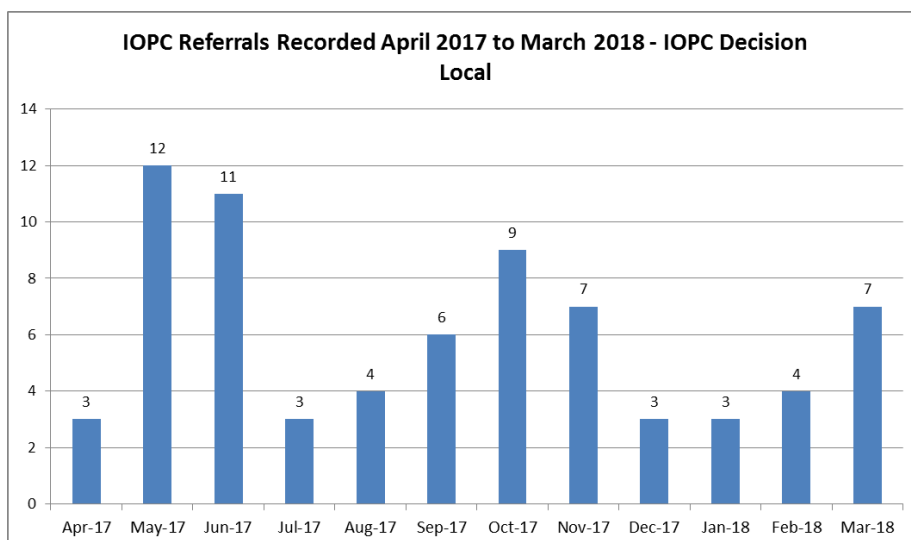
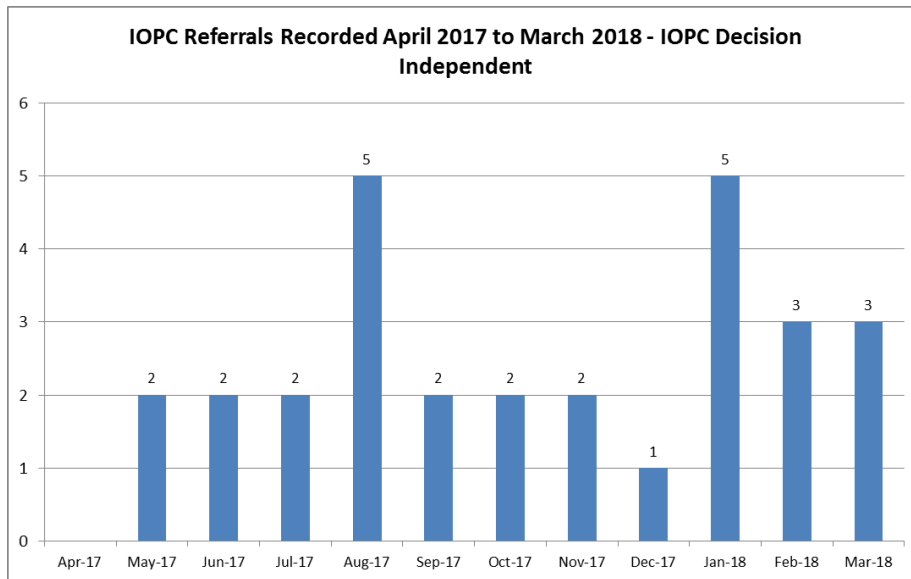


IOPC Referral Decisions:



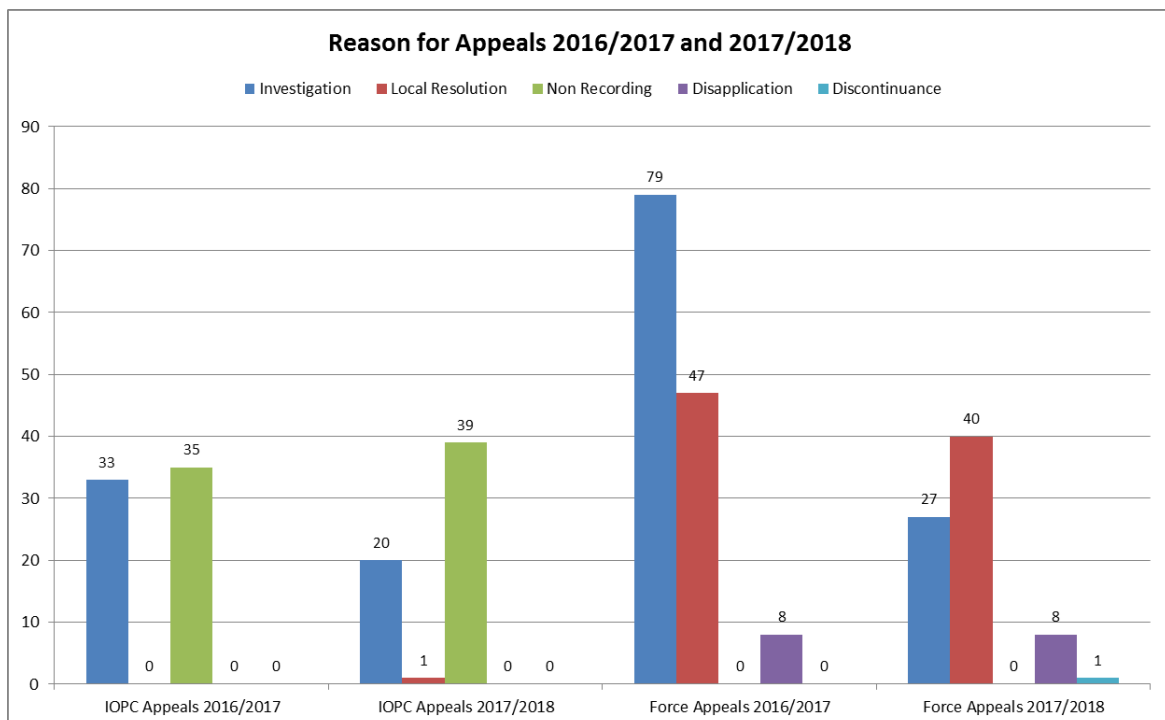
