
QUARTERLY REPORT: COMPLAINTS, MISCONDUCT & OTHER MATTERS

Report of the Chief Constable

Contact: Detective Superintendent Dean Chapple

1. Purpose of Report

This report outlines the data and performance of Complaints, Misconduct and other matters that have been processed in the 12 month period up to 30 June 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

That the Police, Fire and Crime Commissioner considers the report and raise any queries though 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 1 – April to June 2018

Unit: Professional Standards

Contact: D/Supt Dean Chapple

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Performance Summary

Recorded Complaints

Recorded complaints saw a slight increase during quarter 1 (Apr to Jun 18) when compared to the previous quarter, rising from 367 to 380 and an average 126 recorded per month.

A similar rise in complaints was seen during the same period last year however following further analysis this increase was identified to be a small number of cases with multiple strands within each. It was therefore coincidental that they appeared during the same periods across both years.

North and West Local Policing Areas (LPA) and Serious Crime Directorate saw reductions in overall complaints recorded during quarter 1 when compared to the same period last year; however Operational Policing Command (OPC), South LPA, Contact Management (CM) and Criminal Justice (CJ) Commands all experienced increases.

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. During quarter 1 Essex Police recorded 87% of complaints within 10 days against a national average of 92%¹. Whilst lower than previous years this reduction has occurred during the implementation of new procedures which aim to ensure accuracy of complaint recording, it is expected that performance will improve.

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. During quarter 1 the average time taken to finalise a complaint was 127 days, a reduction from 138 days the previous year; however against a national average of 113 this remains an ongoing area for improvement.

During quarter 1 complaints resolved by local resolution (LR) were finalised on average within 93 days, which is a reduction from 102 days the previous year although higher than the national average of 67 days. On average complaints dealt with by local investigation took 133 days demonstrating a further improvement in the timeliness of complaint handling, reducing from 180 days the previous year and against a national average of 151 days.

Outcomes

The most common outcome for finalising an allegation has been through the use of local resolution (LR) accounting for 53% of outcomes during quarter 1 (Apr to June 18) compared to 45% 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.

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

Over a rolling 12 months up to June 2018 Essex Police upheld 53 public complaint cases were relating to 115 separate allegations. 53% of all upheld complaints concerned a Failure in Duty (S) and 62% of all upheld complaints were dealt with by management action².

Complaint Categories by exception

Complaints relating to Other Assault (C) saw a spike in June 18 although overall levels remained the same as the last quarter. The increase can be partly explained to multiple allegations within 3 individual cases, however North LPA and OPC have seen the highest increase when compared to previous years.

Allegations of Discriminatory Behaviour (F) remained generally consistent although overall there continues to be a rising trend. Further analysis has been conducted which has identified that the main form of Discrimination alleged is that of Racial discrimination, LPA's are subject to the majority of complaints with North having the majority, however repeat complainants are a significant contributing factor.

Failure in Duty (S) remains the most common recorded complaint allegation with 133 recorded in quarter 1 compared to 120 the previous quarter. Whilst accounting for the 35% of all recorded complaints this area has seen significant reductions when compared to previous years remains below the national average of 40%.

Allegations of Incivility and Impoliteness (U) account for the second highest area of public complaint with 57 allegations recorded in quarter 1. North and South LPA have seen increases with OPC those most significant when compared to last year. Overall this category accounts for 15% of overall complaints, slightly above the national average of 12%.

Misconduct

46 new misconduct allegations were recorded during quarter 1 compared to 49 the previous quarter. Highest reported areas involved alleged breaches of the Standards of Professional Behaviour relating to Honesty and Integrity; Authority, Respect and Courtesy and Duties and Responsibilities.

74% of the misconduct investigations ending June 2018 were found to have a case answer which resulted in 8 dismissals, 10 officers received formal warnings and 63 received management action or advice.

OPFCC Audit

On a quarterly basis the OPFCC conduct an audit of closed complaints in order to provide an independent view of 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

During quarter 1 a total of 17 cases were reviewed across a range of complaint categories and the findings shared with the Head of PSD and Service Delivery Unit Manager. 8 cases identified no issues of concern; 8 queries were raised over timeliness, 2 regarding case management and 1 concerning customer service. Responses were provided to the OPFCC regarding all matters highlighted.

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)

Current Activity

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

- The Integrity and Anti-Corruption Board meets quarterly and met during quarter 1. The aim of the board is to ensure the force is adopting a balanced and proportionate response to current integrity and anti-corruption issues across Essex Police and that it is operating within an ethical framework that promotes, reinforces and supports the highest standards expected of staff.
- The Learning the Lessons Board meets quarterly and met again during quarter 1. The board was introduced in Nov 17 with key stakeholders from Essex Police College, the Legal department and PSD. The aim of the board is to look at common themes surrounding complaint and conduct matters and explore opportunities to improve overall service delivery. Increase in public complaints on impartiality was discussed at the board and a new Unconscious Bias training package has been developed which is expected to be launched as an E learning package in September 2018.
- Further PSD Surgeries were conducted across the county during quarter 1 including bespoke training sessions at command leadership training days with over 100 line managers receiving direct advice and guidance on complaint and conduct case management.
- Continued development of a PSD Web 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 set for 1st October 2018.
- A new force procedure aimed at streamlining complaint handling and introducing better record keeping has now been approved and is set for publication on 1st October 2018.
- To explore best practice PSD have visited other forces to examine business processes and department structures. These have been used to inform changes within the department and work is now underway to introduce a 'panel of friends' to look at cases and provide an independent view.
- Further training for PSD staff has been undertaken to explore the full capabilities of the systems used to manage complaints, resulting in the development of new working practices to improve timeliness of complaint handling.

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.

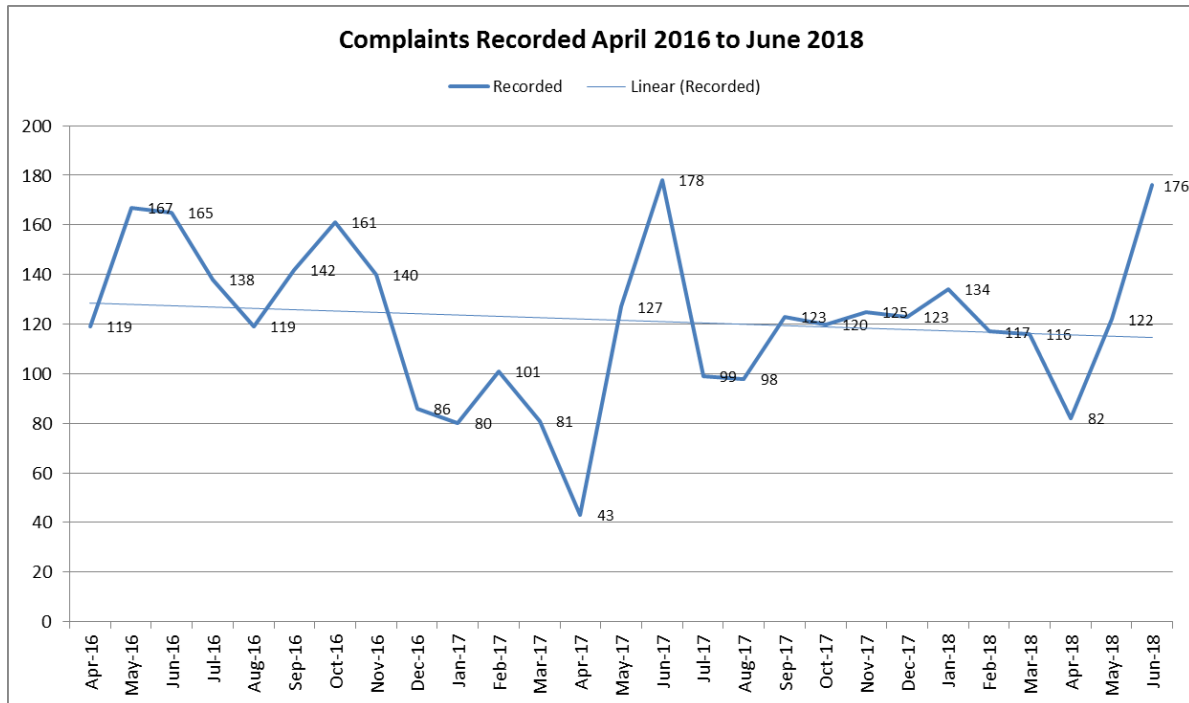
This data uses the Area Responsible as recorded initially for Cases; this will not reflect the individual complaint strands and officer allegations which will often be across different commands and areas.

Commands:

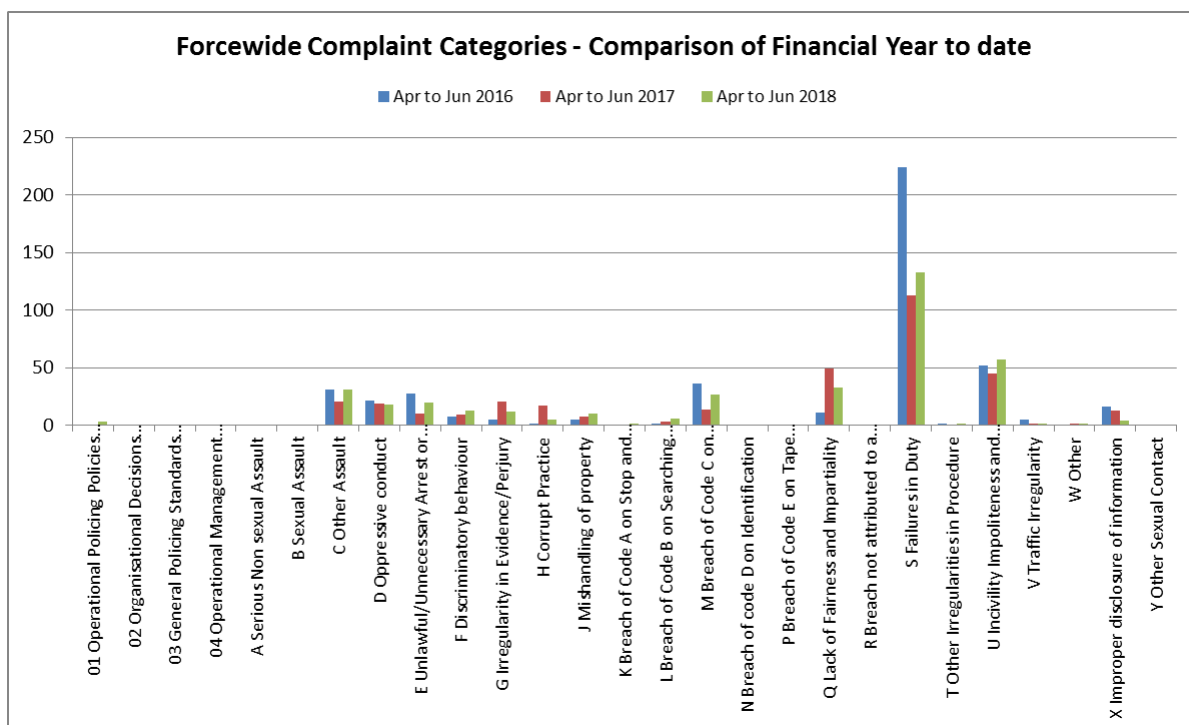
The table below details the Commands across Essex Police and the abbreviations that will be used to refer to them throughout the report.

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

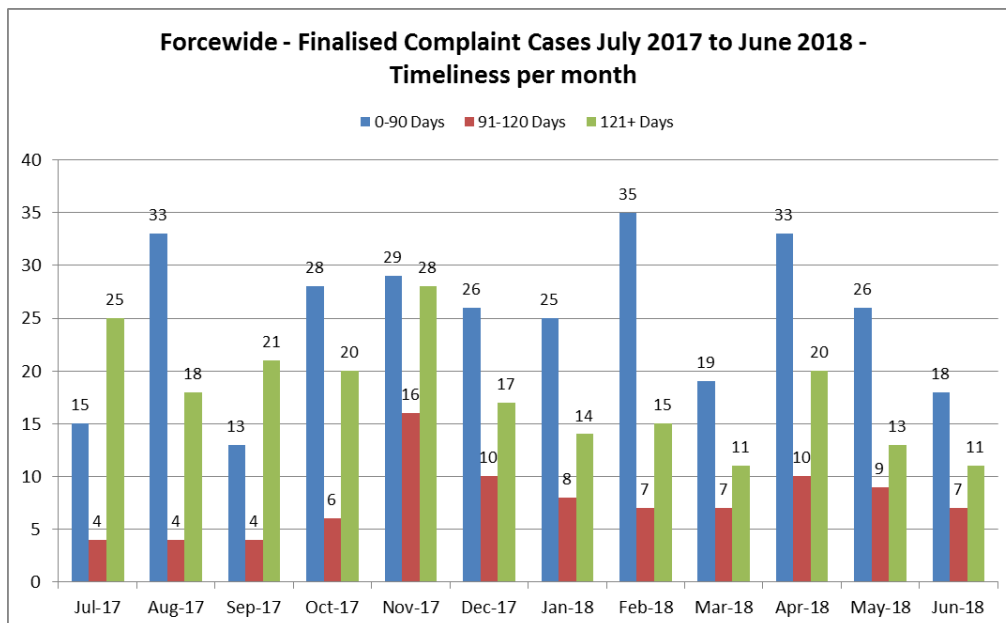
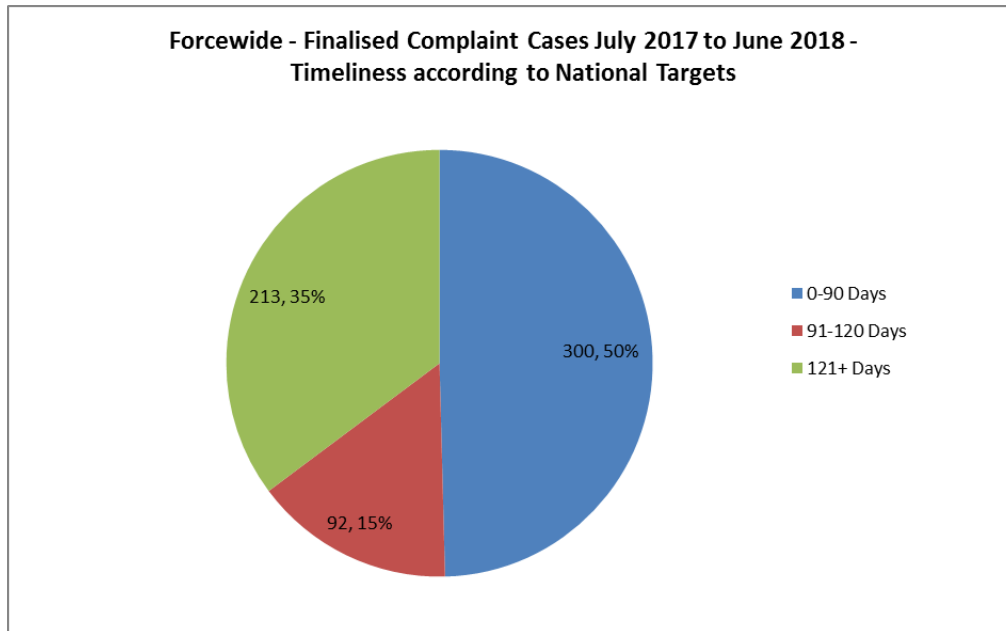


Numbers of complaints have gradually decreased in recent years, with regular peaks in the summer months. June has seen a significant increase, though it is of note that there are five cases which have over 5 separate complaint strand allegations, two of these cases have 15 strands total (C/302/18, C/335/18).



Timeliness of Complaints

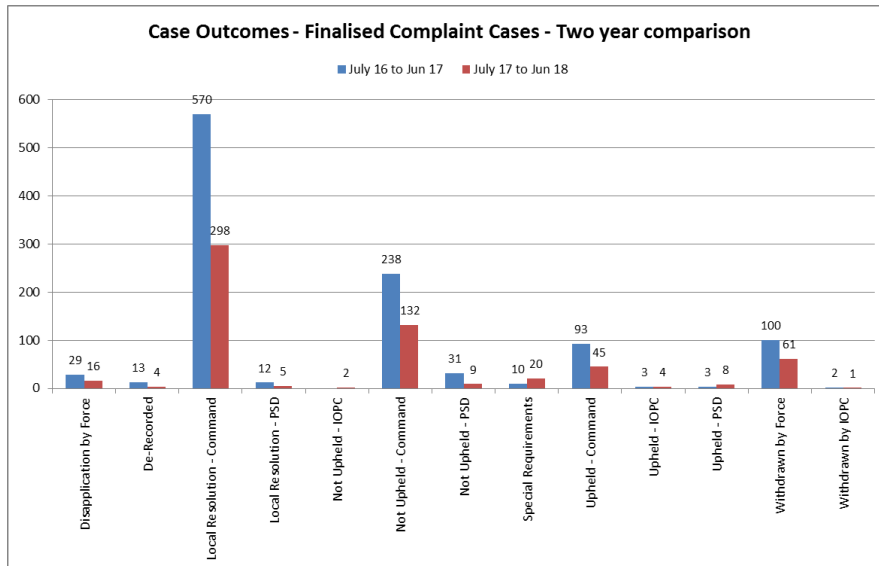
The graph below depicts the number of days for Complaint Cases to be finalised over the last 12 months (not each individual complaint strand as many cases will have multiple strands with the same number of days). Half of cases were within 90 days.



In recent months, more cases have been under 90 days, compared to similar time last year when the majority each month were more than 121 days for finalisation.

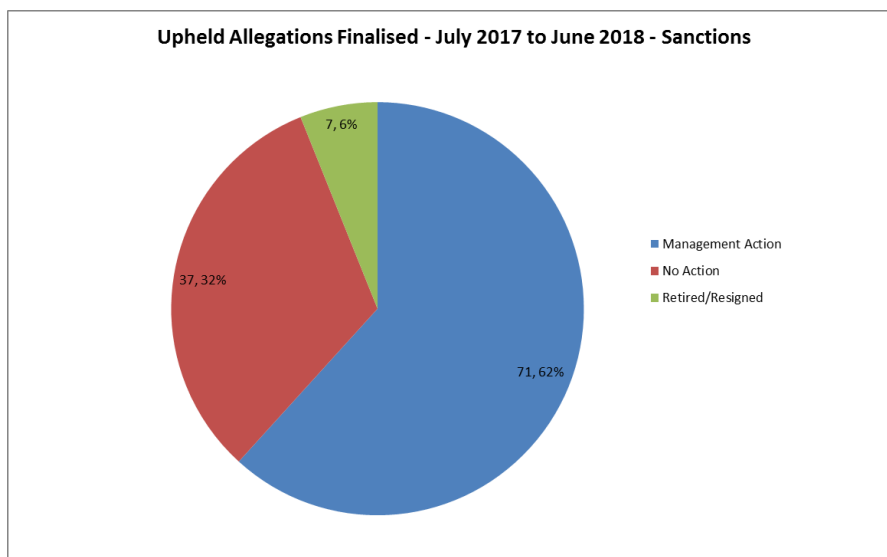
Outcomes of Complaints

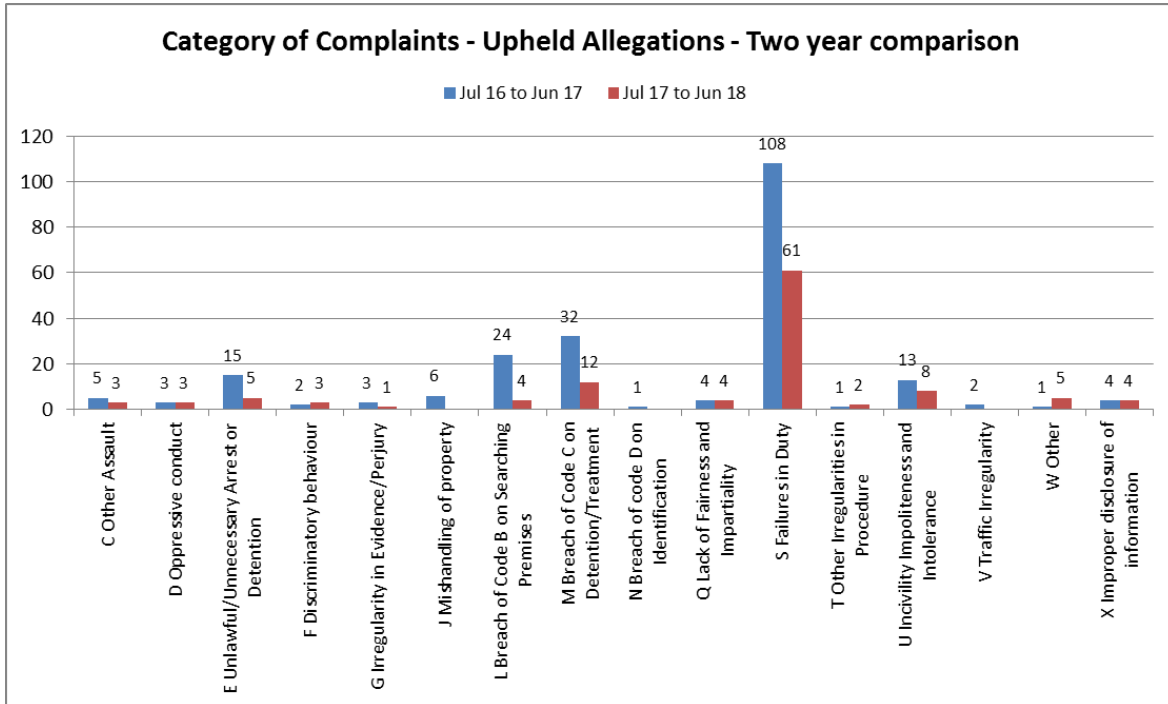
The graph below compares the overall case outcome of Complaint Cases that were finalised in the last two years. Local Resolution is the primary outcome.



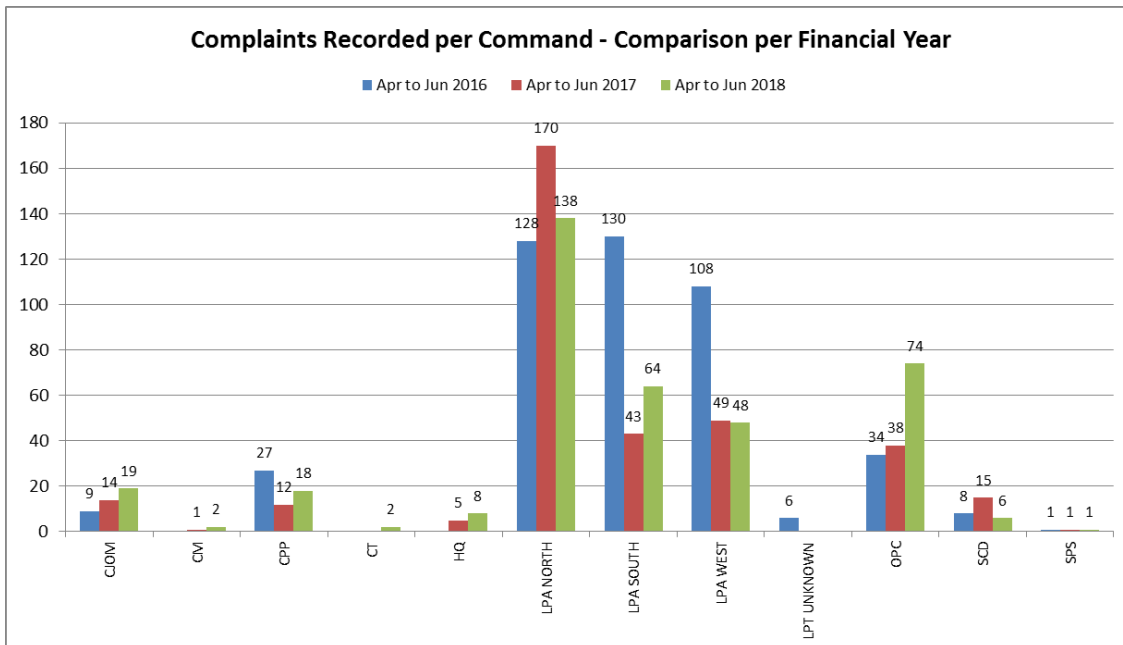
Upheld Cases/Allegations

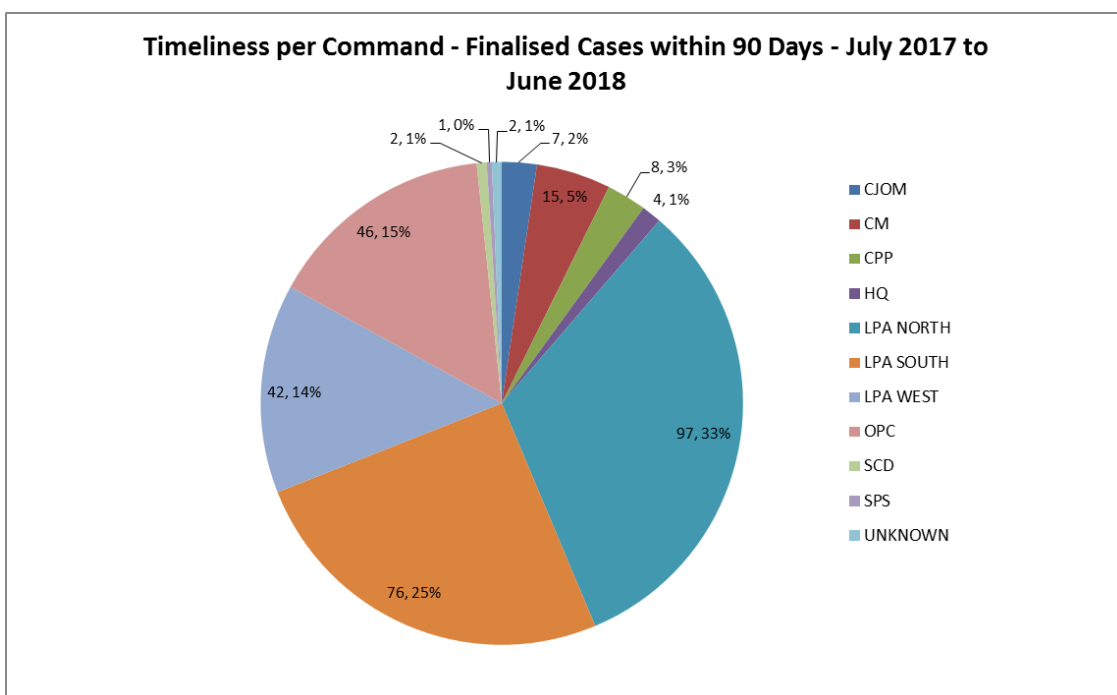
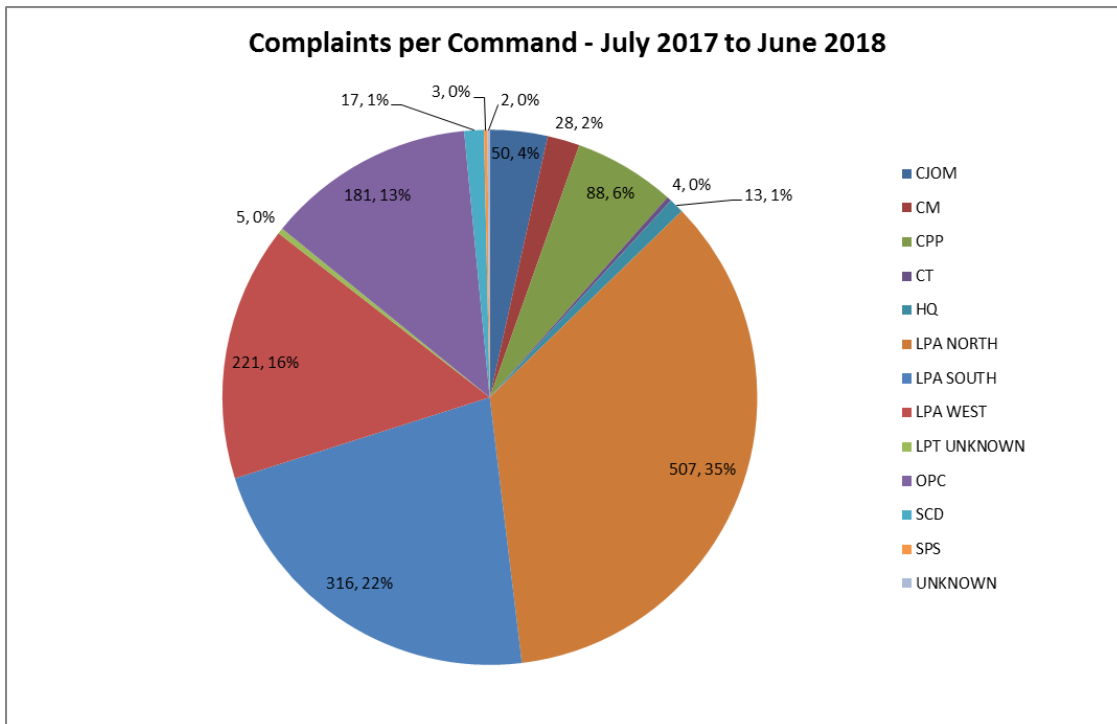
The graphs below reflect data relevant to the individual allegations within Upheld Cases in the time frame – there are often numerous allegations against different officers within a complaint Case. Not all allegations within a case will necessarily be upheld, so will show No Action. In order to be able to fully represent outcomes, all Upheld case data (finalised) has been used for the following two graphs.





Command Breakdown of Complaints





Complaint Categories – Force Overview

Complaint Code A: Serious Sexual Assault

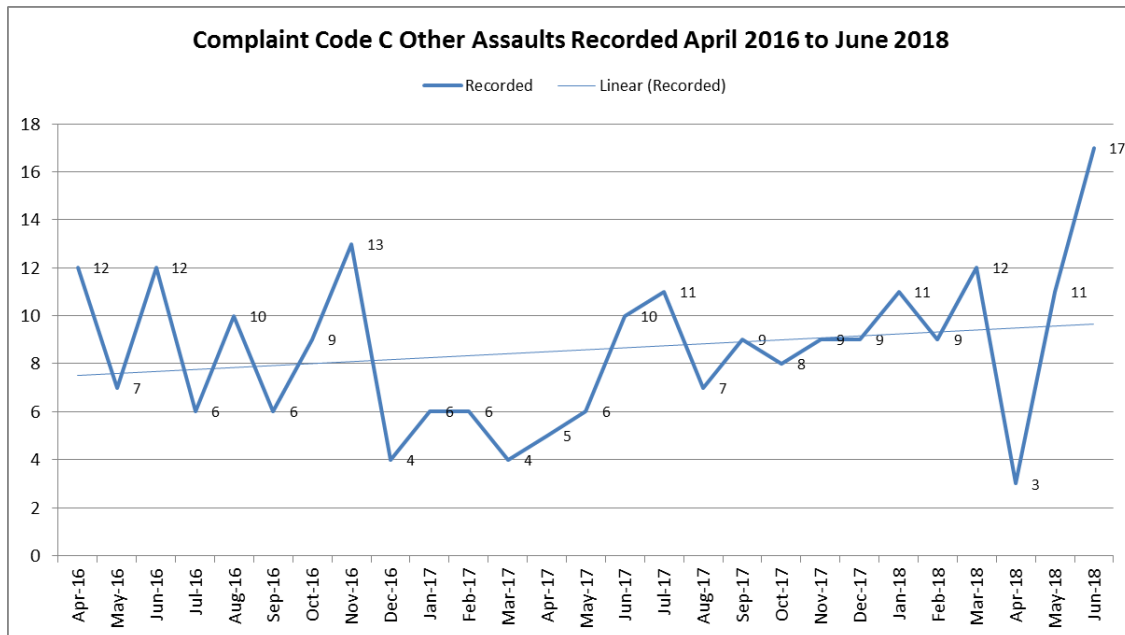
There are minimal numbers of A category complaints. There has been one complaint recorded since April 2016, which was in June 2016 in LPA South.

Complaint Code B: Sexual Assault

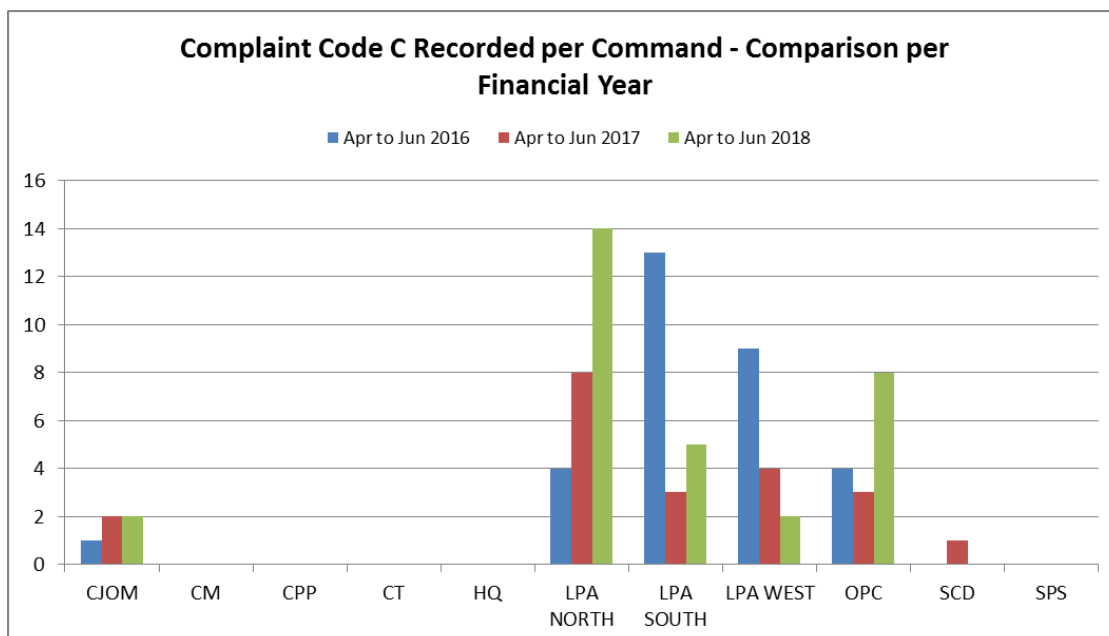
The following table shows numbers of B category since April 2016. Numbers have been low, with six recorded.

Month	Recorded	Command
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	6	

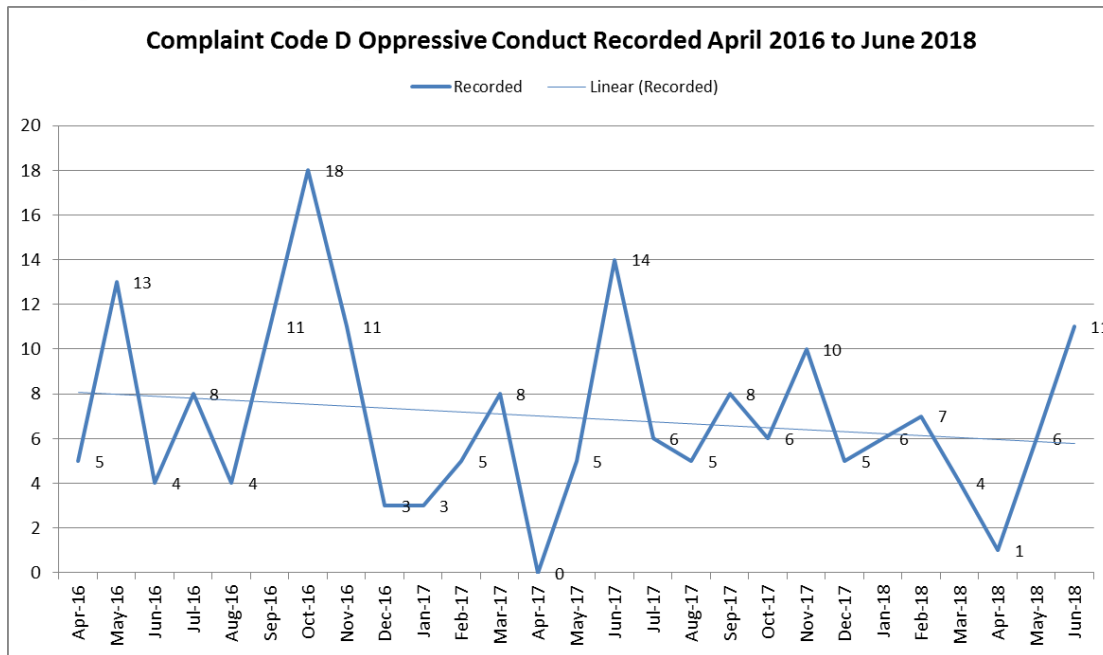
Complaint Code C: Other Assault



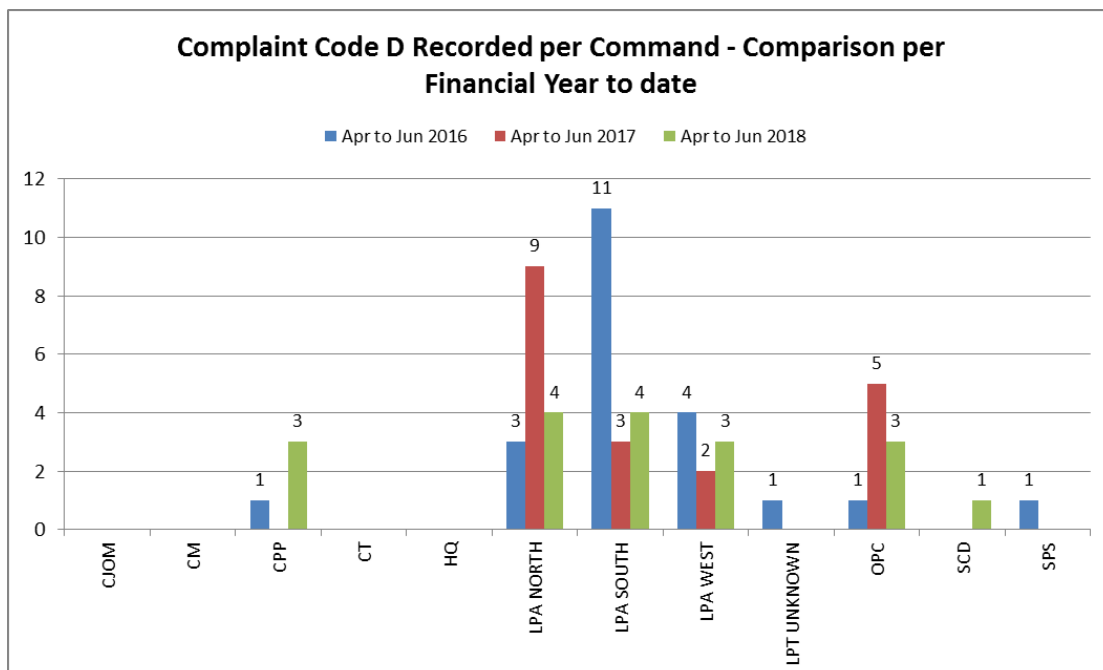
The overall trend in allegations of Other Assault (C) is an increase overall, and this last month has seen the highest number in this timeframe. This can be partly explained by there being three cases which overall contain 7 allegations. North LPA had an increase year on year and is continuing to have an increase this year.



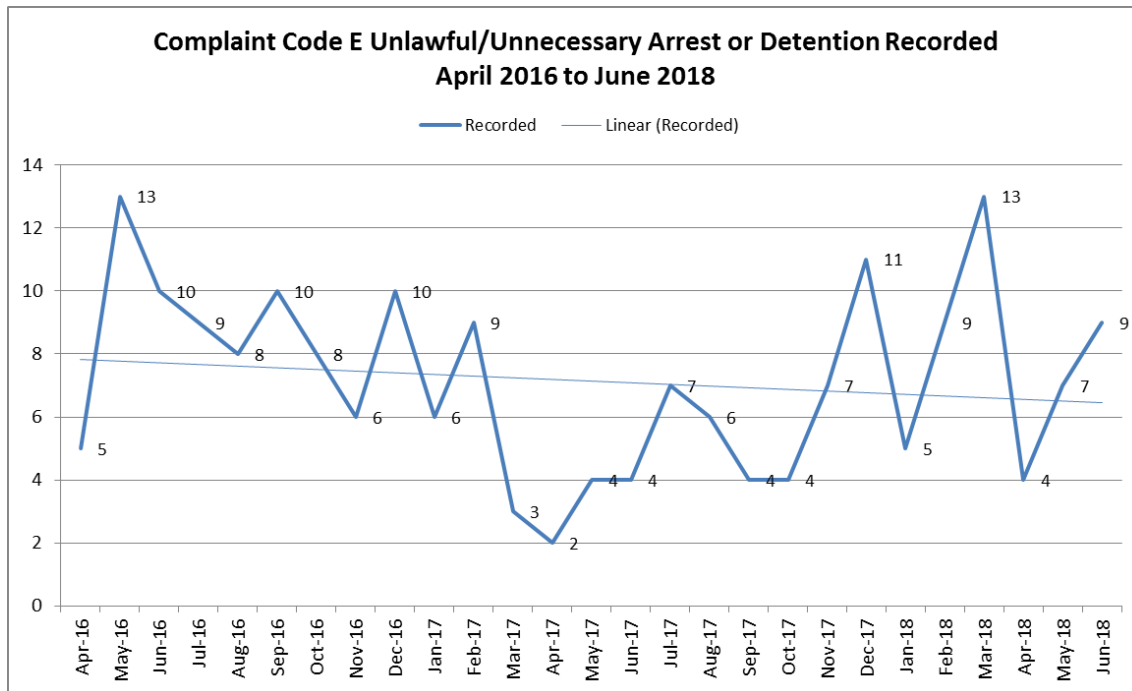
Complaint Code D: Oppressive Conduct



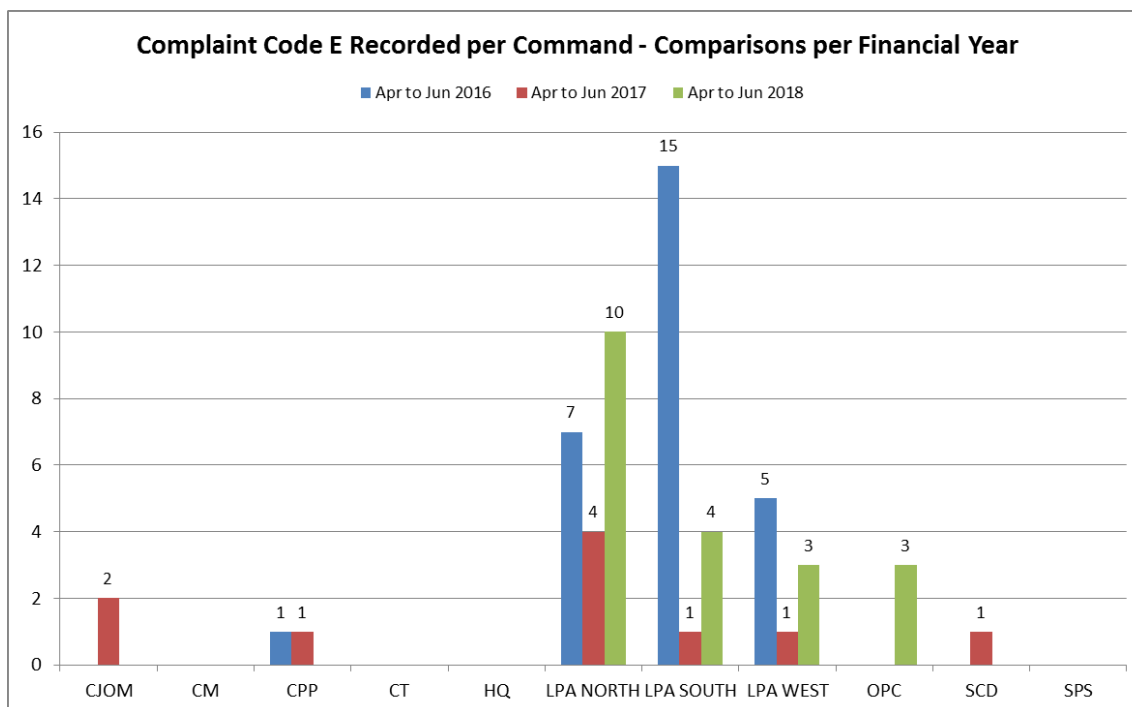
There have been several peaks in D Complaints but numbers have decreased overall. North LPA had an increase year on year, but levels are lower so far this year.



