
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 30 September 2018 by the Professional Standards Department (PSD).

The report follows the agreed format required by the Police and Crime Commissioner and informs the Police and Crime Commissioner of performance, work being undertaken and outcomes.

2. Recommendation

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

B J Harrington
Chief Constable
Essex Police

Professional Standards Department

Part 1 - Performance Report Complaints and Misconduct

Date: Quarter 2 – July to September 2018

Unit: Professional Standards

Contact: D/Supt Dean Chapple

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Performance Summary

Recorded Complaints

Quarter 2 (Jul to Sep 18) saw fewer members of the public complain about the service provided by Essex Police when compared to the previous quarter, reducing from 171 to 165 and an average of 55 complaints per month. Individual recorded complaint strands also saw a reduction from 380 to 356.

Year to date (Apr to Sep 18) Crime and Public Protection Command have seen the greatest reduction in recorded complaints from 40 to 23 with Operational Policing Command (OPC) experiencing the greatest increase from 72 to 115. Further analysis has shown that multiple complaint strands for individual cases has been a factor in the increase with 3 cases accounting for 24 separate strands.

Complaint Categories by exception

Whilst complaints relating to Other Assault (C) are higher than the same period last year this primarily due to a spike experienced in June 18, a pattern which has not continued during quarter 2. The increase can be partly explained due to multiple allegations within 3 individual cases; however North LPA, South LPA and OPC have seen the highest increase when compared to previous years.

Allegations of Discriminatory Behaviour (F) are currently higher than the same period last year however this can be attributed to an increase in quarter 1 with quarter 2 showing an overall reduction. Previous analysis identified the main form of alleged discrimination being racial discrimination. LPA's are subject to the majority of complaints of this type however only West LPA has seen more complaints recorded when compared to previous year.

Failure in Duty (S) remains the most common recorded complaint allegation and has seen an increase in quarter 2 with 146 strands recorded against 135 the previous quarter and 279 year to date compared to 224. Whilst accounting for the 38% of all recorded complaints this year this still remains below the national average of 40%.

Allegations of Mishandling of Property (J), whilst remaining static for the last 2 quarters, are currently higher than the same periods for the last 2 years and. Analysis has been undertaken which shows the most common items complained about relate to allegations of mishandling of mobile phones and computer/equipment, and damage to doors as a result of house searches. Commands within the North LPA and OPC have recorded increases when compared to previous years.

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 88% of complaints within 10 days against a national average of 90%¹. A review of 39 complaints which were not recorded within 10 days revealed administrative issues which have been addressed as part of the implementations of new recording procedures.

¹ Independent Office for Police Conduct (IOPC) Police Complaints Bulletin (Essex) 1 April 17 to 30 September 18

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 2 the average time taken to finalise a complaint was 114 days, a reduction from 140 days the previous year and against a national average of 110.

During quarter 2 complaints resolved by local resolution (LR) were finalised on average within 73 days, which is a reduction from 87 days the previous and in line with the national average of 71 days. On average complaints dealt with by local investigation took 126 days demonstrating a further improvement in the timeliness of complaint handling, reducing from 167 days the previous year and better than the national average of 150 days.

Outcomes

The most common outcome for finalising an allegation has been through the use of local resolution (LR) accounting for 54% of outcomes during quarter 2 compared to 47% nationally, and an increase from 45% 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.

Over a rolling 12 months up to Sept 2018 of 2,190 finalised complaint strands Essex Police upheld 121 equating to 6% of the total. 55% of all upheld complaints concerned a Failure in Duty (S) and 65% of all upheld complaints were dealt with by management action².

Misconduct

51 new misconduct allegations were recorded during quarter 2 compared to 46 the previous quarter. The 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.

In the 12 months up to September 2018 a total of 89 conduct investigations were finalised involving 138 officers. The outcome resulted in 7 officers receiving formal warnings, 54 receiving management action or advice and 43 were subject of no further action. 24 officers resigned or retired during the investigation and 10 were dismissed following formal misconduct proceedings.

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 2 a total of 20 cases were reviewed across a range of complaint categories and the findings shared with the Head of PSD and Service Delivery Unit Manager. 12 cases identified no issues of concern; 6 queries were raised over timeliness and 3 regarding case management. 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 2. 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 2. 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. A new Unconscious Bias training package was developed as a result of matters highlighted through the board and was launched as an E learning package in September 2018.
- Further PSD Surgeries were conducted across the county during quarter 2 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.
- An internal PSD Web Portal was launched on 1st October 2018 delivering a single point for officers and staff to obtain guidance, understand current Force performance, share best practice and ensure lessons are learnt, including those nationally highlighted in Independent Office for Police Conduct bulletins. Work is now underway to report on the variety of outcomes from complaint and conduct investigations to better reflect the broader work of PSD and its focus on prevention and improving performance.
- A new force procedure aimed at streamlining complaint handling and introducing better record keeping has been launched on 1st October 2018.
- Centurion is the system used for case management and following additional training for PSD staff the new working practices have now been introduced to improve overall conduct and complaint case management which aim to improve the quality and timeliness of cases dealt with by PSD.

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.

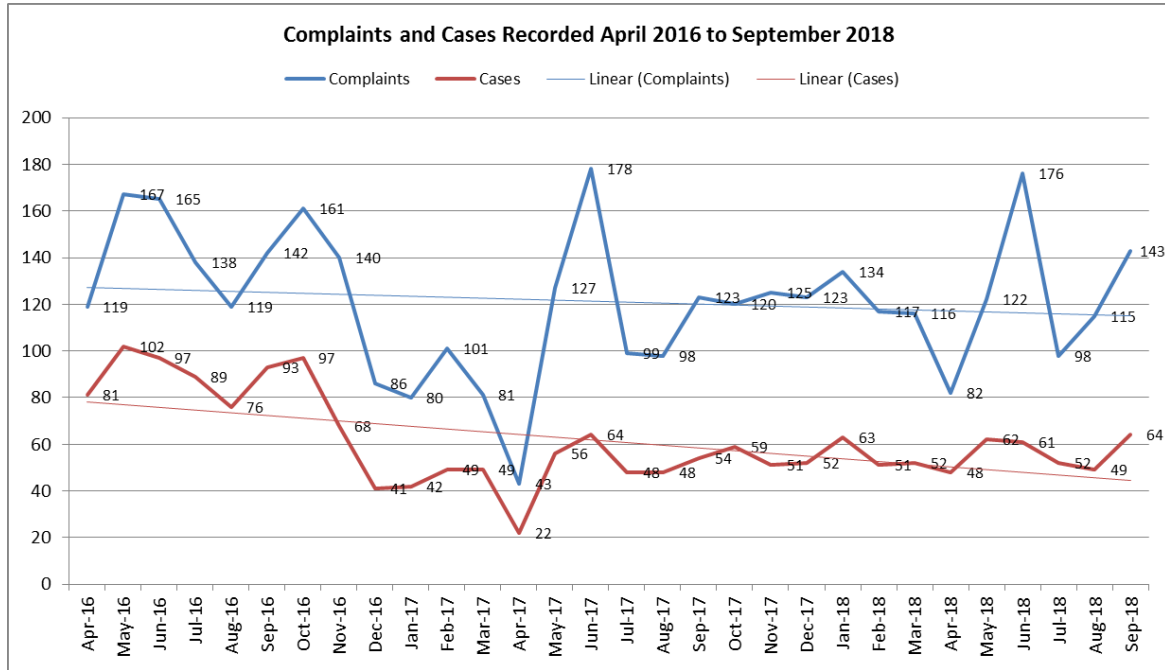
This data uses the Area Responsible as recorded initially for Cases; this will not reflect the individual complaint strands and officer allegations which will often be across different commands and areas.

Commands:

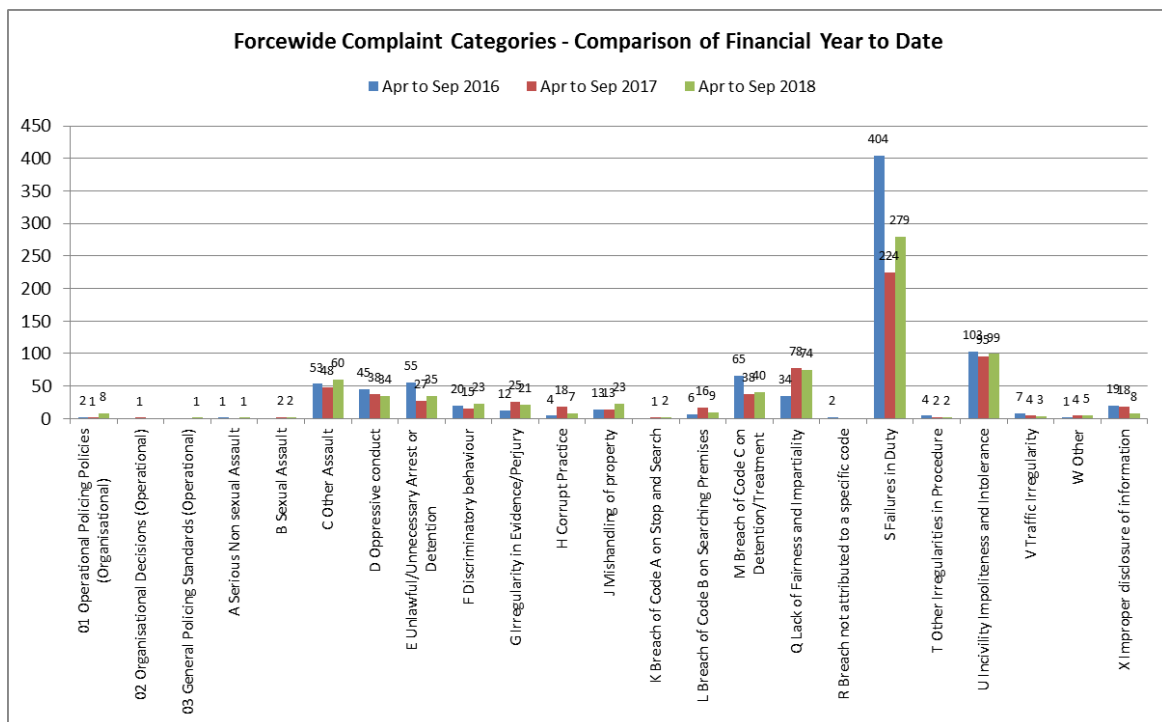
The table below details the Commands across Essex Police and the abbreviations that will be used to refer to them throughout the report.

Command Abbreviation	Command
CJ	Criminal Justice Command
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

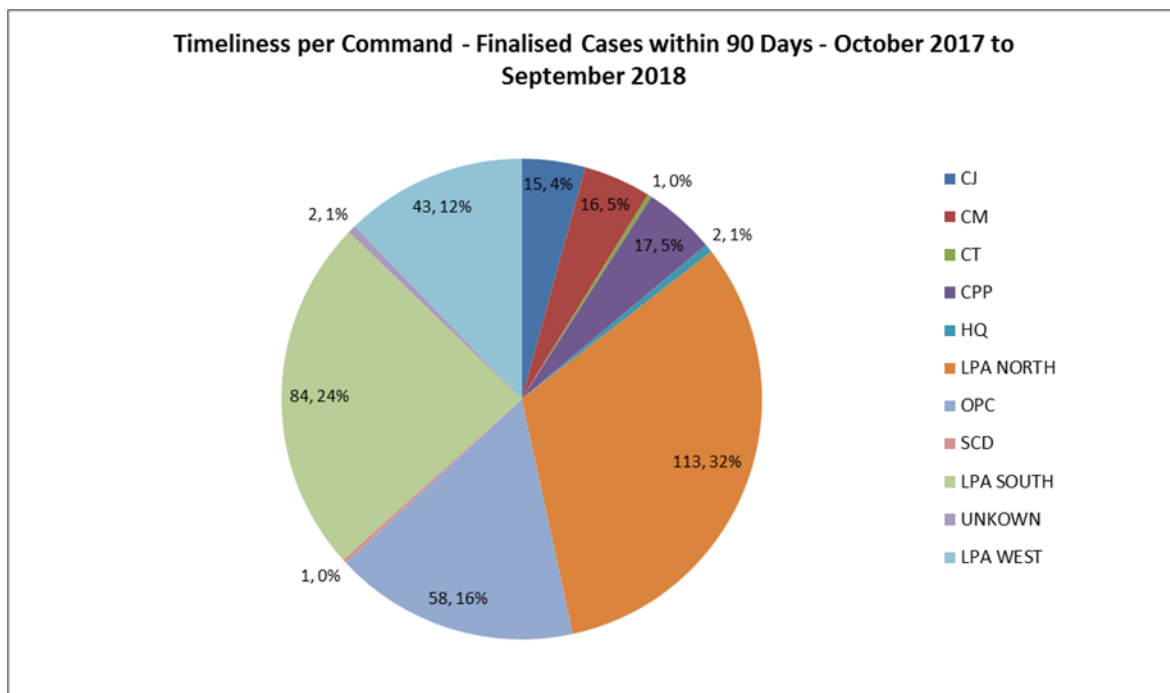
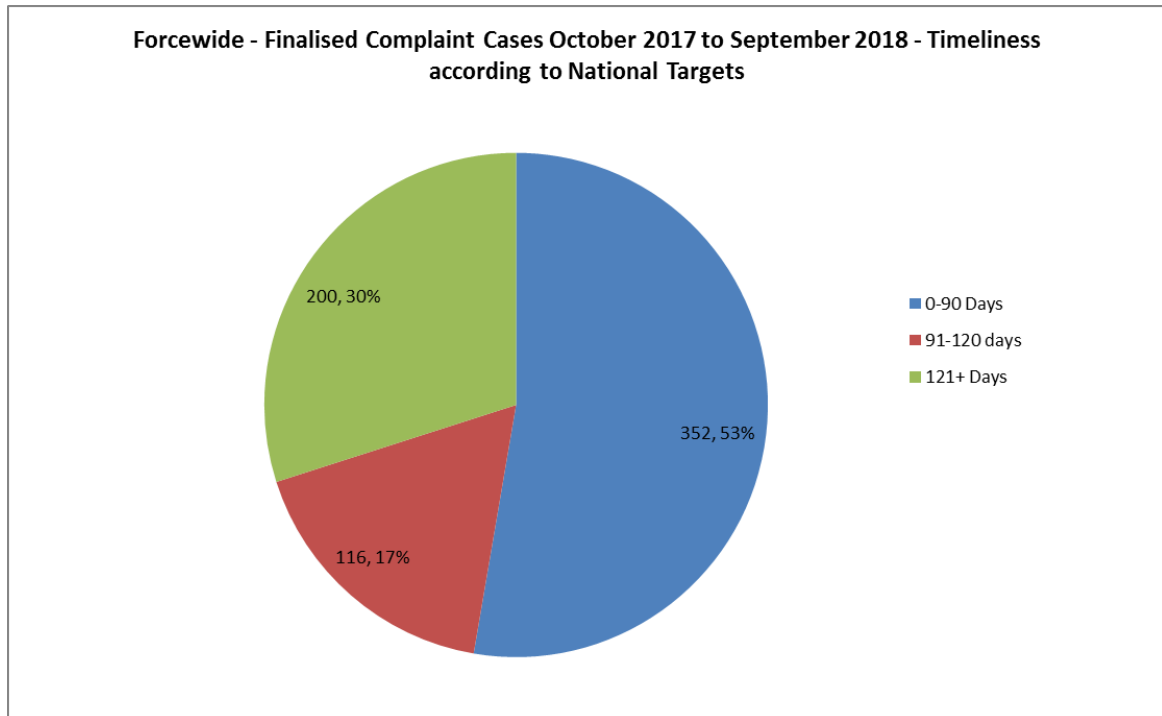


Numbers of complaints have gradually decreased in recent years, with regular peaks in the summer months. June had a significant increase, though it is of note that there were five cases with over 5 separate complaint strand allegations, two of these cases have 15 strands total (C/302/18, C/335/18). Similarly, in September 2018 there has been a case with 12 strands (C/259/17).



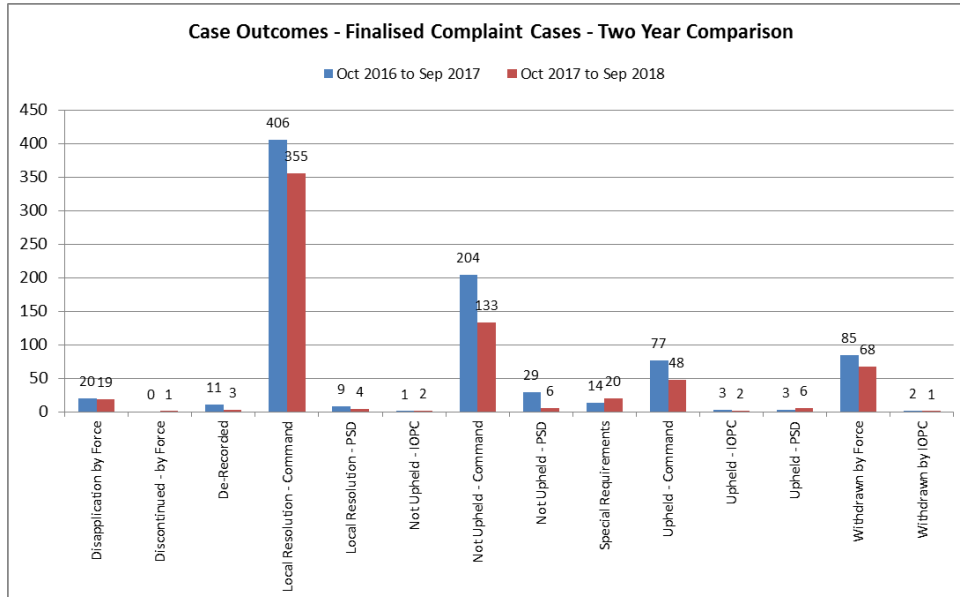
Timeliness of Complaints

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). Approximately half of cases were within 90 days.



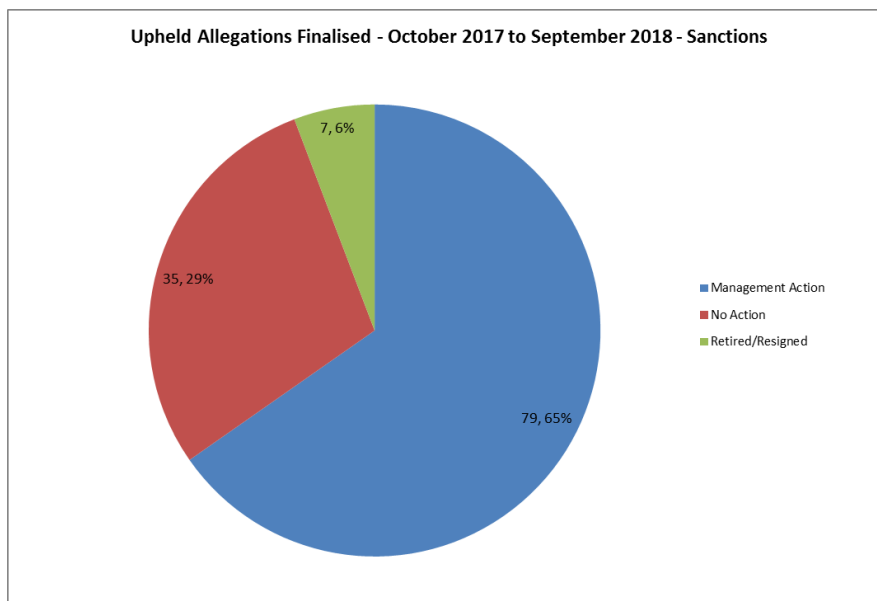
Outcomes of Complaints

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 allegation data (finalised) has been used for the following two graphs.

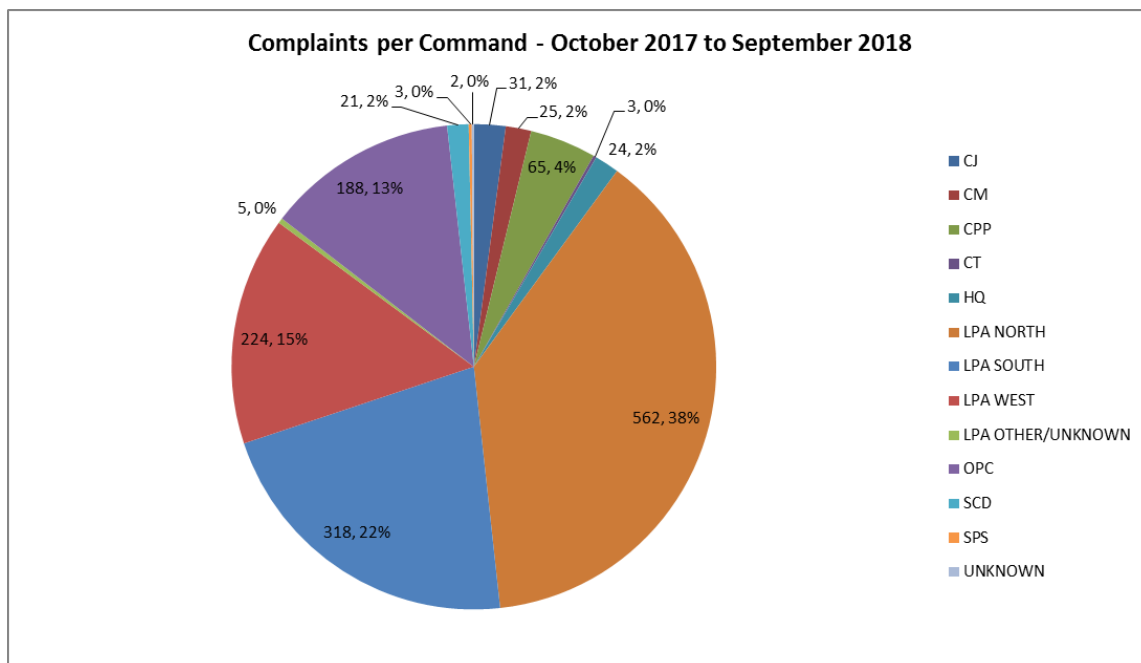
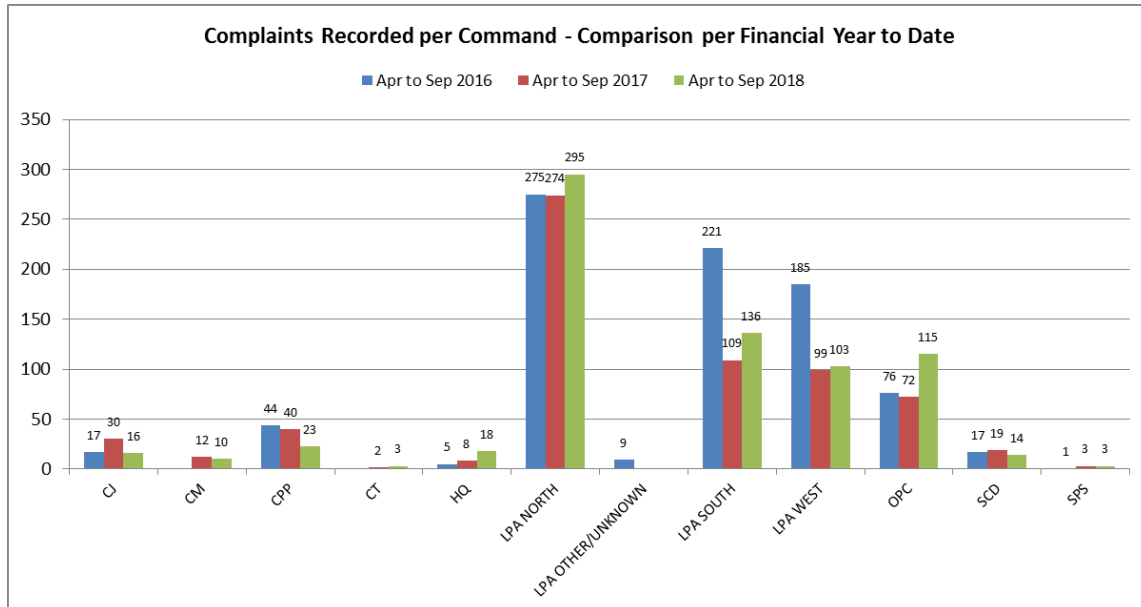


Of 2190 total finalised allegations across all complaint categories in the last 12 months, 121 were upheld (6% of all finalised allegations).

The table below shows a breakdown of upheld finalised allegations over the last 12 months, and the percentage that this represents for each complaint category (there were some categories that didn't have any upheld).

Type	Total Allegations Oct 2017 to Sep 2018	Upheld Allegations within Category	% Upheld of Allegations for Category
C Other Assault	210	3	1%
D Oppressive conduct	123	3	2%
E Unlawful/Unnecessary Arrest or Detention	114	7	6%
F Discriminatory behaviour	74	3	4%
J Mishandling of property	96	1	1%
L Breach of Code B on Searching Premises	80	3	4%
M Breach of Code C on Detention/Treatment	145	14	10%
Q Lack of Fairness and Impartiality	187	3	2%
S Failures in Duty	714	67	9%
T Other Irregularities in Procedure	13	2	15%
U Incivility Impoliteness and Intolerance	278	9	3%
V Traffic Irregularity	10	1	10%
W Other	14	5	36%

Command Breakdown of Complaints



Complaint Categories – Force Overview

Complaint Code A: Serious Non Sexual Assault

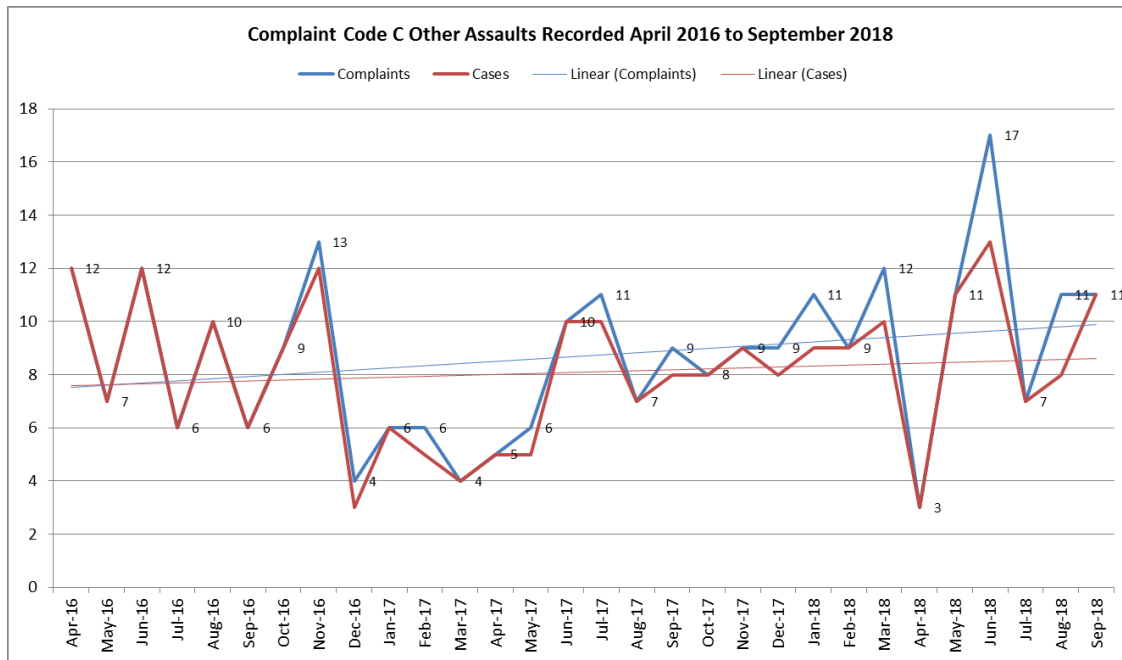
There are minimal numbers of A category complaints. There have been two complaints recorded since April 2016, the first of which was in June 2016 in LPA South, the second in August 2018 in LPA North (C/431/18, Colchester).

Complaint Code B: Sexual Assault

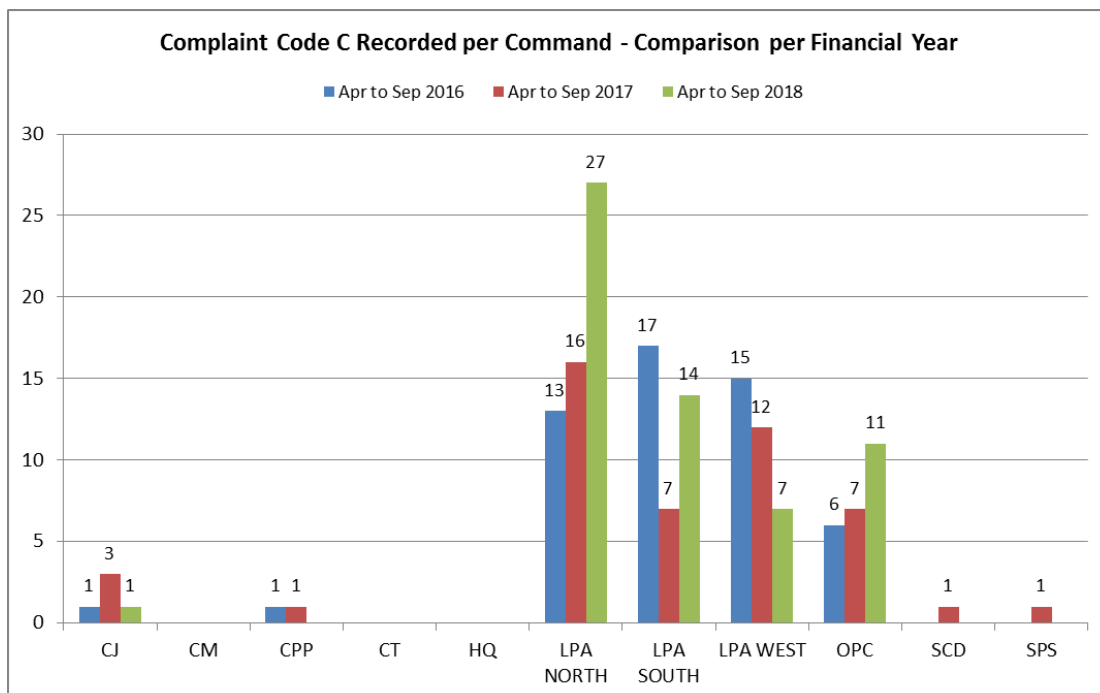
The following table shows numbers of B category since April 2016. Numbers have been low, with eight recorded.

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
Aug-18	1	LPA NORTH
Sep-18	1	LPA NORTH

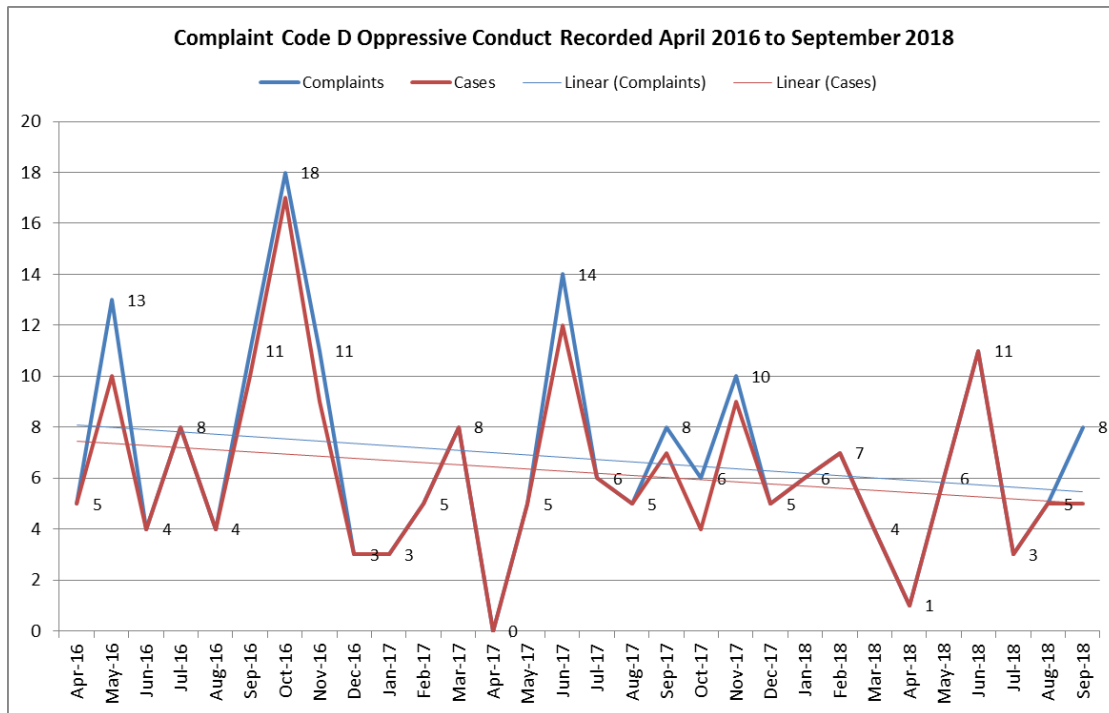
Complaint Code C: Other Assault



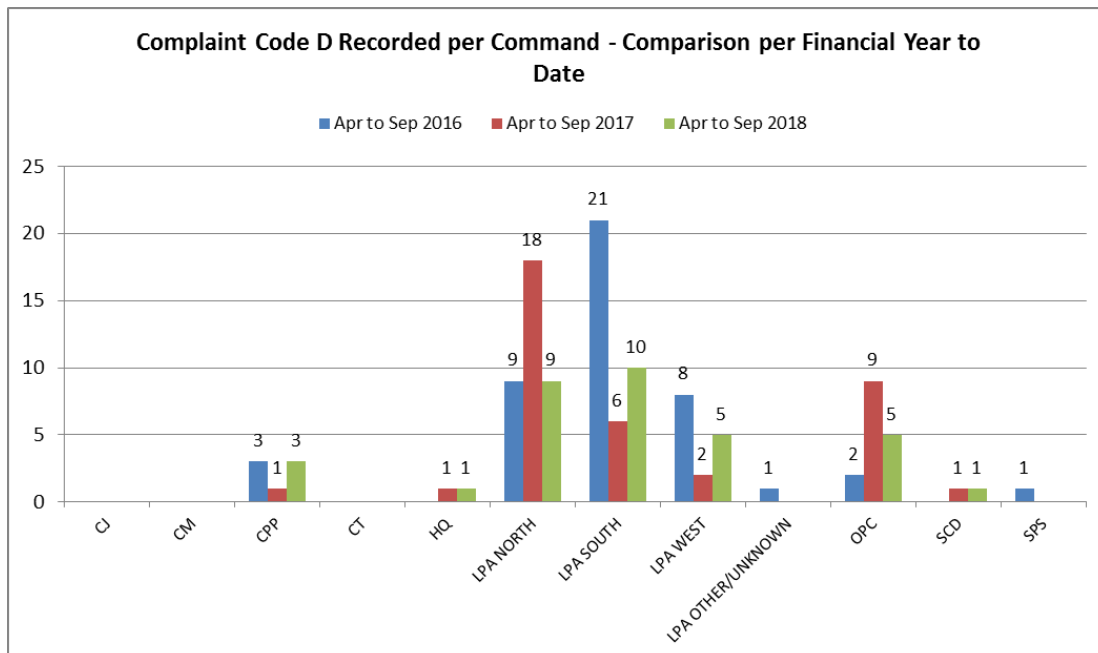
The overall trend in allegations of Other Assault (C) is an increase overall, and June had the highest monthly number in this timeframe. This can be partly explained by there being three cases which overall contain 7 allegations. North LPA had an increase year on year and is continuing to have an increase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



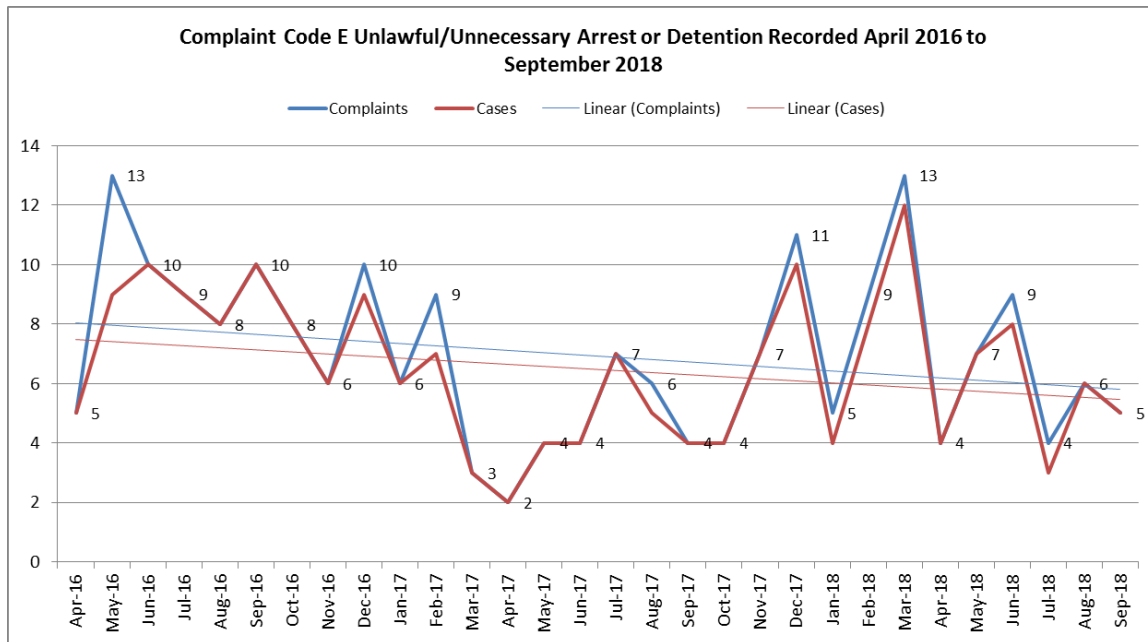
Complaint Code D: Oppressive Conduct



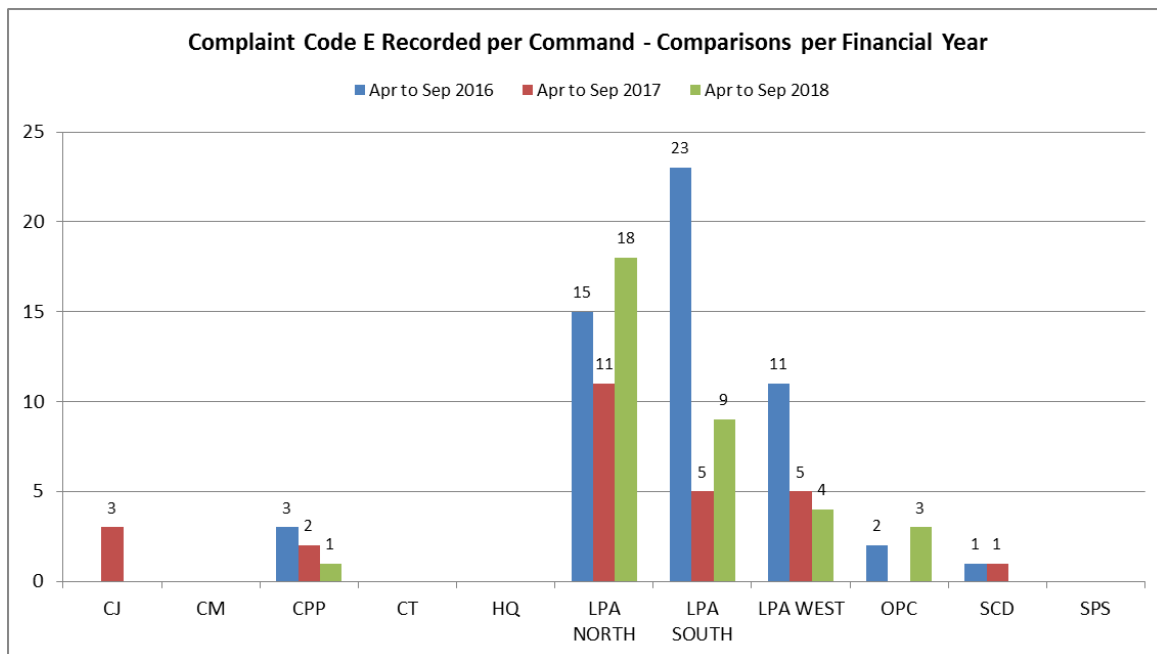
There have been several peaks in D Complaints but numbers have decreased overall. North LPA had an increase year on year, but levels are lower so far this year.



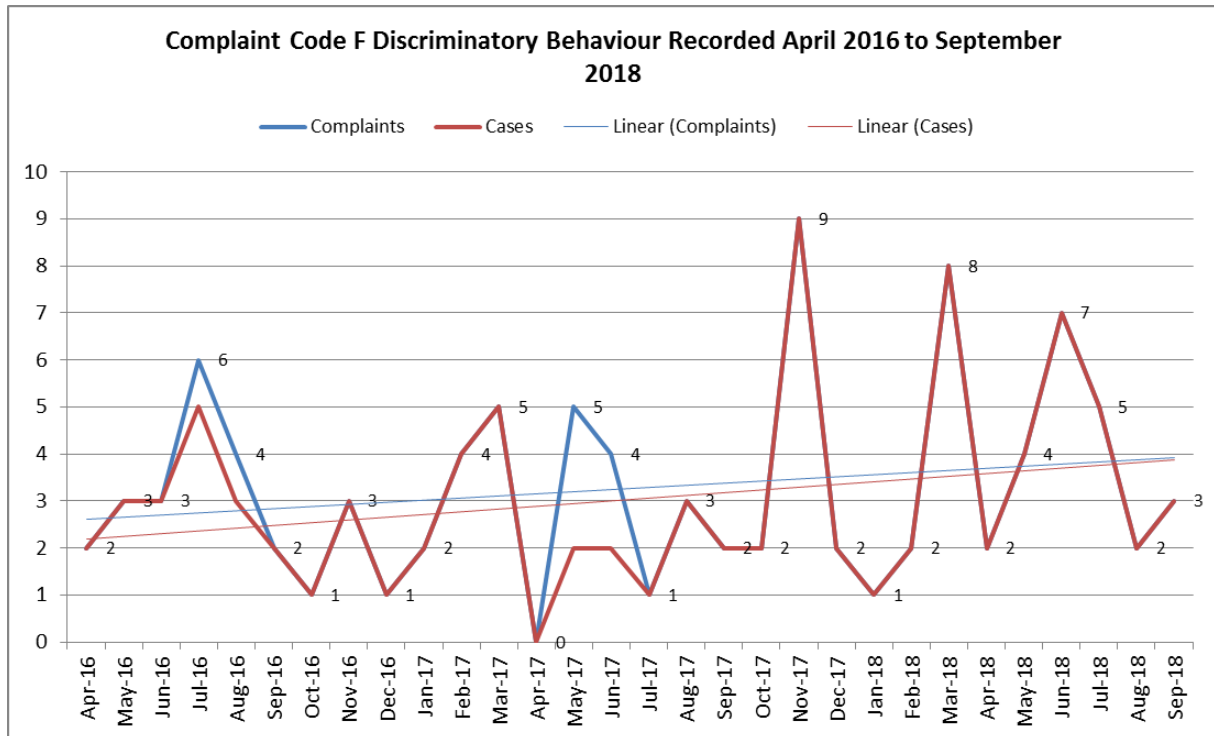
Complaint Code E: Unlawful/Unnecessary Arrest or Detention



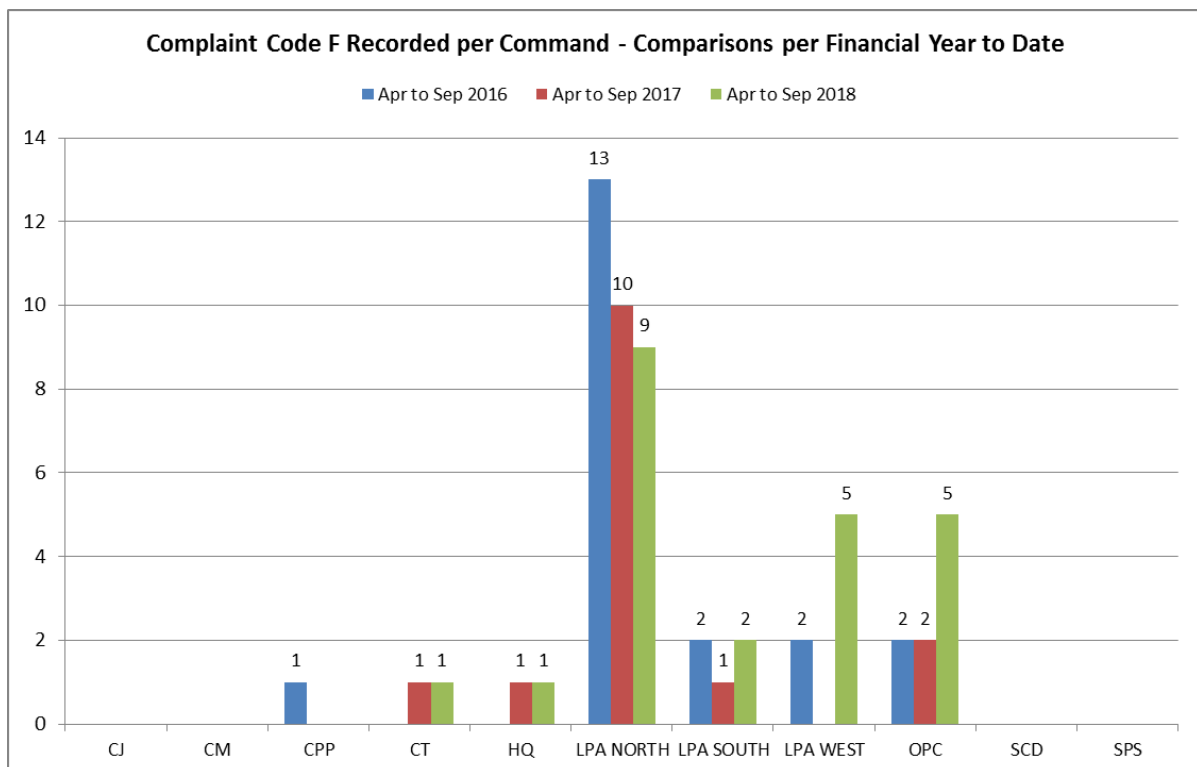
Category E Complaints have decreased, though there have been some peaks in recording.