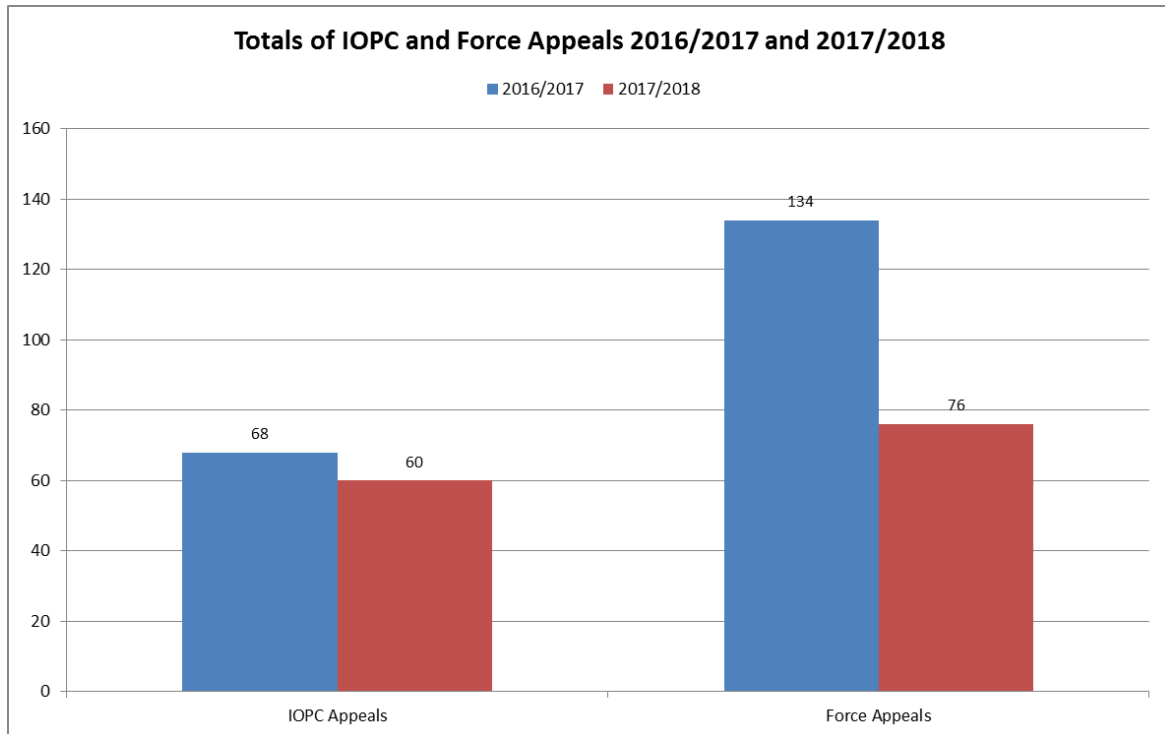
IOPC Decisions - Referrals Apr 2017 to Mar 2018	Total
Local	72
Independent	29
Return to Force	3