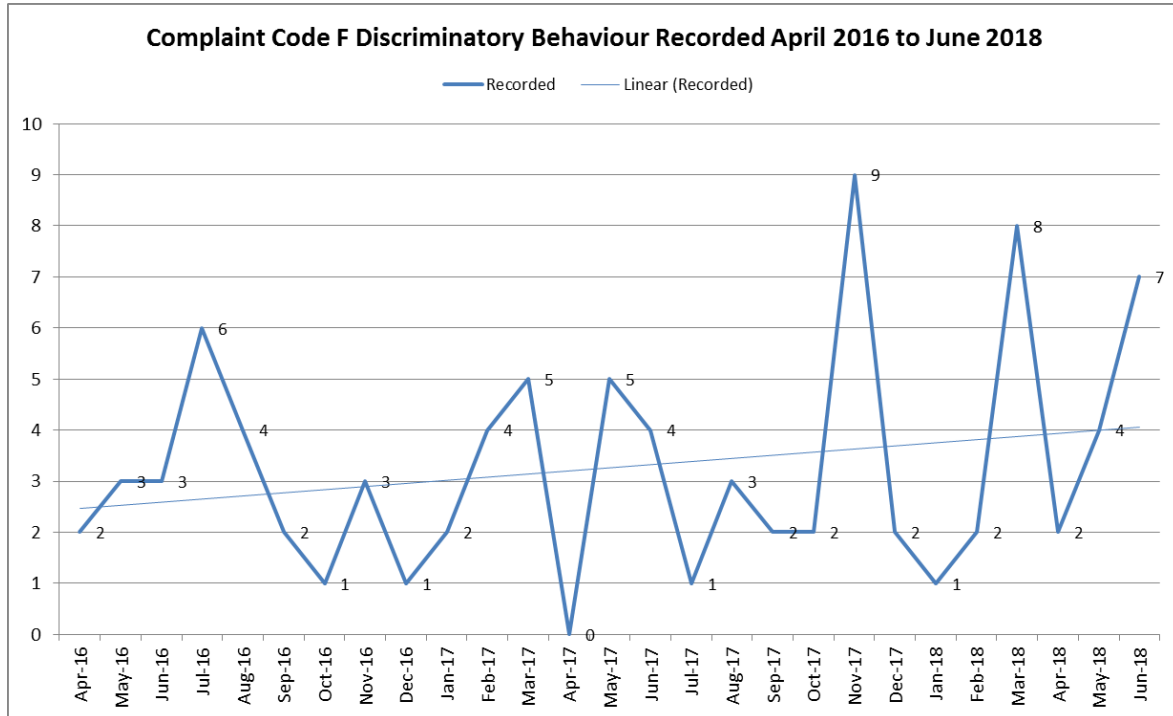
Complaint Code E: Unlawful/Unnecessary Arrest or Detention



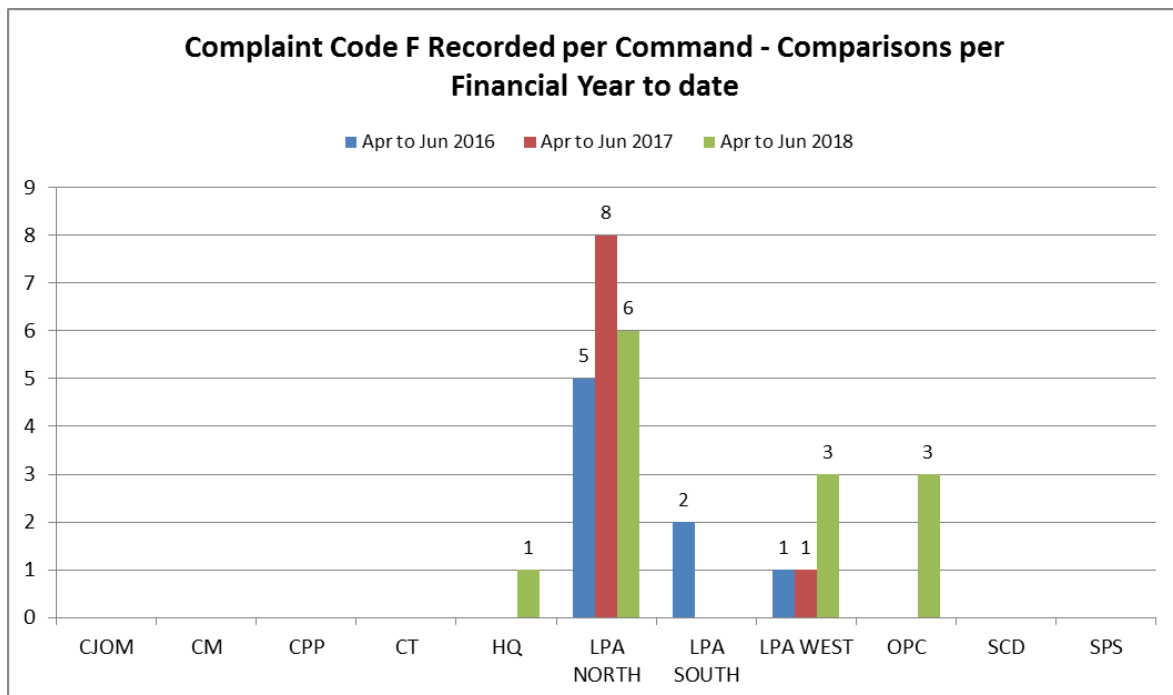
Category E Complaints have decreased, though there have been some peaks in recording.



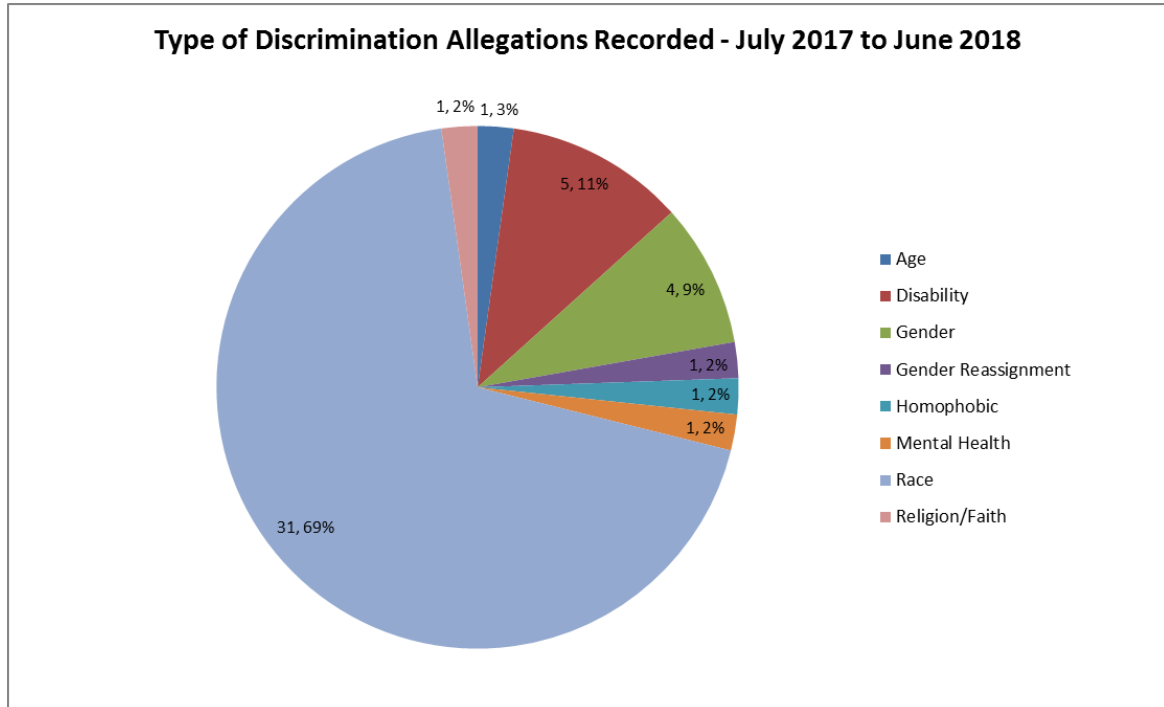
Complaint Code F: Discriminatory Behaviour



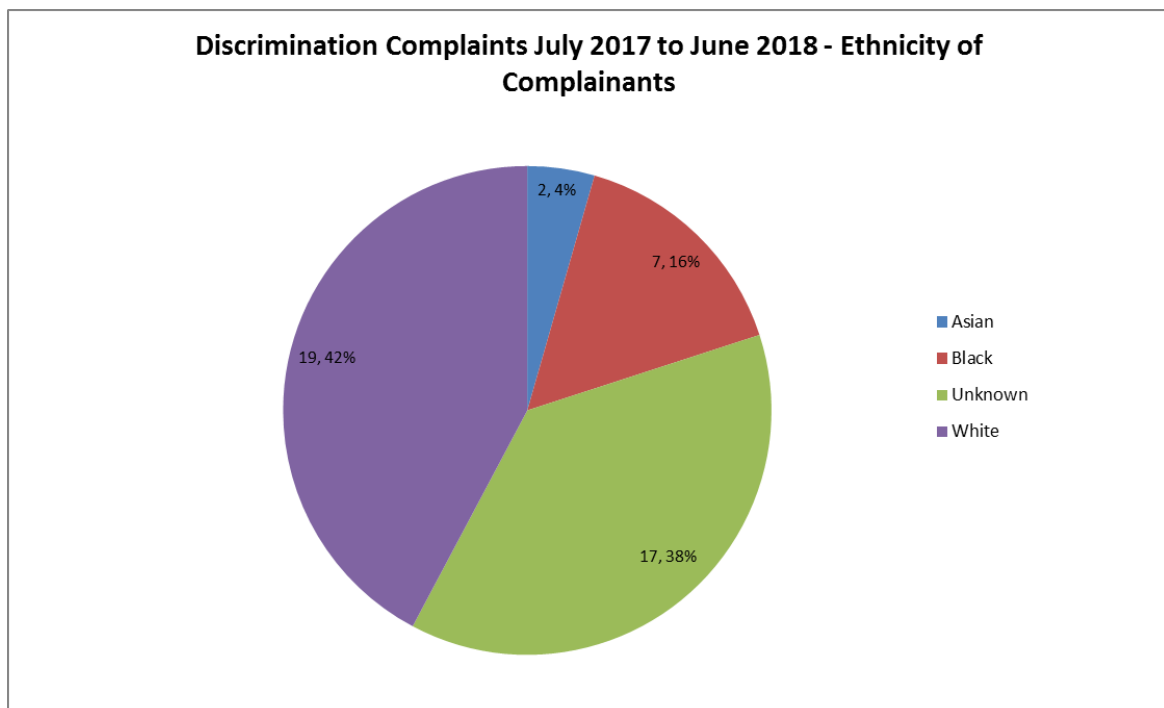
There have been peaks in F complaints which has resulted in an increase overall, though levels have remained generally consistent overall.



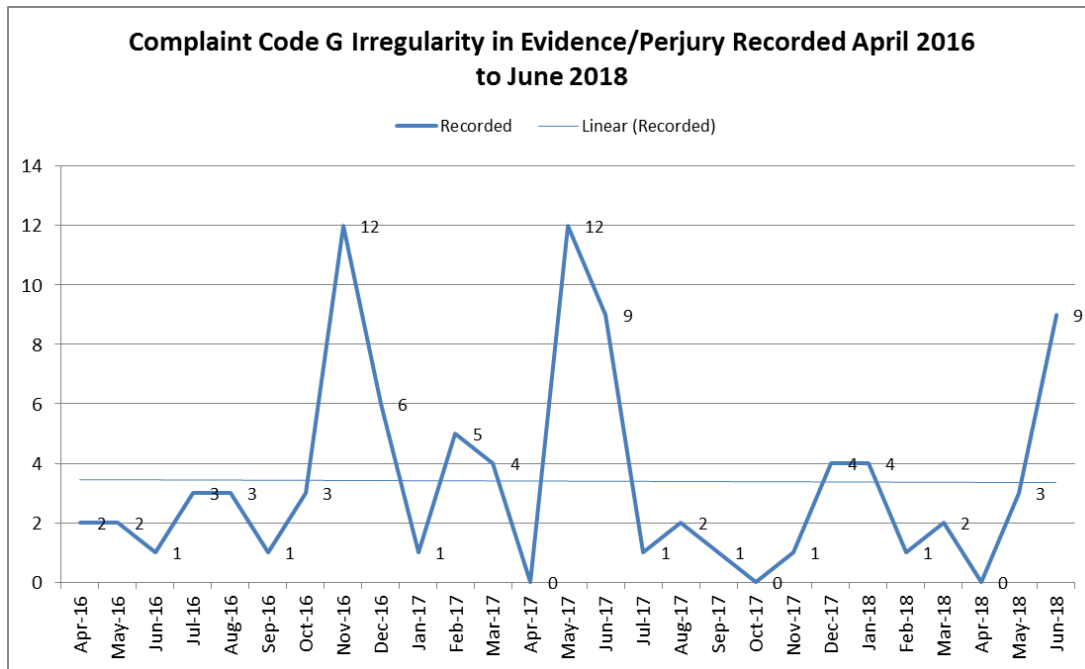
F Discrimination Complaints – Allegation Type



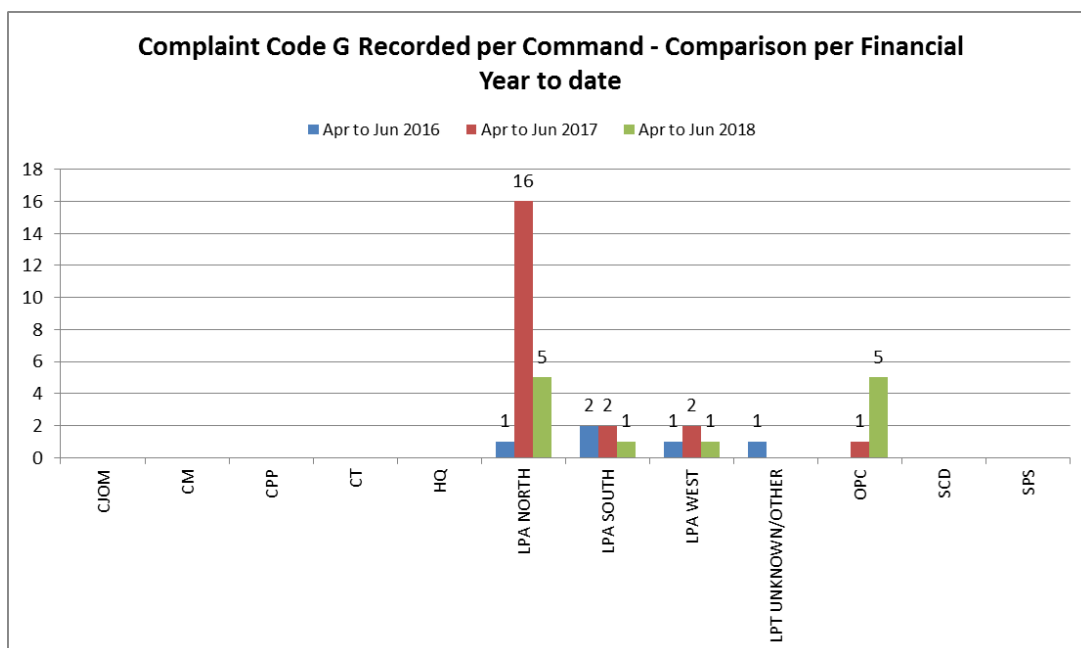
F Discrimination Complaints – Ethnicity of Complainants



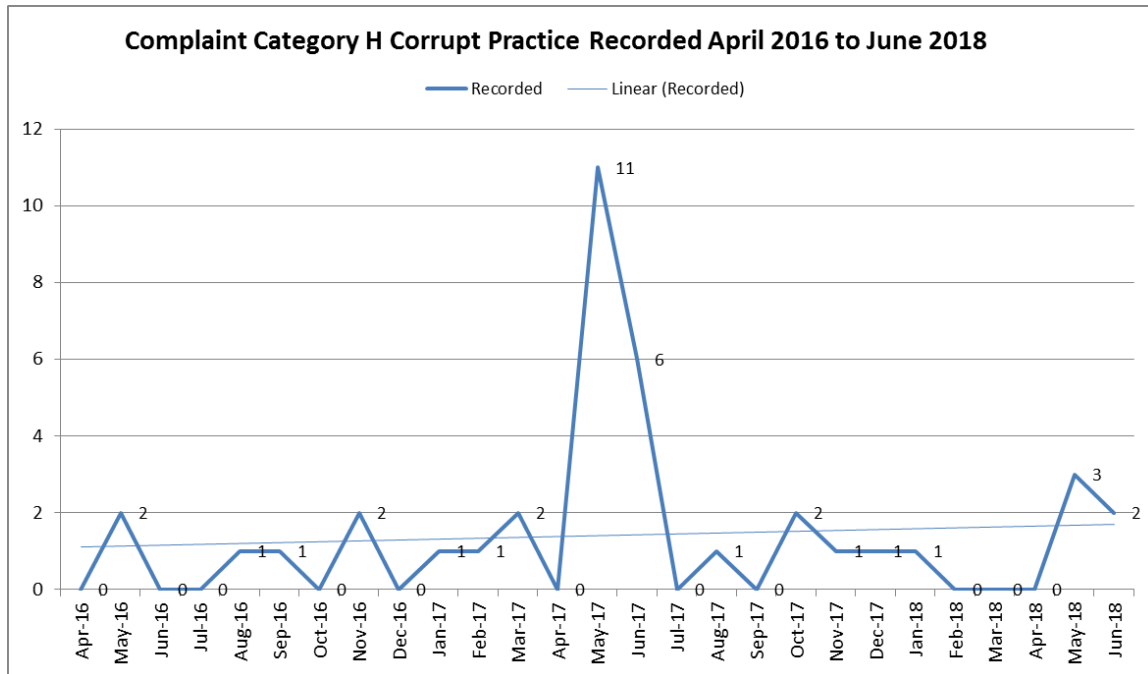
Complaint Code G: Irregularity in Evidence/Perjury



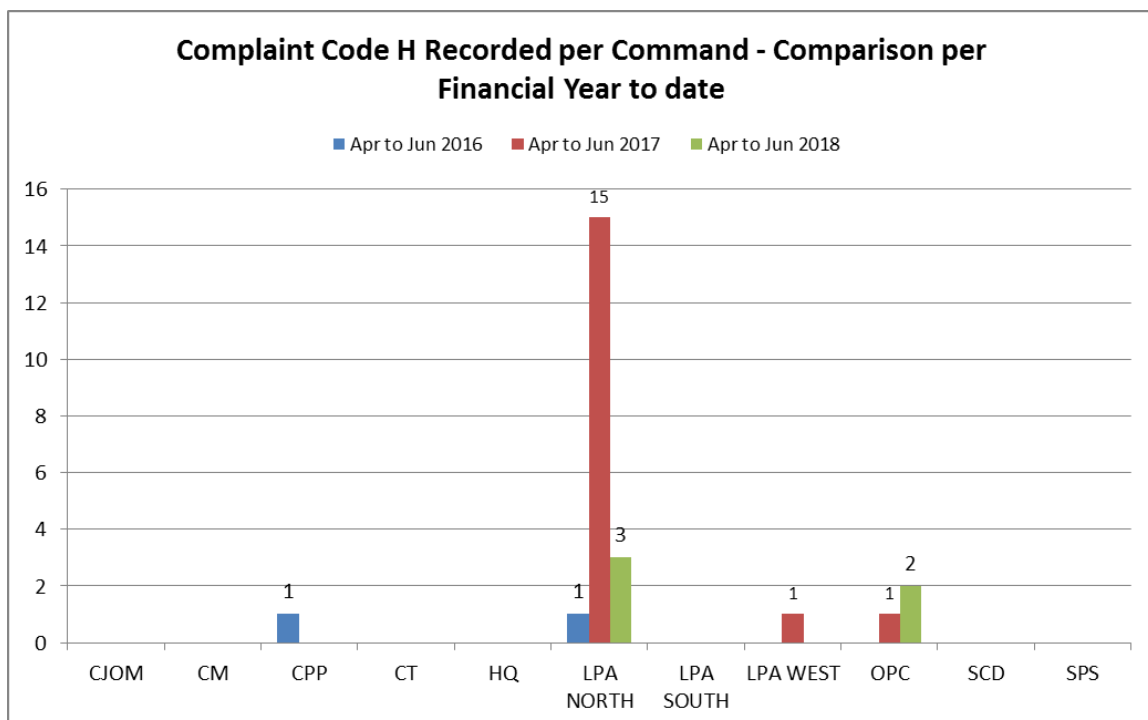
Allegations of Irregularity of Evidence and Perjury (G) remain low with peaks seen in Nov 16 and May 17, both peaks associated to individuals as opposed to multiple complainants. There has also been an increase in this last month which can be accounted for by one case involving 4 allegations of this category (C/308/18).



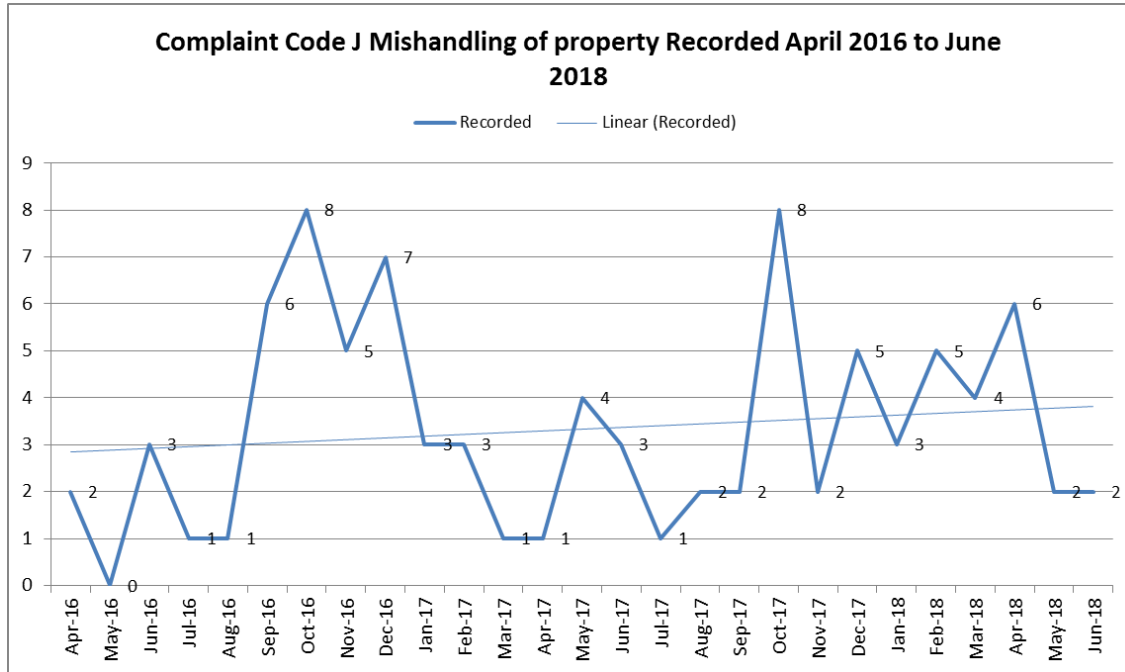
Complaint Code H: Corrupt Practice



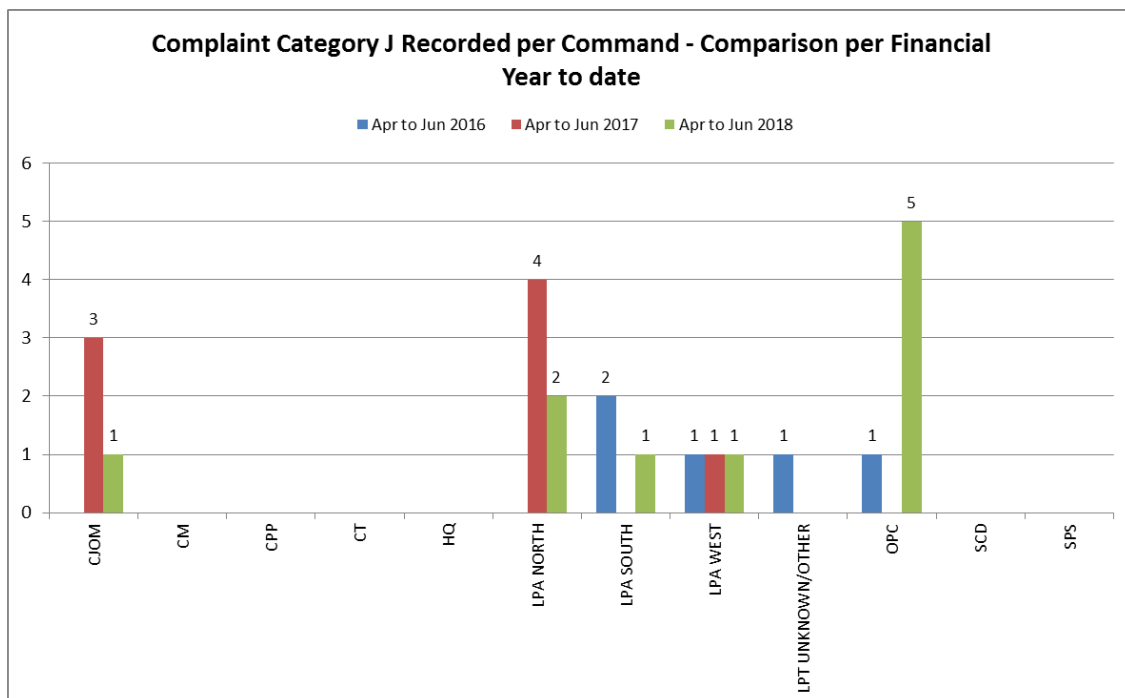
Numbers of H complaints have been low but have been affected by a complaint involving a repeat complainant in May 2017 (C/175/17 North LPA) resulting in an overall increasing trend-line.



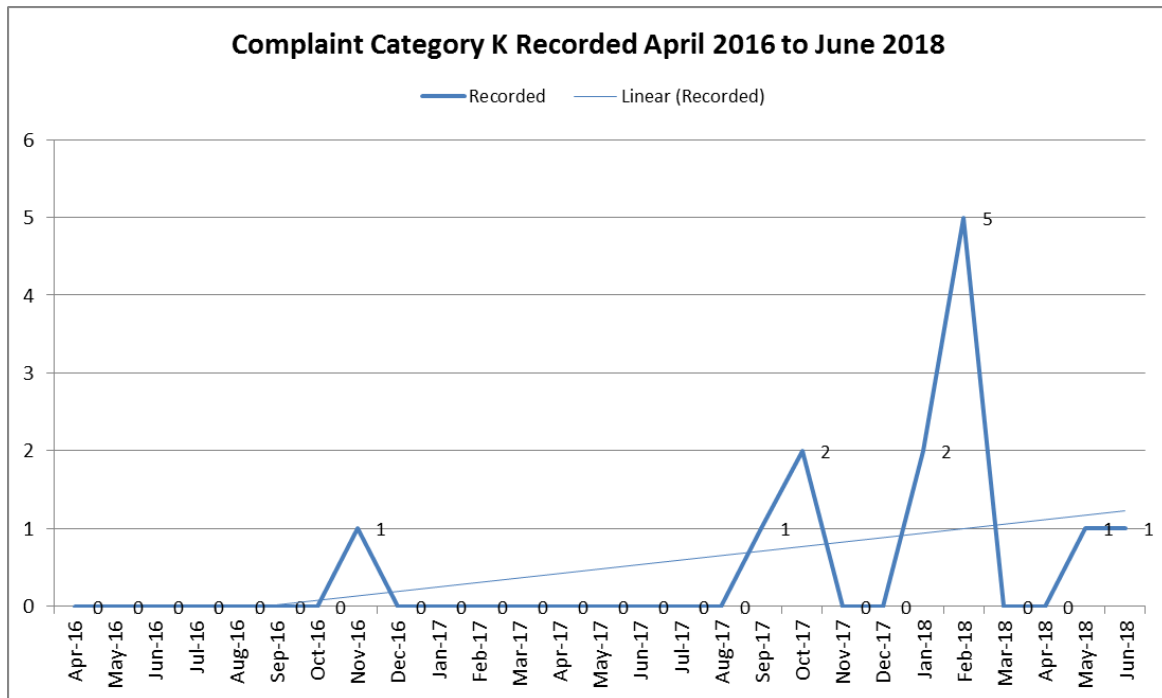
Complaint Category J Mishandling of Property



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

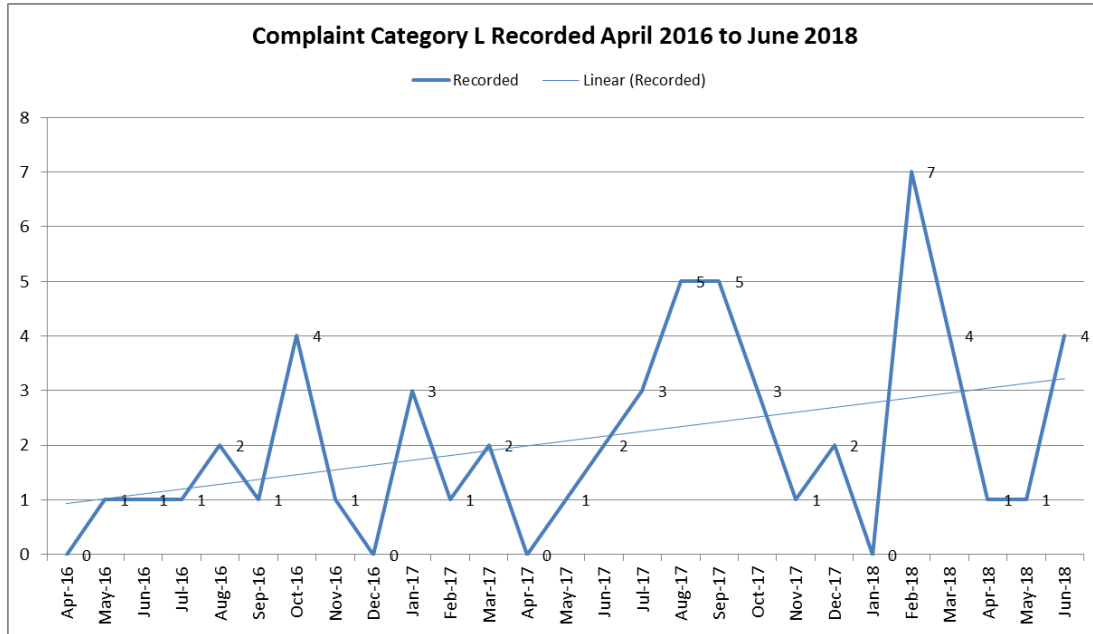


Breach of Code A - Stop and Search (K) complaints are low. The Stop and Search figures for Quarter 2 (Jun to Sept 17) totalled 615. Eleven complaints have been recorded arising from this area of policing since then.

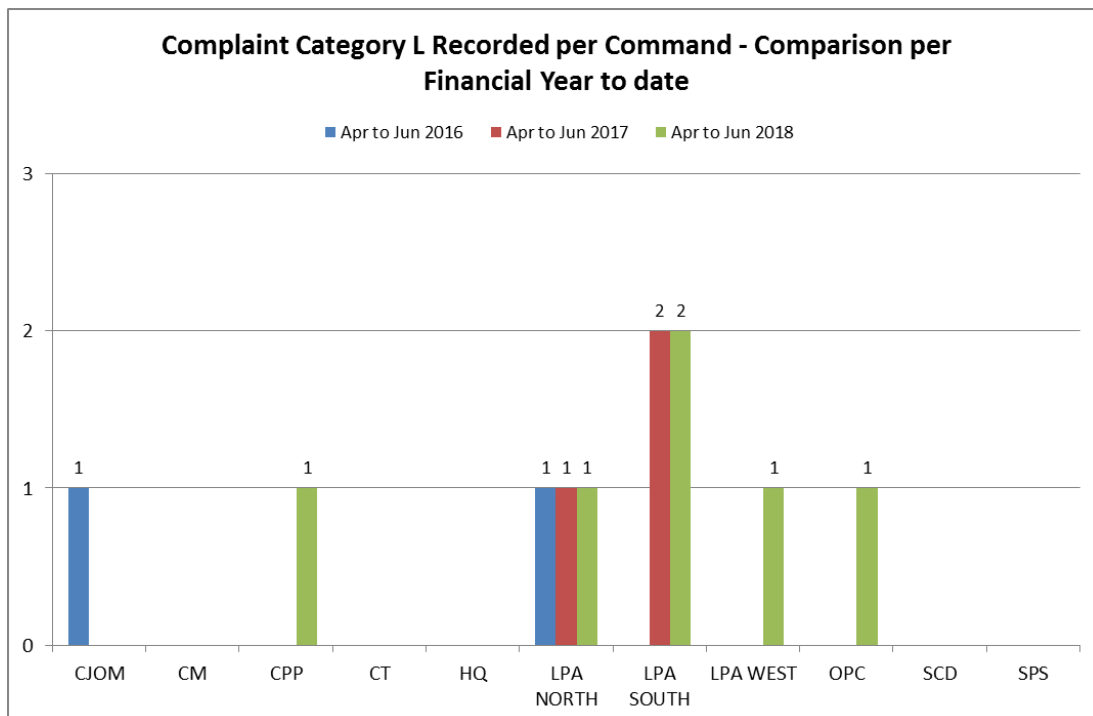
Comparison of Financial Years per Command:

There have been two recorded so far in 2018/2019. In 2017/2018 there were 10 recorded, compared to only one in 2016/2017.

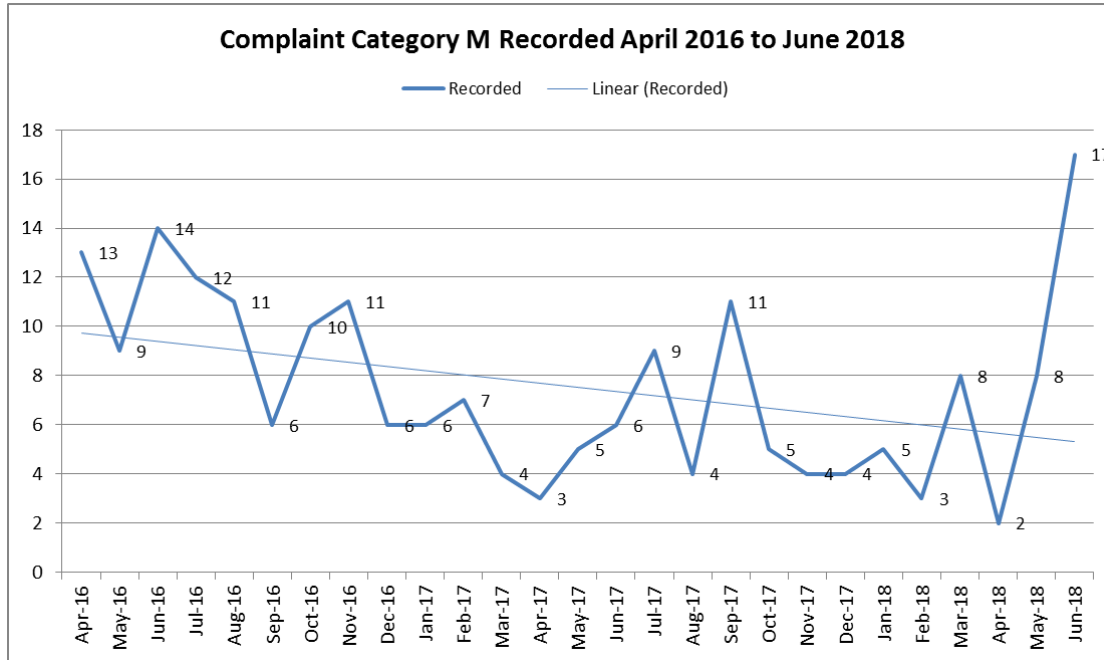
Complaint Category L Breach of Code B on Searching Premises



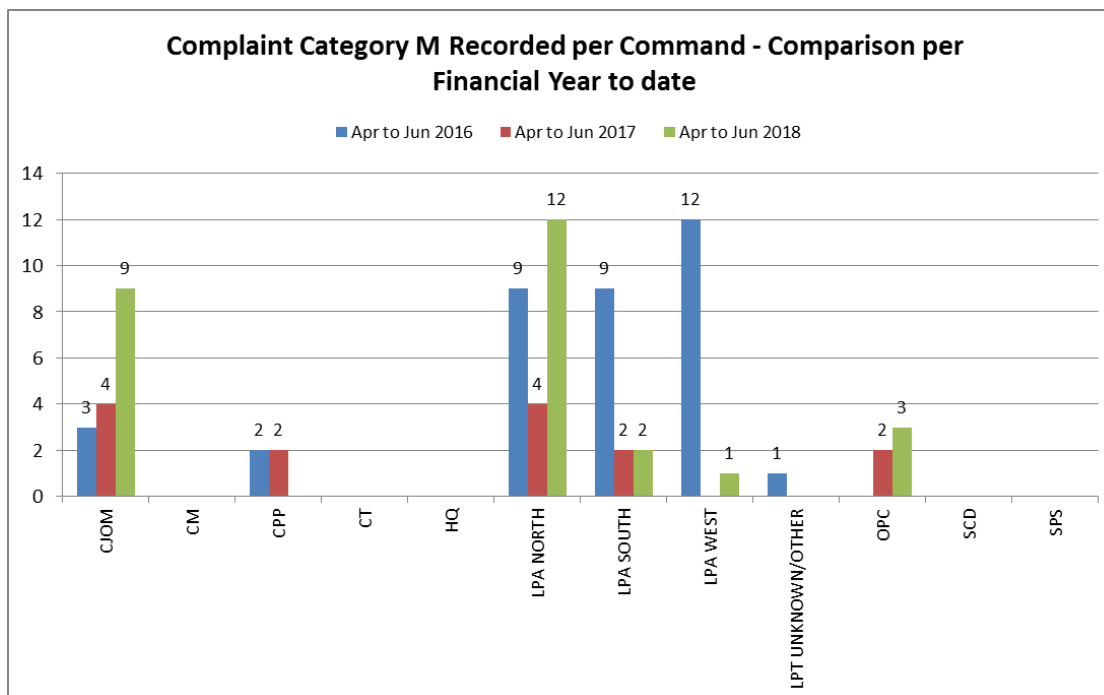
Levels of L complaints are sporadic, though there has been a slight increase over the time-frame.



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 over the timeframe, though there have been slight peaks. In June there has been an increase which has been affected by cases with more than one allegation in this category for example C/274/18 and C/335/18 which contain four M allegations each.



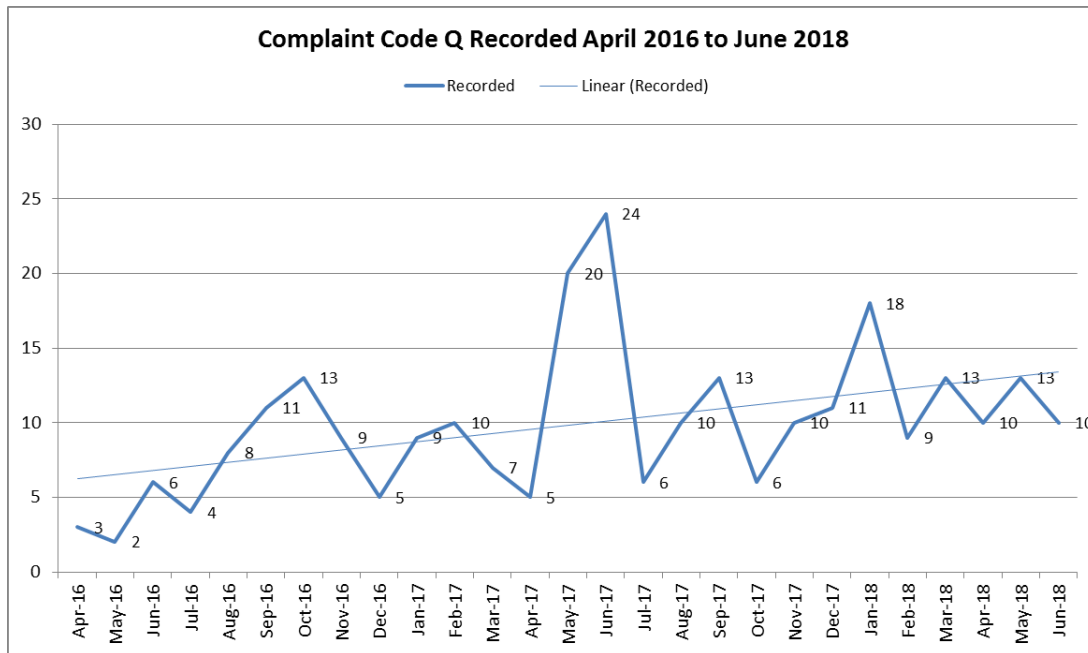
Complaint Code N Breach of Code D on Identification

There have been no cases recorded in this category since April 2016; the last was in March 2016.

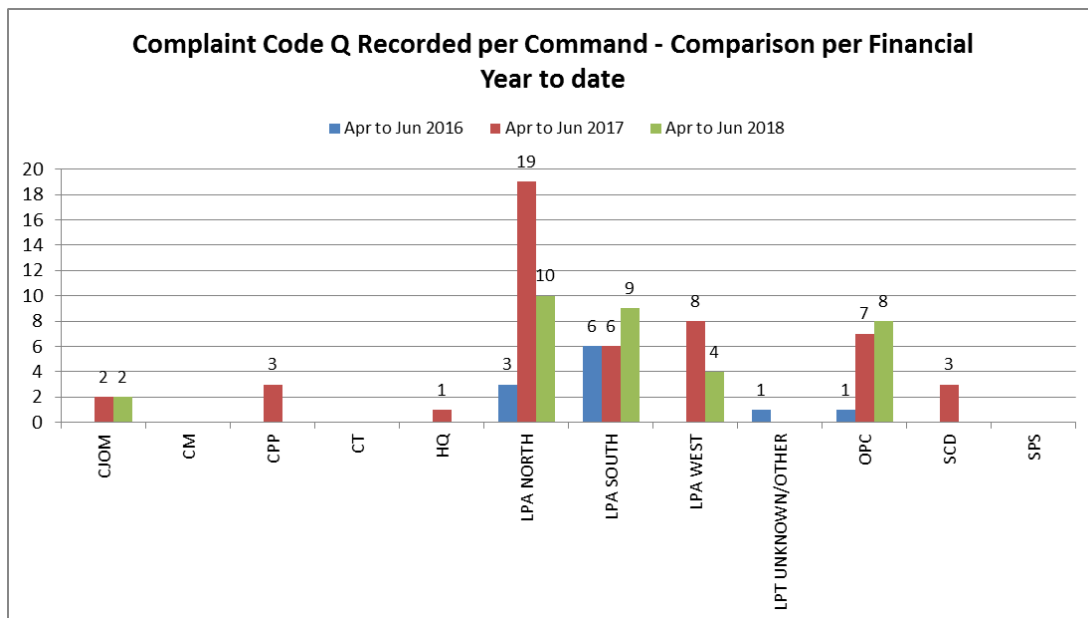
Complaint Code P Breach of Code E on Tape Recording

There has only been one complaint in this category since April 2016. 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).

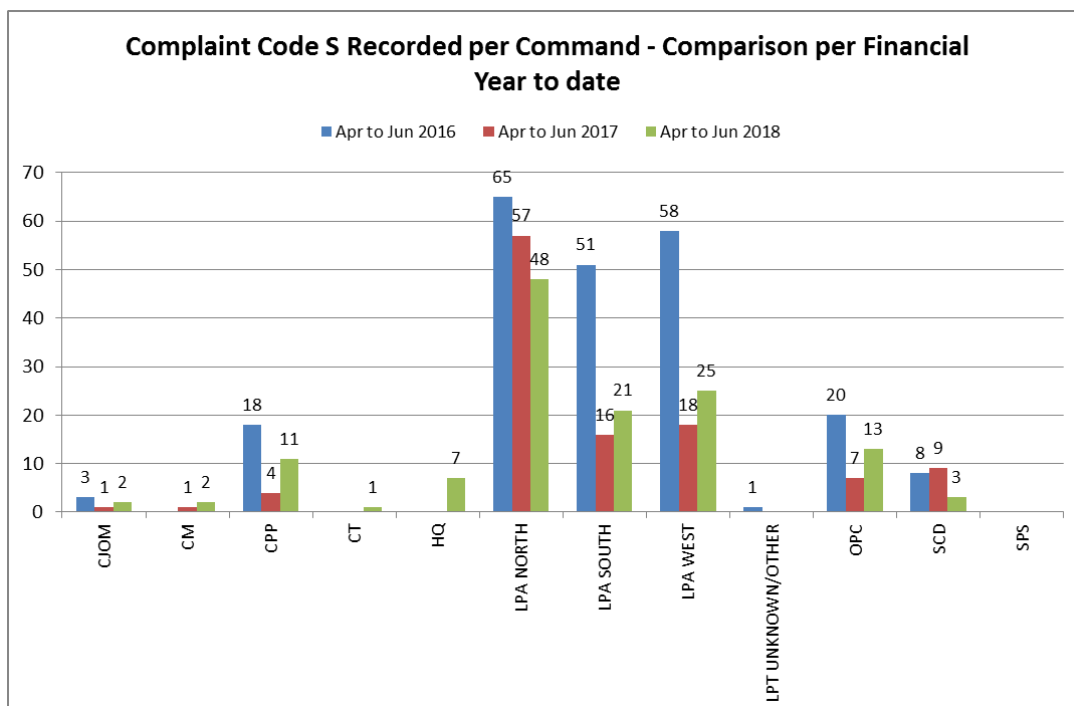
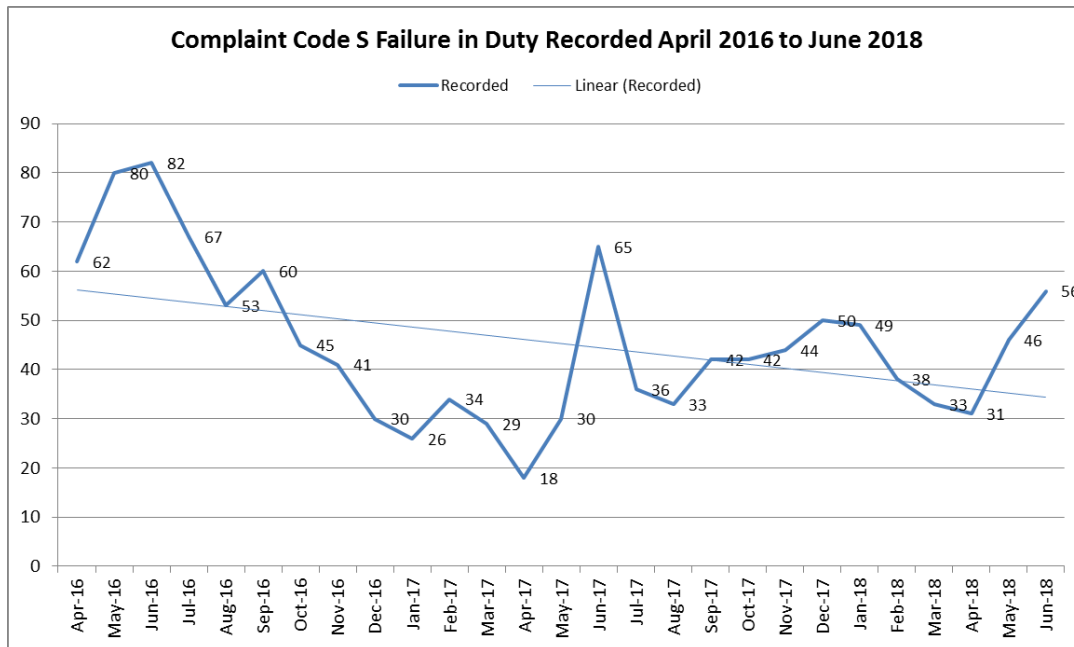


Complaint Code R Breach not attributed to a certain code

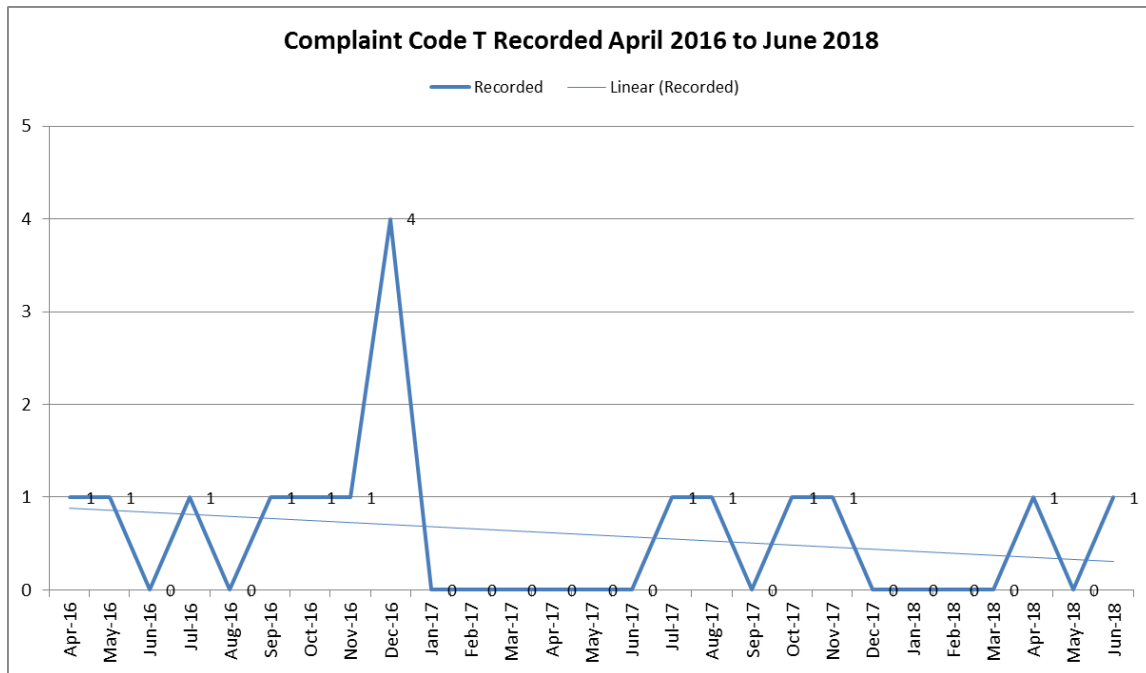
There have only been two R complaints recorded since April 2016 - One in May 2016 (LPA South) and one in Sep 2016 (LPA North).