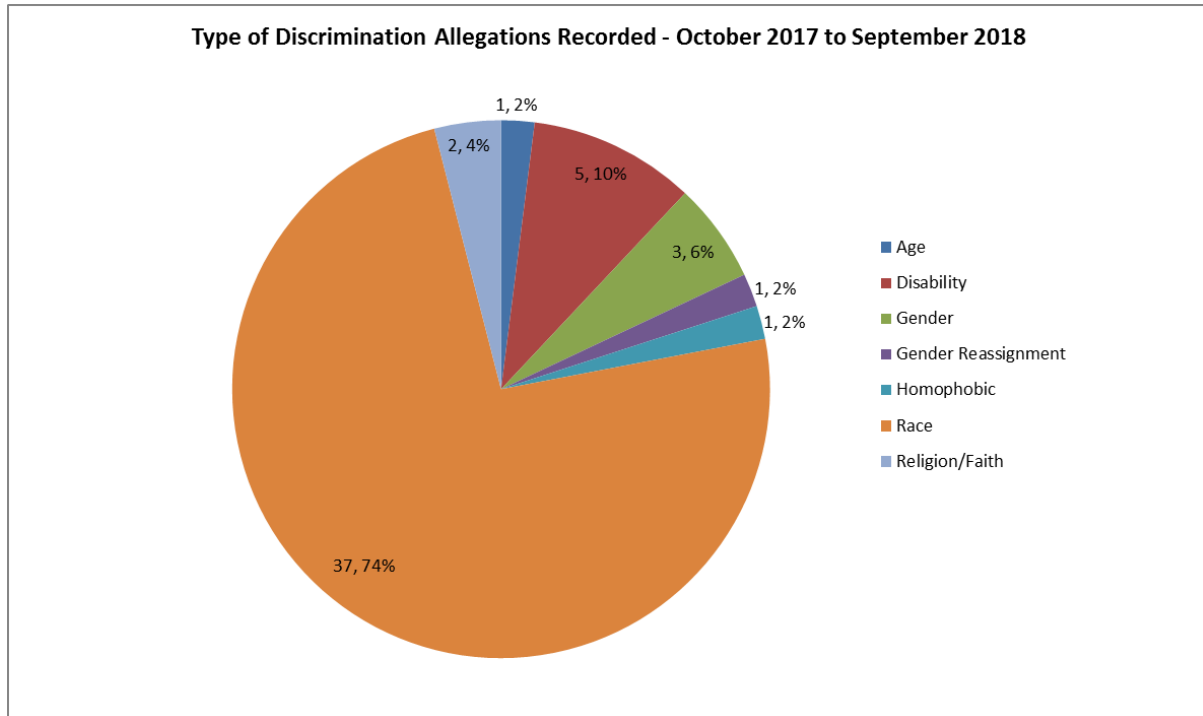
Complaint Code F: Discriminatory Behaviour



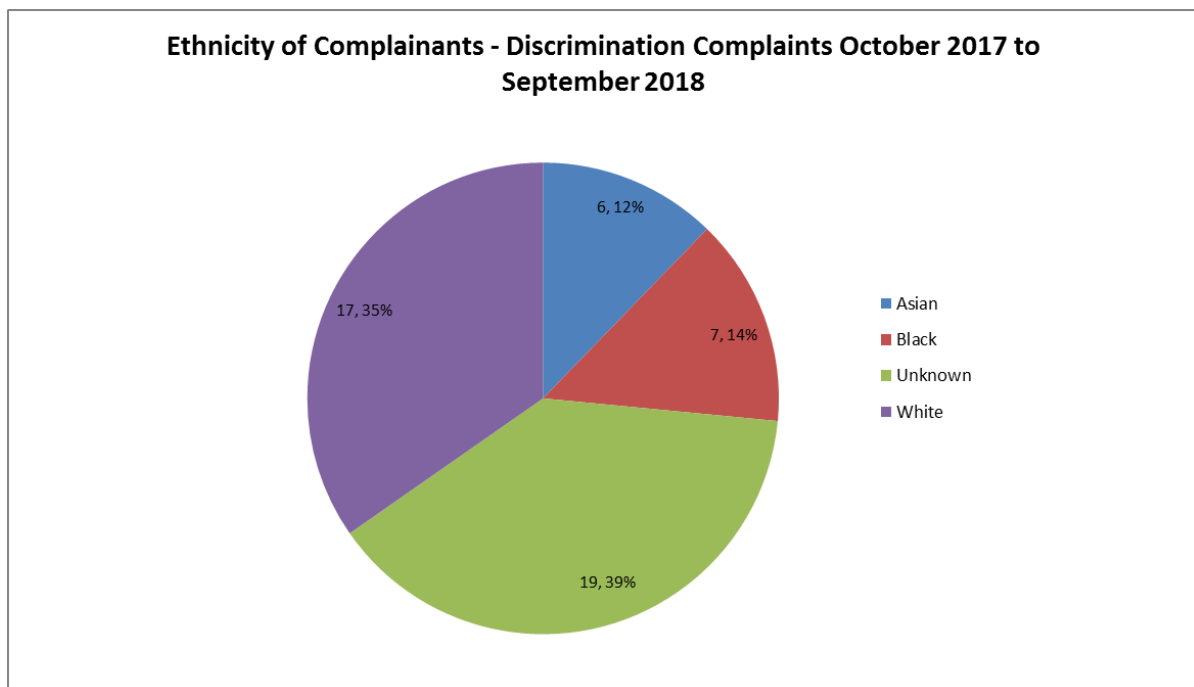
There have been peaks in F complaints which have resulted in an increasing trend, though actual numbers have remained generally consistent overall.



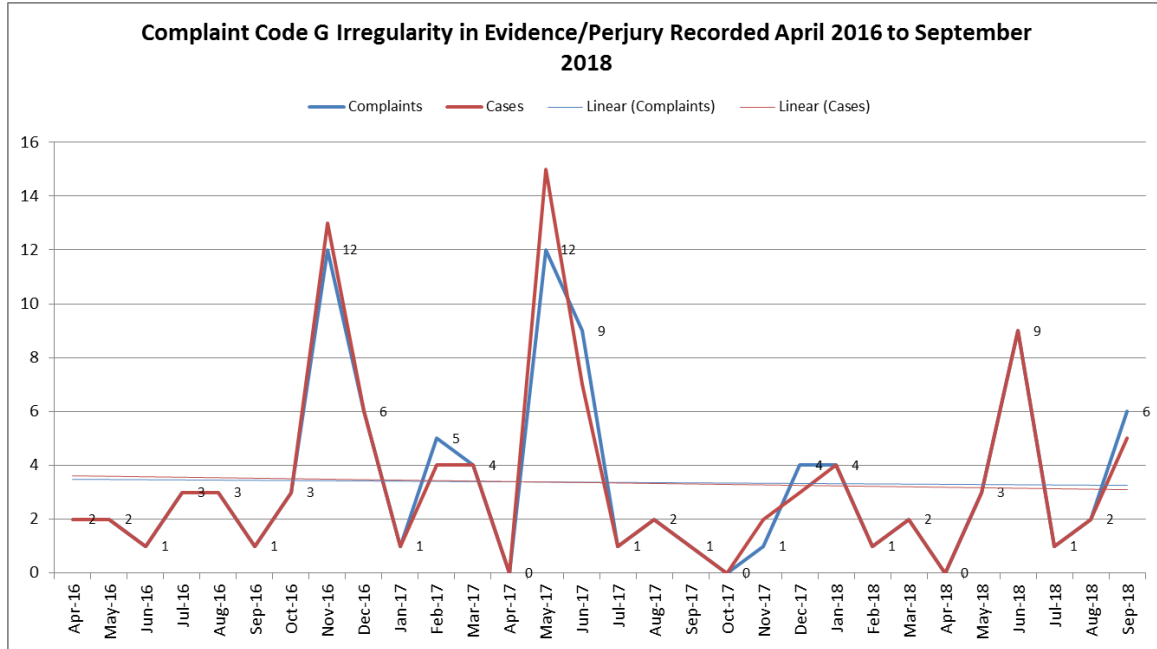
F Discrimination Complaints – Allegation Type



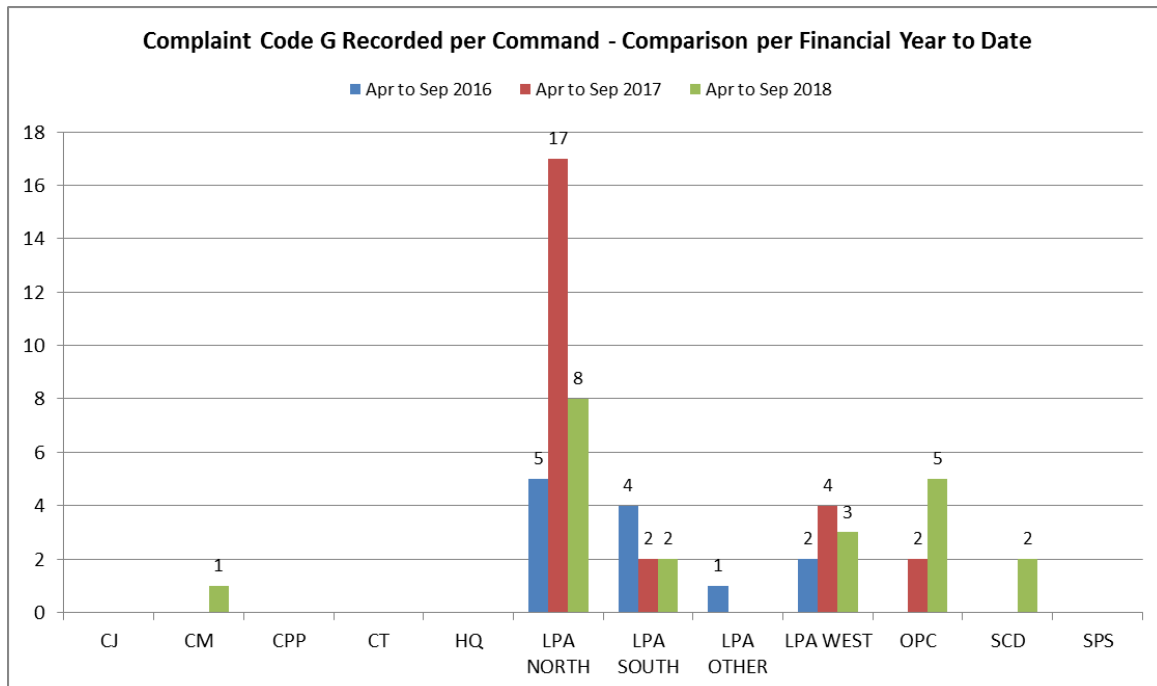
F Discrimination Complaints – Ethnicity of Complainants



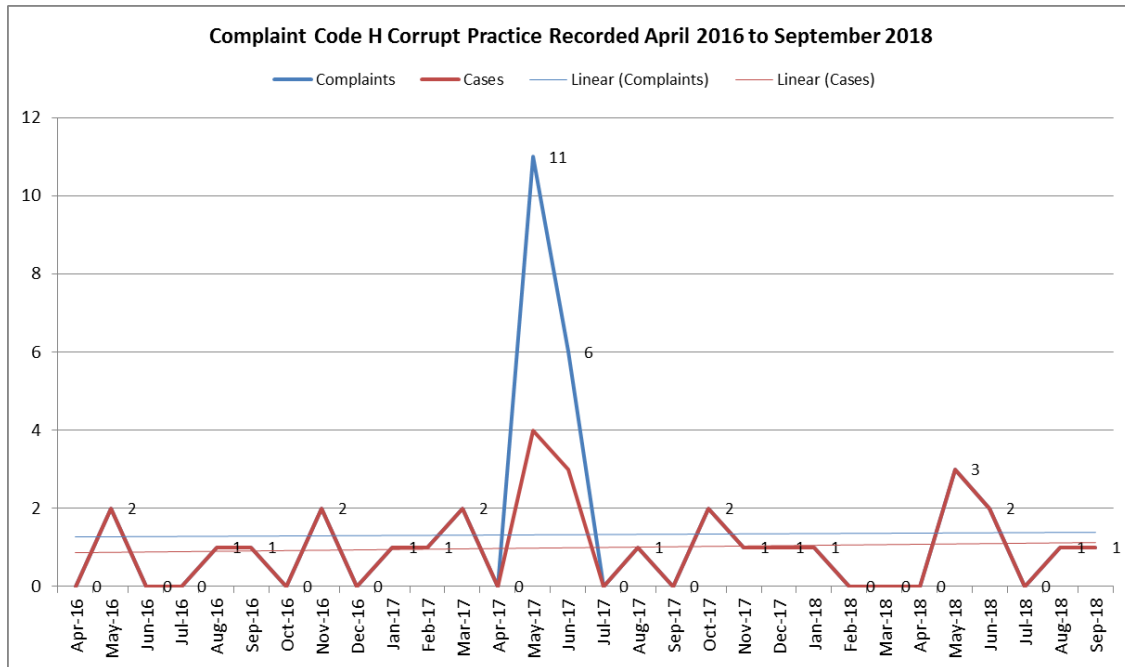
Complaint Code G: Irregularity in Evidence/Perjury



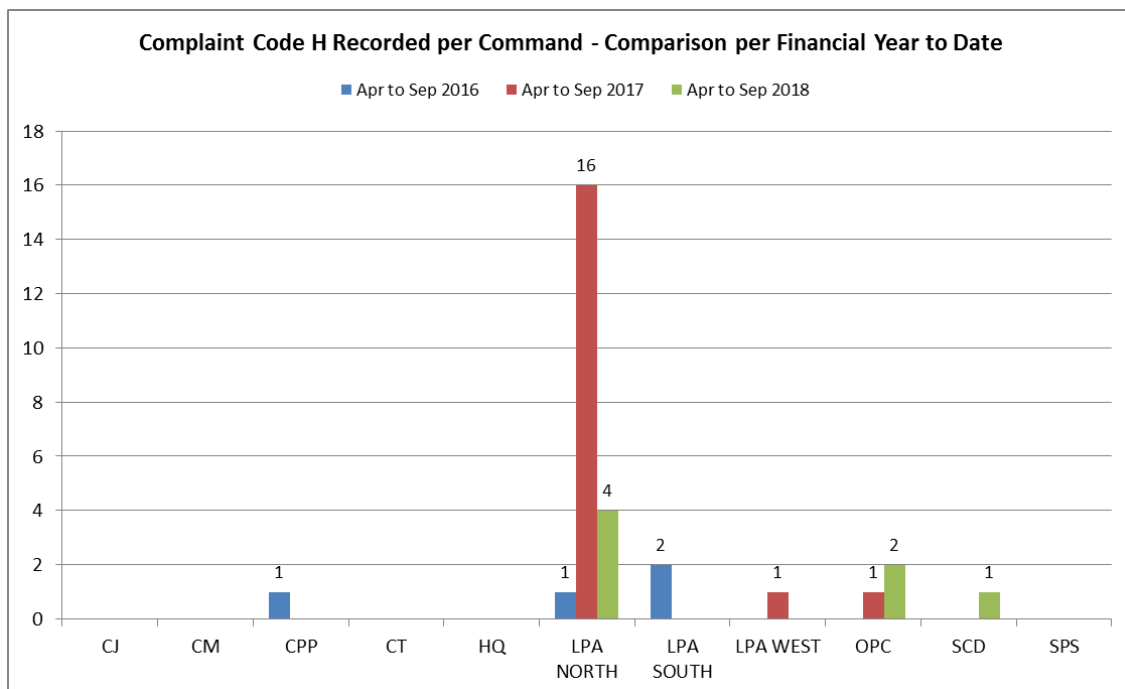
Allegations of Irregularity of Evidence and Perjury (G) remain low with peaks seen in Nov 16 and May 17, both peaks associated to individuals as opposed to multiple complainants. There was also an increase in June 2018 which can be accounted for by one case involving 4 allegations of this category (C/308/18).



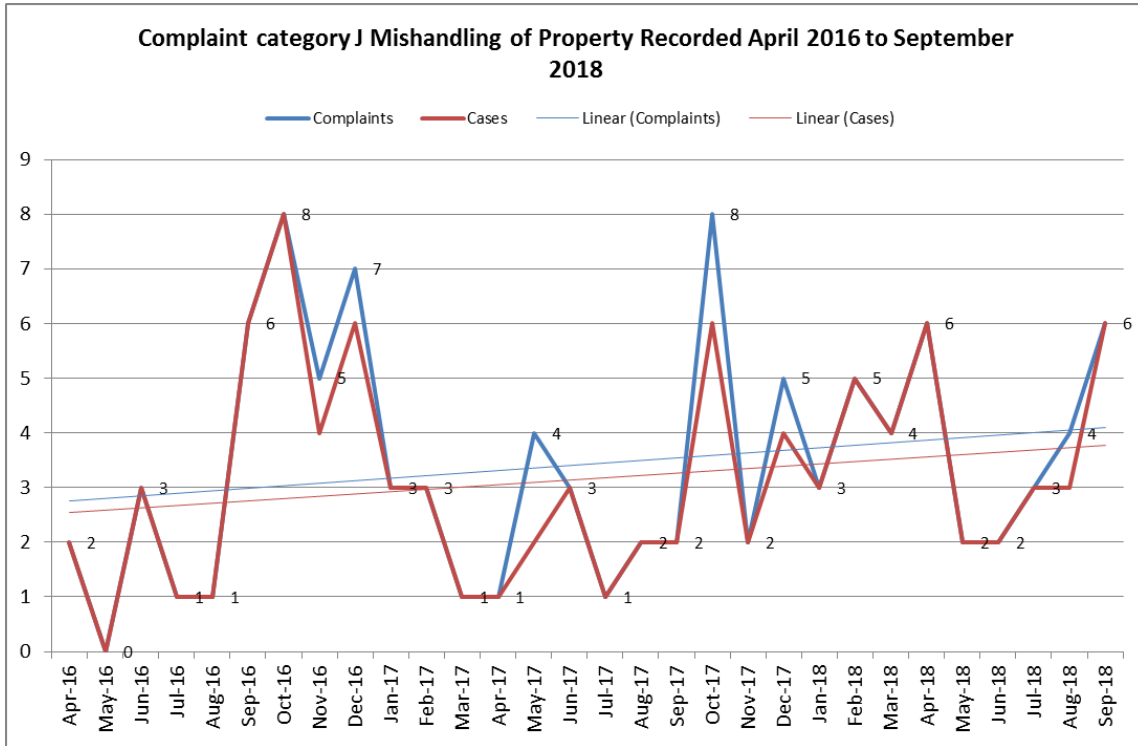
Complaint Code H: Corrupt Practice



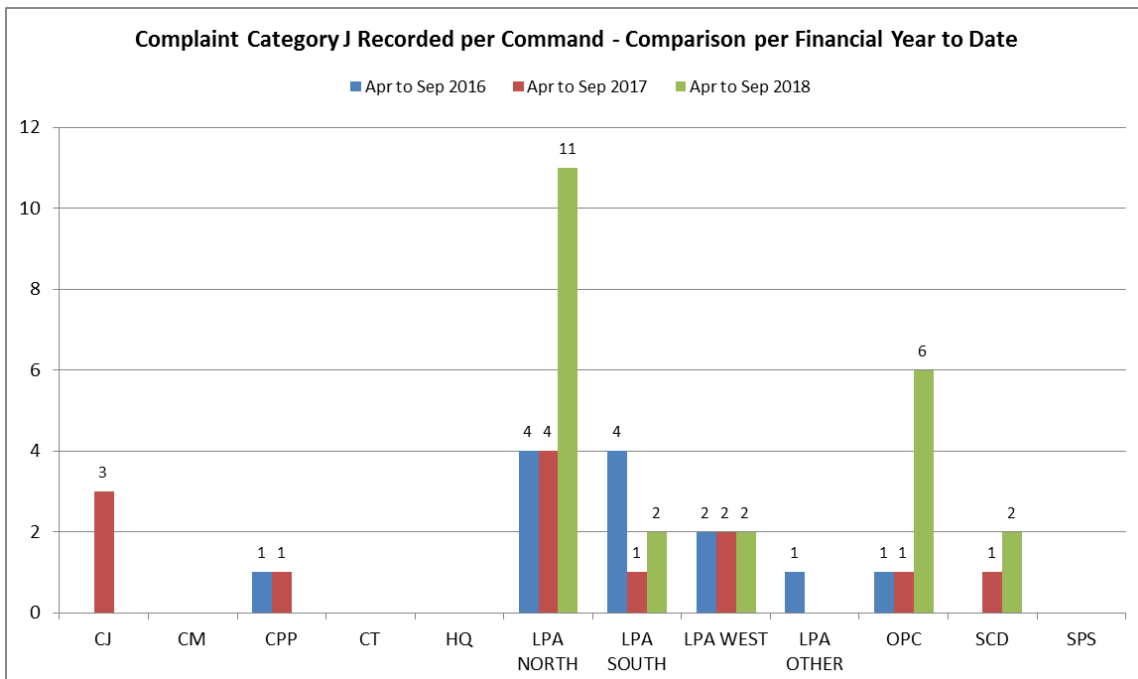
Numbers of H complaints have been low but have been affected by a complaint involving a repeat complainant in May 2017 (C/175/17 North LPA) resulting in an overall slightly increasing trend-line.



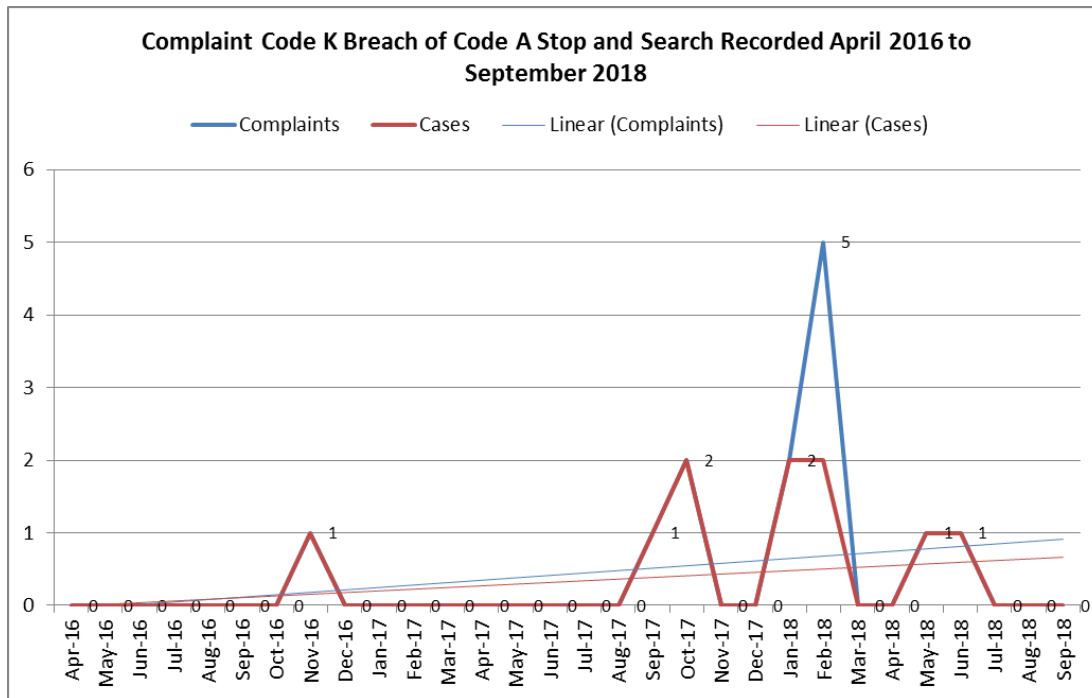
Complaint Category J Mishandling of Property



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.

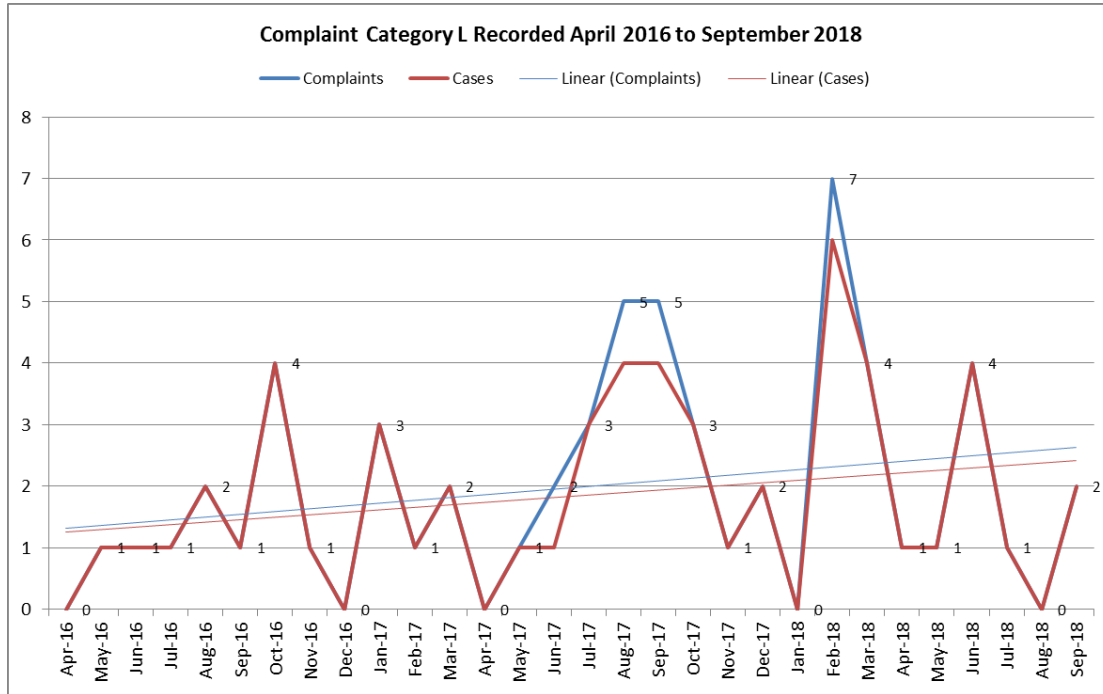
The Stop and Search figures for Quarter 1 (April to June 2018) totalled 1221 (53% increase compared to the same quarter last year)³.

Comparison of Complaints per Financial Years per Command:

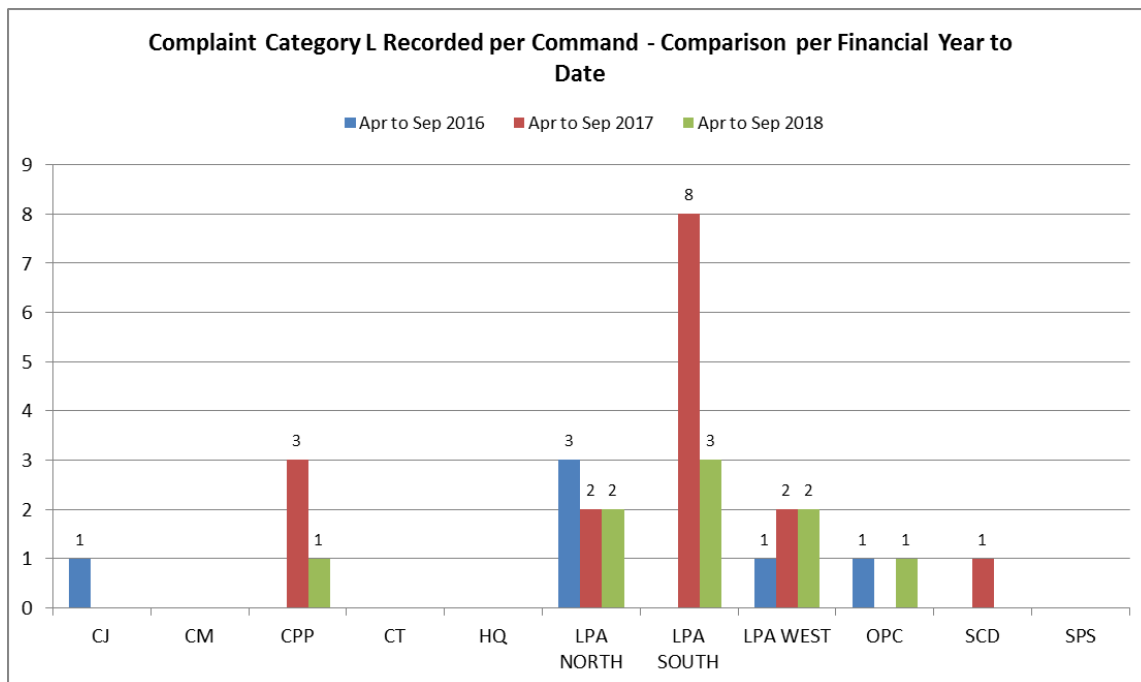
Command	2016/2017	2017/2018	2018/2019	Total
CPP	0	1	0	1
LPA NORTH	0	1	1	2
LPA OTHER	0	4	0	4
LPA SOUTH	0	1	0	1
LPA WEST	1	1	0	2
OPC	0	2	1	3
Total	1	10	2	13

³ Figures obtained from Strategic Command reporting August 2018 'Stop and Search 2018/19 Quarter 1'

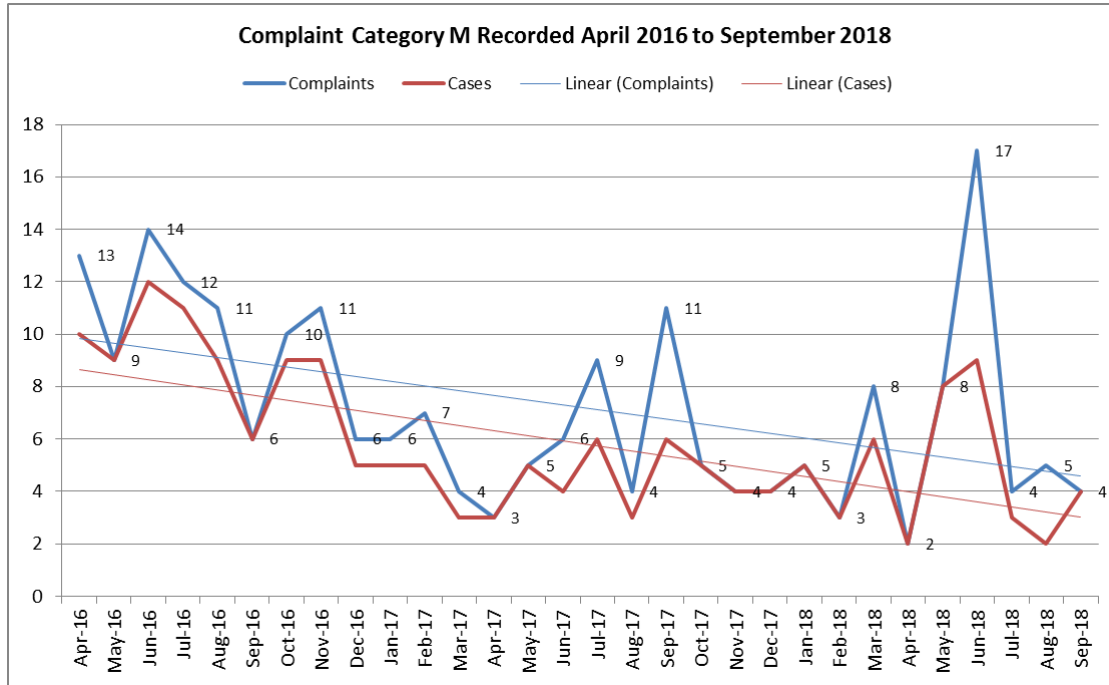
Complaint Category L Breach of Code B on Searching Premises



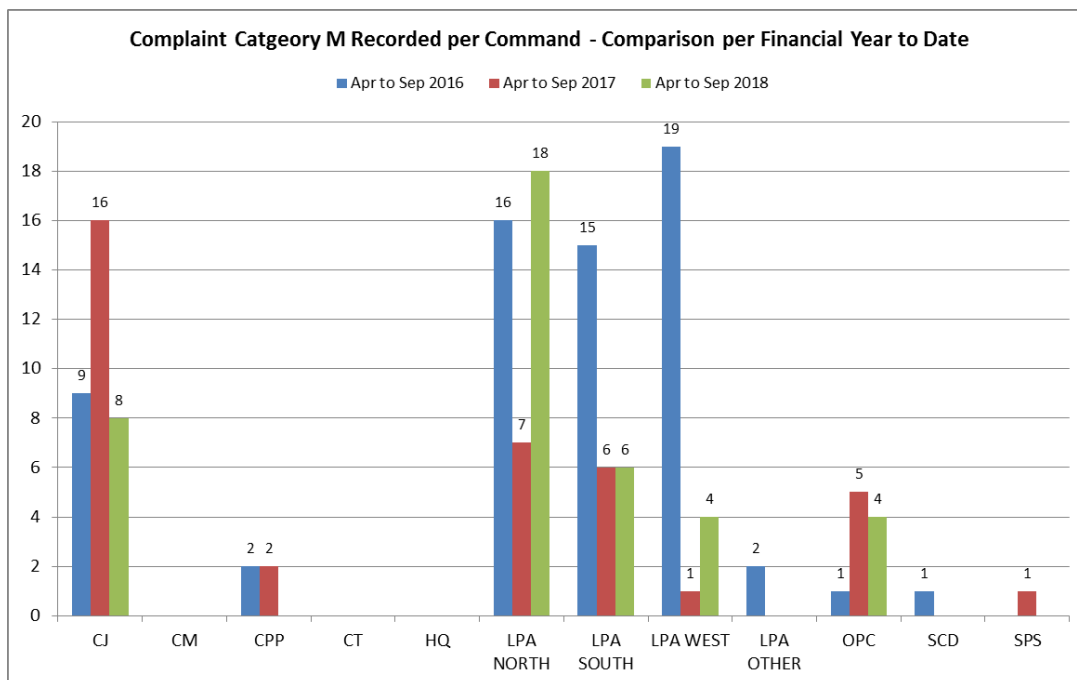
Levels of L complaints are sporadic, though there has been a slight increase over the time-frame.



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 peaks. In June there was 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.



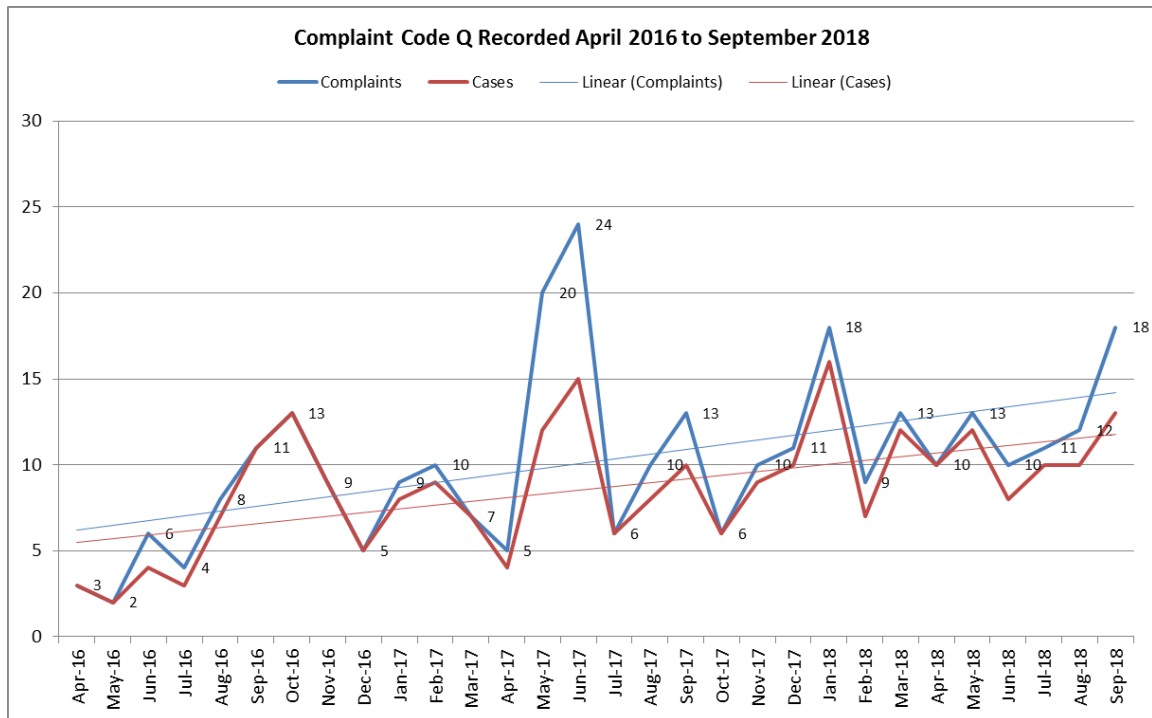
Complaint Code N Breach of Code D on Identification

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

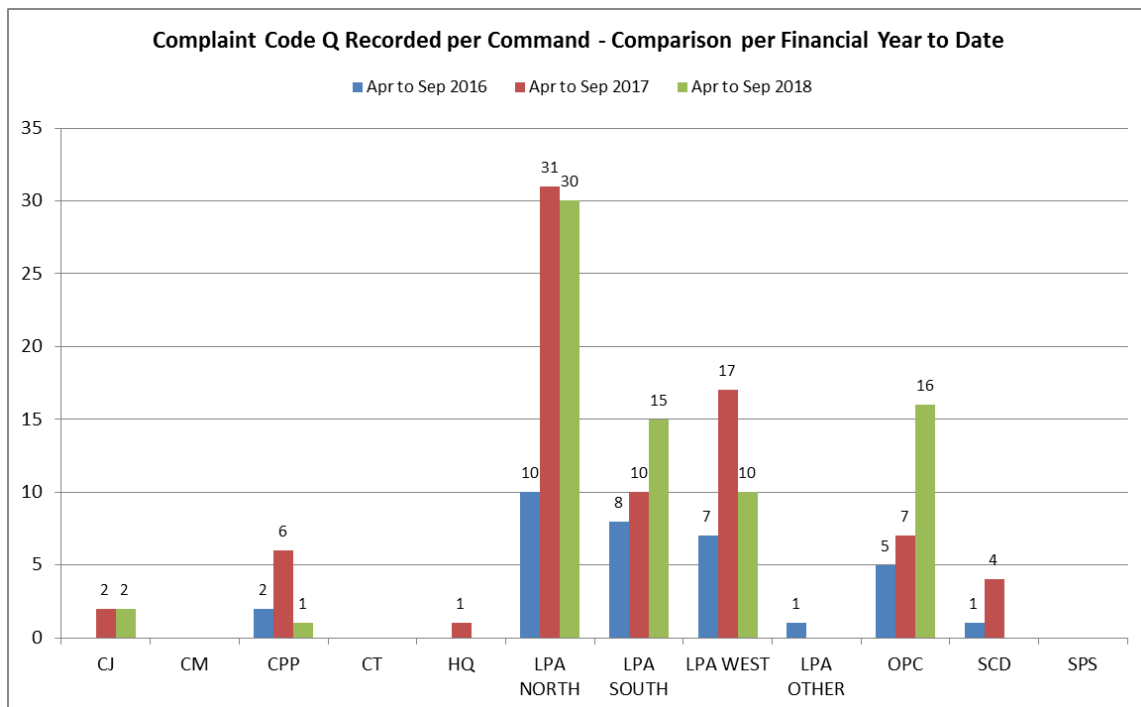
Complaint Code P Breach of Code E on Tape Recording

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; with a significant peak in June 2017 (this was not affected by any particular case).