Pending	2
Total	106

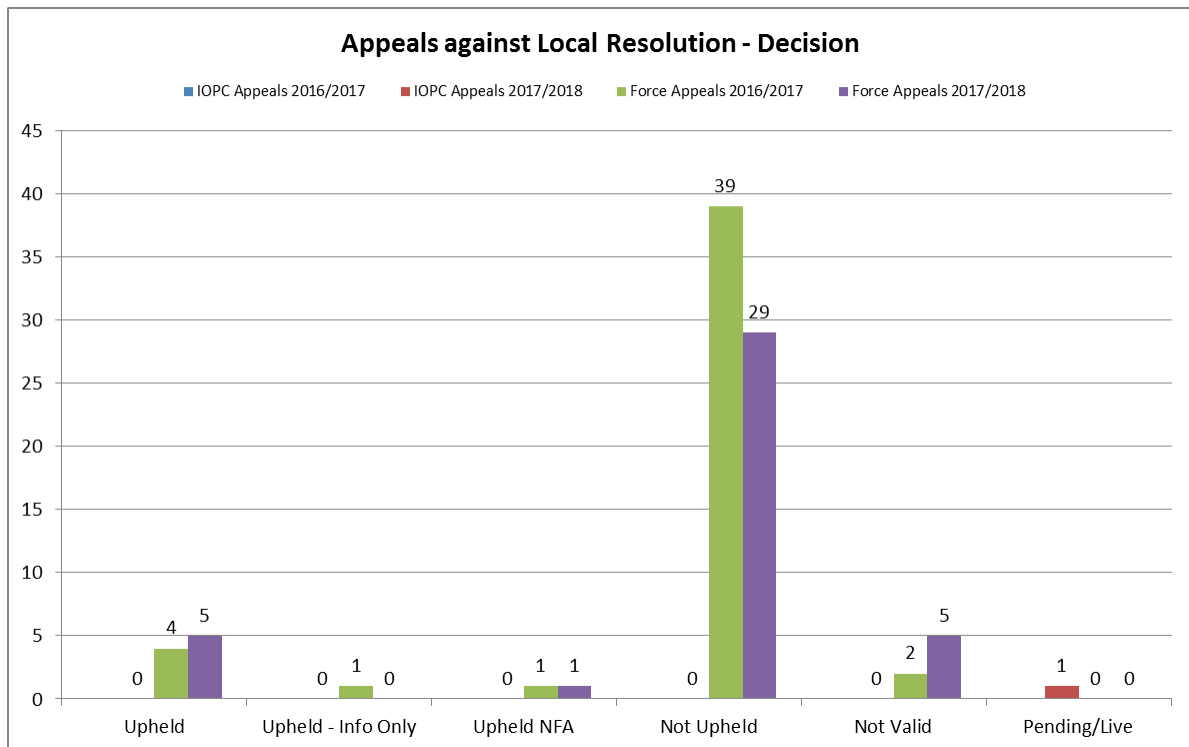
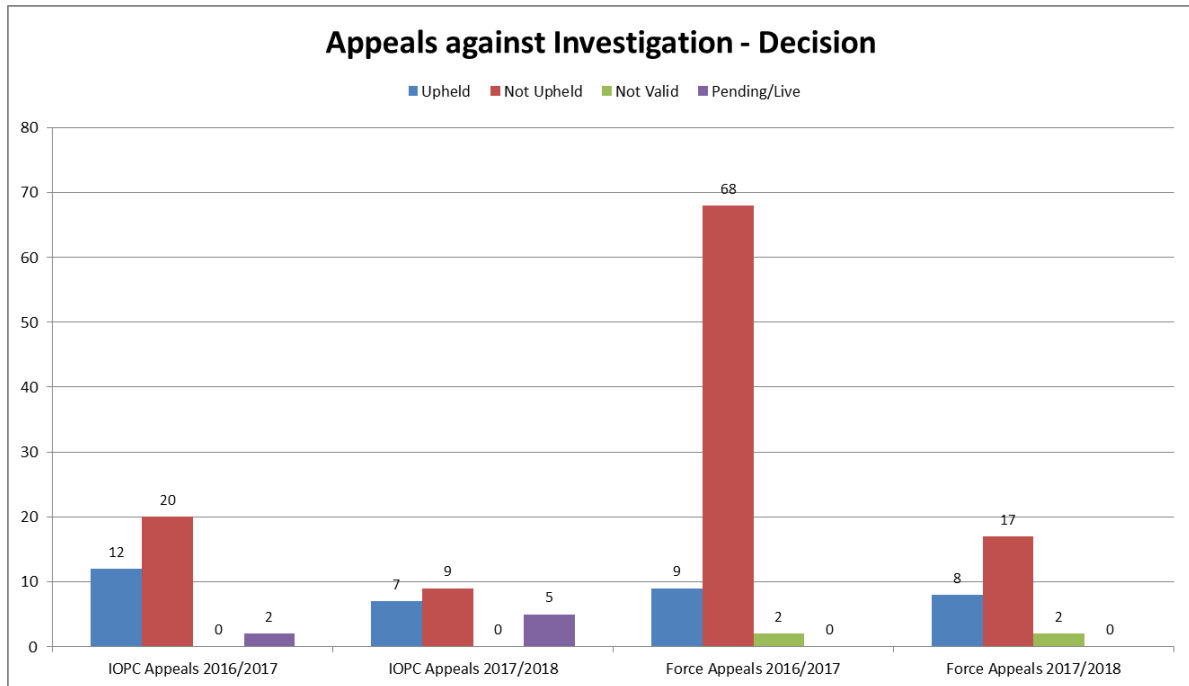
There have been no recorded IOPC