Complaint Code S Failures in Duty

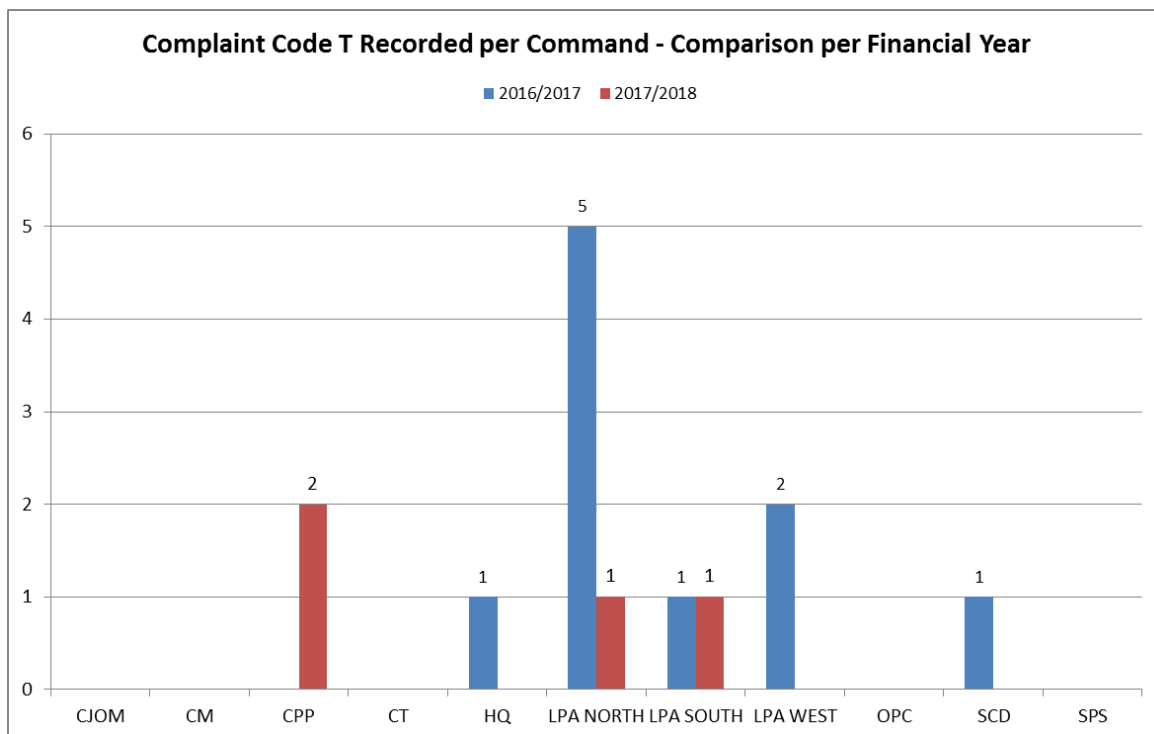
S Complaints are the highest across all the complaint categories. However there has been a decrease in overall numbers since April 2016.



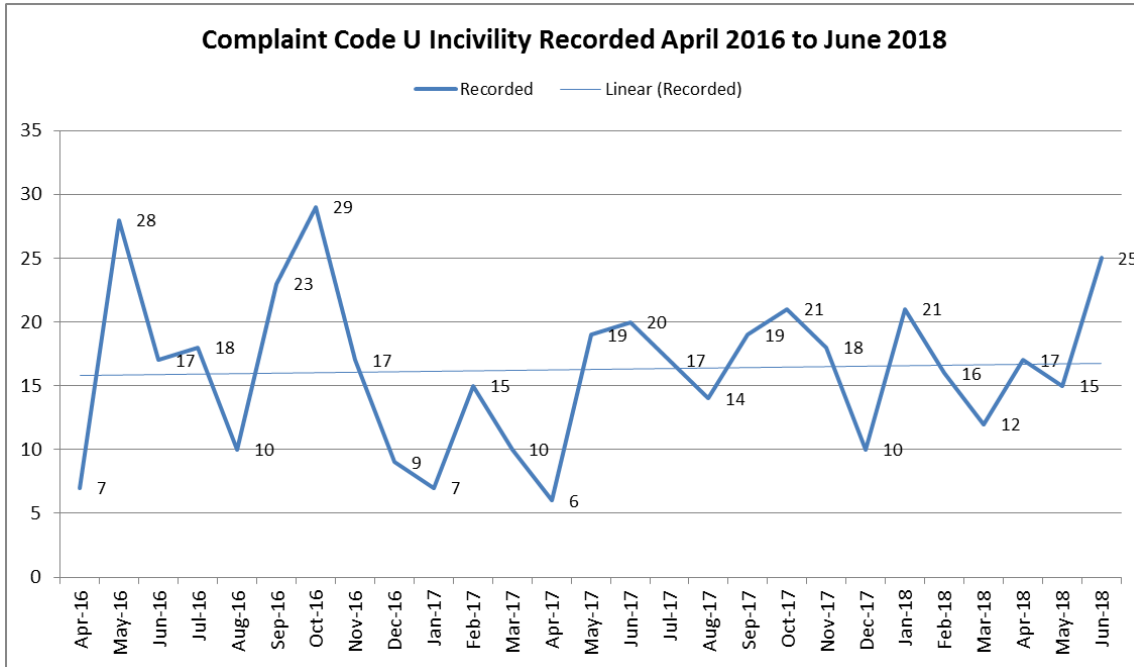
Complaint Code T Other Irregularities in Procedure



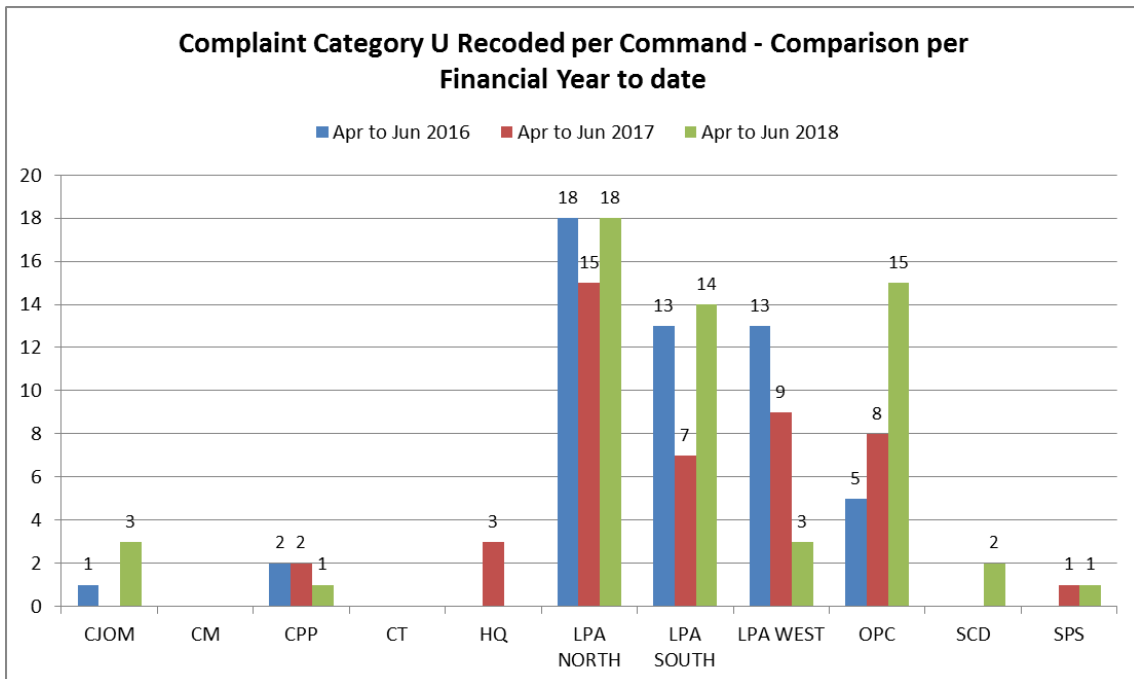
T complaints had a peak in December 2016, but numbers have been low overall. There have only been two recorded so far this financial year in April and June 2018 in South LPA and Stansted, the graph below represents a comparison of the last two years.



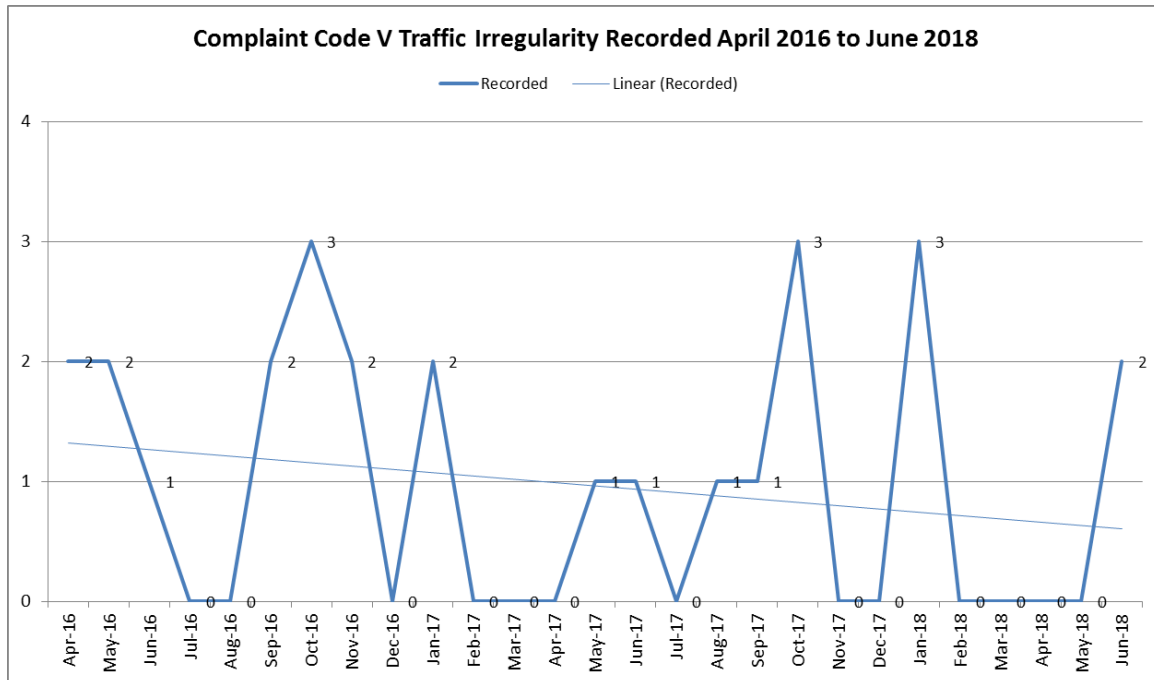
Complaint Code U Incivility, Impoliteness and Intolerance



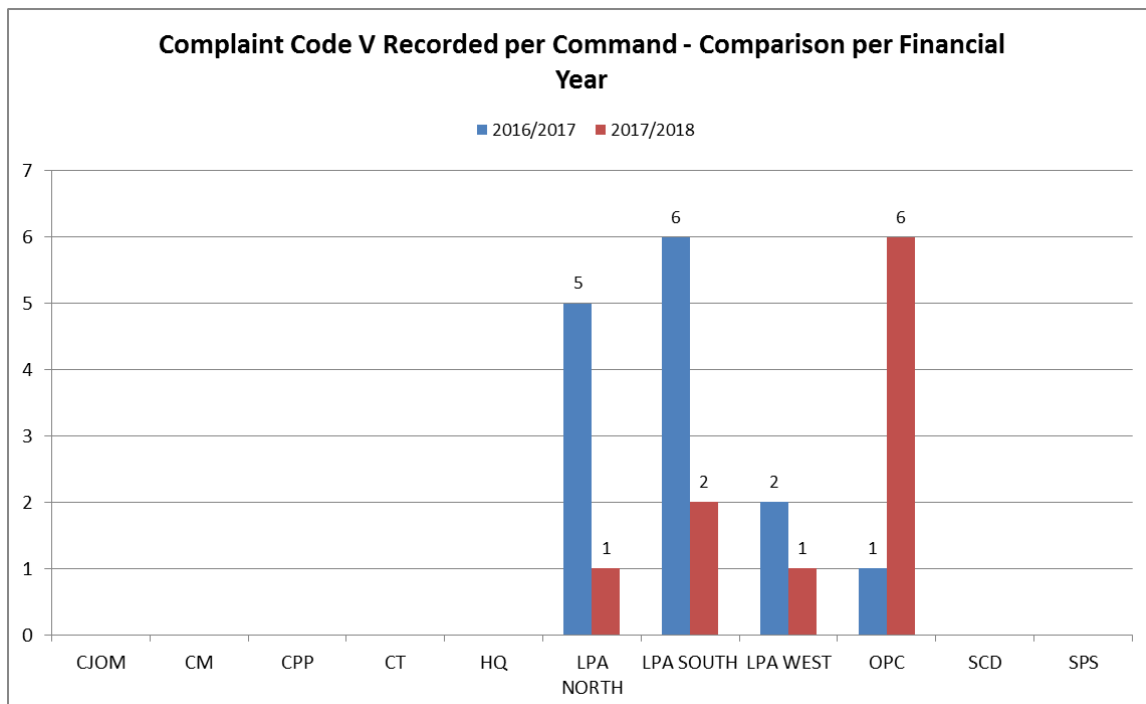
U is the category that generally sees the second highest numbers across all categories, with various peaks in recording, though a slight decrease overall. North LPA had an increase in 2017/2018.



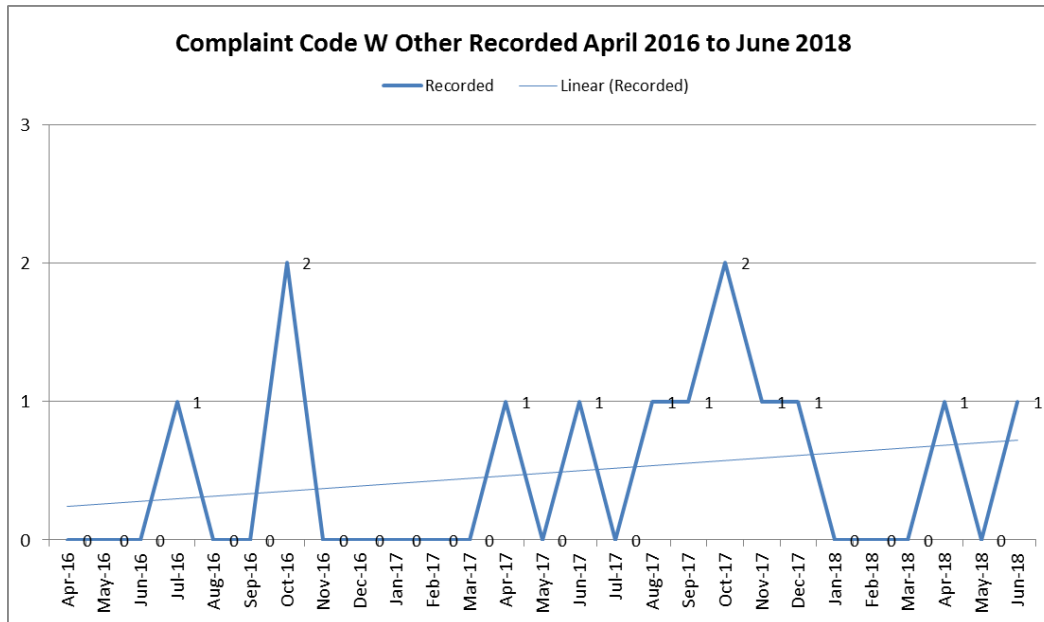
Complaint Code V Traffic Irregularity



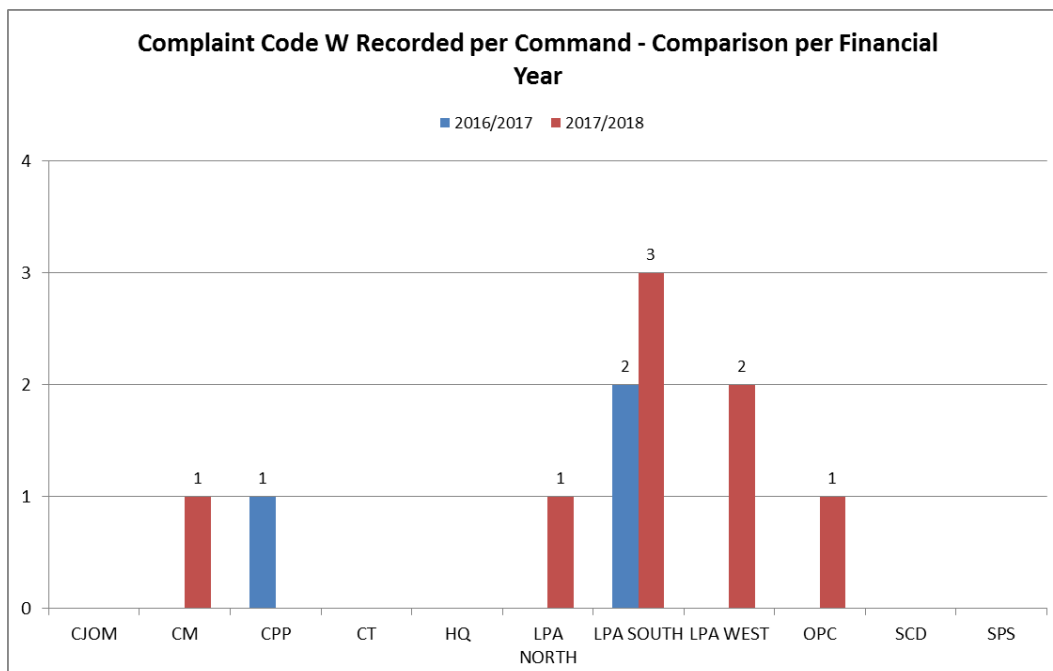
Numbers of V complaints are low. There have been two recorded in June 2018 (West LPA and OPC), the graph below shows comparison for the last two financial years.



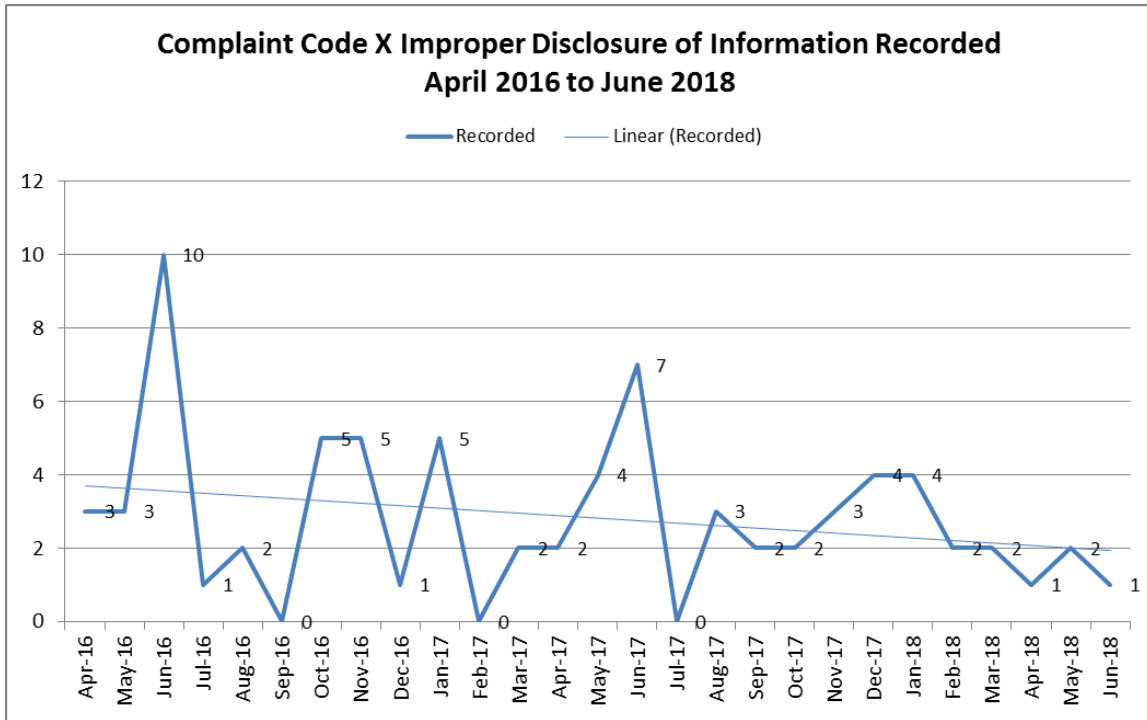
Complaint Code W Other



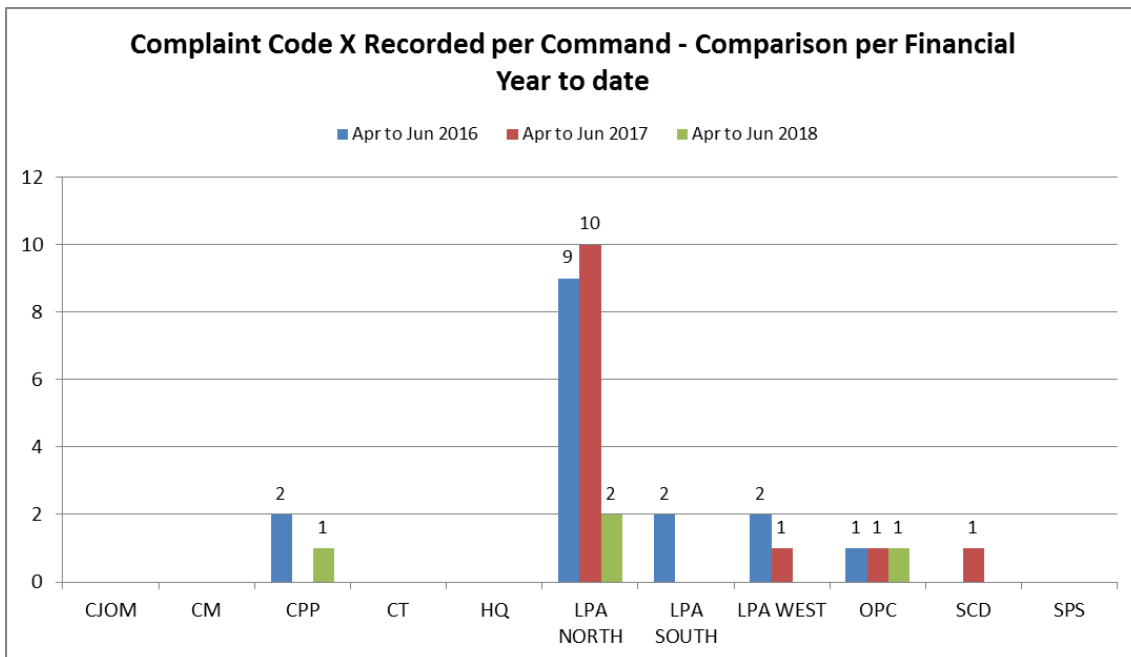
Overall levels of Complaint code W have slightly increased since April 2015, but numbers remain low. There has been one recorded in April 2018 in North LPA and June 2018 in OPC. The graph below shows comparison of the last two financial years.



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 had an increase year on year, but has had a decrease so far.



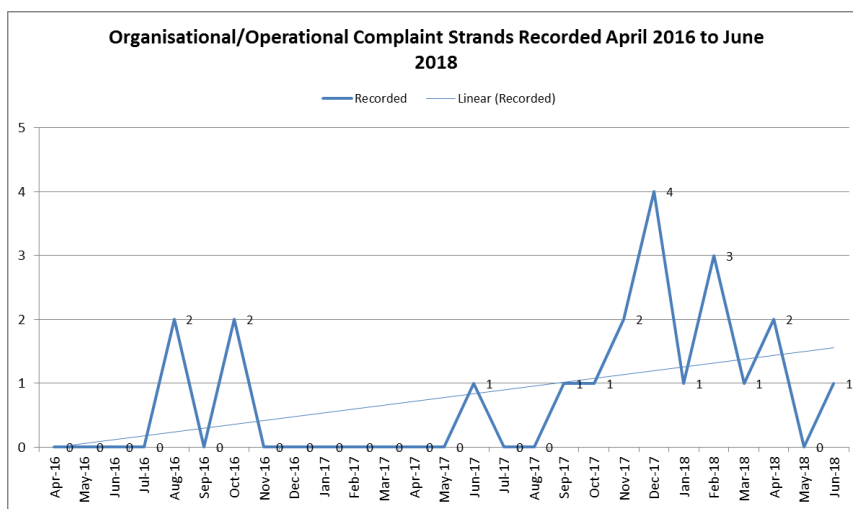
Complaint Code Y Other Sexual Contact

There are minimal numbers of Y complaints, with there being one recorded since April 2016 - North LPA Nov 2017 (which was withdrawn).

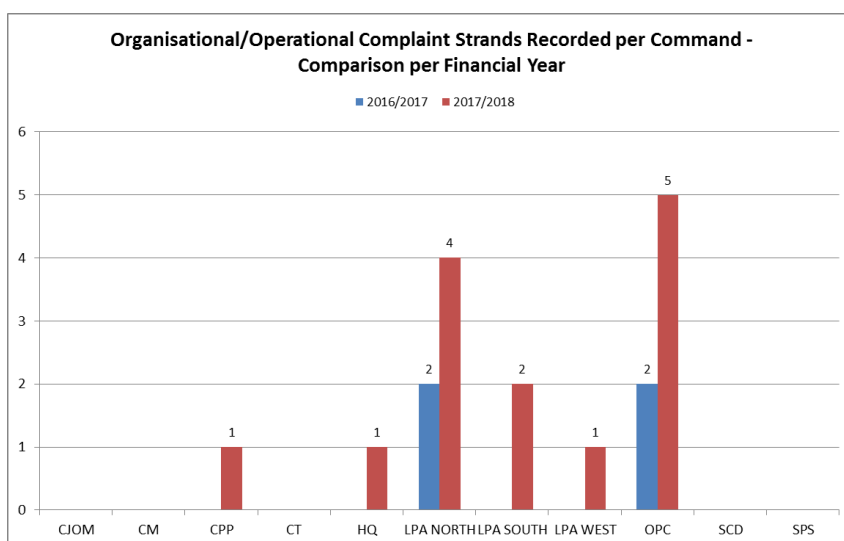
Organisational/Operational Complaint Strands

These complaints consist of the following categories:

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

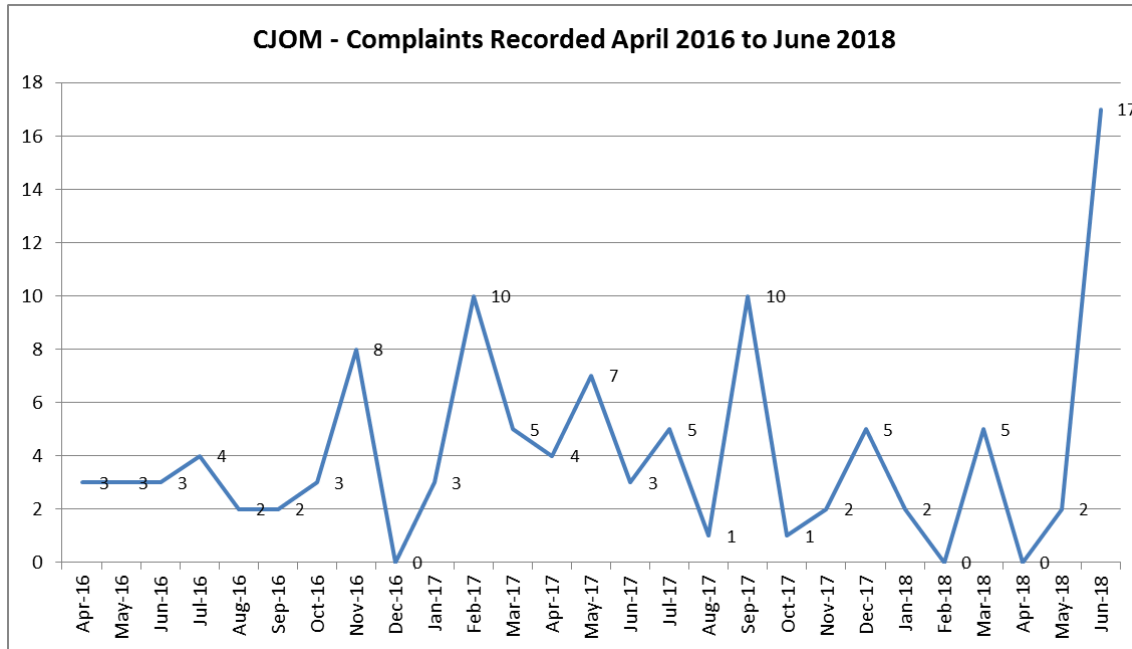


There have been two recorded in April 2018 in LPA North and CPP Commands, and one recorded in June 2018 in CT Command. The graph below shows comparison of the last two financial years.

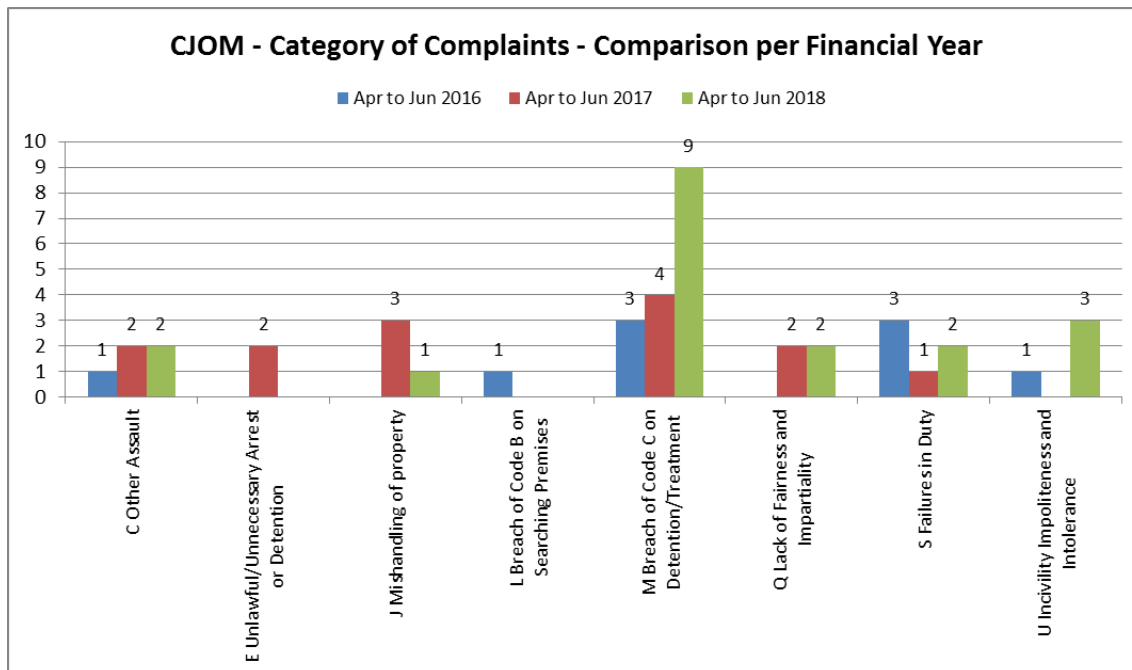


Complaints - Command Breakdowns

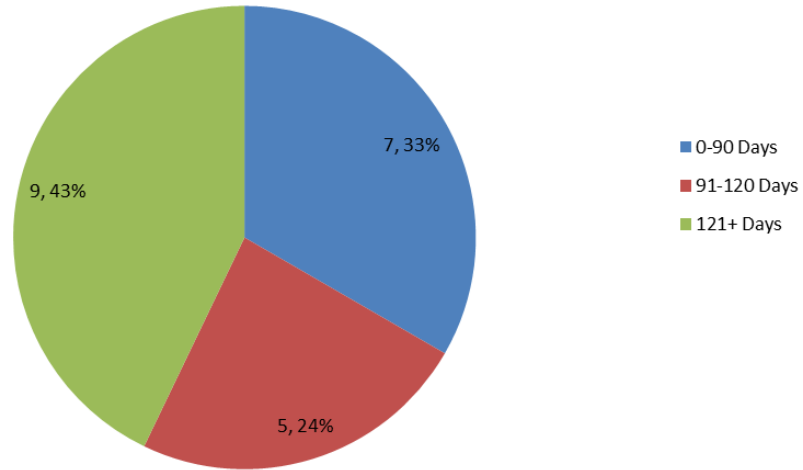
Criminal Justice & Offender Management Command



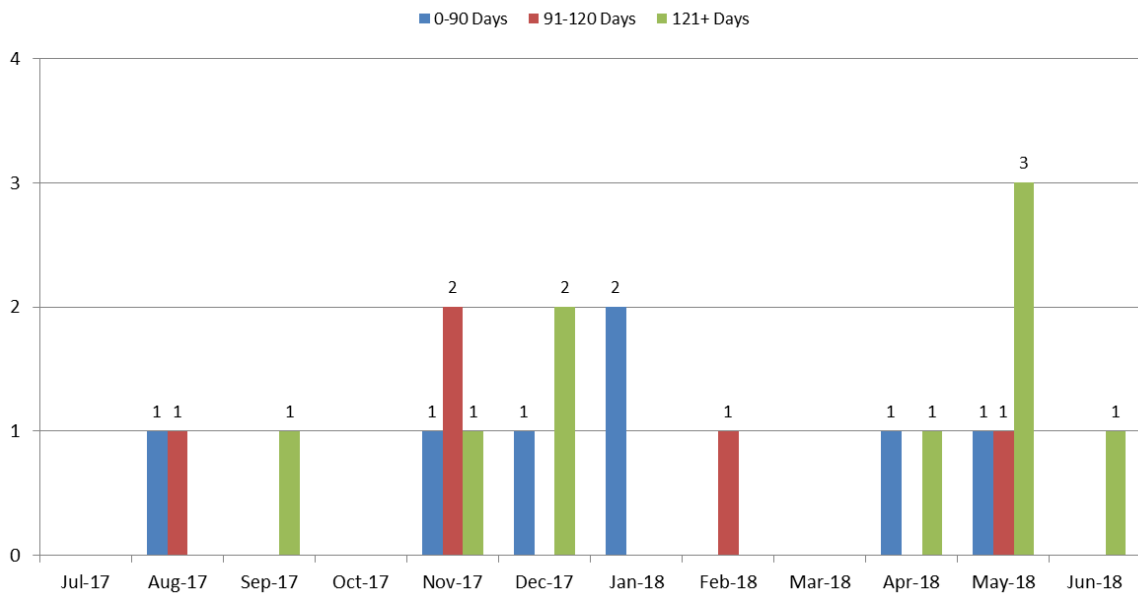
There has been a spike in complaints for CJOM Command in June, with 17 complaints recorded. However, this is within five different cases.

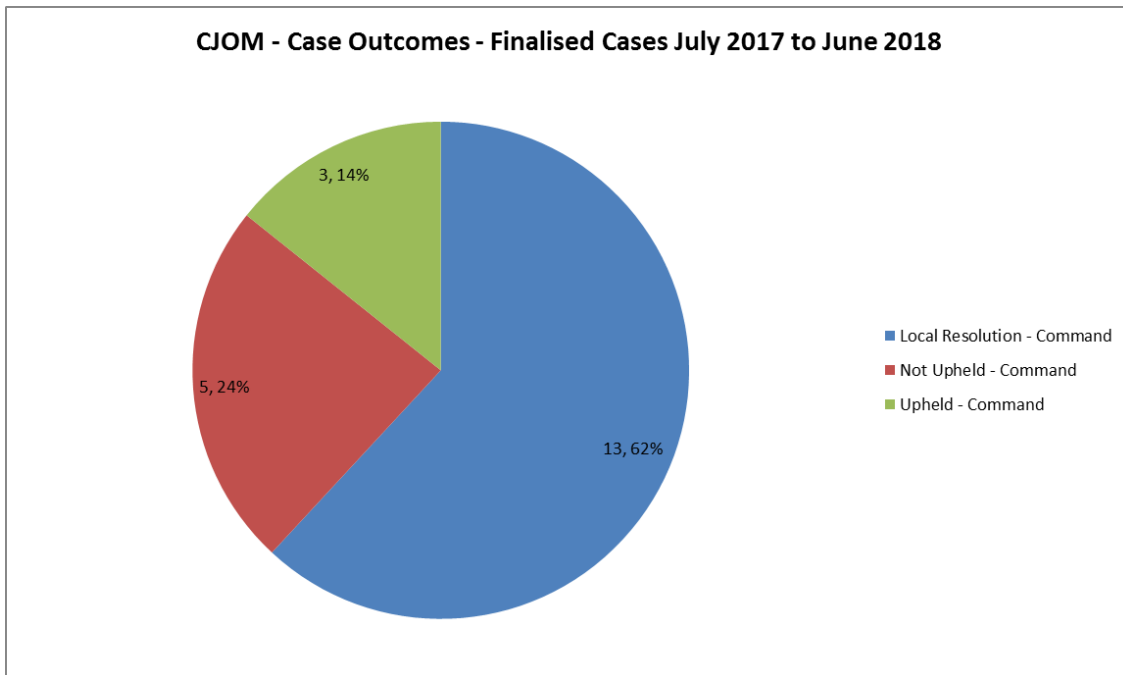


CJOM - Finalised Complaint Cases July 2017 to June 2018 - Timeliness according to National Targets



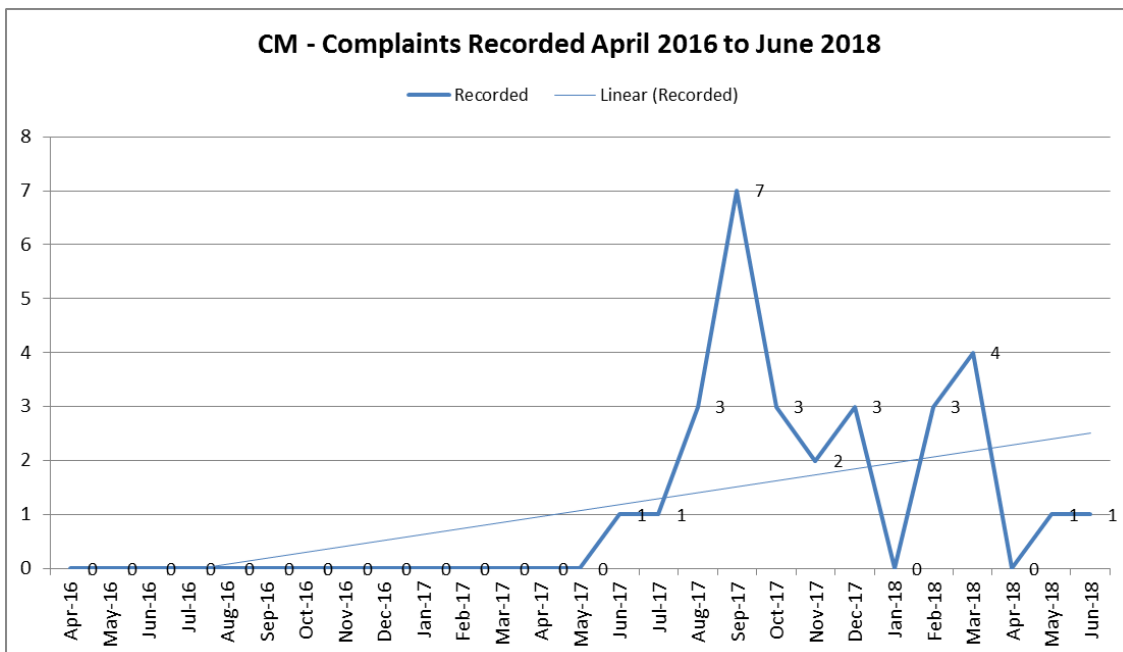
CJOM - Finalised Complaint Cases July 2017 to June 2018 - Finalisation Days per month



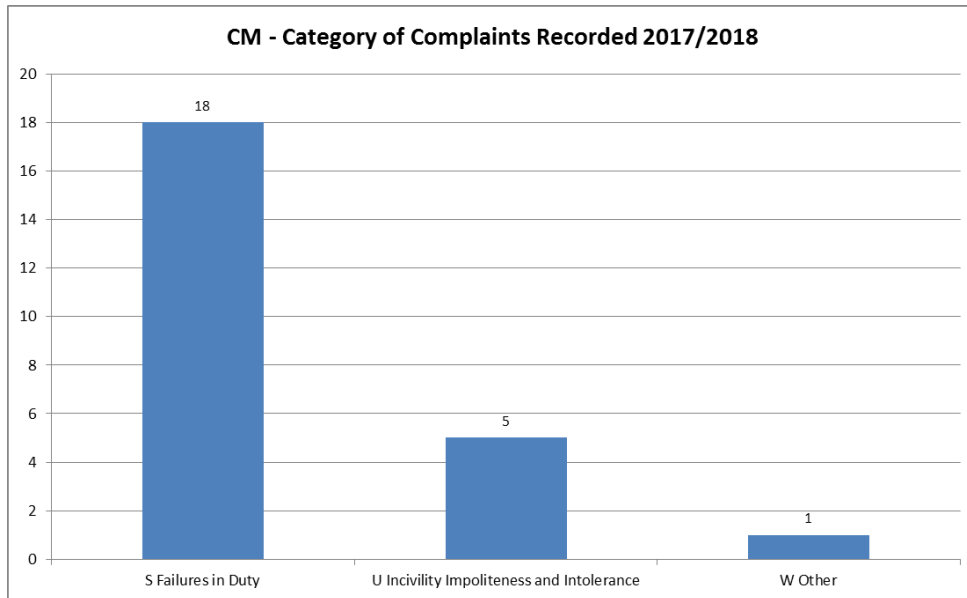


Contact Management

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.