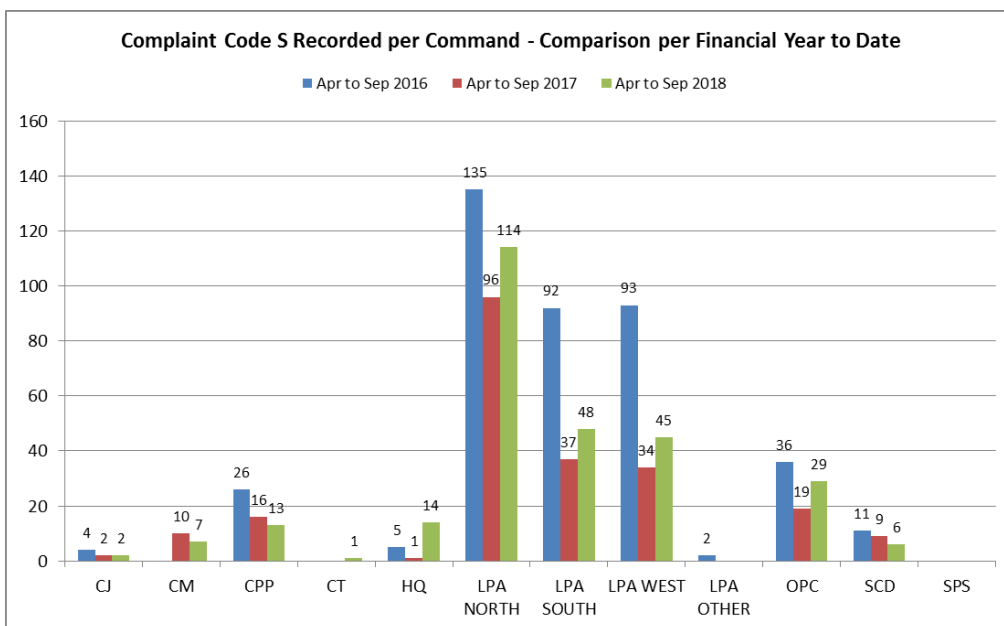
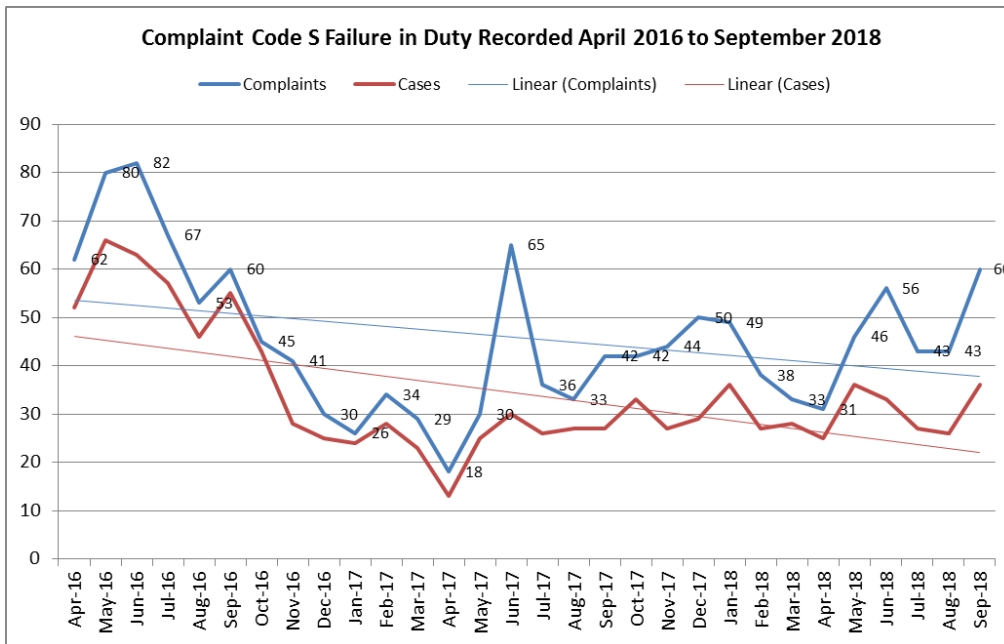


Complaint Code R Breach not attributed to a certain code

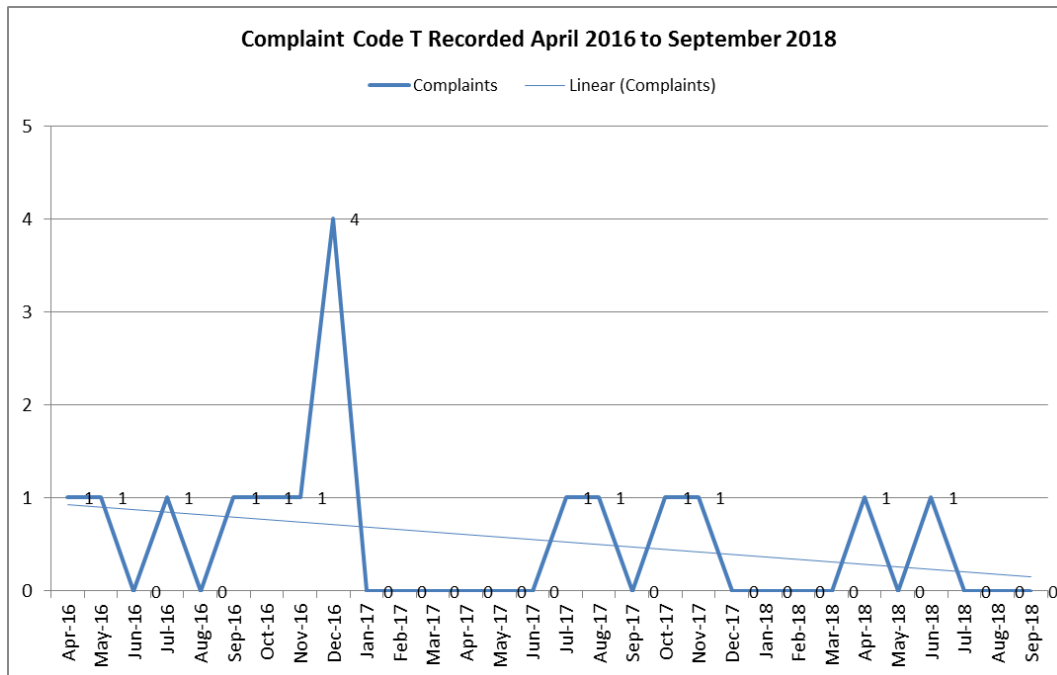
There have only been two R complaints recorded since April 2016 – One in May 2016 (LPA South) and one in September 2016 (LPA North).

Complaint Code S Failures in Duty

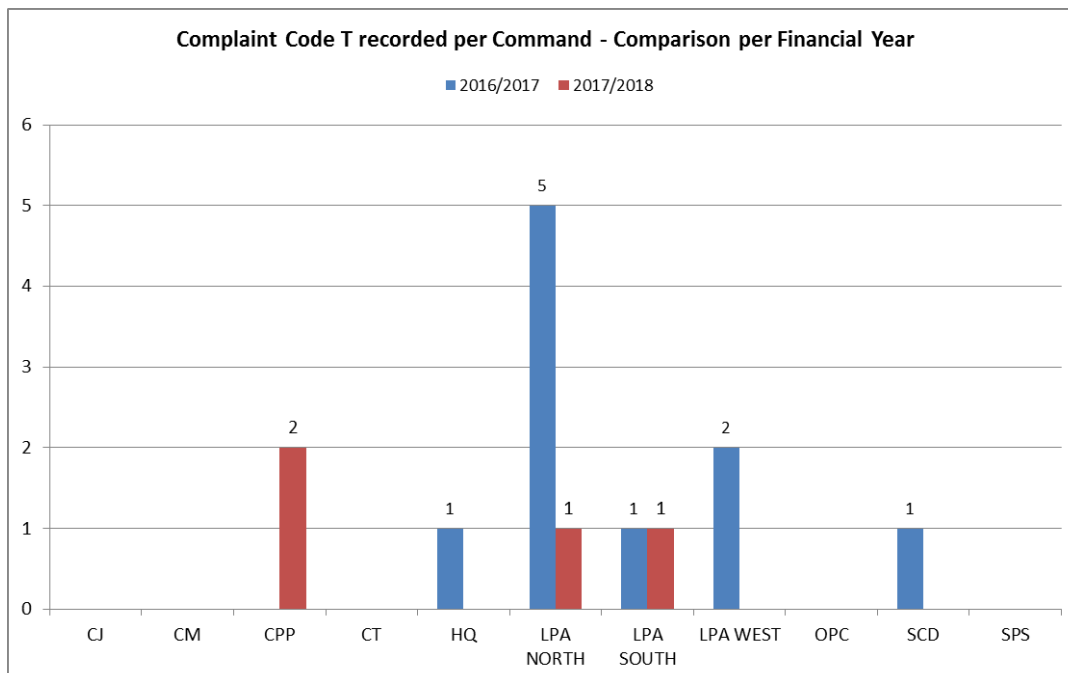
S Complaints are the highest across all the complaint categories. However, there has been a decrease in overall numbers since April 2016.



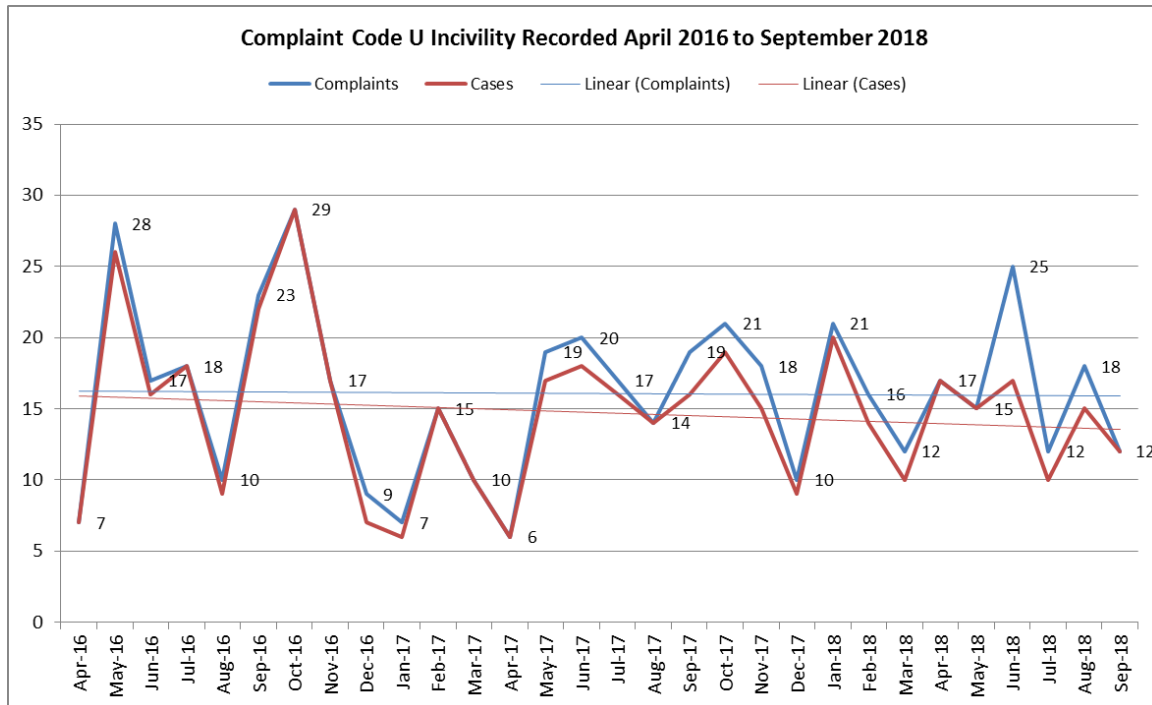
Complaint Code T Other Irregularities in Procedure



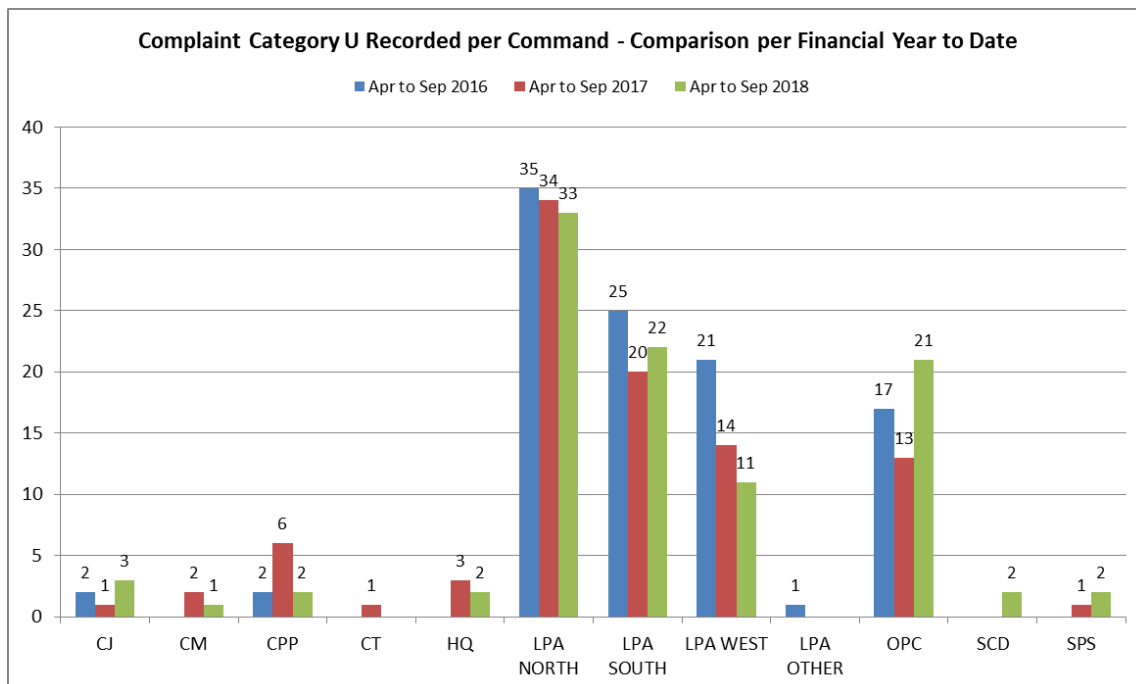
T complaints had a peak in December 2016, but numbers have been low overall (case numbers are the same as complaints). There have only been two recorded so far this financial year in April and June 2018 in South LPA and Stansted, the graph below represents a comparison of the last two financial years.



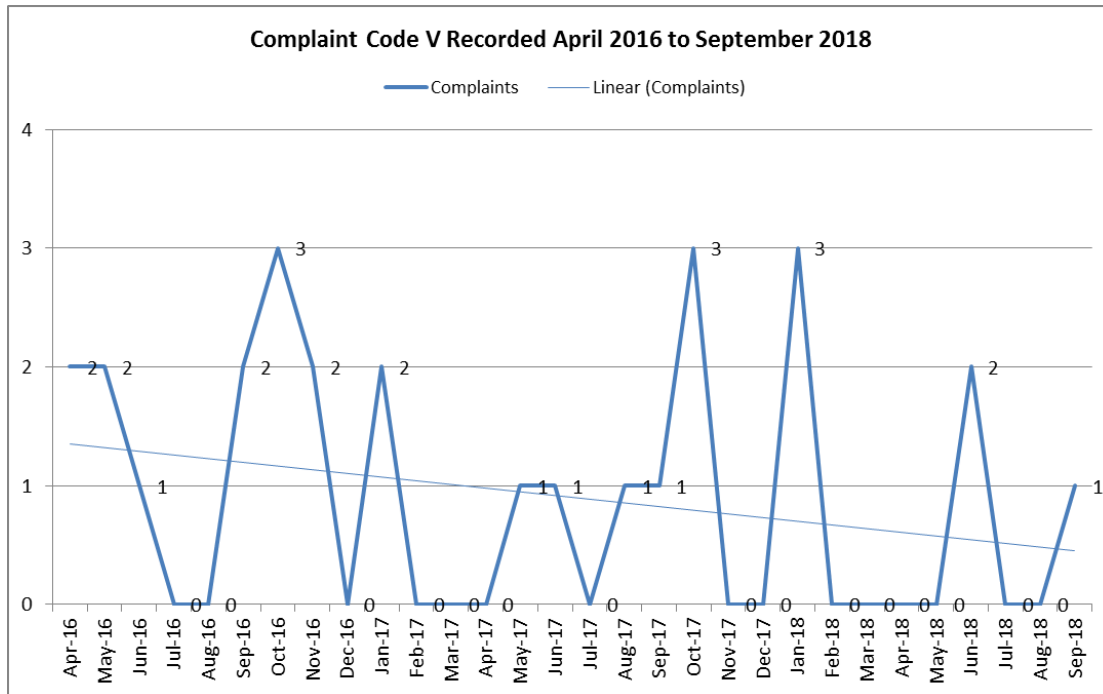
Complaint Code U Incivility, Impoliteness and Intolerance



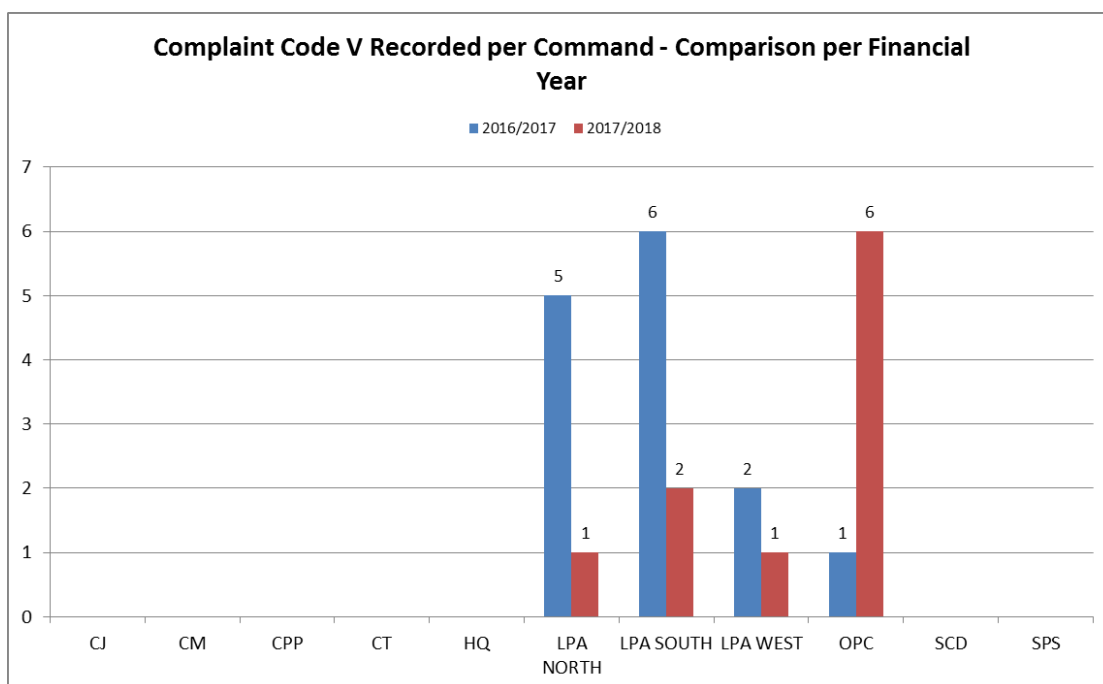
U is the category that generally sees the second highest numbers across all categories, with various peaks in recording, though levels being consistent overall.



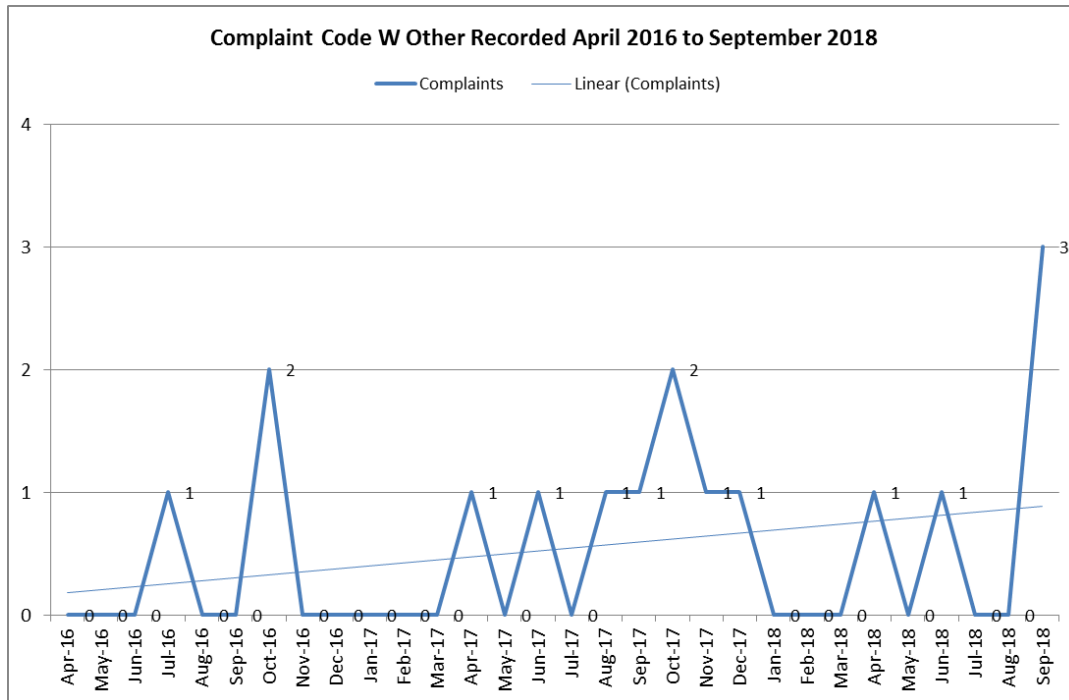
Complaint Code V Traffic Irregularity



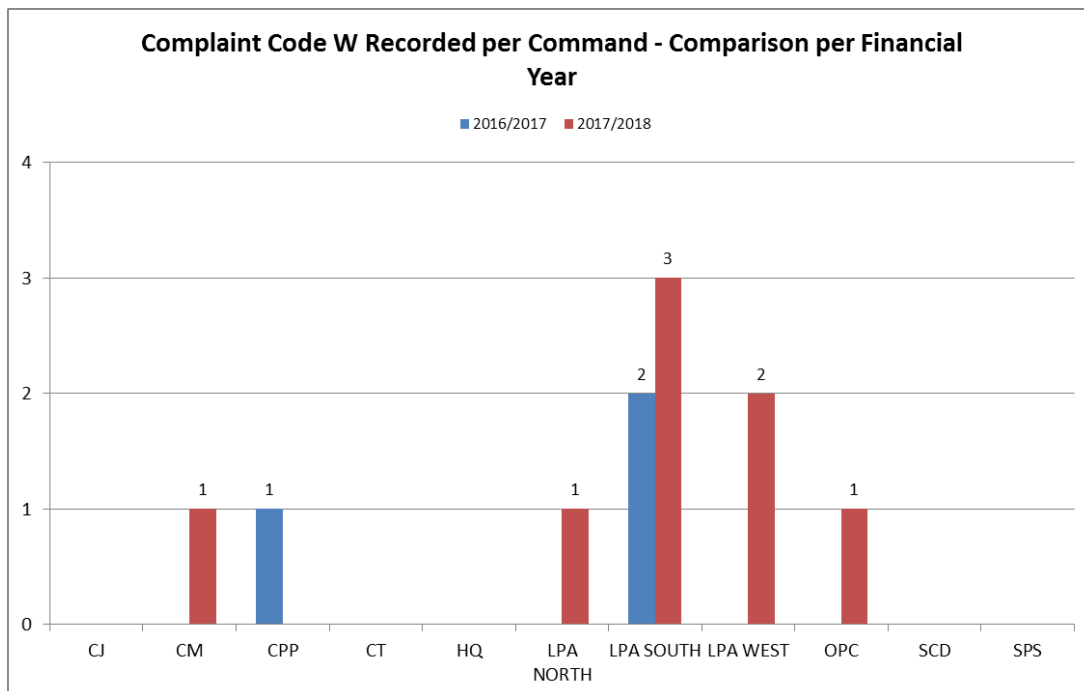
Numbers of V complaints are low (cases are the same in number as complaints). There have been two recorded in June 2018 (West LPA and OPC), and one in September (West LPA). The graph below shows comparison for the last two financial years.



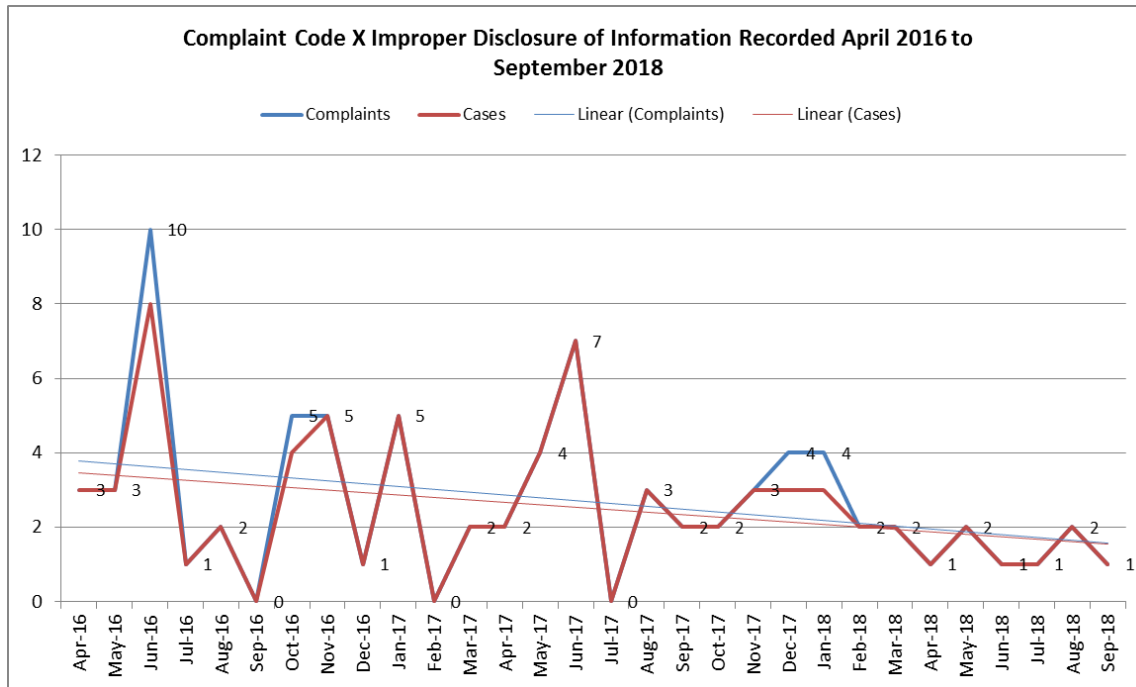
Complaint Code W Other



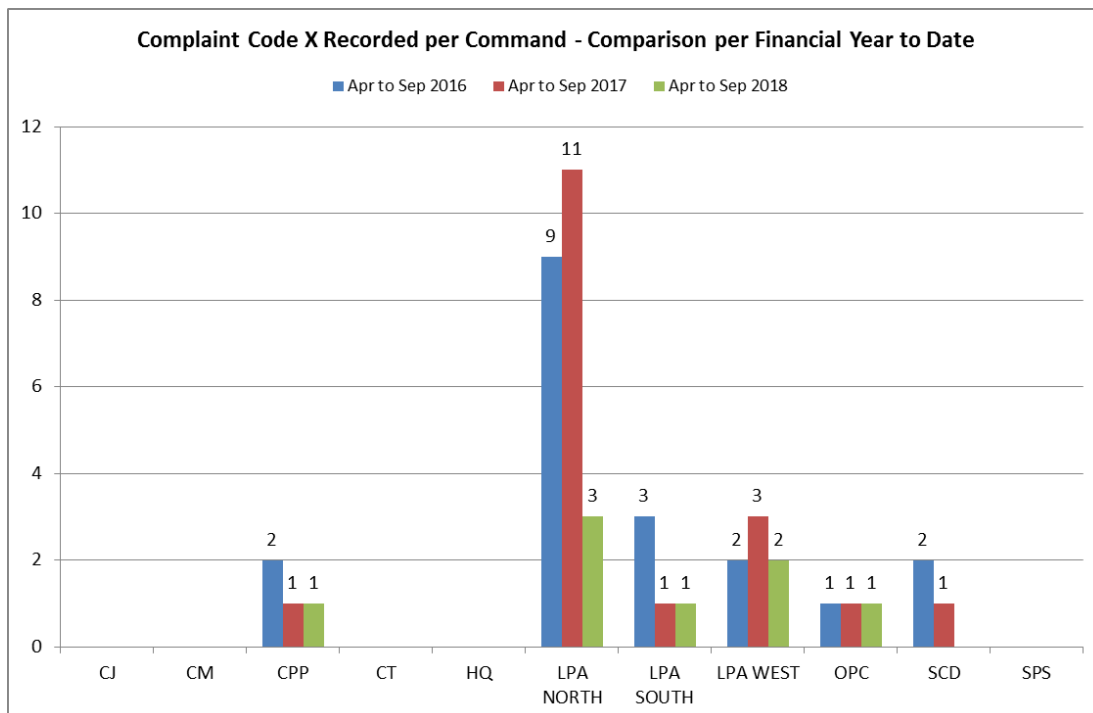
Overall levels of Complaint code W have slightly increased since April 2016, but numbers remain low (case numbers are the same as complaints). There has been one recorded in April 2018 in North LPA, one in June 2018 in OPC, and three in Sep 2018 - one CM Command and two North LPA. The graph below shows 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 this year.



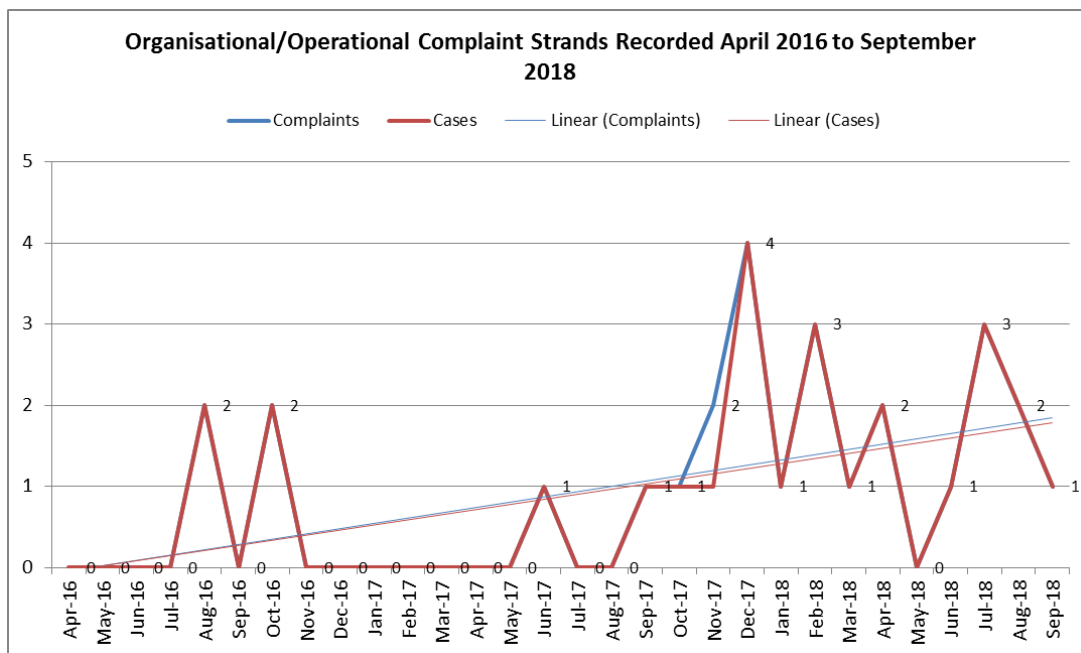
Complaint Code Y Other Sexual Contact

There are minimal numbers of Y complaints, with there being one recorded since April 2016; North LPA in November 2017 (this was withdrawn).

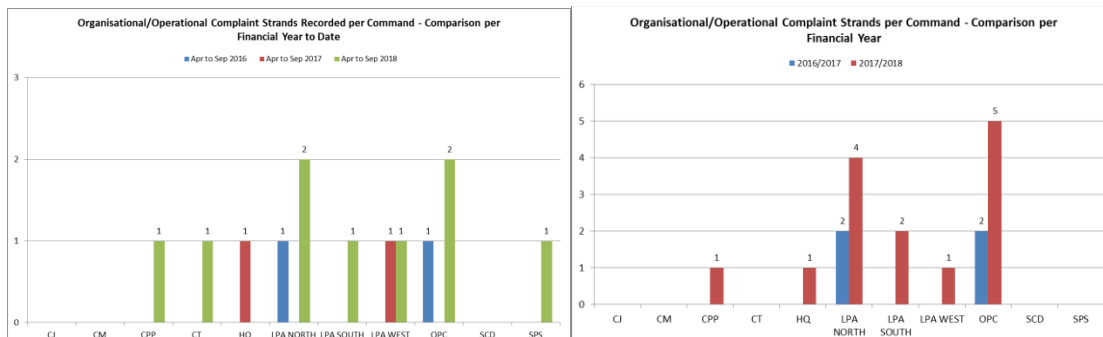
Organisational/Operational Complaint Strands

These complaints consist of the following categories:

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

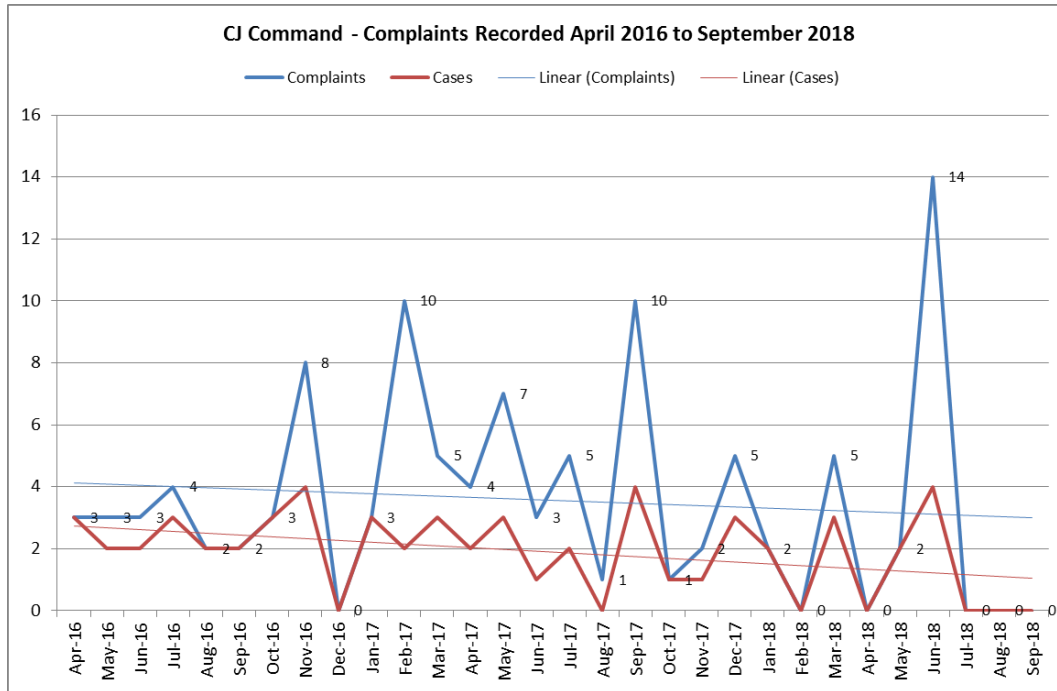


There has been an increase in these categories, though numbers are low. The graphs below show comparisons of the last two financial years overall, and April to August each year as a comparison.

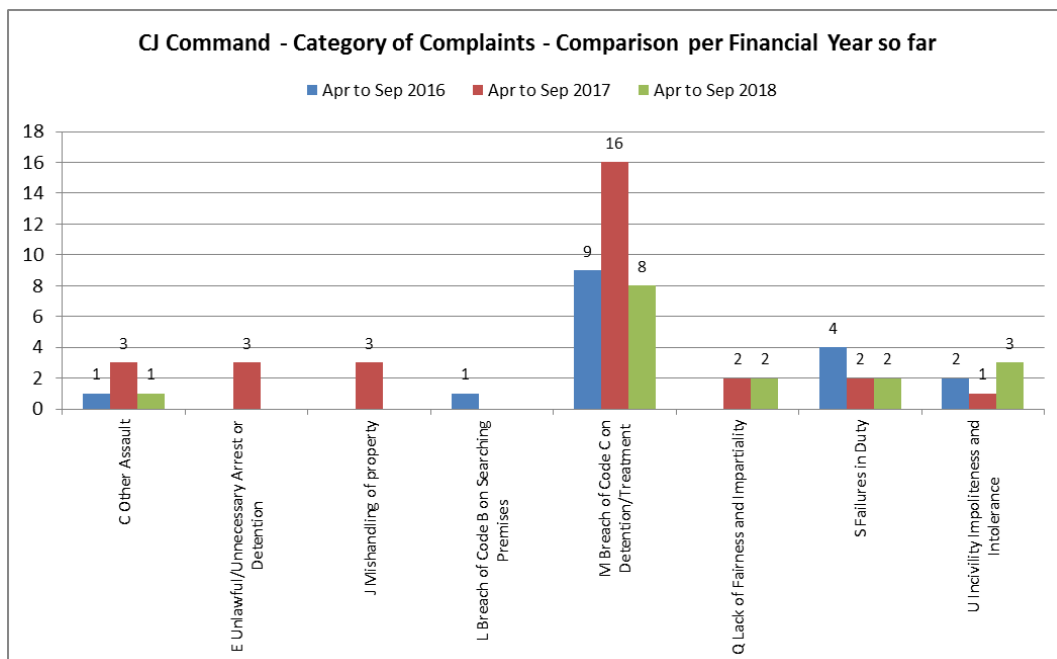


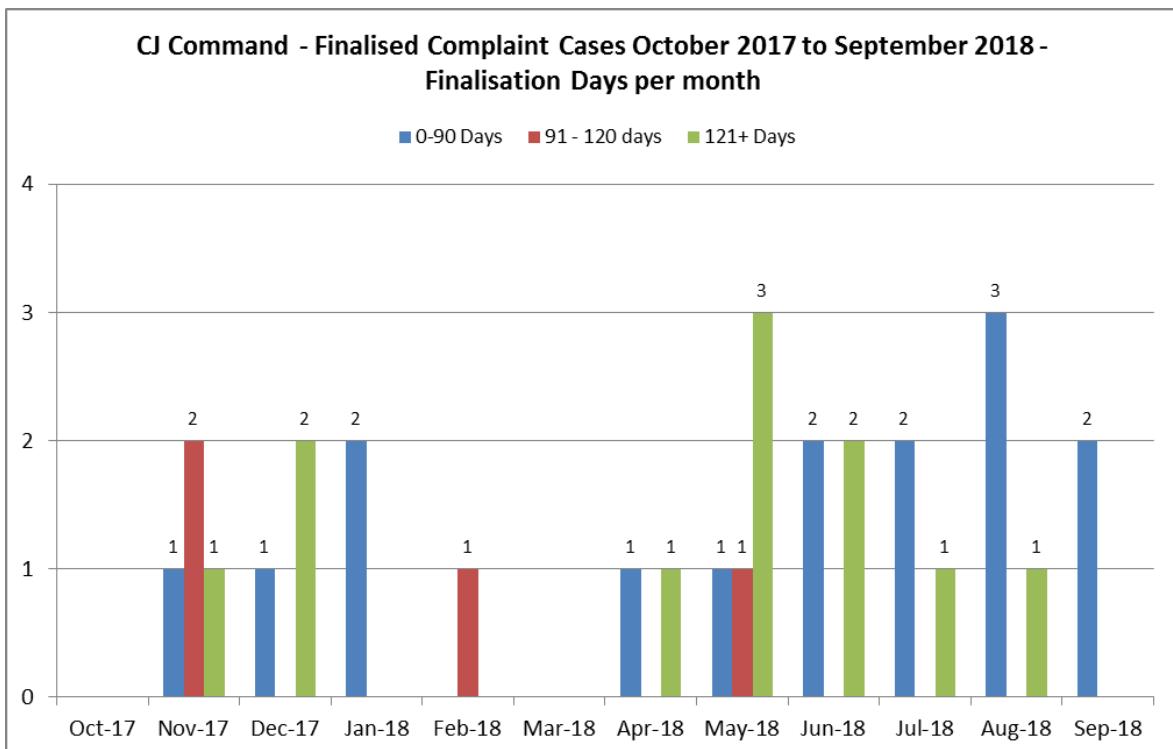
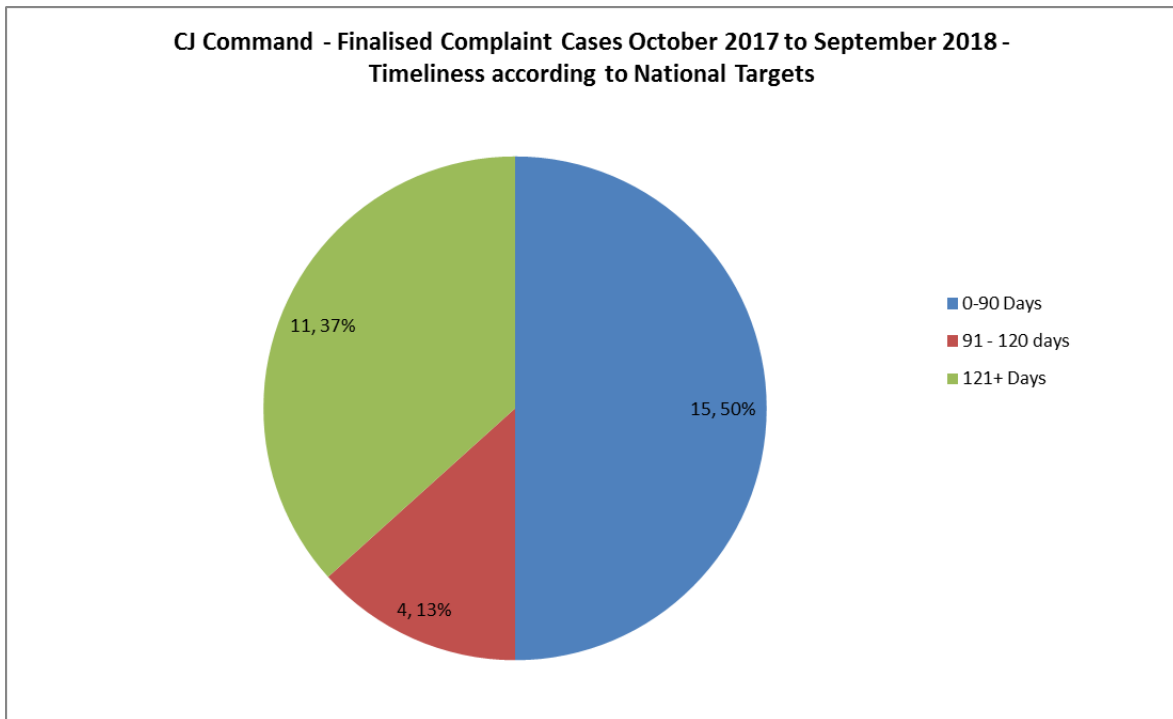
Complaints - Command Breakdowns

Criminal Justice Command

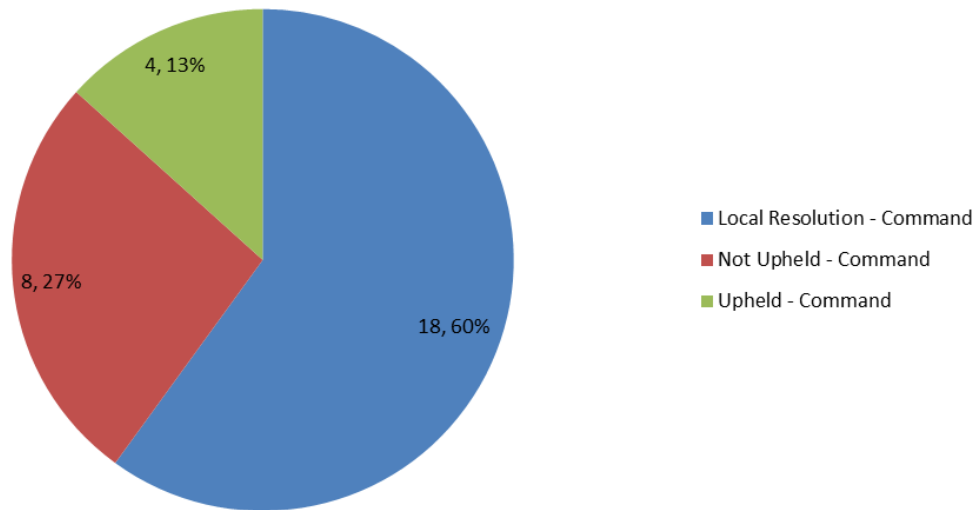


There has been a spike in complaints for CJ Command in June, with 14 complaints recorded. However, this is within four different cases.