referrals that were Managed or Supervised in this time frame.



Appeals

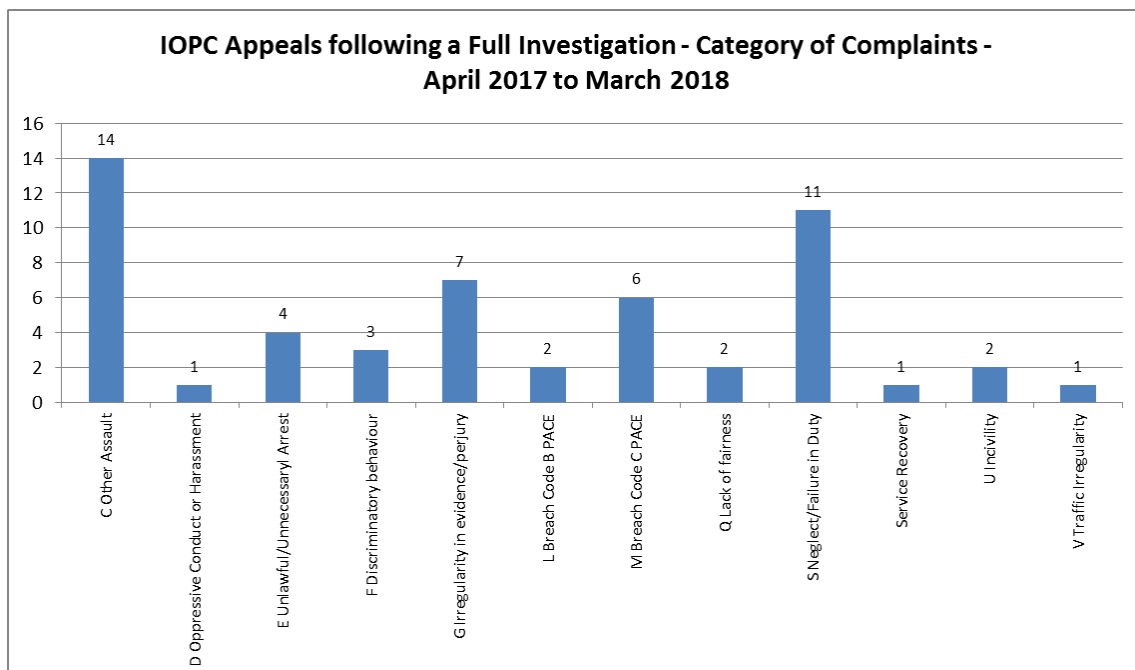
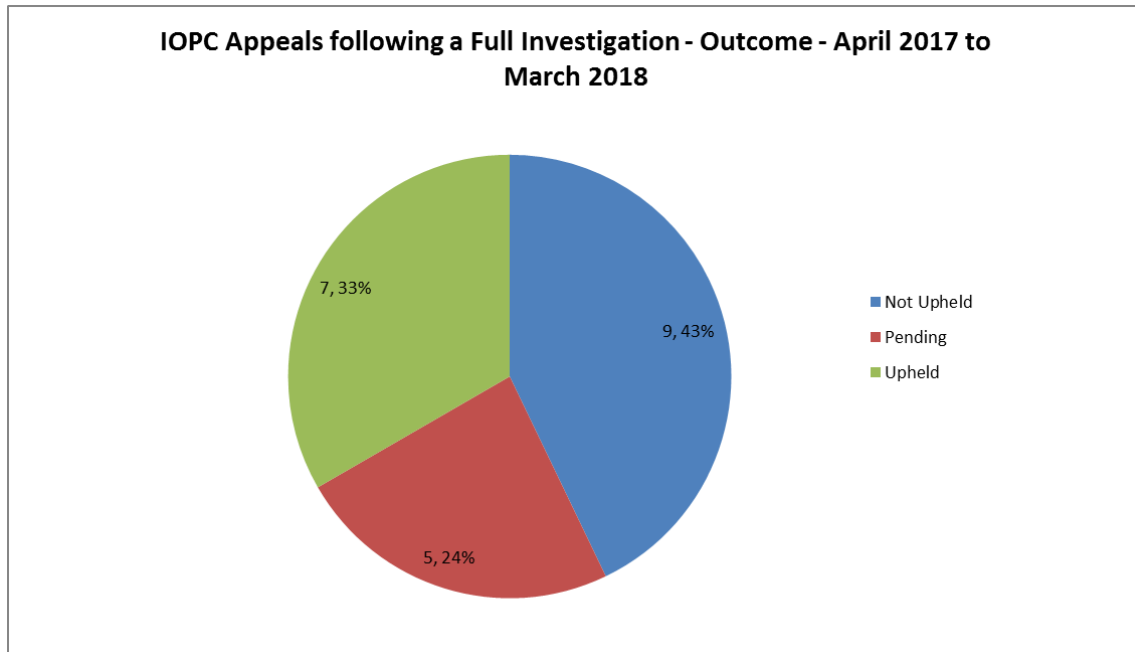