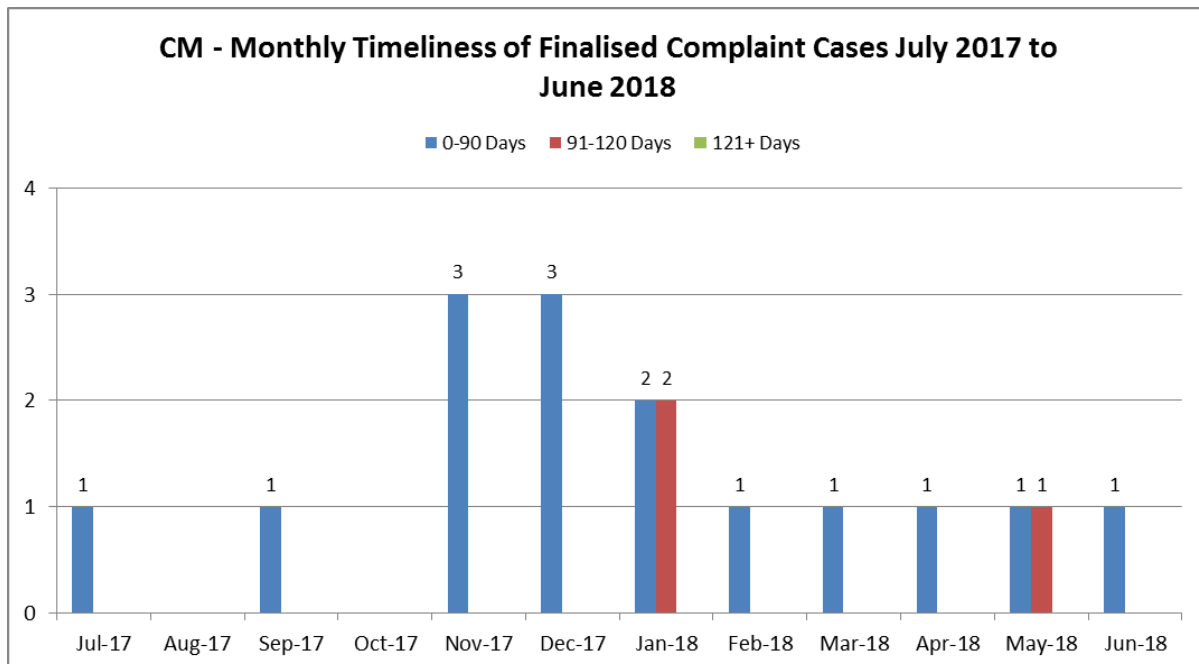


There have been two complaints recorded under CM Command so far in 2018/2019 in categories of Failure in Duty. The graph below shows categories recorded in 2017/2018.



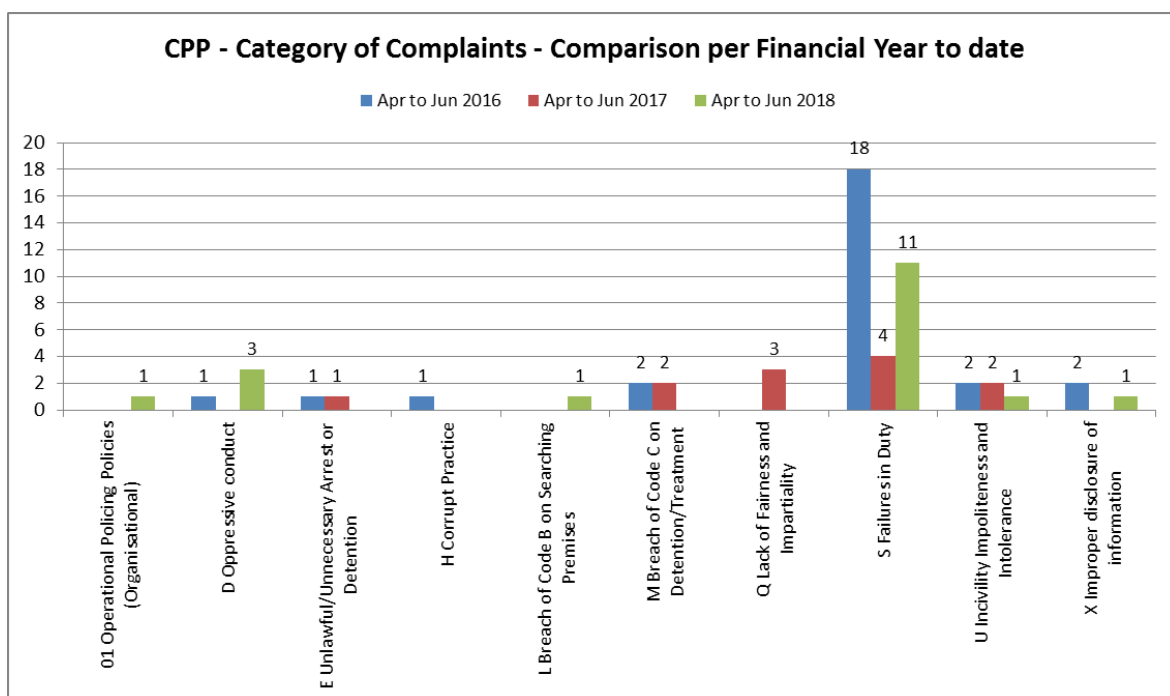
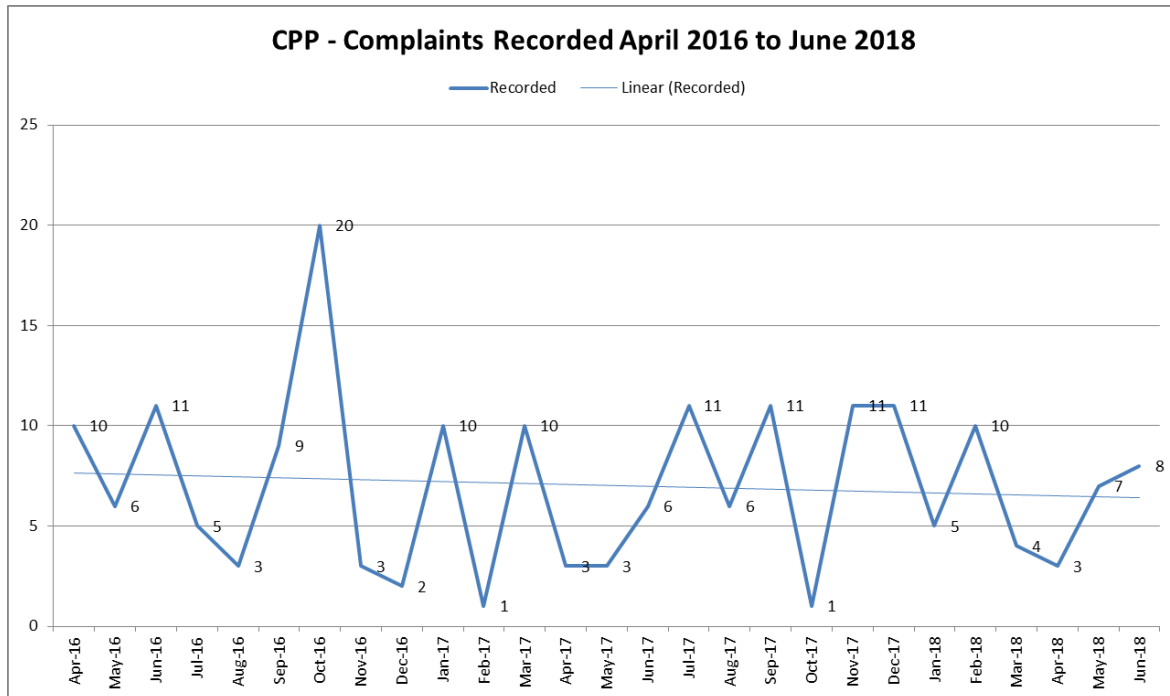
Cases Finalised – Timeliness and Outcomes:

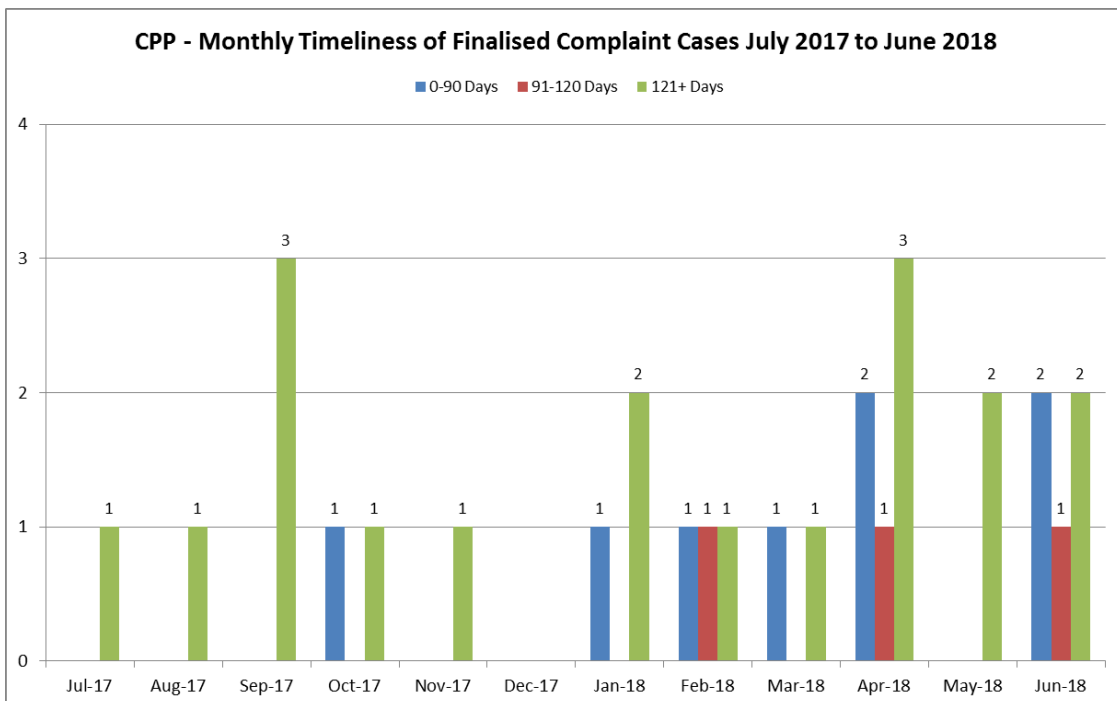
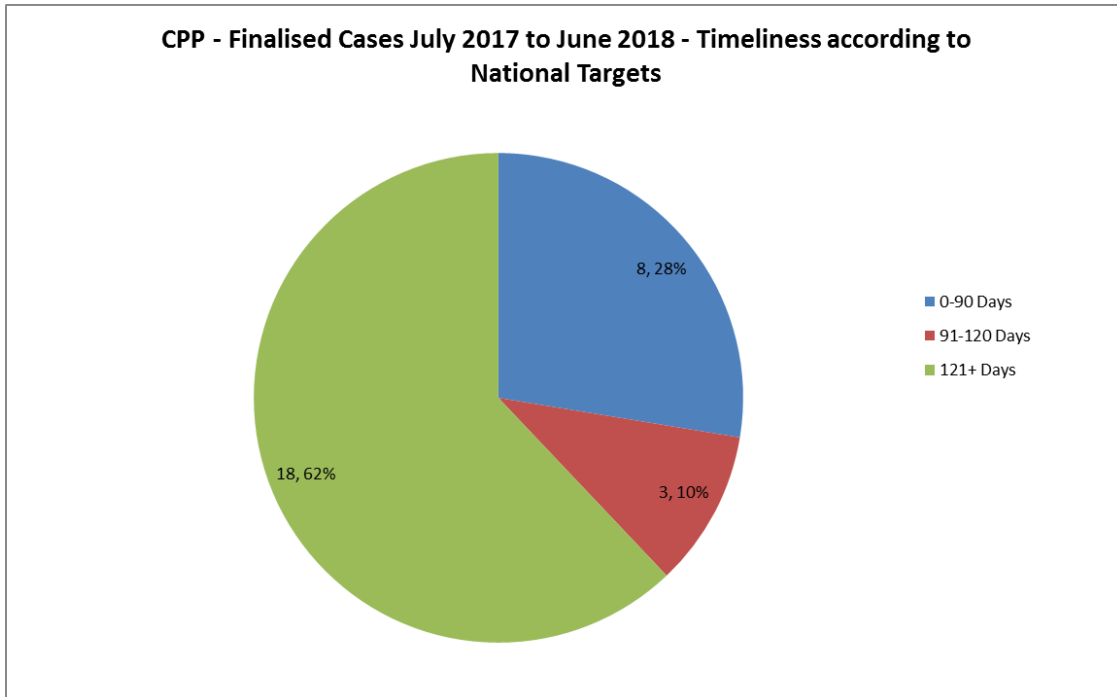
There are 18 cases shown as finalised between July 2017 and June 2018 under CM Command:

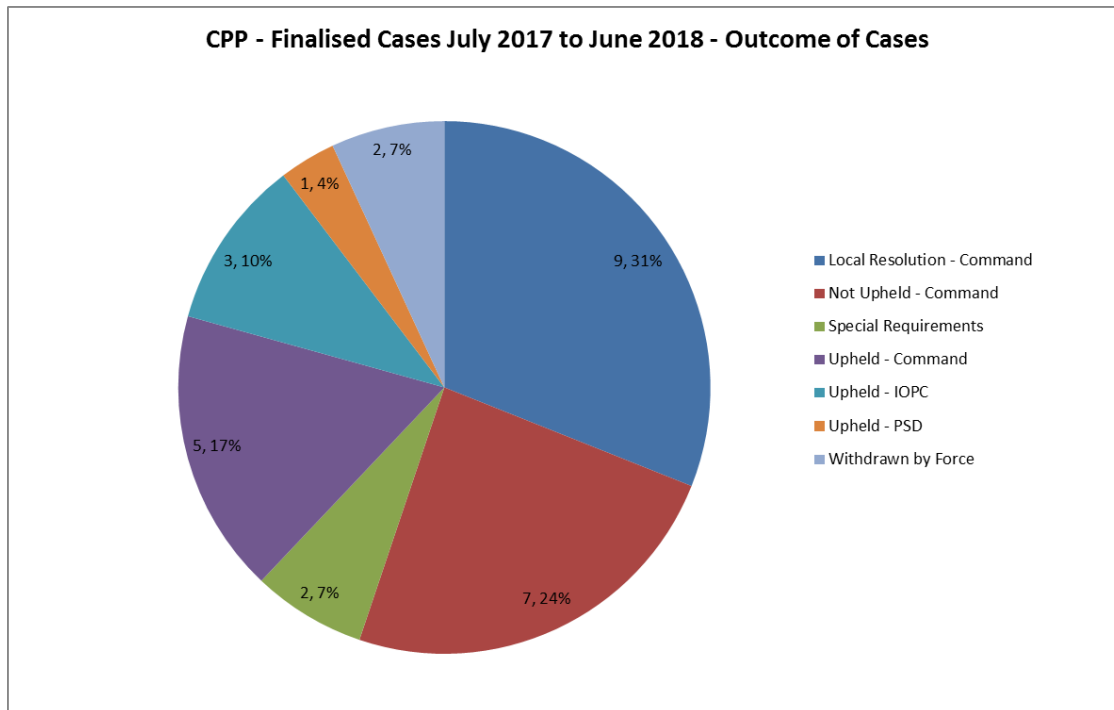


Outcomes – 16 cases were Local Resolution by Command, one Not Upheld by Command, the other was Upheld by Command (resulting in No Action).

Crime & Public Protection Command







Counter Terrorism Command

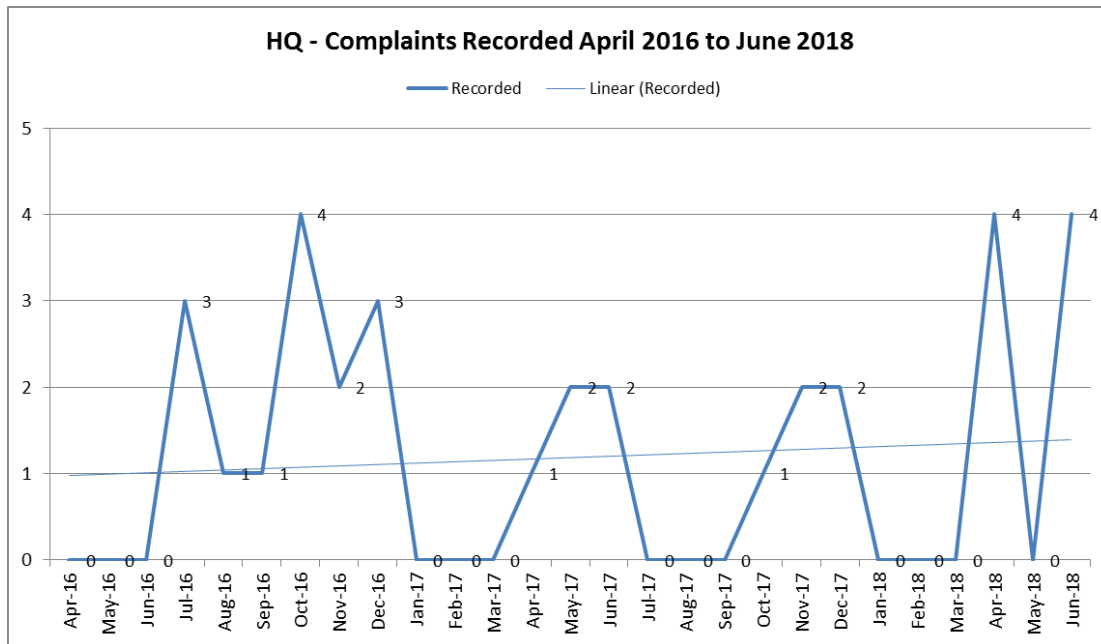
There have only been four complaints recorded for CT Command since April 2016. Two were under the same case in August 2017, categories of F Discriminatory Behaviour and U Incivility.

The other two were under the same case in June 2018 under categories of S Failure in Duty and Operational Policing Priorities.

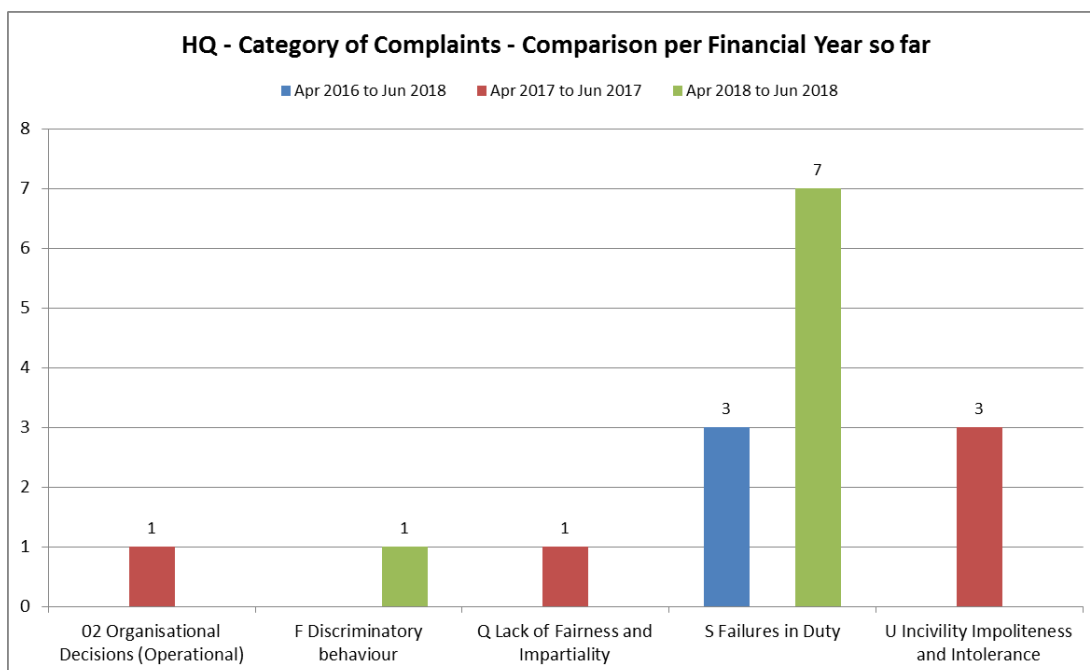
Finalised Cases:

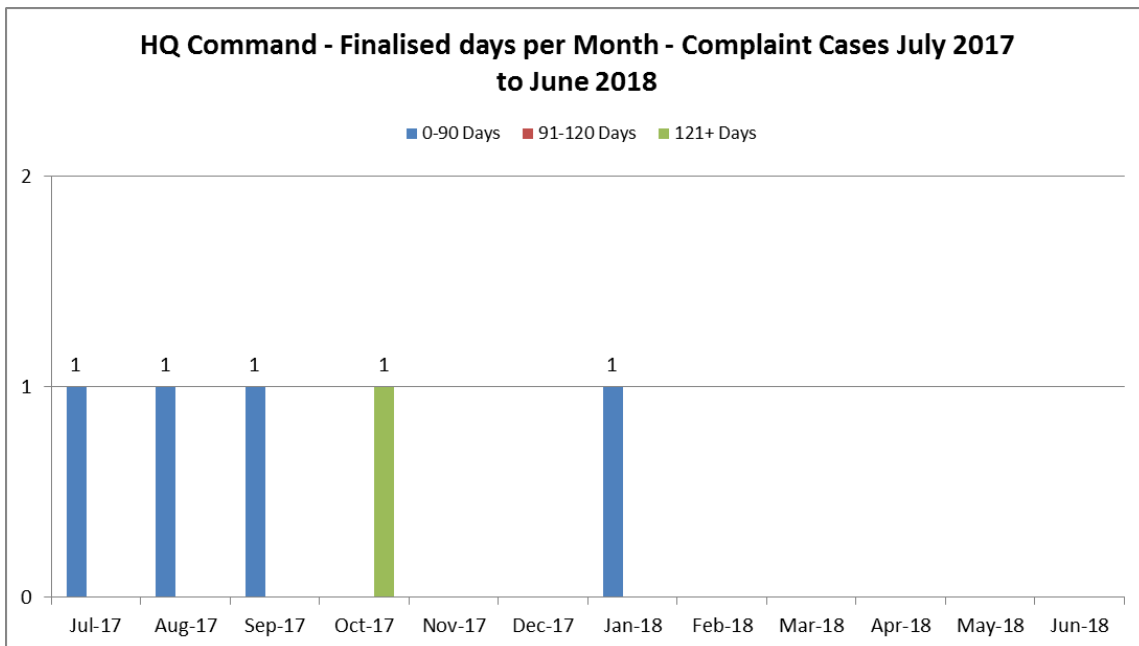
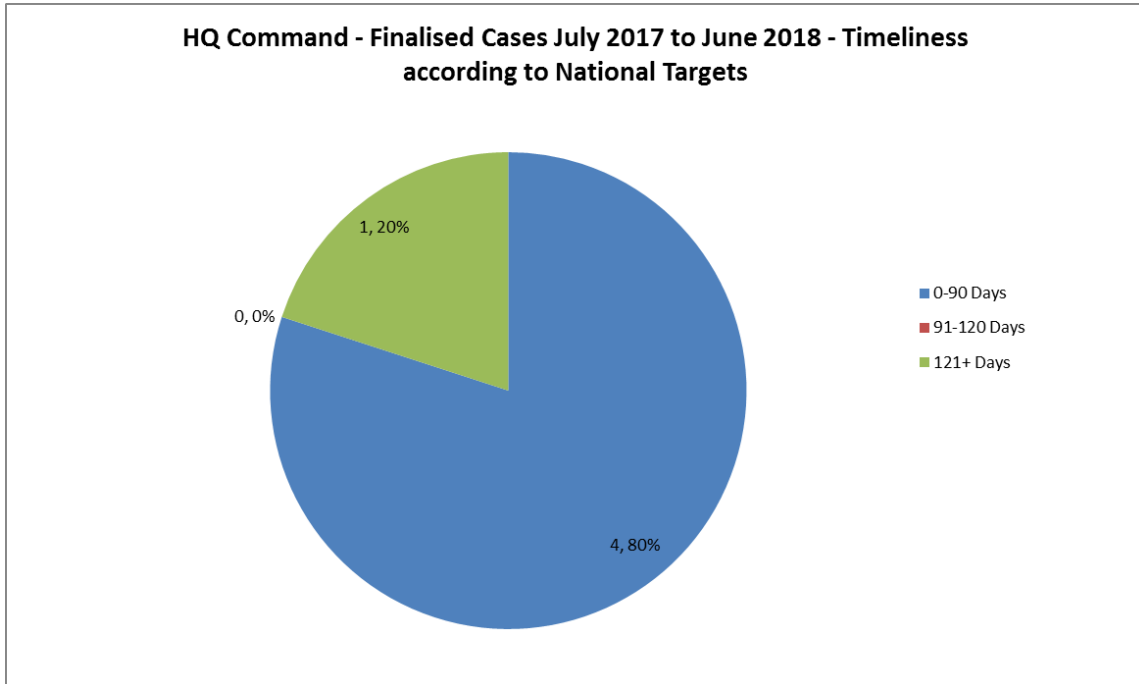
There has been one case finalised under CT in the last 12 months, which is the case recorded in August 2017, finalised in February 2018 (Not Upheld, No Action, finalised in 147 days).

HQ Directorate

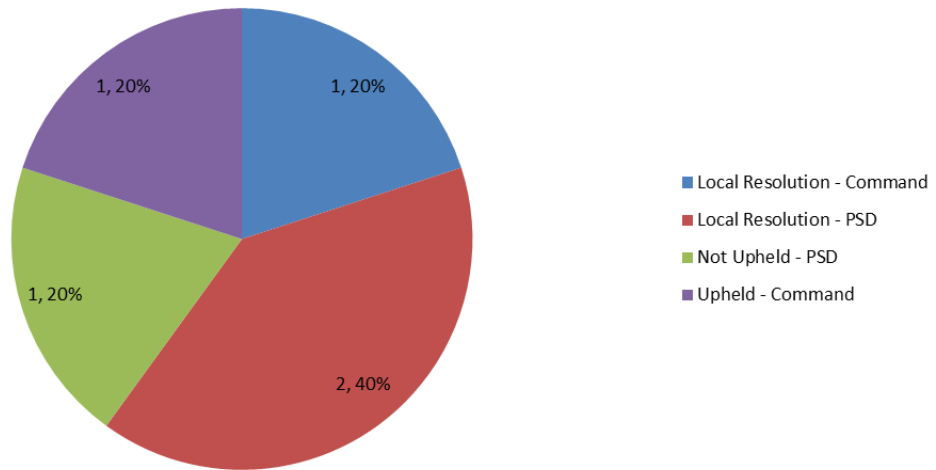


There have been eight complaints recorded under HQ Command so far in 2018/2019 (within five cases), mostly Failure in Duty (Chief Officers, Strategic Change and PSD), and also one Discriminatory Behaviour (PSD).

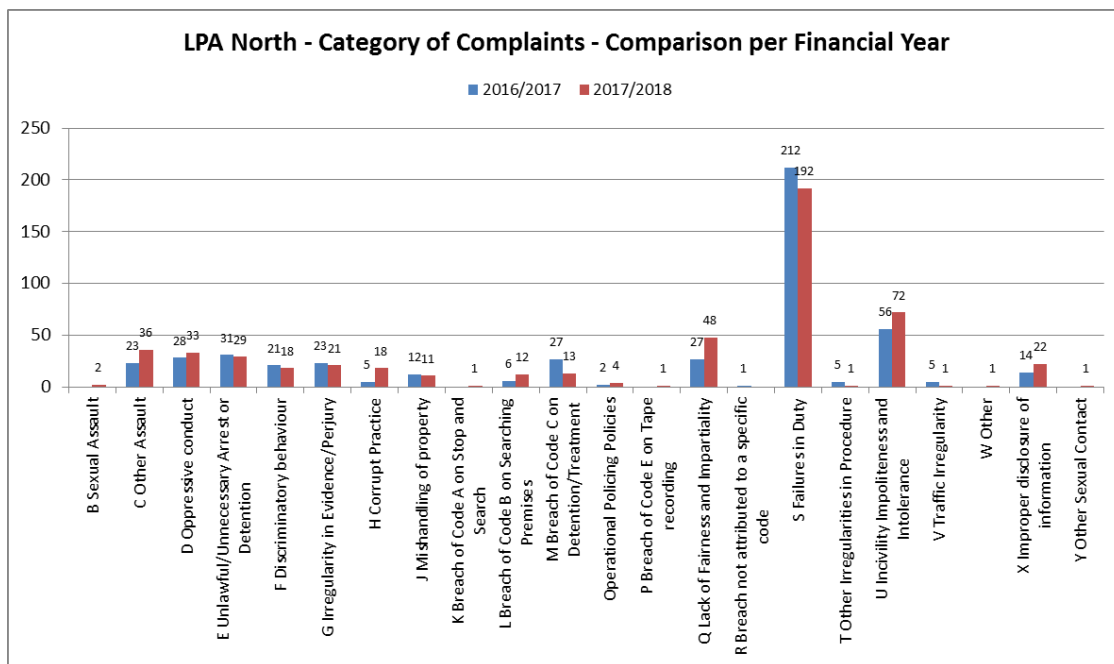
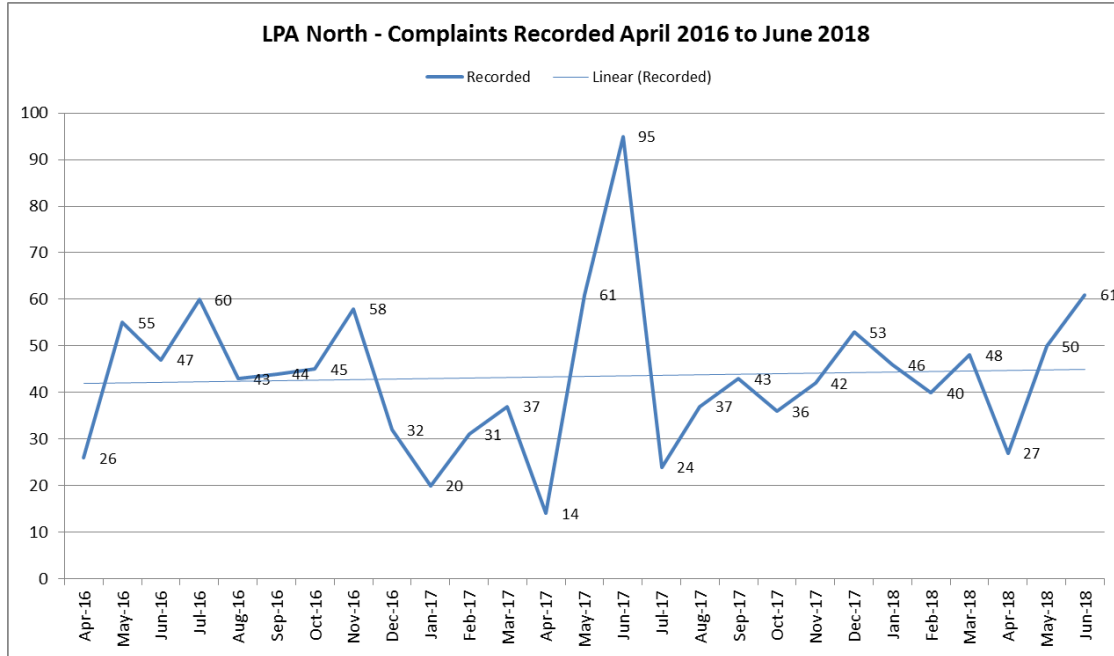


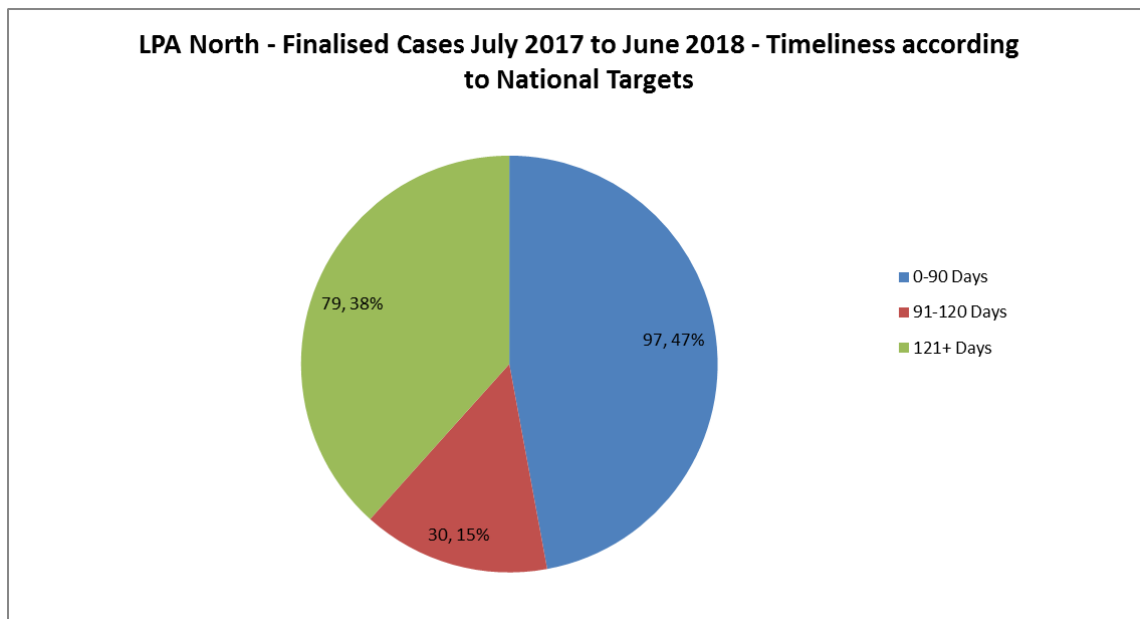
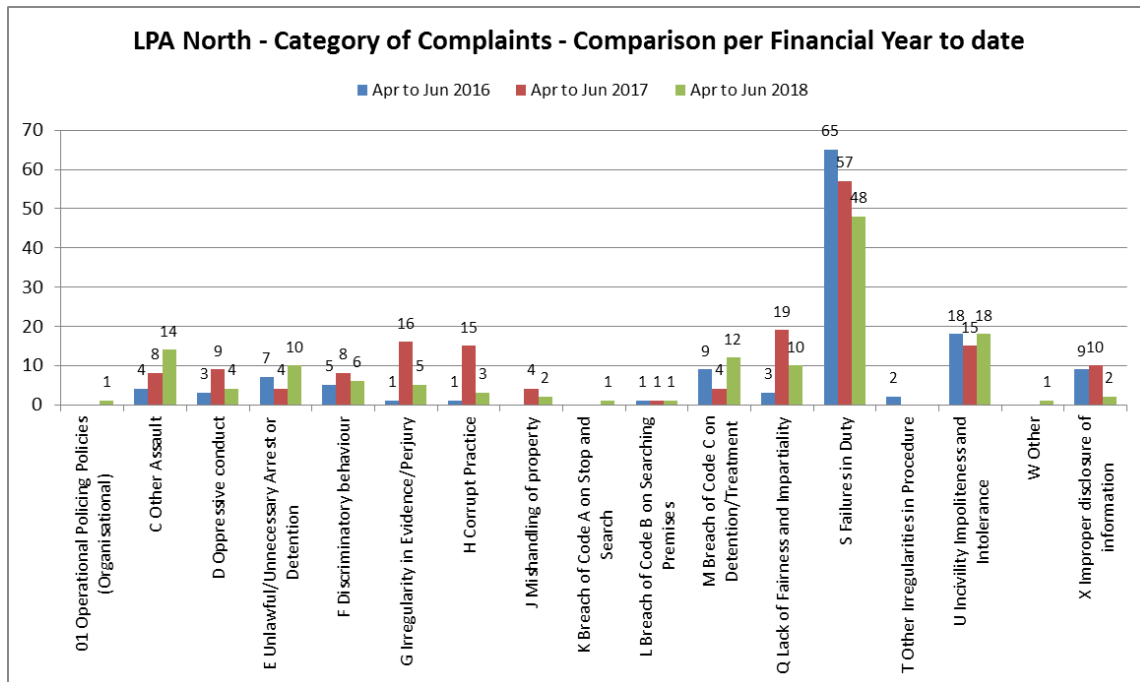


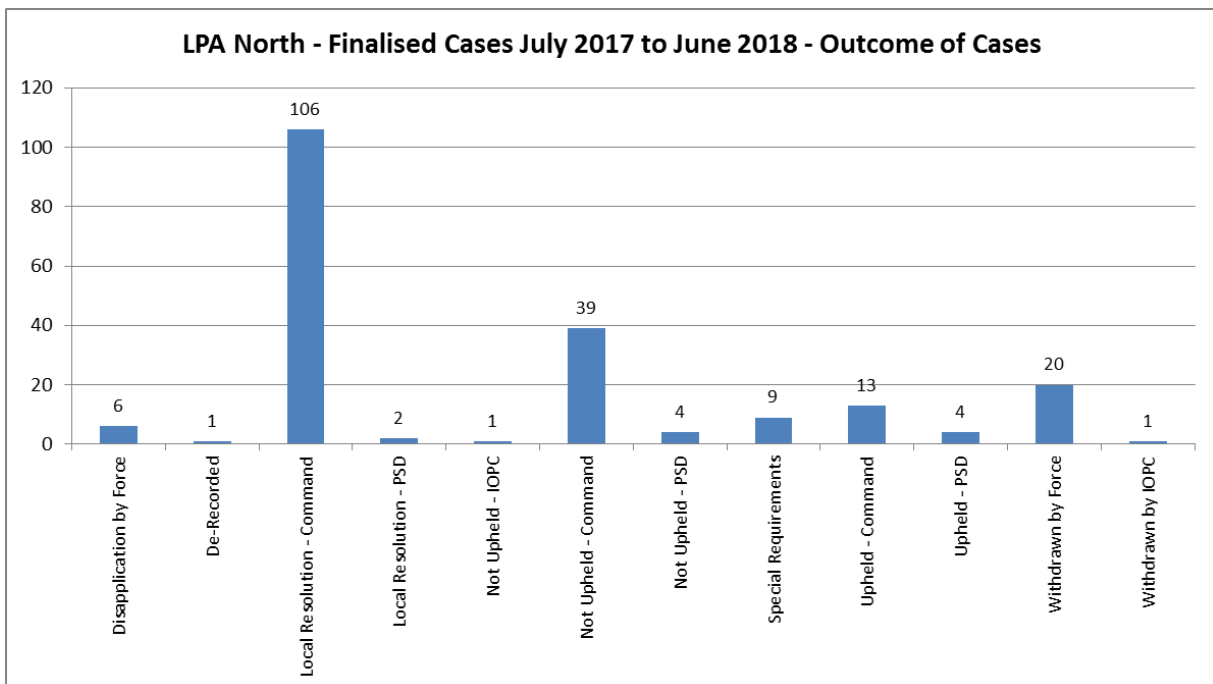
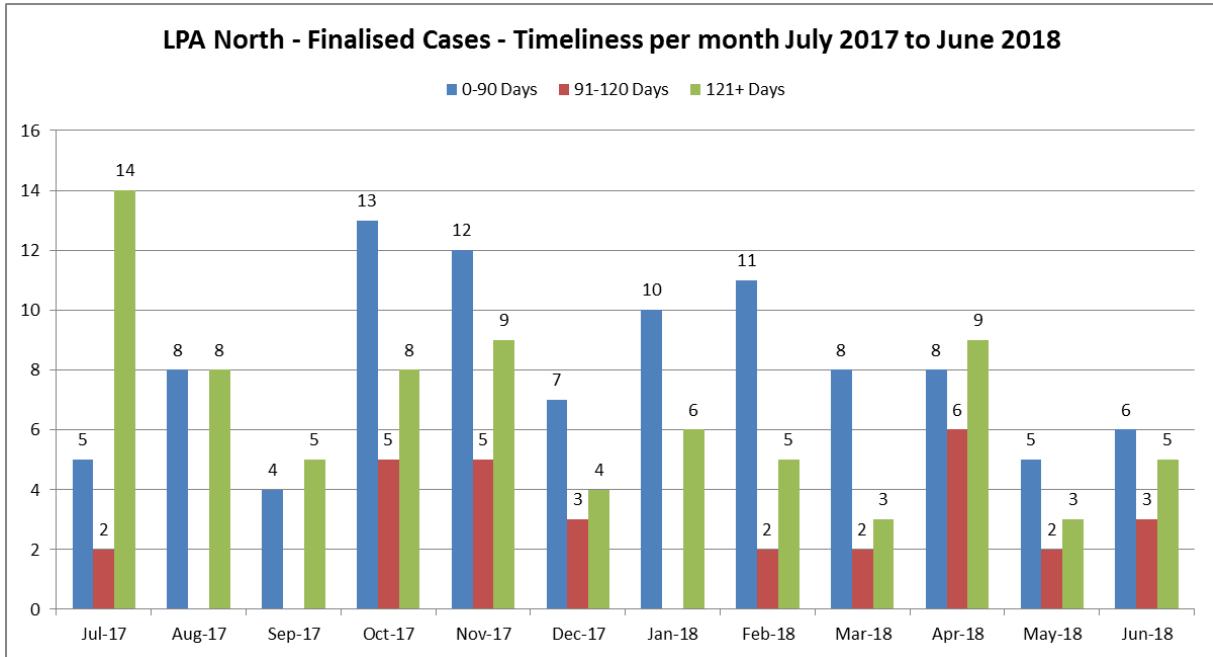
HQ Command - Finalised Cases July 2017 to June 2018 - Outcomes of Cases



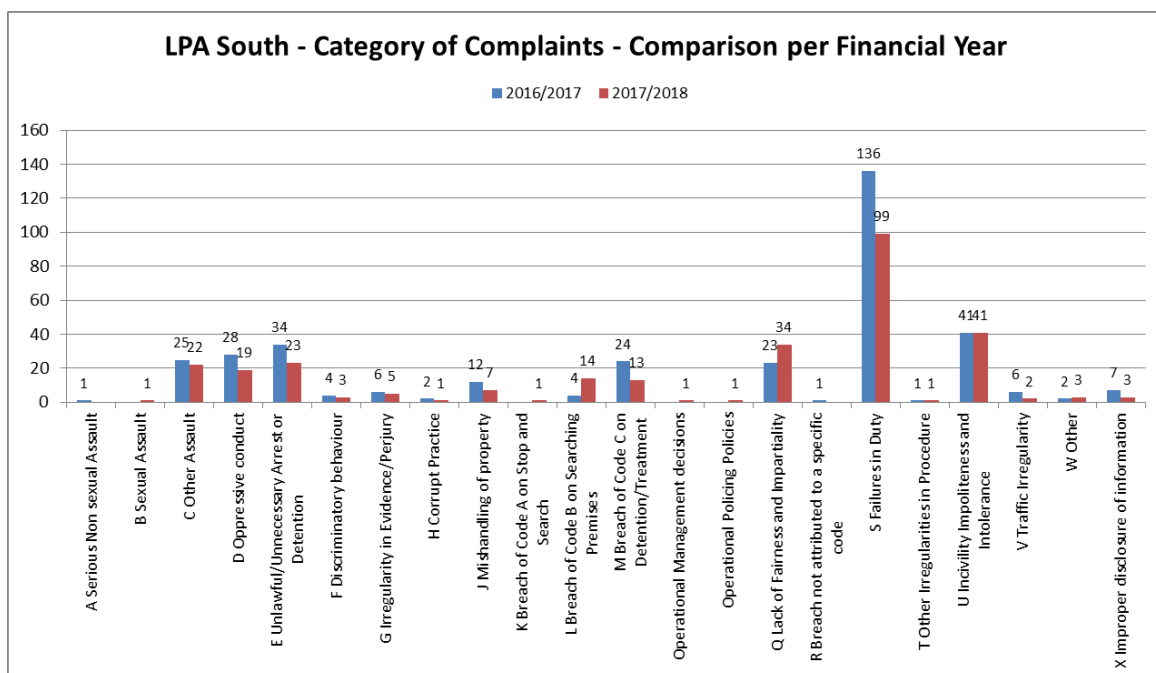
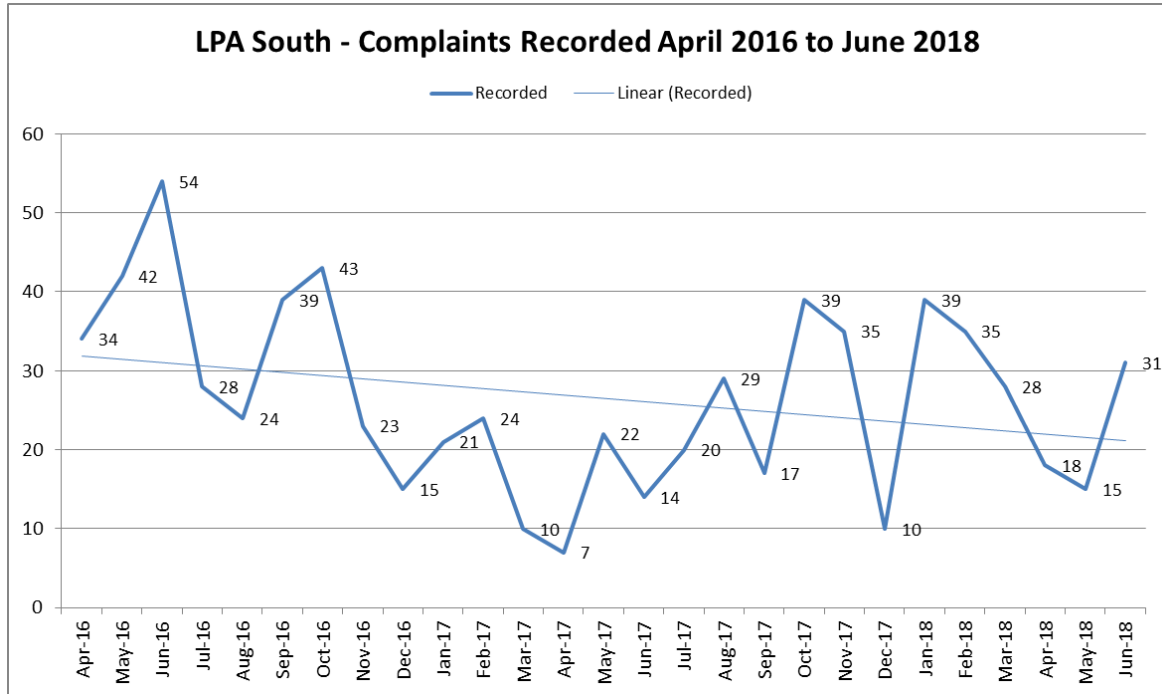
Local Policing Area – North