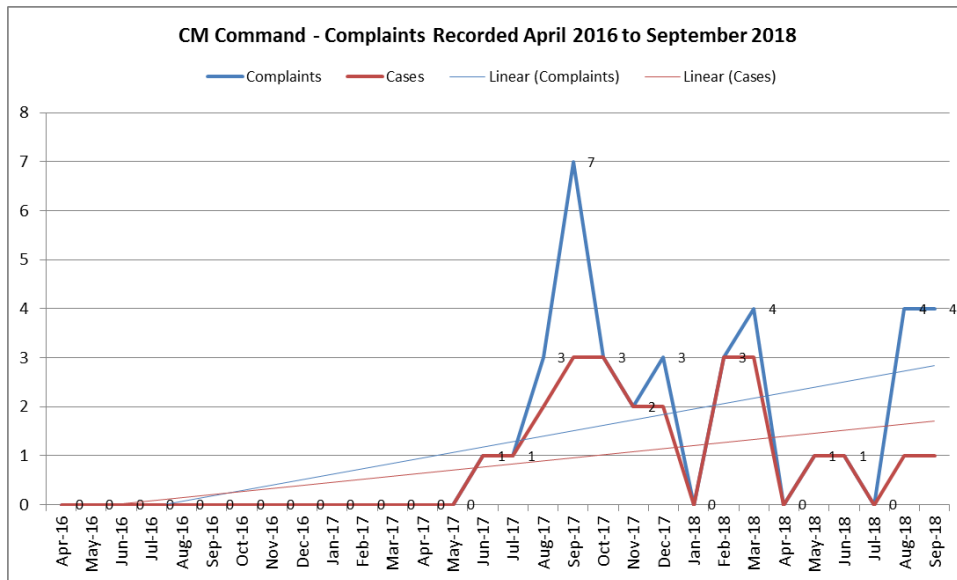


CJ Command - Case Outcomes - Finalised Cases October 2017 to September 2018

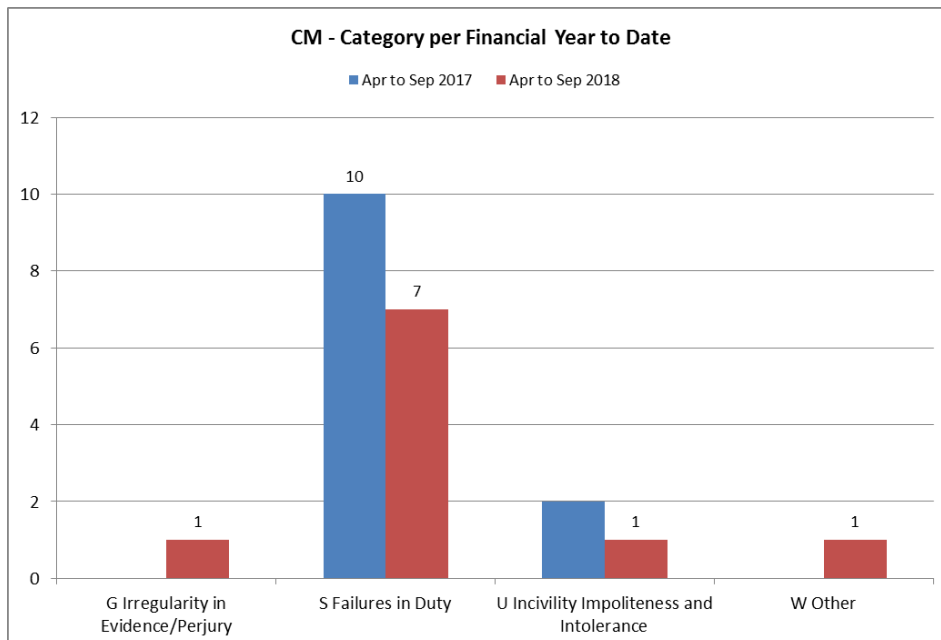


Contact Management

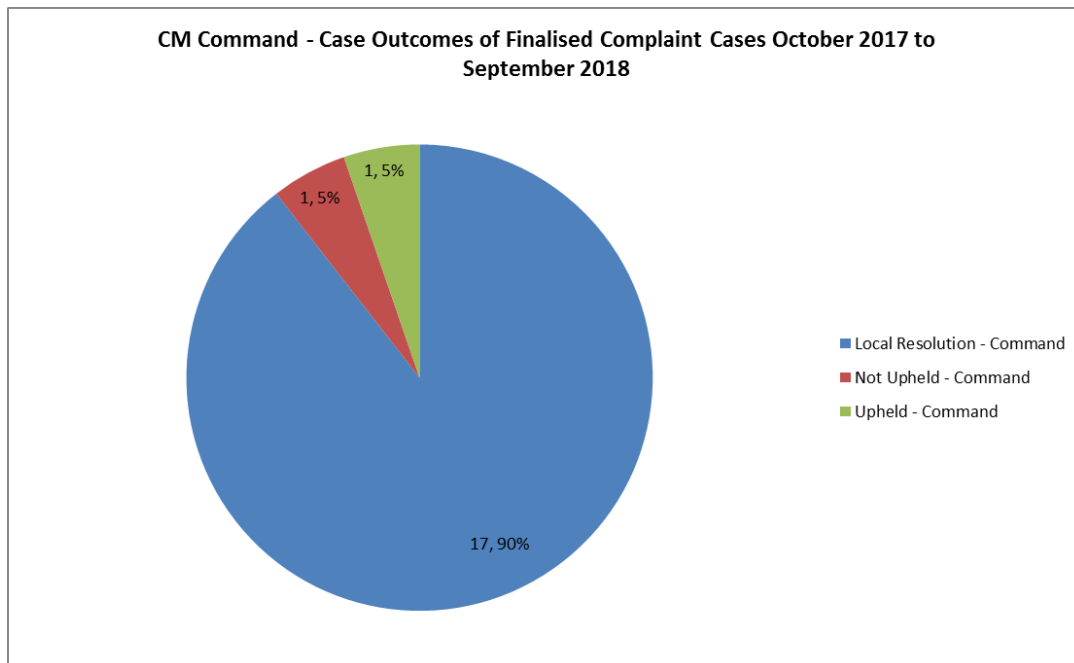
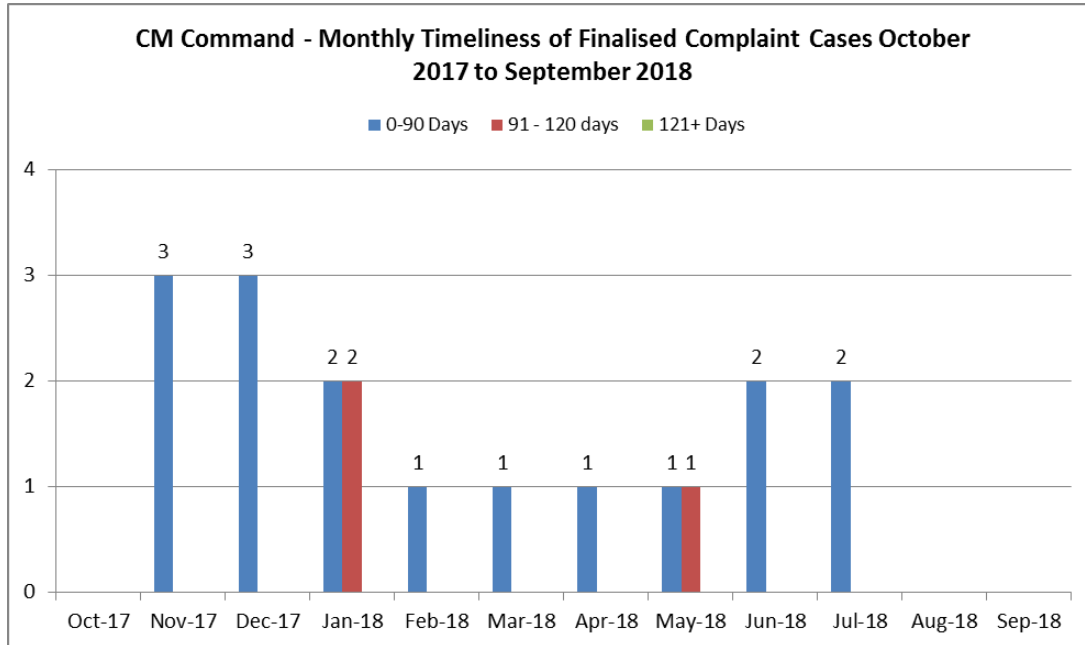
Please note levels will be low for this command, due to departments under CM previously being under OPC and Police systems may not have been updated at the correct time to reflect this.



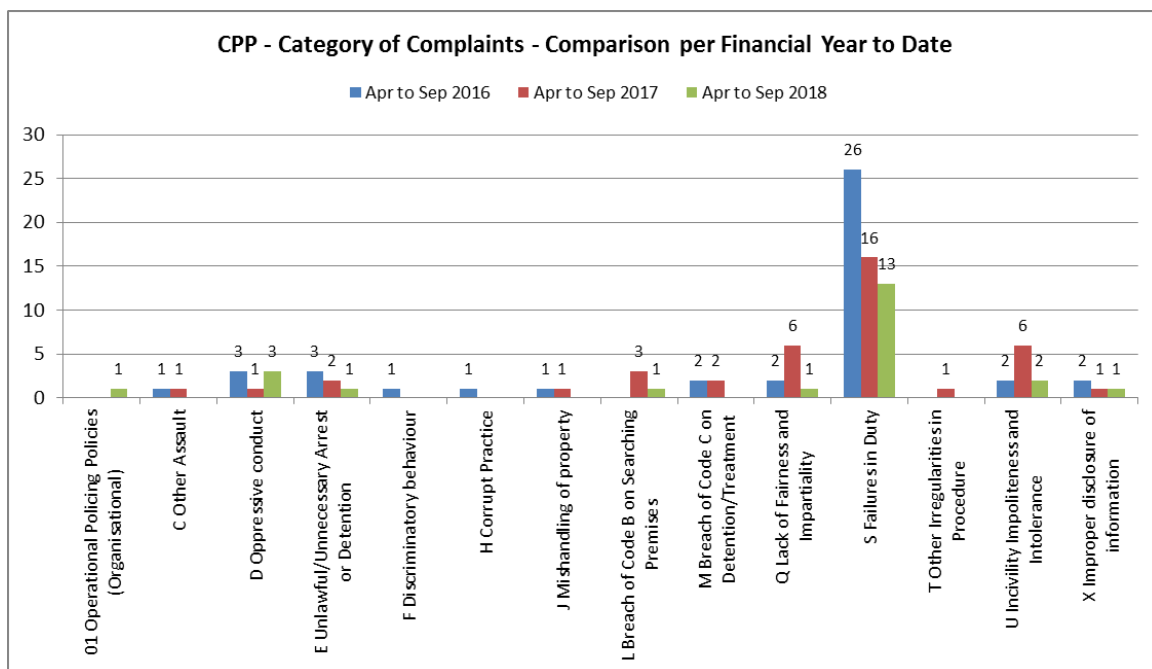
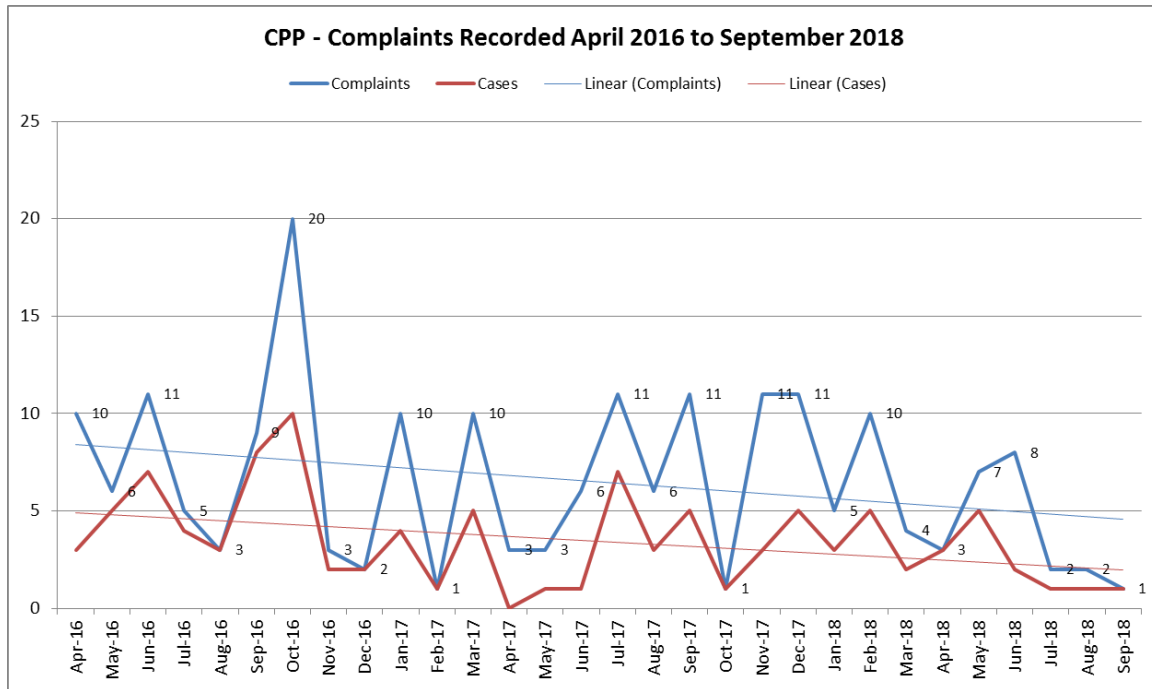
The four complaints in August 2018 are all within the one case (C/434/18), as are the four complaints in September 2018 (C/452/18).

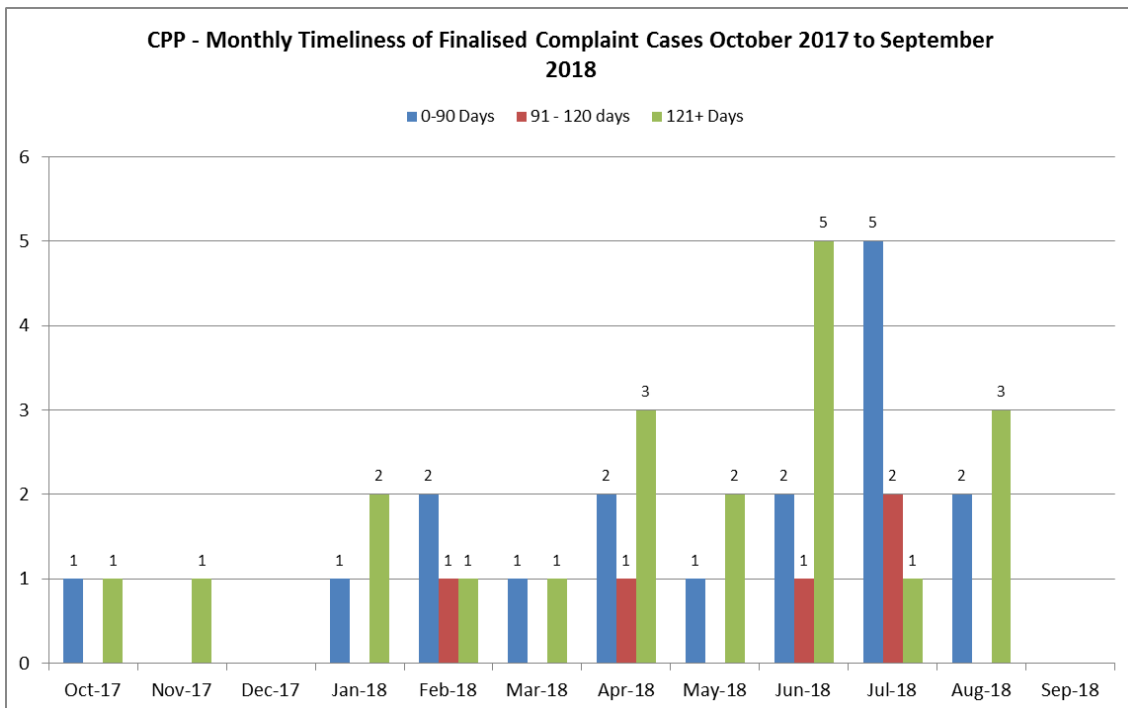
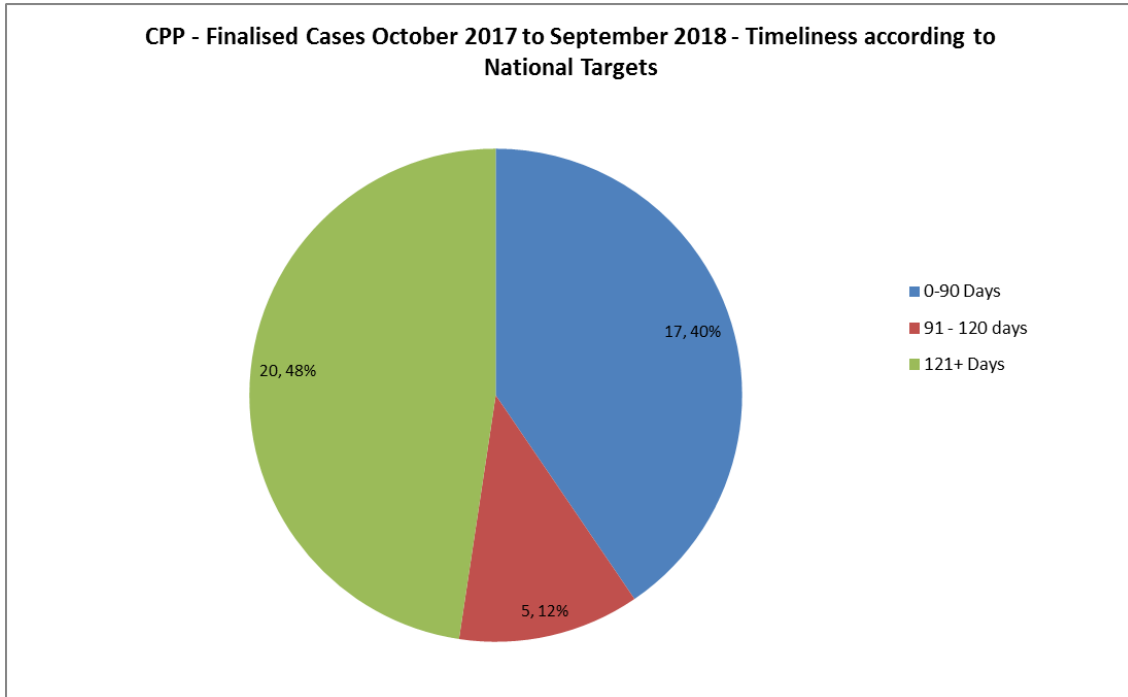


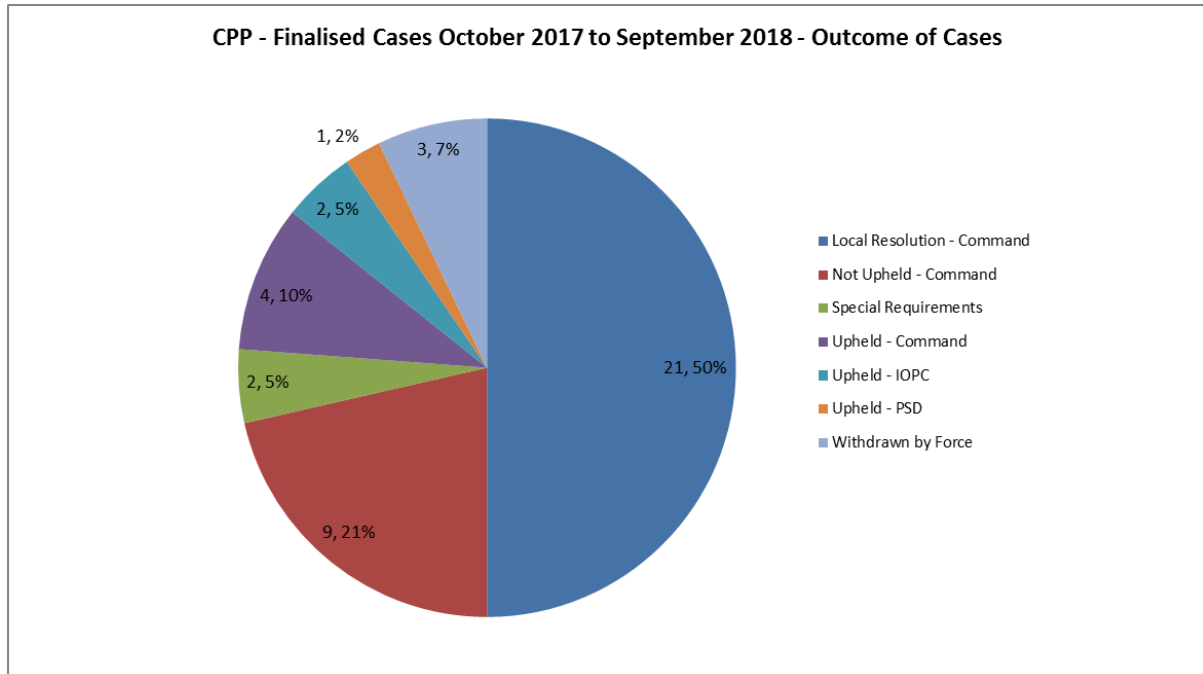
Cases Finalised – Timeliness and Outcomes:



Crime & Public Protection Command







Counter Terrorism Command

There have only been five 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.

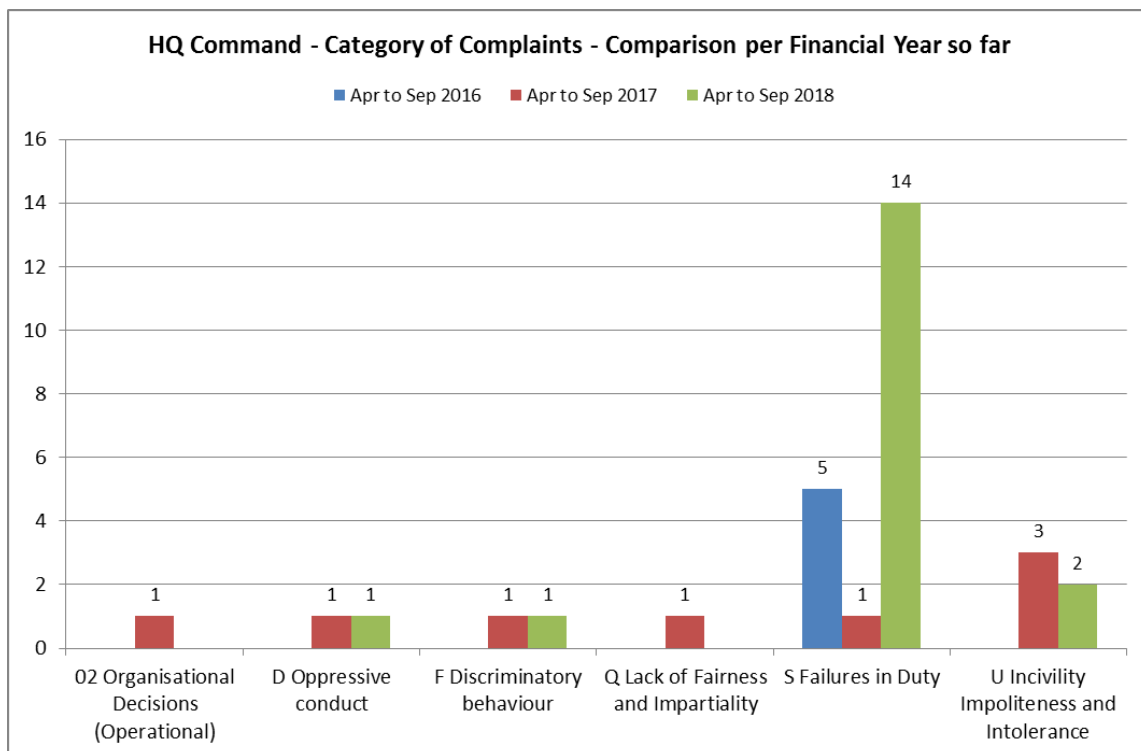
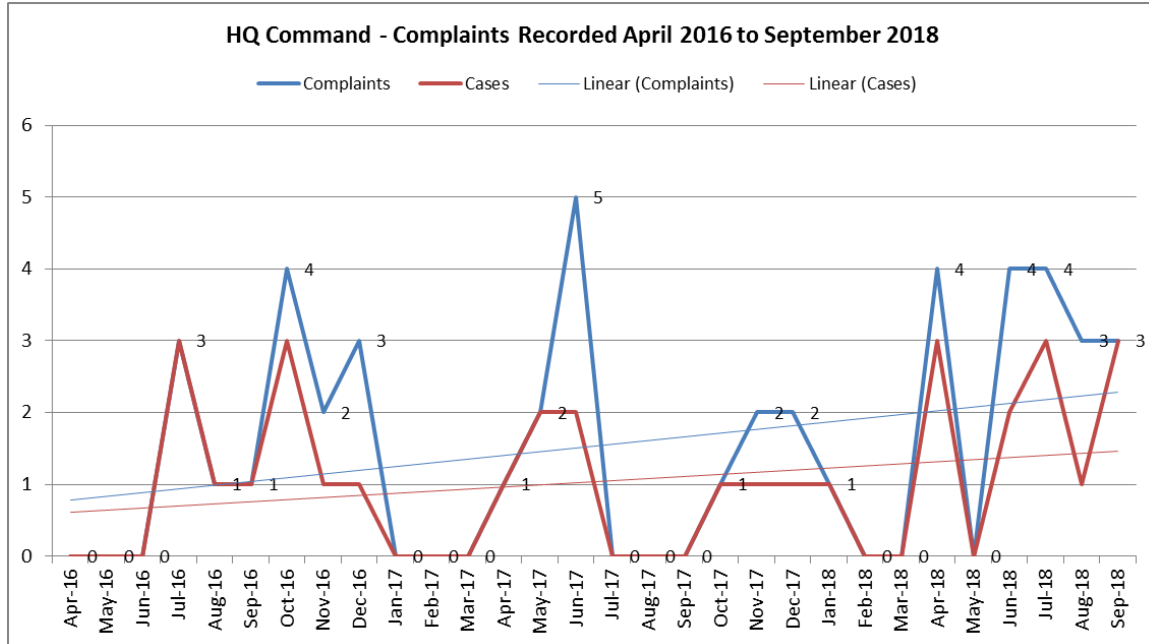
Two were under the same case in June 2018 under categories of S Failure in Duty and Operational Policing Priorities.

The other was recorded in July 2018 under F Discriminatory Behaviour.

Finalised Cases:

There have been two cases finalised under CT in the last 12 months, one of which is the case recorded in August 2017, finalised in February 2018 (Not Upheld, No Action, finalised in 147 days). The other is the case from June 2018, finalised in August 2018 (Local Resolution Command, 54 days).

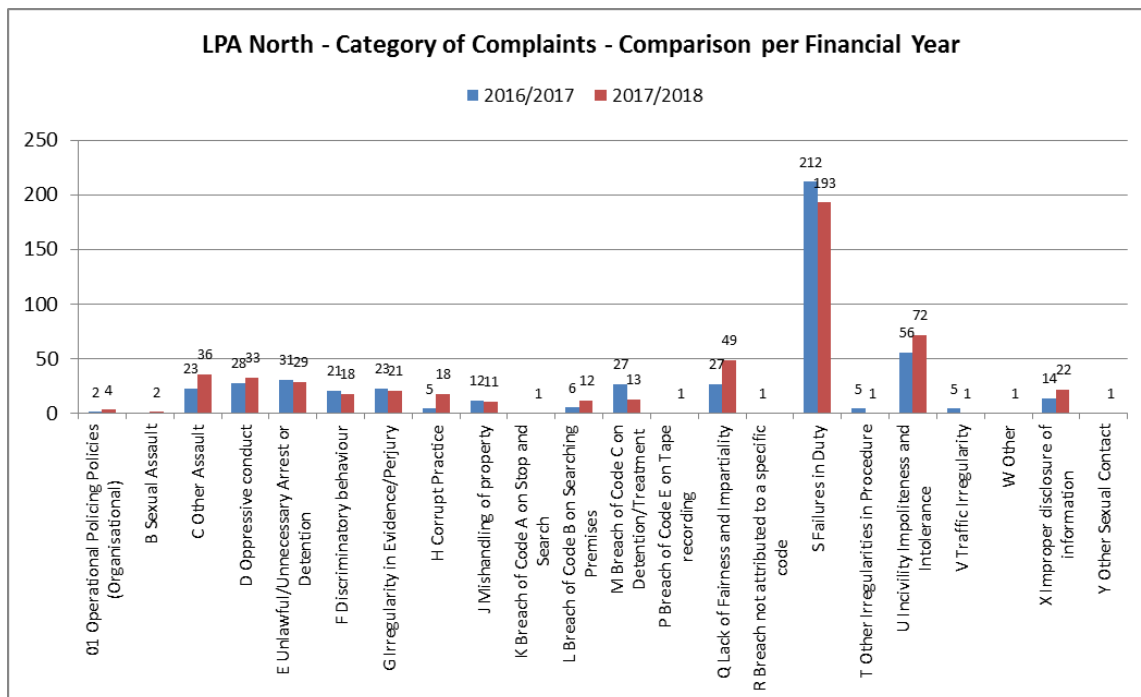
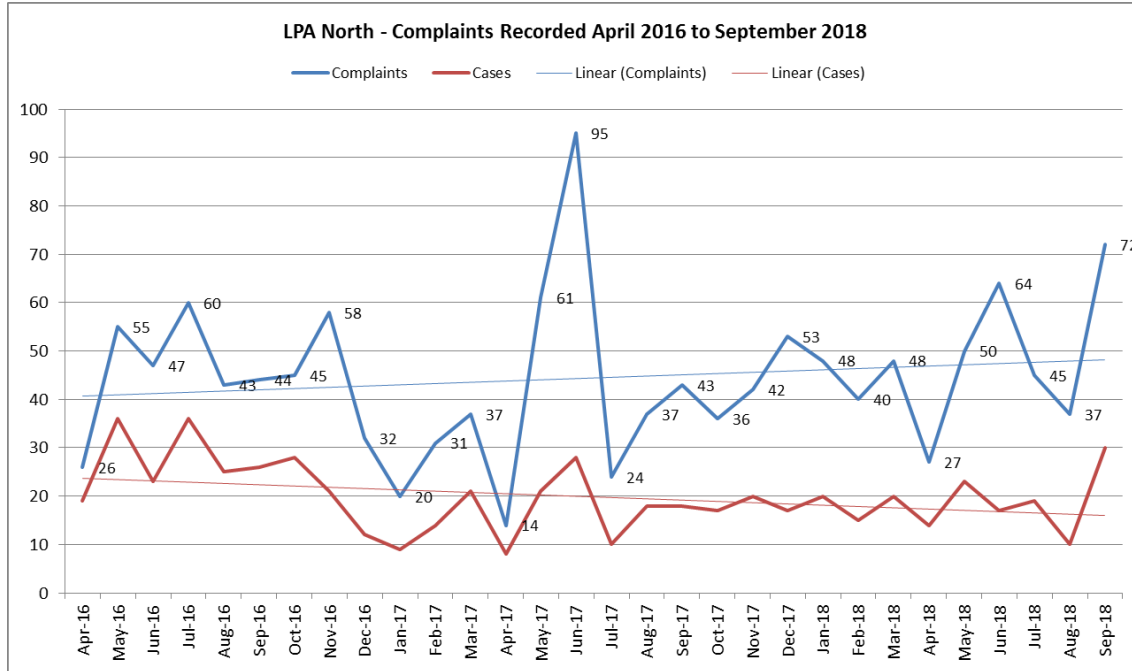
HQ Directorate

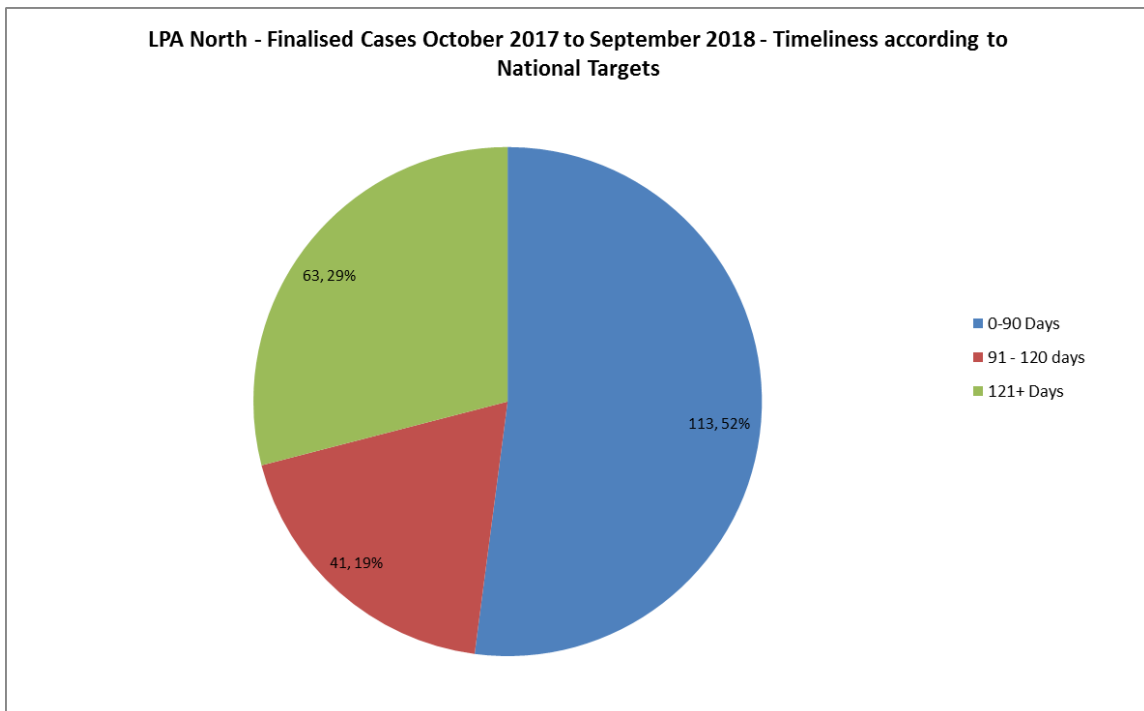
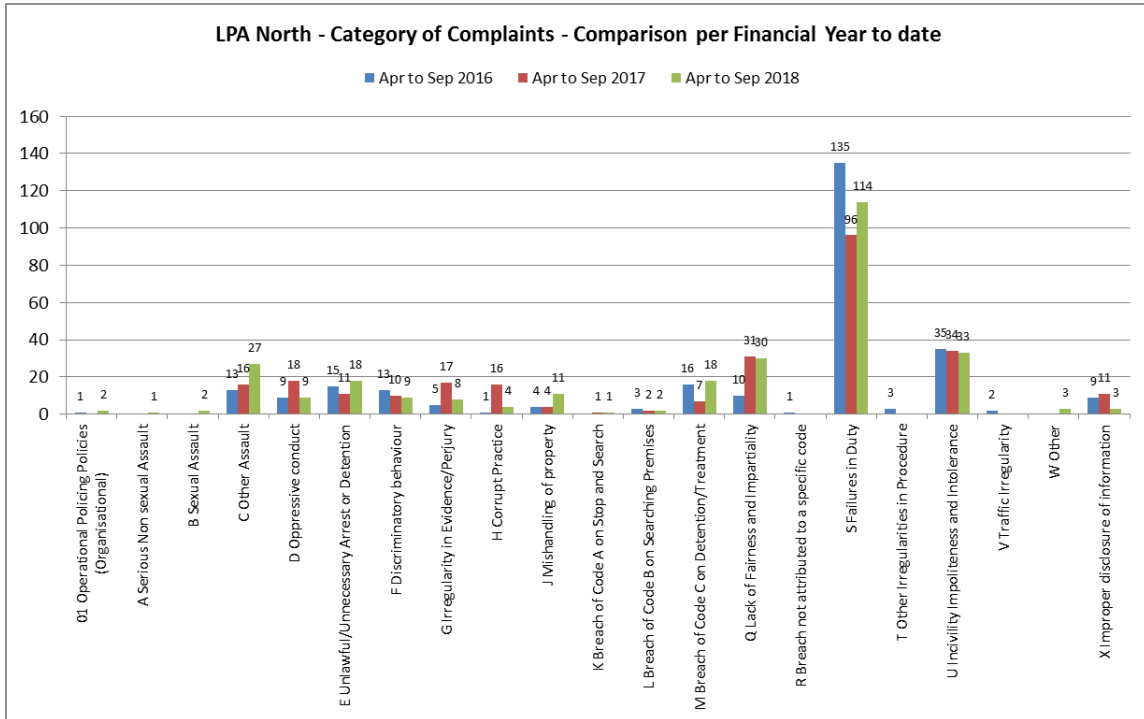


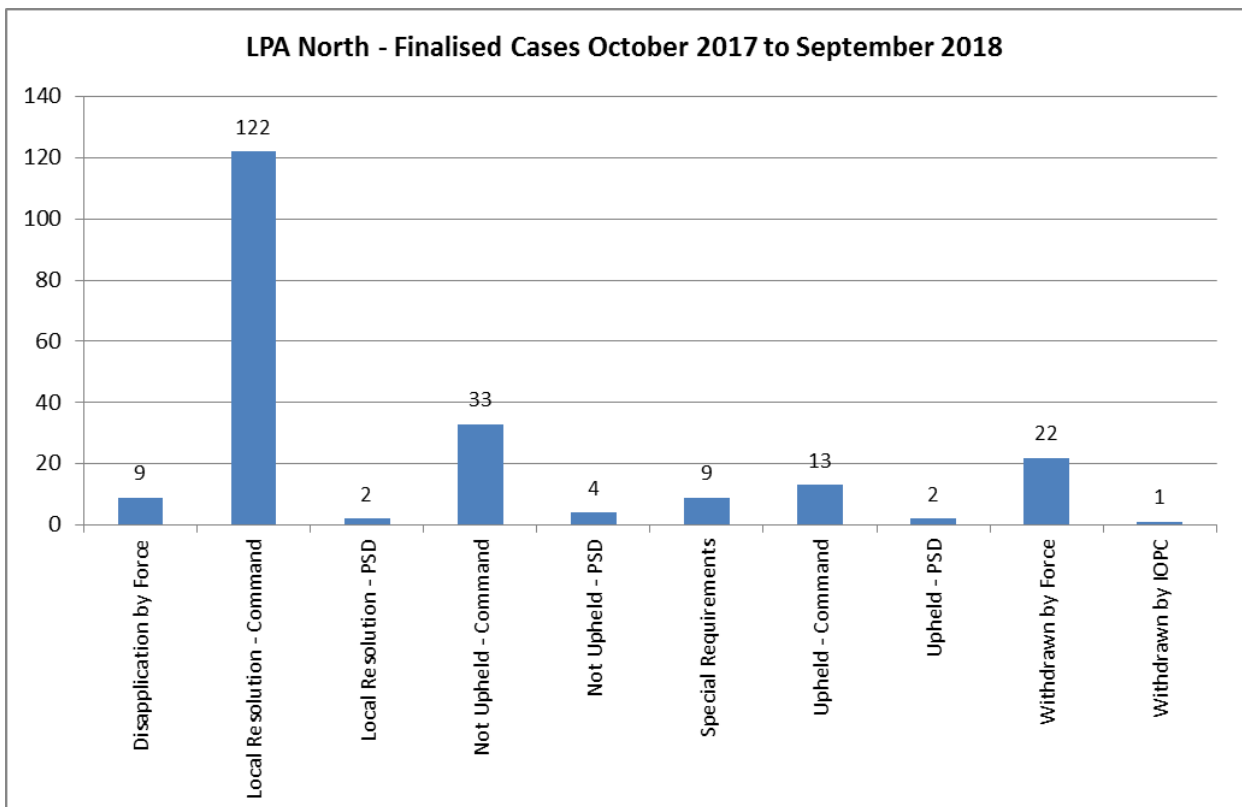
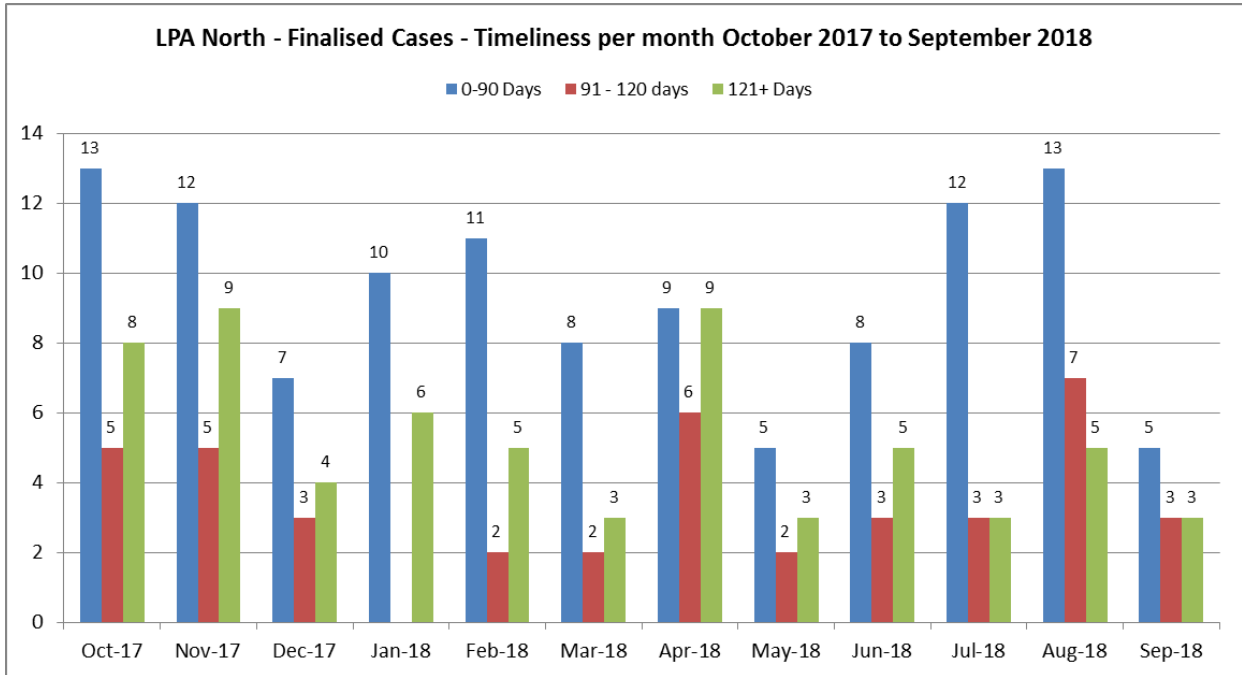
There have been four cases finalised in the last 12 months:

Two were finalised within 90 days, two over 120 days. One was Local Resolution PSD, one Local Resolution Command, one was Discontinued, and the other Upheld by Command (No Action).