Comparison Figures IOPC and Force Appeals April 2016 to March 2018



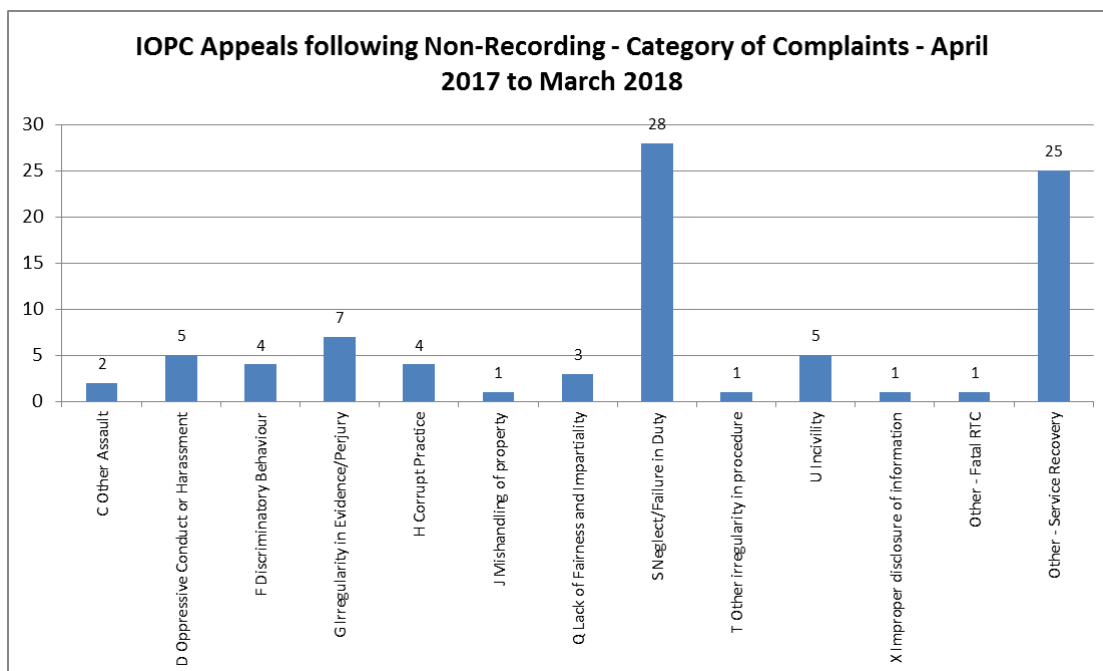