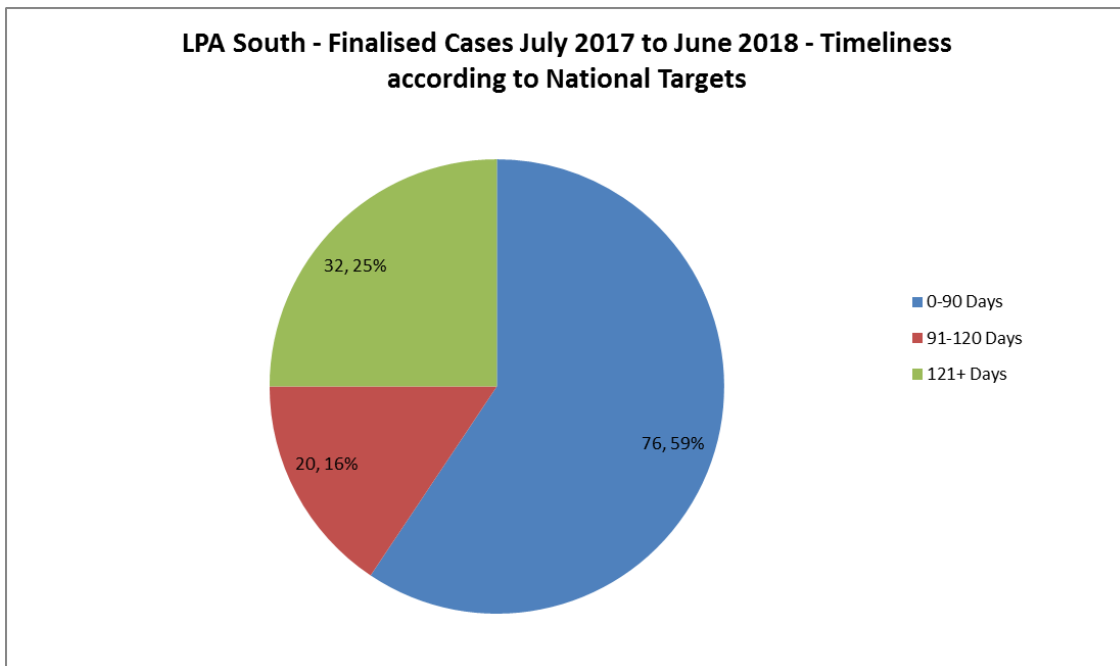
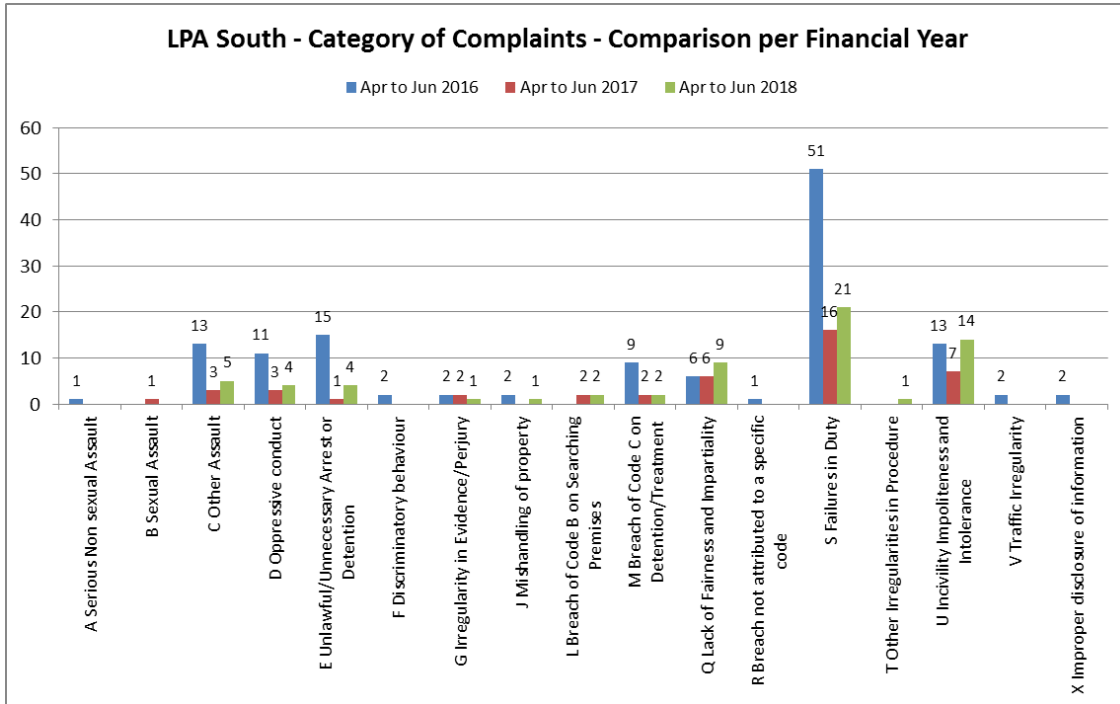


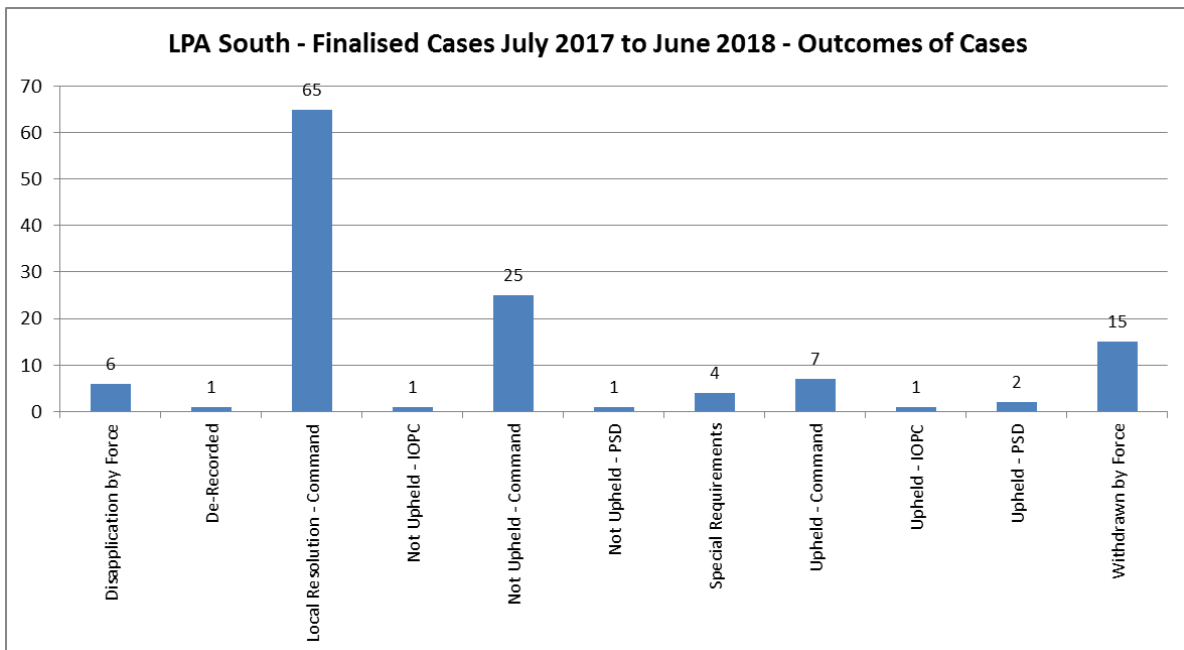
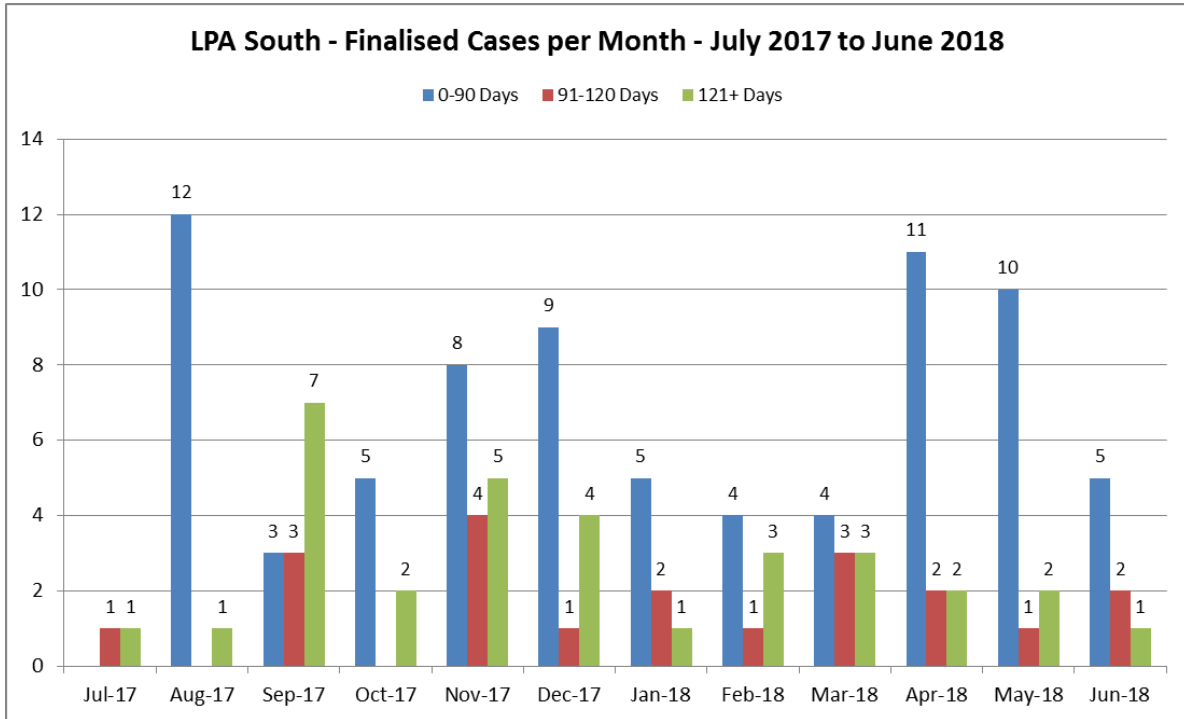




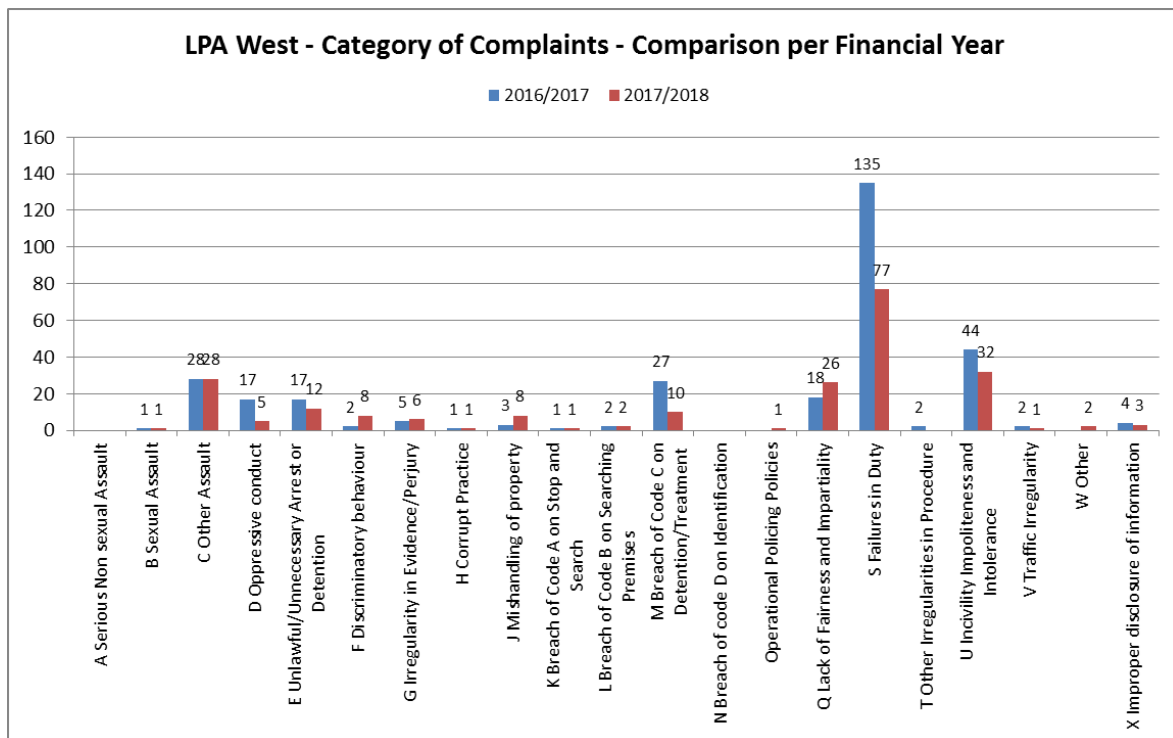
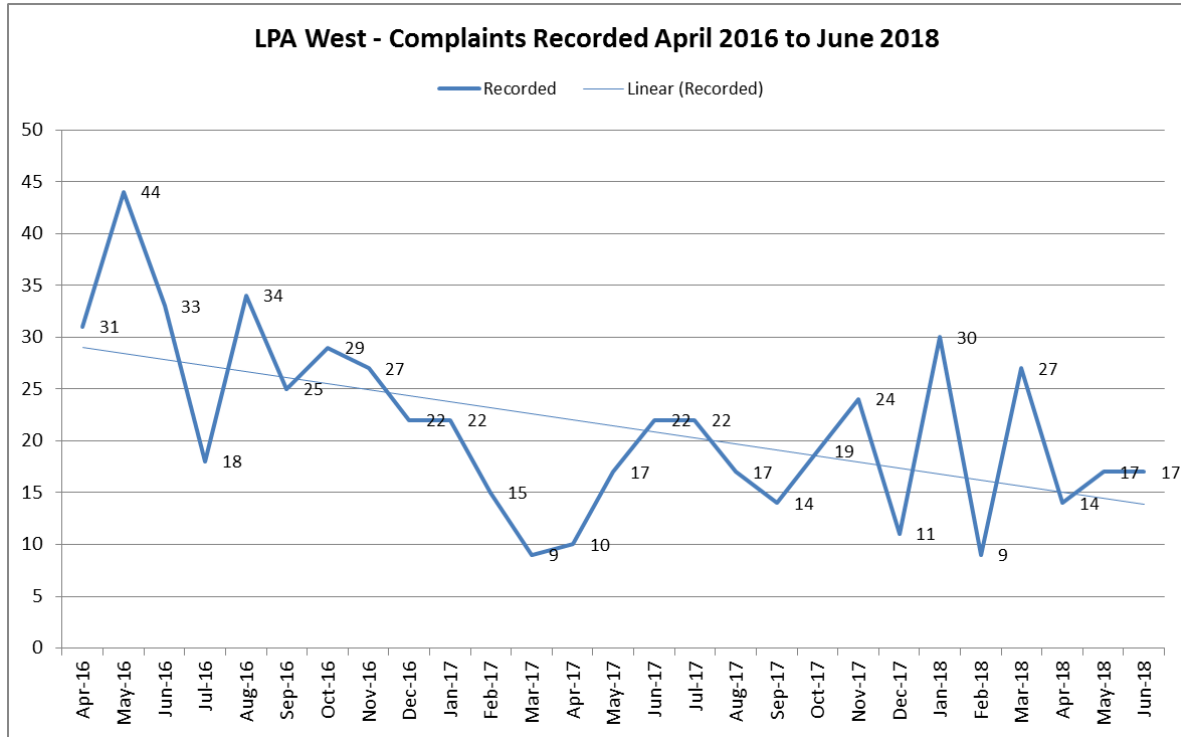
Local Policing Area - South

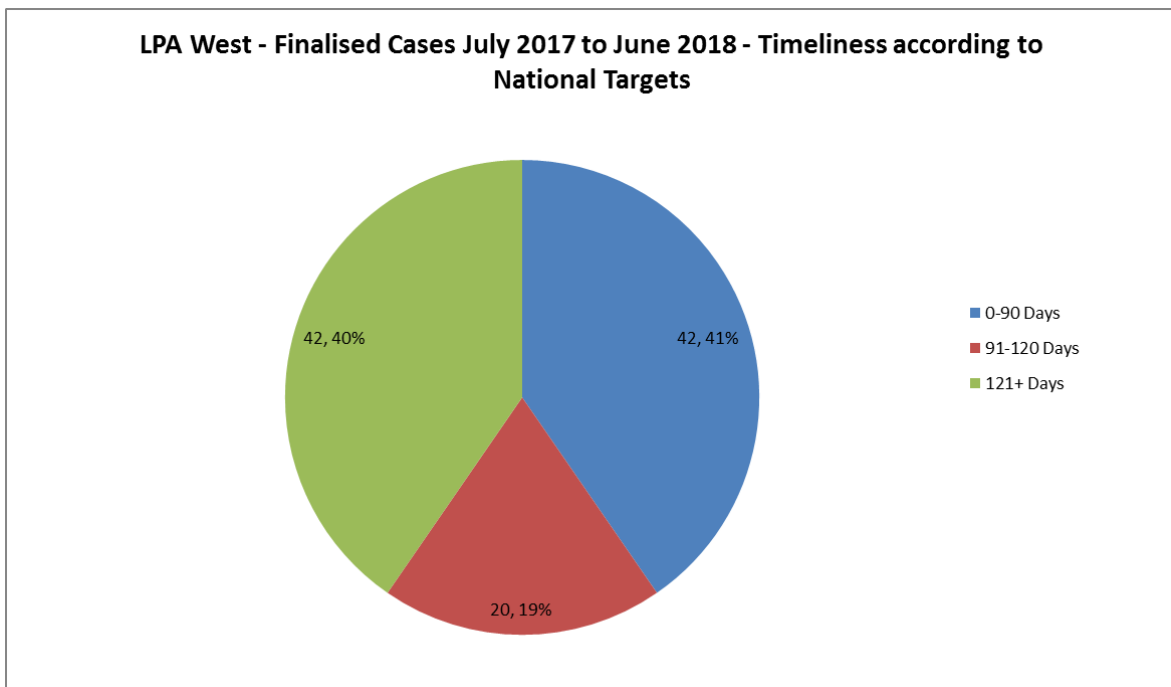
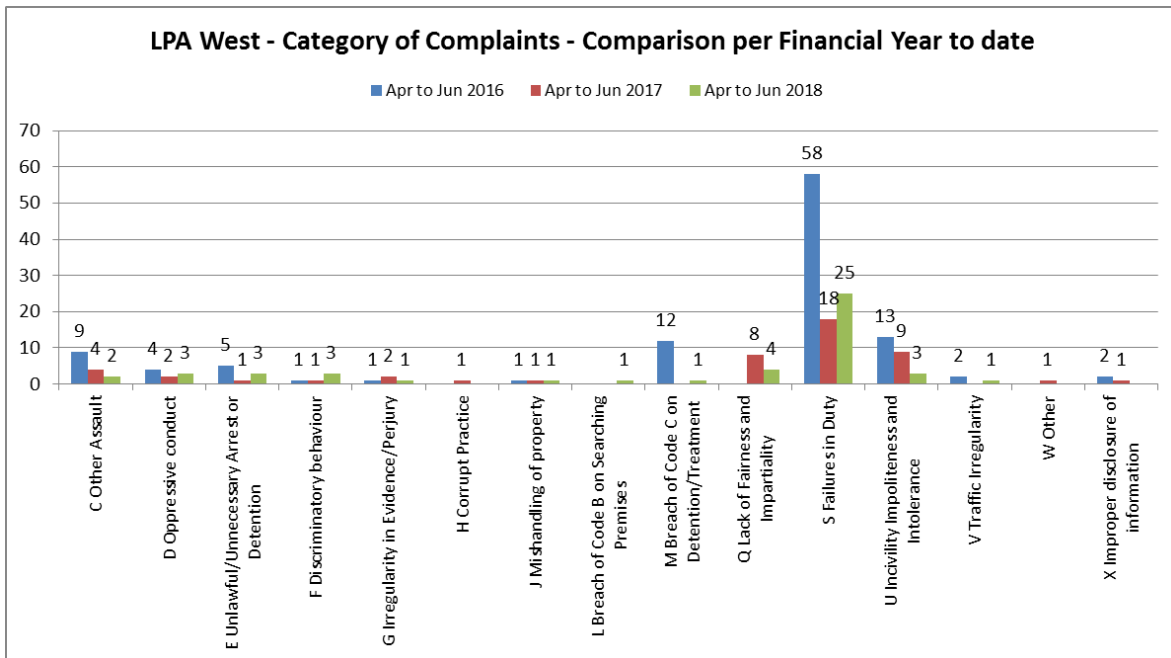


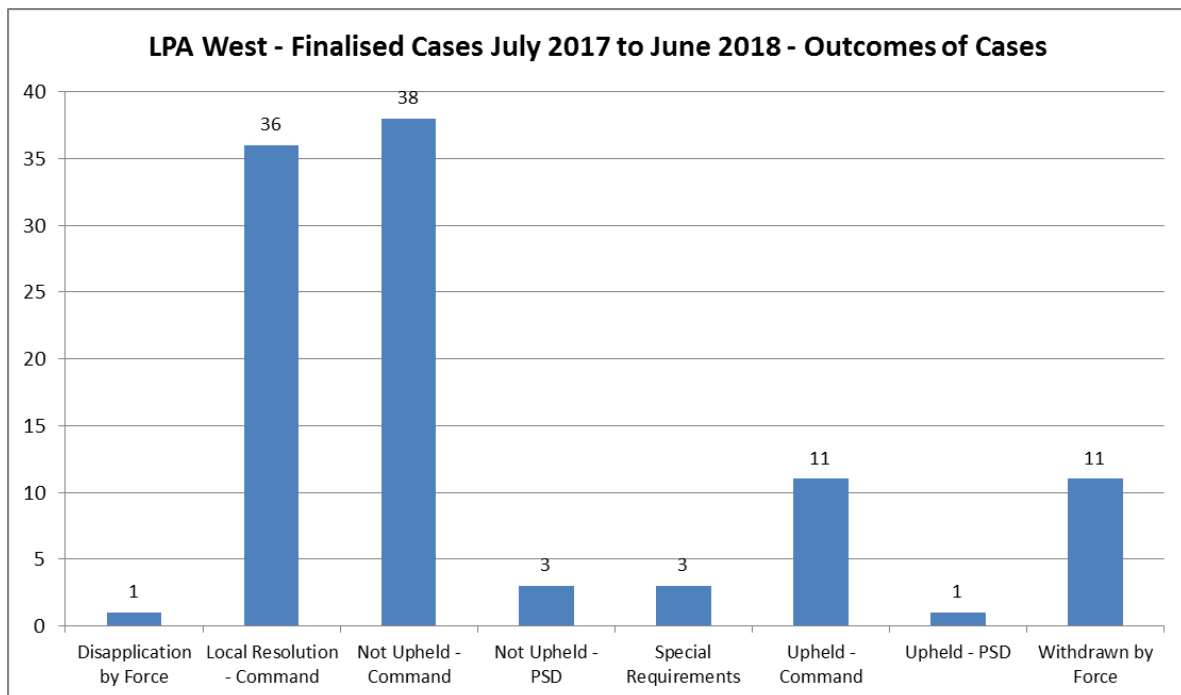
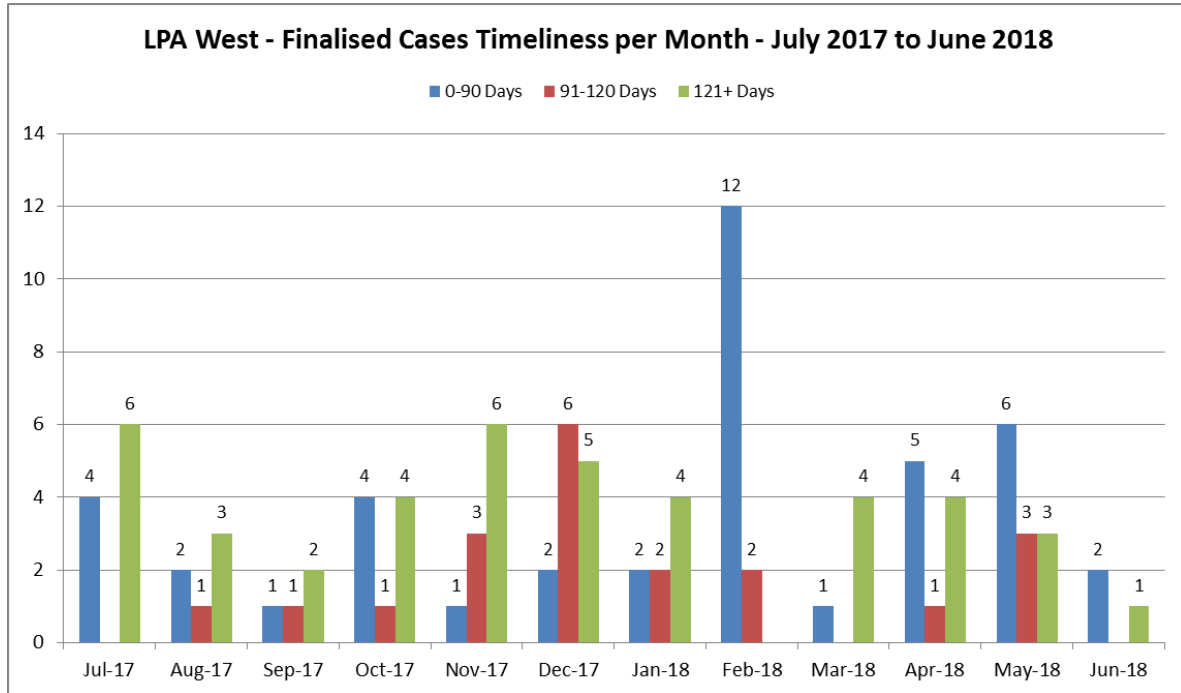




Local Policing Area - West

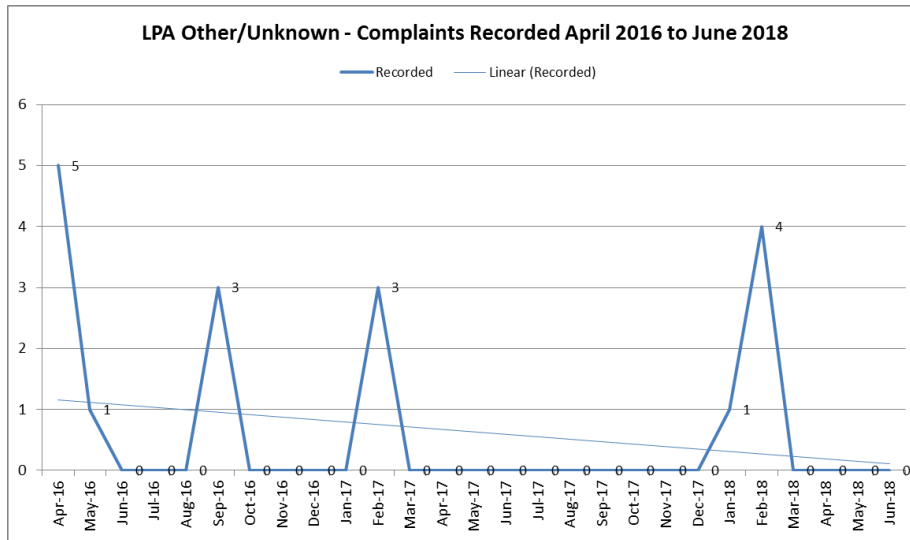




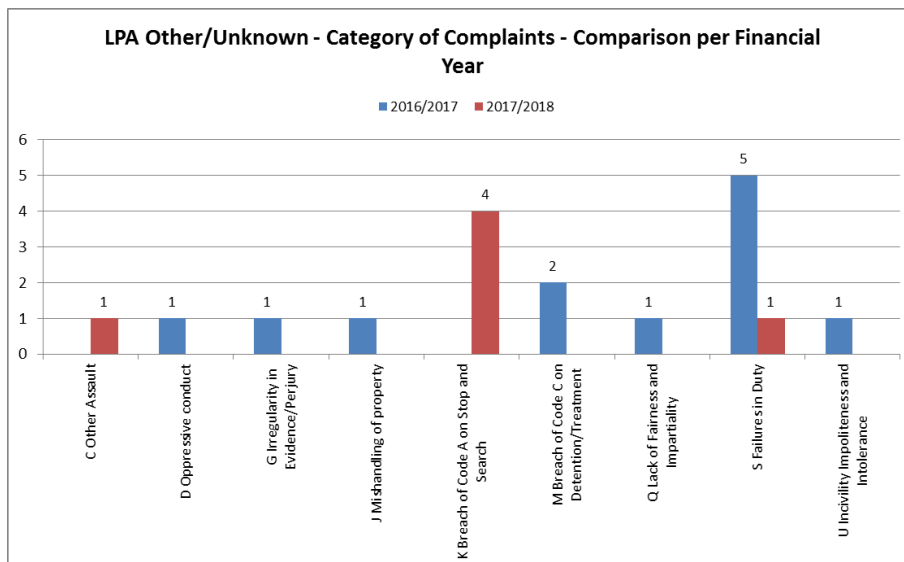


LPA Other/Unknown

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 reduced greatly in 2017/2018.



There have been no complaints recorded for LPA Other/Unknown in April - June 2018, the graph below shows comparison of categories for the last two financial years.

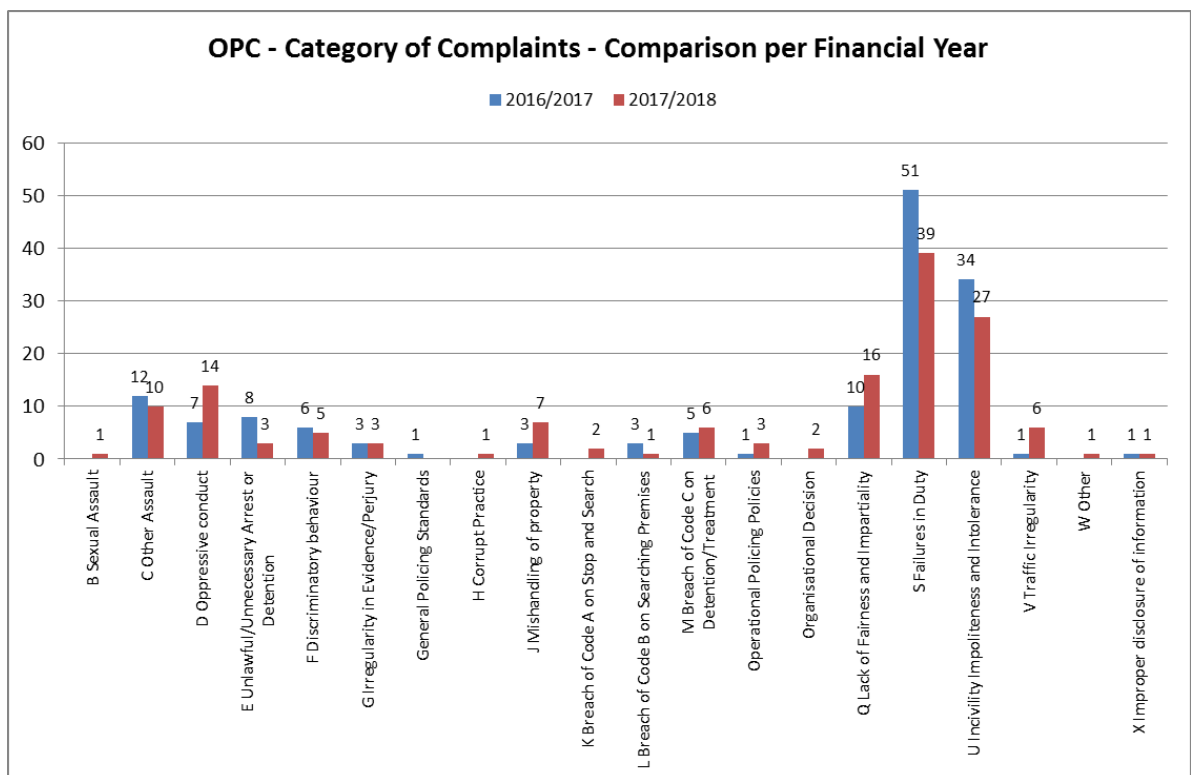
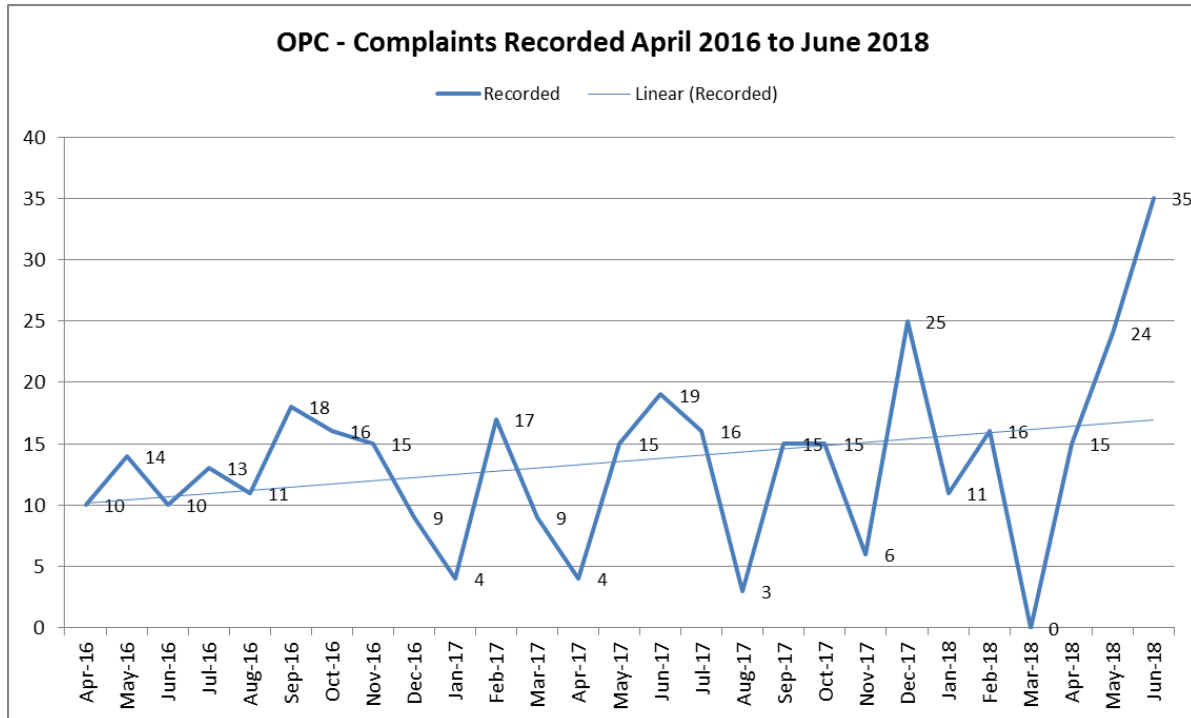


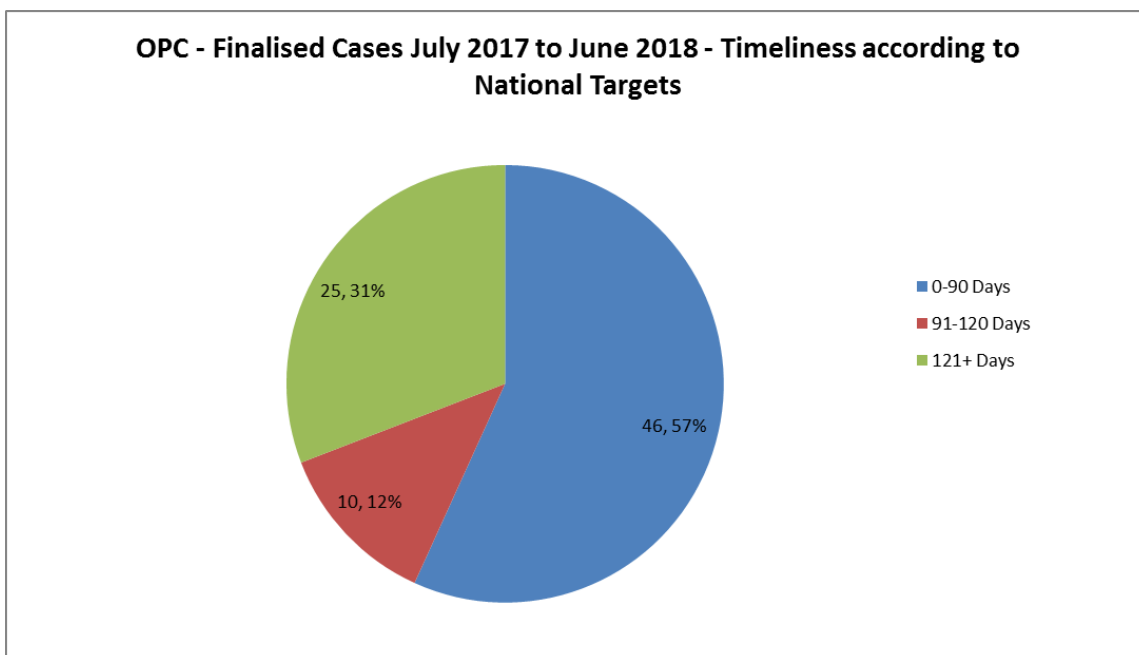
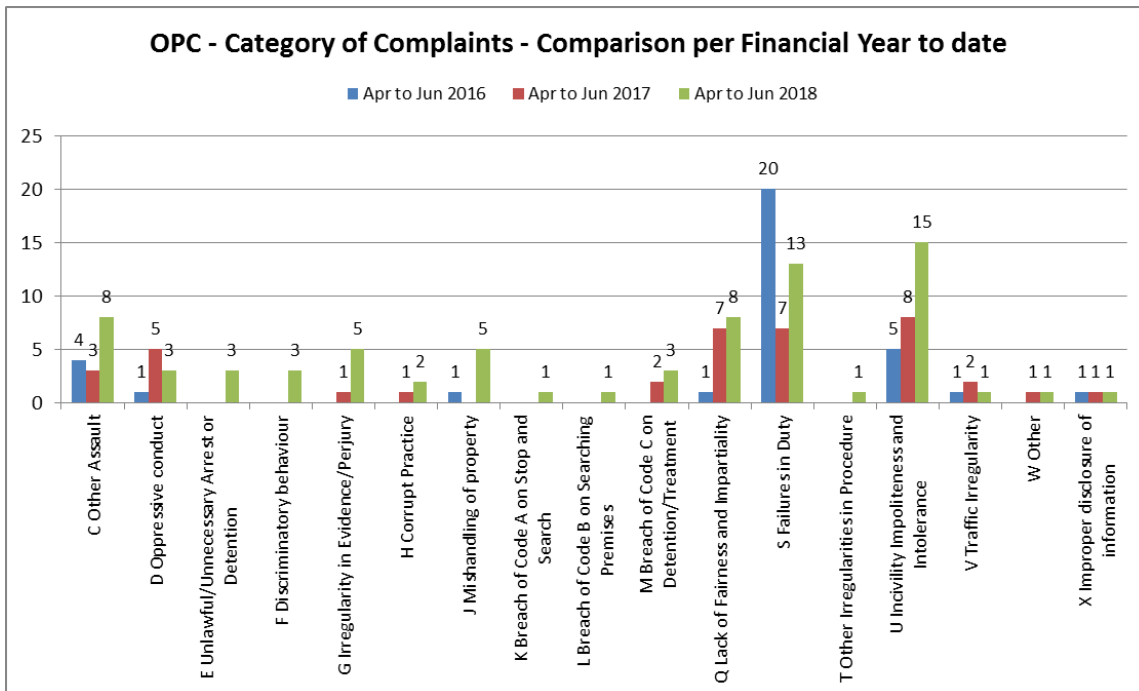
Timeliness and Outcomes:

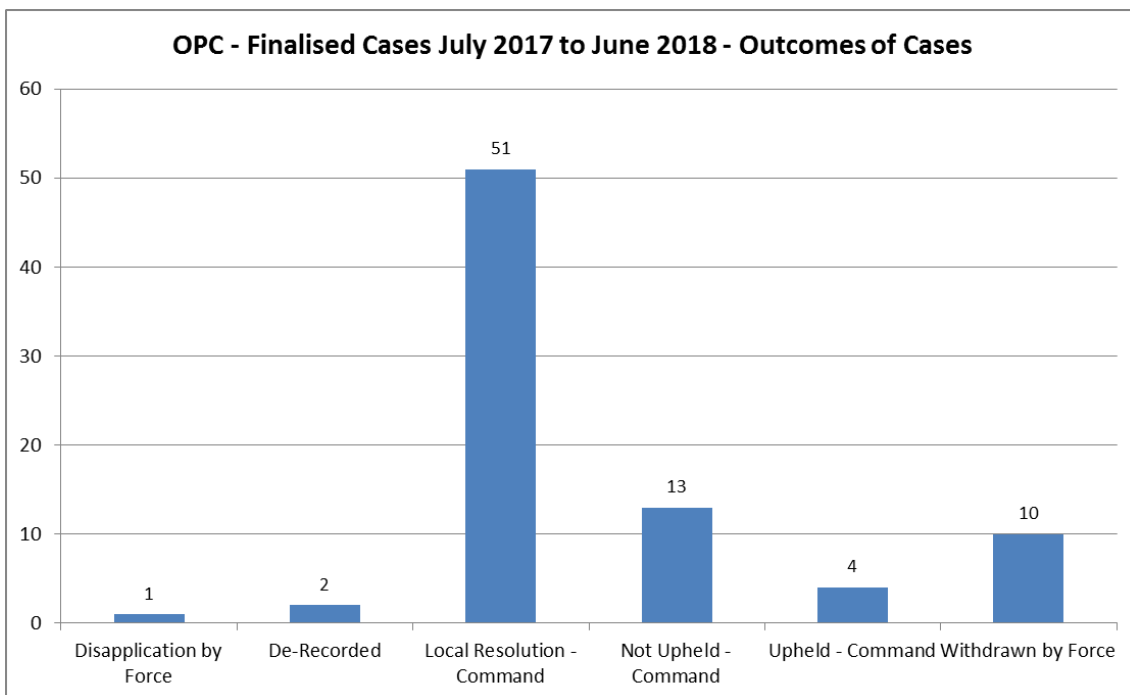
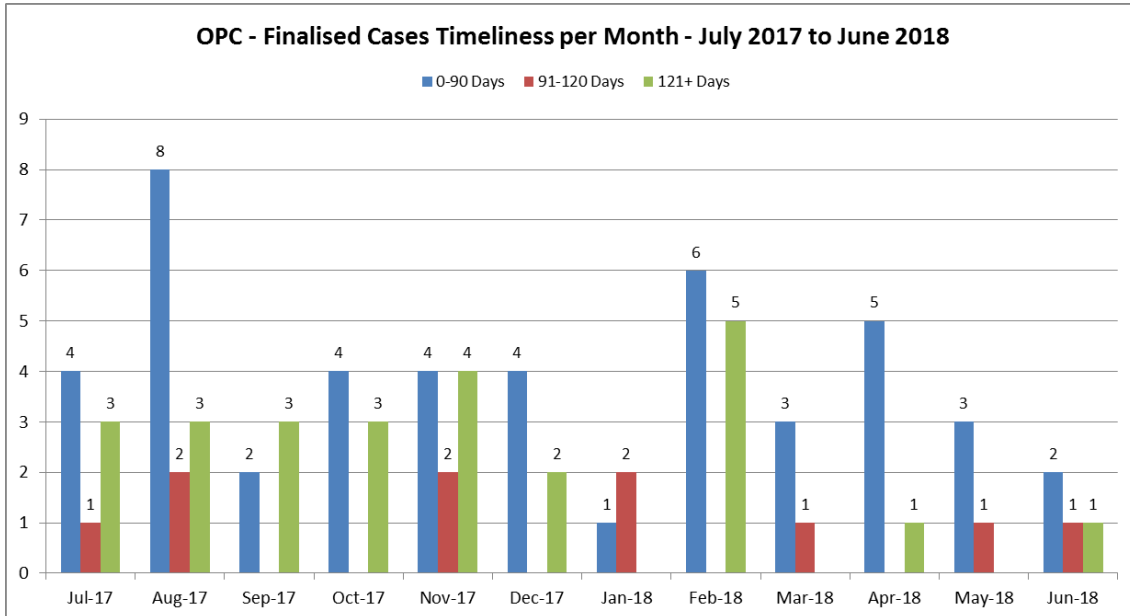
Of the three cases finalised in the last 12 months under LPA Other/Unknown, all had total days of over 120 days.