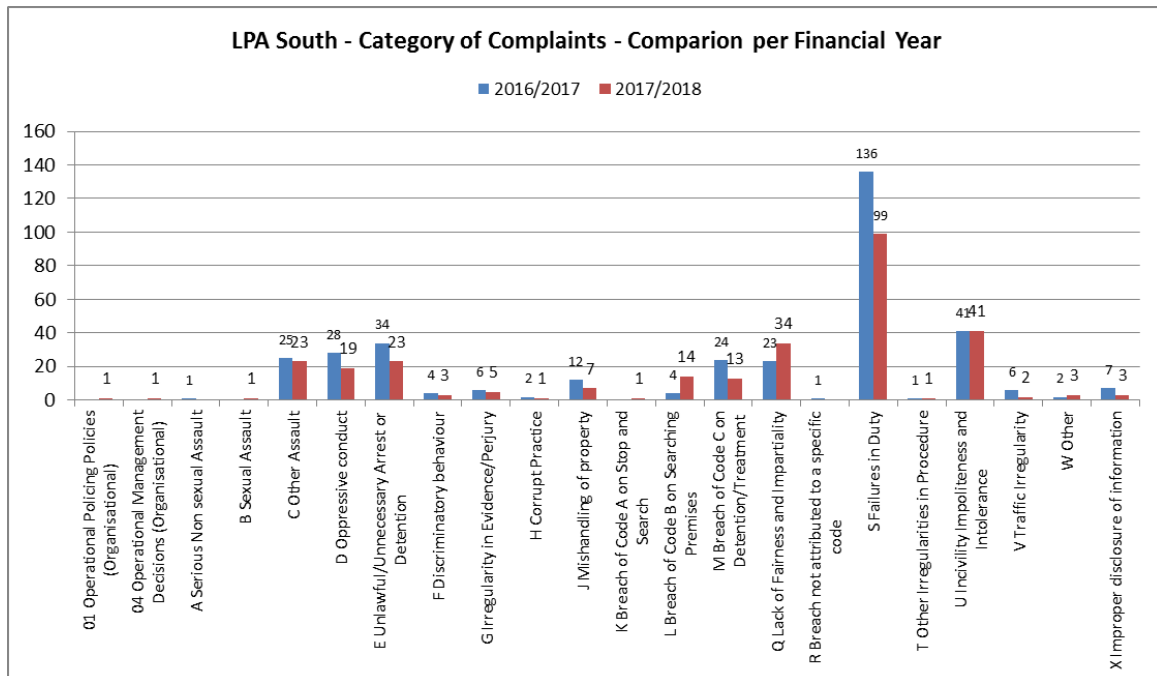
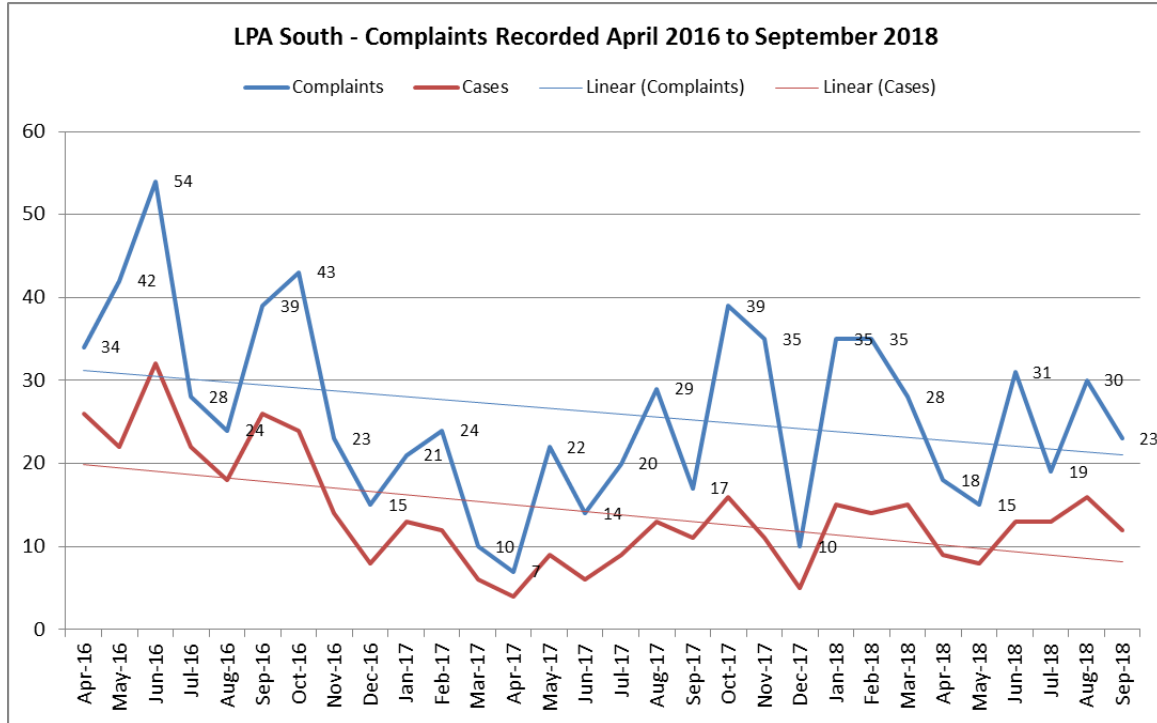
Local Policing Area - North

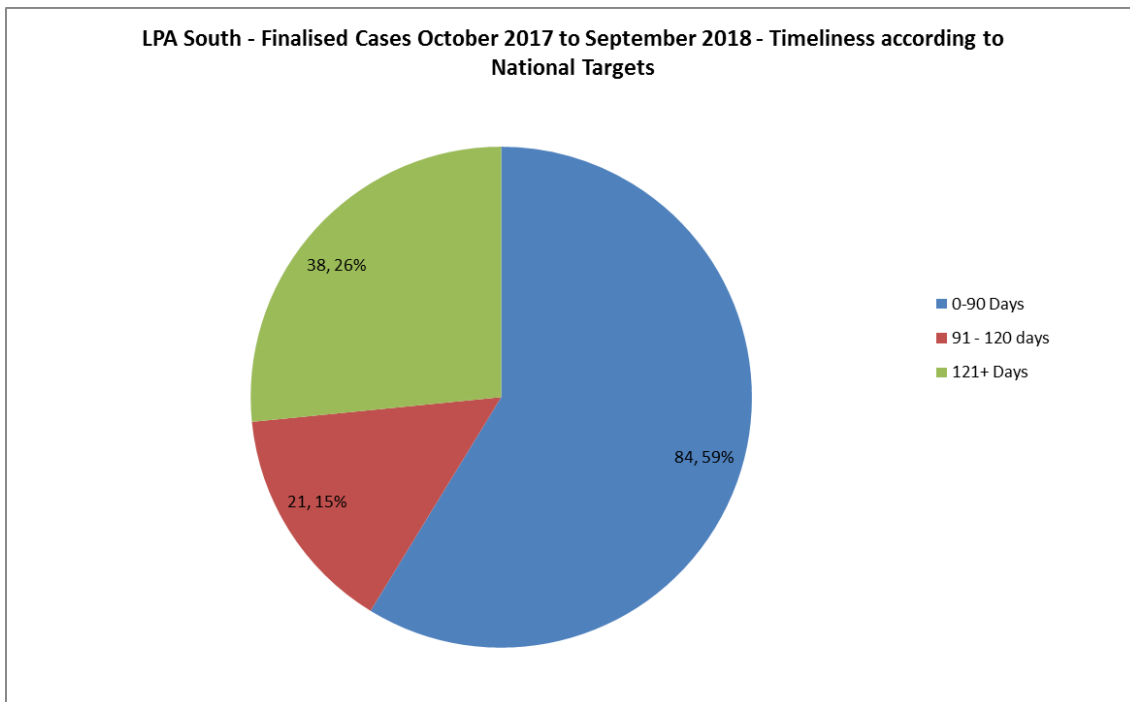
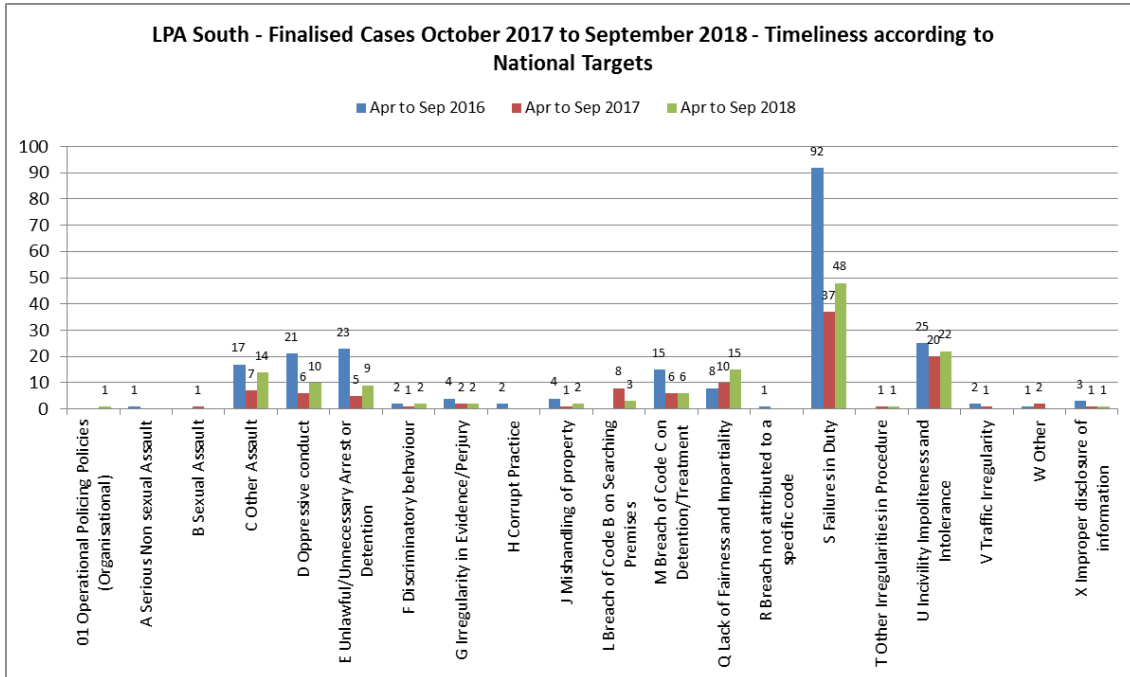


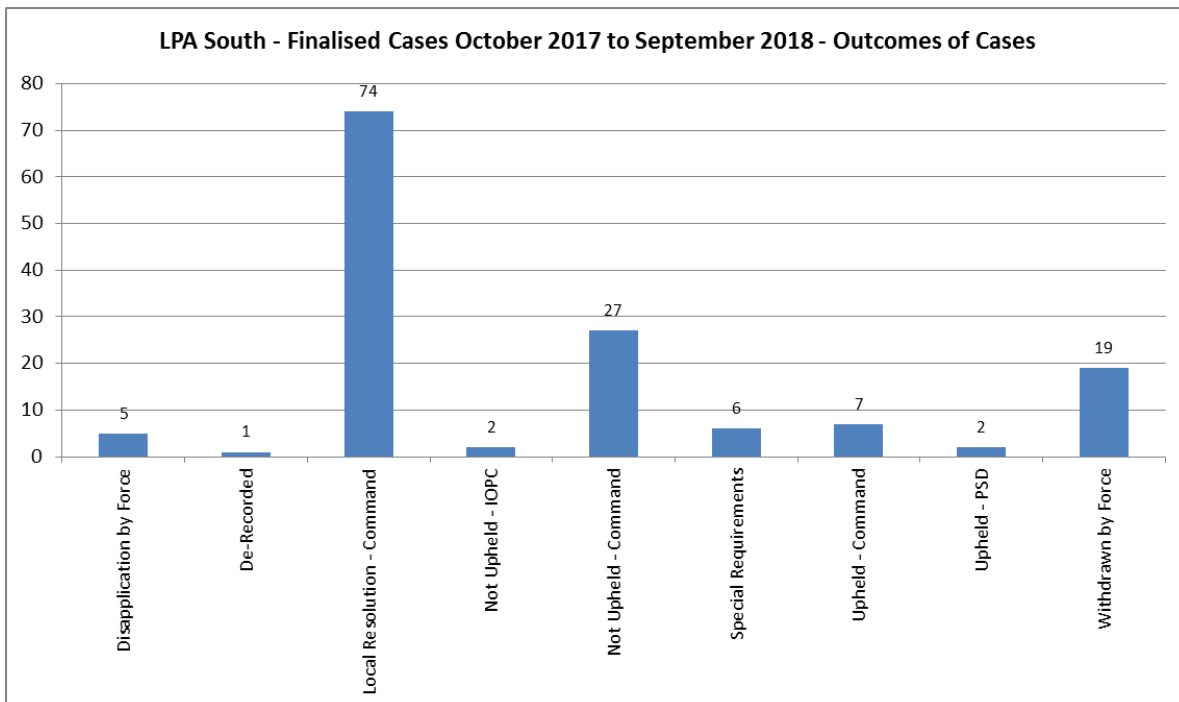
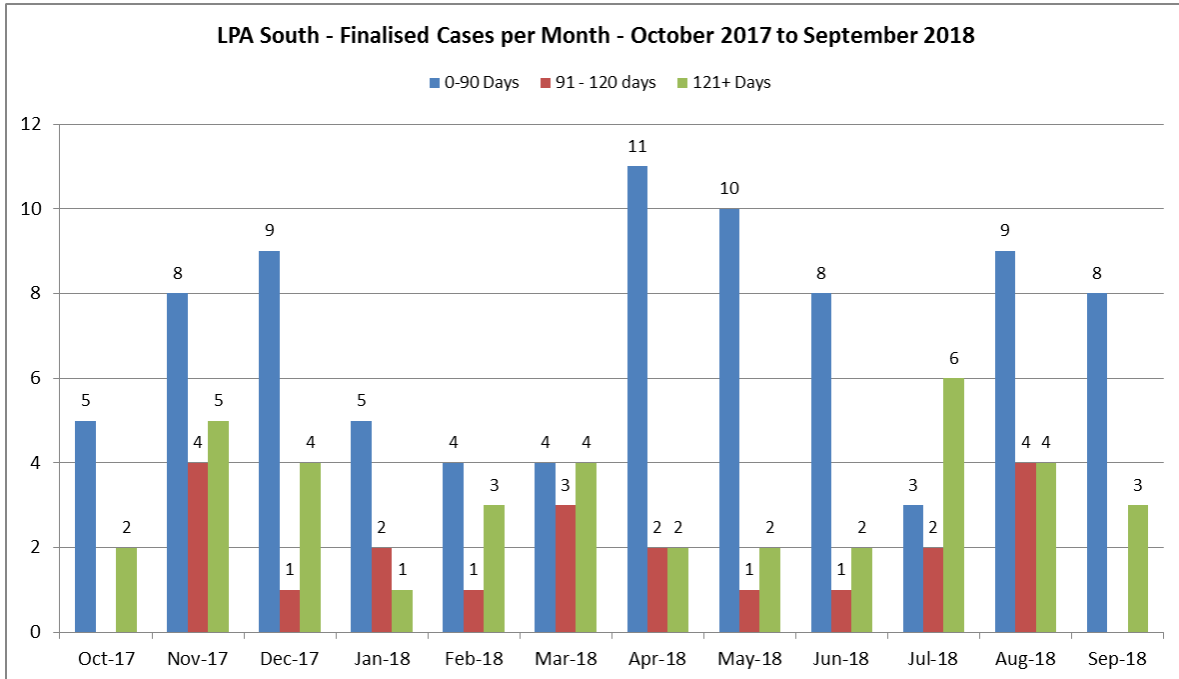




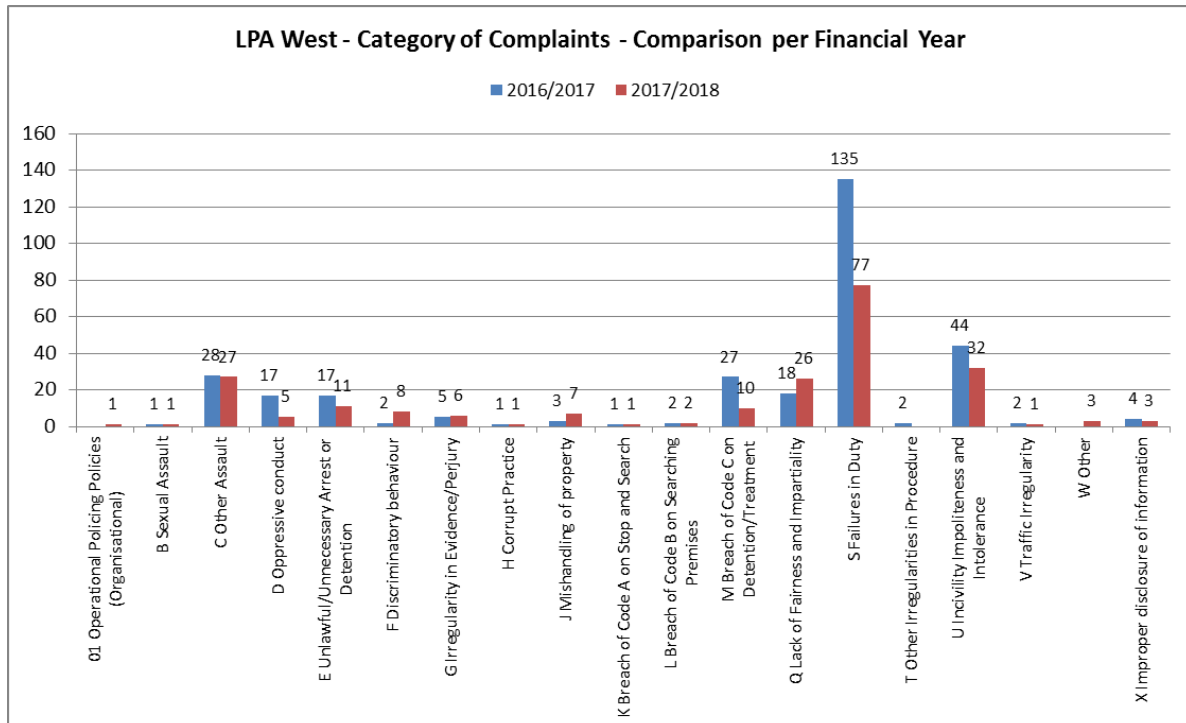
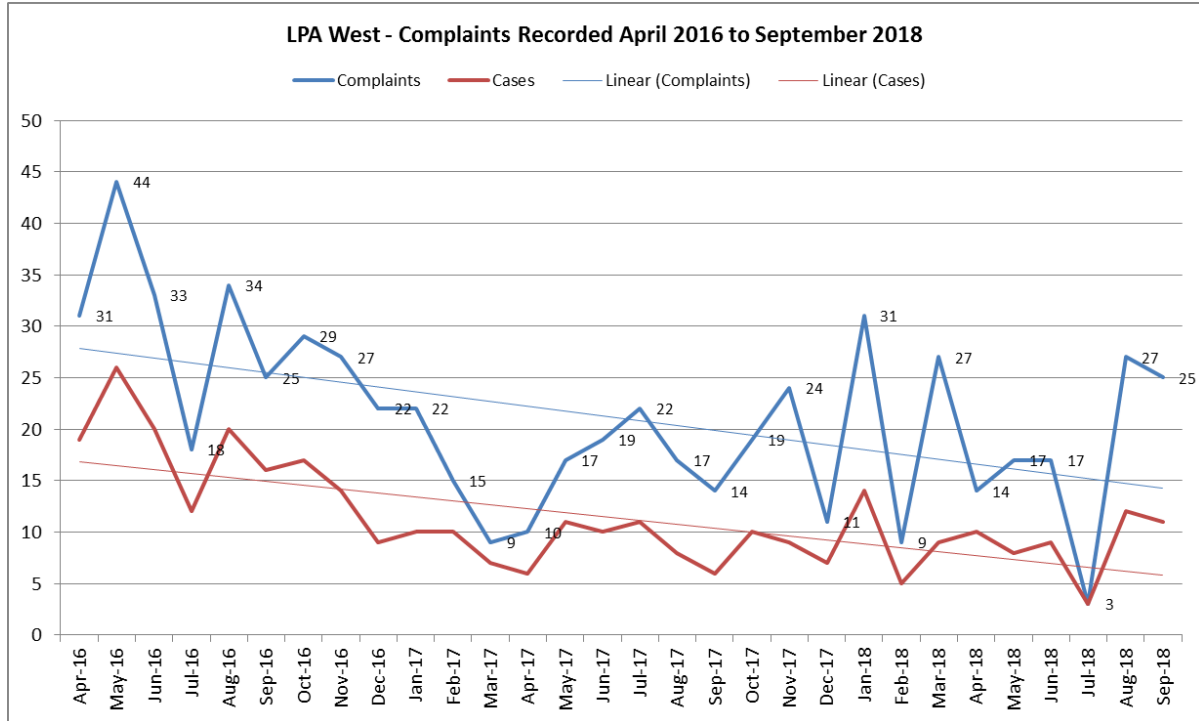
Local Policing Area - South

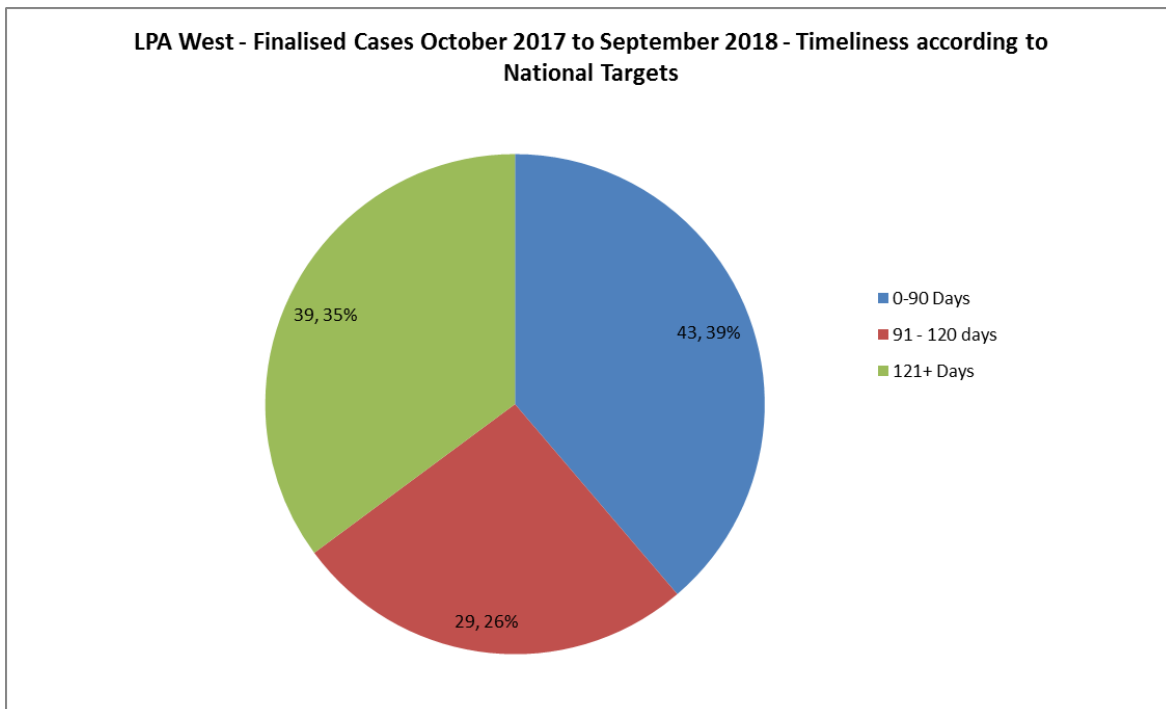
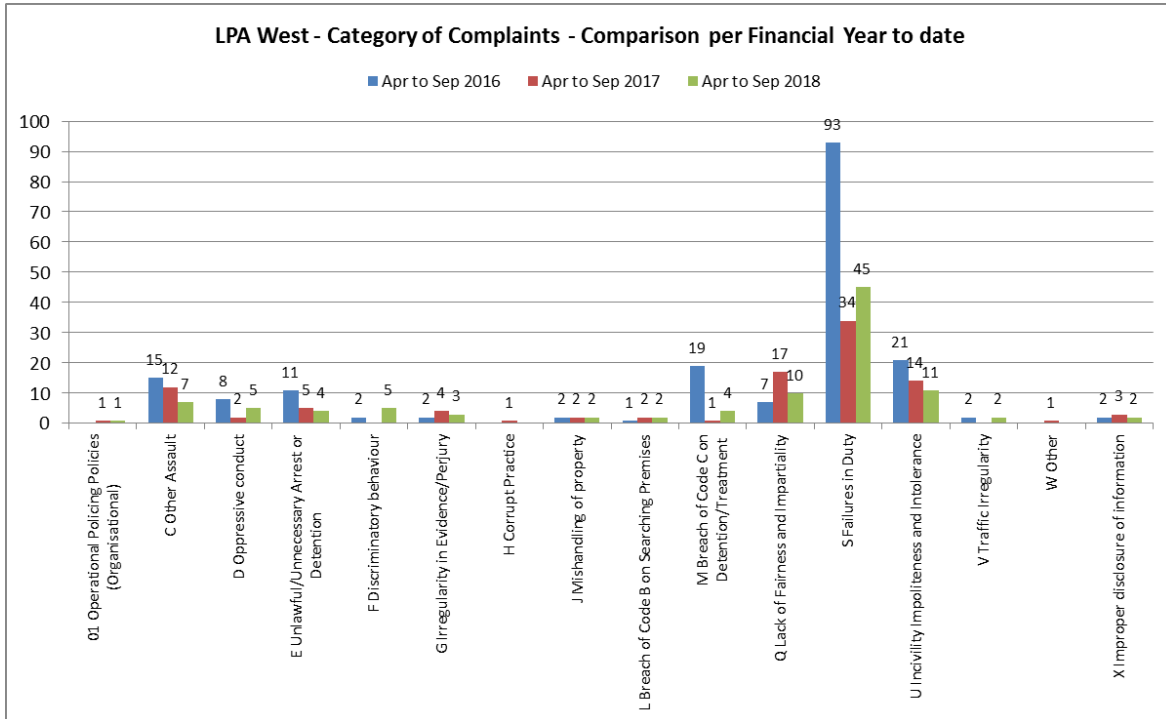


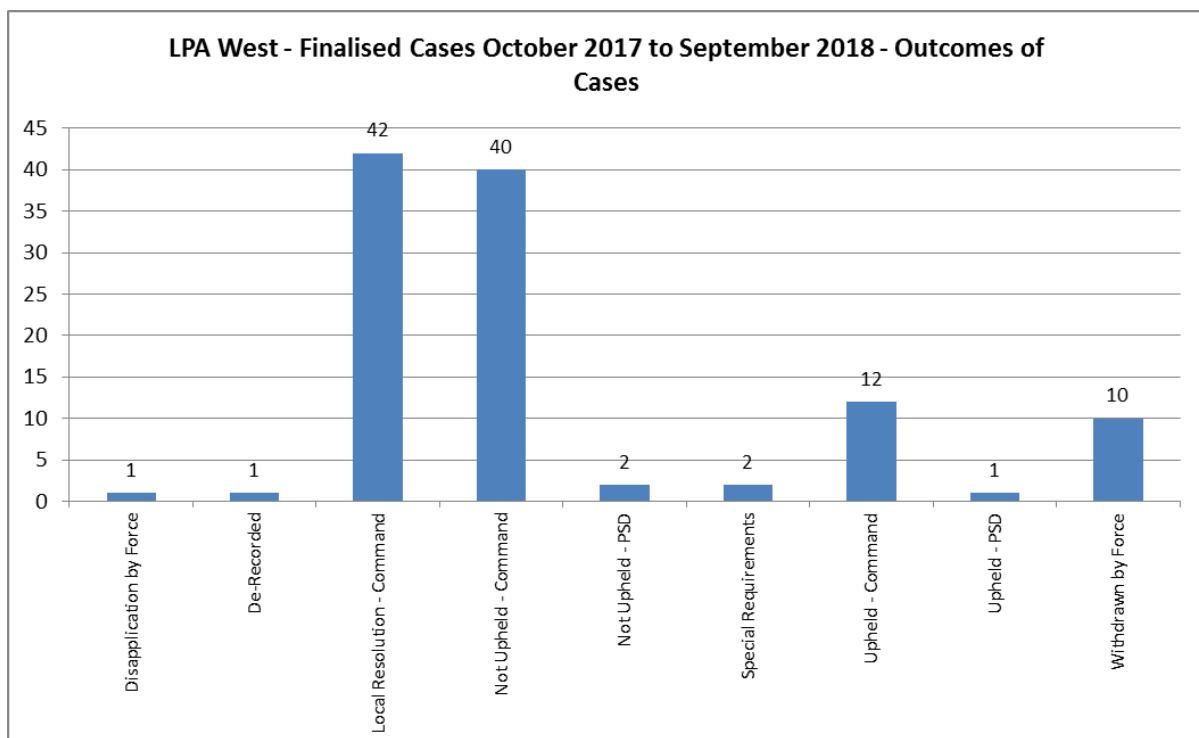
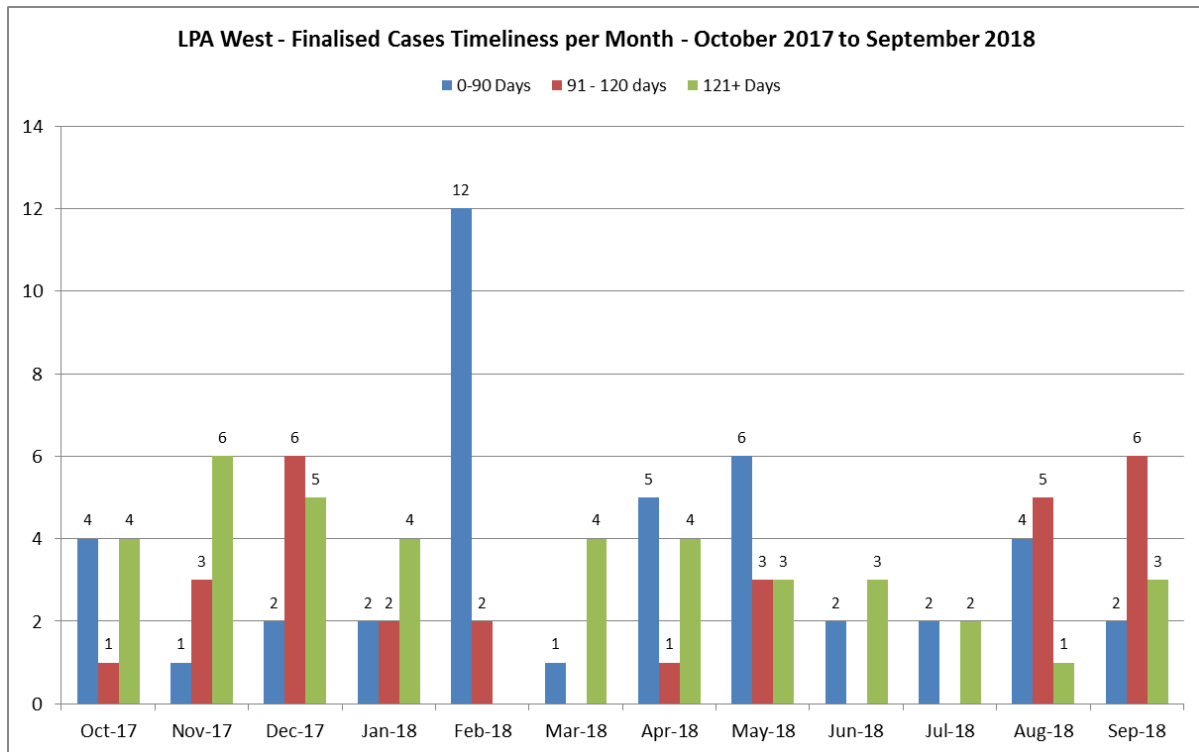




Local Policing Area - West

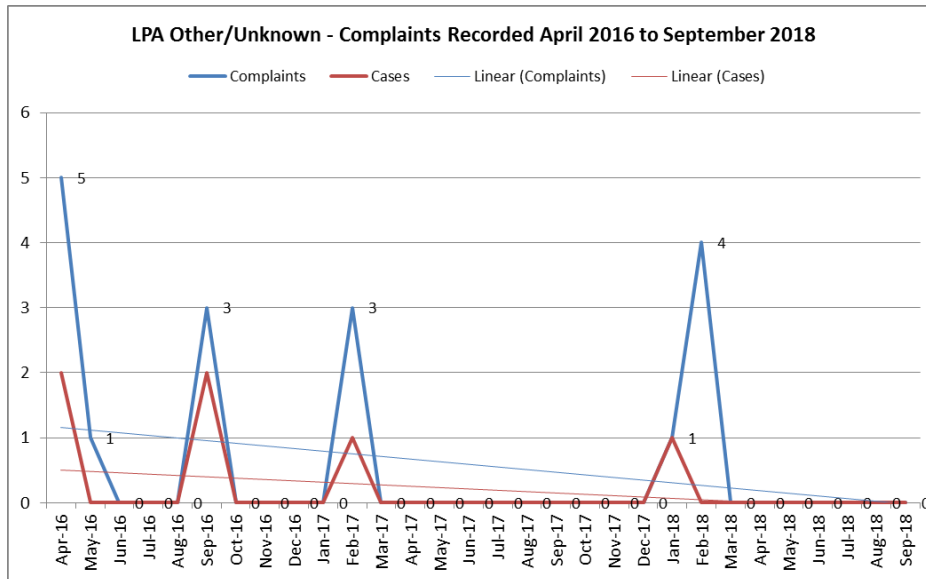




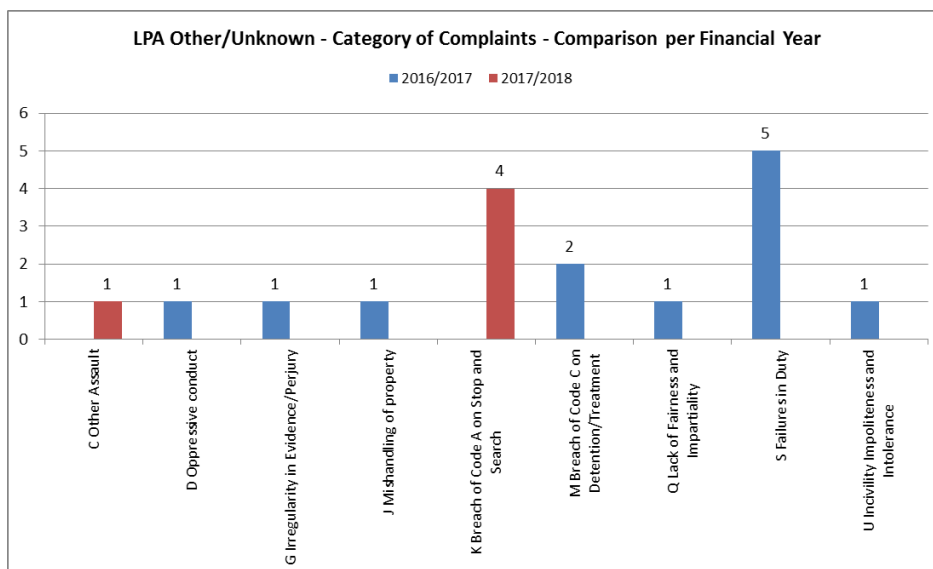


LPA Other/Unknown

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 to September 2018; the graph below shows comparison of categories for the last two financial years.

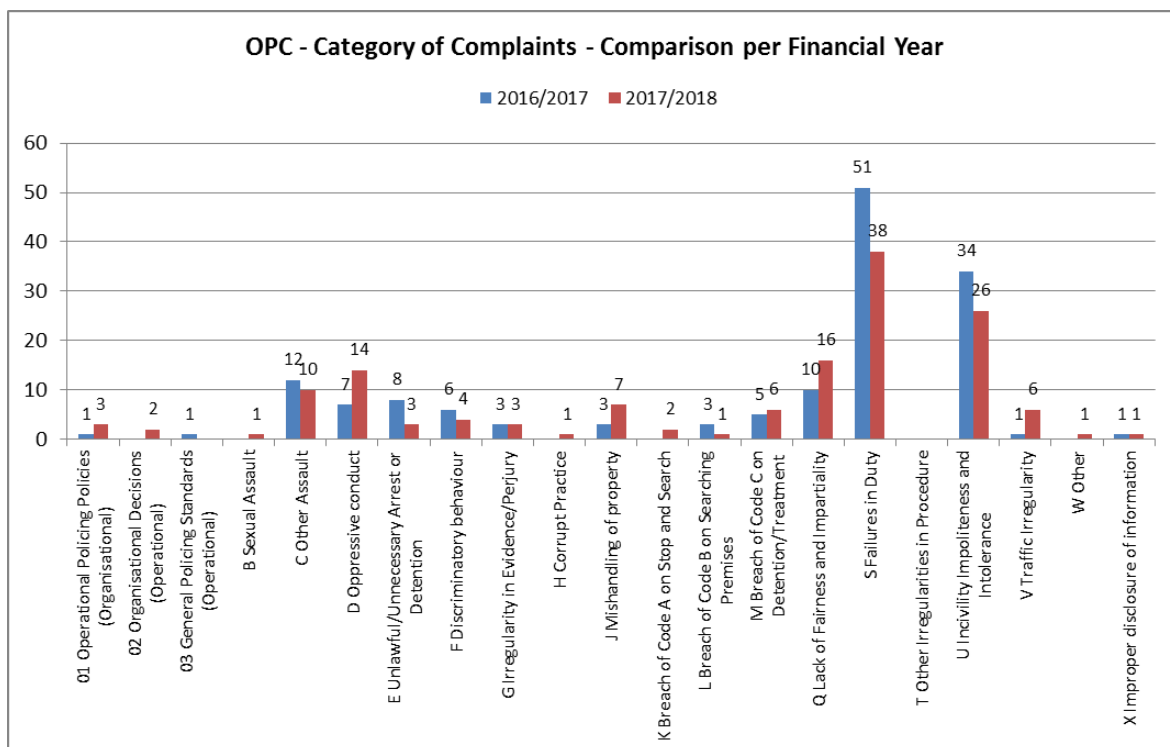
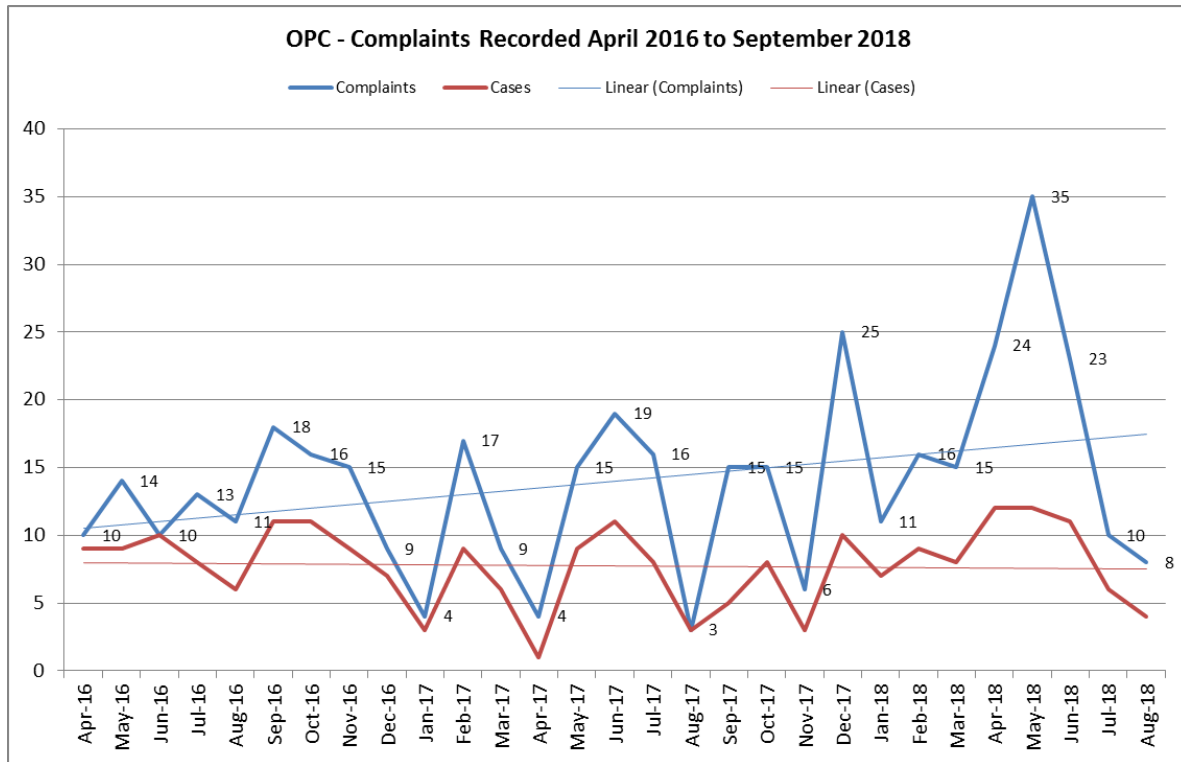


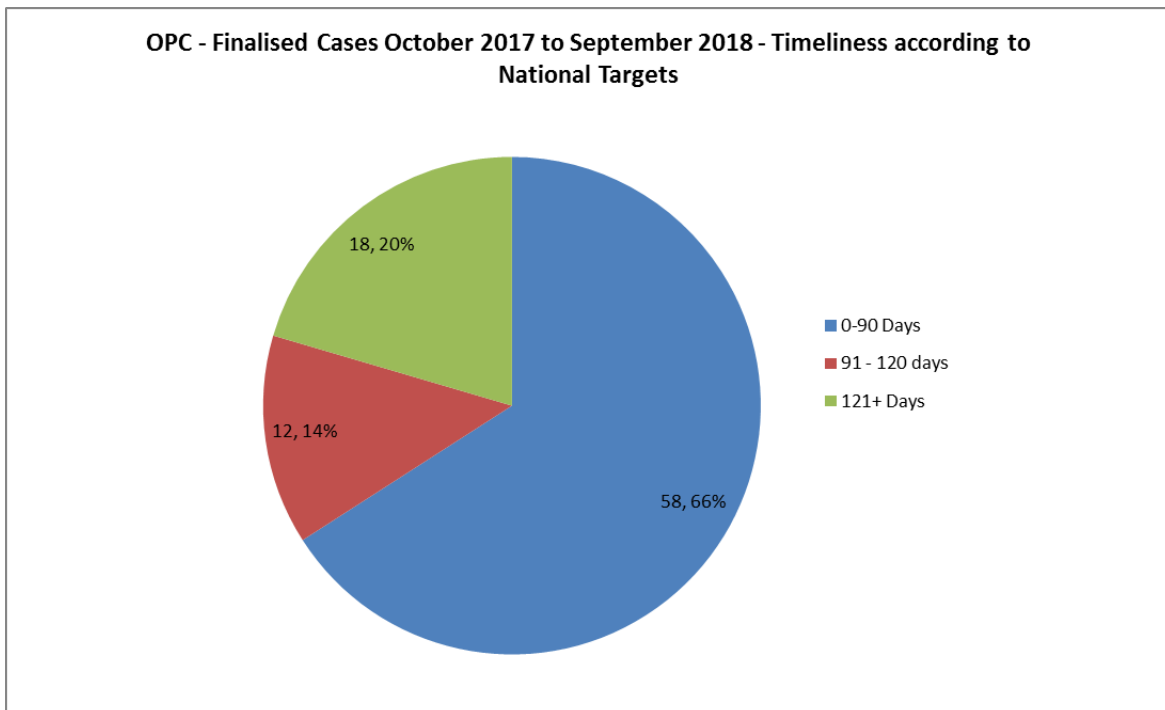
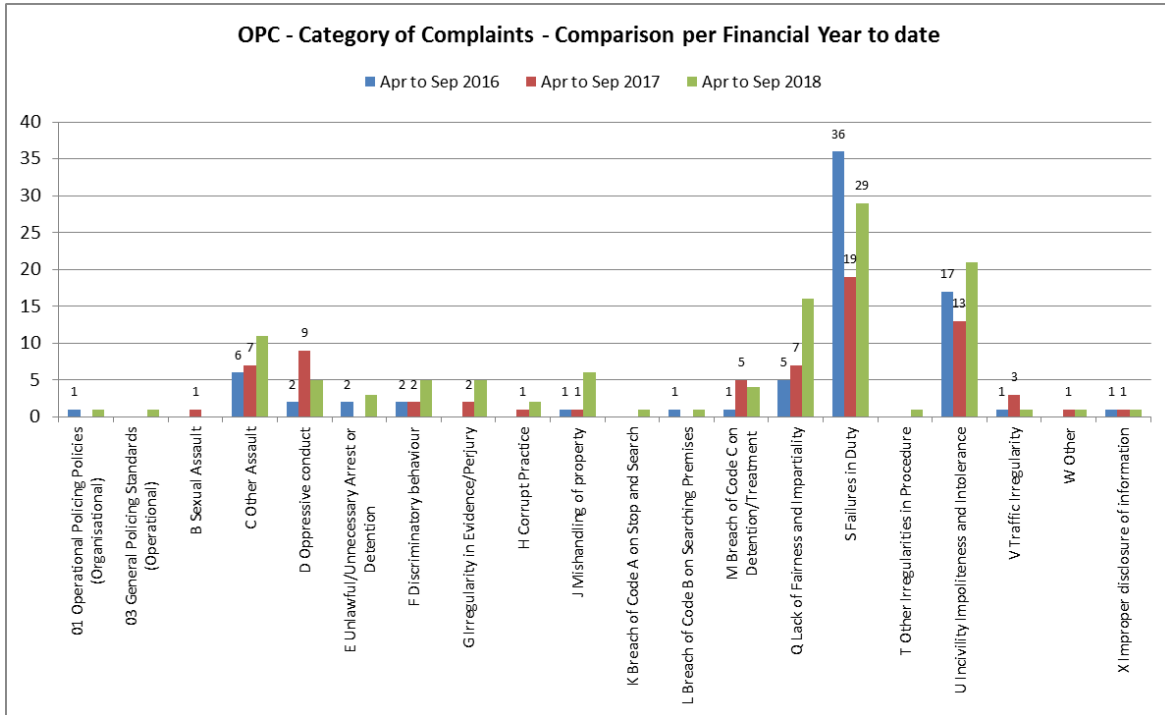
Timeliness and Outcomes:

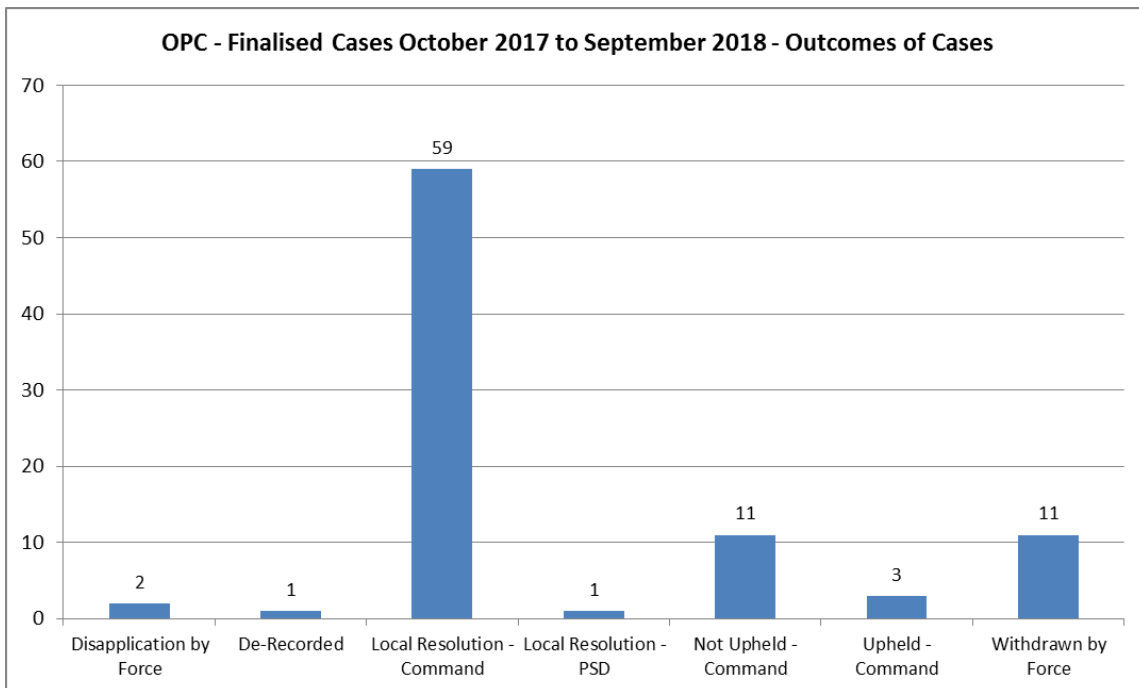
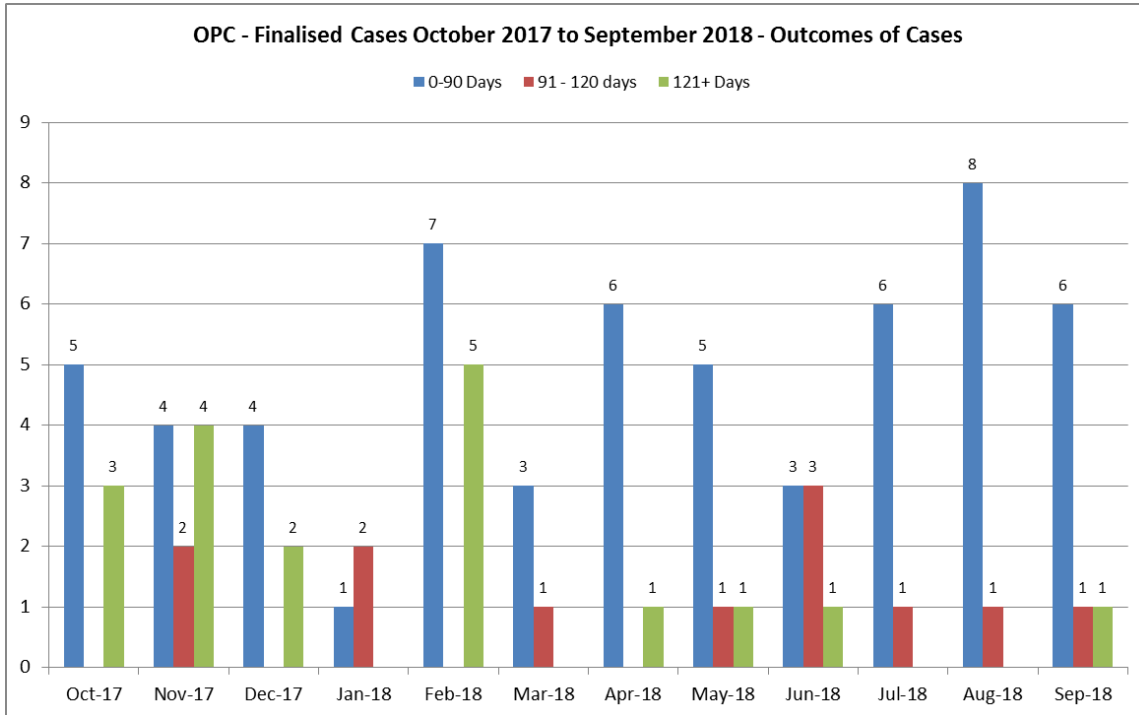
Of the two cases finalised in the last 12 months under LPA Other/Unknown, both were over 120 days.