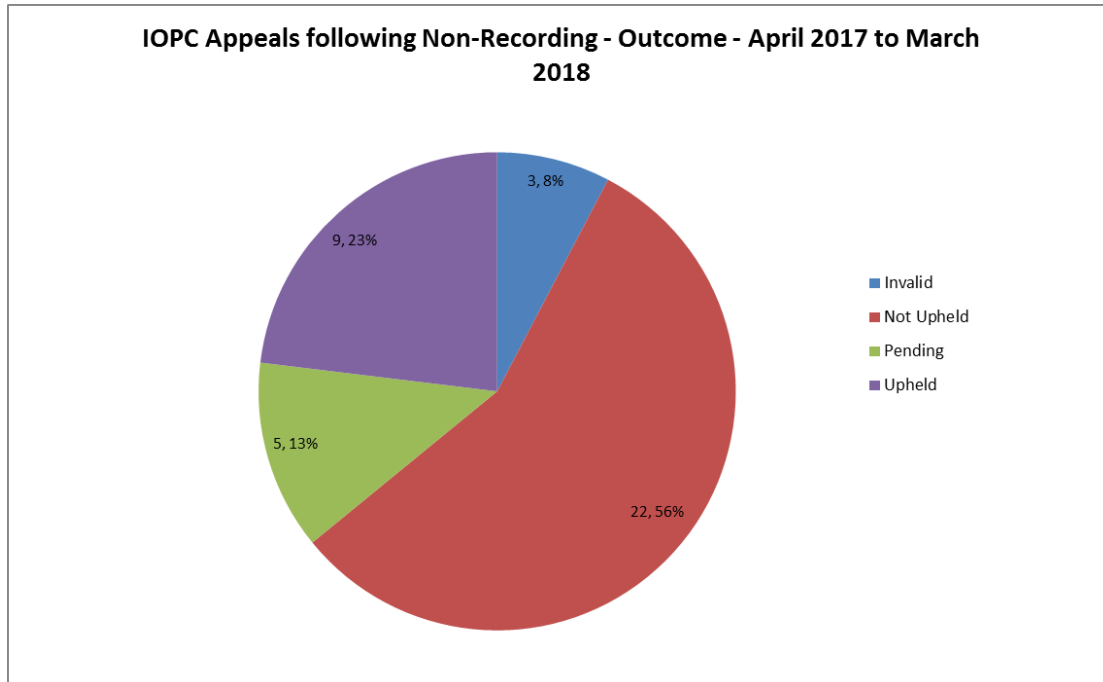


Breakdown of Appeals to IOPC

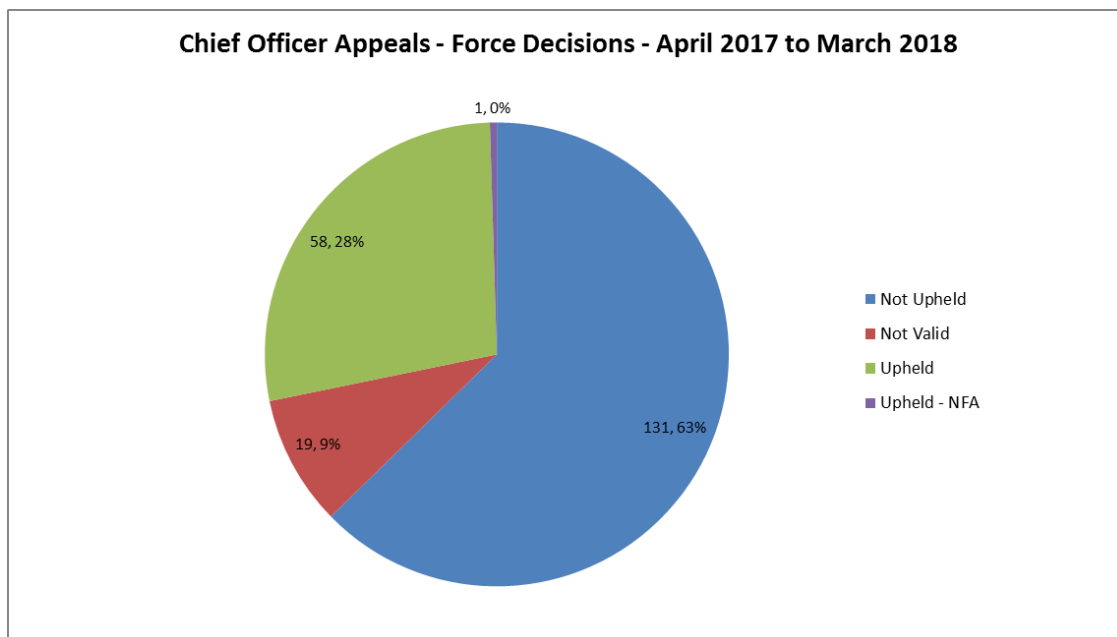
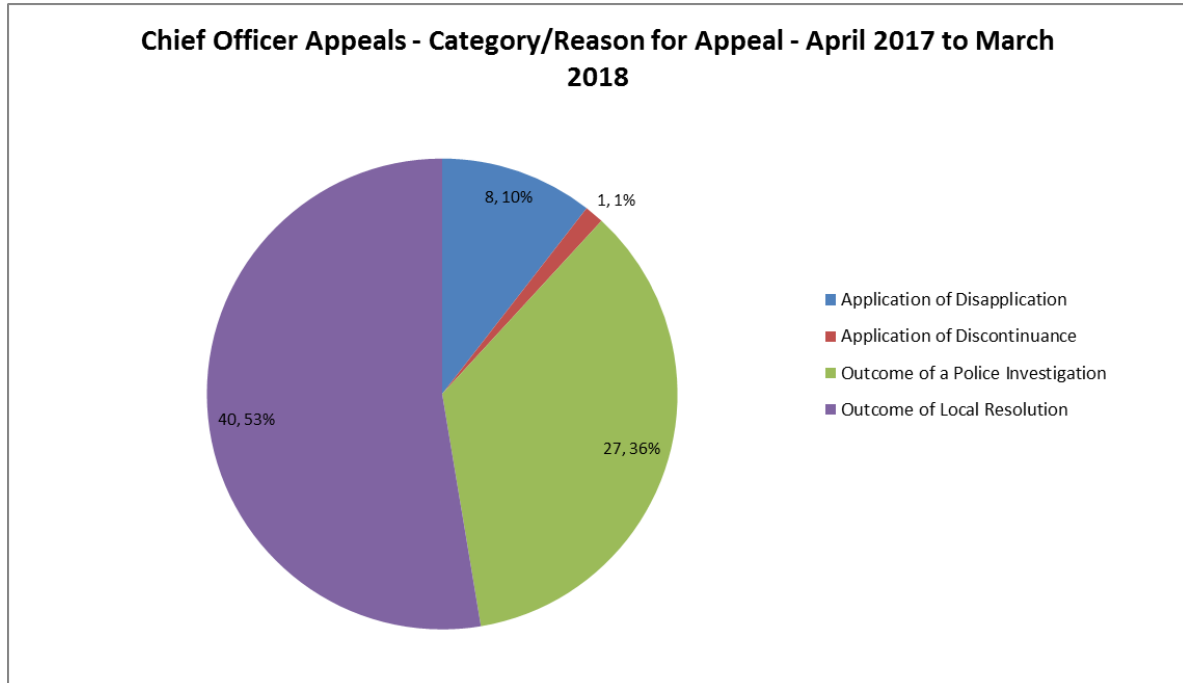