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

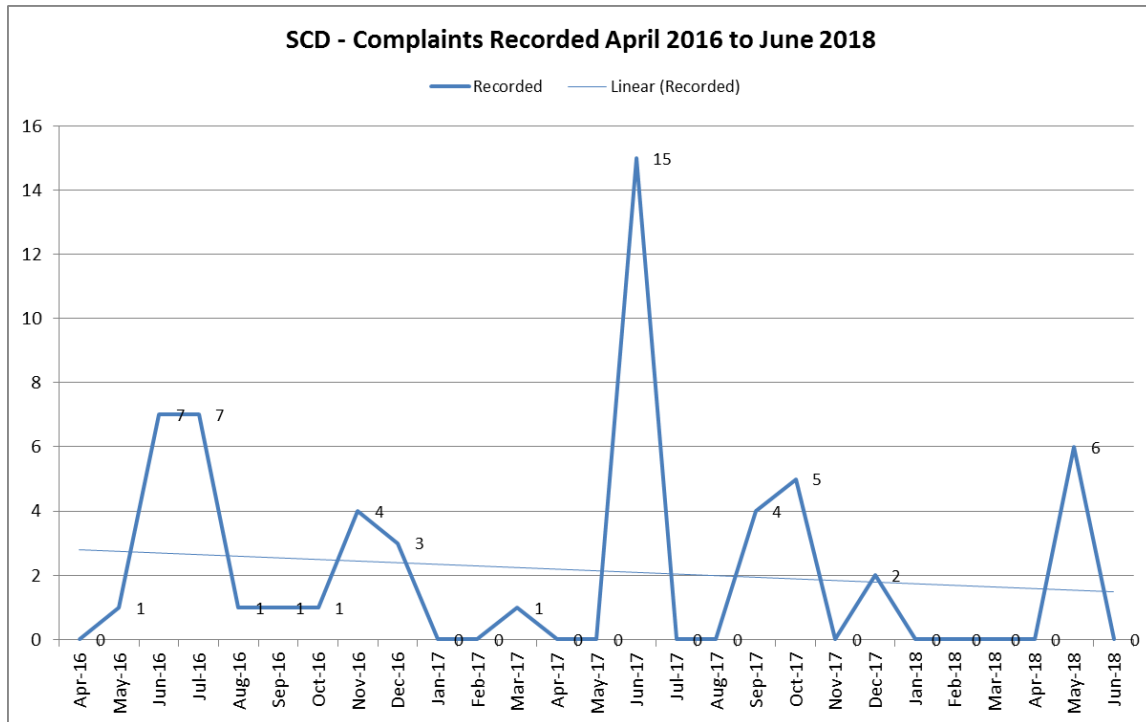
Operational Policing Command



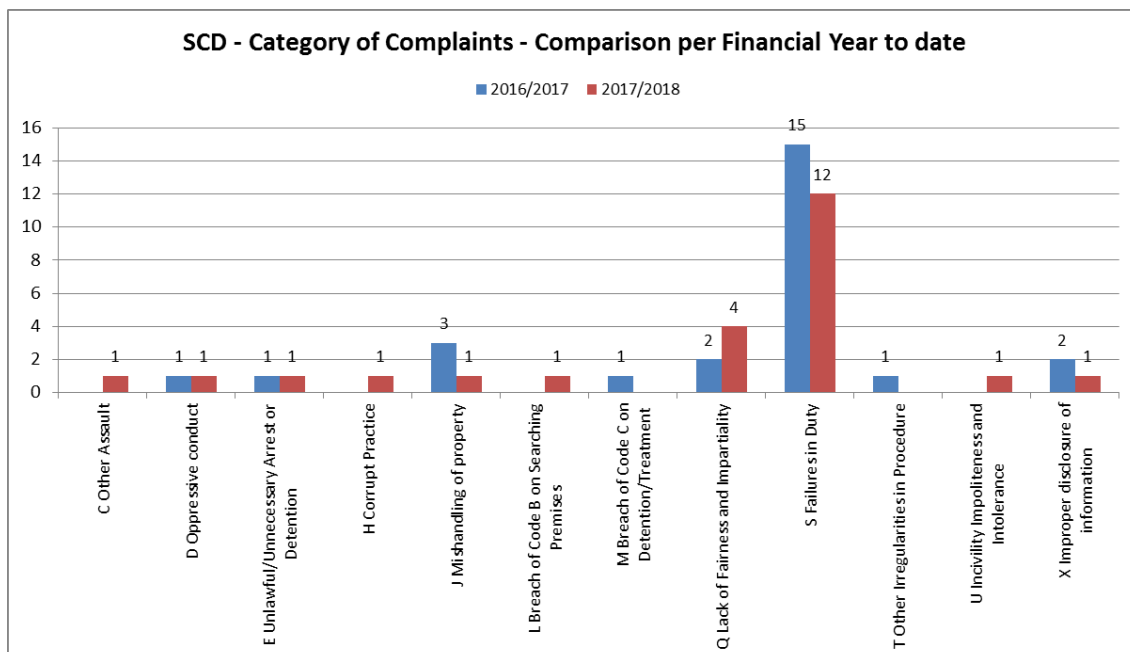




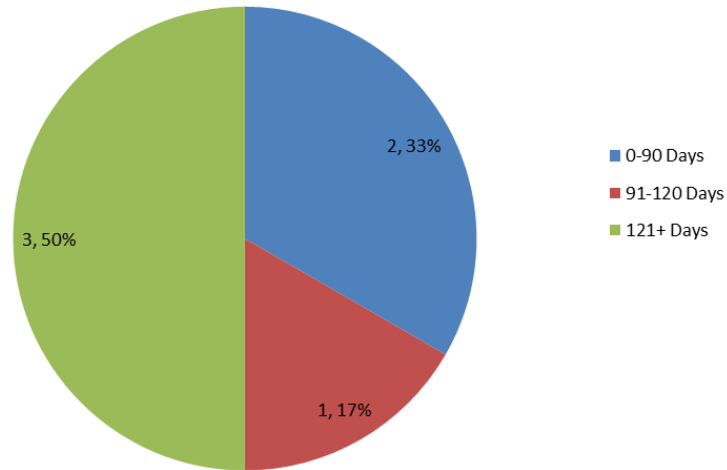
Serious Crime Directorate



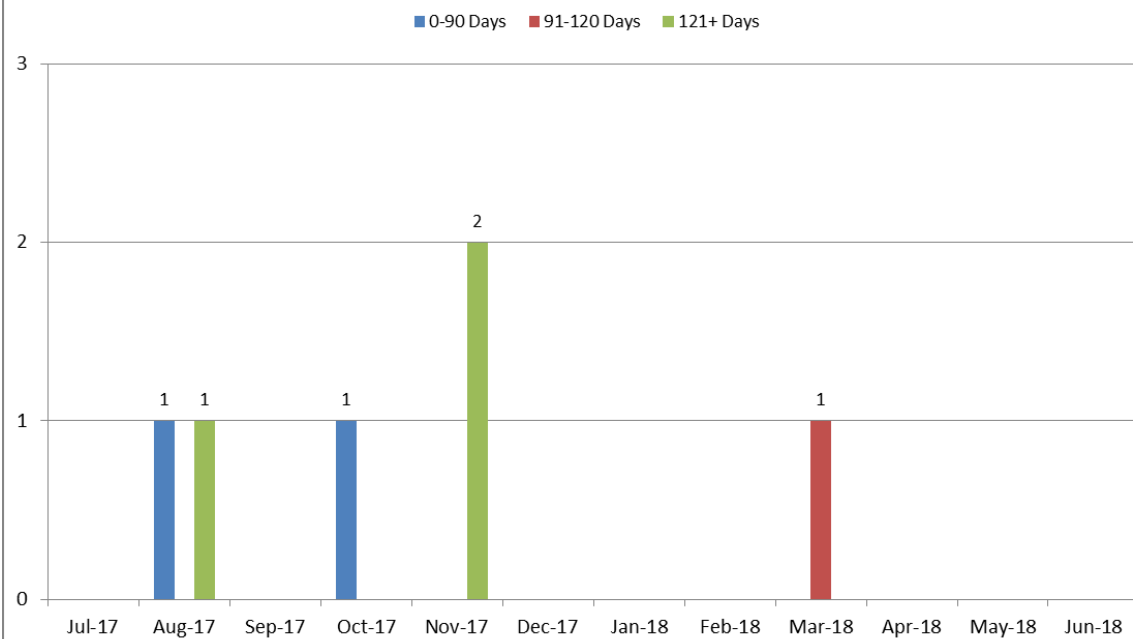
Complaints in SCD have been sporadic, there were six in May 2018 within three cases (categories of Failure in Duty, Incivility and Oppressive Conduct), there not having been any since December. The graph below shows a comparison of categories for the last two financial years.

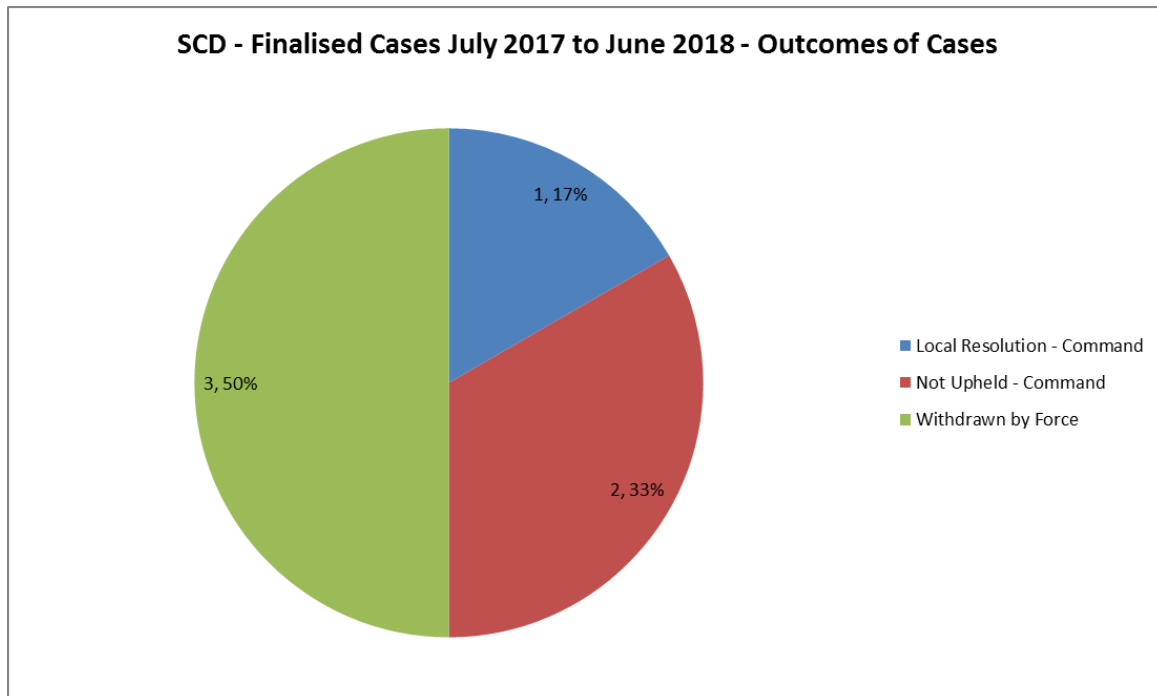


SCD - Finalised Cases July 2017 to June 2018 - Timeliness according to National Targets



SCD - Finalised Cases Timeliness per Month - July 2017 to June 2018





Support Services (SPS)

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

Four cases Recorded since April 2016:

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

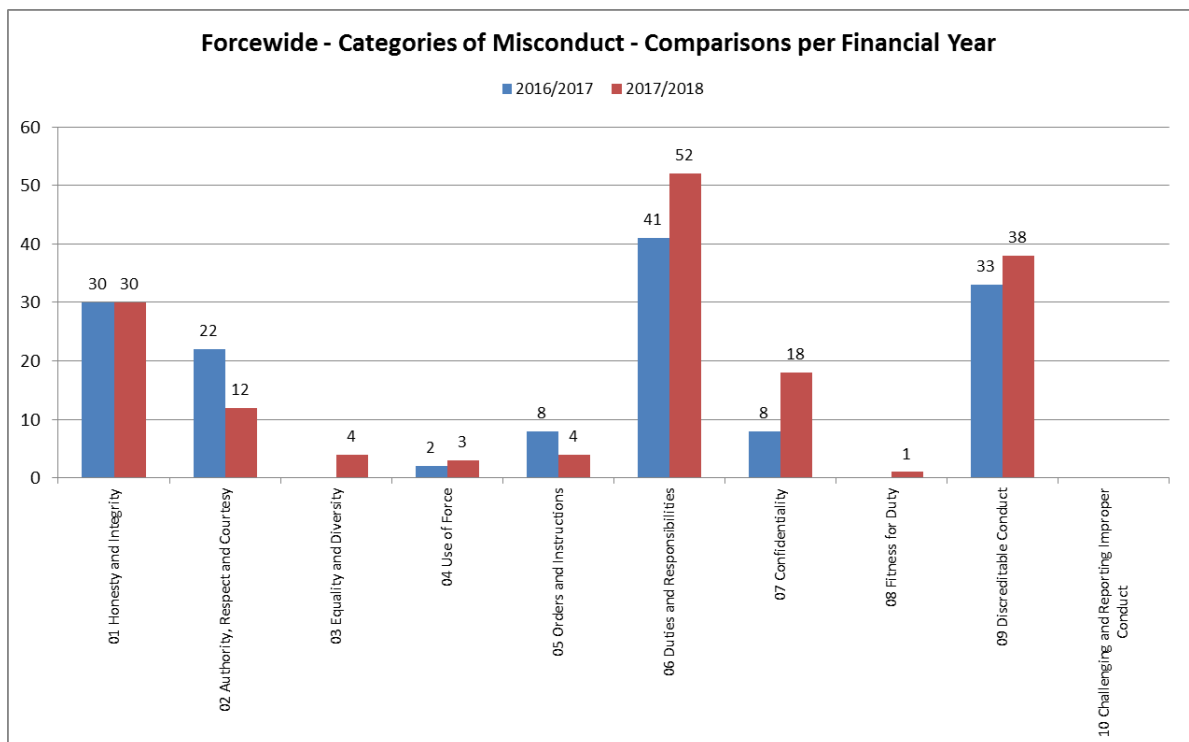
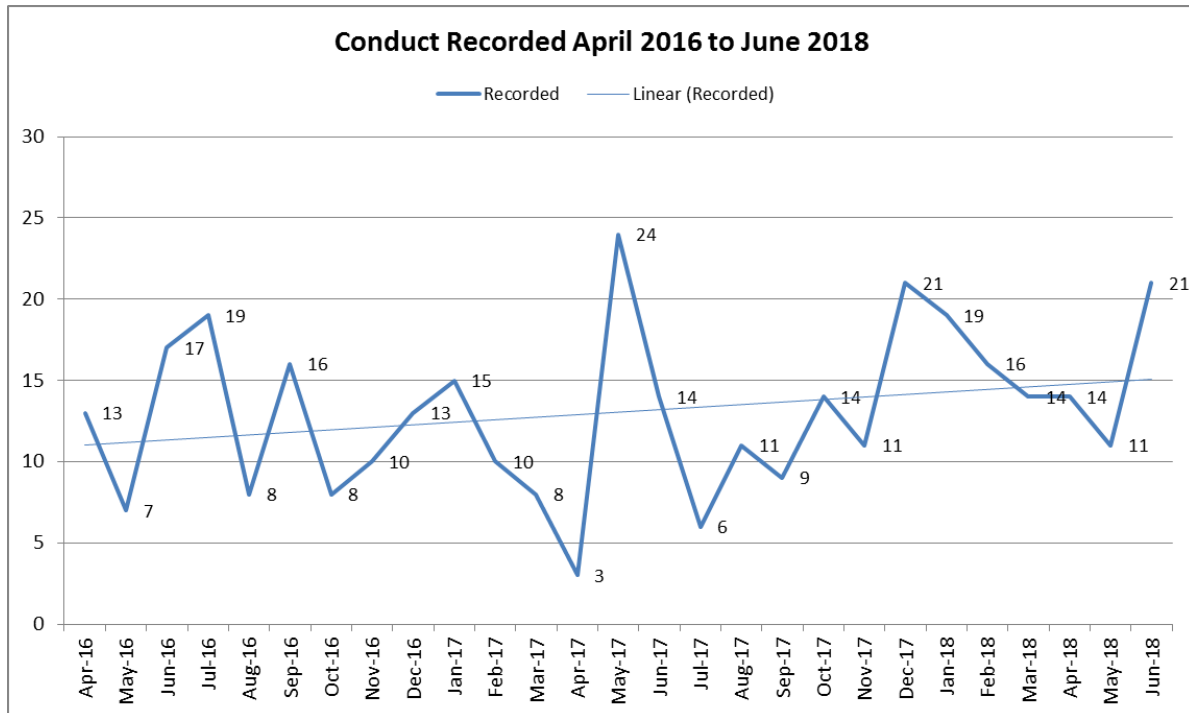
June 2017 – Incivility – HR & Training – Finalised in 47 Days, Outcome Local Resolution PSD.

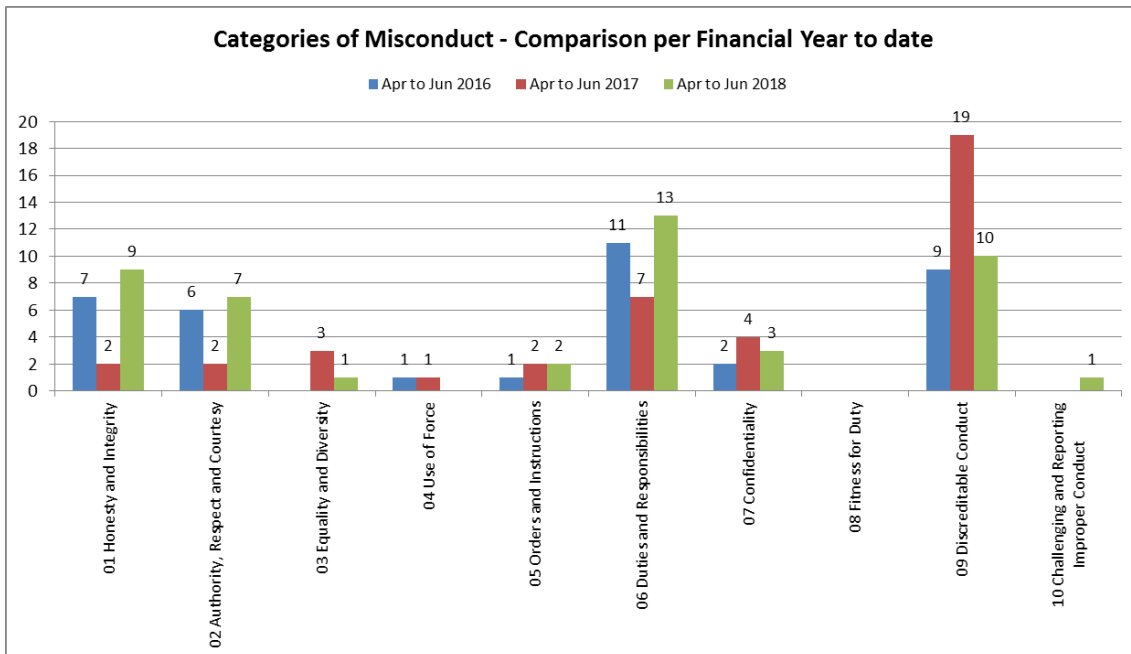
Sep 2017 – Other Assault and Breach of Code C on Detention/Treatment – HR & Training – Live.

April 2018 – Incivility - HR & Training – Live.

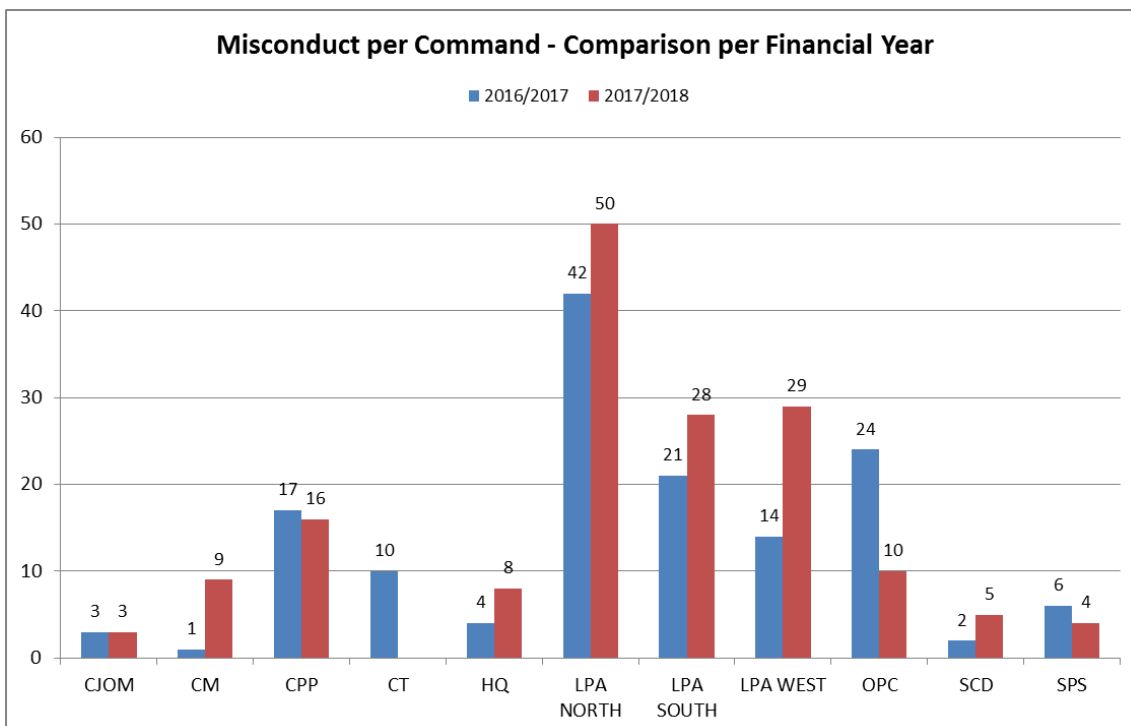
Please note that those recorded as HR & Training are often Probationer Officers.

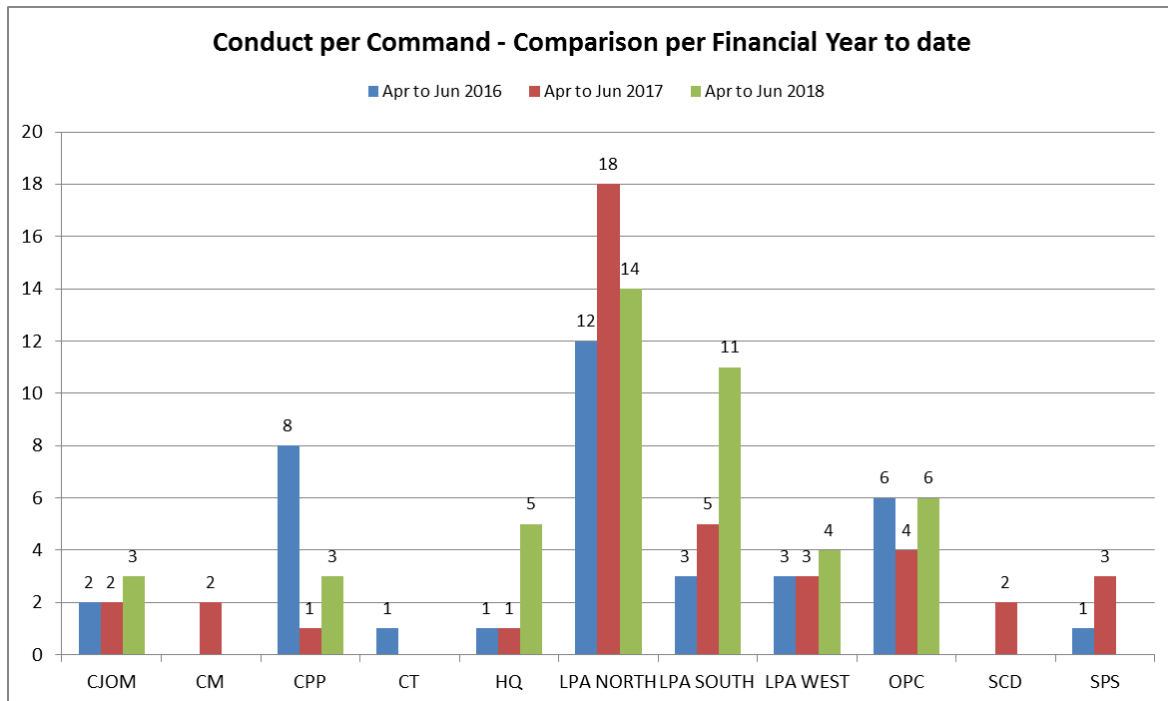
Force Misconduct





Command Breakdown of Misconduct

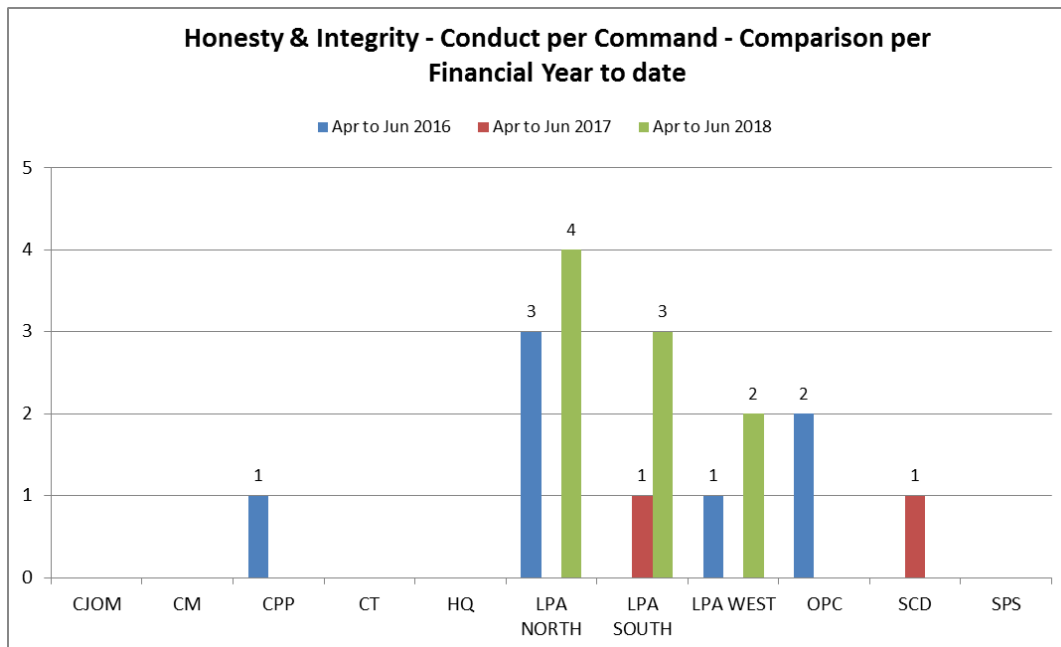
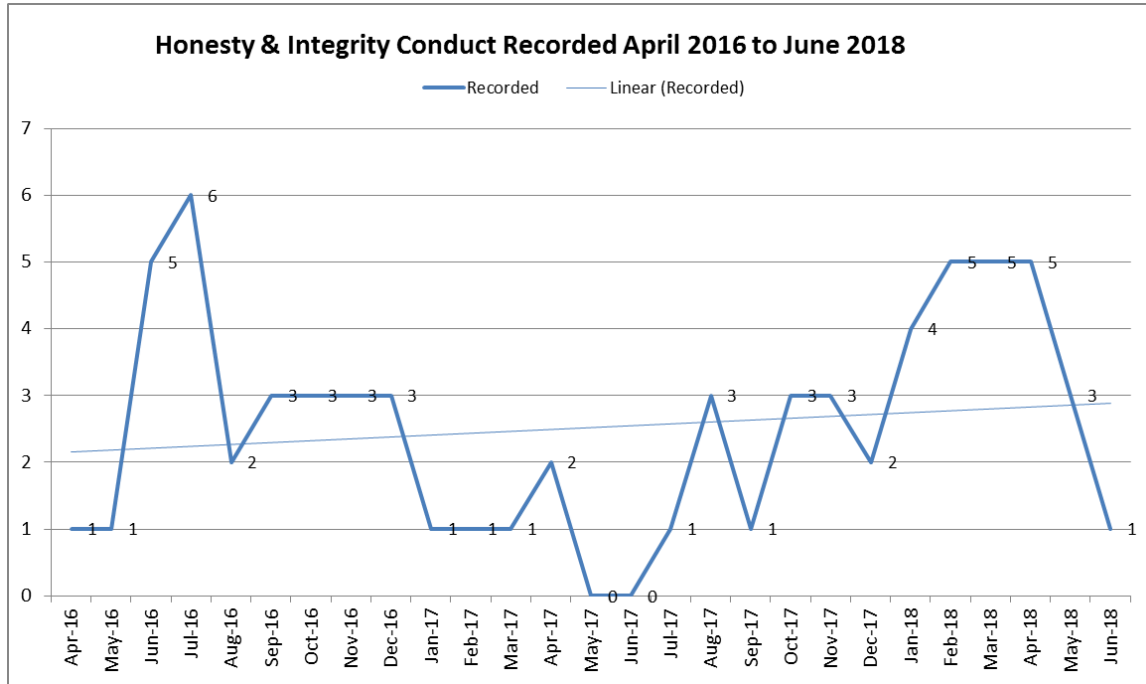




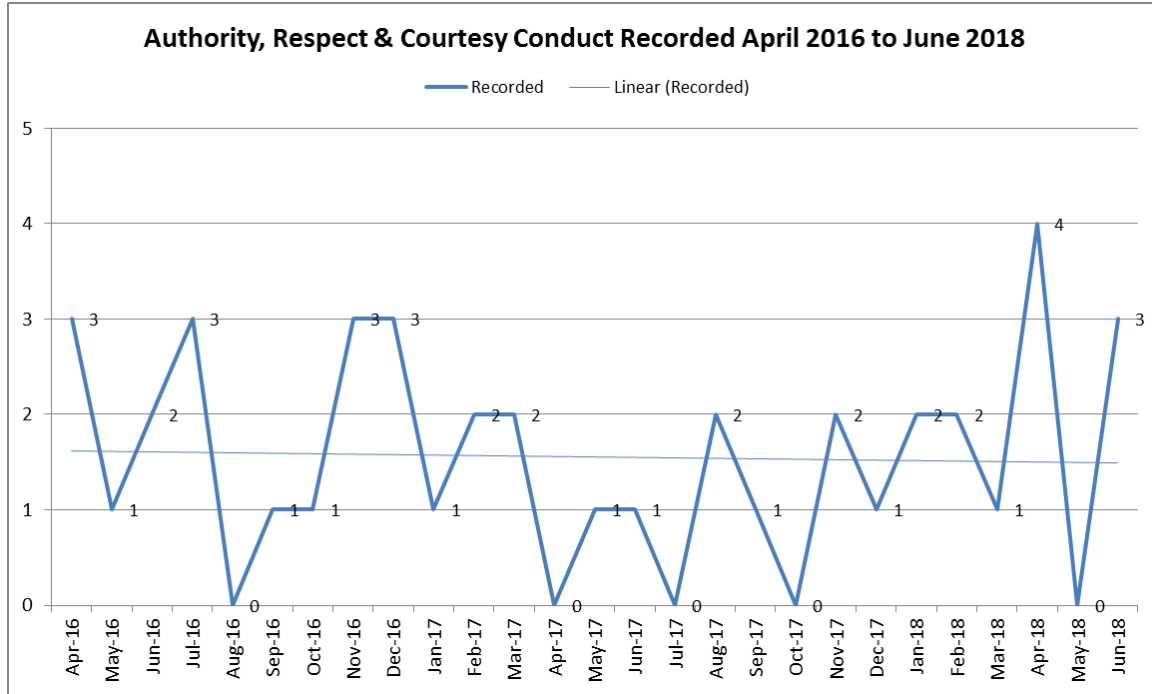
Please note that the figures used for overall Conduct within this report are that of strands within a case, due to there often being more than one category recorded under one case. This is to ensure that the type of conduct is fully reflected.

Misconduct Categories

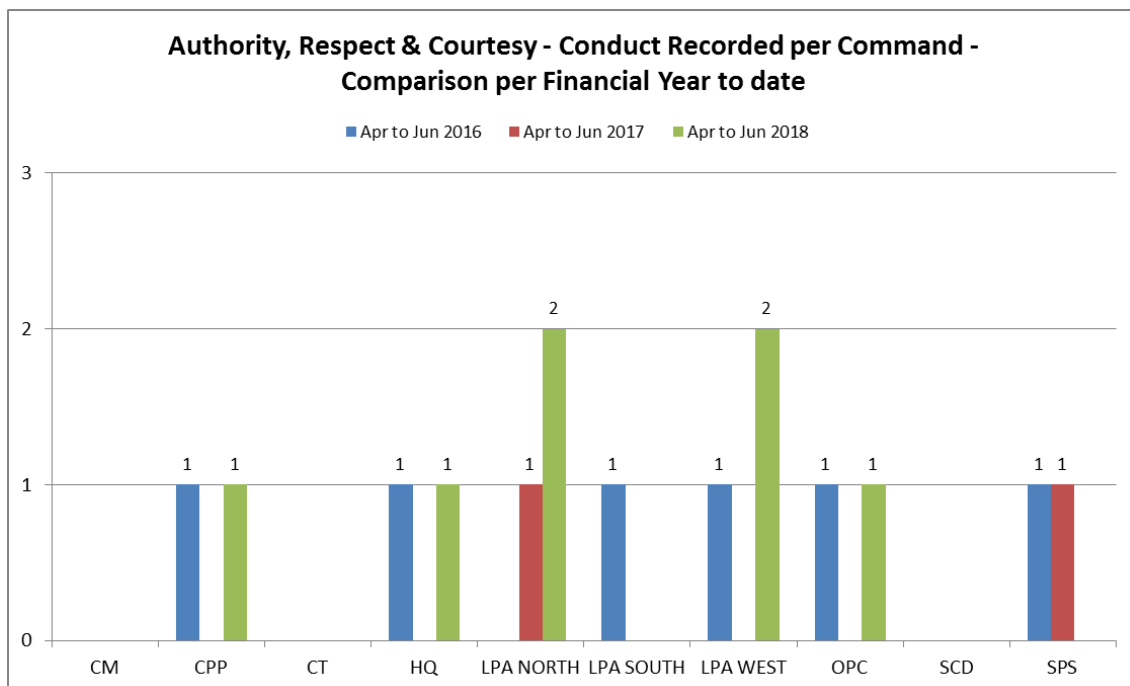
Honesty and Integrity



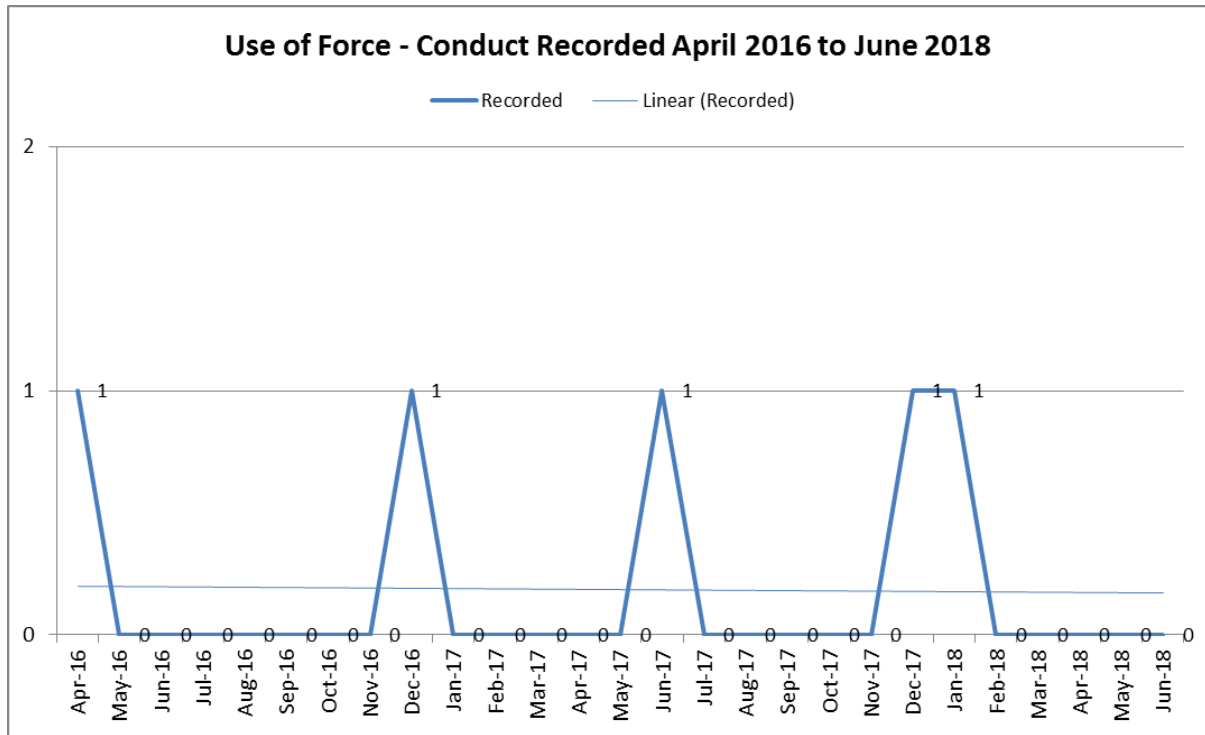
Authority, Respect & Courtesy



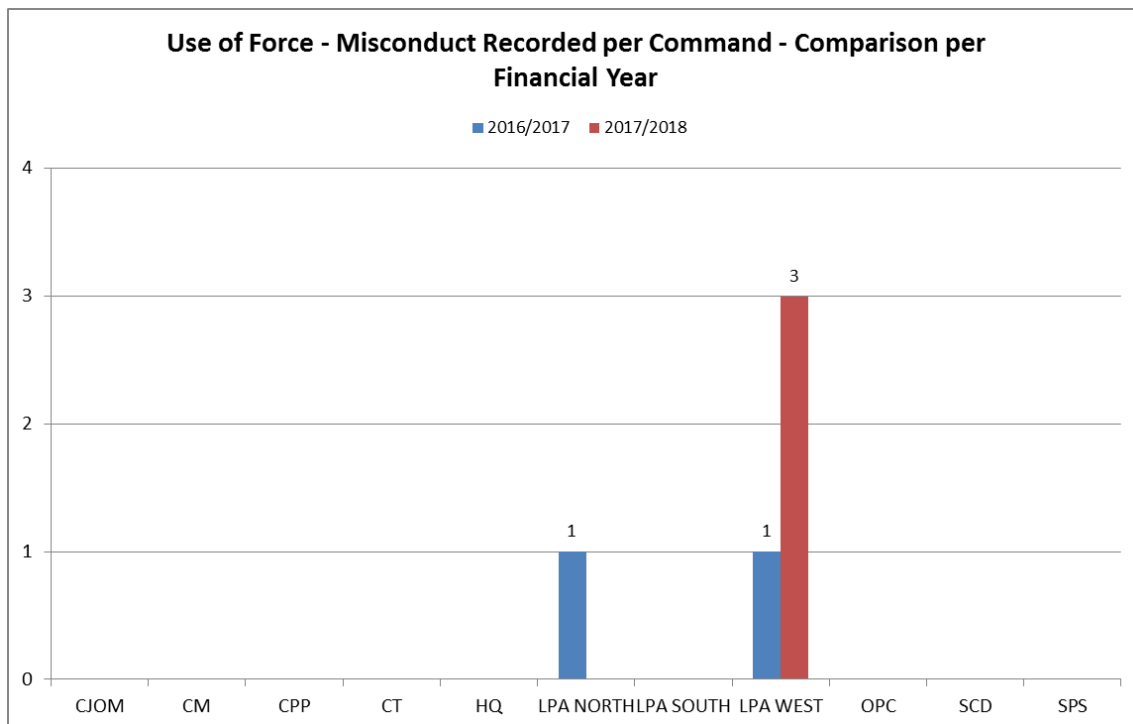
There have been four cases recorded in April 2018 (none in May 2018) - two in North LPA, one in OPC, one HQ Command.



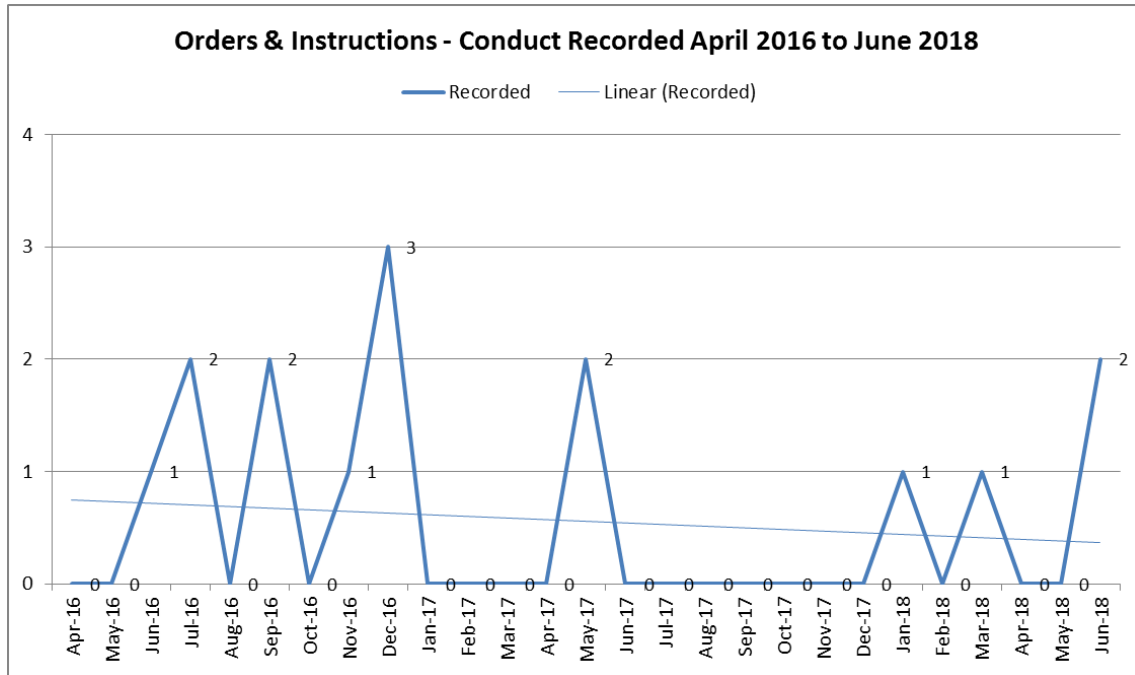
Use of Force



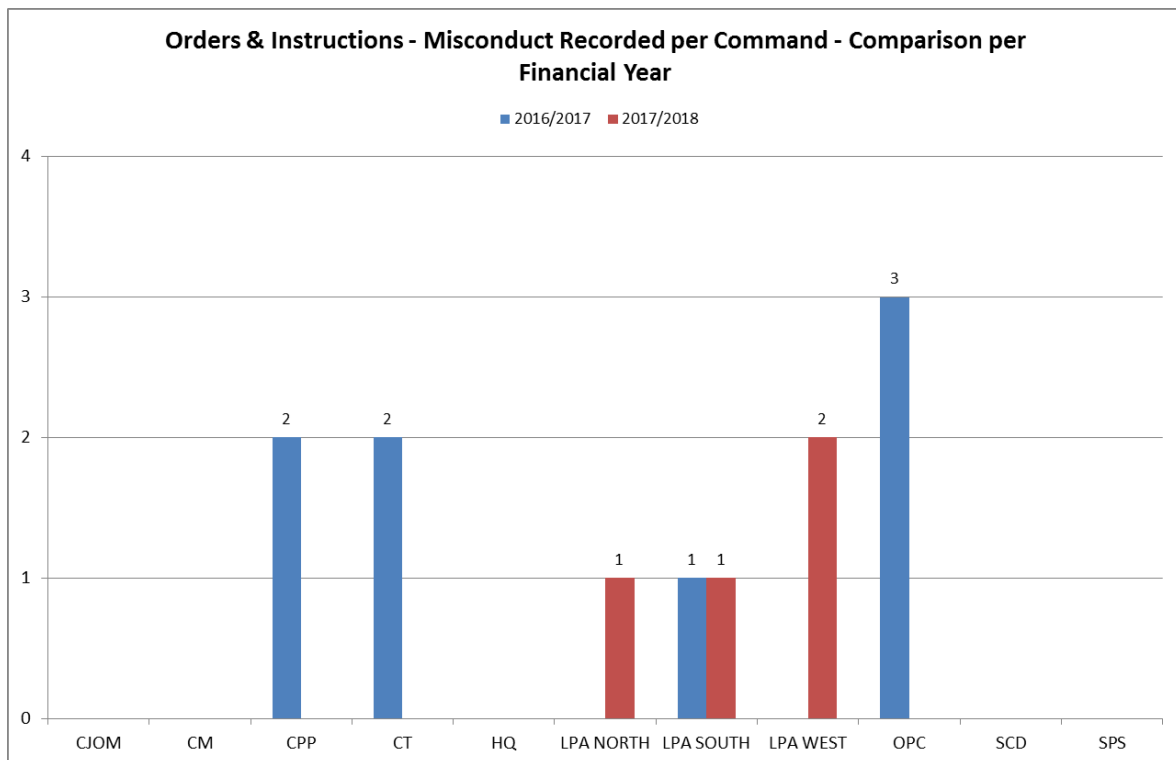
There have been no cases recorded since January 2018, the graph below shows a comparison of the last two financial years.



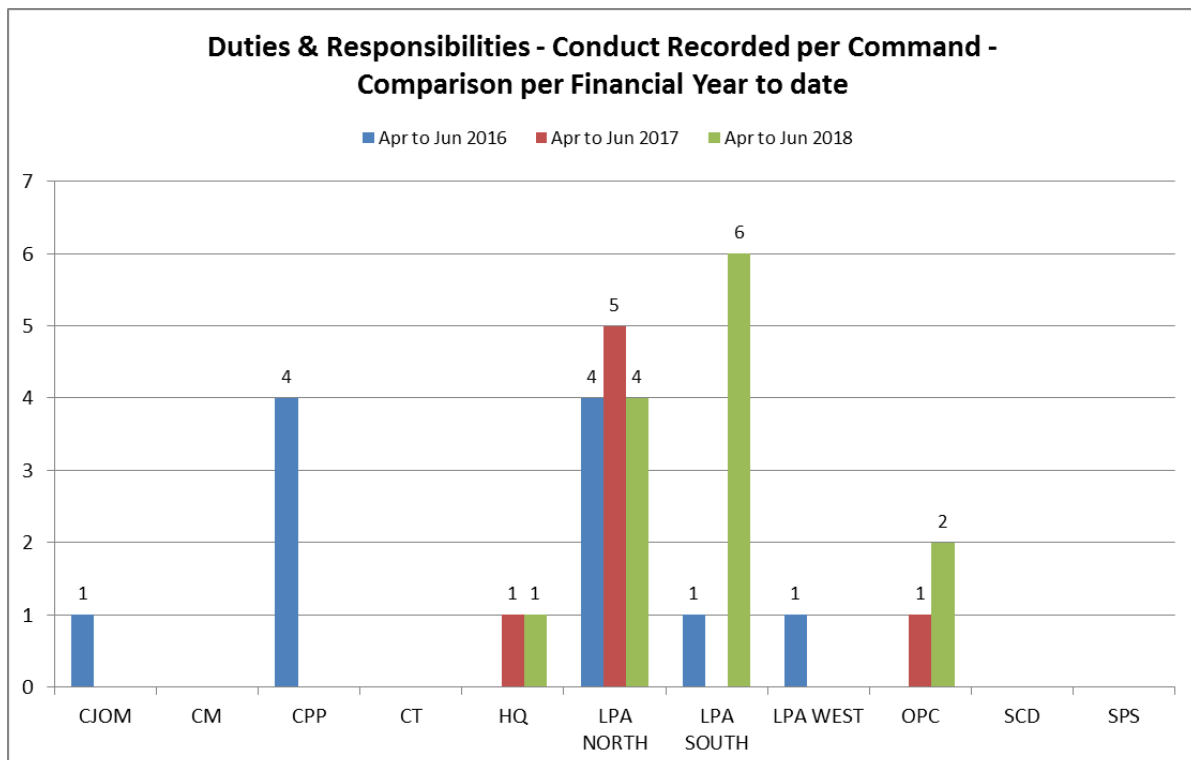
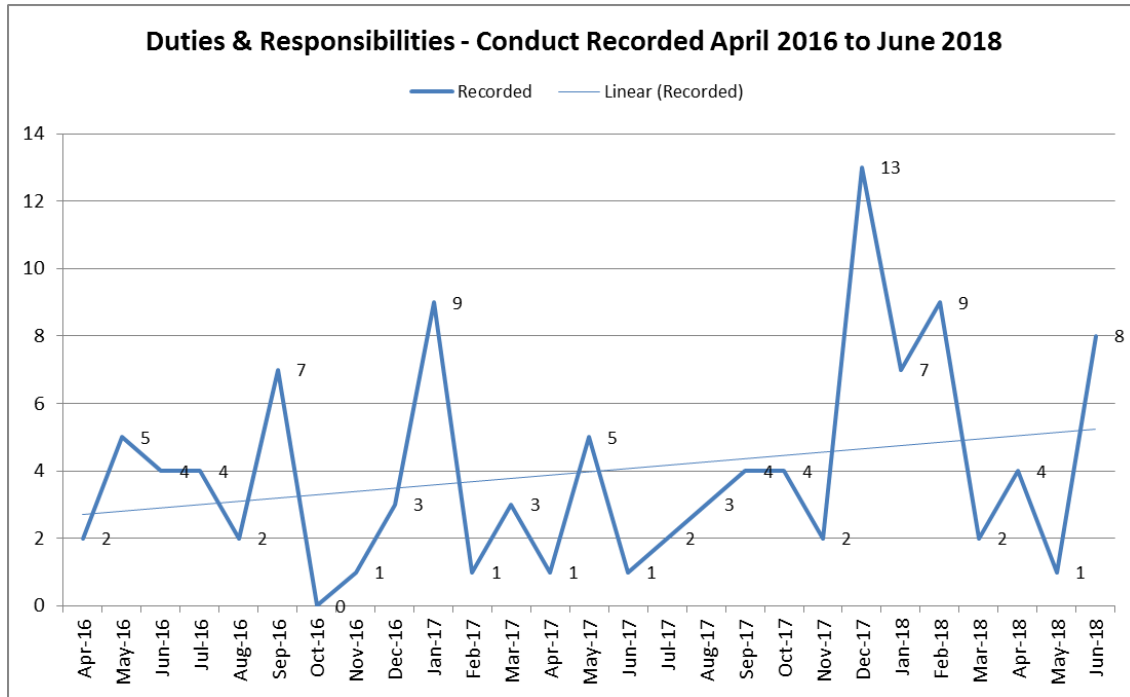
Orders and Instructions



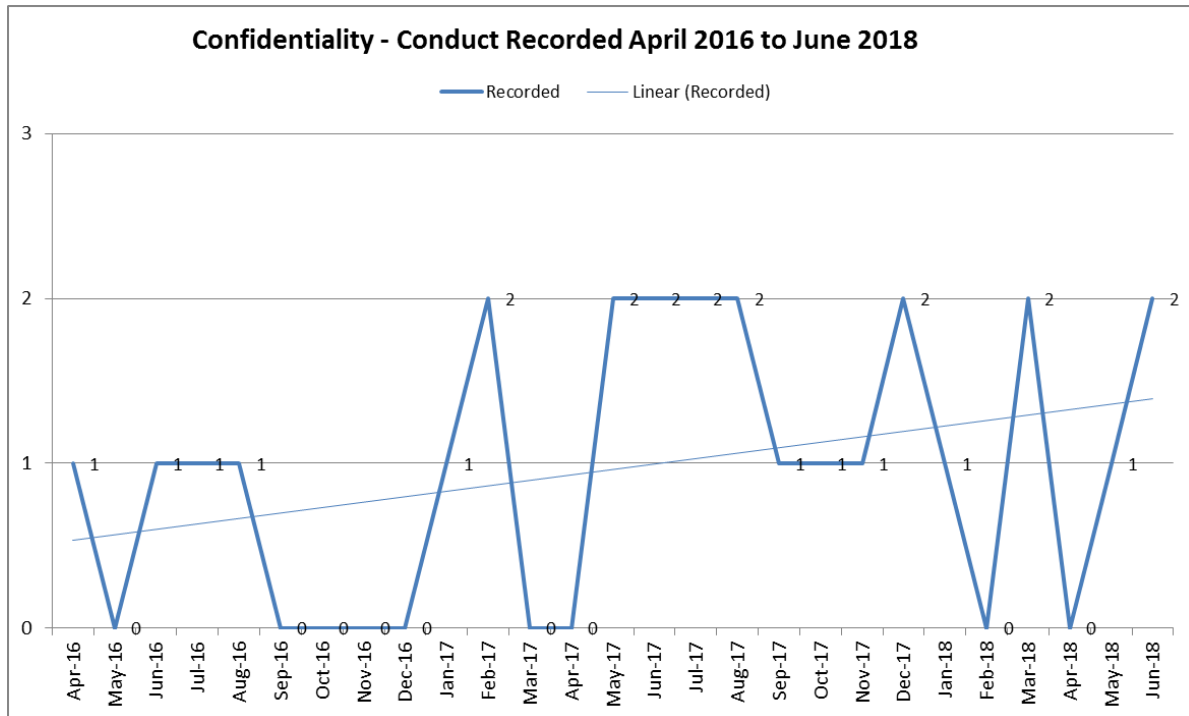
There have been two recorded so far in 2018/19 in LPA North and CPP, the graph below shows a comparison of the last two financial years.



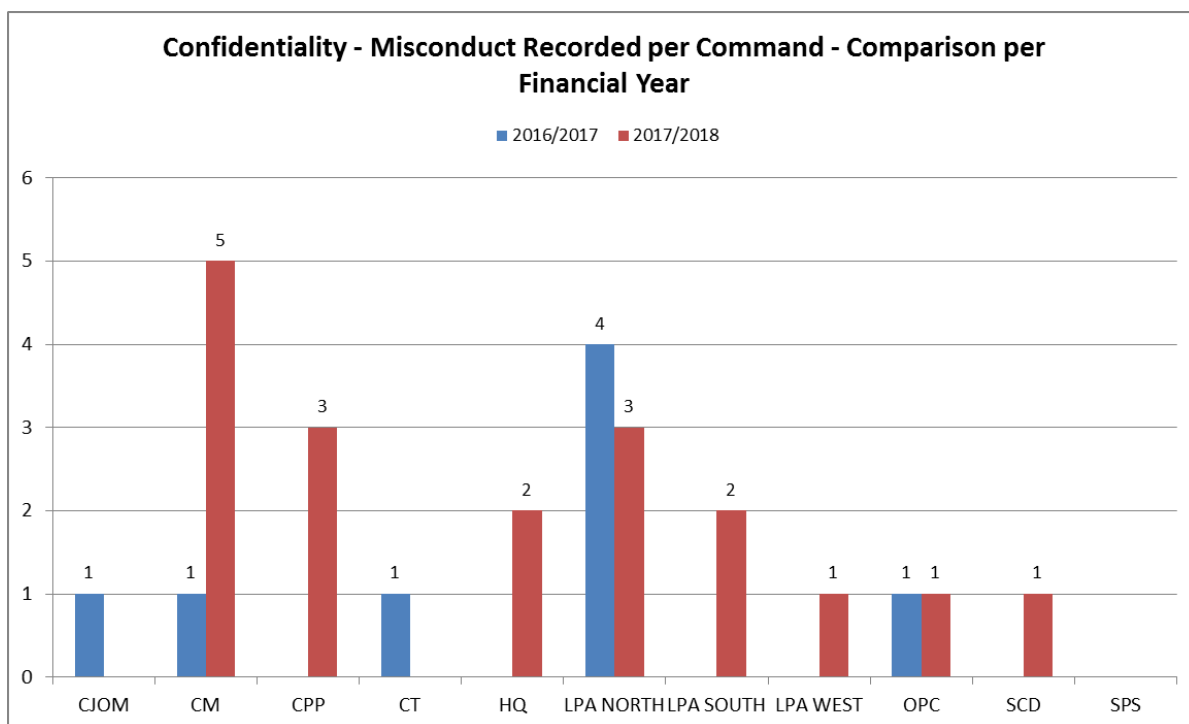
Duties and Responsibilities



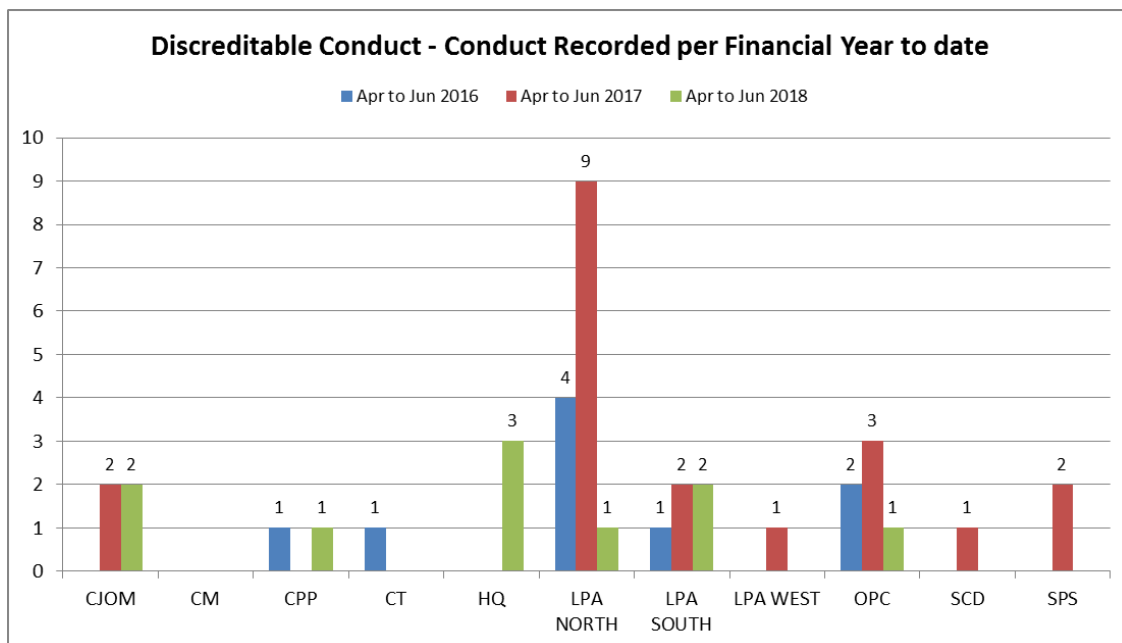
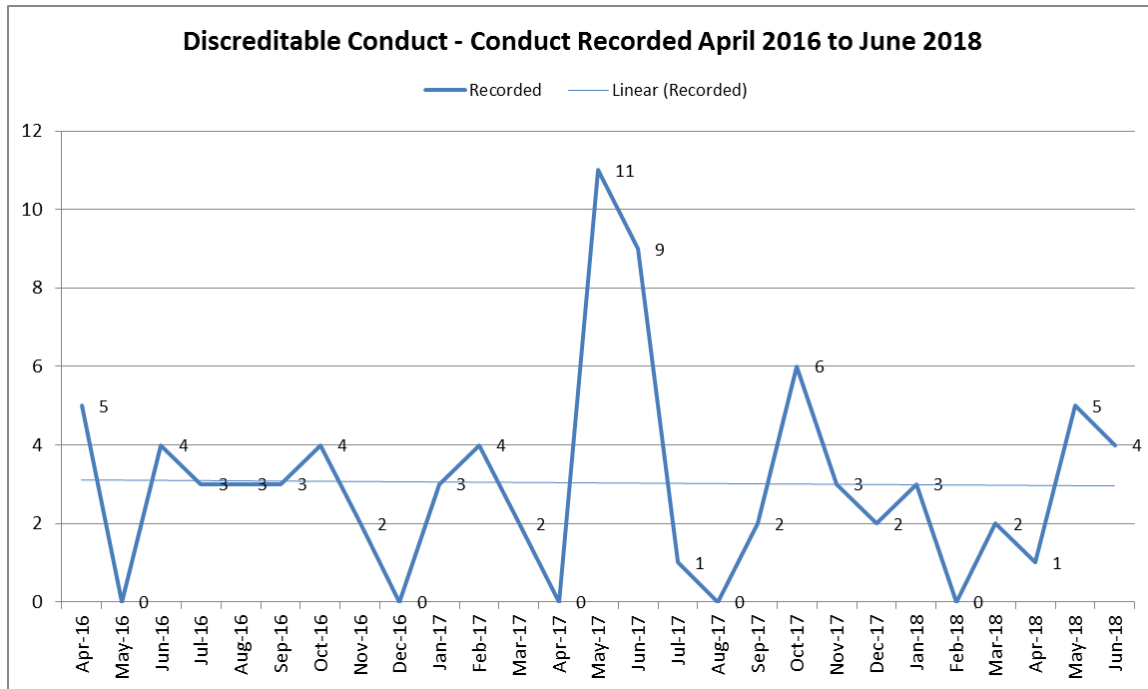
Confidentiality



There have been three allegations recorded so far in 2018/19, two in LPA North and one in OPC. The following graph shows a comparison of commands for the last two financial years.



Discreditable Conduct



Fitness for Duty

There has been one case involving Fitness for Duty conduct since April 2016. This was recorded in August 2017 in LPA North.

Challenging and Reporting Improper Conduct

There has been one case recently in June 2018. This is the only case in the time-frame. This is recorded under OPC (Stansted).

Equality and Diversity

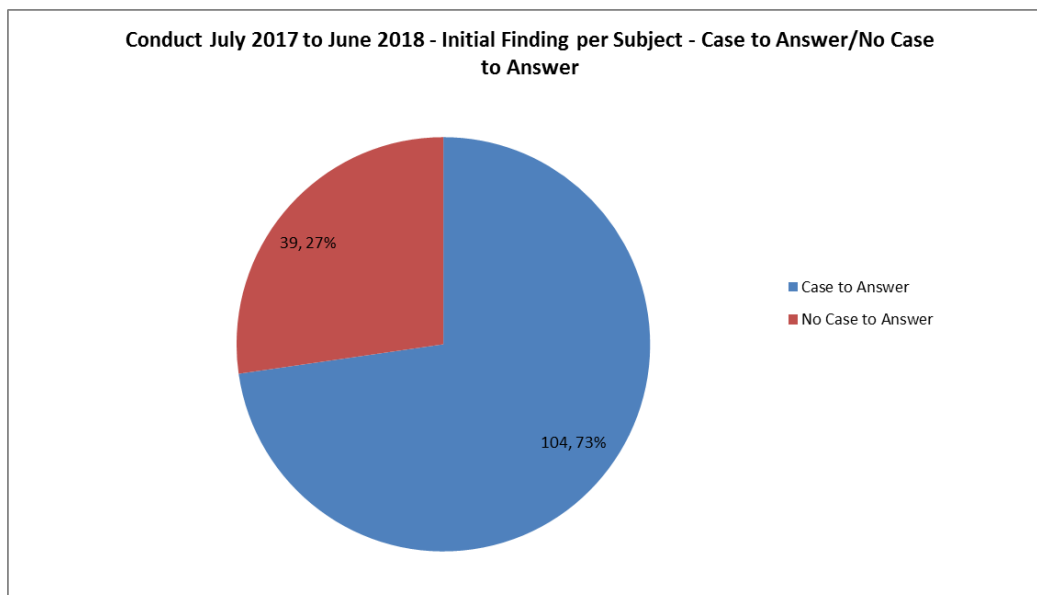
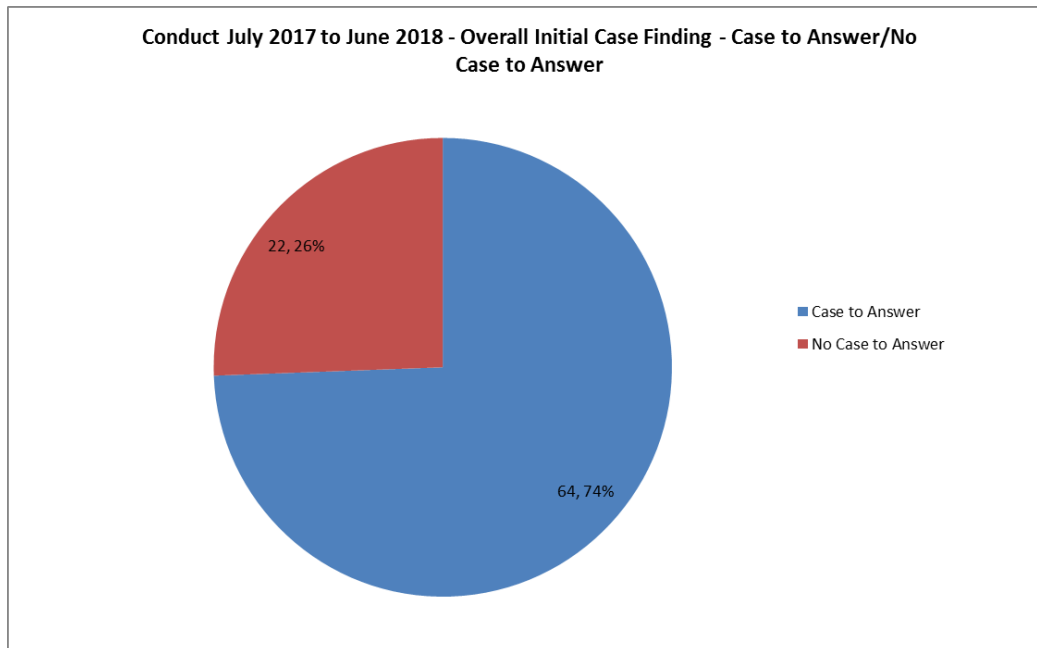
There have been five cases recorded under this category since April 2016:

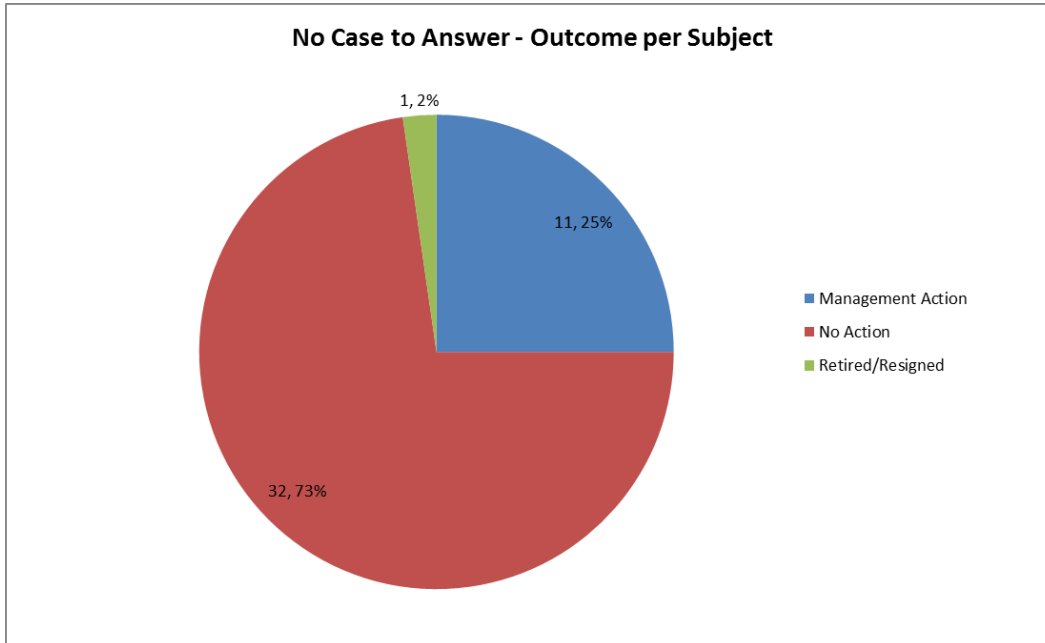
Three of these were recorded in May 2017, in North and South LPA, as additional strands of an already open Misconduct case.

Another was recorded in March 2018 under OPC. There has been one recorded in May 2018 in CJOM Command.

Outcomes of Conduct Cases July 2017 to June 2018

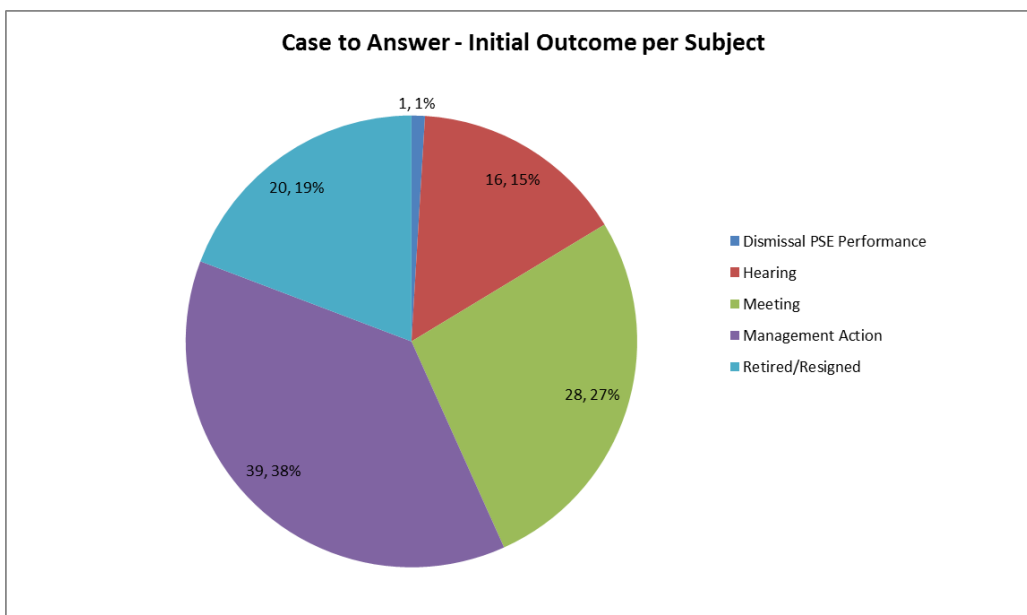
Between 1st July 2017 and 30th June 2018 there were 86 total Conduct cases that were finalised. Within these, there were a total of 143 subjects, for which sanctions/outcomes will differ. The graphs below represent figures for cases and subjects.



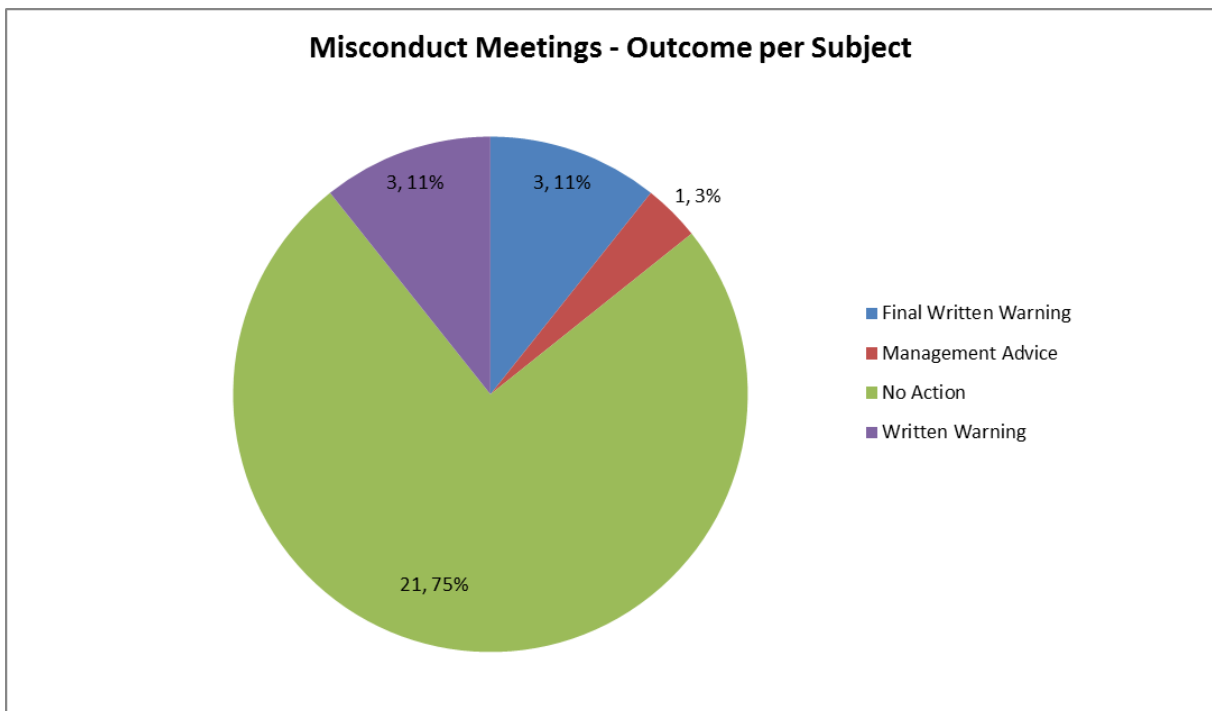
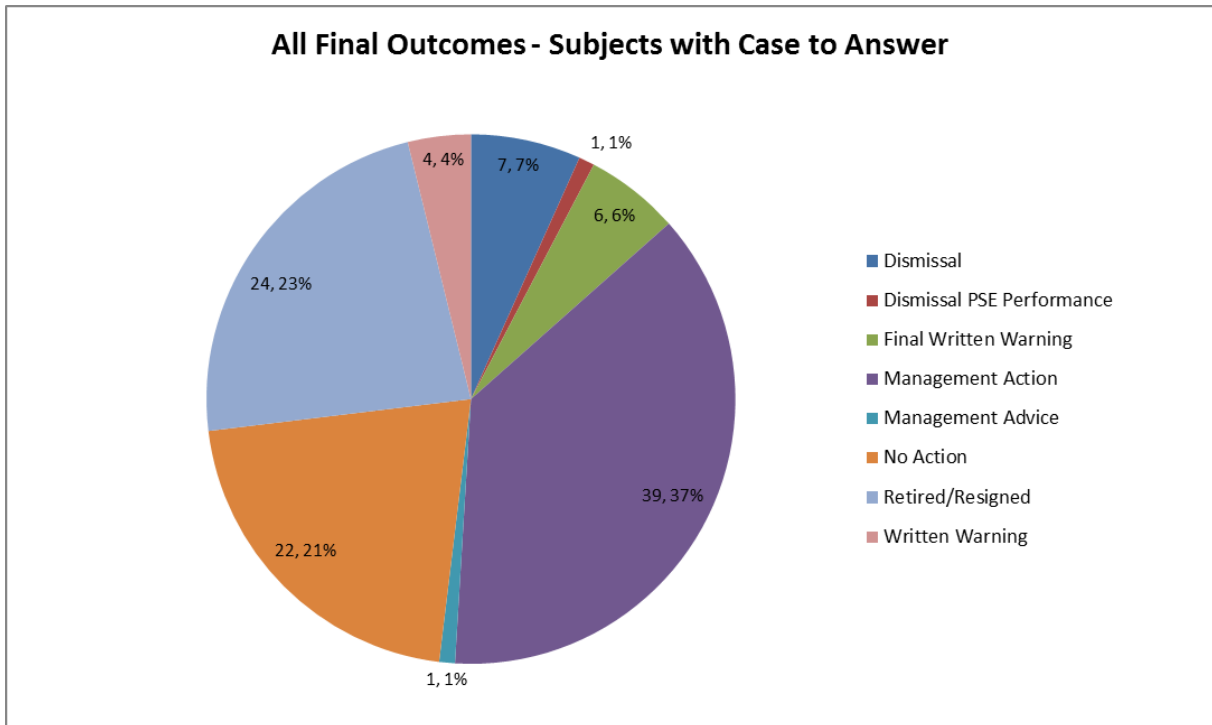


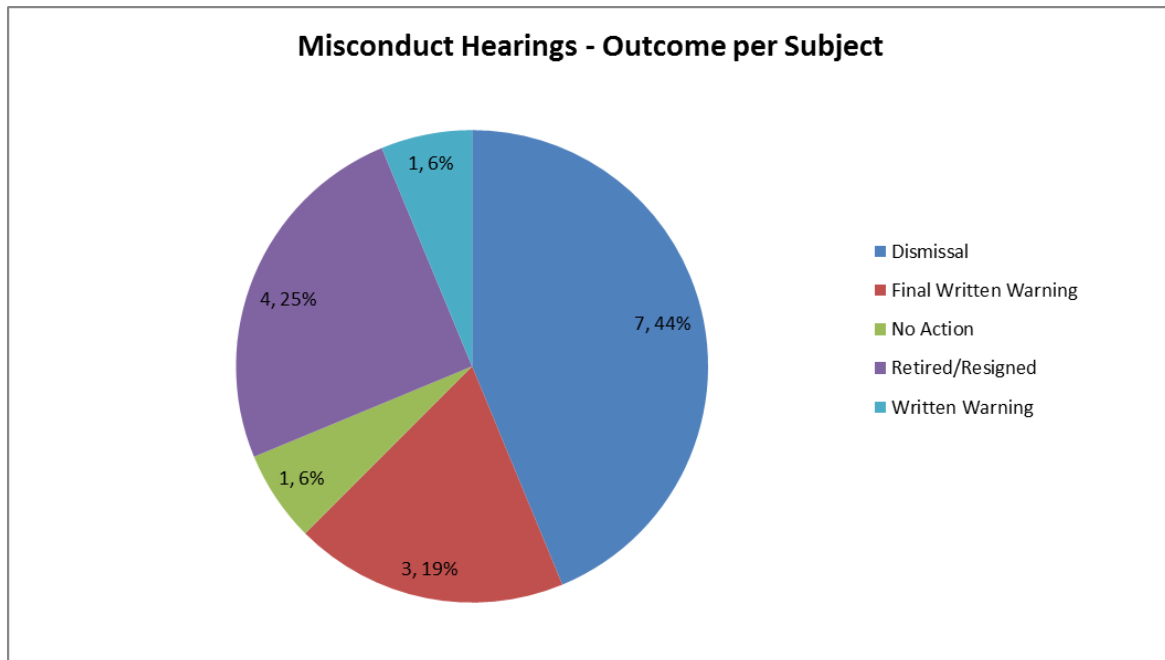
Case to Answer:

The following graph displays the initial outcome/proceedings decision of those 104 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 20 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.





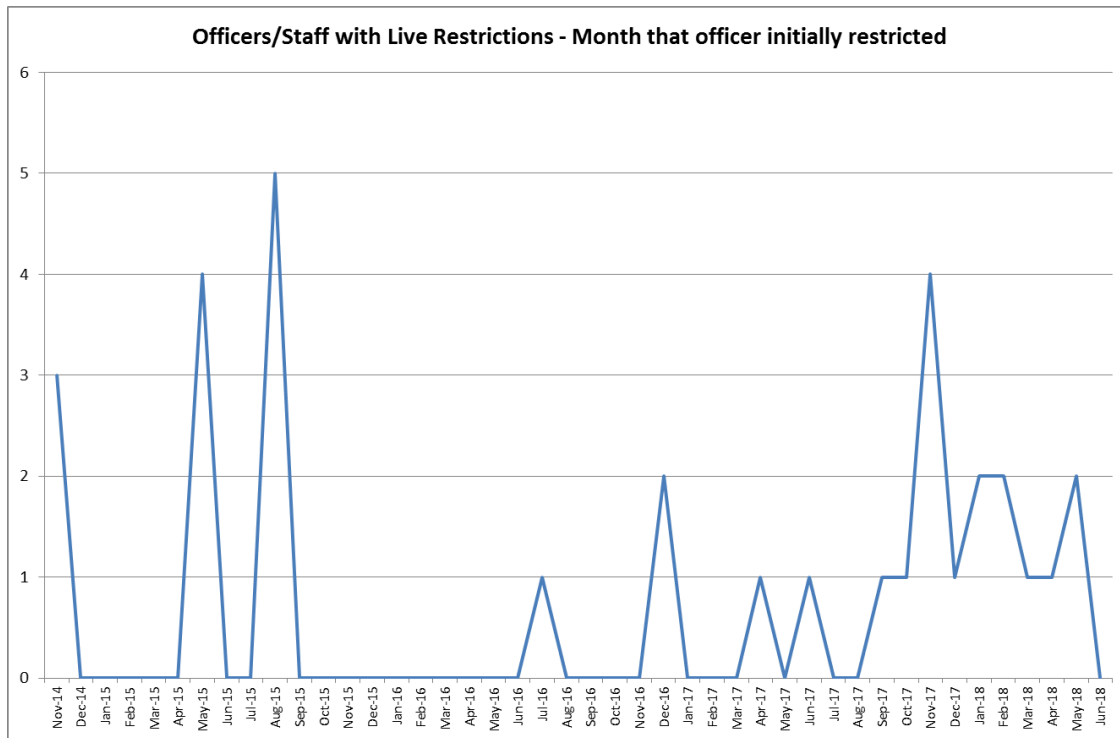
Suspensions

There are currently 14 officers/staff recorded as Suspended (as at 29/06/2018). 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
Nov-17	1
Dec-17	2
Jan-18	2
May-18	1
Jun-18	2

Restrictions

There are currently 32 officers/staff restricted under a total of 38 cases (as at 29/06/2018). The following chart below shows the months the restrictions were recorded. Please note that this does not include officers who are suspended.



Please note that the increase in numbers of suspended and restricted since last month's report, is due to an error in previous data retrieval by the author.

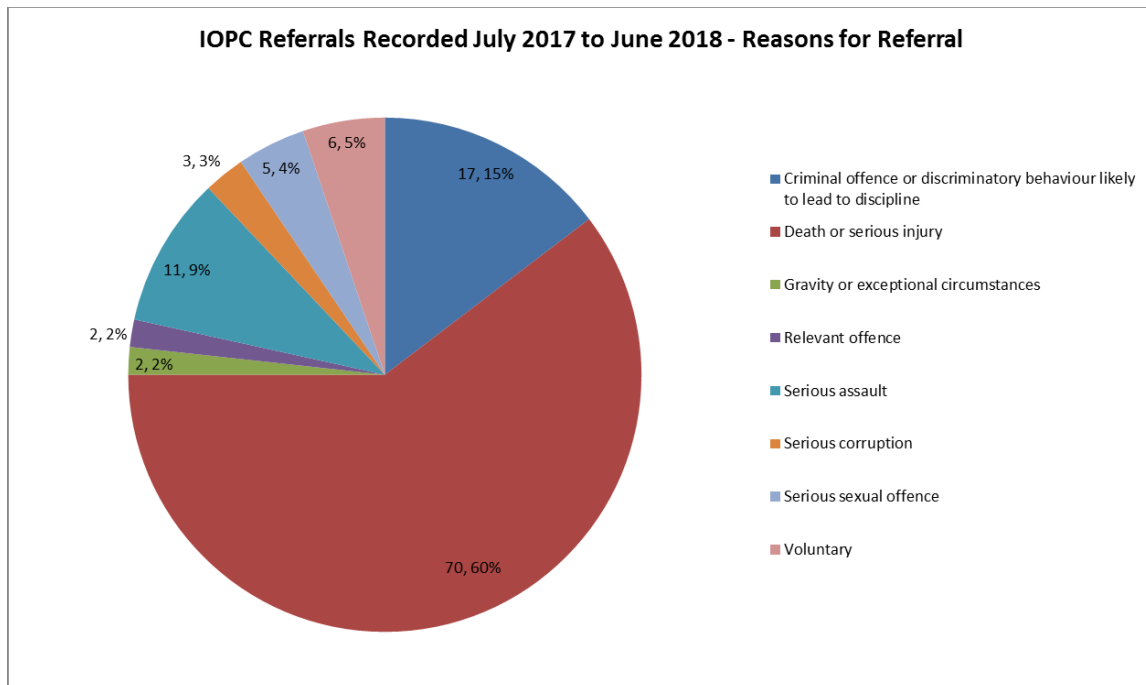
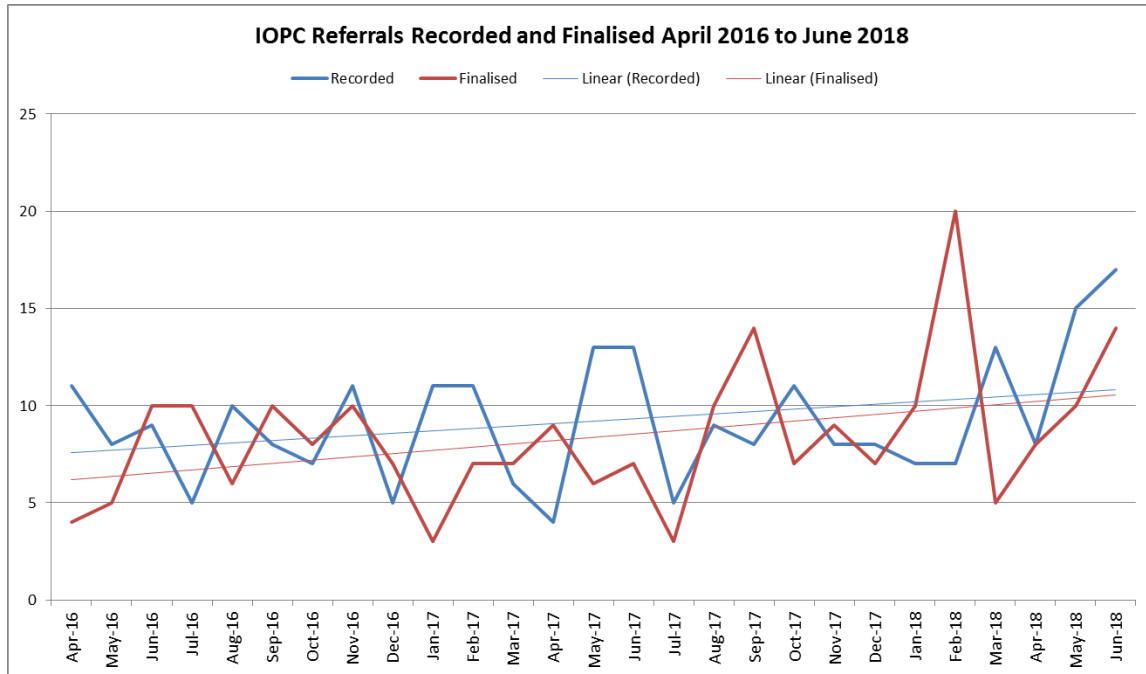
Hearings

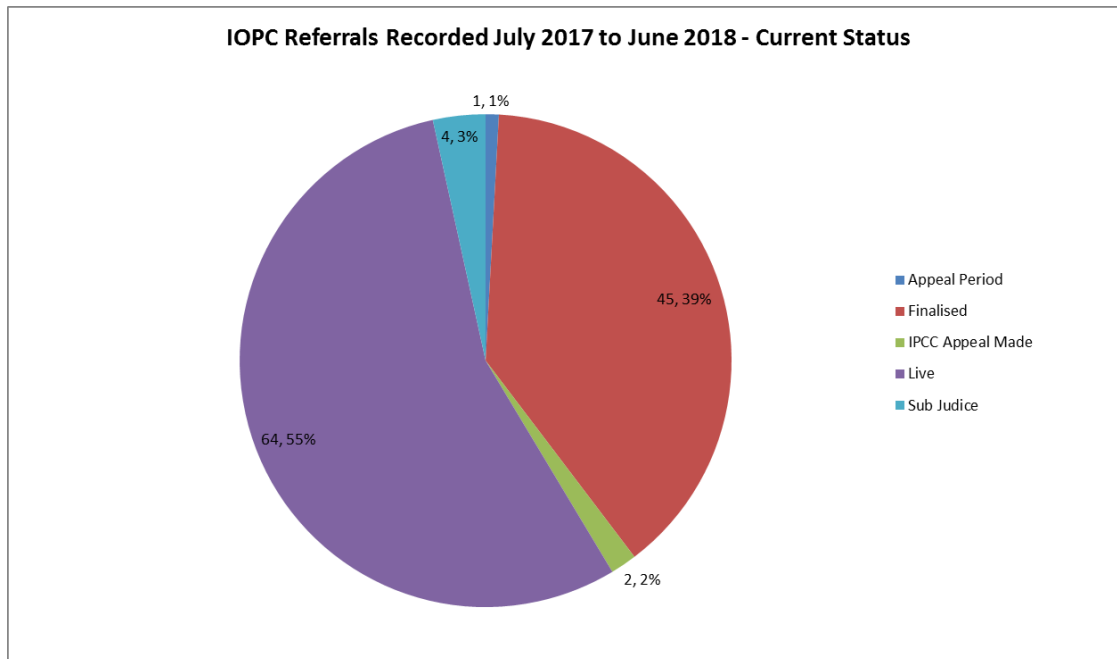
In 2017/2018 there were 14 hearings, there were also 14 in 2016/2017.

There have been three officer hearings held so far in April/May 2018, all three officers were dismissed. There has also been a hearing held by HR for a member of police staff, which also resulted in dismissal. There are five hearings currently arranged between July and October 2018.

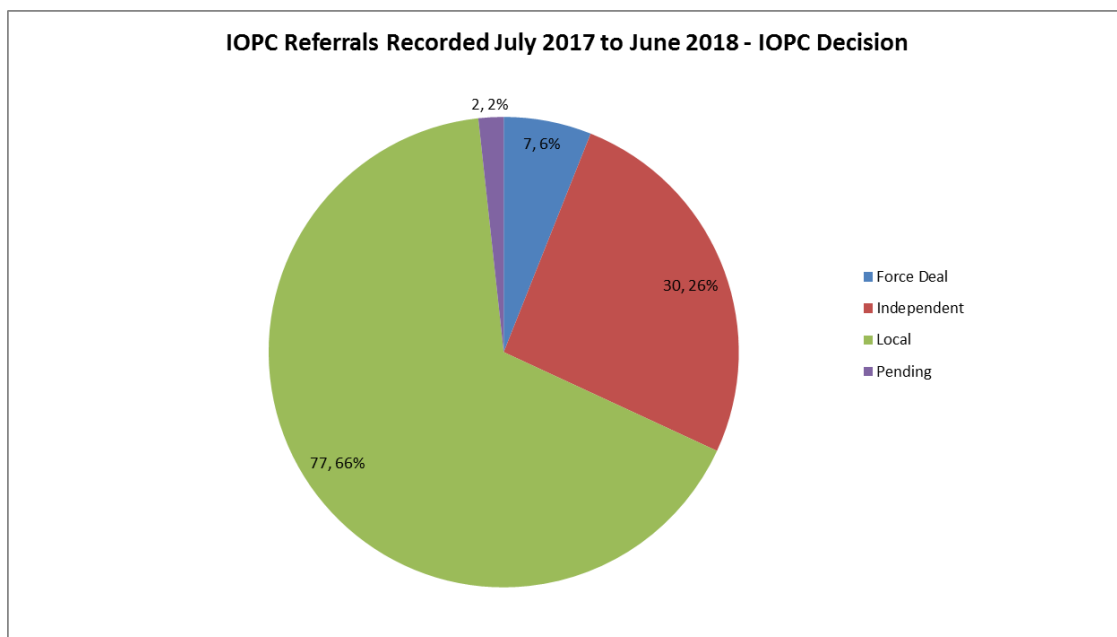
During 2017/2018, seven officers were dismissed, one officer resigned, seven officers received Final Written Warnings, and one officer received No Further Action.

IOPC Referrals

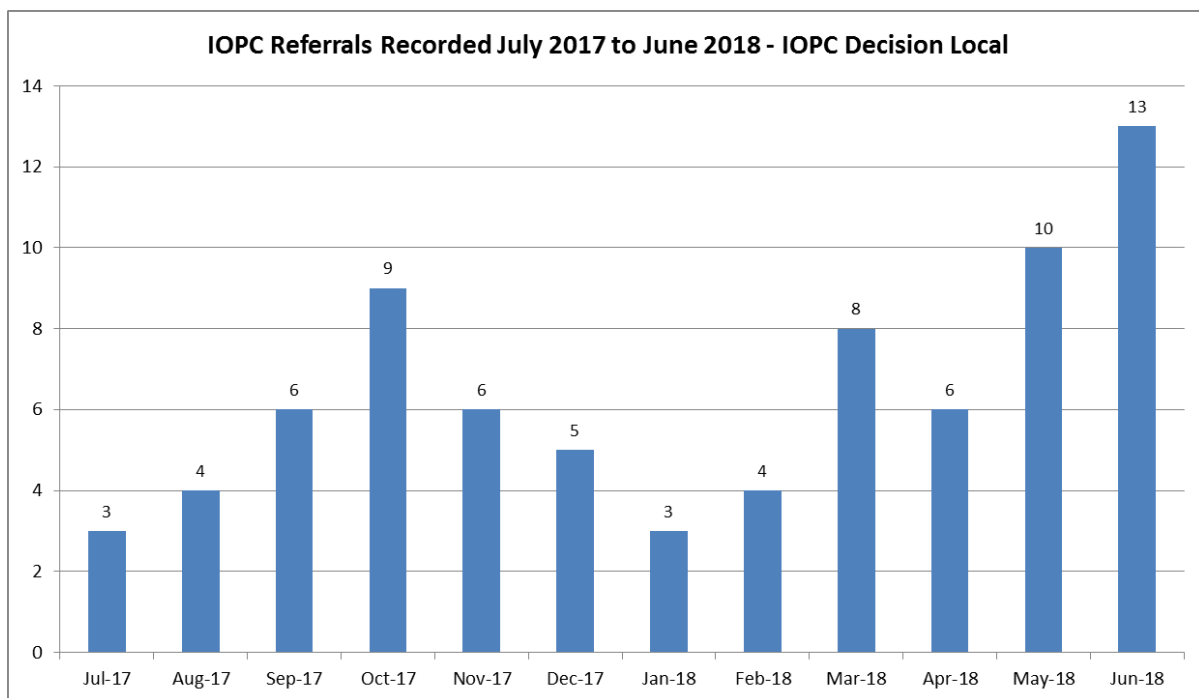
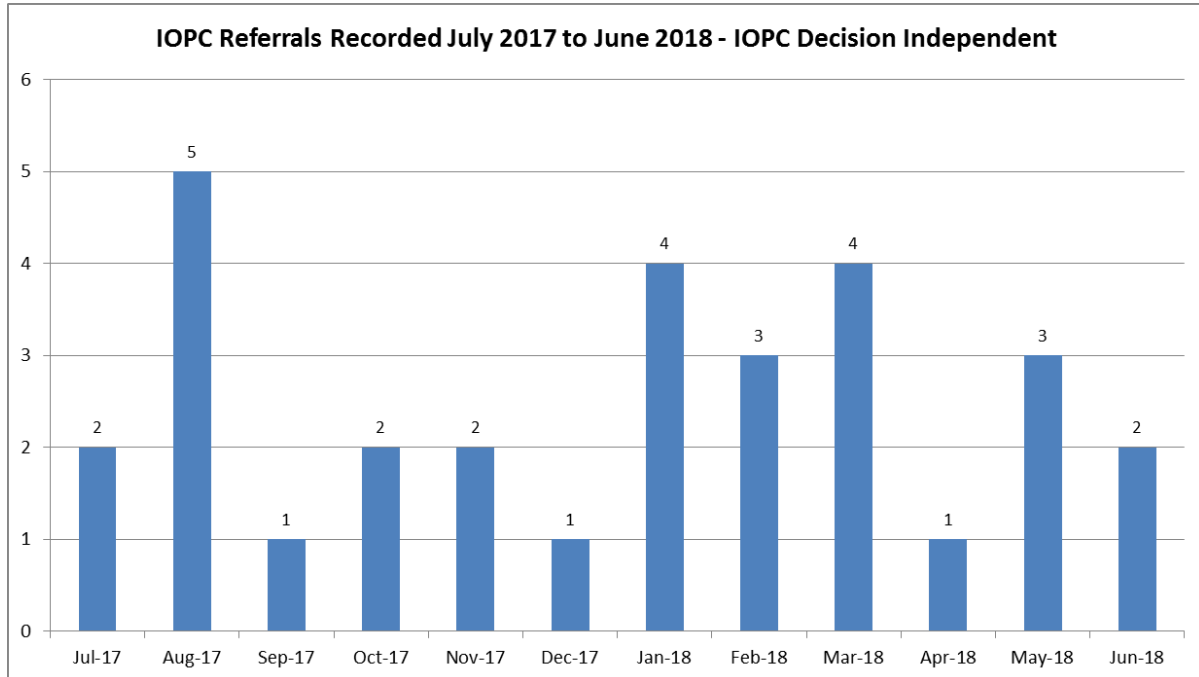




IOPC Referral Decisions:



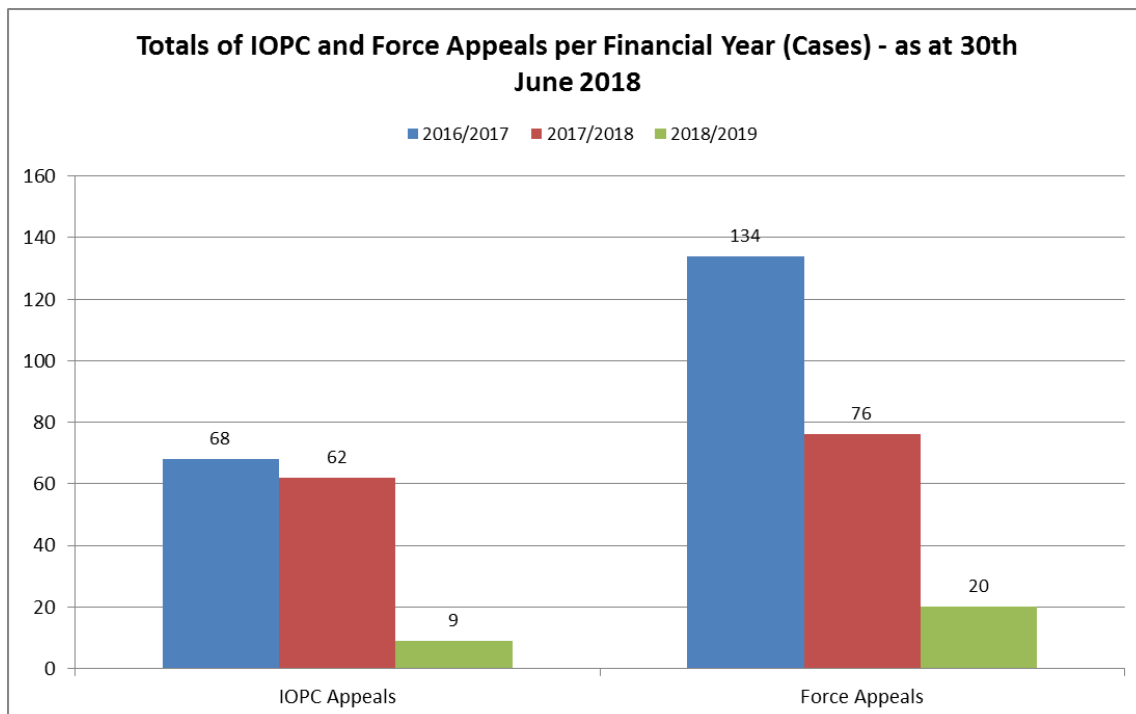
There have been no recorded IOPC referrals that were Managed or Supervised in this time frame.

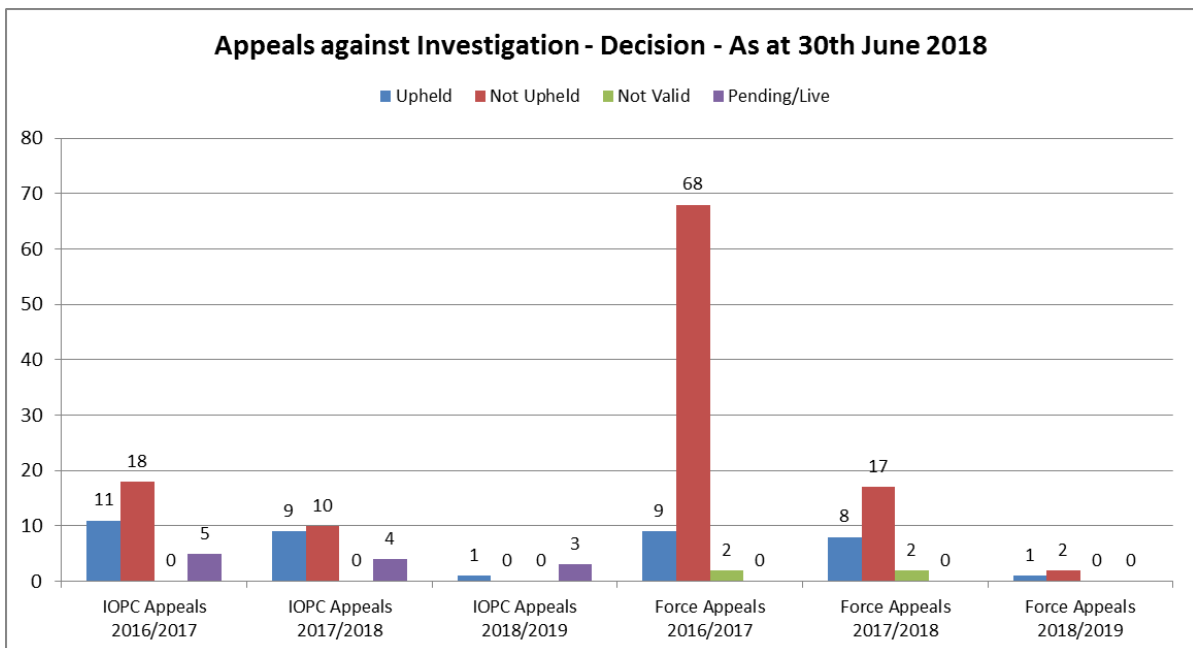
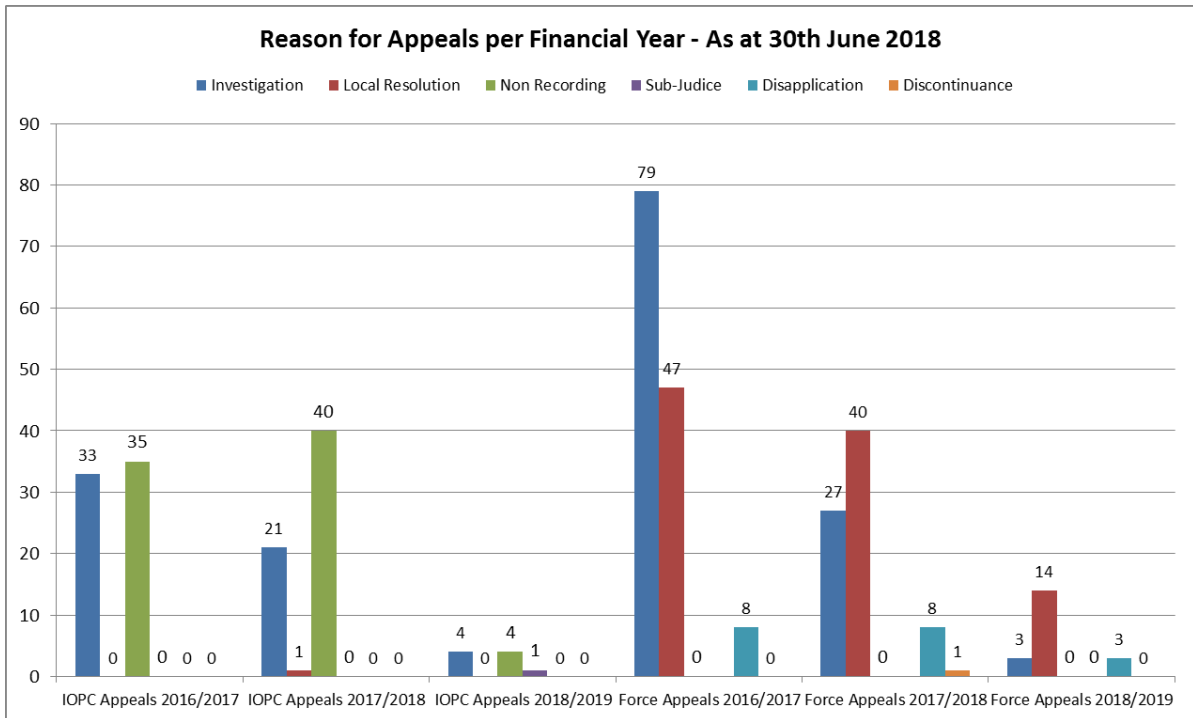


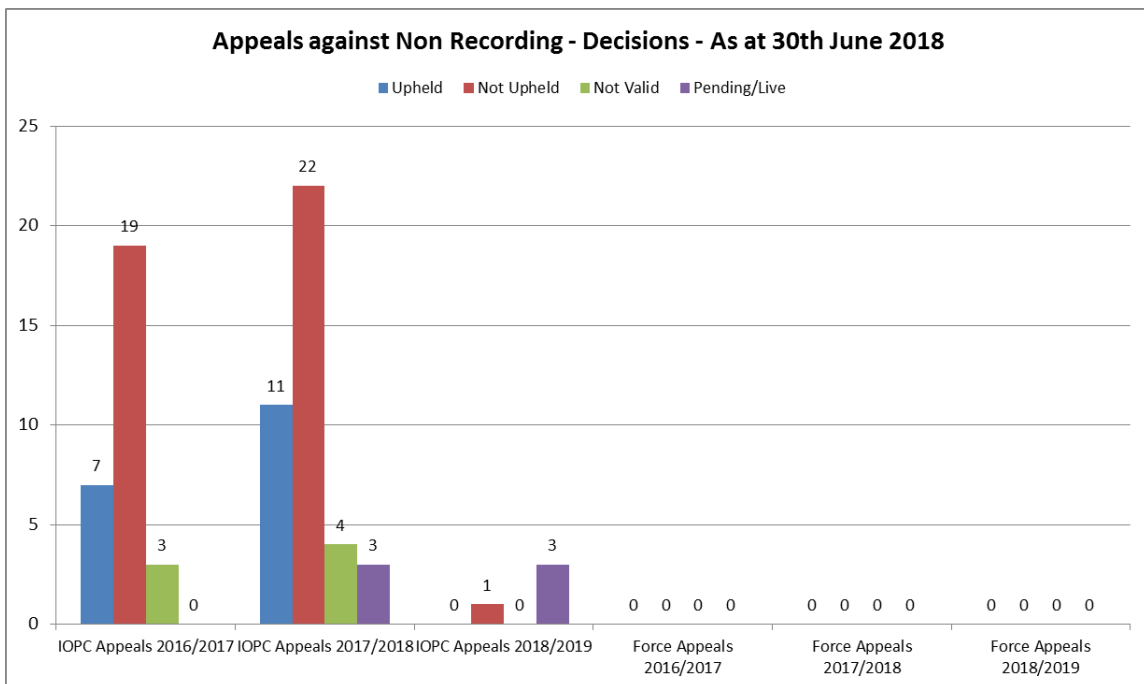
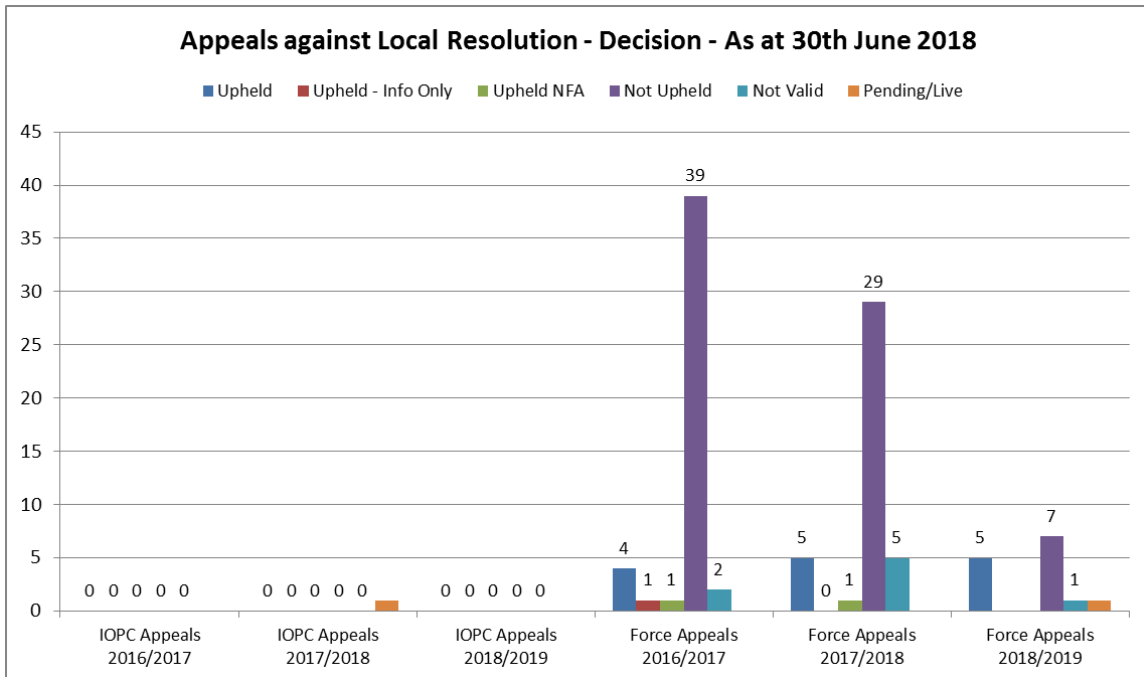
Appeals

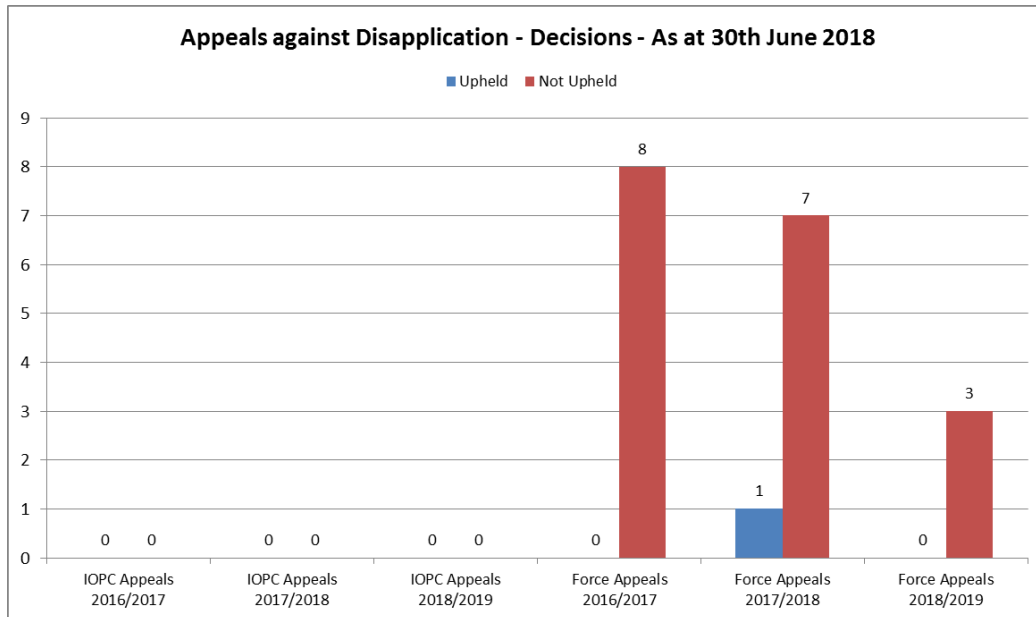
Comparison Figures IOPC and Force Appeals per Financial year April 2016 to June 2018.

The following graphs use figures for the full financial years of 2016/2017 and 2017/2018, and for the year so far 2018/2019.





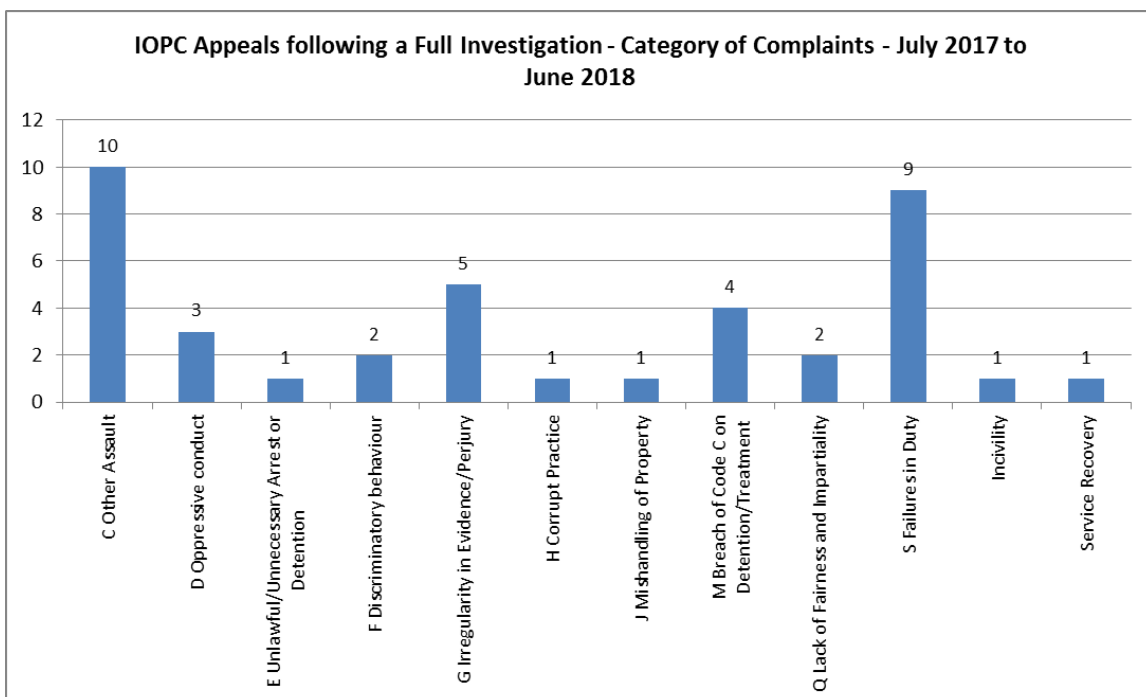
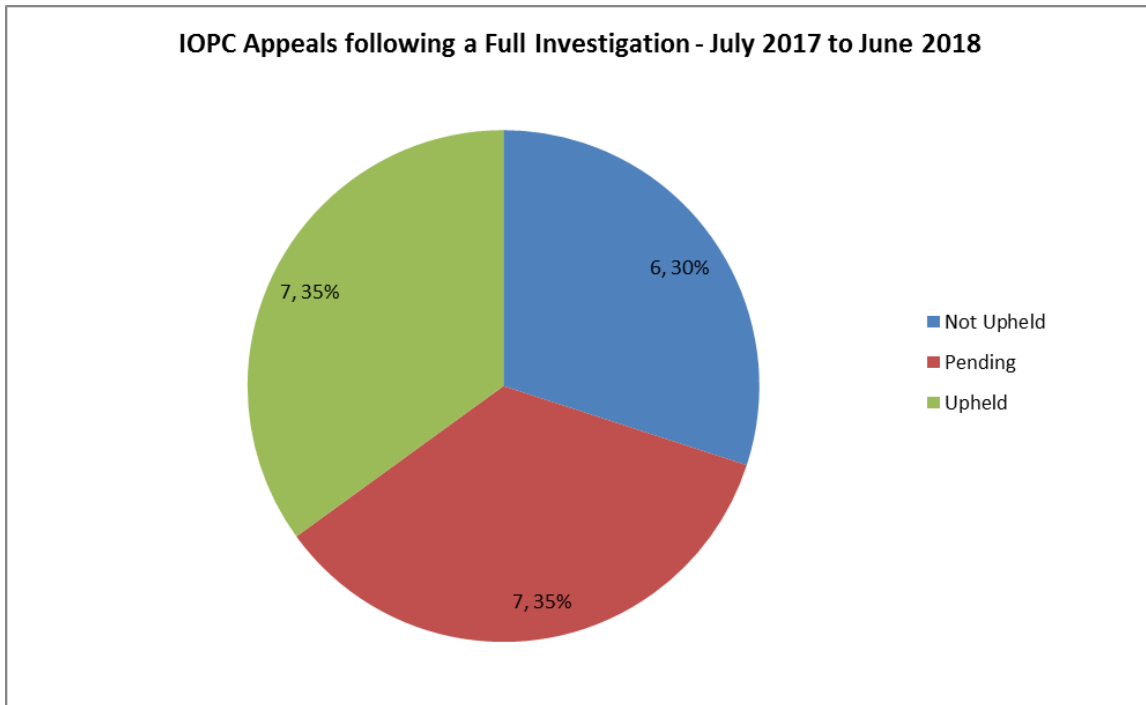




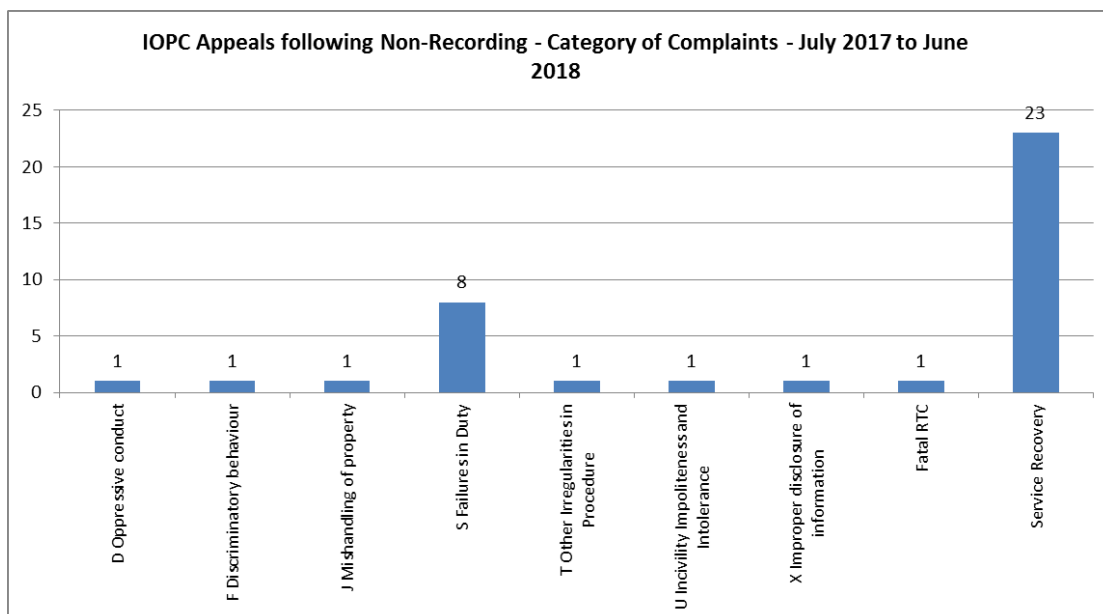
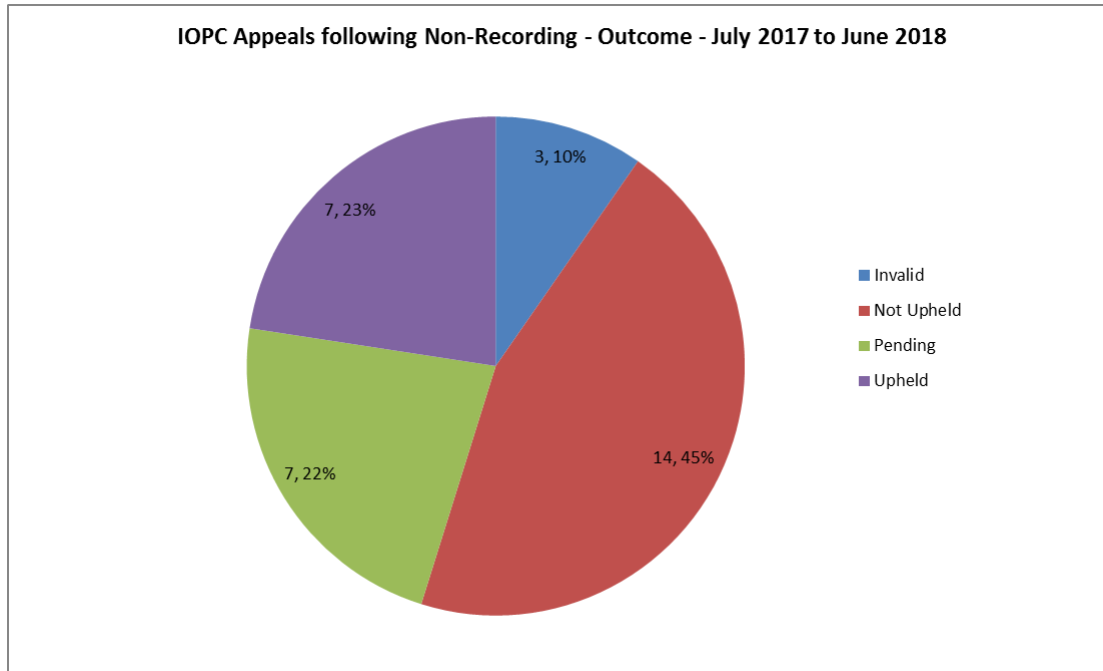
Discontinuance - There has been only been one appeal against Discontinuance in the last two years, this was a Force appeal in April 2017 (C/284/15).

Breakdown of Appeals to IOPC

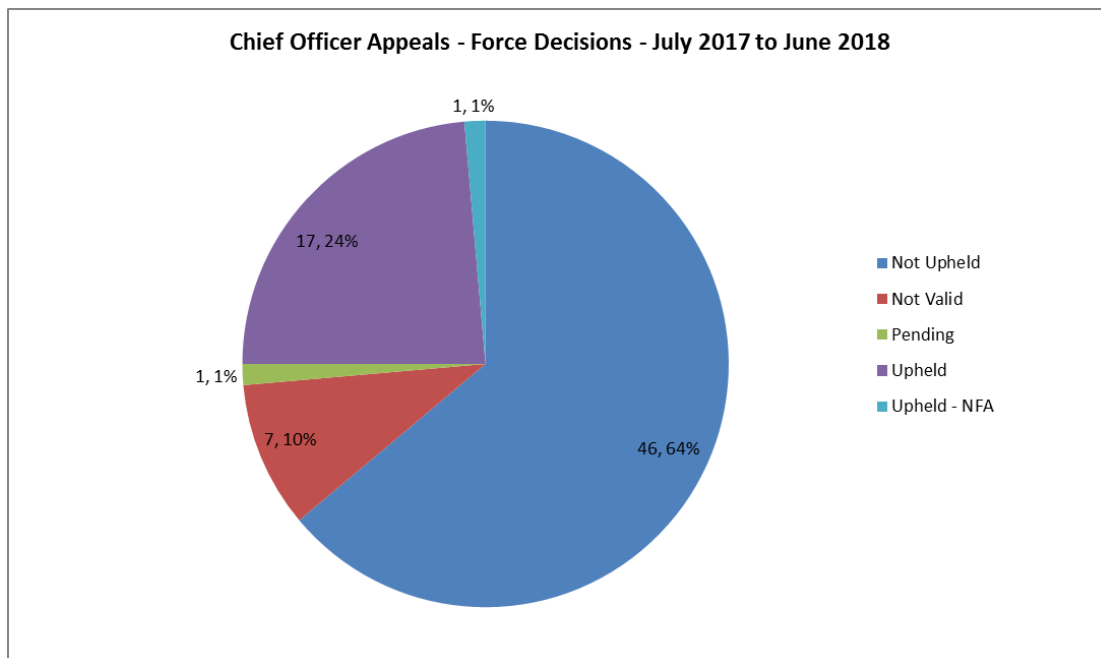
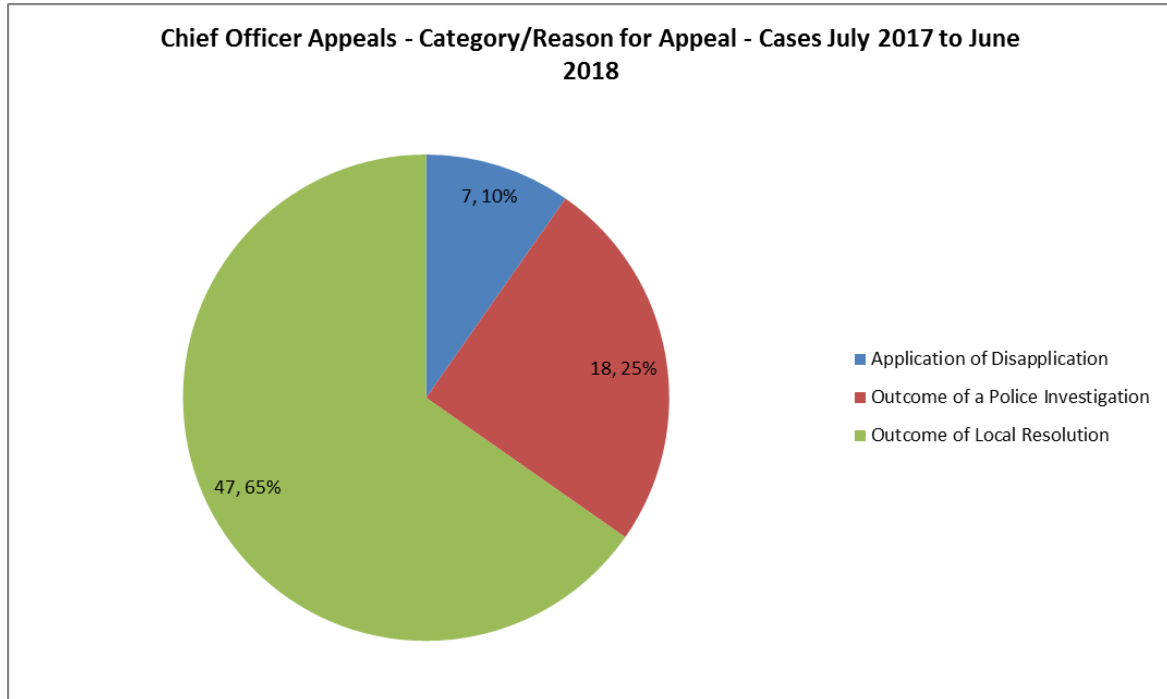
IOPC Appeals Following Full Investigation:



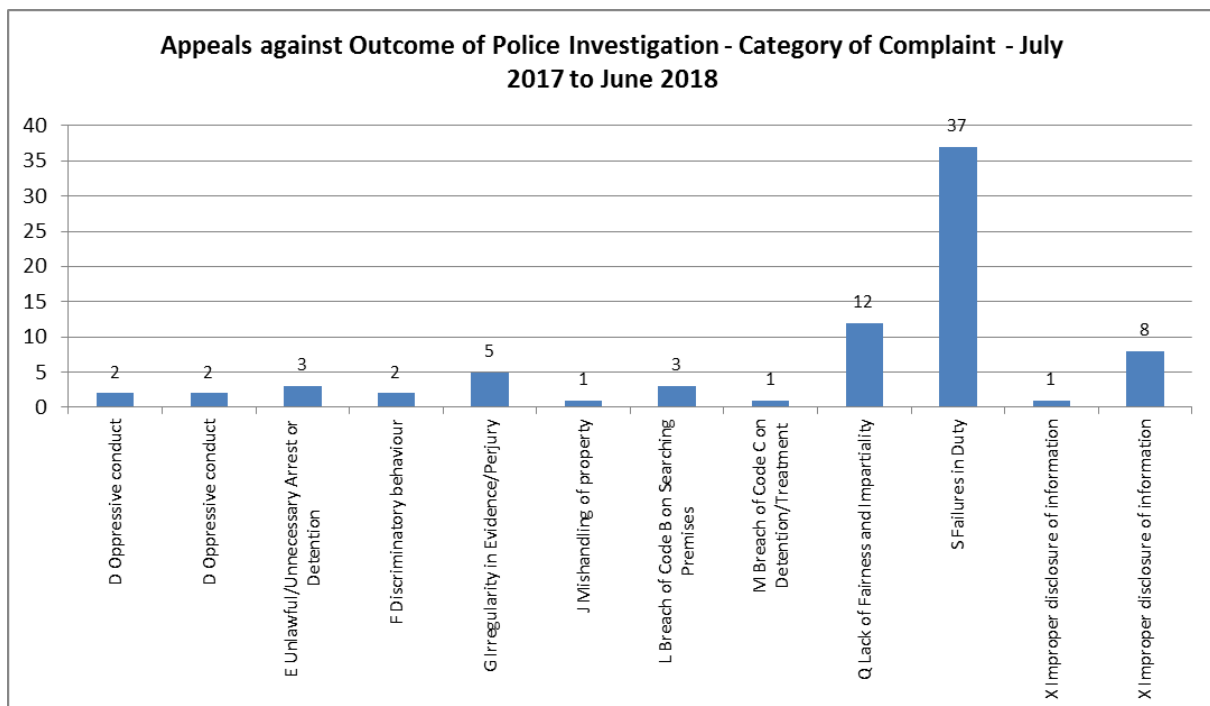
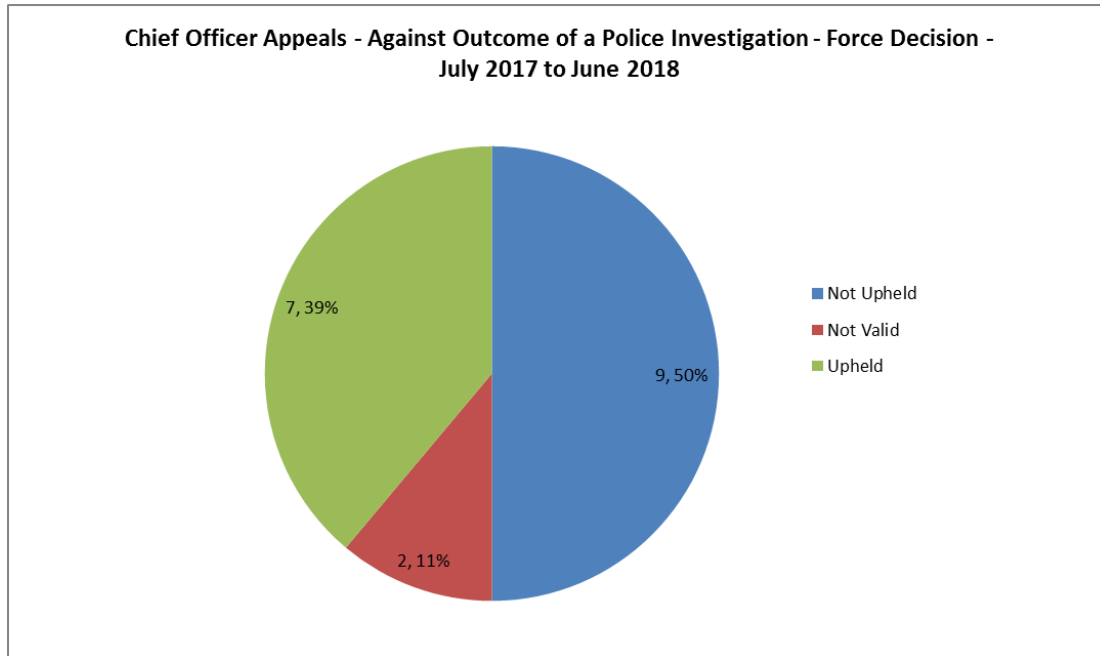
IOPC Appeals Following Non-Recording:



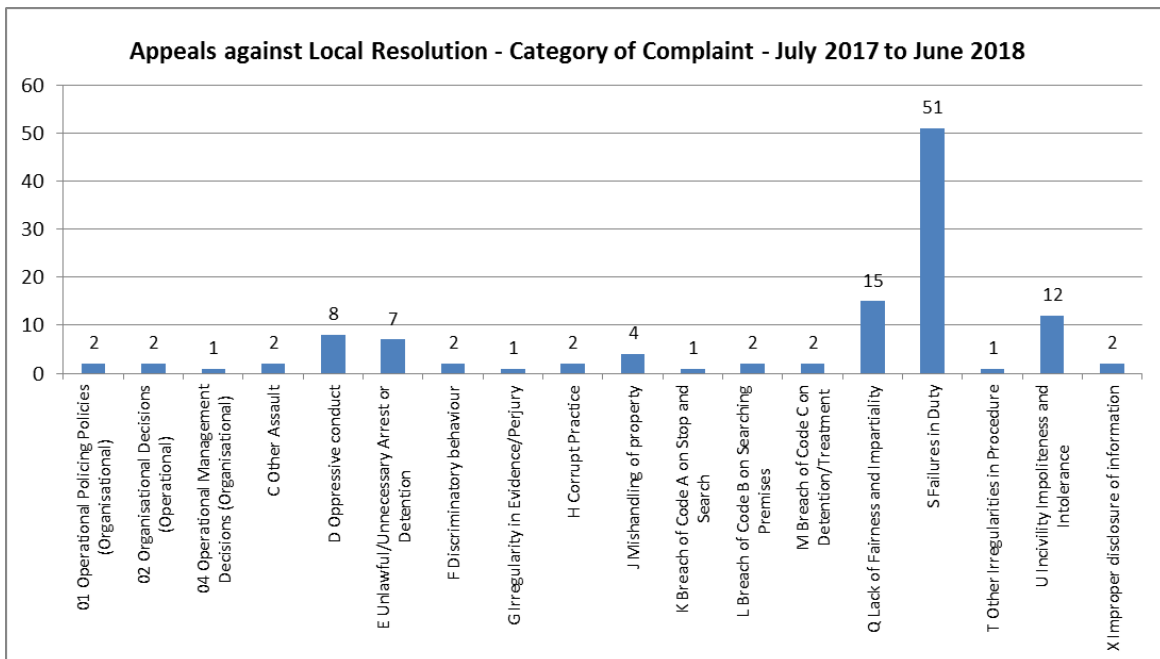
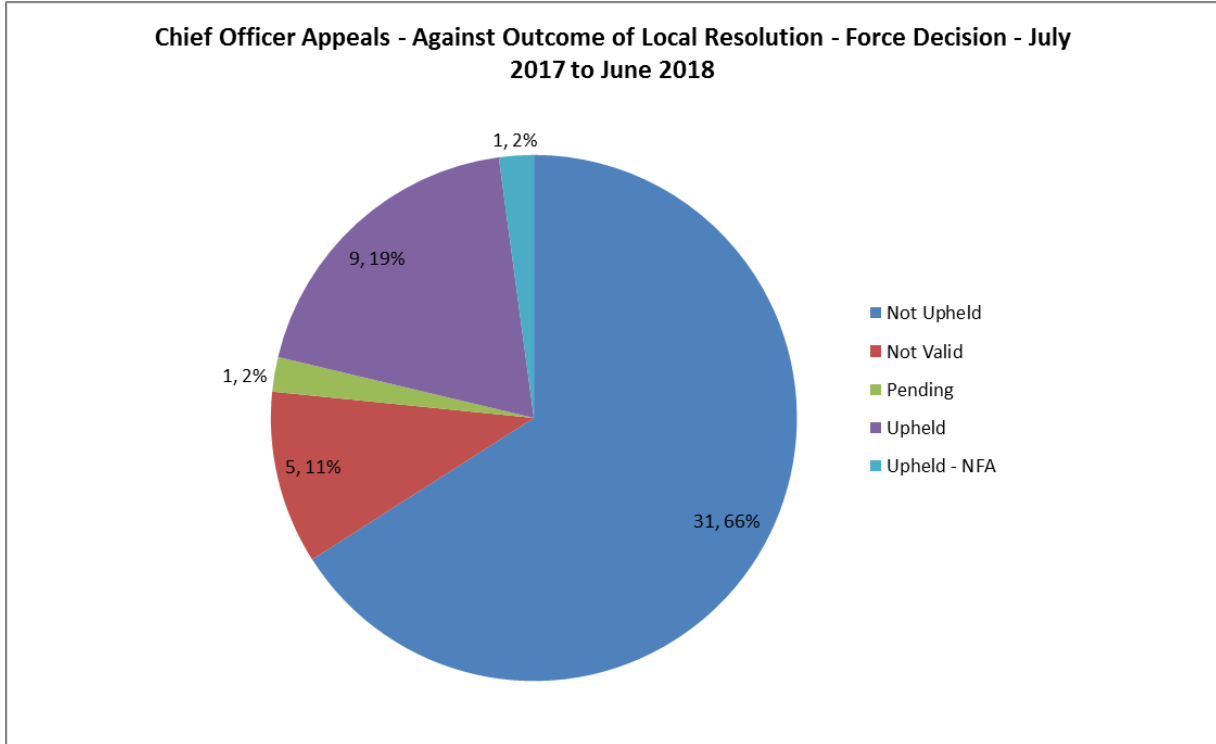
Breakdown of Appeals to Chief Officers:



Against Outcome of Police Investigation:



Against Local Resolution:



Against Disapplication