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

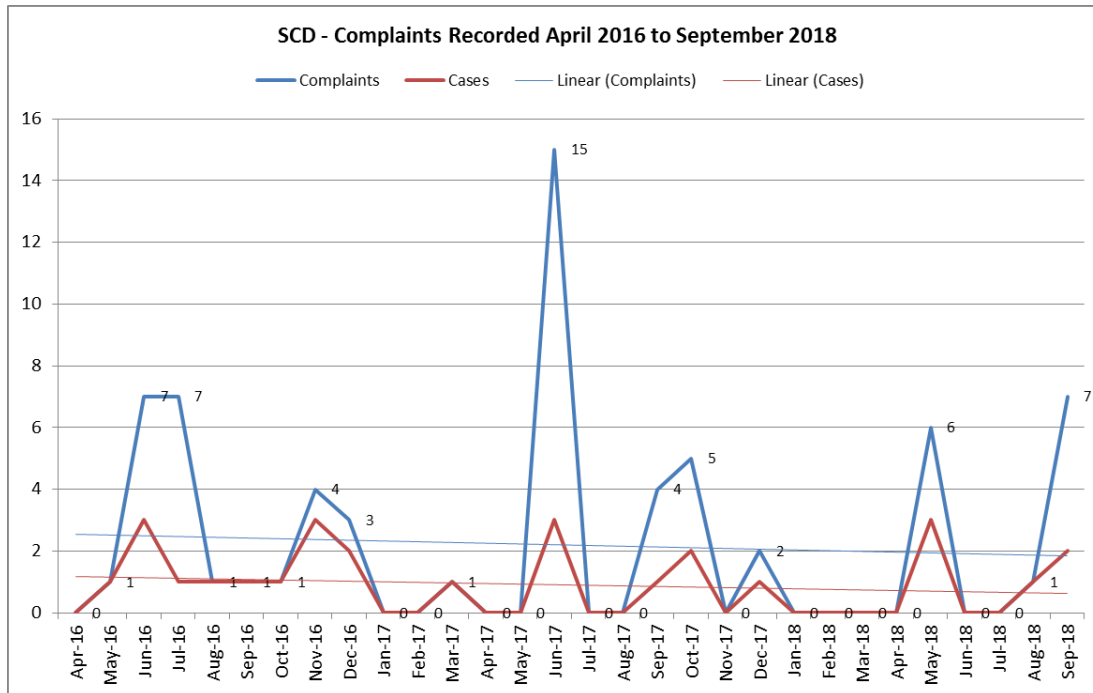
Operational Policing Command



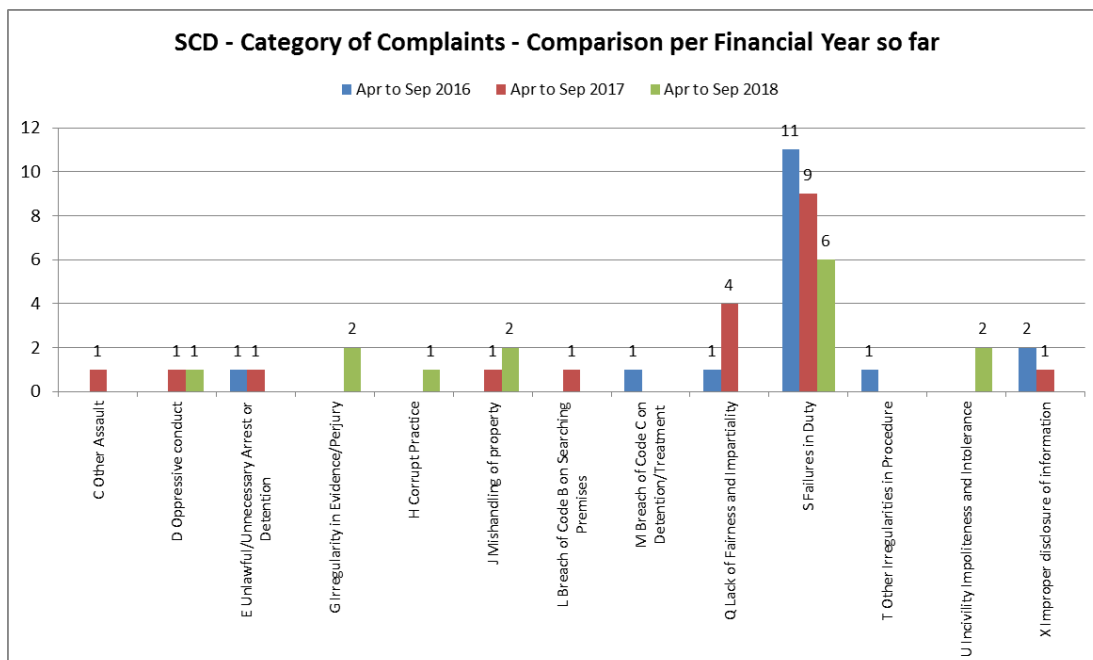




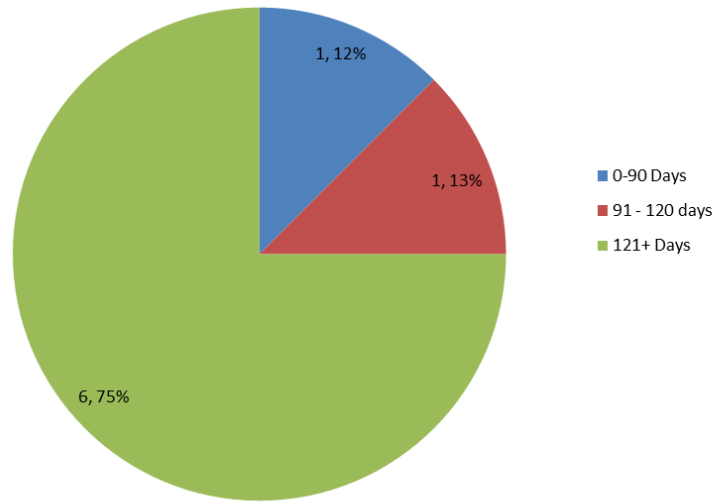
Serious Crime Directorate



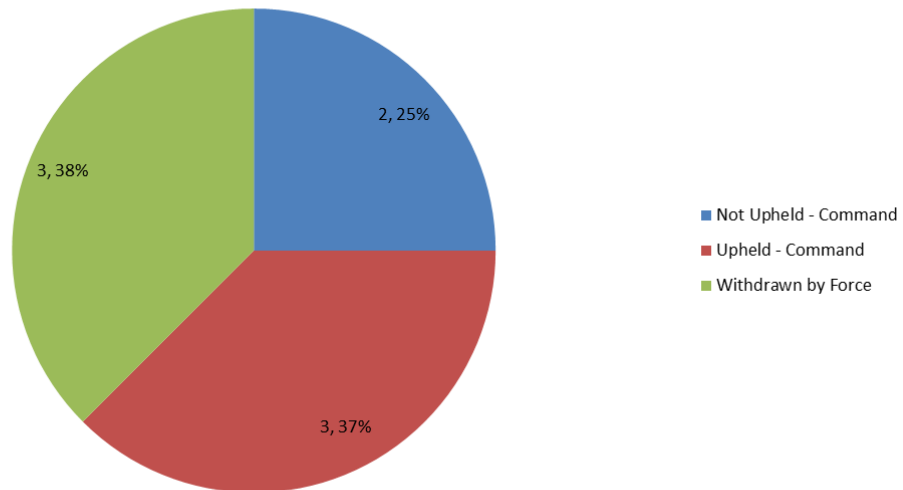
Complaints in SCD have been sporadic, there were six in May 2018 within three cases, and seven in September within two cases.



SCD - Finalised Cases October 2017 to September 2018 - Timeliness according to National Targets



SCD - Finalised Cases October 2017 to September 2018 - Outcomes of Cases



Support Services (SPS)

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

Seven complaints/Six 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.

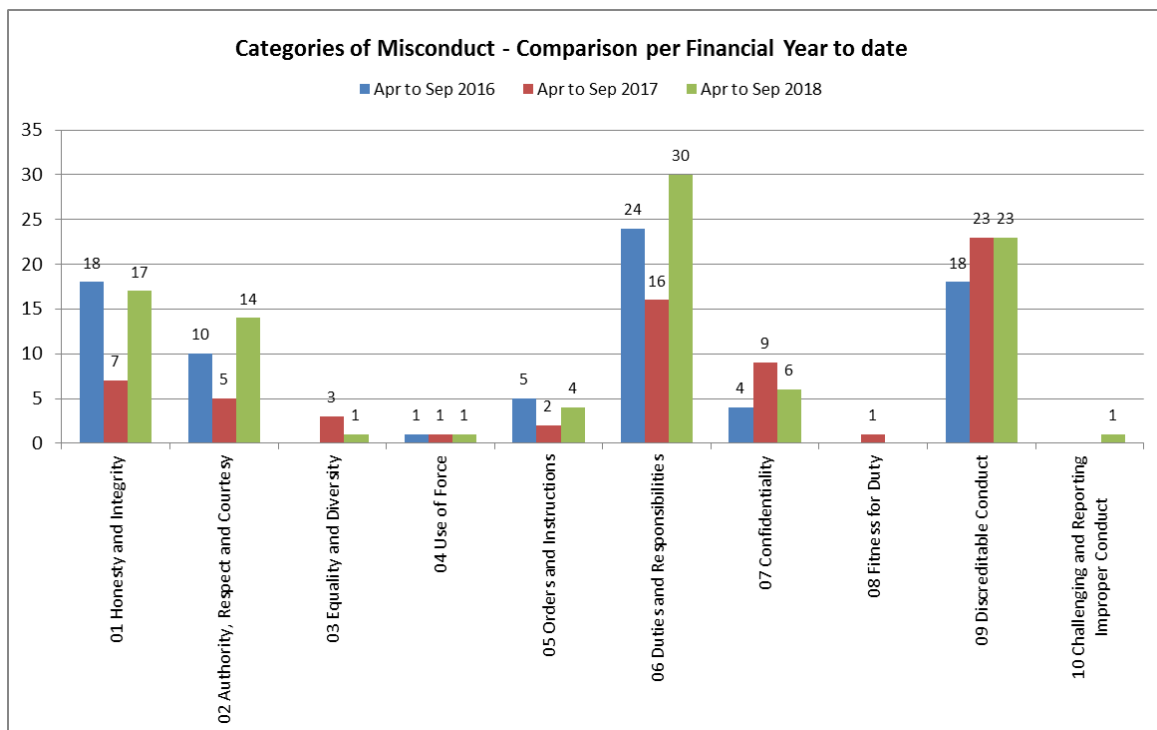
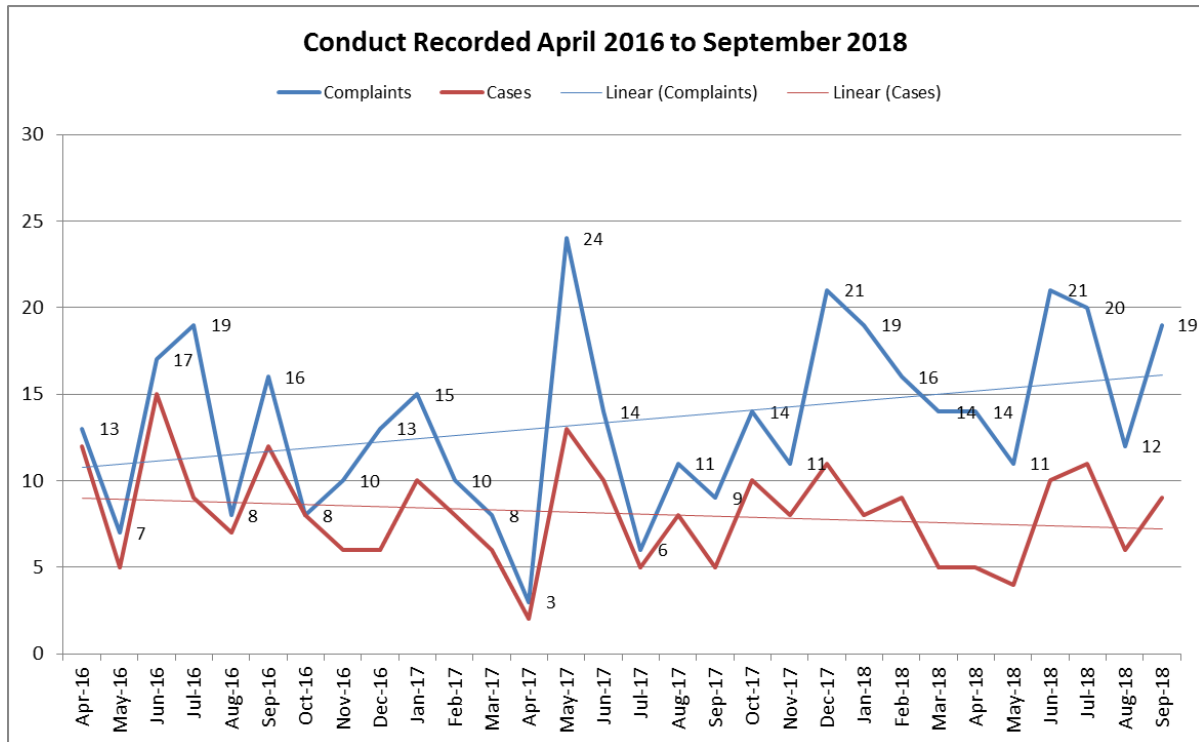
April 2018 – Incivility - HR & Training – Live.

July 2018 – Incivility – HR & Training – Live.

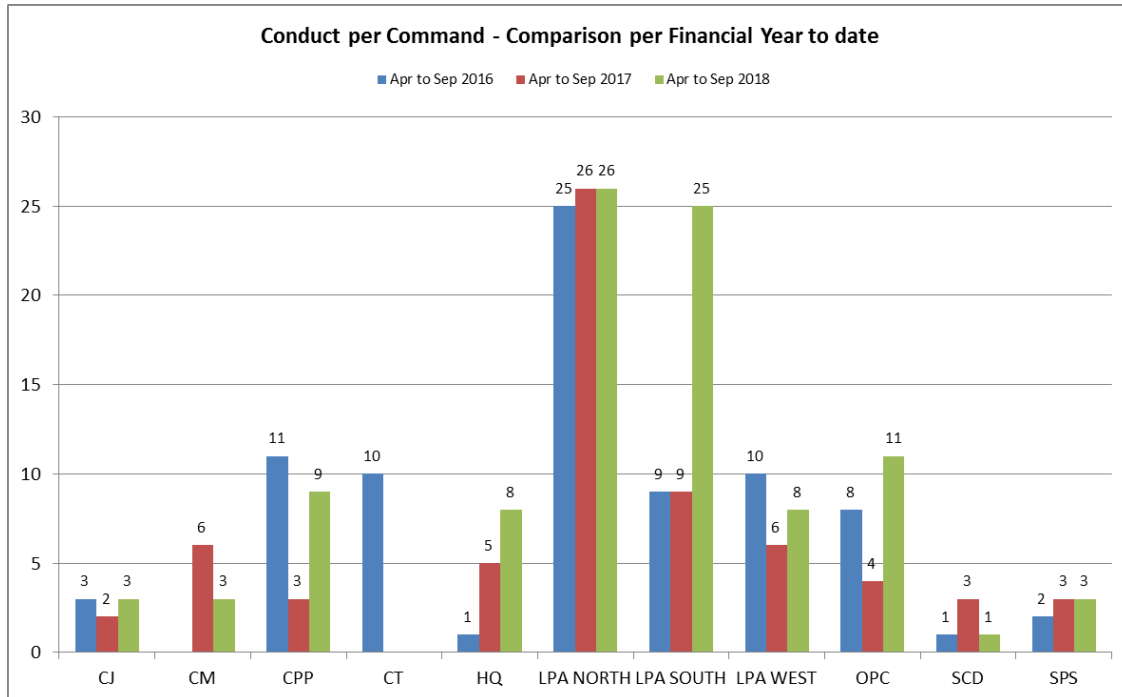
August 2018 – Operational Policing Policies – HR & Training – Live.

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

Force Misconduct



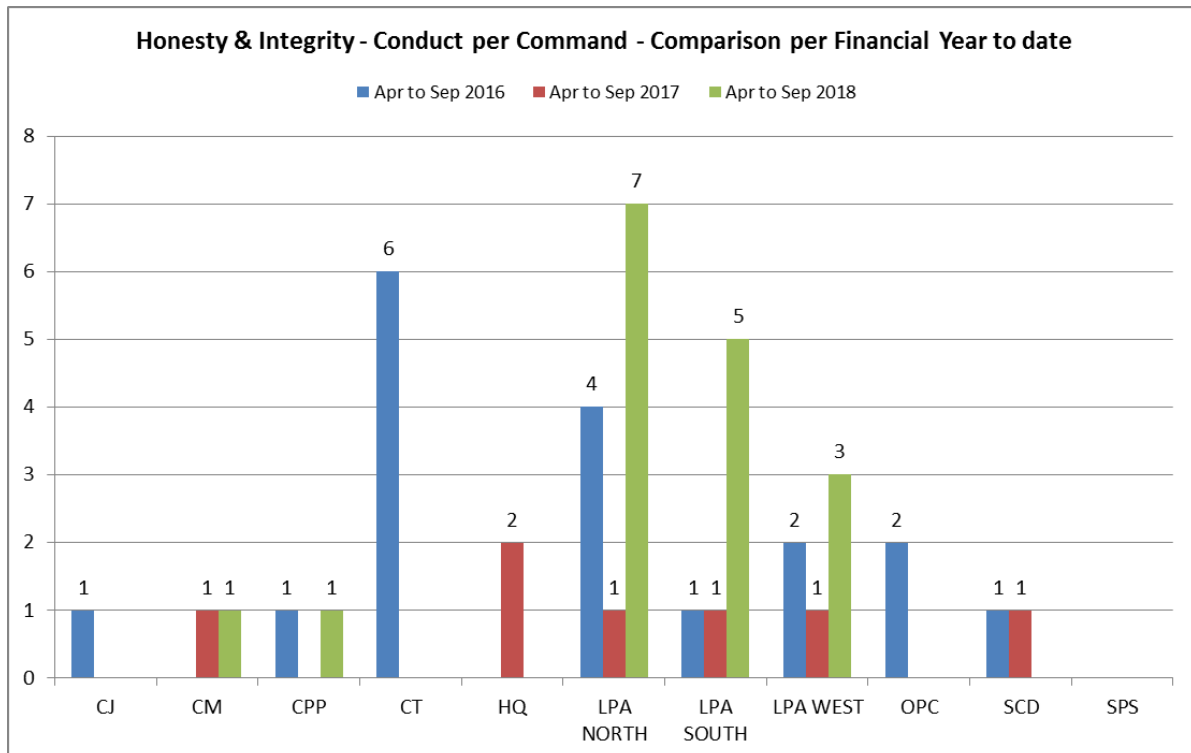
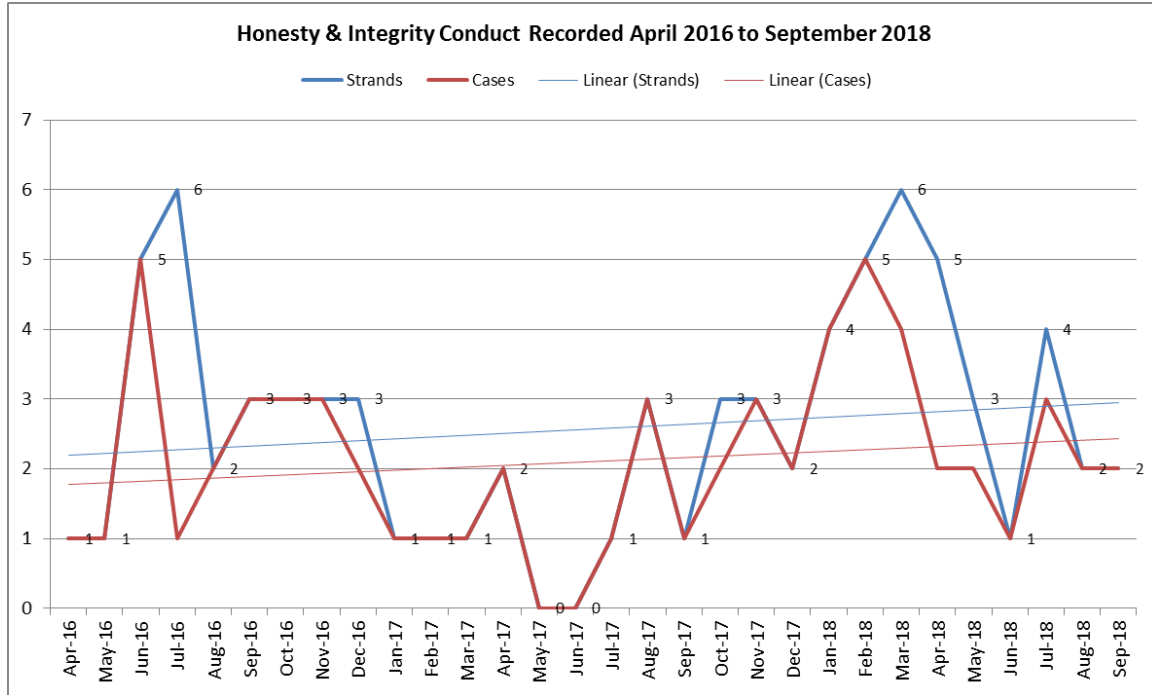
Command Breakdown of Misconduct



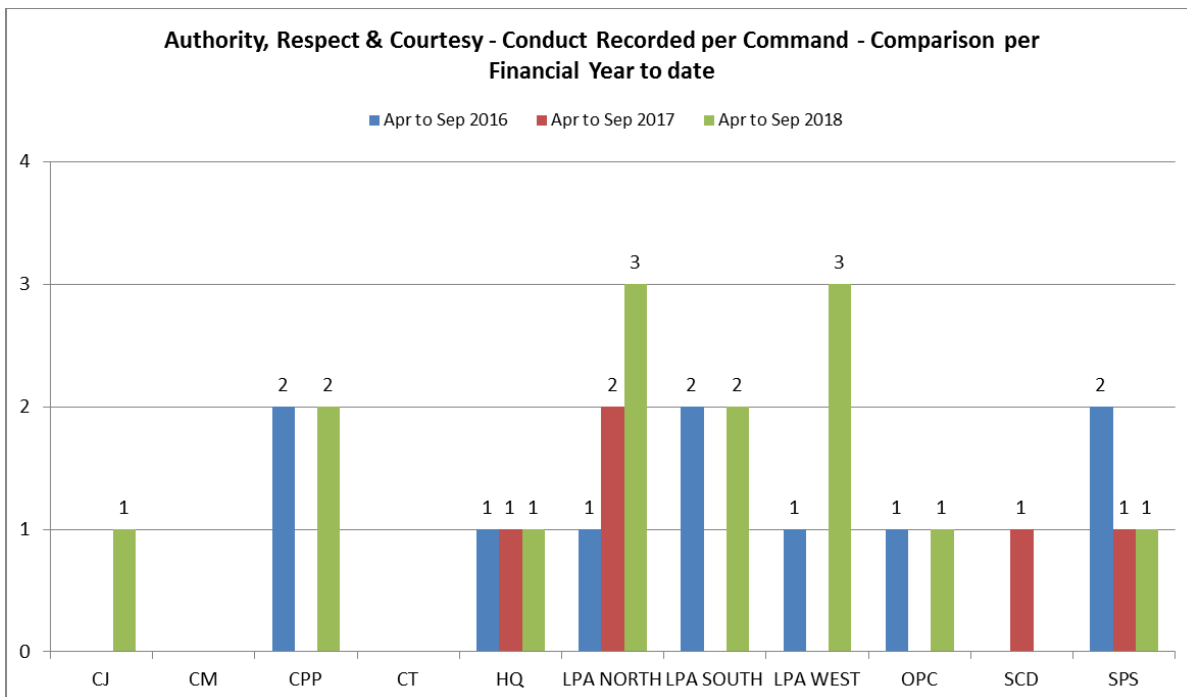
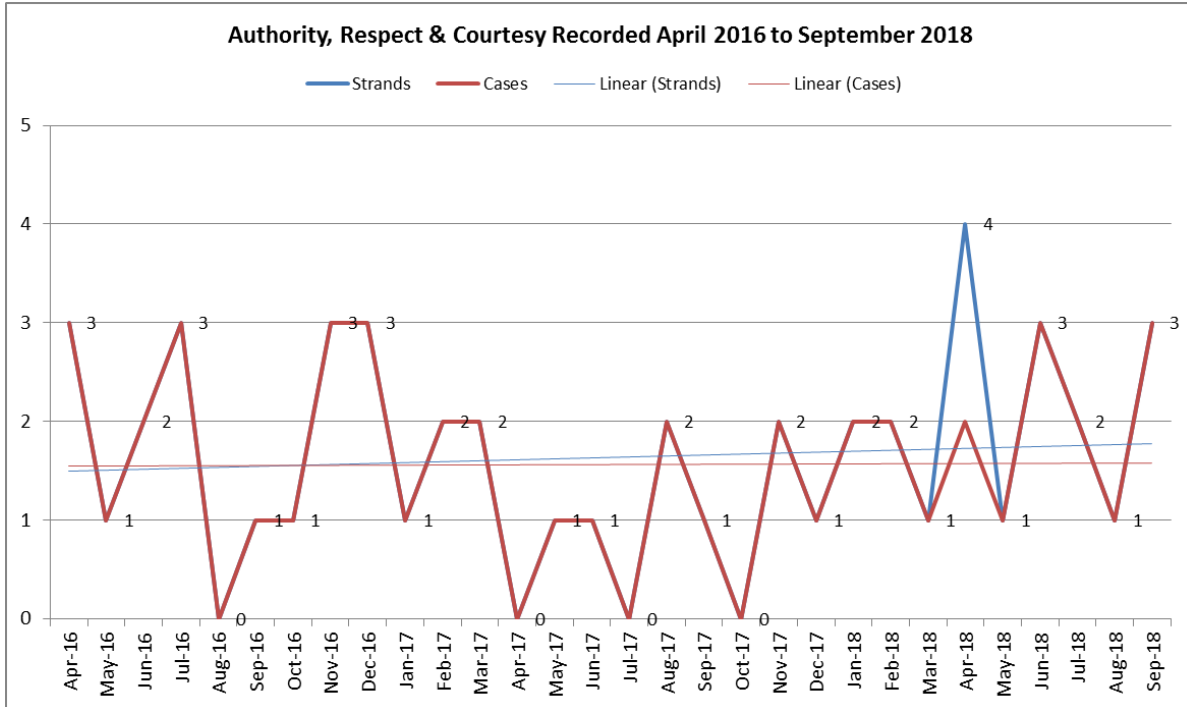
Please note that the figures used for overall Conduct within this report are that of strands within a case, due to there often being more than one category recorded under one case. This is to ensure that the type of conduct is fully reflected.

Misconduct Categories

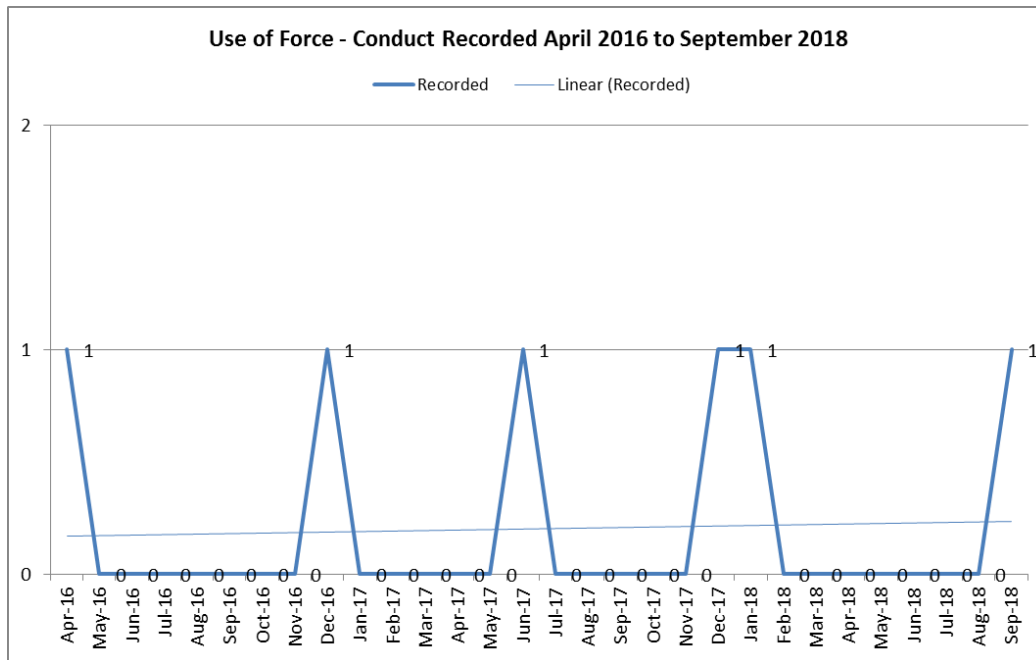
Honesty and Integrity



Authority, Respect & Courtesy

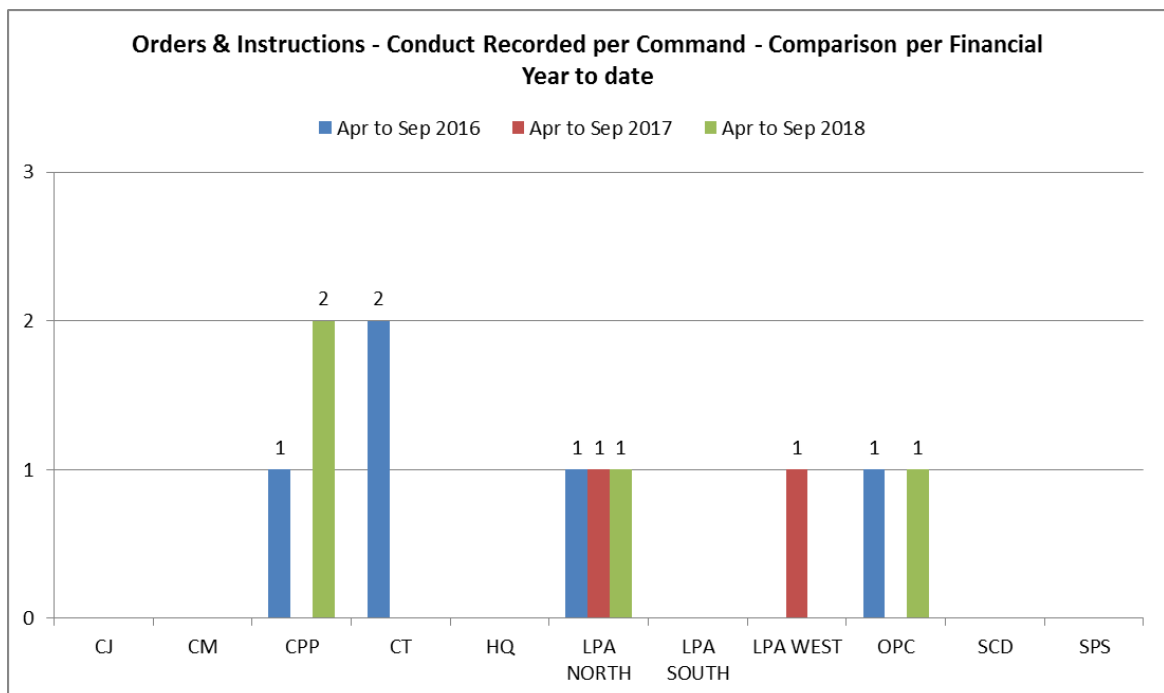
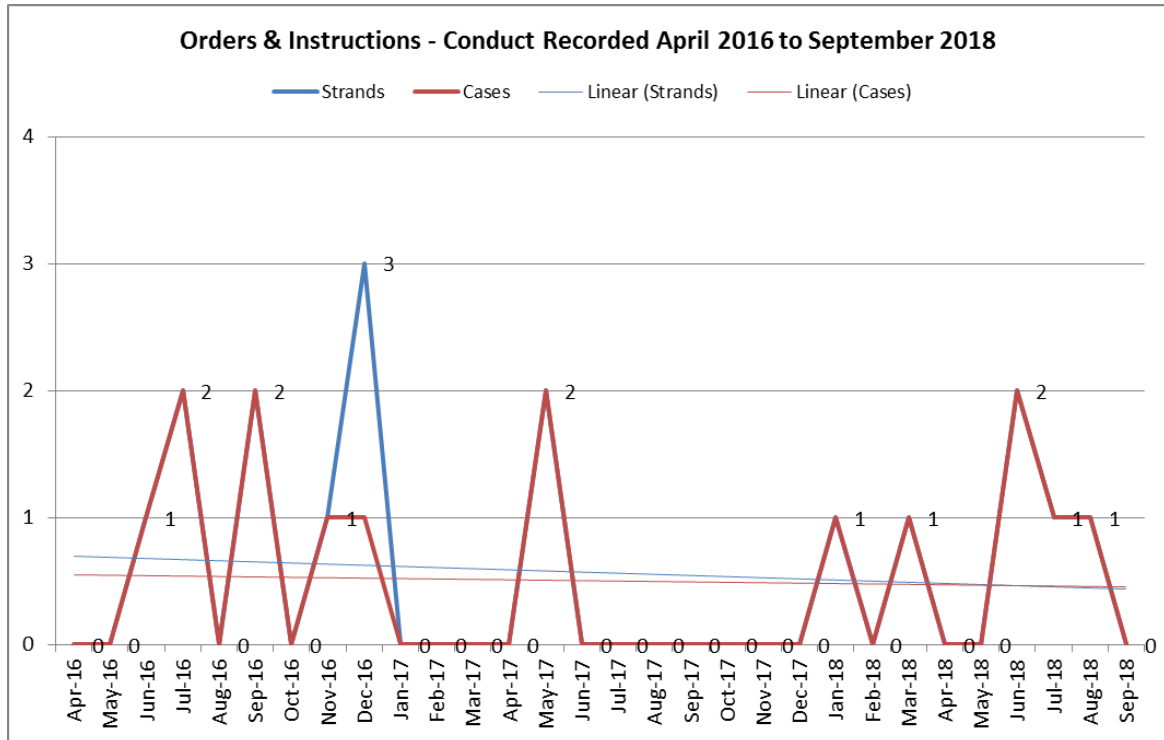


Use of Force

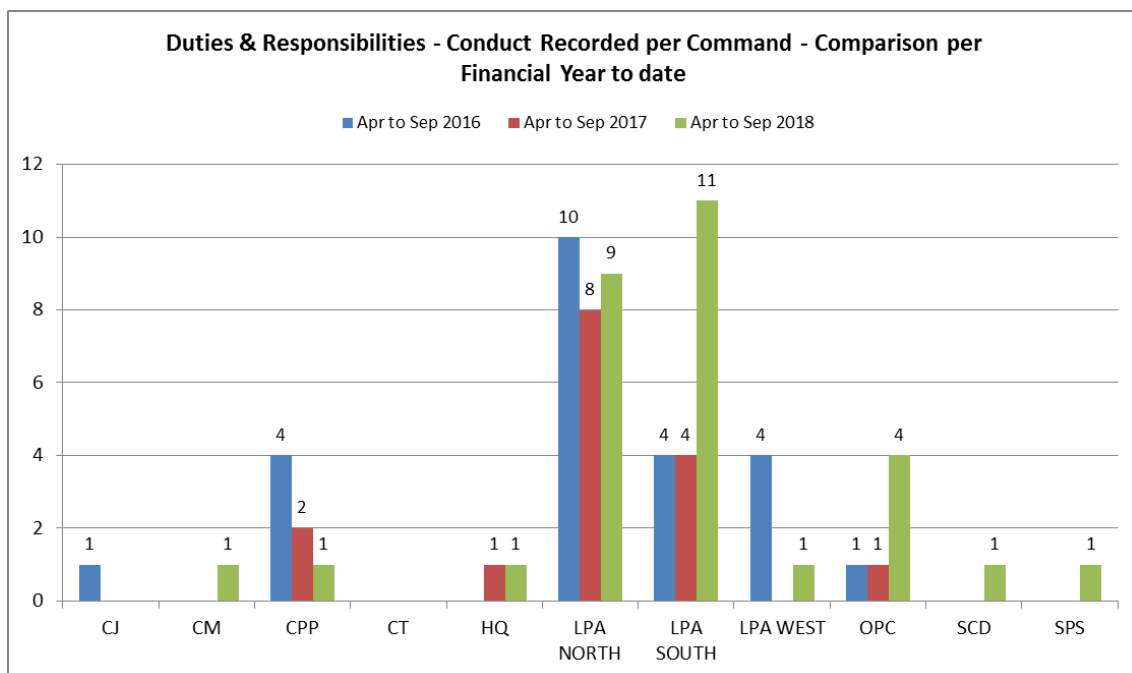
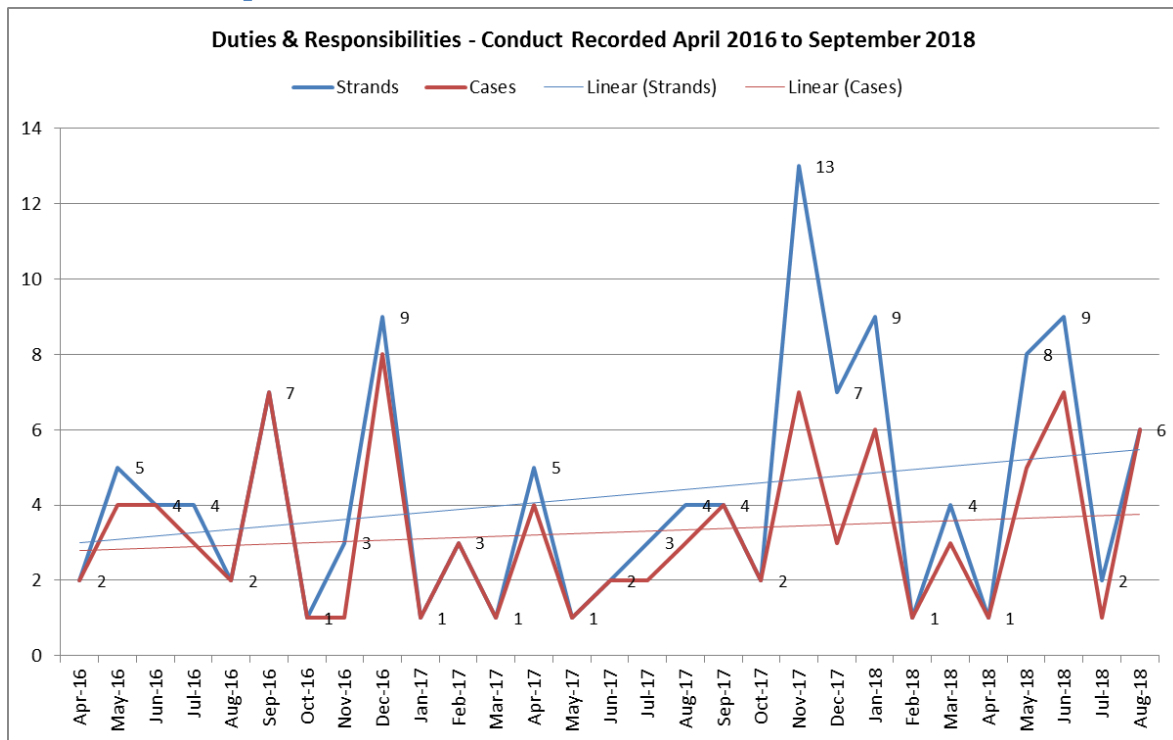


There have been two recorded so far in 2018, and only six in total since April 2016 (case numbers are same as complaints). The graph below shows a command comparison of the last two financial years. The recent case in September 2018 was also in LPA West, resulting in all but one recorded since April 2016 being under LPA West

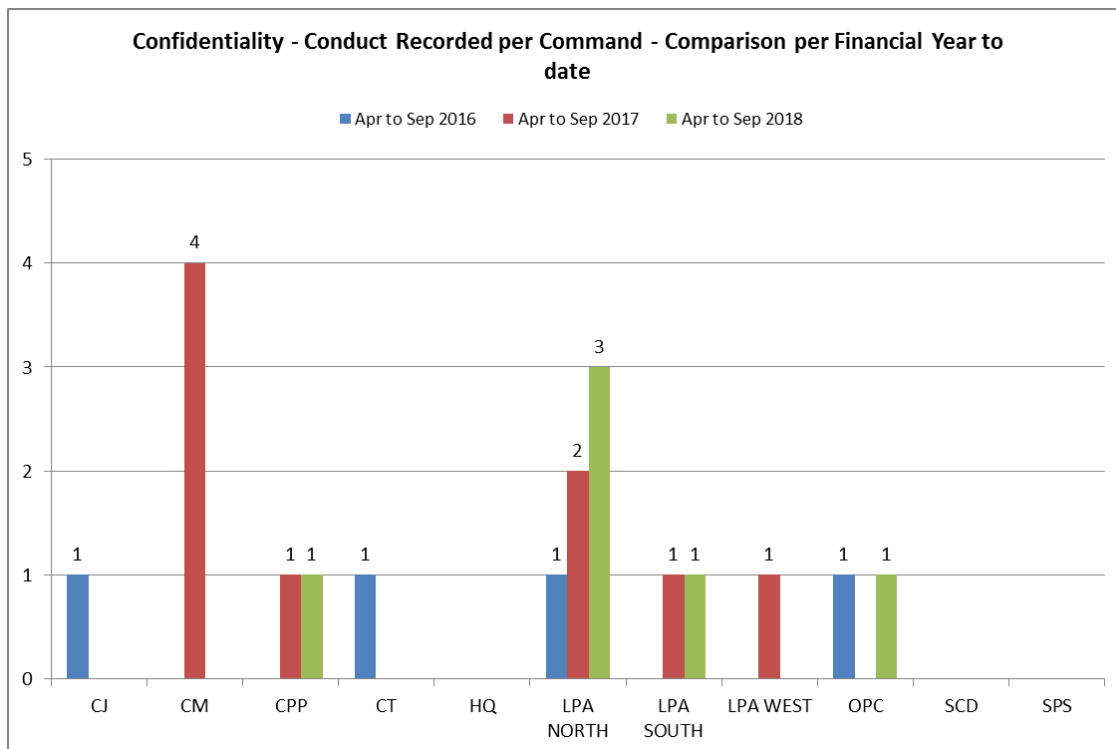
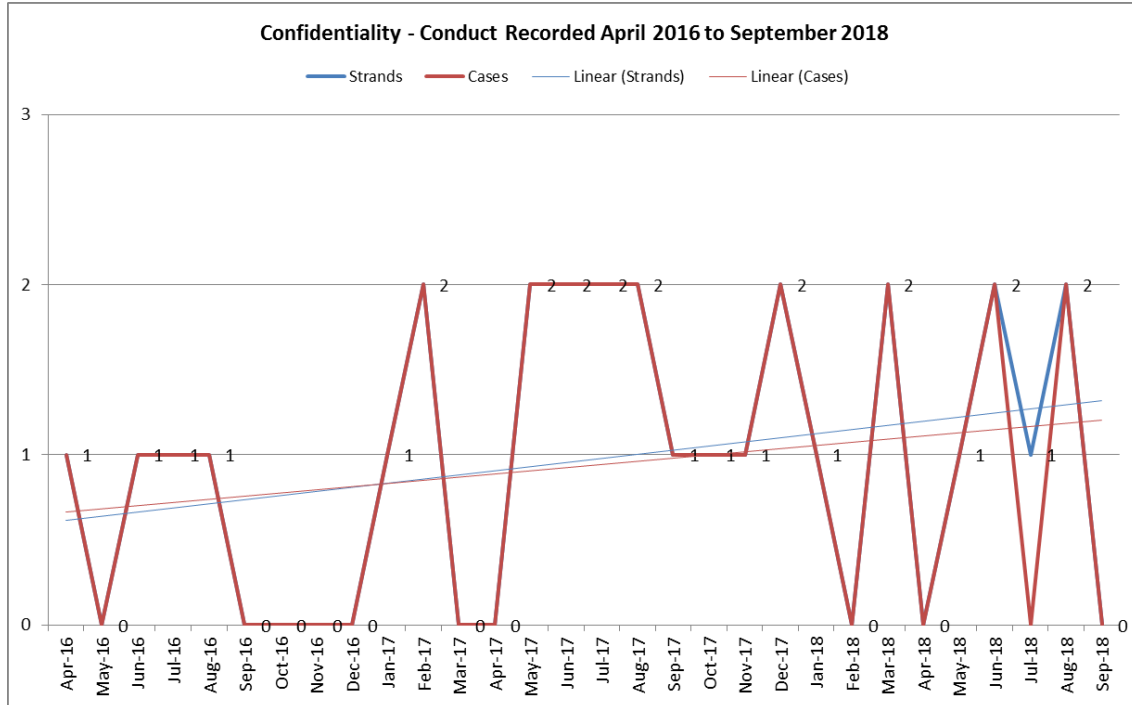
Orders and Instructions



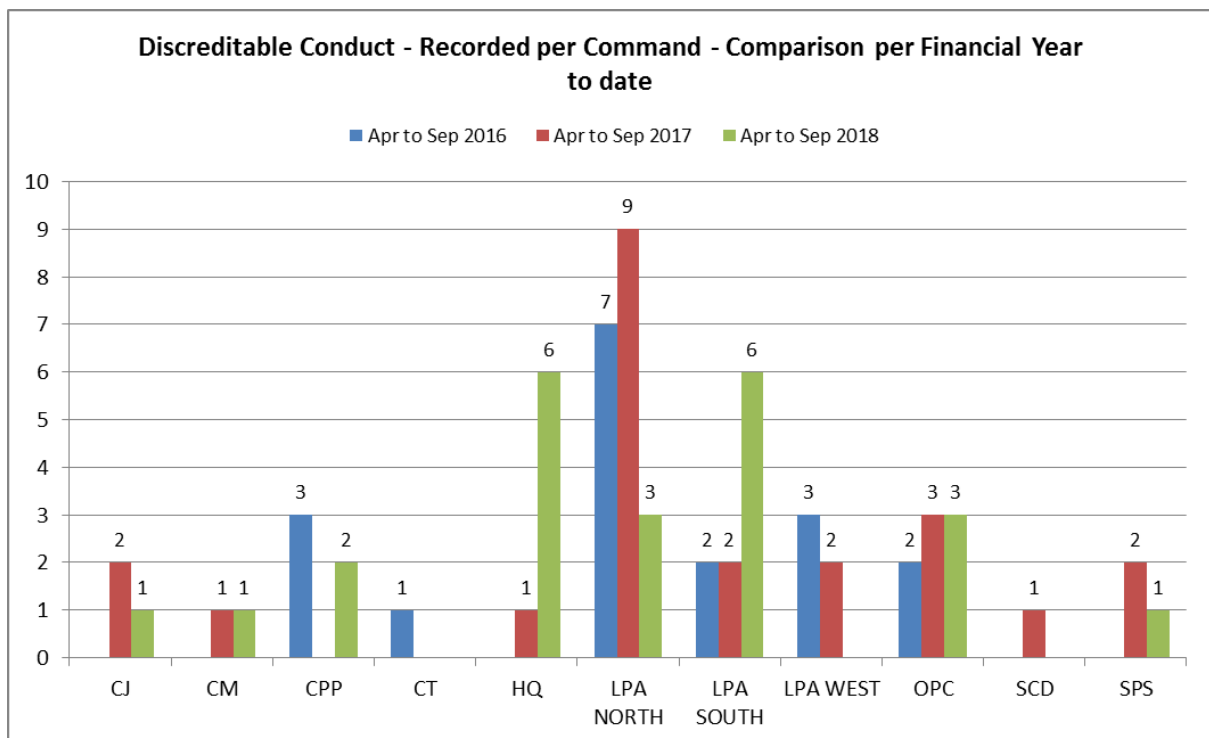
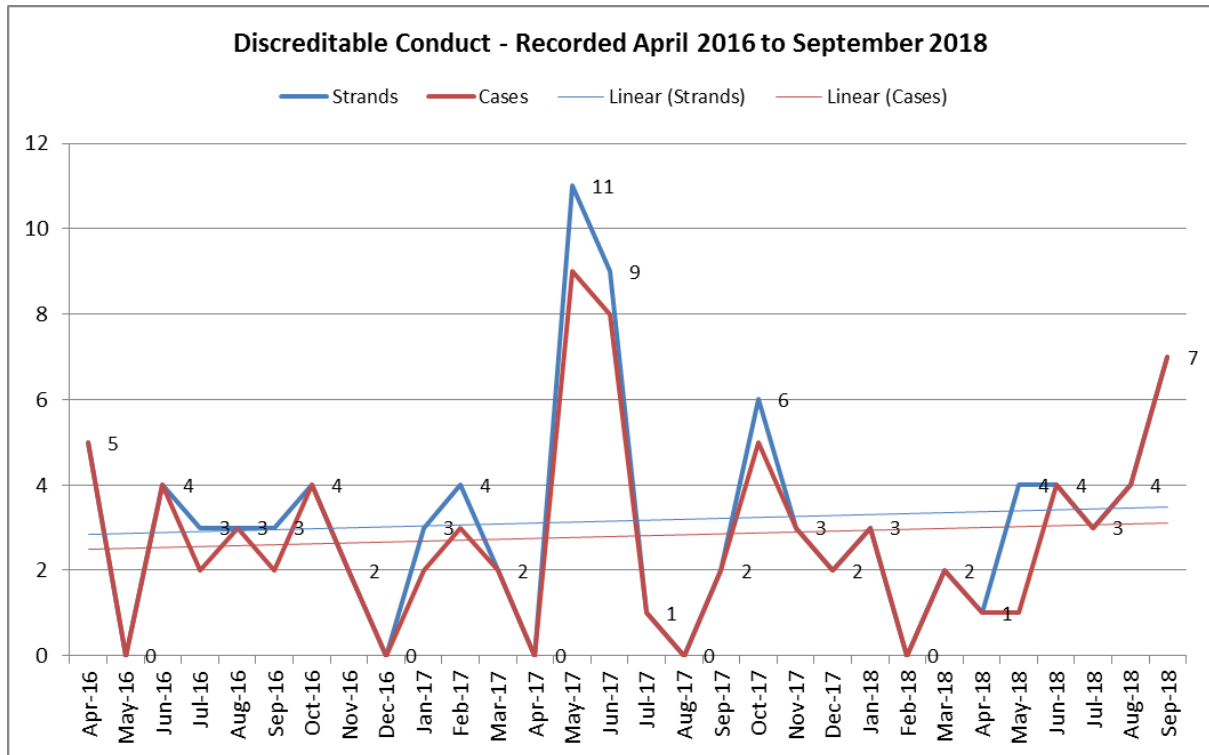
Duties and Responsibilities



Confidentiality



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 (CM/39/18). This is the only case in the time-frame. This is recorded under OPC (Stansted).

Equality and Diversity

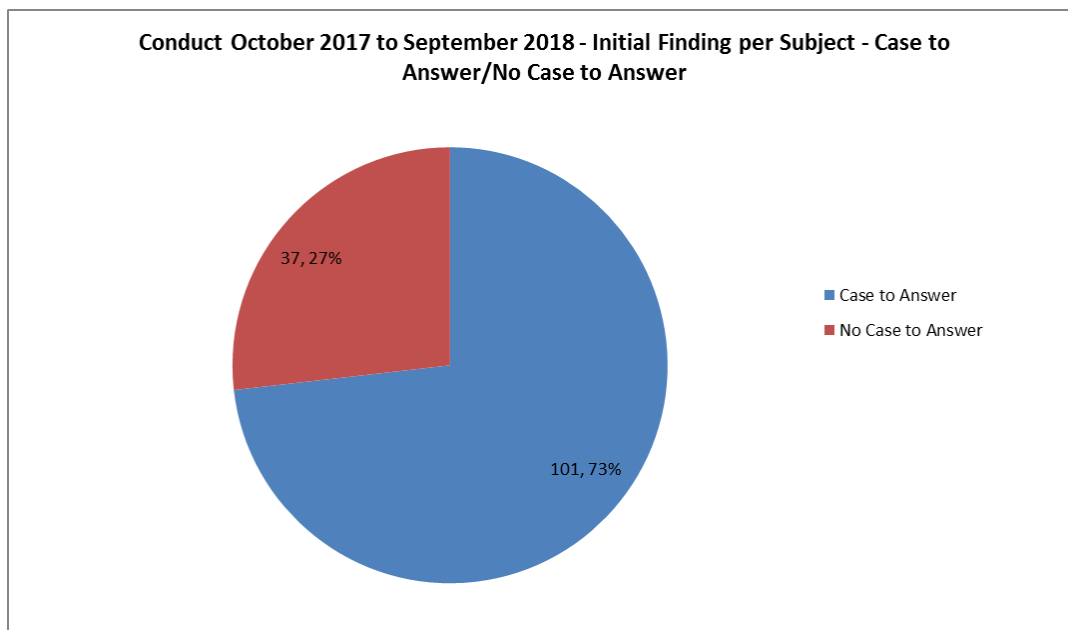
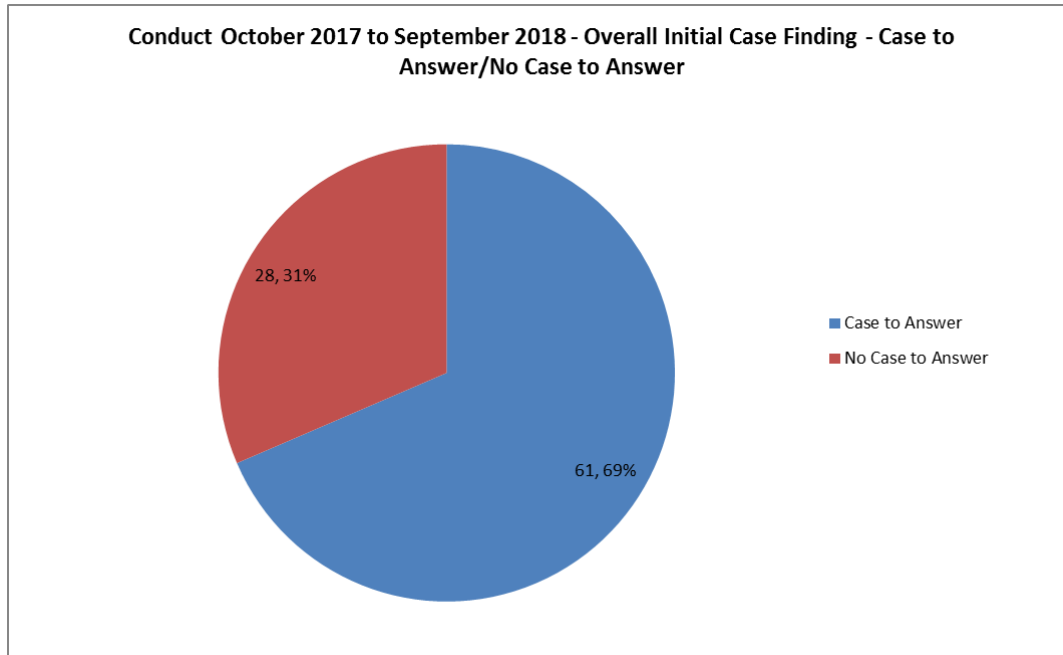
There have been five cases recorded under this category since April 2016:

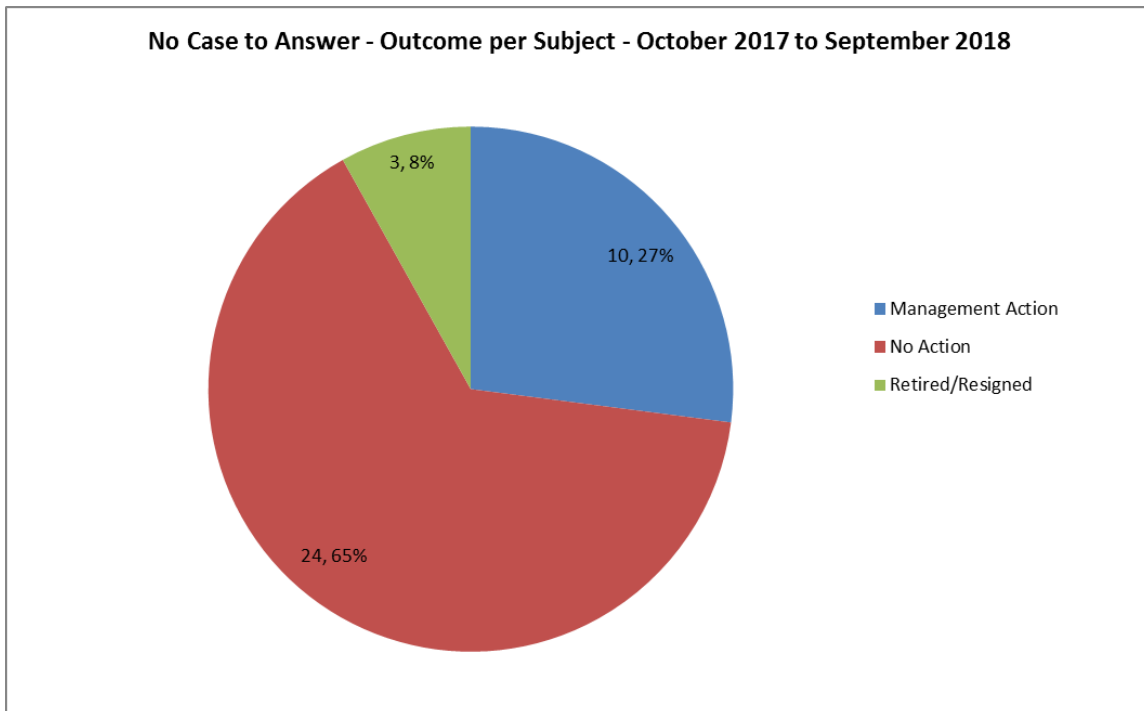
Three of these were recorded in May 2017, in North and South LPA, as additional strands of an already open Misconduct case.

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

Outcomes of Conduct Cases October 2017 to September 2018

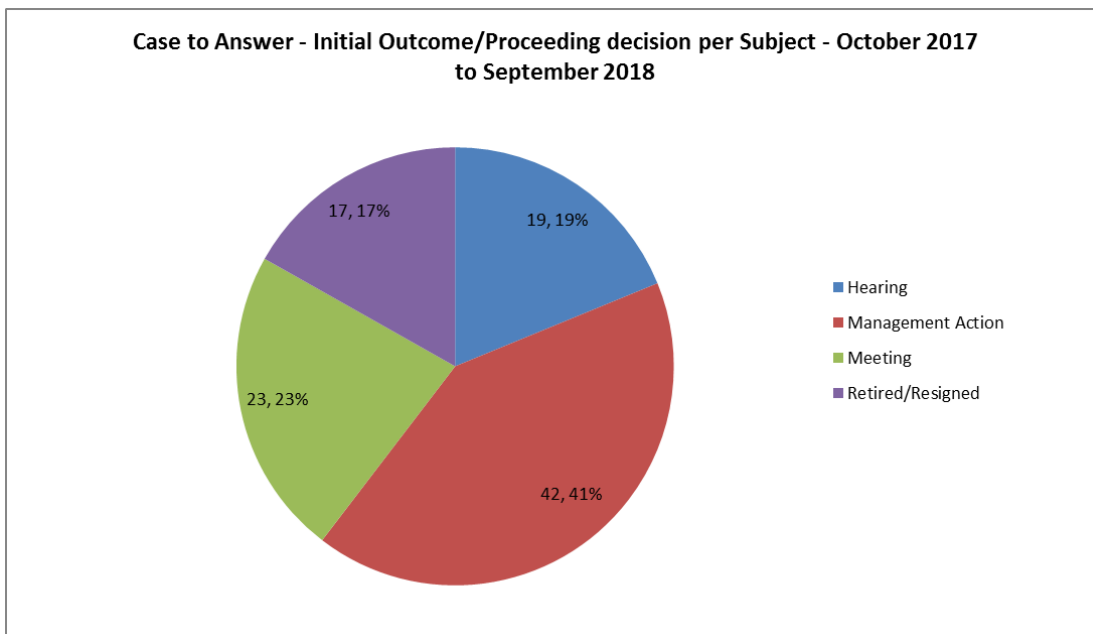
Between 1st October 2017 and 30th September 2018 there were 89 total Conduct cases that were finalised. Within these, there were a total of 138 subjects, for which sanctions/outcomes differ. The graphs below represent figures for cases and subjects.



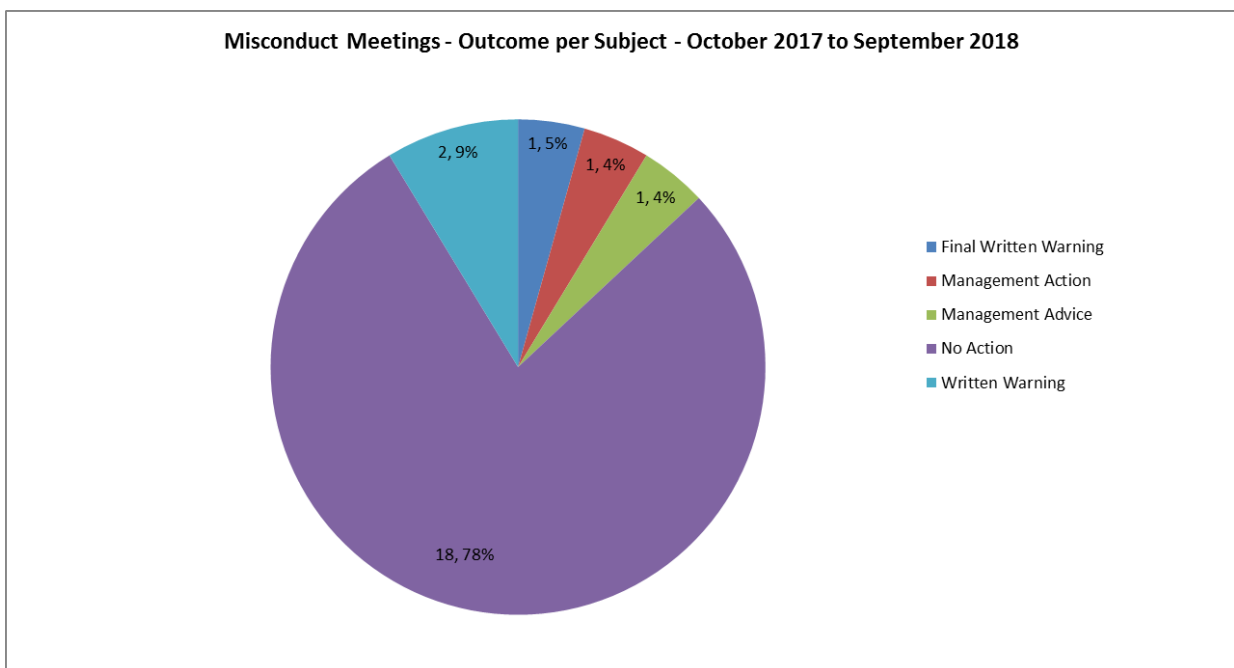
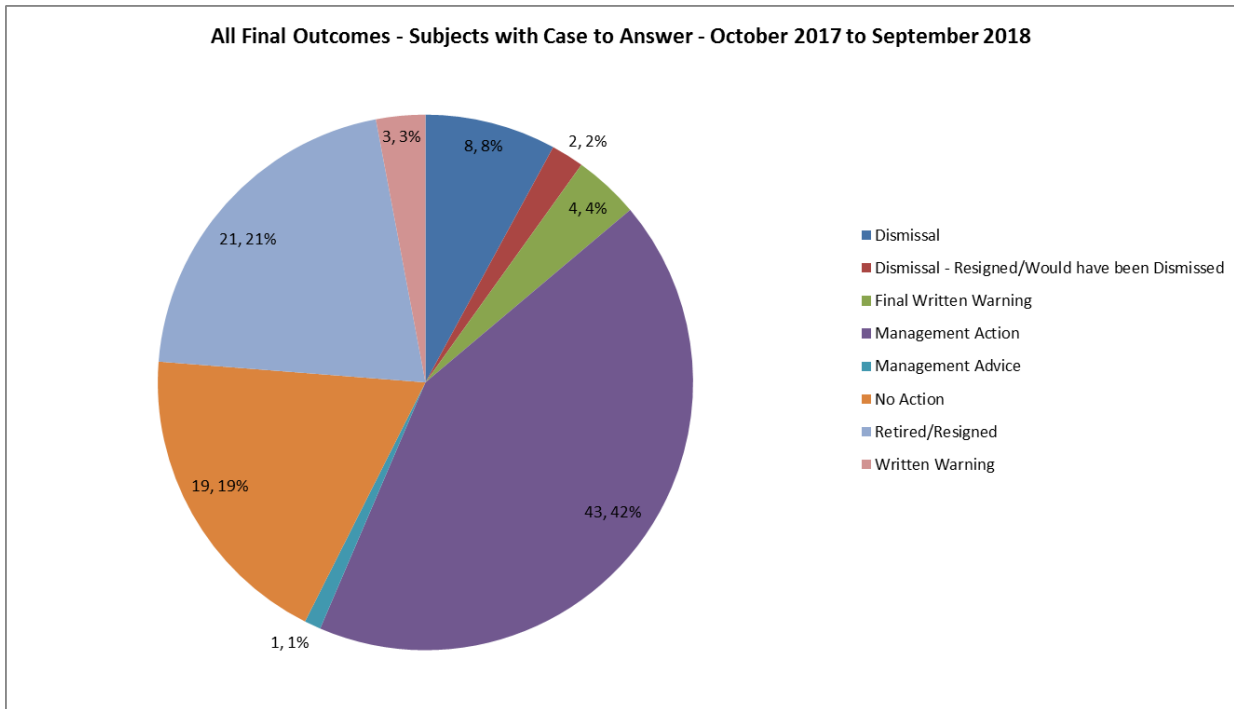


Case to Answer:

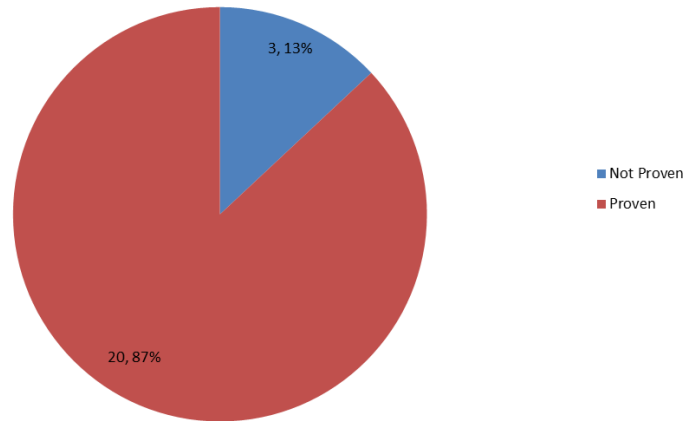
The following graph displays the initial outcome/proceedings decision of those 101 subjects found with a Case to Answer. There are 17 subjects that retired/resigned before hearing/meeting/other action confirmed.



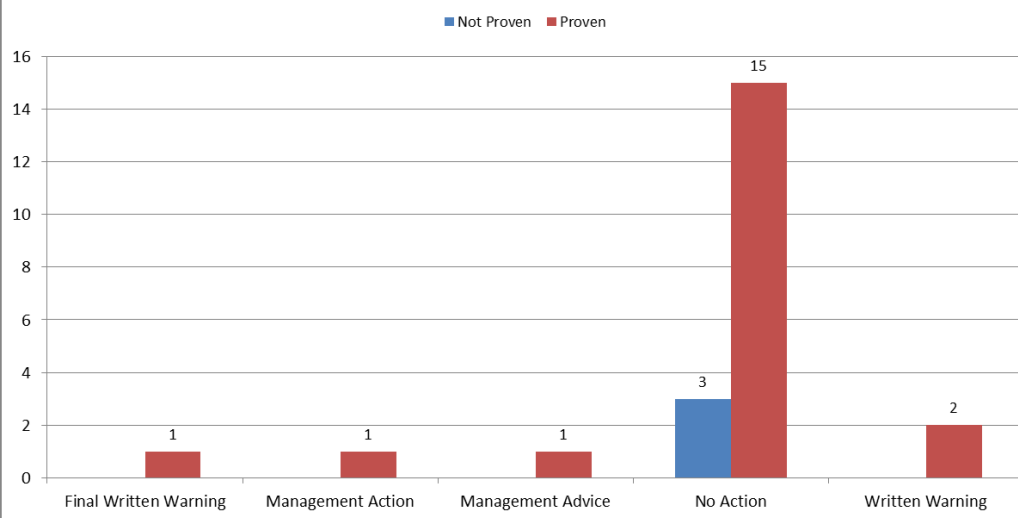
The following graphs show firstly all final outcomes of all subjects with Case to Answer, and then a breakdown of the final outcomes specifically from Misconduct Meetings and Hearings.

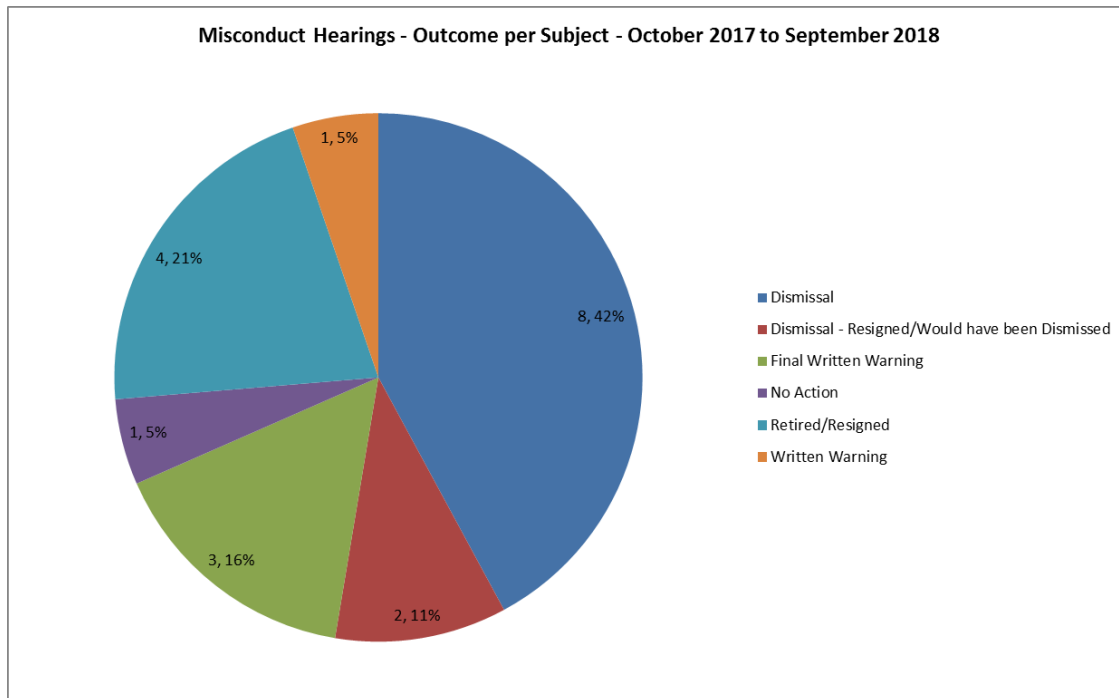


Misconduct Meetings - Proven/Not Proven - Per Subject - October 2017 to September 2018



Misconduct Meetings - Final Outcomes/Proven/Not Proven - October 2017 to September 2018





Suspensions

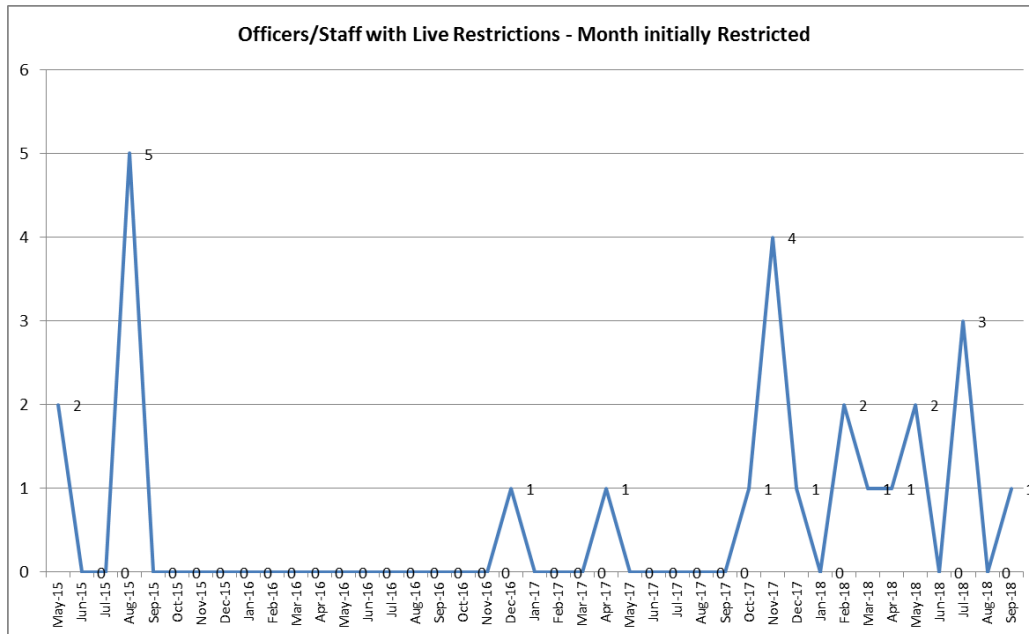
There are currently 4 officers/staff recorded as Suspended (as at 19/10/2018). The table shows the months in which the officers/staff were initially suspended.

Please note, officers that have resigned but still shown as suspended on Centurion have been removed.

Month Suspended	Total
Jul-15	1
Nov-15	1
Jan-18	1
Jun-18	1

Restrictions

There are currently 25 officers/staff restricted (as at 19/10/2018). The following chart below shows the months the restrictions were recorded. Please note that this does not include officers who are suspended.



Hearings

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

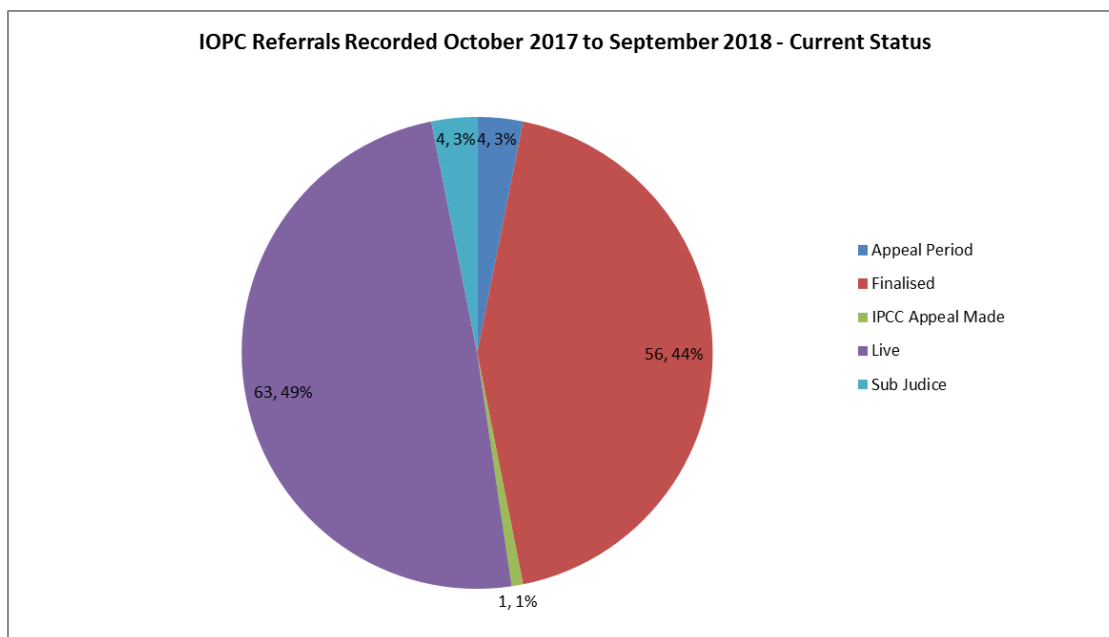
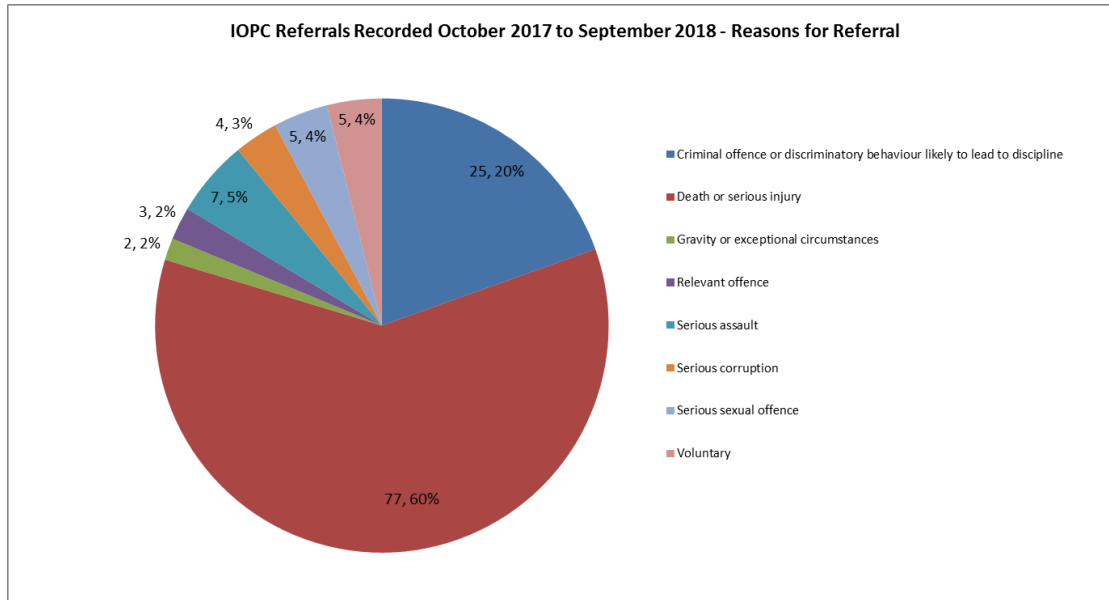
There have been nine officer hearings held so far in 2018/2019 (as at 19th October 2018), eight officers were dismissed, one was given management action.

There has also been a hearing held by HR for a member of police staff, which also resulted in dismissal.

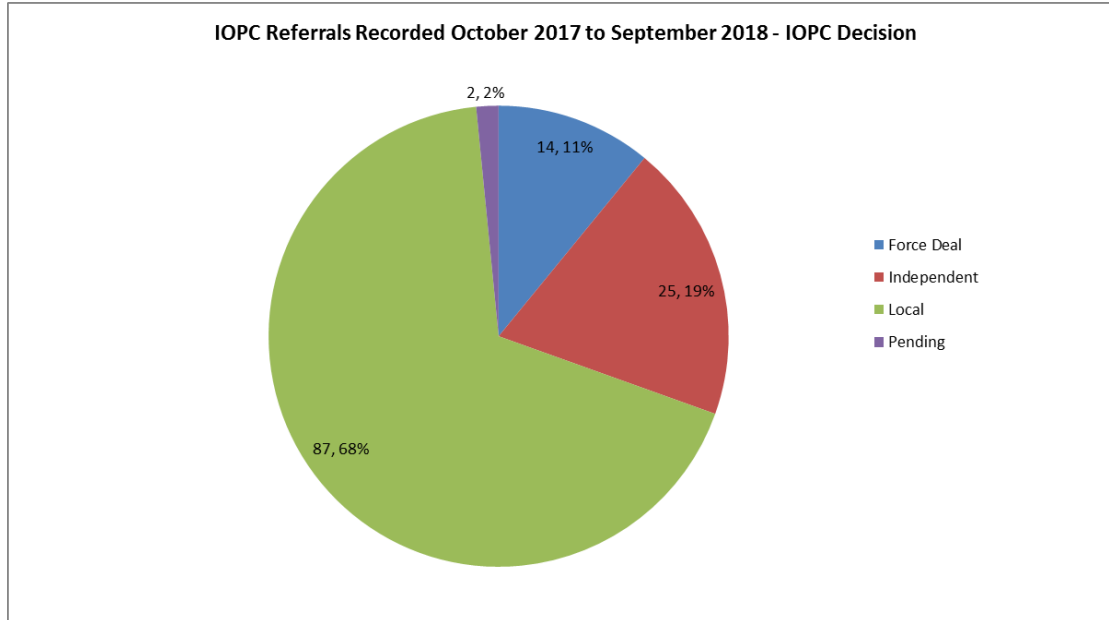
There are five hearings currently arranged between November 2018 and January 2019.

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

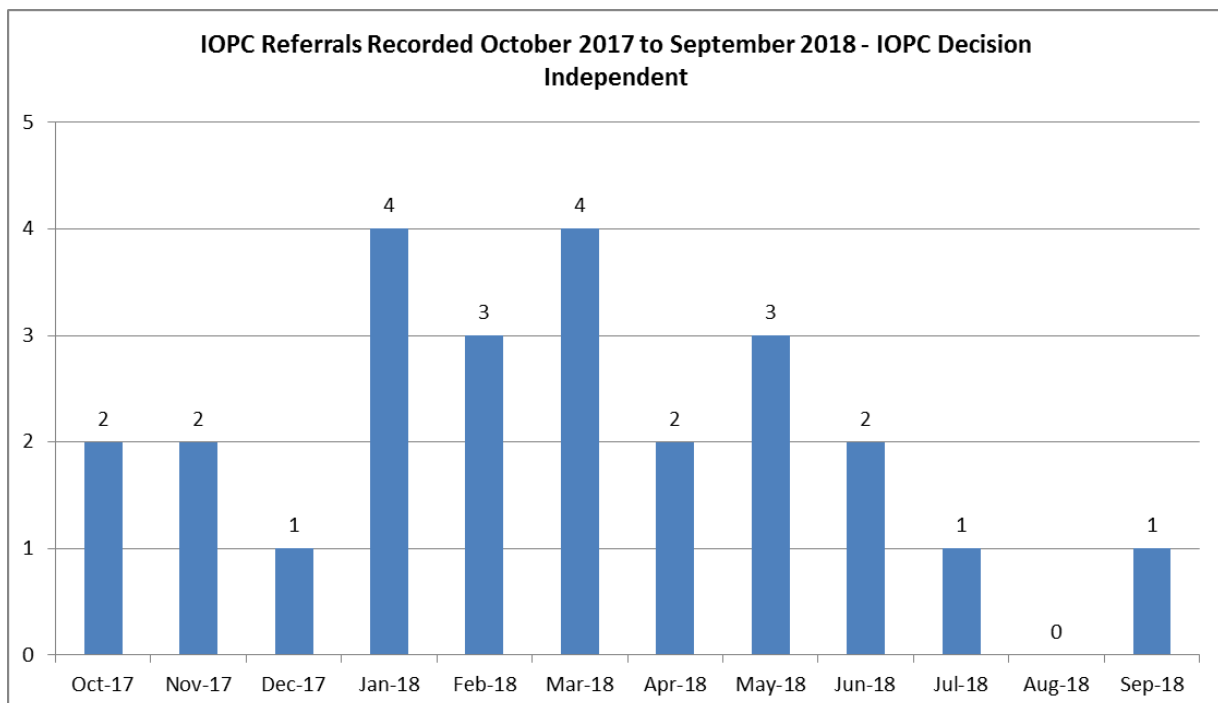
IOPC Referrals

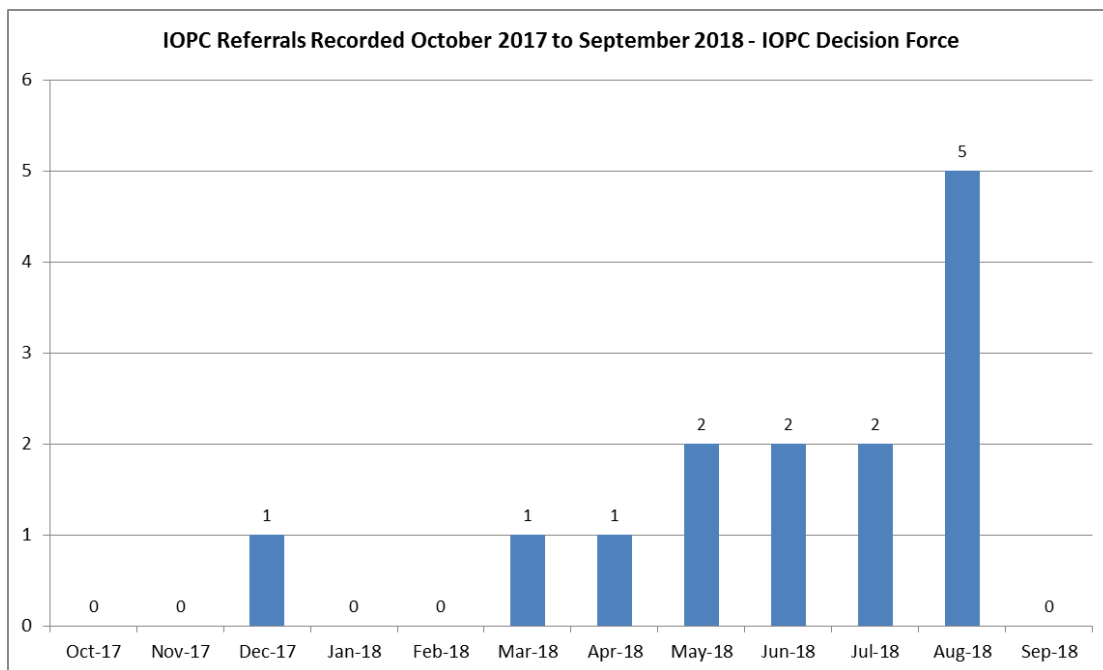
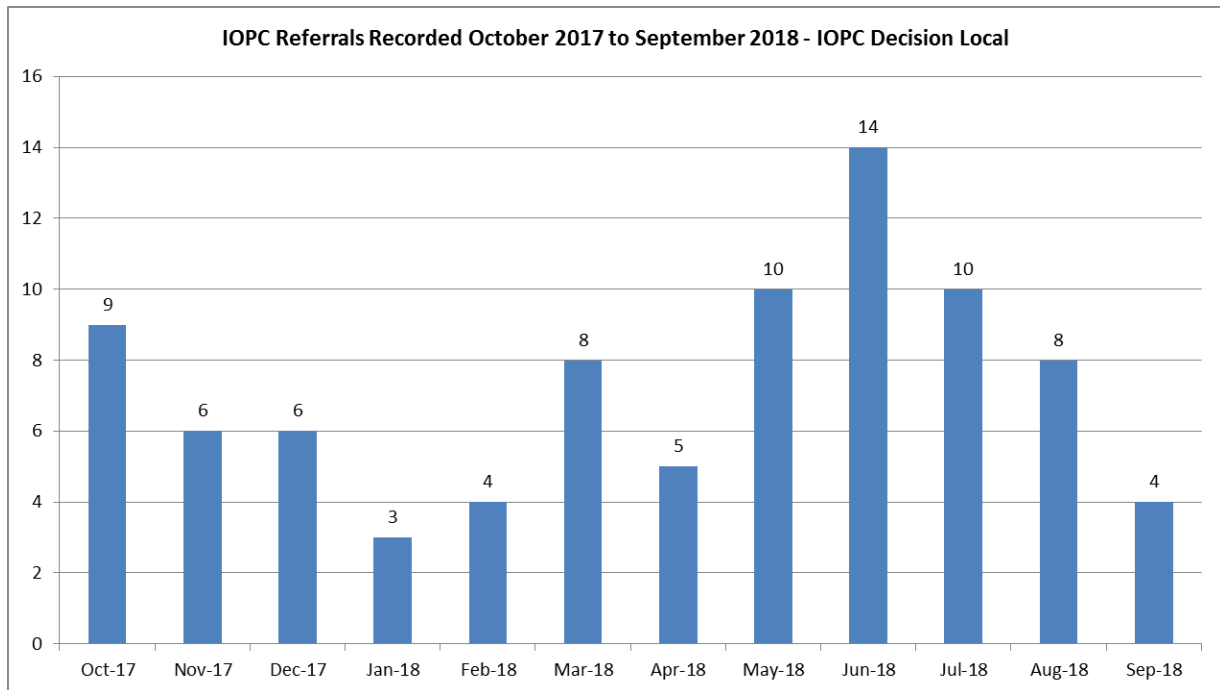


IOPC Referral Decisions:



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



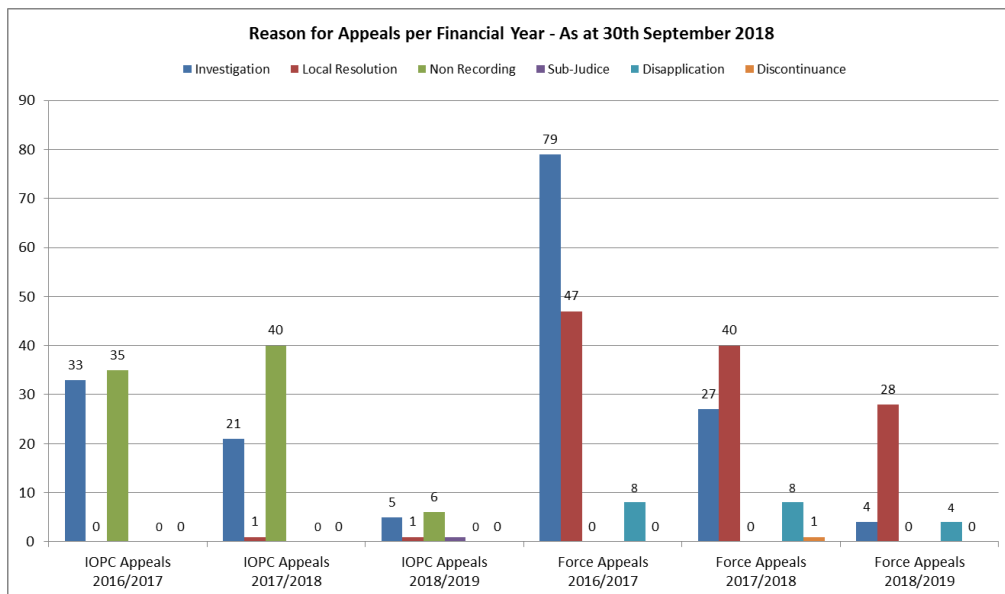
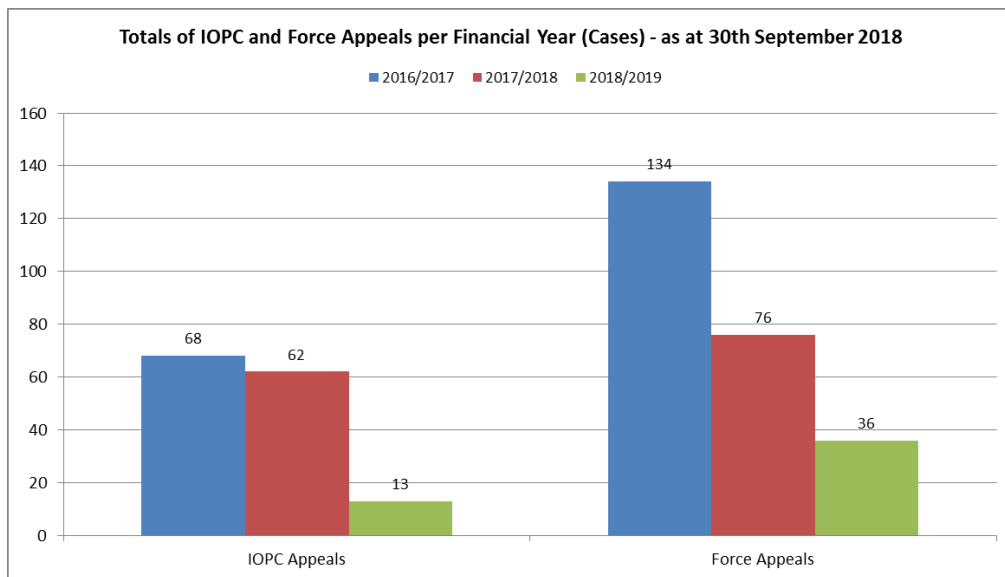


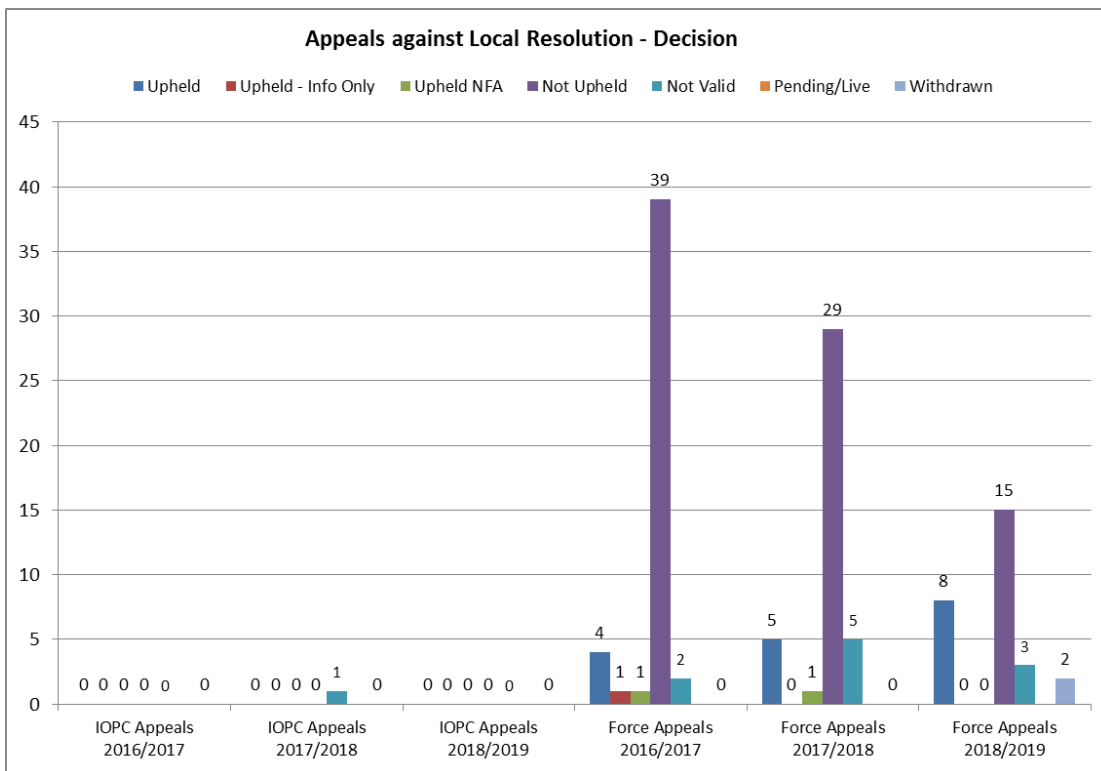
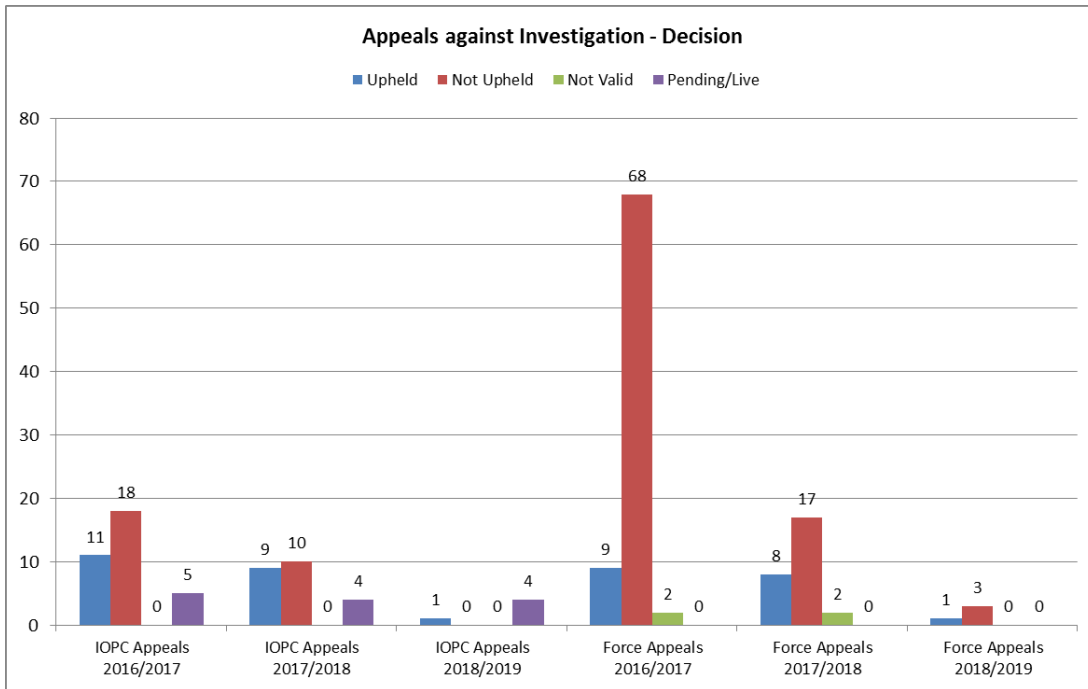
There has been an increase in recent months of IOPC Referrals which are MOI 'Force Deal'.

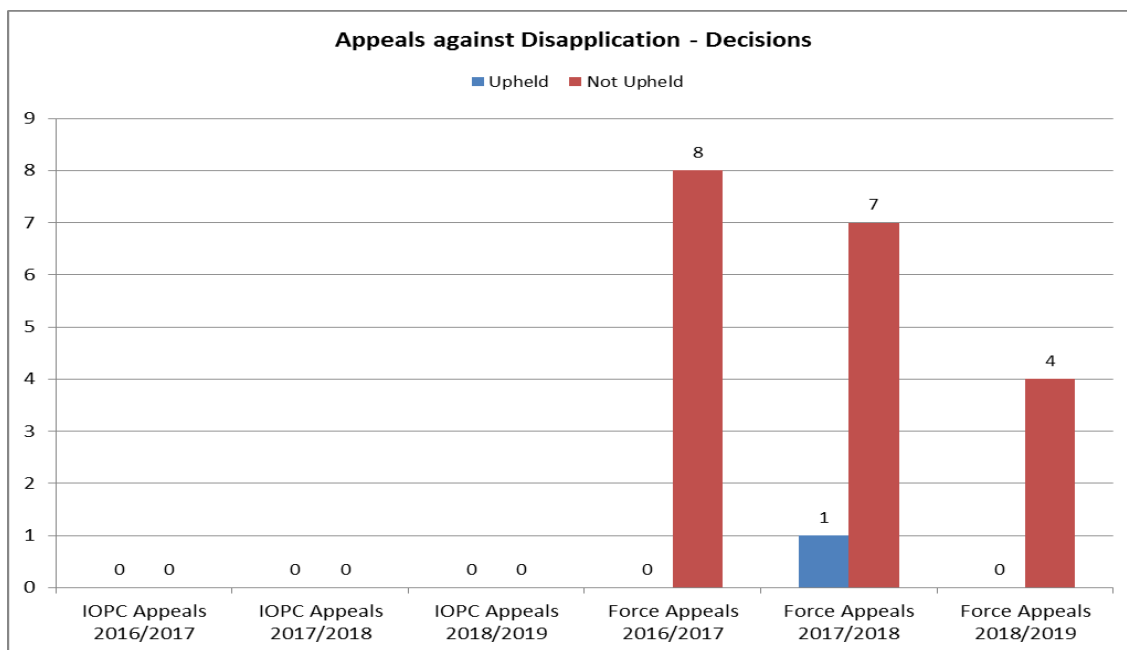
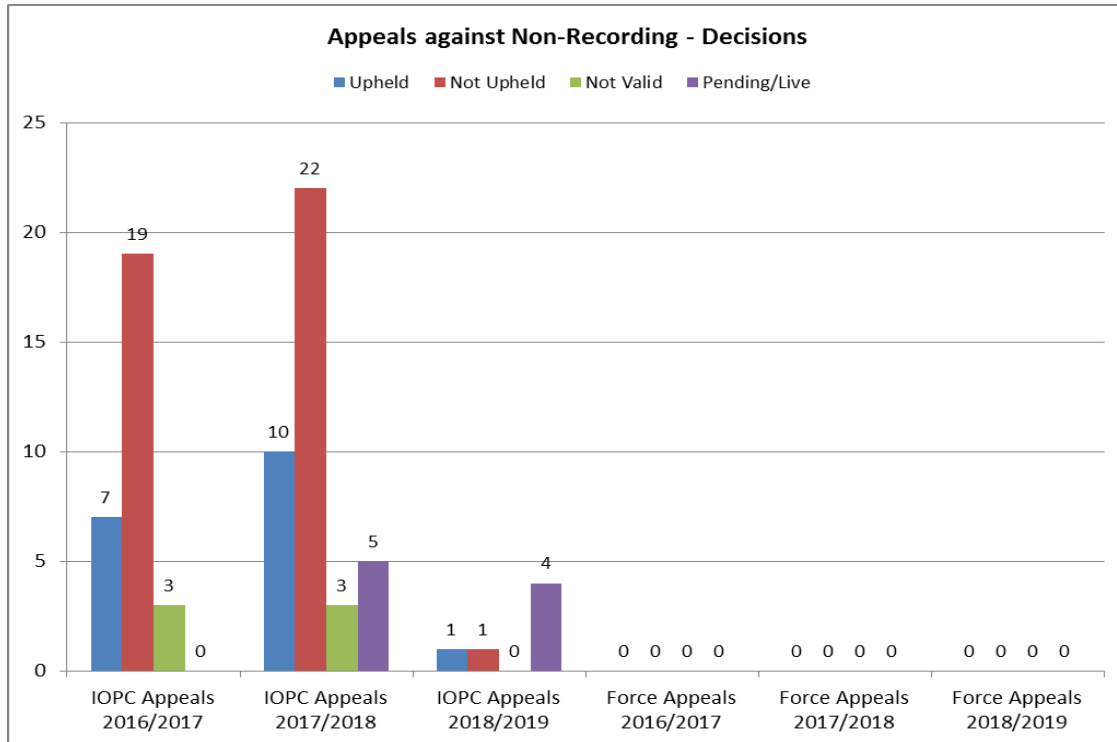
Appeals

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



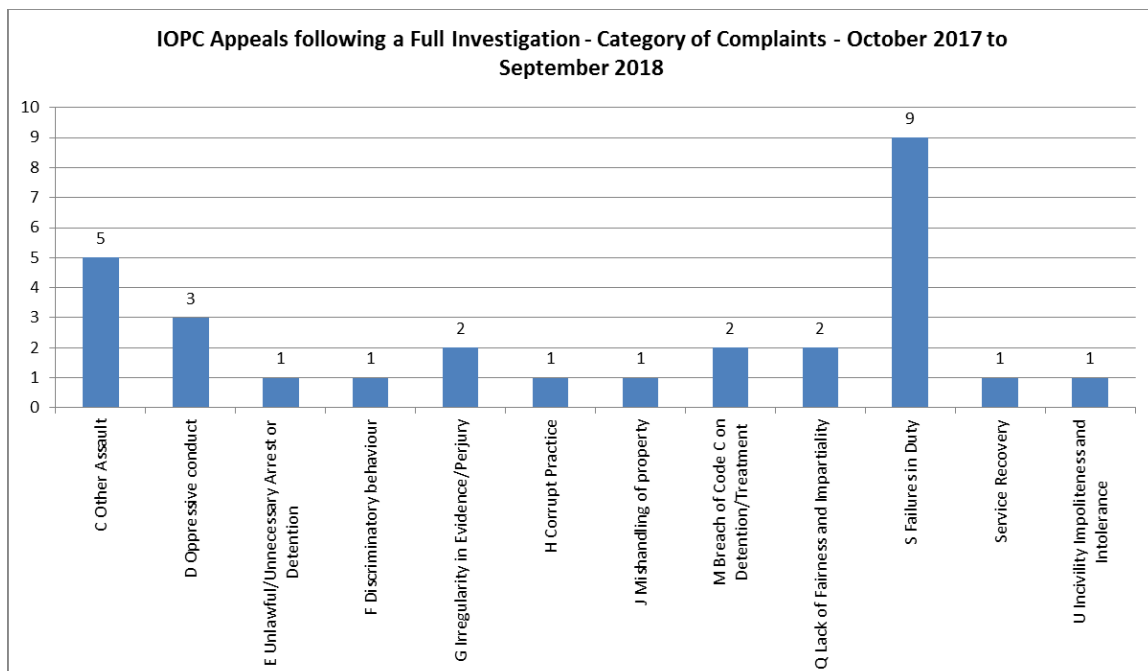
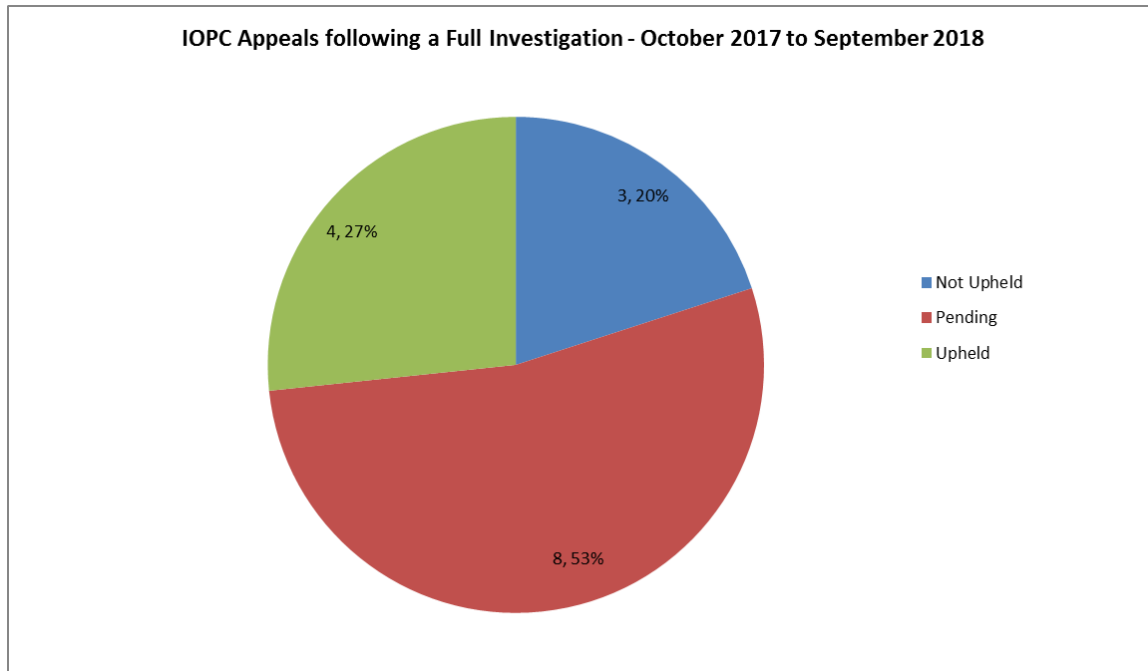




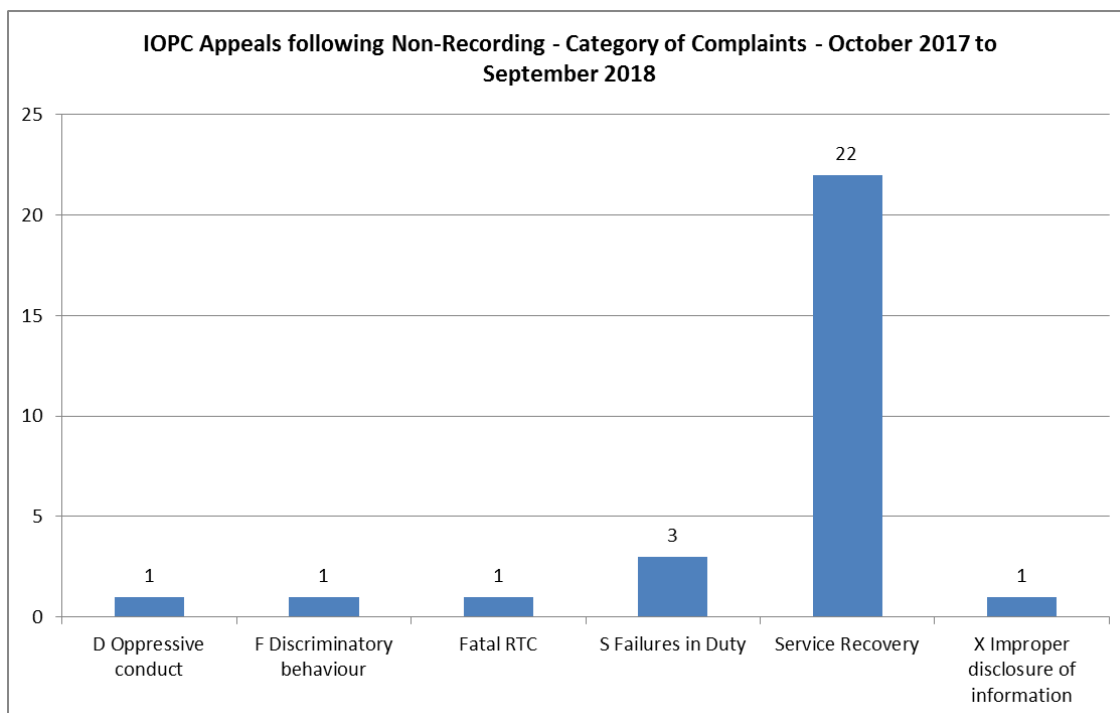
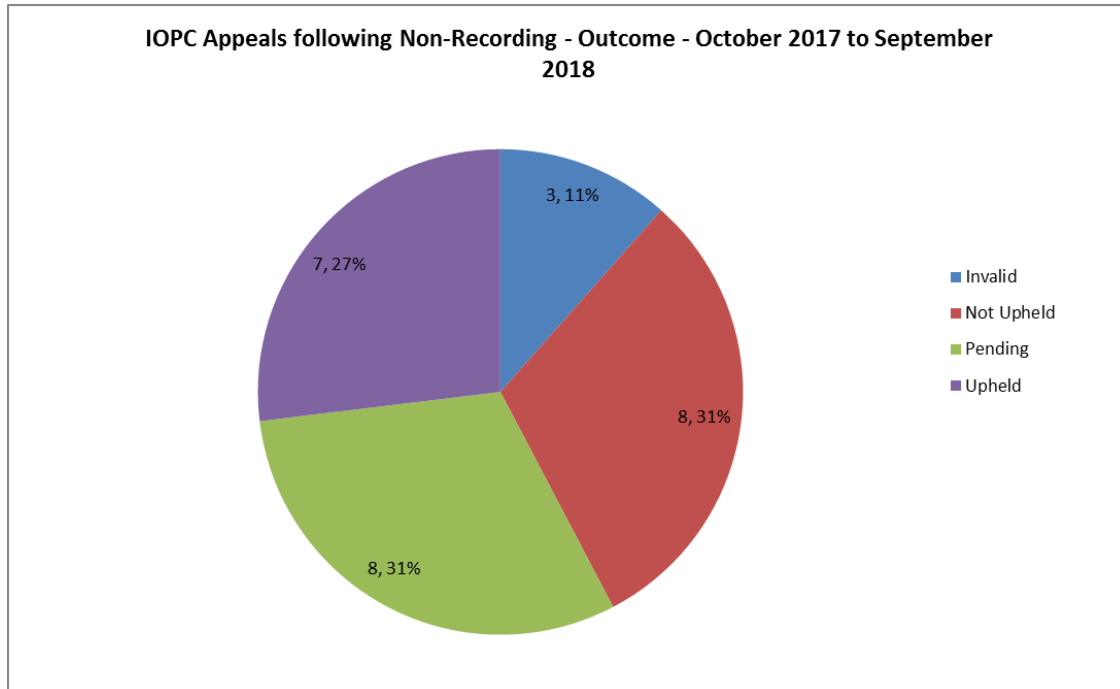
Discontinuance - There has been only been one appeal against Discontinuance in the last two years, this was a Force appeal in April 2017 (C/284/15).

Breakdown of Appeals to IOPC

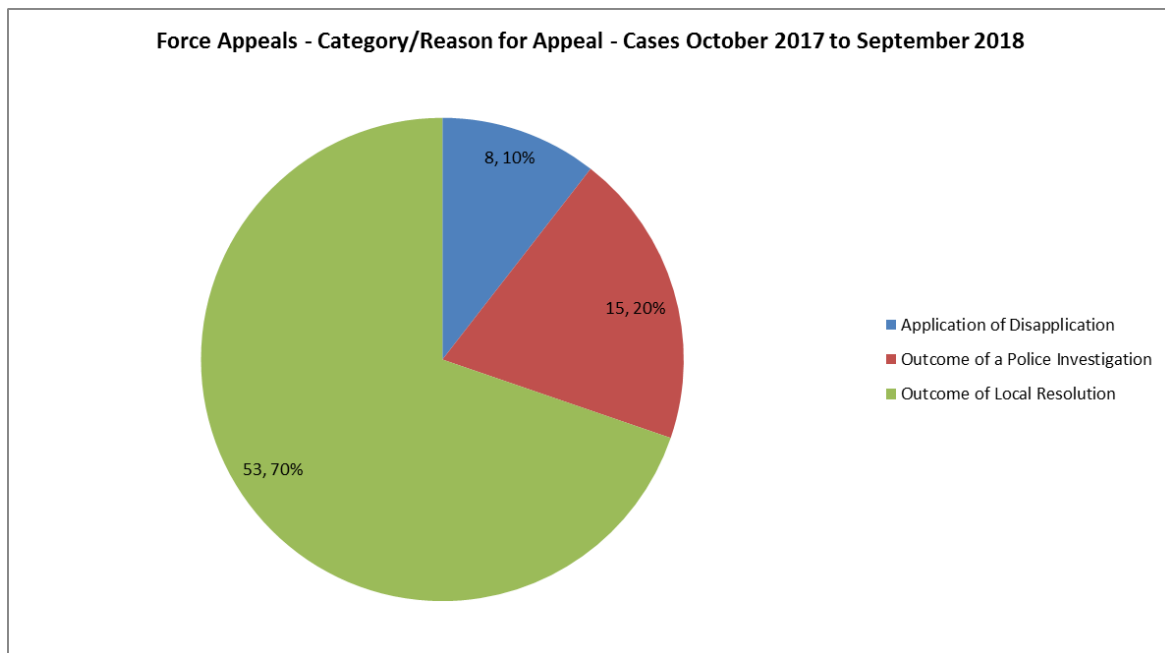
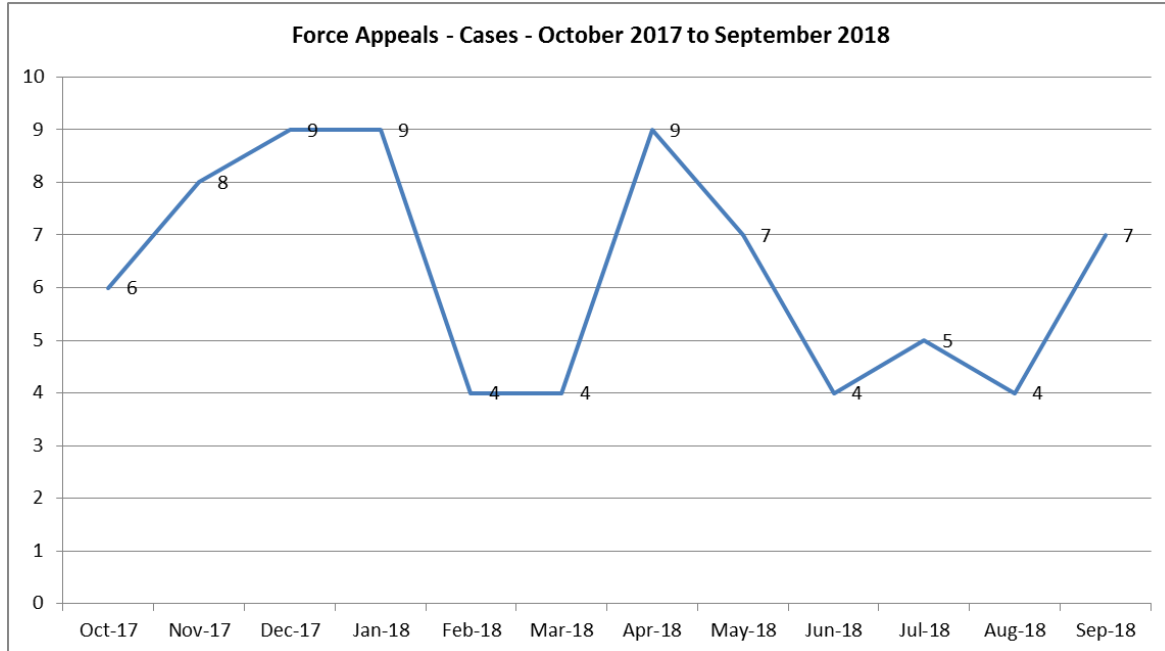
IOPC Appeals Following Full Investigation:

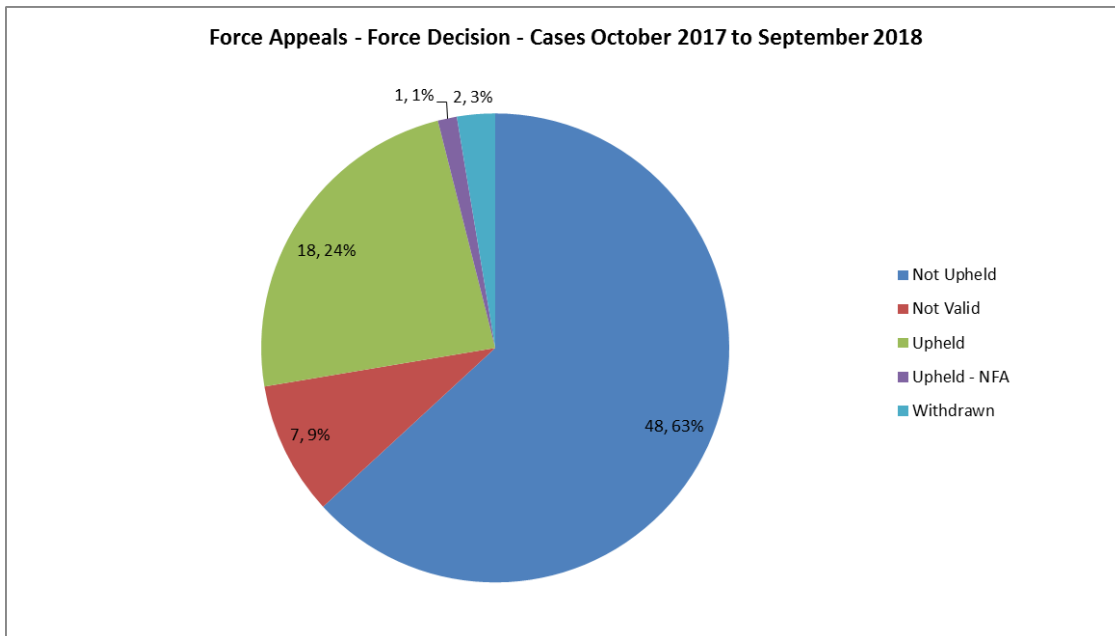


IOPC Appeals Following Non-Recording:

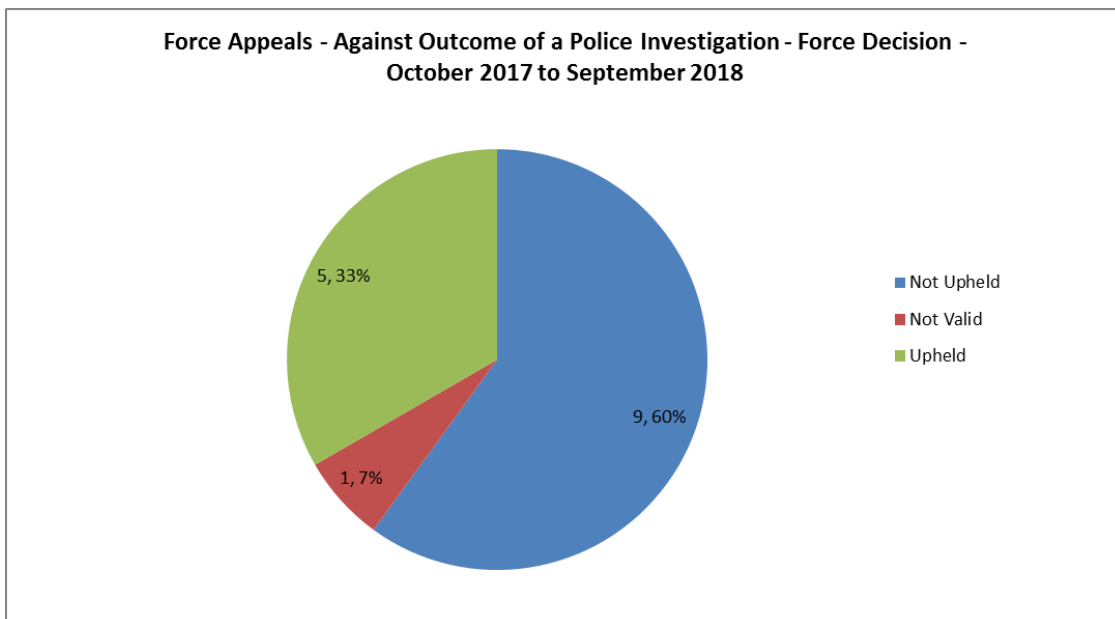


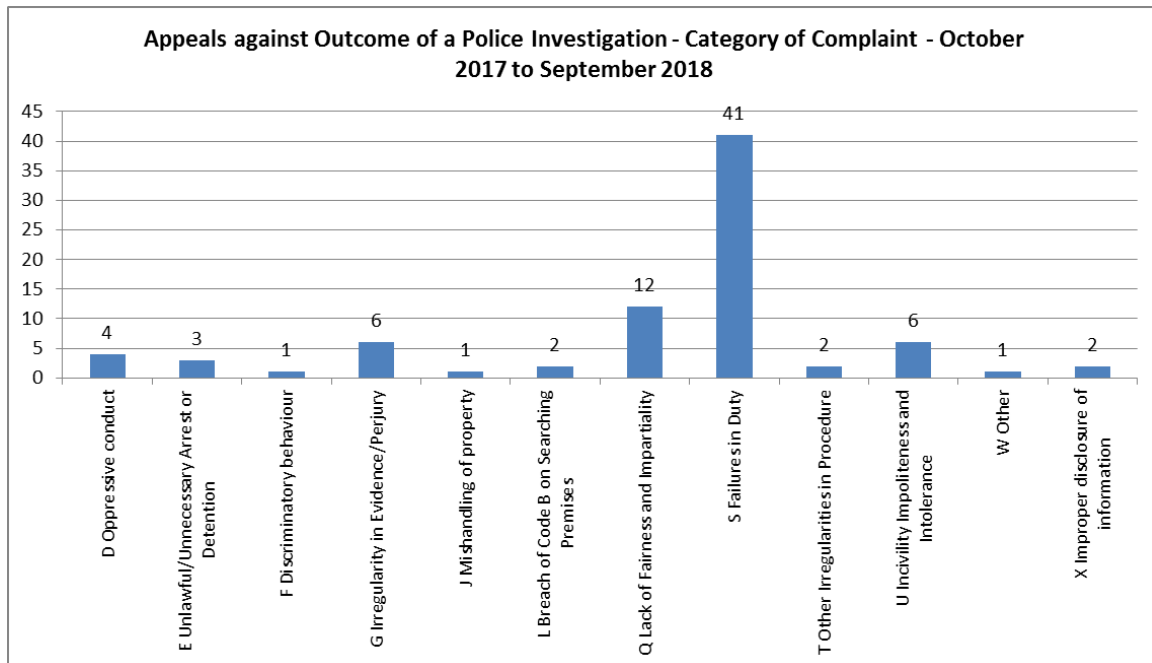
Breakdown of Appeals to Chief Officers:



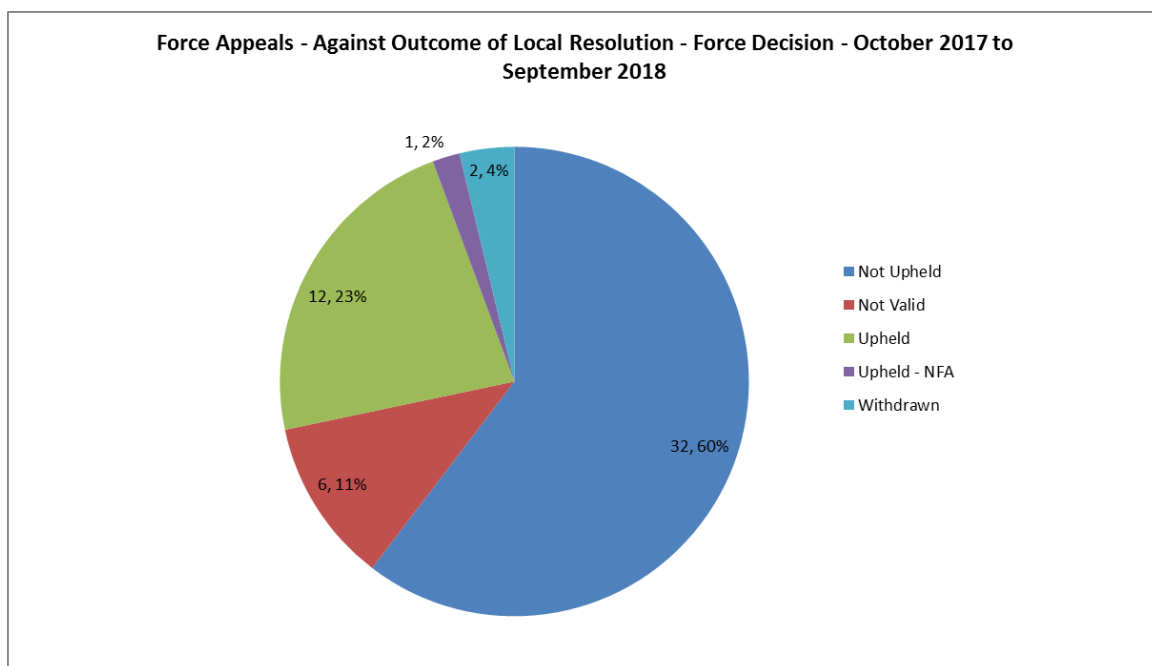


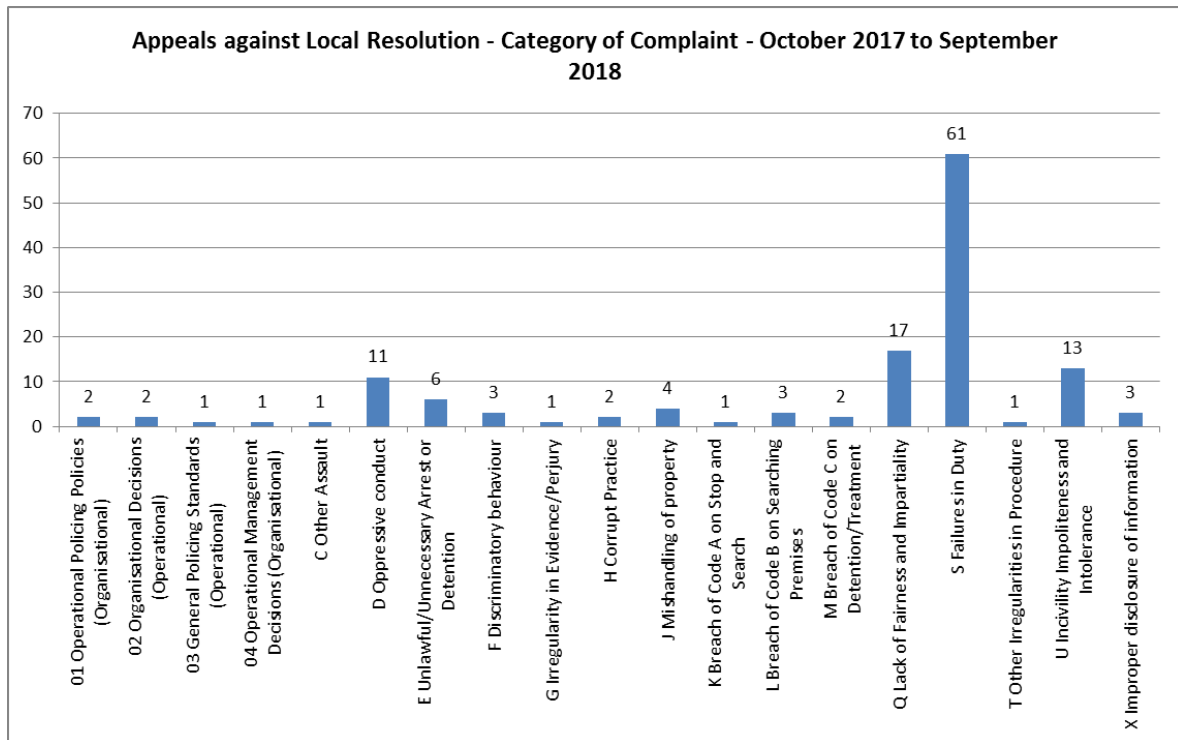
Against Outcome of Police Investigation:





Against Local Resolution:





Against Disapplication