IOPC Appeals Following Full Investigation:



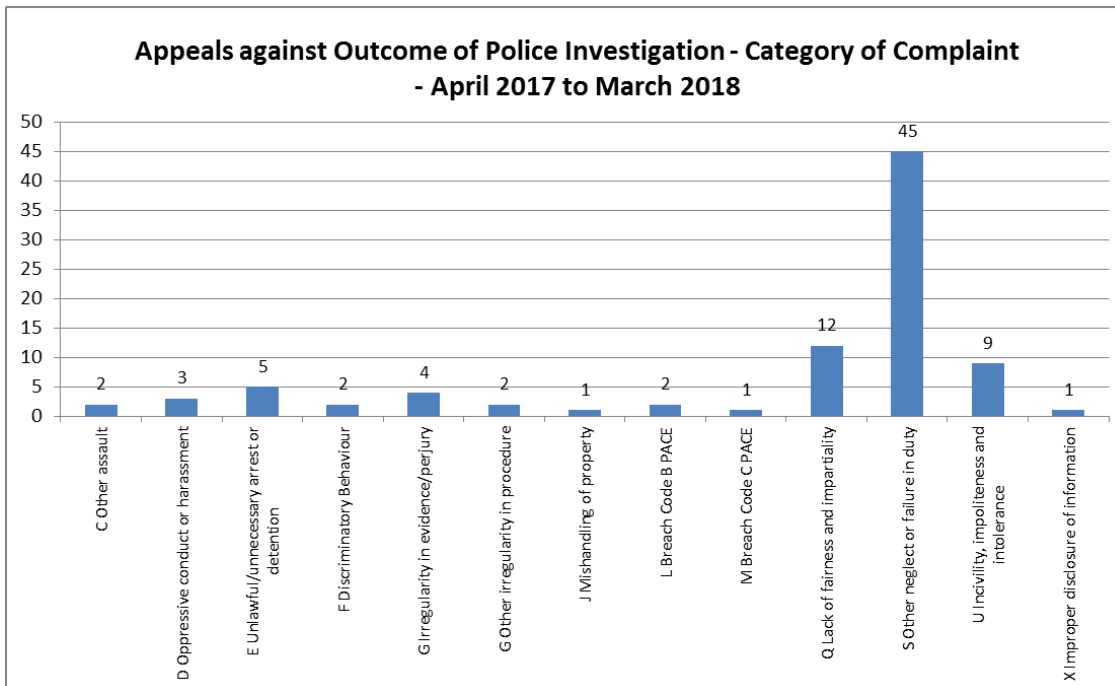
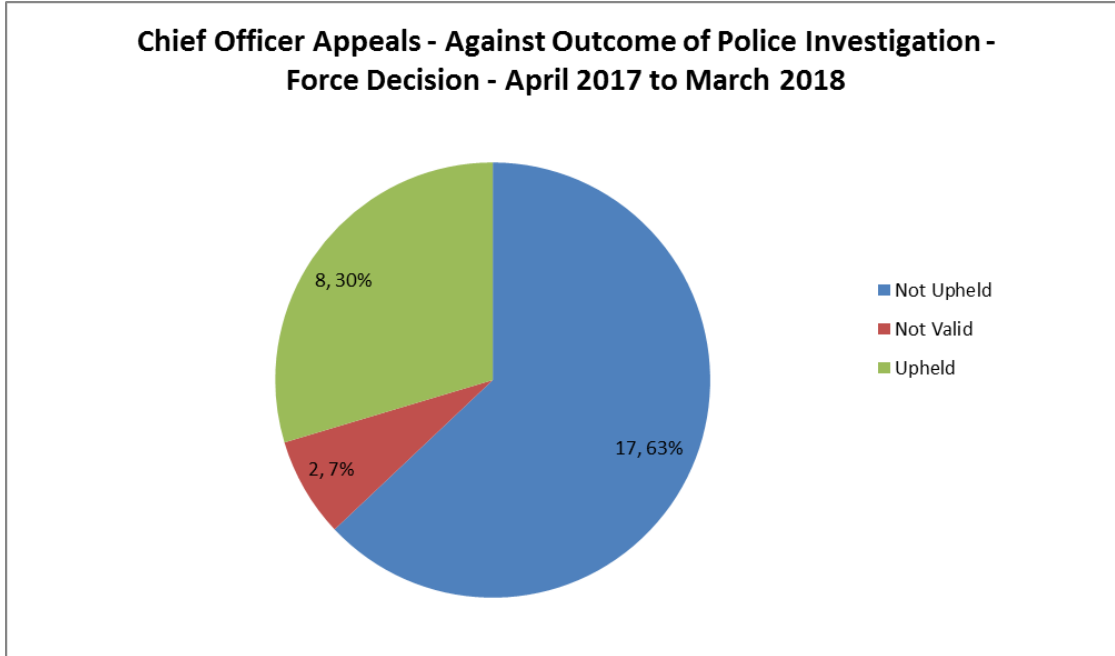
IOPC Appeals Following Non-Recording:



Breakdown of Appeals to Chief Officers:



Against Outcome of Police Investigation:



Against Local Resolution:

