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## **QUARTERLY REPORT: COMPLAINTS, MISCONDUCT & OTHER MATTERS**

Report of the Chief Constable

Contact: Detective Superintendent Dean Chapple

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### **1. Purpose of Report**

1.2 This report outlines the data and performance of Complaints, Misconduct and other matters that have been processed in the 12 month period up to 31 December 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**

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## **Part 1 - Performance Report Complaints and Misconduct**

**Date: Quarter 3 October to December 2018**

**Unit: Professional Standards**

**Contact: D/Supt Dean Chapple**

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Complaints and Misconduct data includes those that were de-recorded/withdrawn.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

## Performance Summary

### Recorded Complaints

Quarter 3 (Oct to Dec 18) saw fewer members of the public complain about the service provided by Essex Police when compared to the previous quarter, reducing from 162 to 155 and an average of 52 complaints per month. Individual recorded complaint strands however saw an increase from 356 to 415 with a current end of year projection suggesting an increase in complaint strands but a reduction in dissatisfied members of the public.

A majority of Commands have experienced the increase in strands of complaint being recorded however all show an overall reduction in individual complainants which suggest more detailed assessments and recording decisions are being made, separating complaints into the various complaint strands available.

### Complaint Categories by exception

Public complaints relating Other Assault (C) remain higher than the same period last year which is primarily due to spikes experienced in June and November 18. Whilst some of the increase is a result of multiple allegations within a small number of individual cases, LPA North, LPA South and OPC Commands have experienced higher increases when compared to previous years. This category of complaint accounts for 9% of the overall complaints recorded against Essex Police for the period April to December 2018 and against a national average of 7%<sup>1</sup>.

Allegations of Discriminatory Behaviour (F) remain higher than the same period over the last 2 years with 32 recorded since April 2018. Quarter 3 however saw a reduction with 7 strands of complaint recorded in this category compared to 14 the previous quarter. 67% of complaints relate to alleged racial discrimination. LPA's and OPC Commands are subject to the majority of complaints with LPA West and OPC seeing more complaints than the previous year.

Failure in Duty (S) remains the most common recorded complaint allegation and has seen an increase in quarter 3 with 161 strands recorded against 146 the previous quarter and 440 in total compared to 360 the previous year. Whilst accounting for 38% of all recorded complaints so far this year this still remains below the national average of 41%.

Lack of fairness and impartiality (Q) allegations account for 10% of all recorded complaints and this category has seen a rise year on year and is now projected to be worse than last year with 113 complaints recorded so far compared to 105 last year. A previous assessment of complaints within this category revealed 24% relating to 2 separate complainants but the majority were individual cases. A more detailed review identified a theme of cases involving counter allegations and as such the force developed and introduced new Unconscious Bias training package which was launched in September 2018.

### 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

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<sup>1</sup> Independent Office for Police Conduct (IOPC) Police Complaints Bulletin (Essex) 1 April to 31 December 18

complaint from a member of the public. During quarter 3 Essex Police recorded 94% of complaints within 10 days against a national average of 89%<sup>2</sup>.

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 3 the average time taken to finalise a complaint was 111 days, a reduction from 138 days the previous year and against a national average of 108.

During quarter 3 complaints resolved by local resolution (LR) were finalised on average within 70 days, which is a reduction from 79 days the previous quarter and in line with the national average of 72 days. On average complaints dealt with by local investigation took 138 days demonstrating a further improvement in the timeliness of complaint handling, reducing from 161 days the previous year and better than the national average of 154 days.

### **Outcomes**

The most common outcome for finalising an allegation has been through the use of local resolution (LR) accounting for 52% of outcomes during quarter 3 compared to 48% nationally, and an increase from 44% 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 December 2018 of 2,172 finalised complaint strands Essex Police upheld 126 cases, equating to 6% of the total. 64 upheld complaints concerned a Failure in Duty (S) and 68% of all upheld complaints were dealt with by management action<sup>3</sup>.

### **Misconduct**

58 new misconduct allegations were recorded during quarter 3 compared to 51 the previous quarter. The highest reported areas involved alleged breaches of the Standards of Professional Behaviour relating to Duties and Responsibilities, Discreditable Conduct, Honesty and Integrity and Authority, Respect and Courtesy.

In the 12 months up to December 2018 a total of 106 conduct investigations were finalised involving 190 officers and staff. The outcome resulted in 8 officers receiving formal warnings and 53 receiving management action with 39 subject of no further action. 22 officers resigned or retired and 15 were dismissed following formal misconduct proceedings. 1 case was not proven.

### **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

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<sup>2</sup> Independent Office for Police Conduct (IOPC) Police Complaints Bulletin (Essex) 1 April to 31 December 18

<sup>3</sup> 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)

During quarter 3 a total of 20 cases were reviewed across a range of complaint categories and the findings shared with the Head of PSD and Complaints and Conduct Manager. 12 cases identified no issues of concern with 4 queries were raised over timeliness. Responses were provided to the OPFCC regarding all matters highlighted.

### **Current Activity**

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

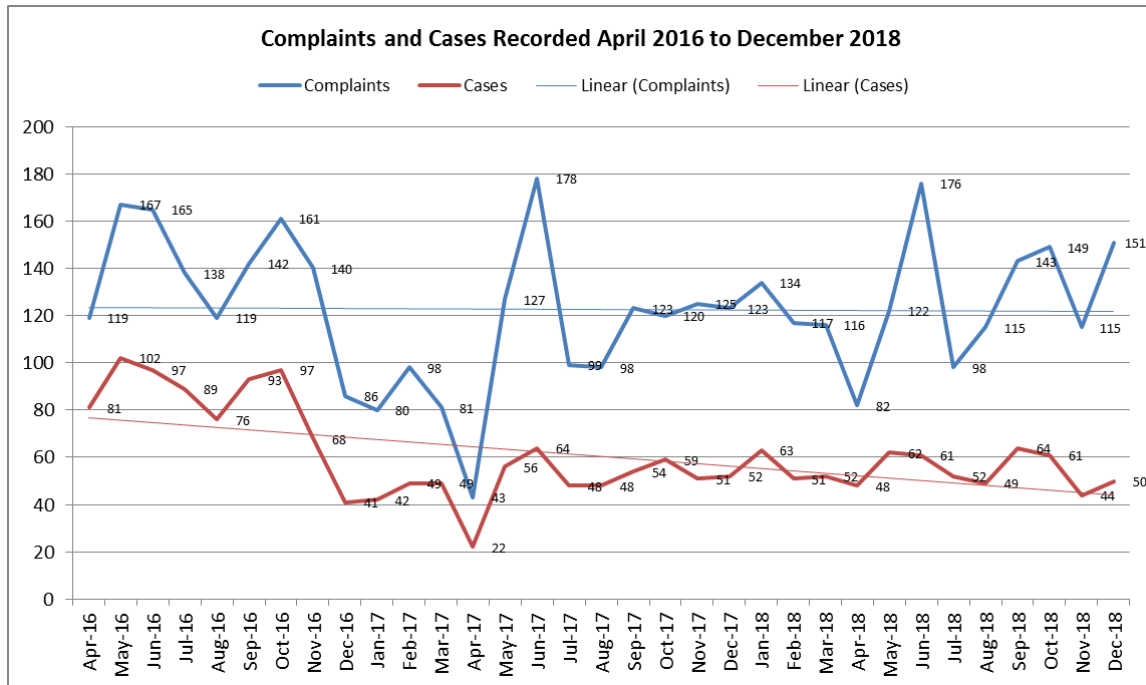
- The Learning the Lessons Board meets quarterly and met again during quarter 3. The board was introduced with key stakeholders from Essex Police College, the forces Legal department, Human Resources, Strategic Change team and PSD. The aim of the board is to look at common themes surrounding complaint and conduct matters and explore opportunities to improve overall service delivery.
- Further PSD Surgeries were conducted across the county during quarter 3 including bespoke training sessions at command leadership training days. Training covers Code of Ethics, Complaint and Conduct handling and Standards of Professional behaviour and during quarter 3 was also delivered to leadership training courses for police officers and staff, probationary induction courses and also at Special Constabulary training events.
- Development of the internal PSD Web Portal continues as 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.
- PSD are working closely with the OPFCC and currently preparing for the imminent release of new Regulations governing how the police service will deal with complaints and conduct which see a fundamental change to procedures.

### **Dean Chapple**

Detective Superintendent  
Head of Professional Standards



## Force Complaints

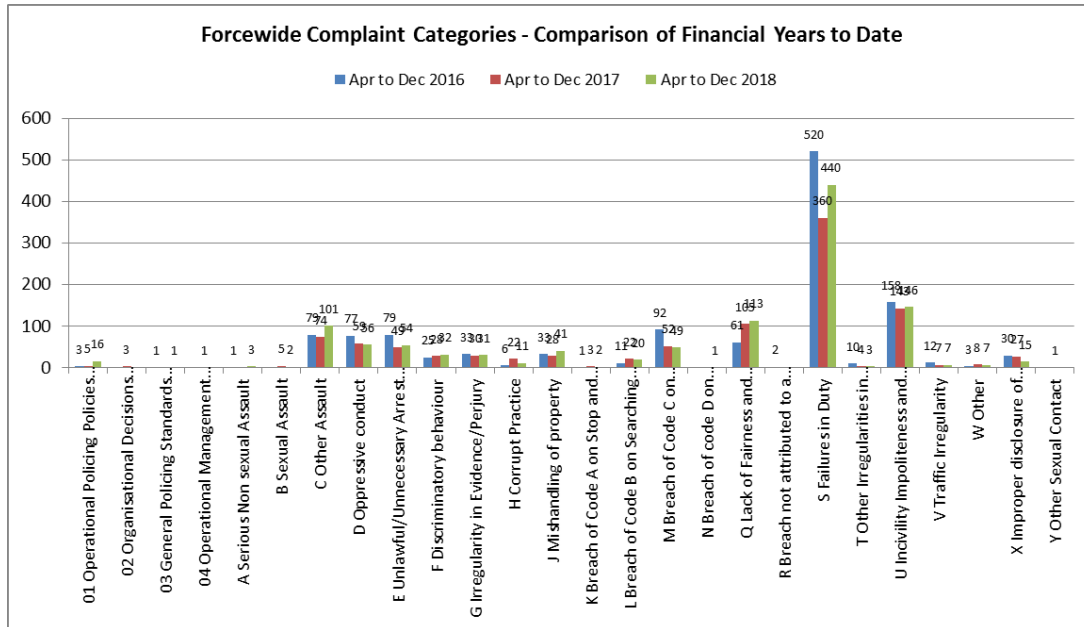


Numbers of complaints have gradually decreased in recent years, with regular peaks in the summer months. There have been recent increases in June, September, October and December, though it is of note that there were cases with multiple strands in these months. Such as two cases in June that had 15 strands total (C/302/18, C/335/18). In September 2018 there was a case with 12 strands (C/259/17). In October there were 10 cases that had four or five strands contained. December has had numerous cases with cases with multiple strands, for example C/651/18 which has 12 strands.

The table below shows totals per year (up to 31<sup>st</sup> December for 2018/2019). There was a significant decrease last year compared to 2016/2017. However, levels so far this year indicate there may be an increase overall. When considering the average per month for the nine months so far being 128 per month, this predicts that there will be approximately 1535 total for the year.

Though with the sporadic nature of complaints month on month, for example, the minimum value for 2018/2019 being 82 in April, compared to 176 in June, this prediction cannot necessarily be relied upon.

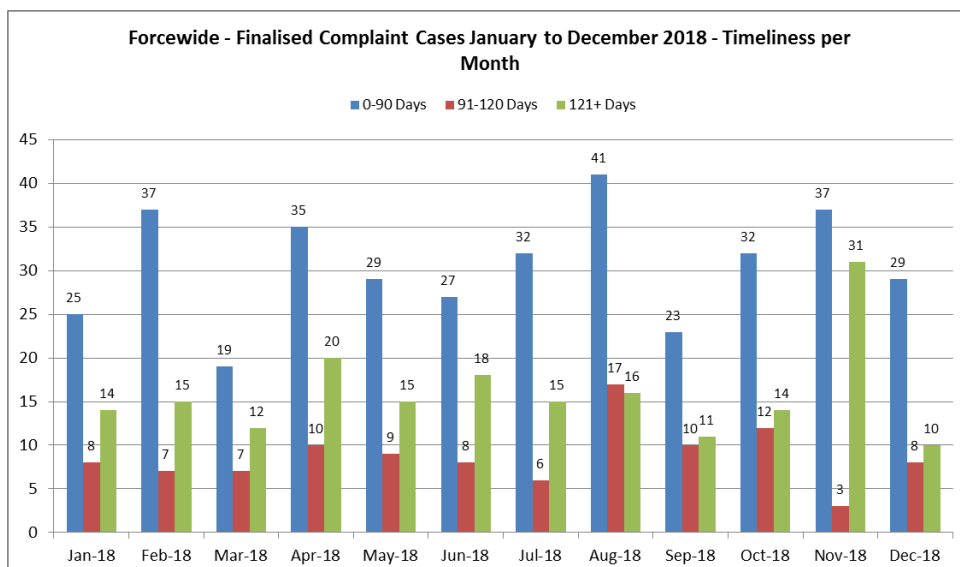
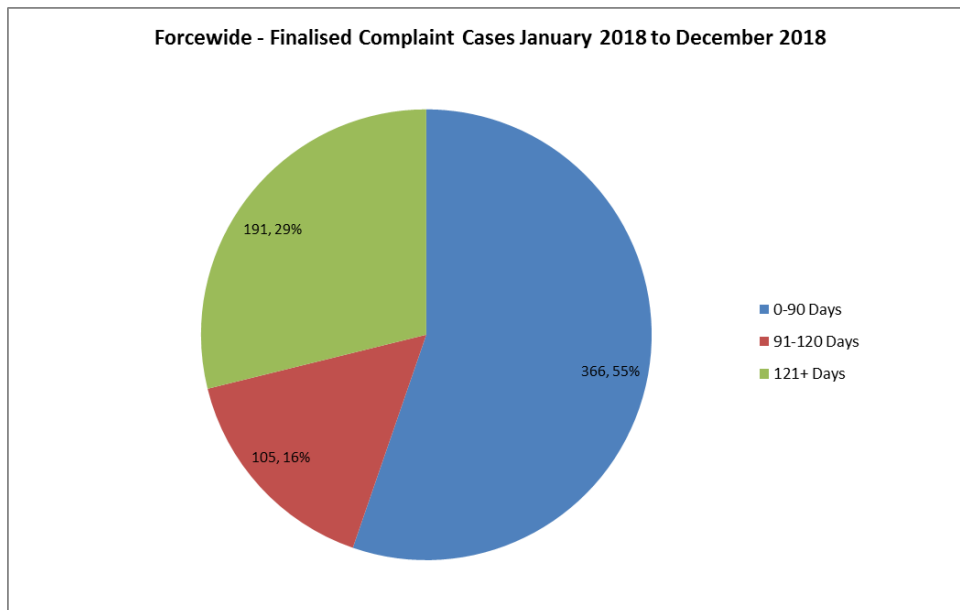
Year	Complaints	Cases
2016/2017	1499	884
2017/2018	1403	620
2018/2019	1151	491



**The following complaint categories are seeing noticeably higher levels than at the same time last year: C Other Assault, S Failure/Neglect in Duty. Though S complaints are still significantly lower than at the same time in 2016.**

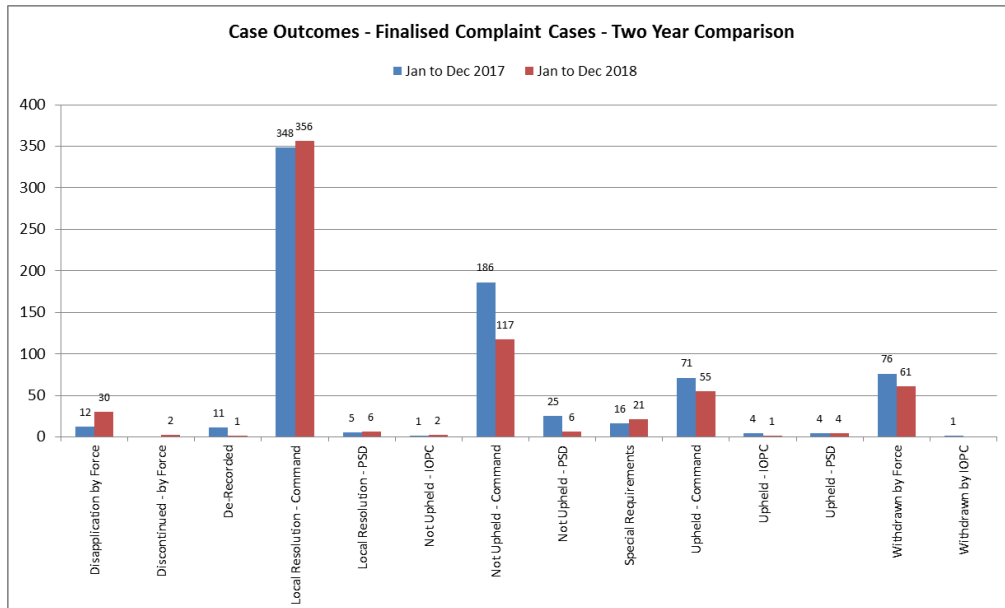
## Timeliness of Complaints

The graphs below depict 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). Over half of cases were within 90 days.



## Outcomes of Complaints

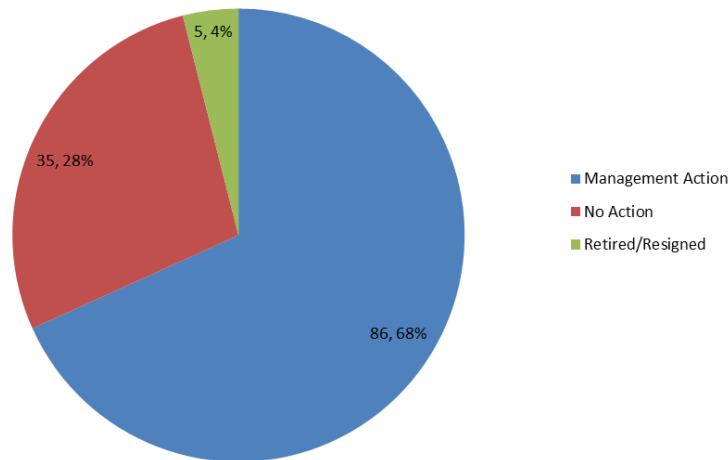
The graph below compares the overall case outcome of Complaint Cases that were finalised in the last two years. Local Resolution is the primary outcome.



## 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.

Upheld Allegations Finalised - January to December 2018 - Sanctions

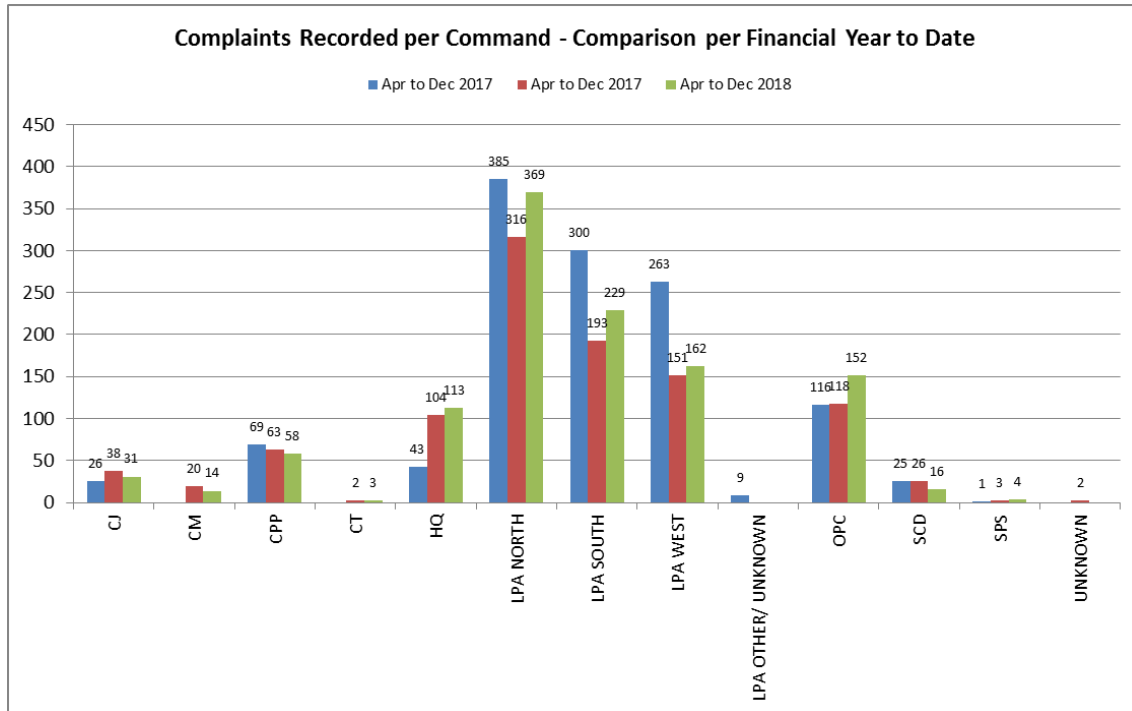


**Of 2172 total finalised allegations across all complaint categories in the last 12 months, 126 were upheld (6% of all finalised allegations).**

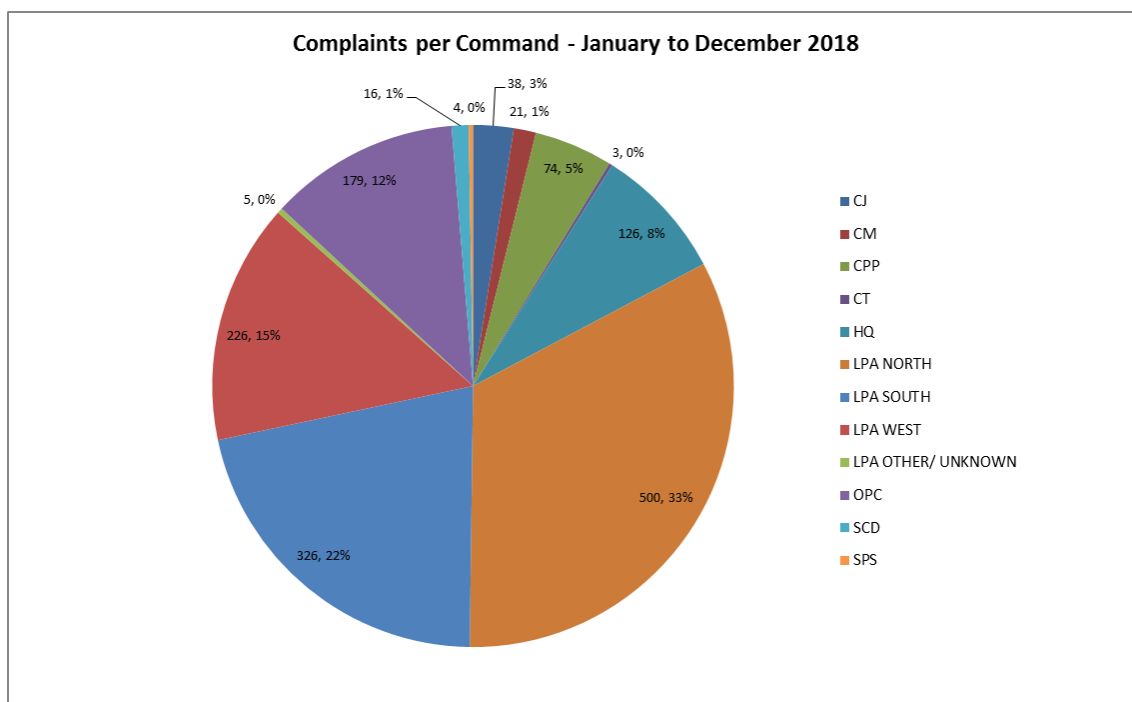
**The table below shows a breakdown of upheld finalised allegations over the last 12 months, and the percentage that this represents for each complaint category (there were some categories that didn't have any upheld).**

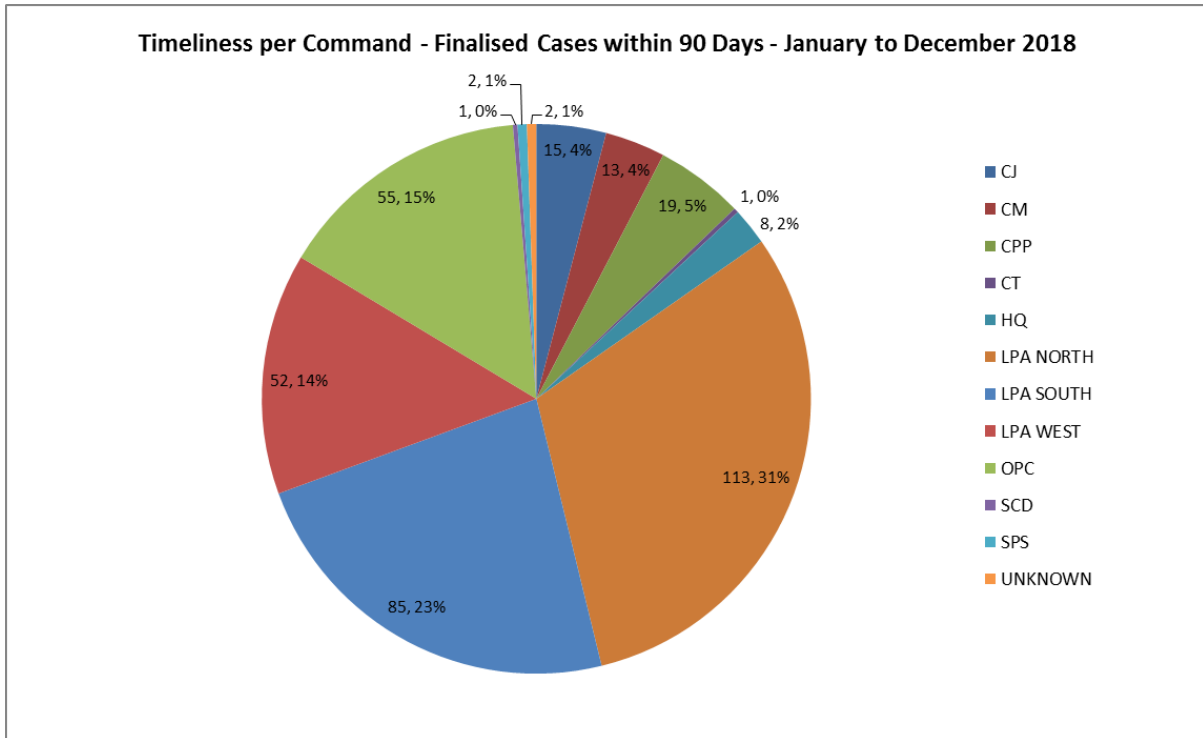
Category	Total Allegations Finalised Jan to Dec 2018	Upheld Allegations within Category	% Upheld Allegations for Category
C Other Assault	216	2	1%
D Oppressive conduct	112	2	2%
E Unlawful/Unnecessary Arrest or Detention	114	6	5%
F Discriminatory behaviour	84	3	4%
J Mishandling of property	96	2	2%
L Breach of Code B on Searching Premises	77	4	5%
M Breach of Code C on Detention/Treatment	151	16	11%
Q Lack of Fairness and Impartiality	196	6	3%
S Failures in Duty	700	64	9%
T Other Irregularities in Procedure	11	2	18%
U Incivility Impoliteness and Intolerance	268	11	4%
V Traffic Irregularity	11	1	9%
W Other	16	5	31%
X Improper disclosure of information	29	2	7%

## Command Breakdown of Complaints



**Note - There are additional complaints for HQ command across the three years in this month's data. This appears to be due to the Area Responsible for numerous cases having been altered to PSD instead of other commands, particularly LPA North.**





## Complaint Categories – Force Overview

### Complaint Code A: Serious Non Sexual Assault

There are minimal numbers of A category complaints. There have been four complaints recorded since April 2016, the first of which was in June 2016 in LPA South, the second in August 2018 in LPA North. There have been two recorded in December 2018, both recorded under PSD Command, though the officers concerned are LPA North and South.

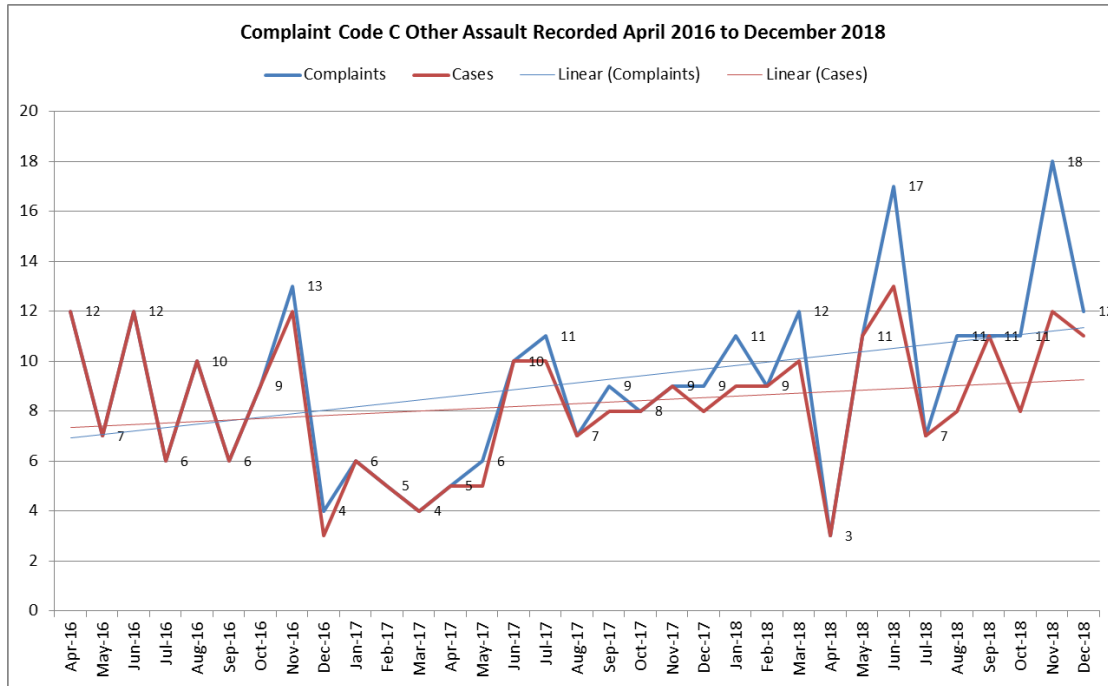
### Complaint Code B: Sexual Assault

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

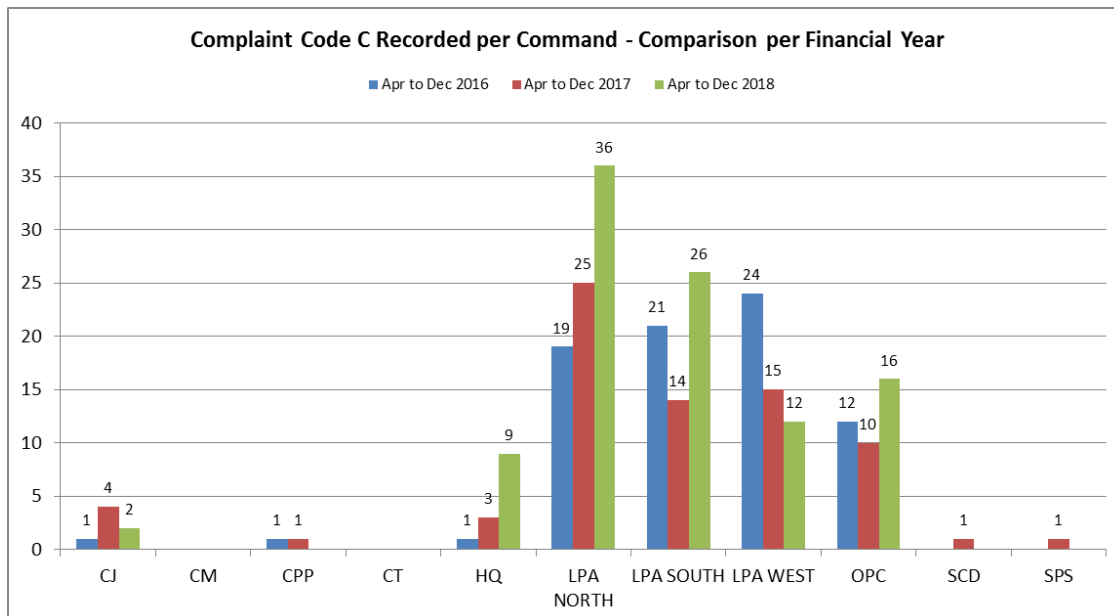
Month	Recorded	Command
Feb-17	1	LPA WEST
Jun-17	1	LPA SOUTH
Sep-17	1	OPC
Oct-17	2	LPA NORTH, LPA WEST
Nov-17	1	LPA NORTH
Aug-18	1	LPA NORTH
Sep-18	1	LPA NORTH



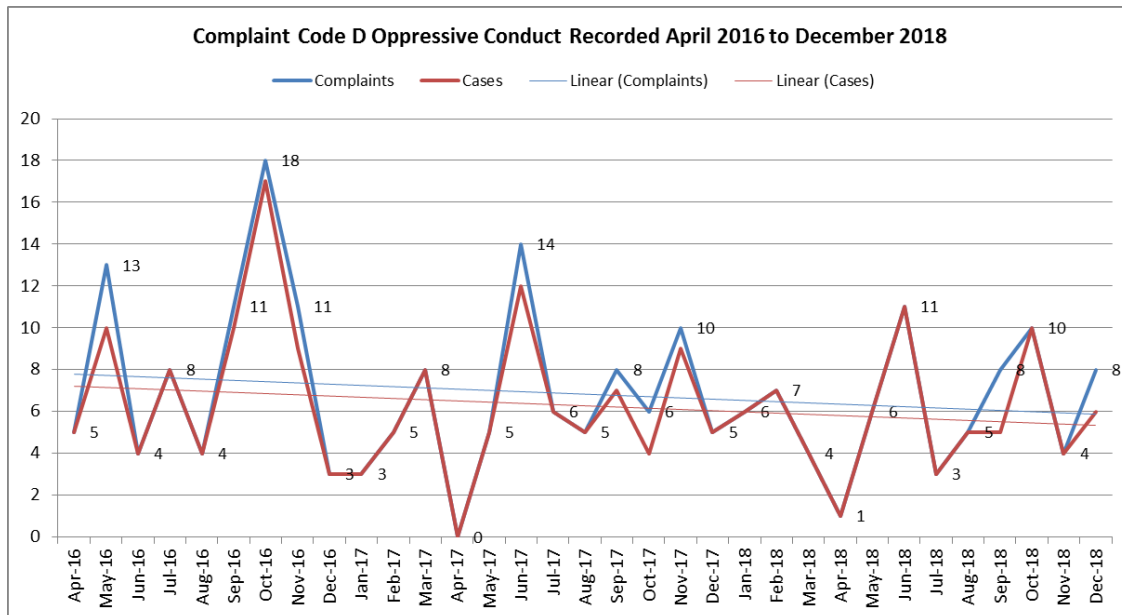
## Complaint Code C: Other Assault



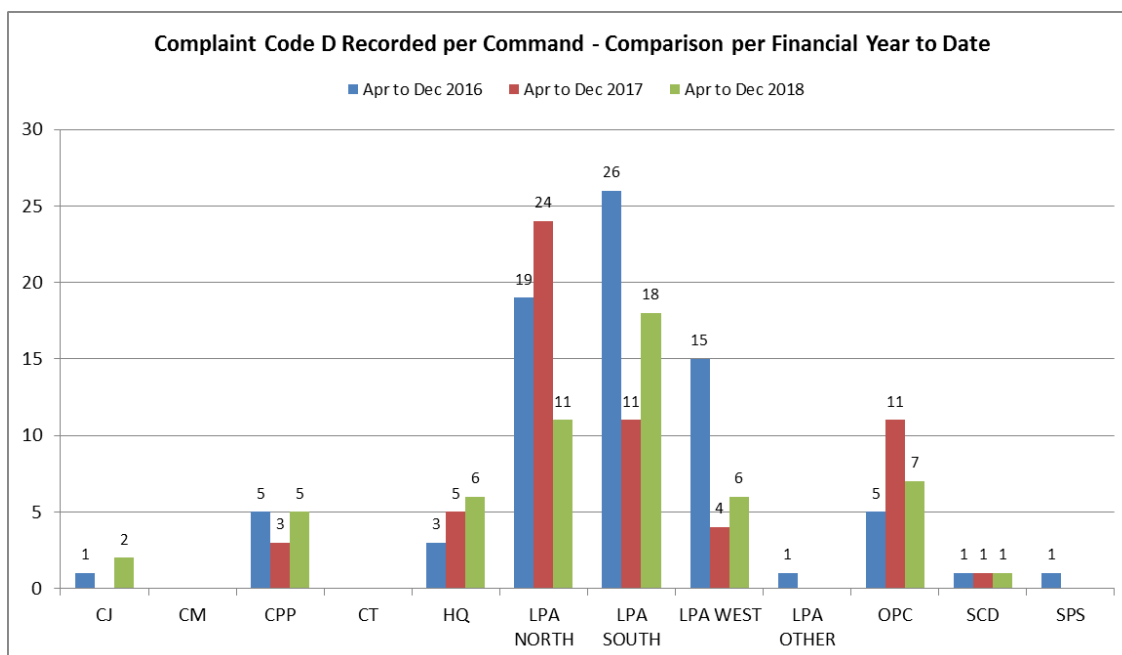
**The overall trend in allegations of Other Assault (C) is an increase overall, and June and November 2018 have had peaks, though actual numbers of cases are consistent in both months. North LPA had is continuing to have an increase.**



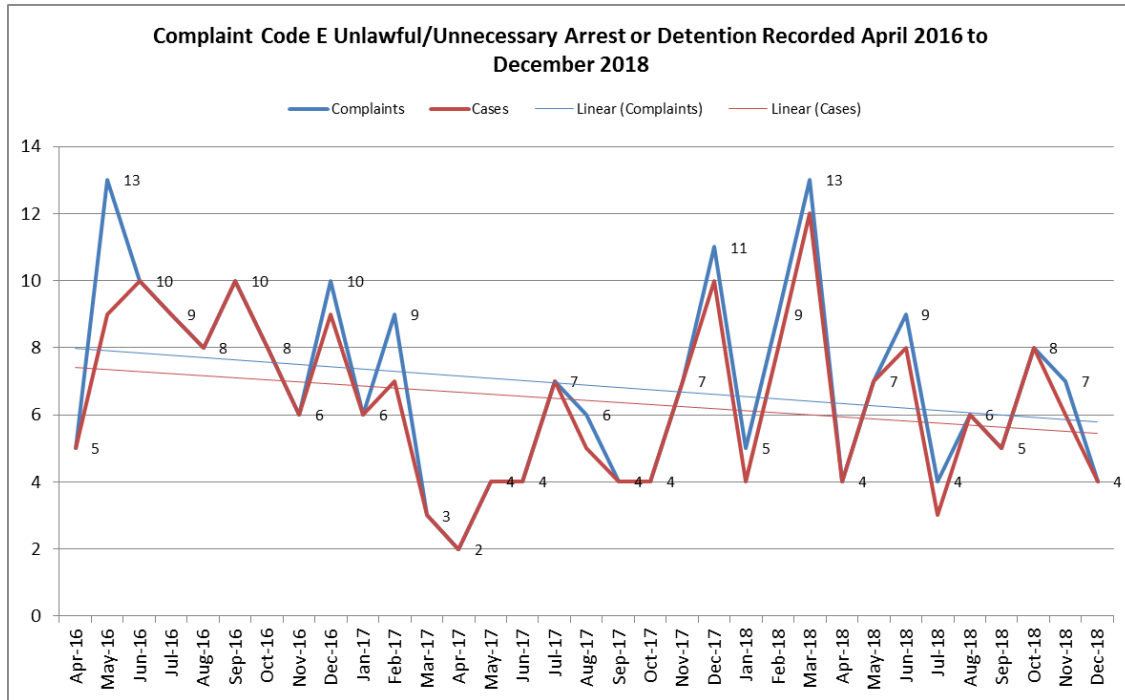
## Complaint Code D: Oppressive Conduct



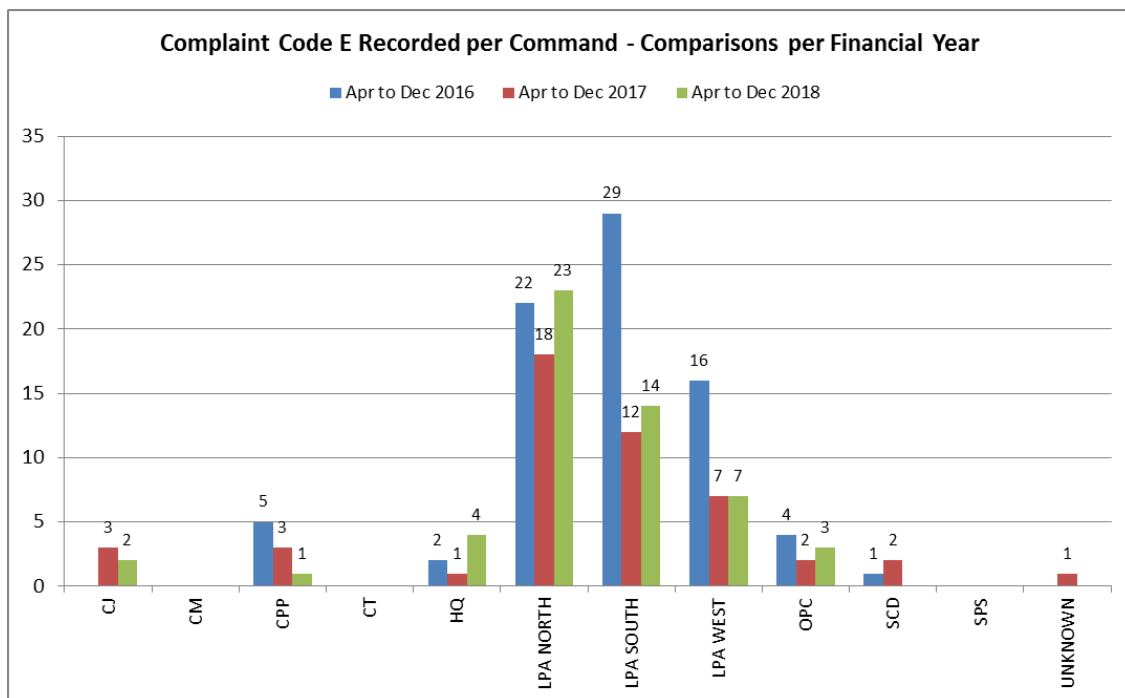
There have been several peaks in D Complaints but numbers have decreased overall. North LPA had an increase last year, but levels are lower this year.



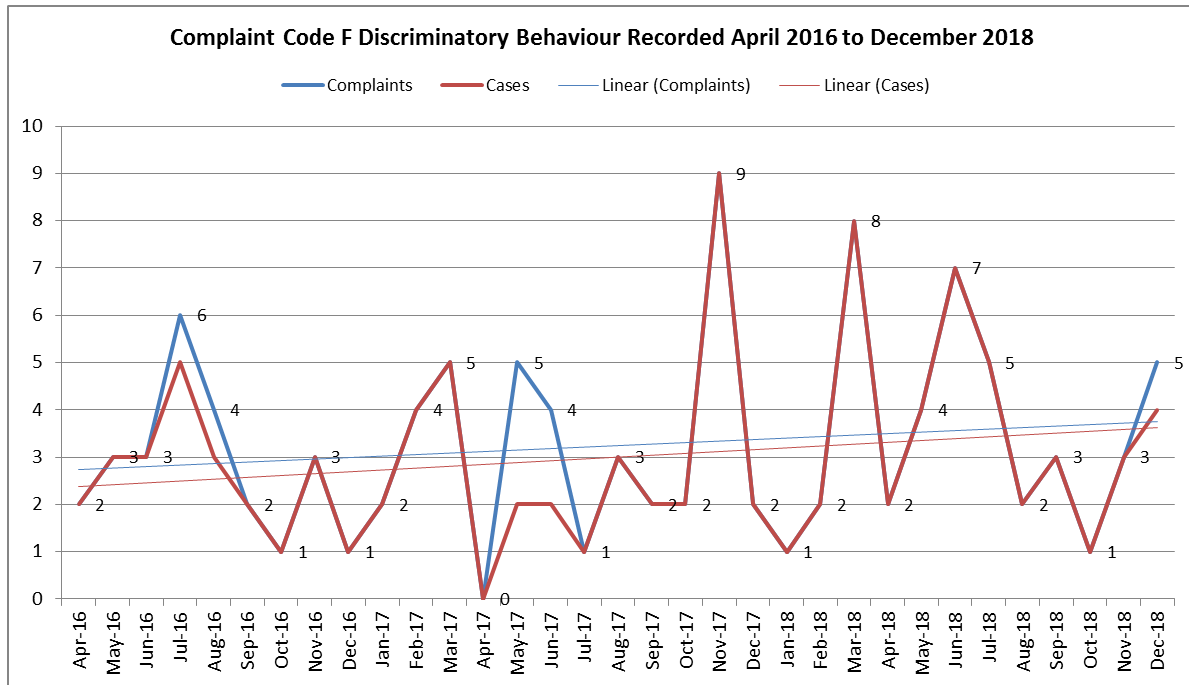
## Complaint Code E: Unlawful/Unnecessary Arrest or Detention



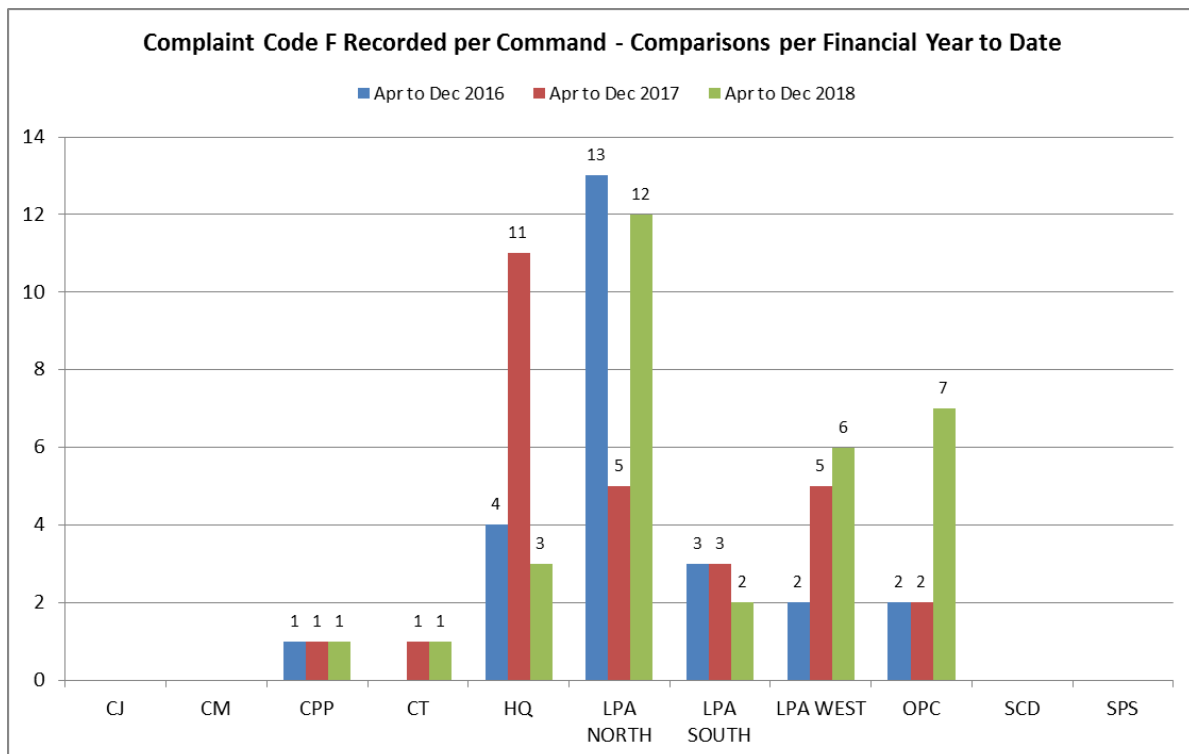
**Category E Complaints have decreased overall, though there have been some peaks in recording.**



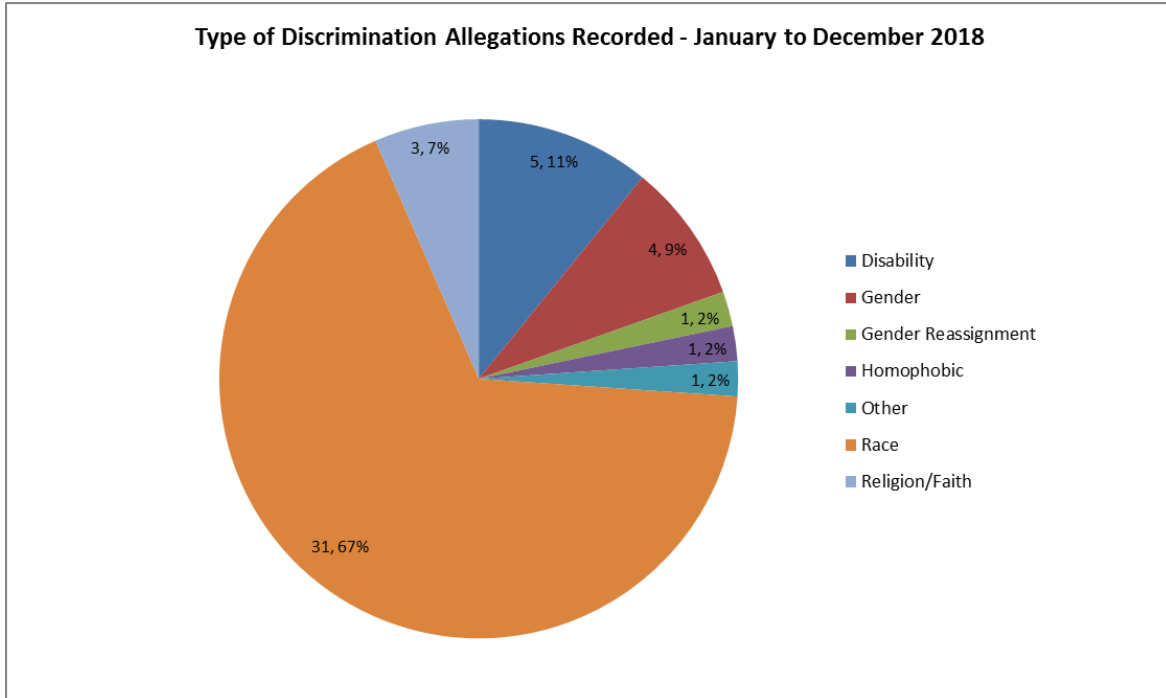
## Complaint Code F: Discriminatory Behaviour



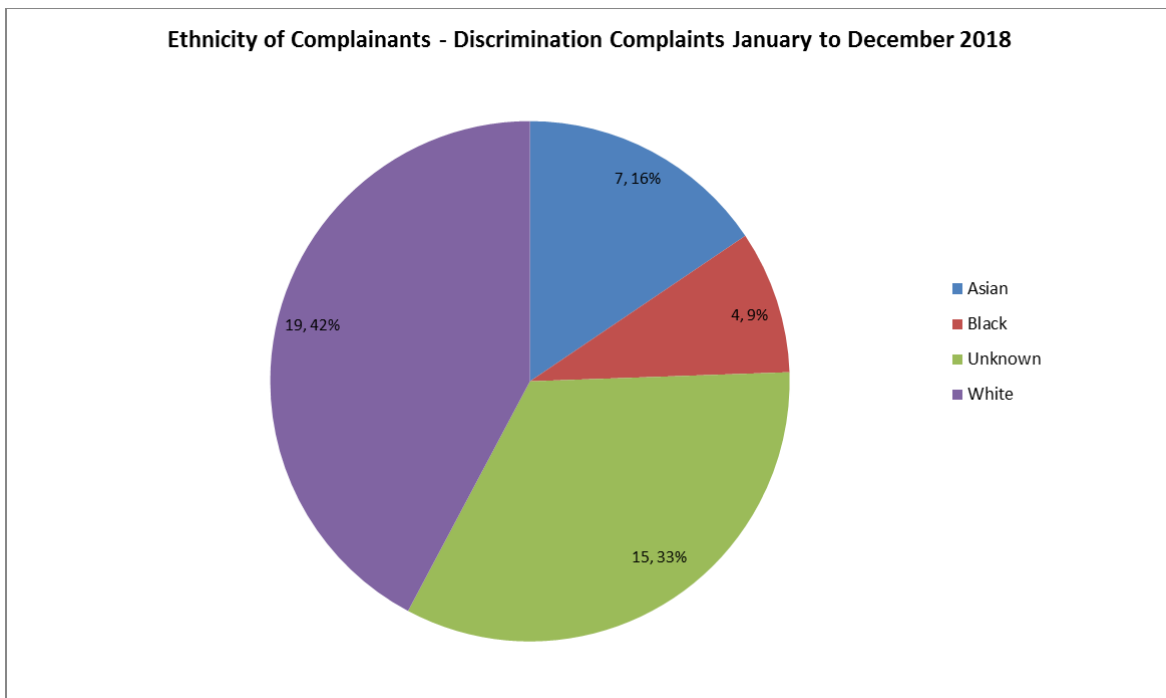
There have been peaks in F complaints which have resulted in an increasing trend, though actual numbers have remained generally consistent overall, and are low in recent months.



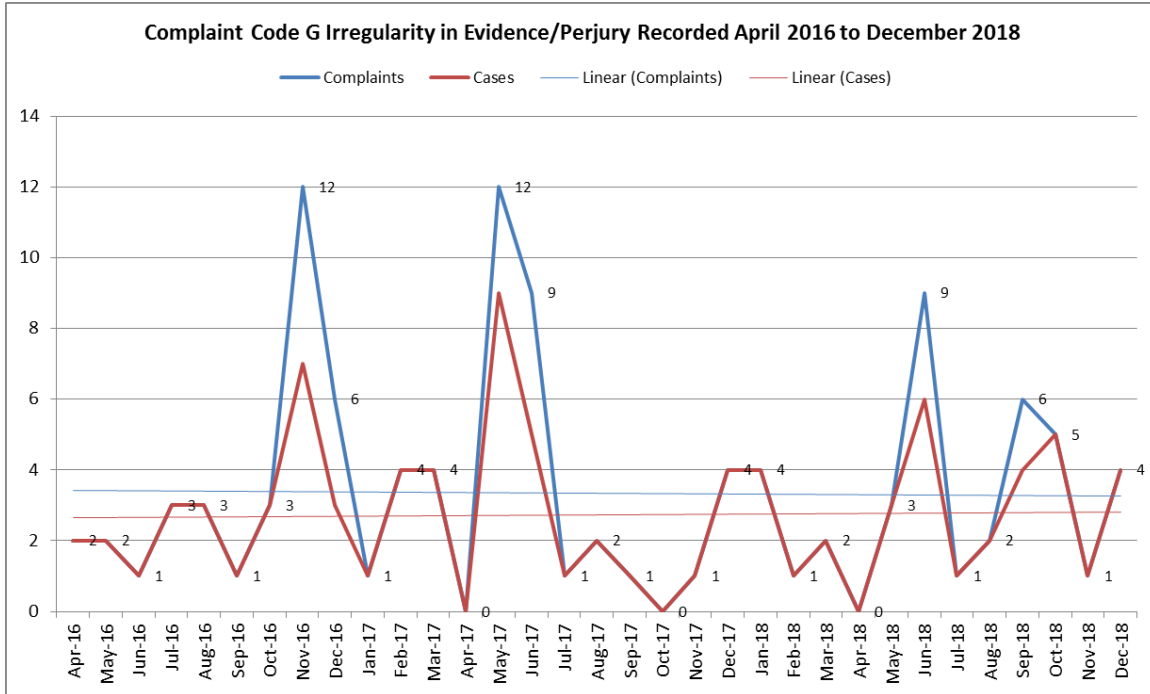
## F Discrimination Complaints – Allegation Type



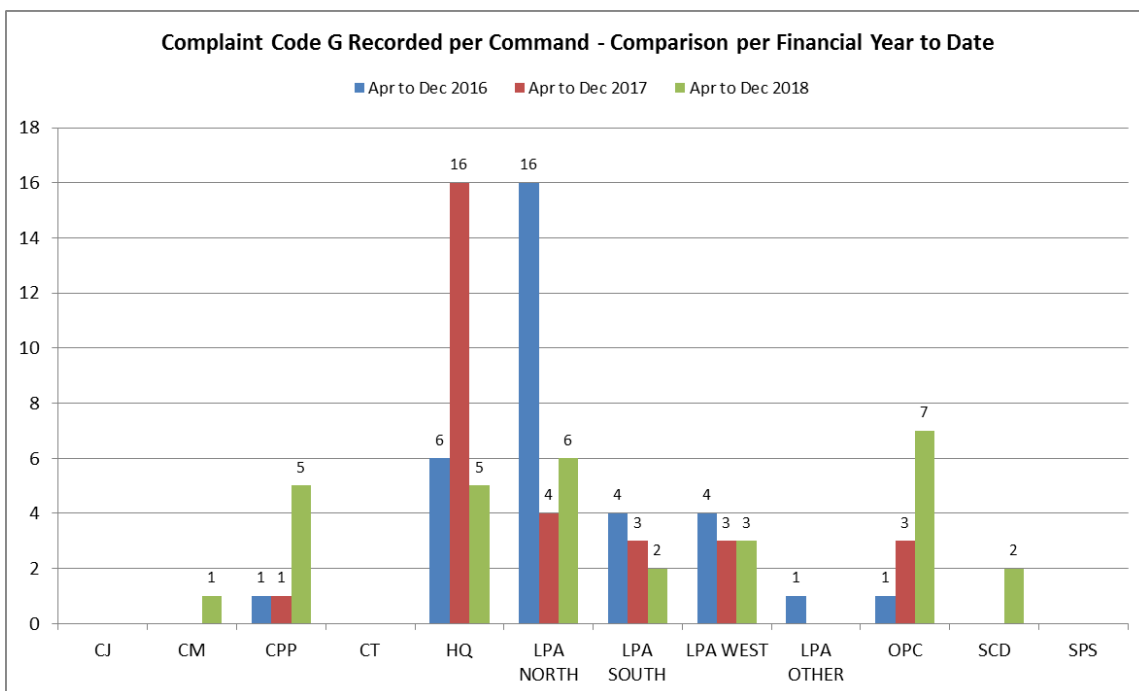
## F Discrimination Complaints – Ethnicity of Complainants



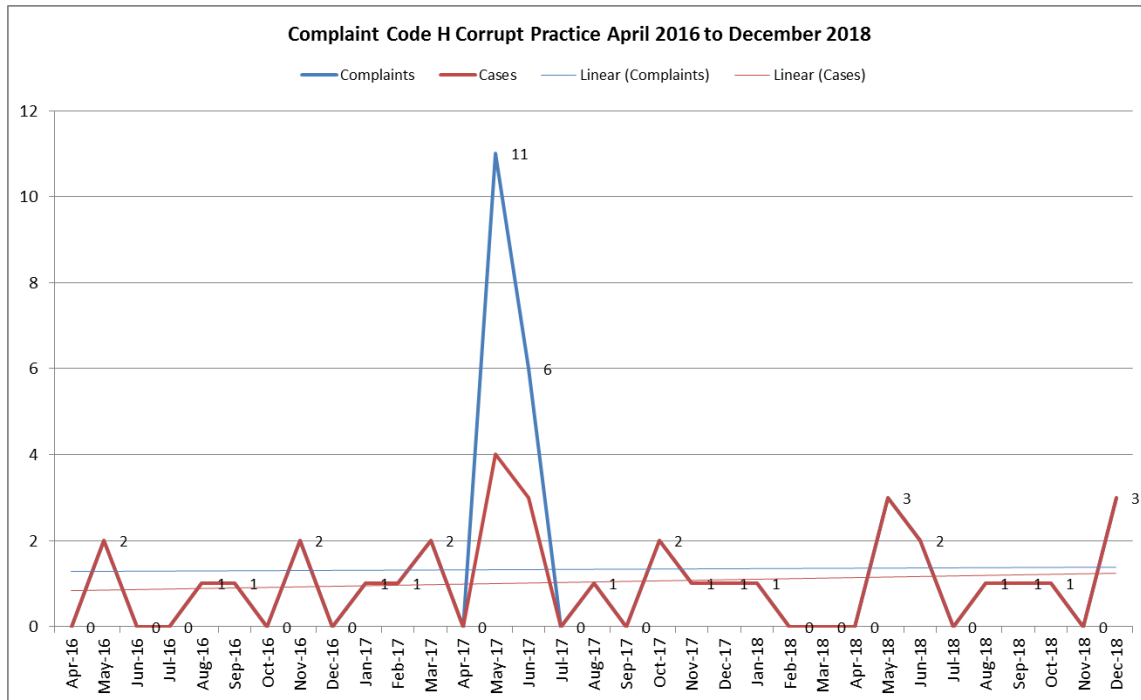
## Complaint Code G: Irregularity in Evidence/Perjury



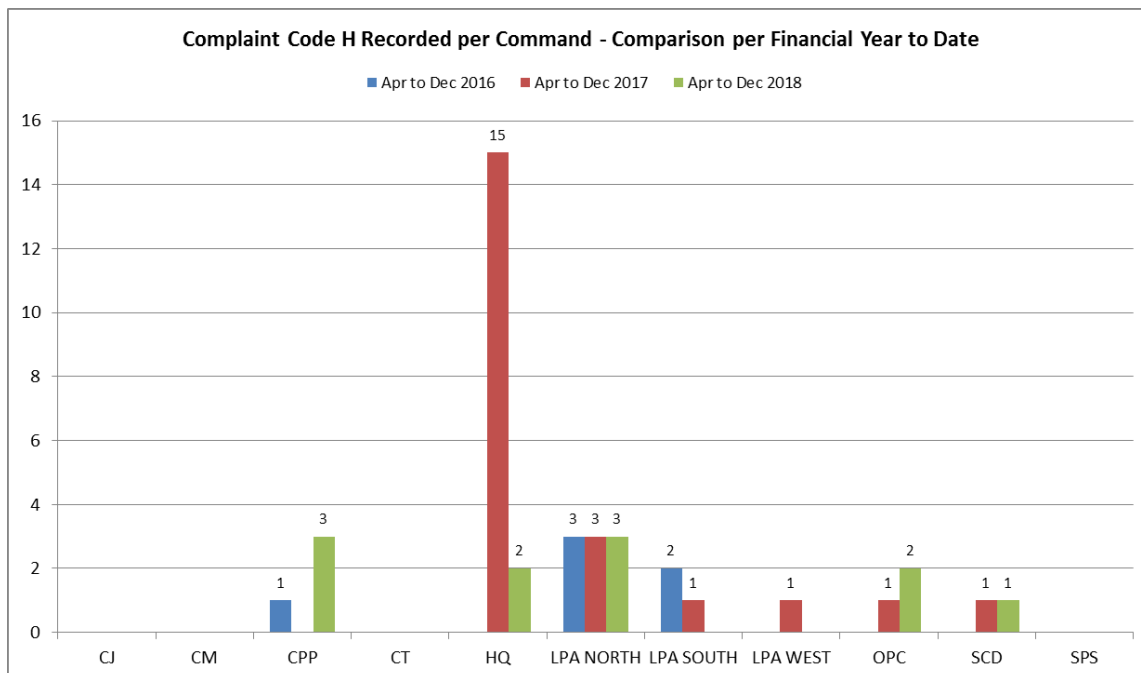
**Allegations of Irregularity of Evidence and Perjury (G) remain low with peaks seen in Nov 16 and May 17, both peaks associated to individuals as opposed to multiple complainants. There was also an increase in June 2018 which can be accounted for by one case involving four allegations of this category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



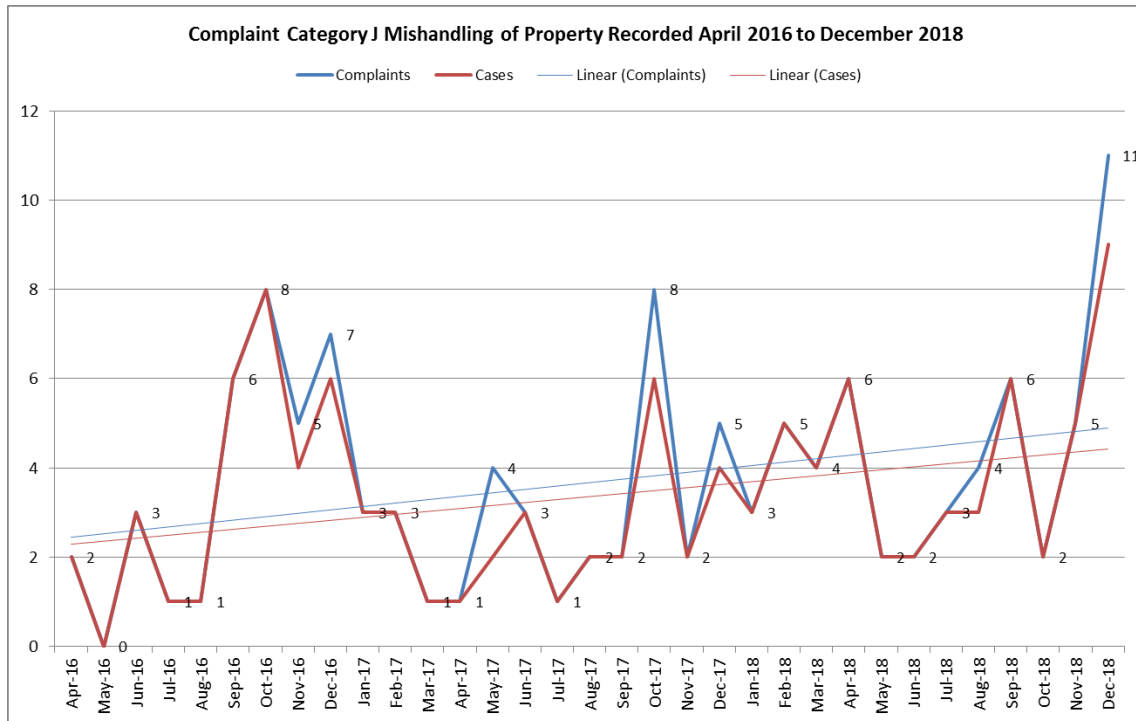
## Complaint Code H: Corrupt Practice



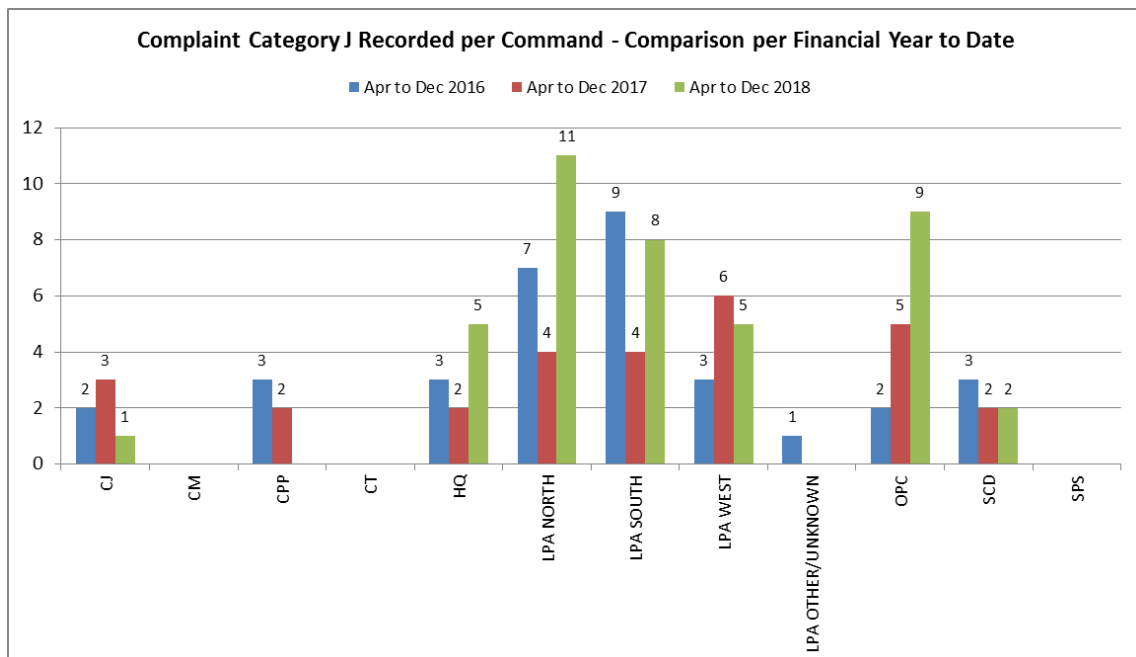
Numbers of H complaints have been low but have been affected by a complaint involving a repeat complainant in May 2017 (C/175/17 PSD, previously North LPA).



## Complaint Category J Mishandling of Property

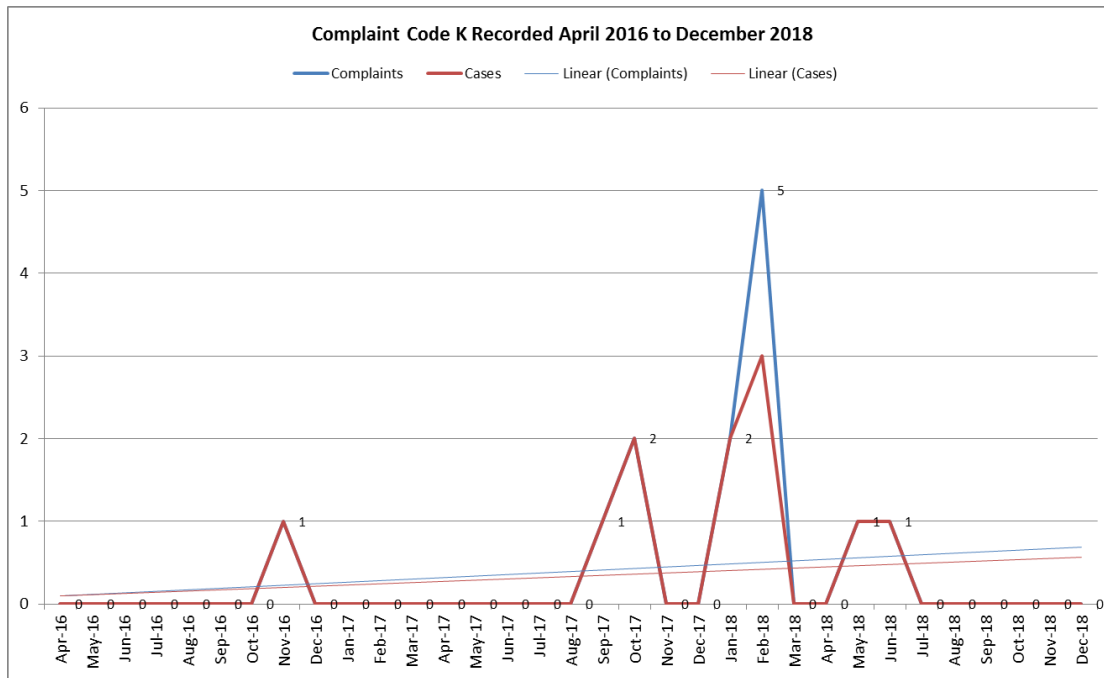


Code J complaints have been low in number, though with an occasional peak which has led to an overall increase over the time-frame.





## Complaint Code K Breach of Code A on Stop and Search



**Breach of Code A - Stop and Search complaints are low.**

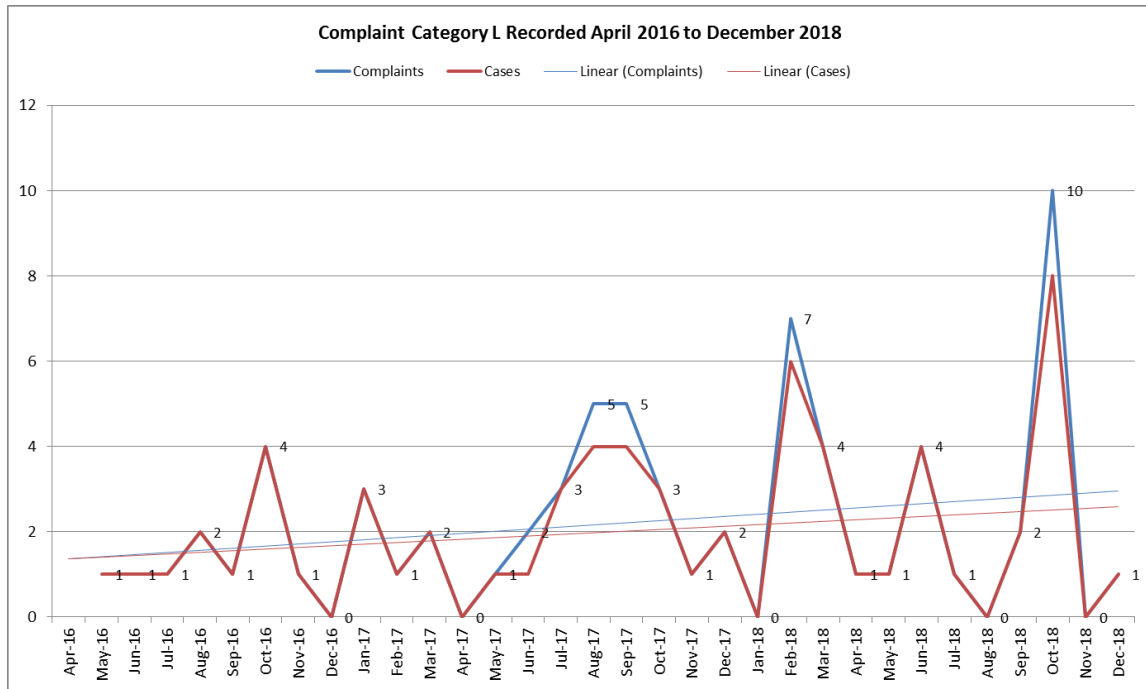
**The Stop and Search figures for Quarter 2 (July to September 2018) totalled 1601 (a total of 914, 133% increase compared to the same quarter last year)<sup>4</sup>.**

**Comparison of Complaints per Financial Years per Command:**

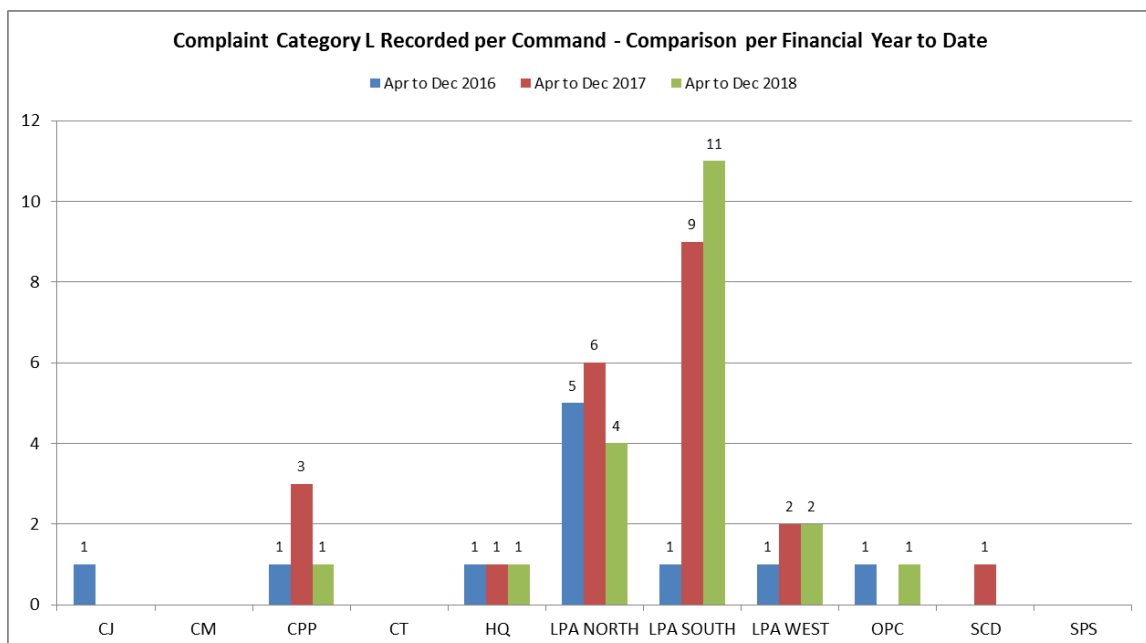
Command	2016/2017	2017/2018	2018/2019	Total
CPP	0	1	0	1
LPA NORTH	0	1	1	2
LPA OTHER	0	4	0	4
LPA SOUTH	0	1	0	1
LPA WEST	1	1	0	2
OPC	0	2	1	3
<b>Total</b>	<b>1</b>	<b>10</b>	<b>2</b>	<b>13</b>

<sup>4</sup> Figures obtained from Strategic Command reporting November 2018 'Stop and Search 2018/19 Quarter 1'

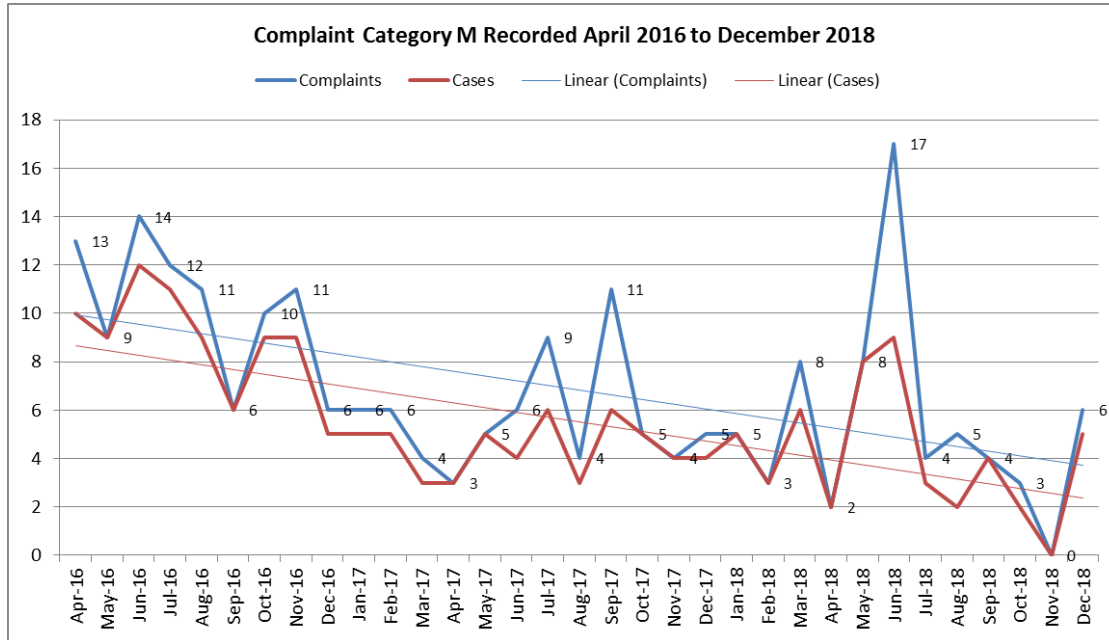
## Complaint Category L Breach of Code B on Searching Premises



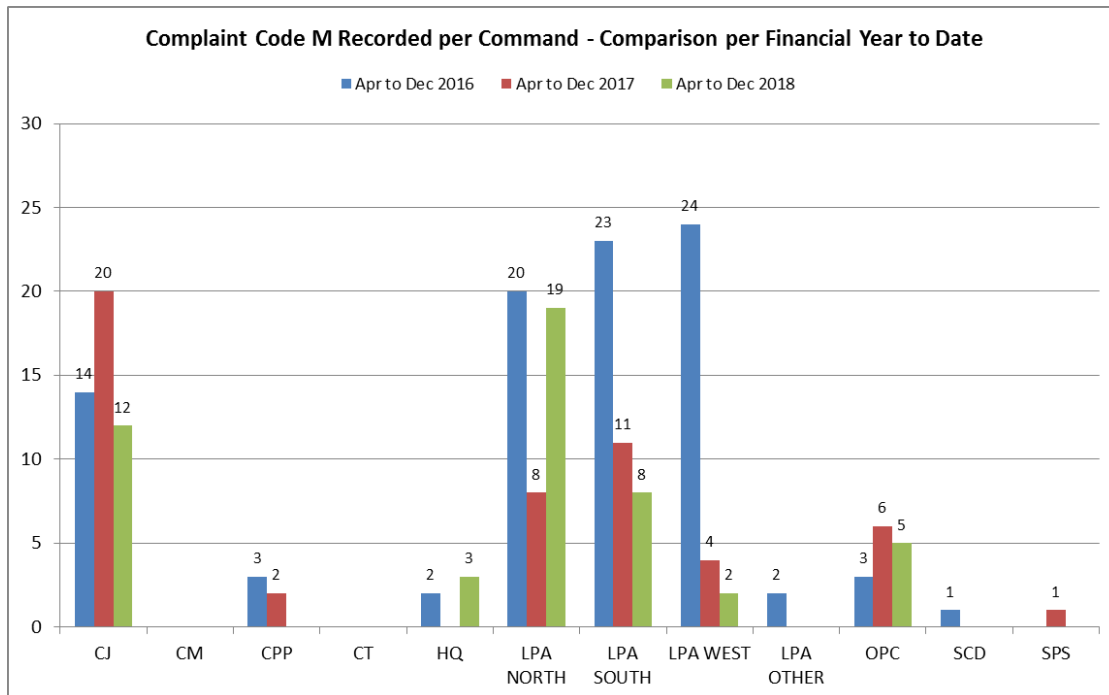
Levels of L complaints are sporadic, though there has been a slight increase over the time-frame.



## 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 2018 there was an increase which was 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.



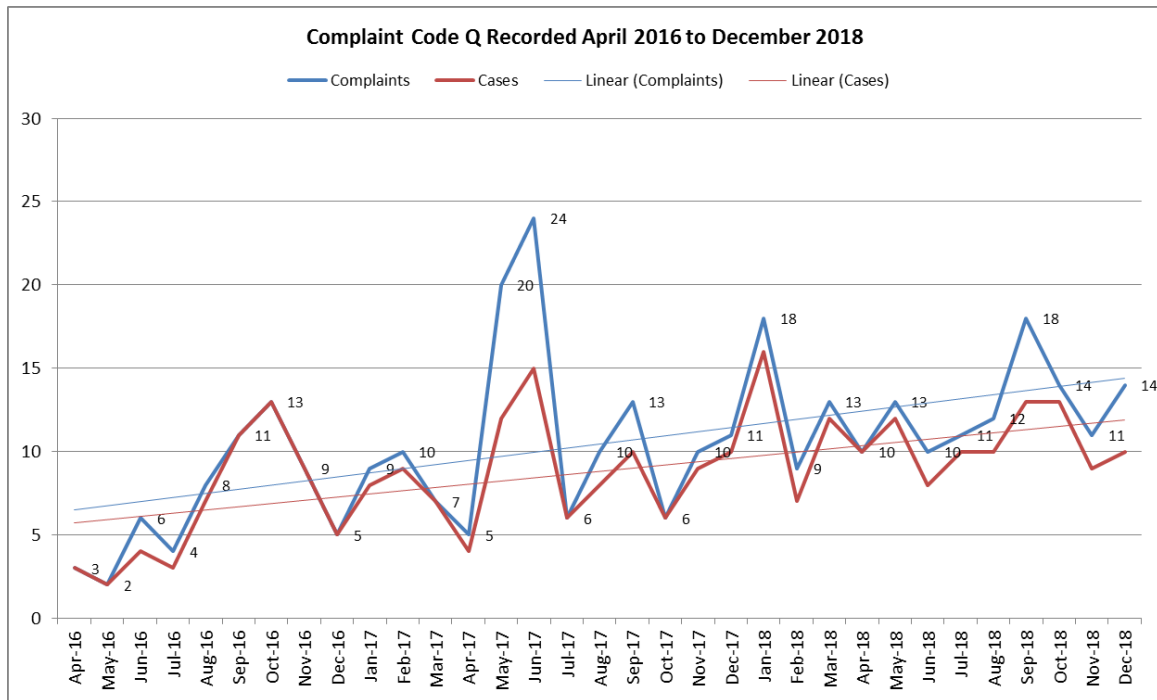
**Complaint Code N Breach of Code D on Identification**

**There has been one case recorded in this category in October 2018 in LPA South (C/522/18).**

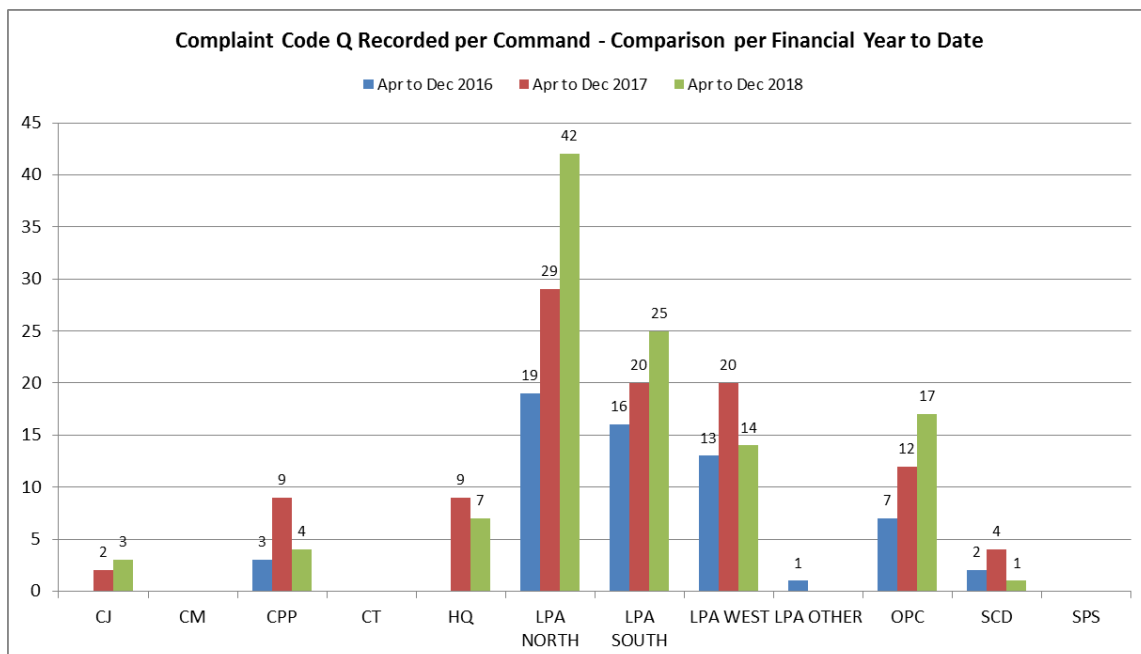
**Complaint Code P Breach of Code E on Tape Recording**

**There has only been one complaint in this category since April 2016. This was recorded in February 2018 in LPA North (C/108/17).**

## Complaint Code Q lack of Fairness and Impartiality



**There has been an increase in complaints over the time frame; with a significant peak in June 2017 (this was not affected by any particular case).**

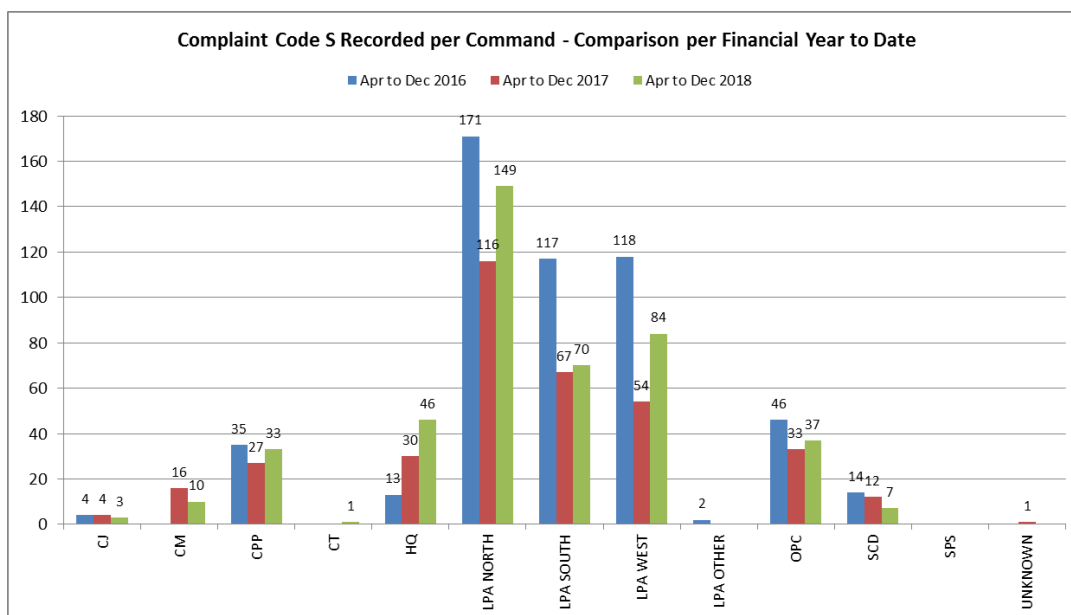
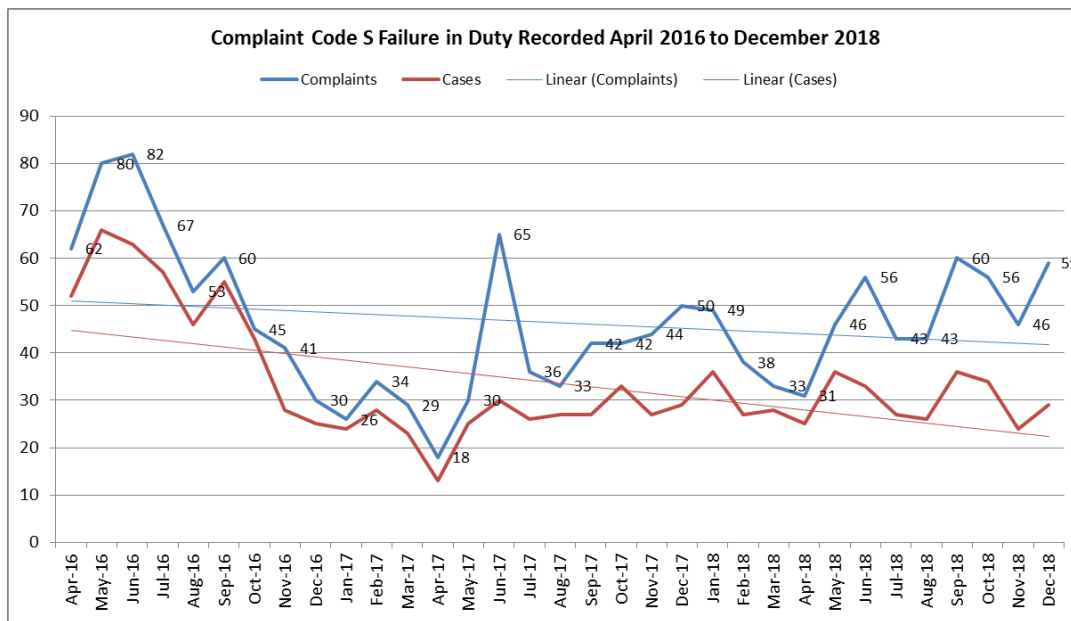


## Complaint Code R Breach not attributed to a certain code

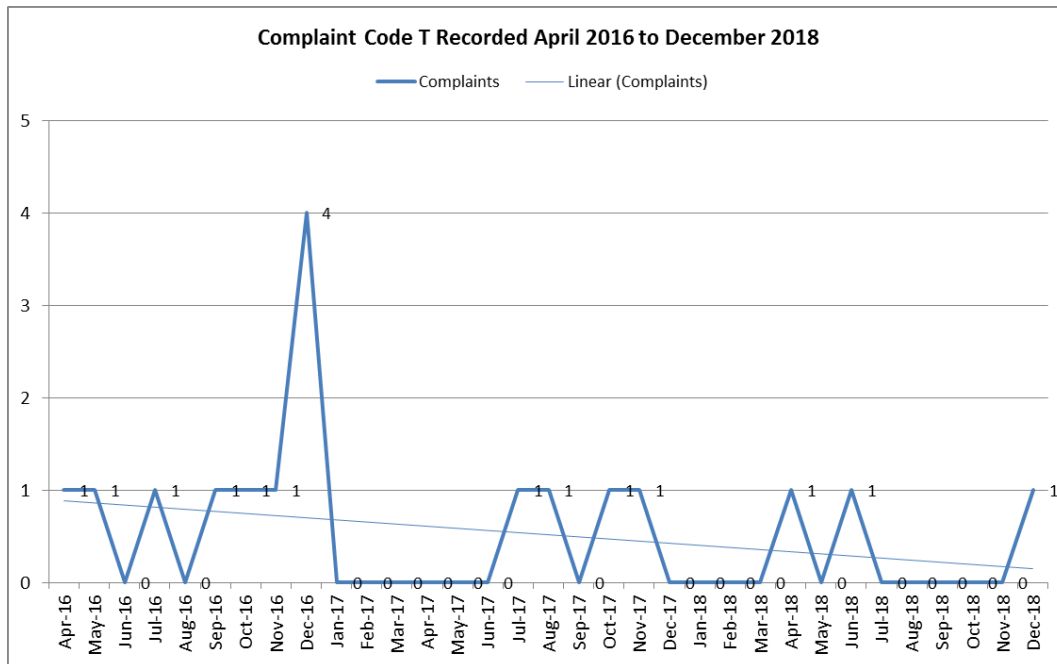
There have only been two R complaints recorded since April 2016 - One in May 2016 (LPA South) and one in September 2016 (LPA North).

## Complaint Code S Failures in Duty

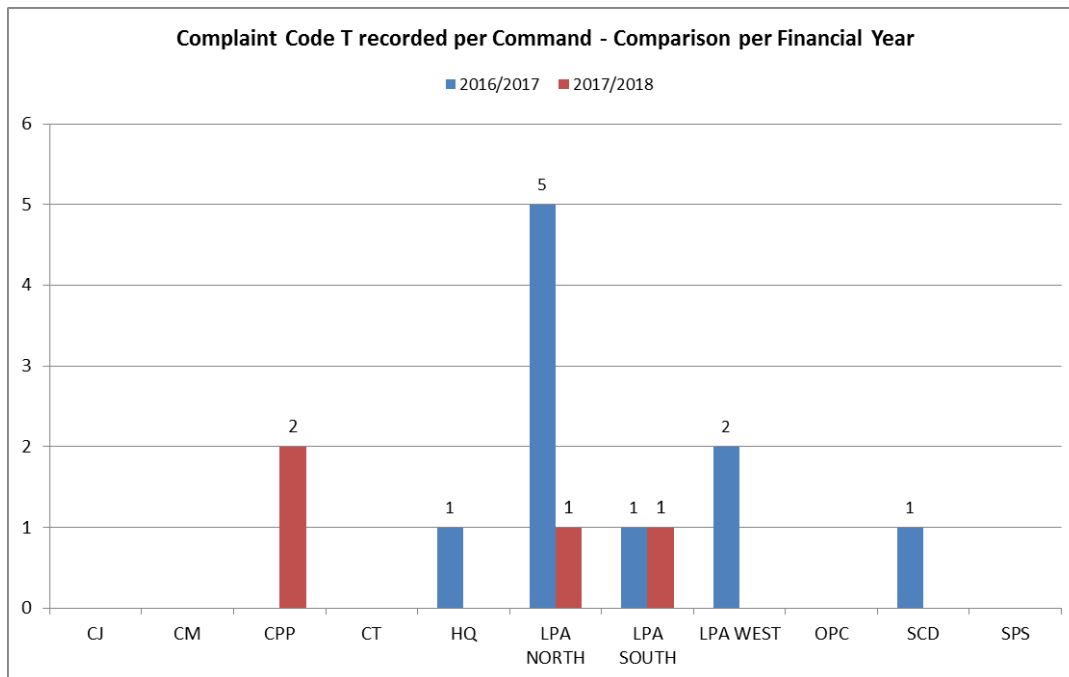
S Complaints are the highest across all the complaint categories. However, there has been a decrease in overall numbers since April 2016.



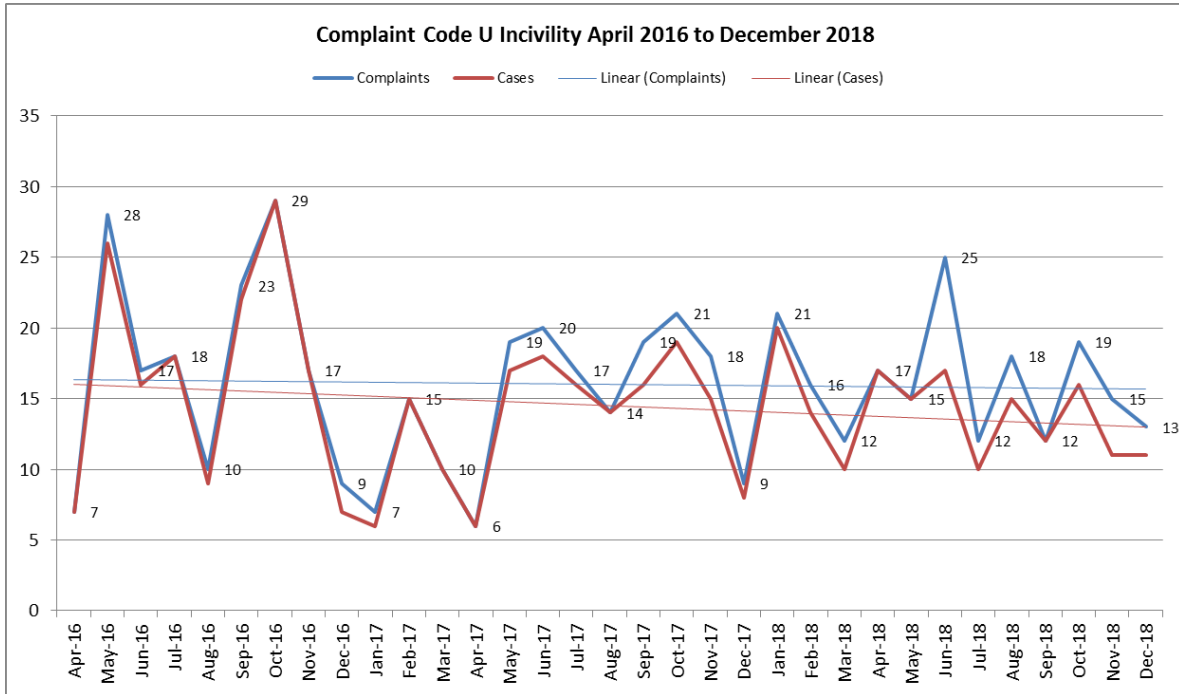
## Complaint Code T Other Irregularities in Procedure



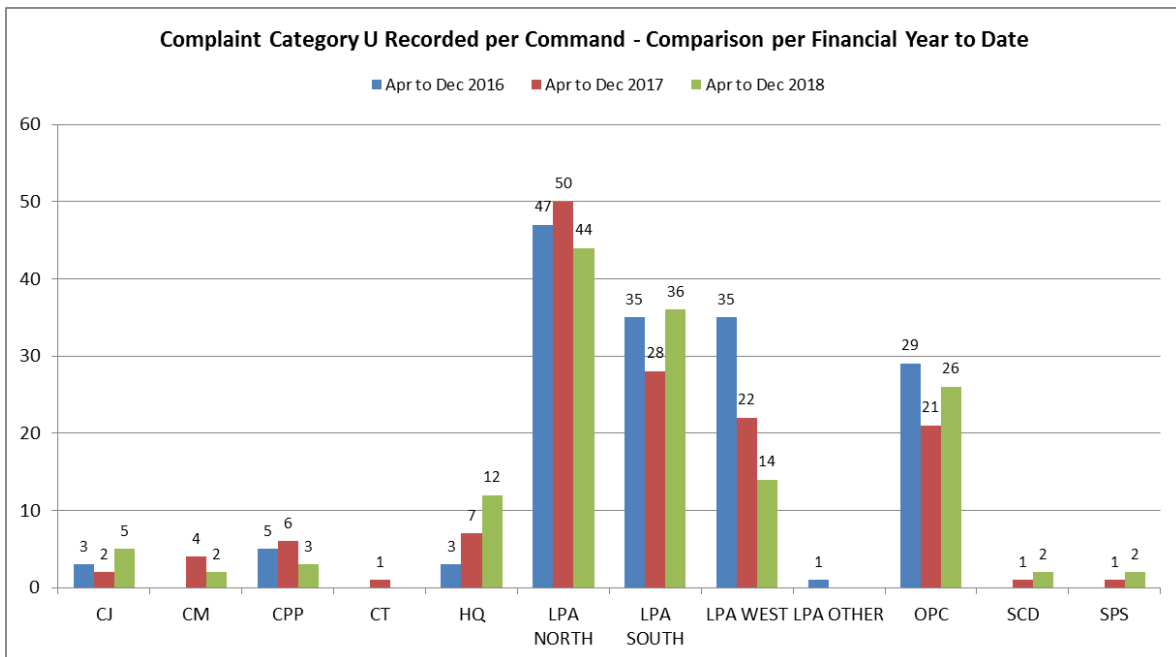
**T complaints had a peak in December 2016, but numbers have been low overall (case numbers are the same as complaints). There have only been three recorded so far this financial year in April, June and December, the graph below represents a comparison of the last two financial years.**



## Complaint Code U Incivility, Impoliteness and Intolerance

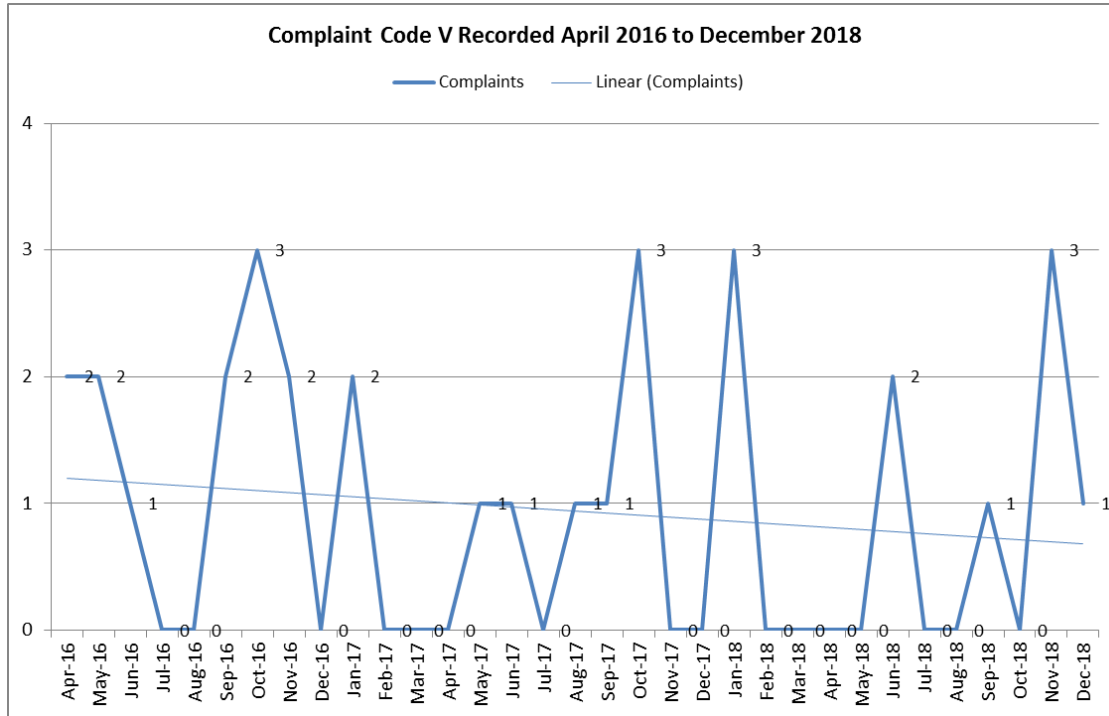


**U is the category that generally sees the second highest numbers across all categories, with various peaks in recording, though levels being consistent overall, with Case numbers decreasing over the time-frame.**

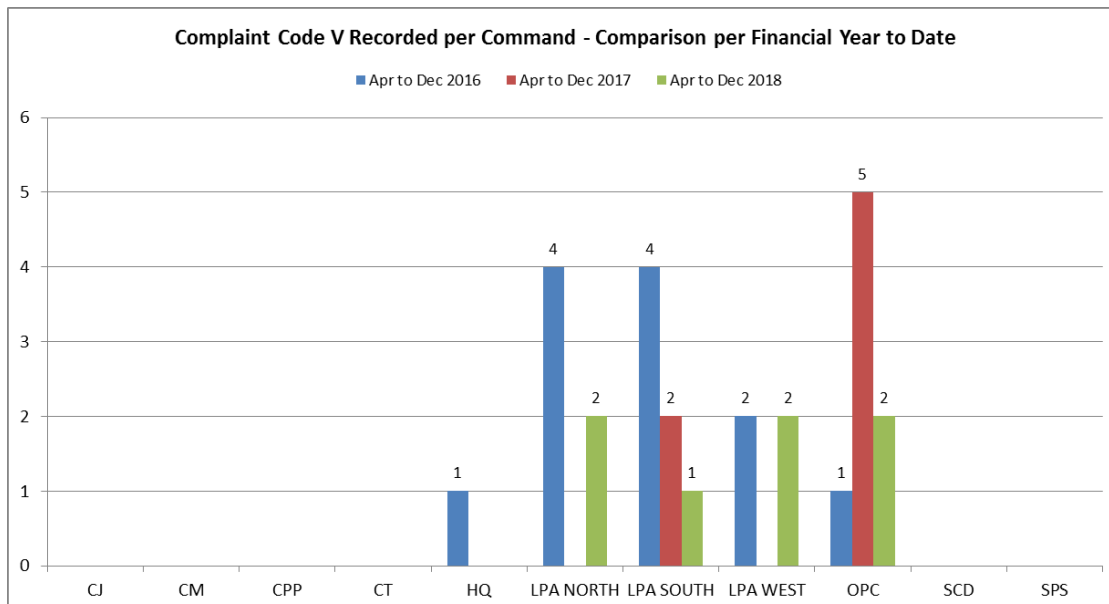




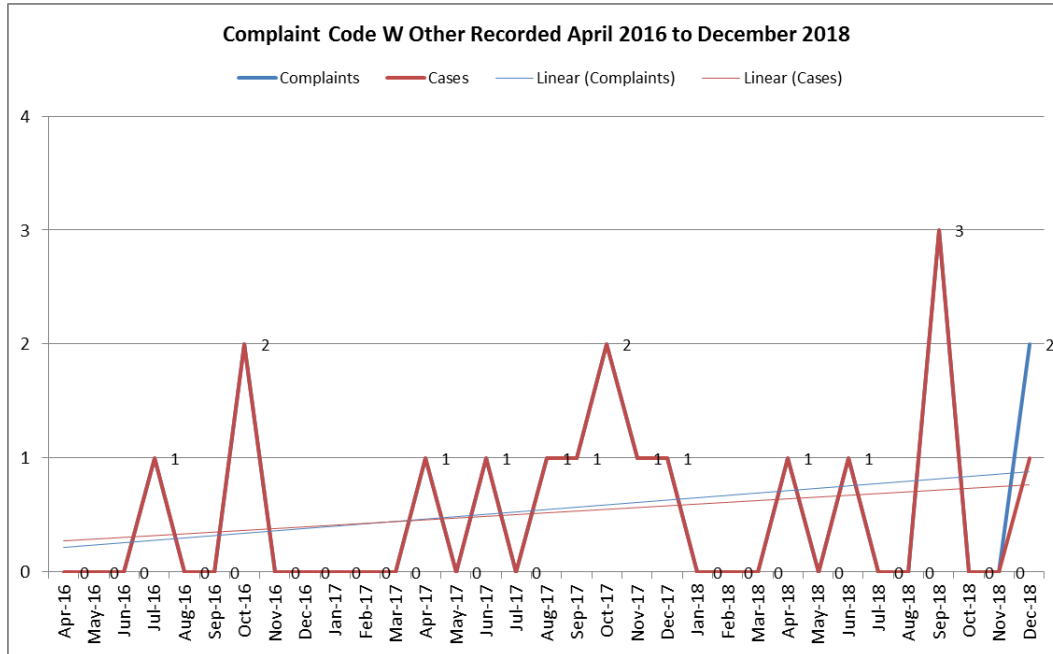
## Complaint Code V Traffic Irregularity



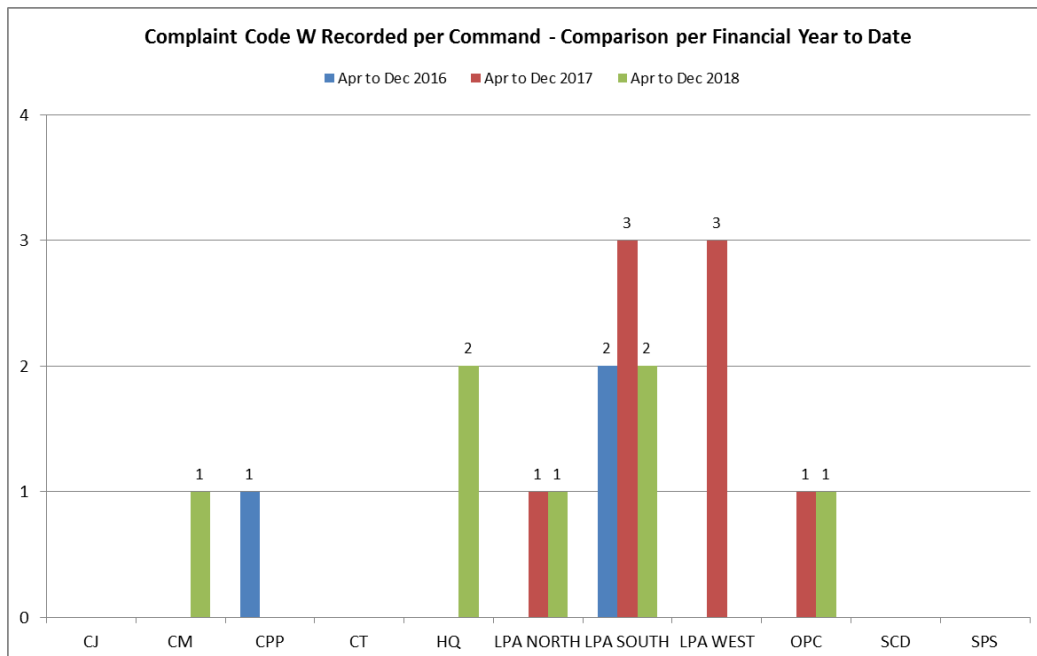
**Numbers of V complaints are low (cases are the same in number as complaints), and have had a decrease over the time-frame.**



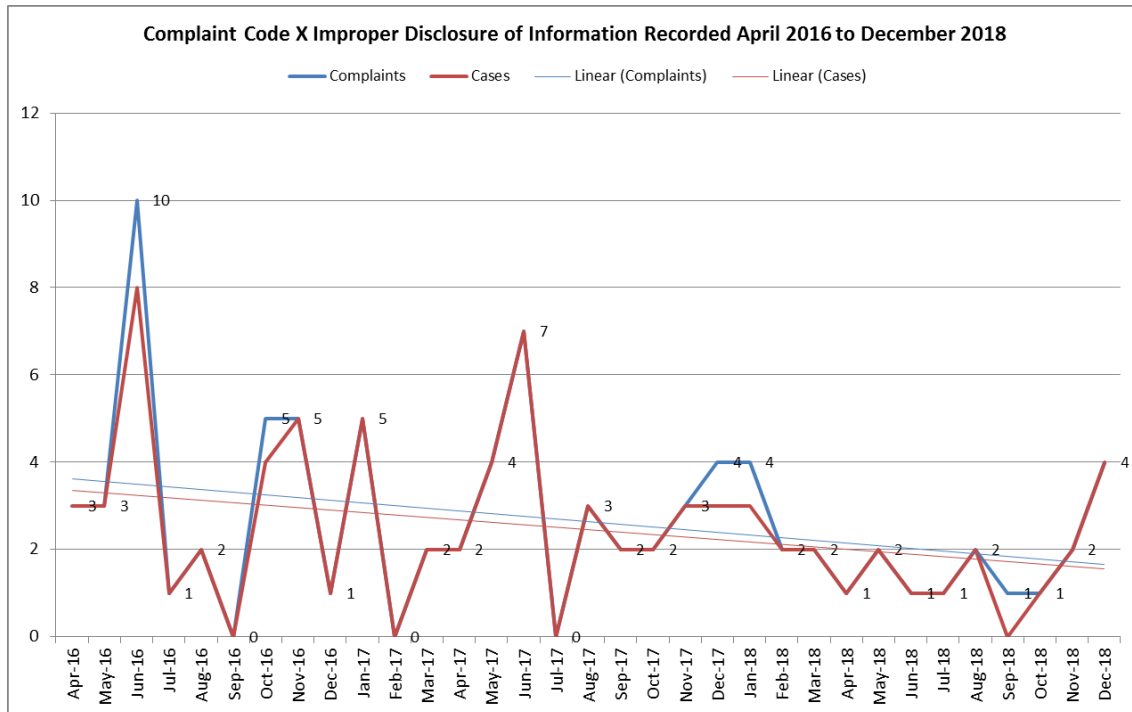
## Complaint Code W Other



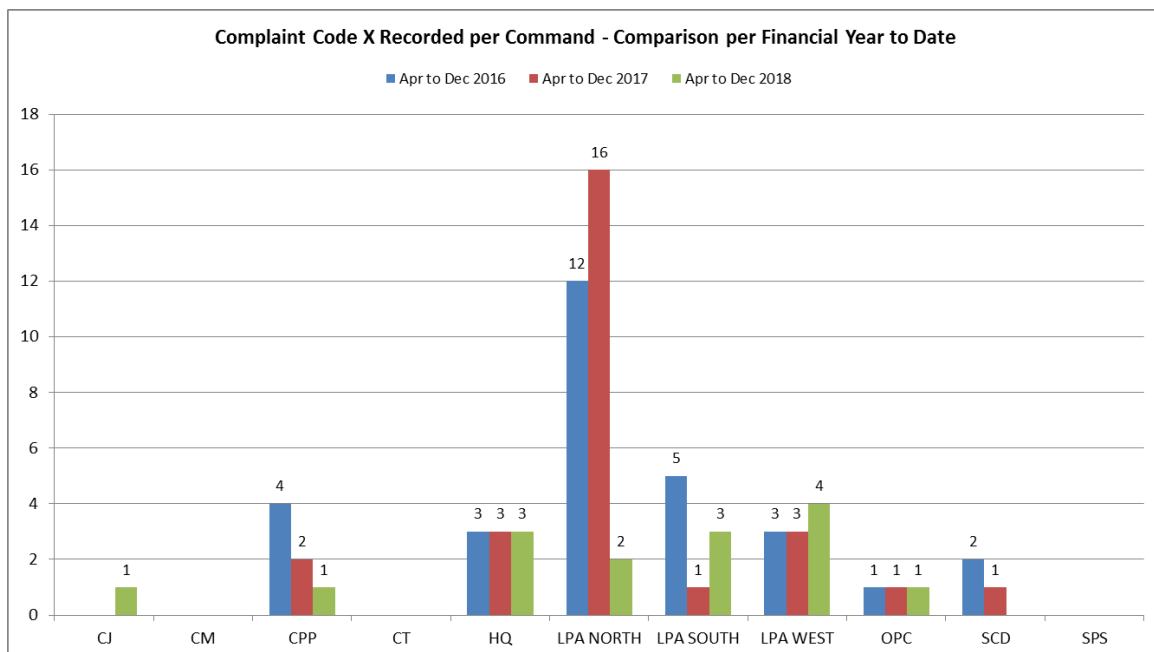
**Overall, levels of Complaint code W have slightly increased since April 2016, but numbers remain low.**



## Complaint Code X Improper Disclosure of Information



**Category X complaints have decreased overall, with various peaks in recording. LPA North had an increase year on year, but has had a decrease this year.**



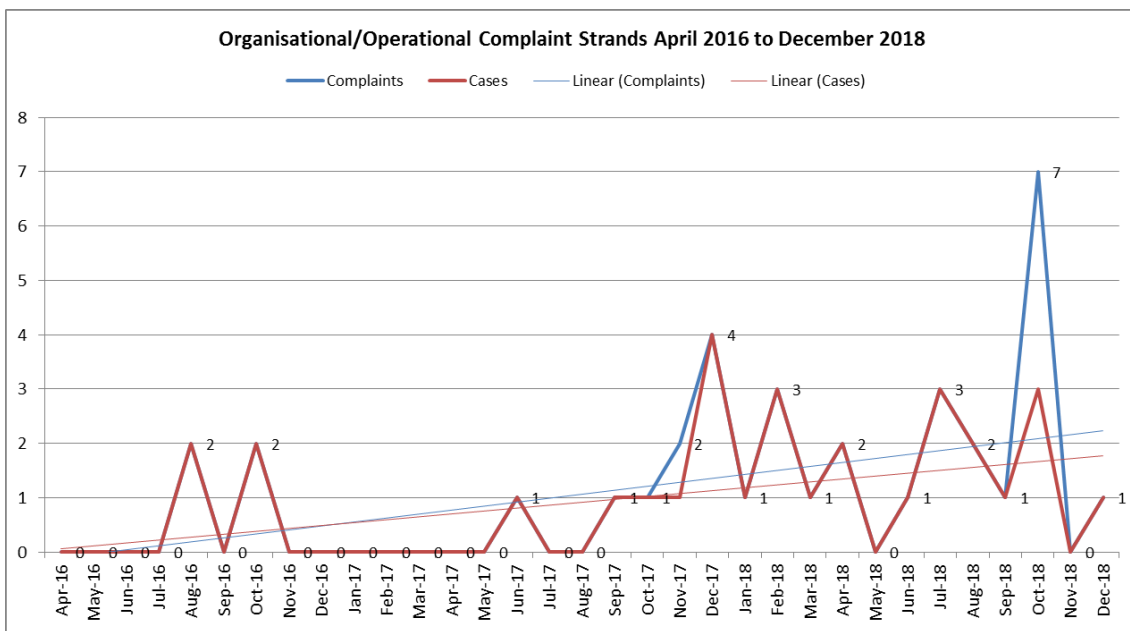
### Complaint Code Y Other Sexual Contact

There are minimal numbers of Y complaints, with there being one recorded since April 2016; North LPA in November 2017 which was withdrawn (C/501/17).

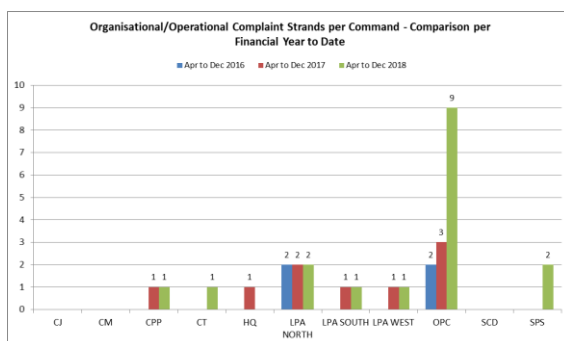
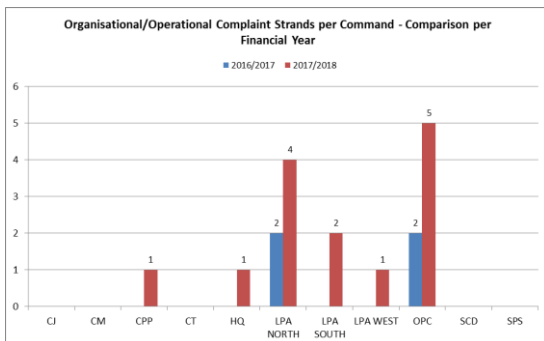
### Organisational/Operational Complaint Strands

These complaints consist of the following categories:

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

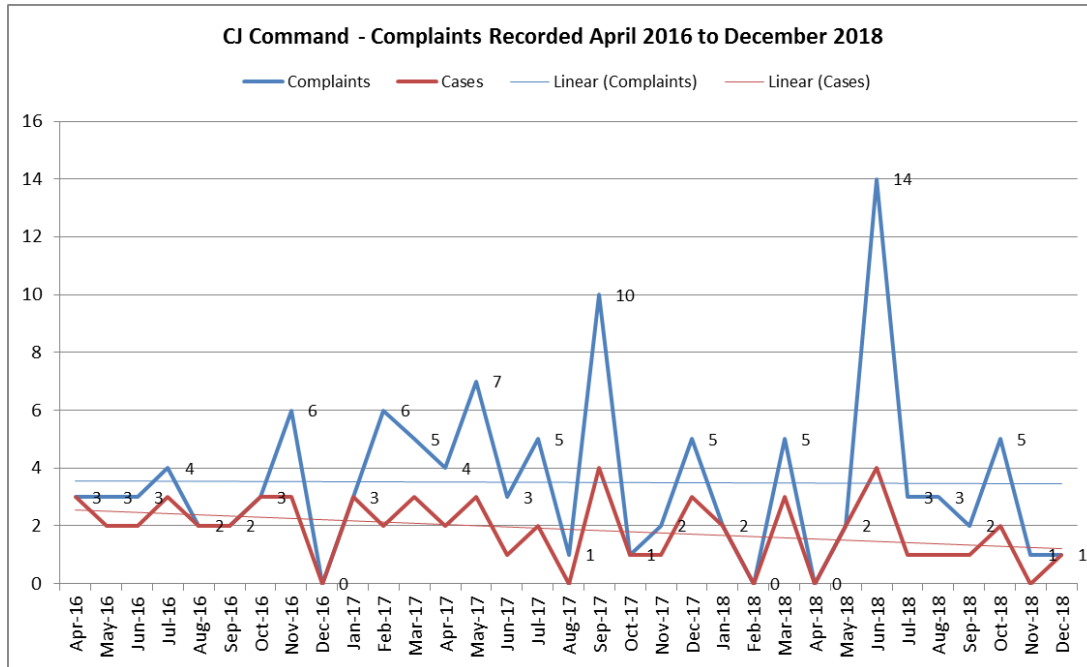


There has been an increase in these categories (particularly in OPC), though numbers are low. The graphs below show comparisons of the last two financial years overall, and April to November each year as a comparison.

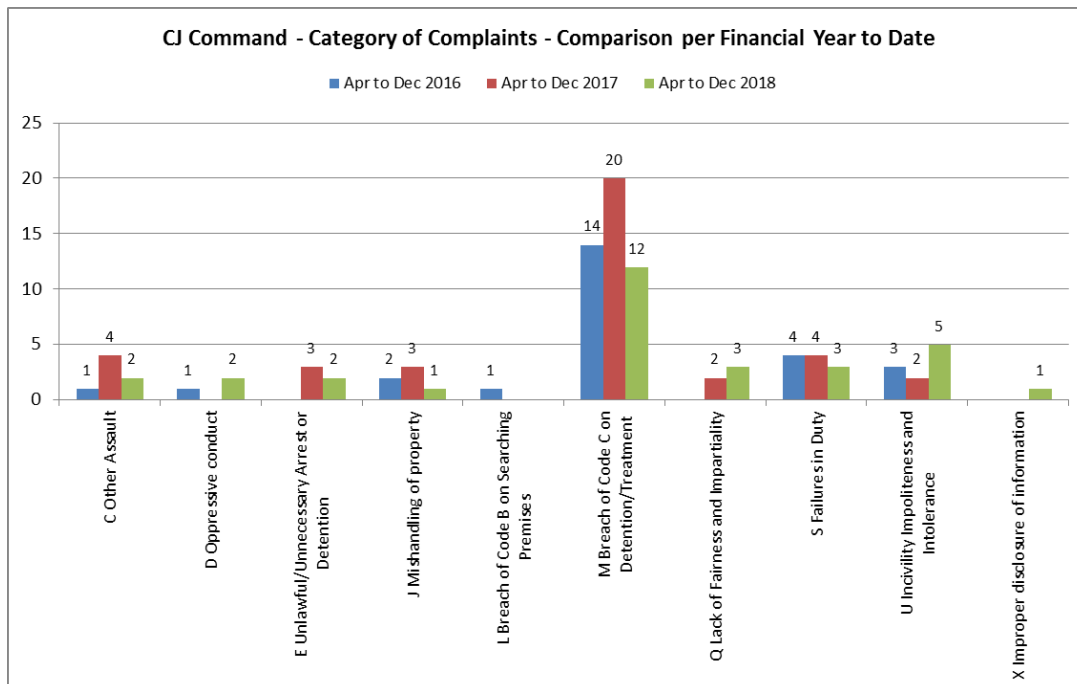


## Complaints - Command Breakdowns

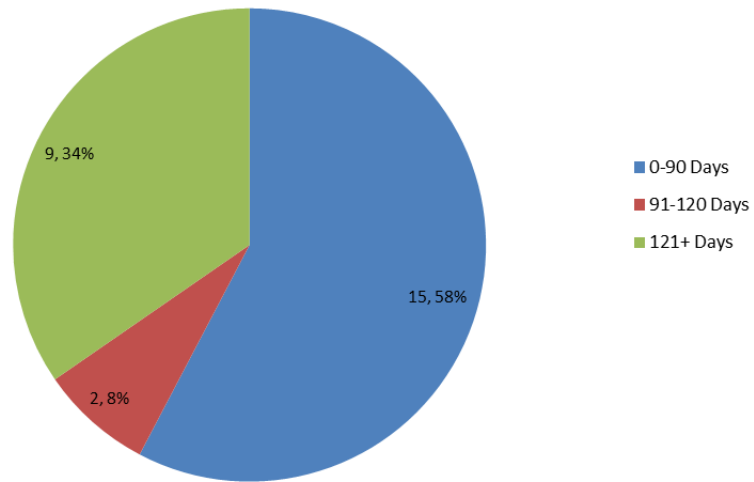
### Criminal Justice Command



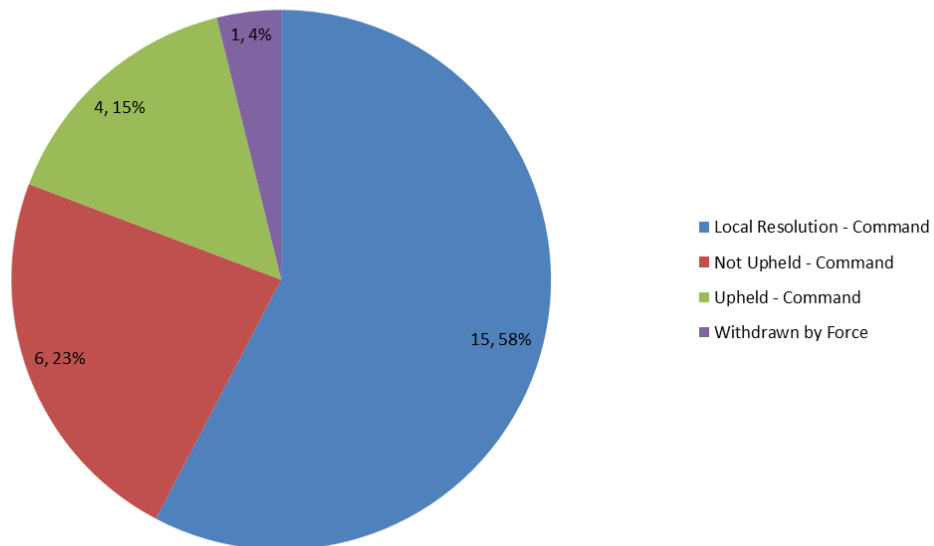
**There has been a spike in complaints for CJ Command in June, with 14 complaints recorded. However, this was within four different cases.**



**CM Command - Finalised Complaint Cases January to December 2018 - Timeliness according to National Targets**

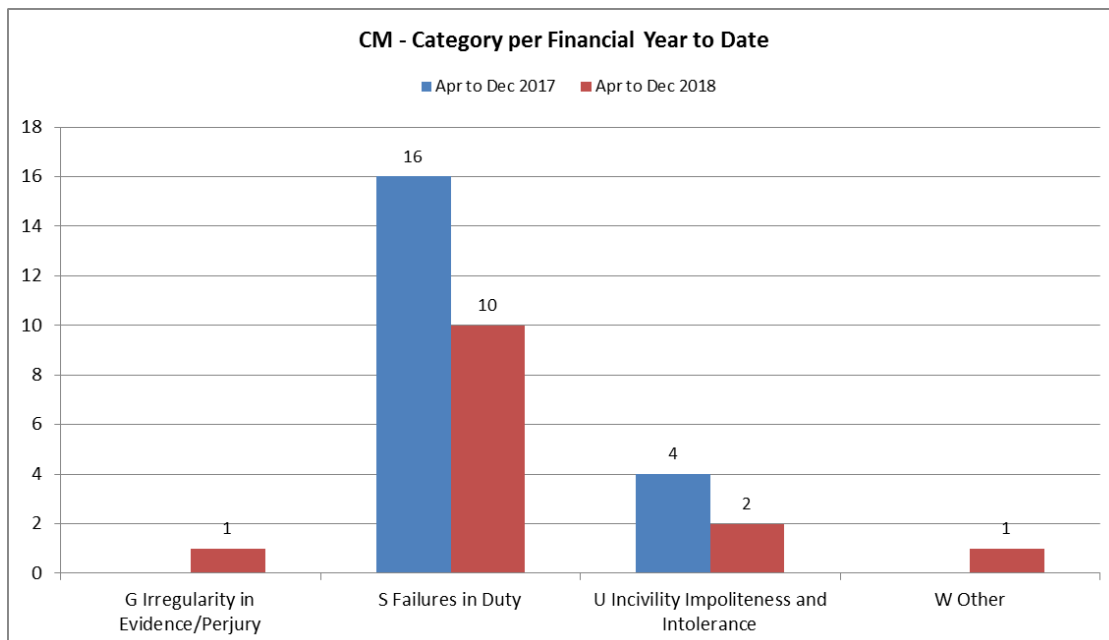
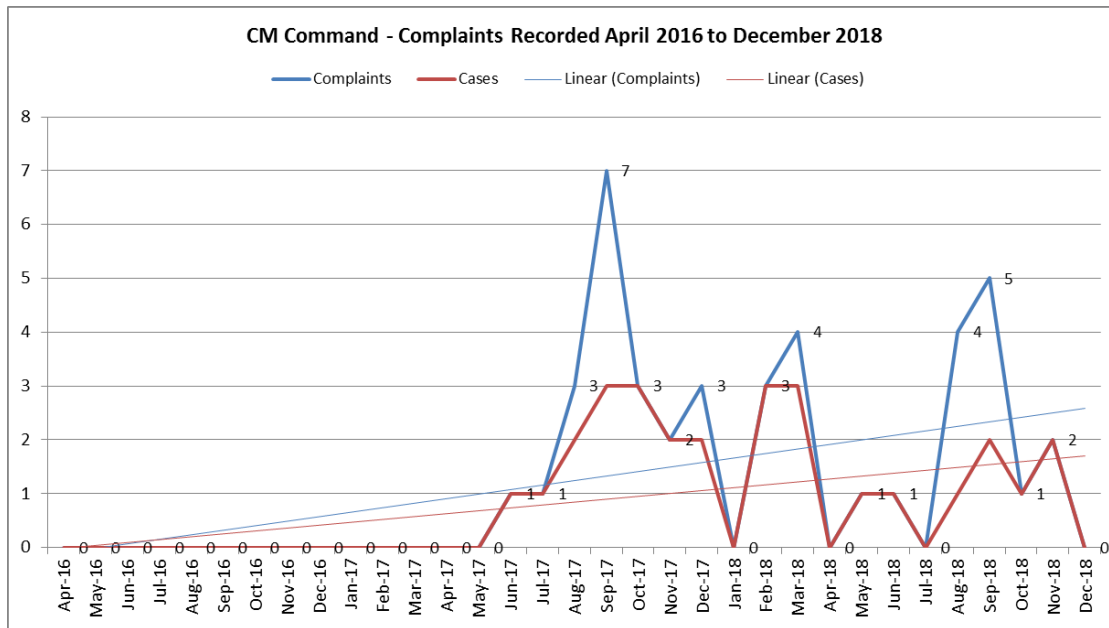


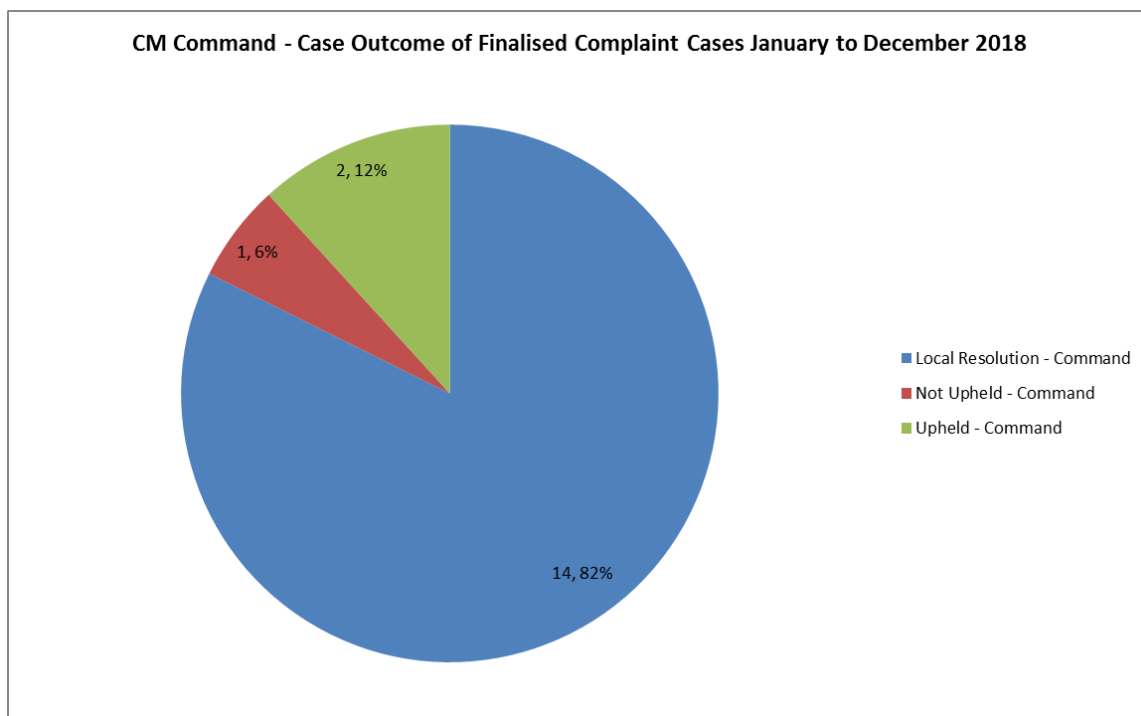
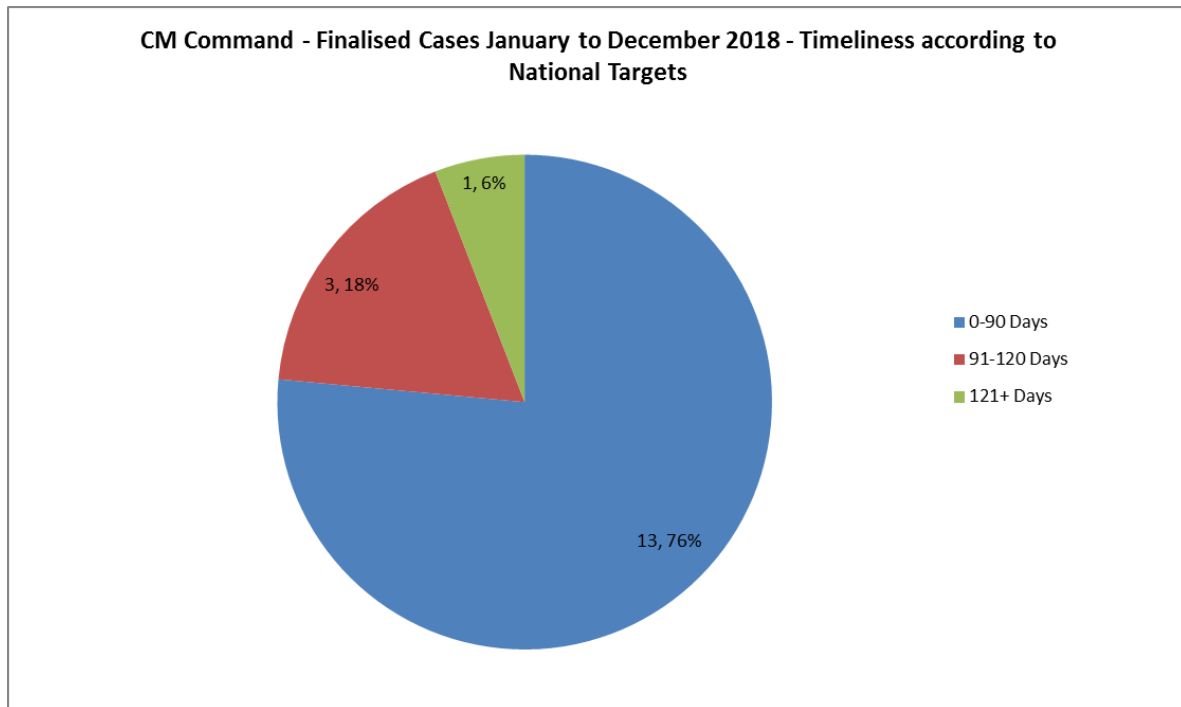
**CJ Command - Case Outcome - Finalised Cases January to December 2018**



## Contact Management

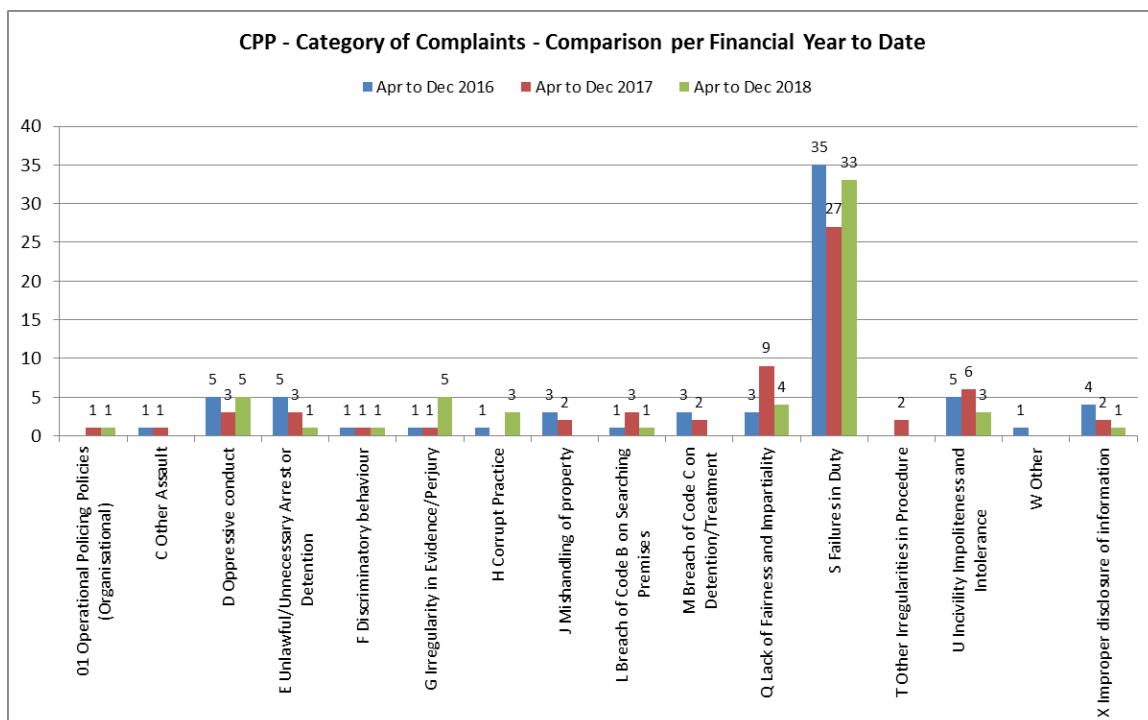
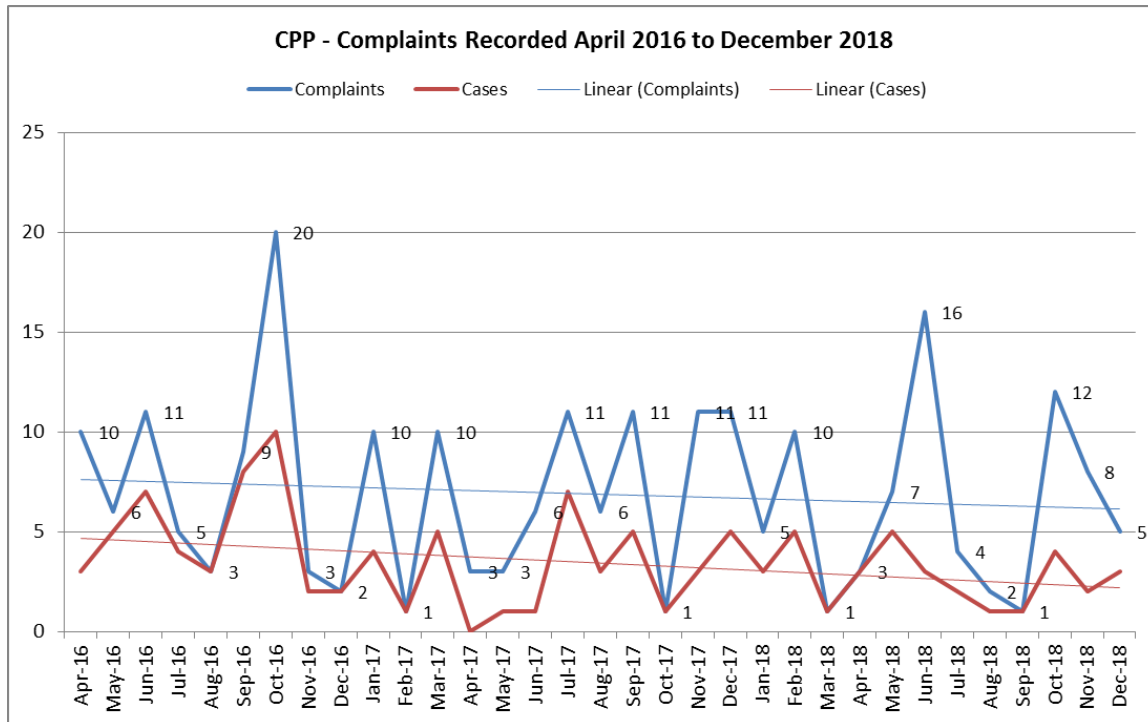
Please note levels will be low for this command, due to departments under CM previously being under OPC and Police systems may not have been updated at the correct time to reflect this.



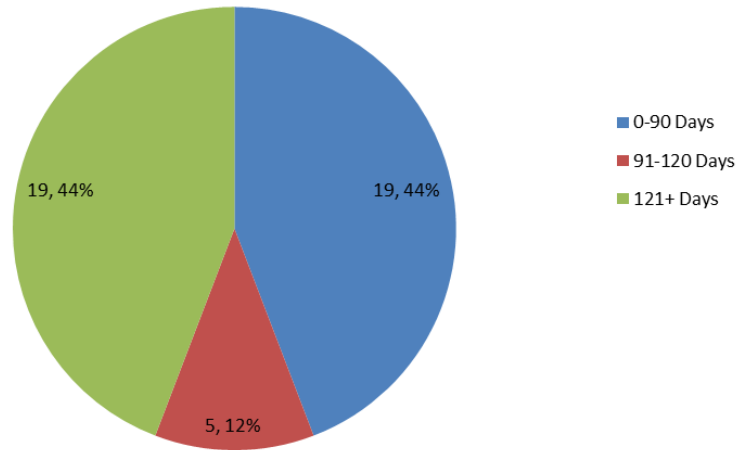




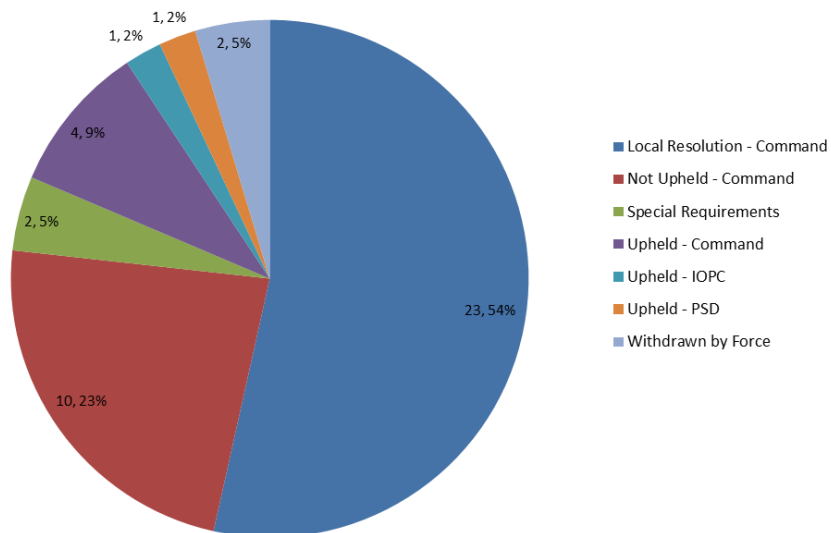
## Crime & Public Protection Command



**CPP - Finalised Cases January to December 2018 - Timeliness according to National Targets**



**CPP - Finalised Cases January to December 2018 - Outcomes of Cases**



### **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.**

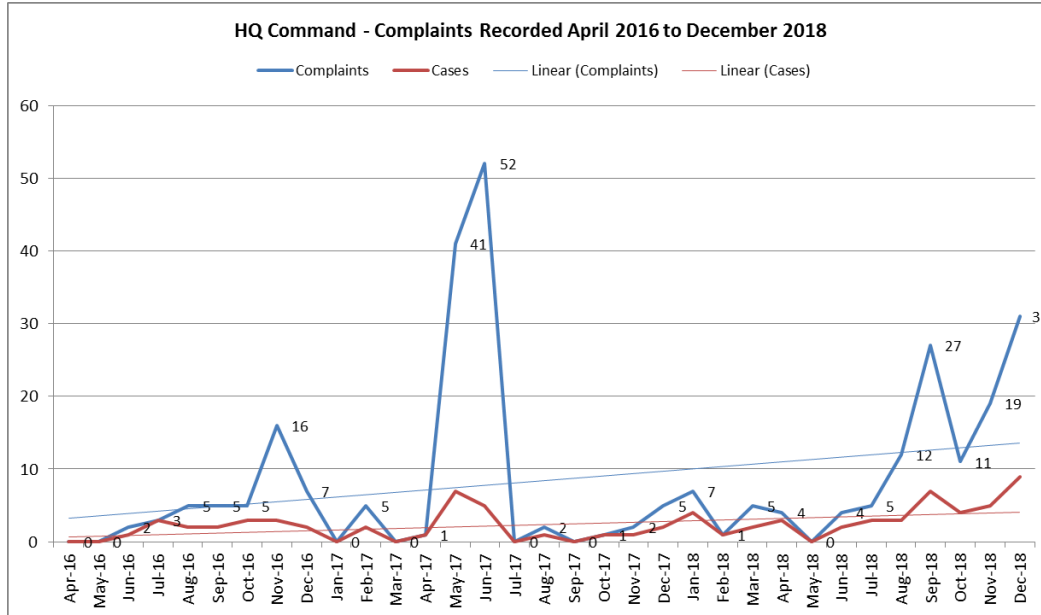
**Two were under the same case in June 2018 under categories of S Failure in Duty and Operational Policing Priorities.**

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

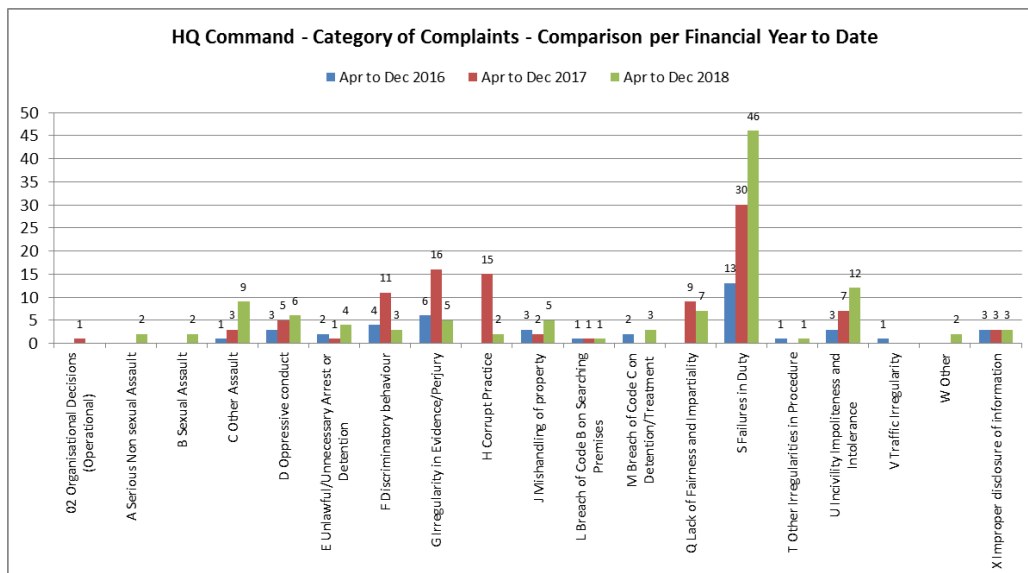
### **Finalised Cases:**

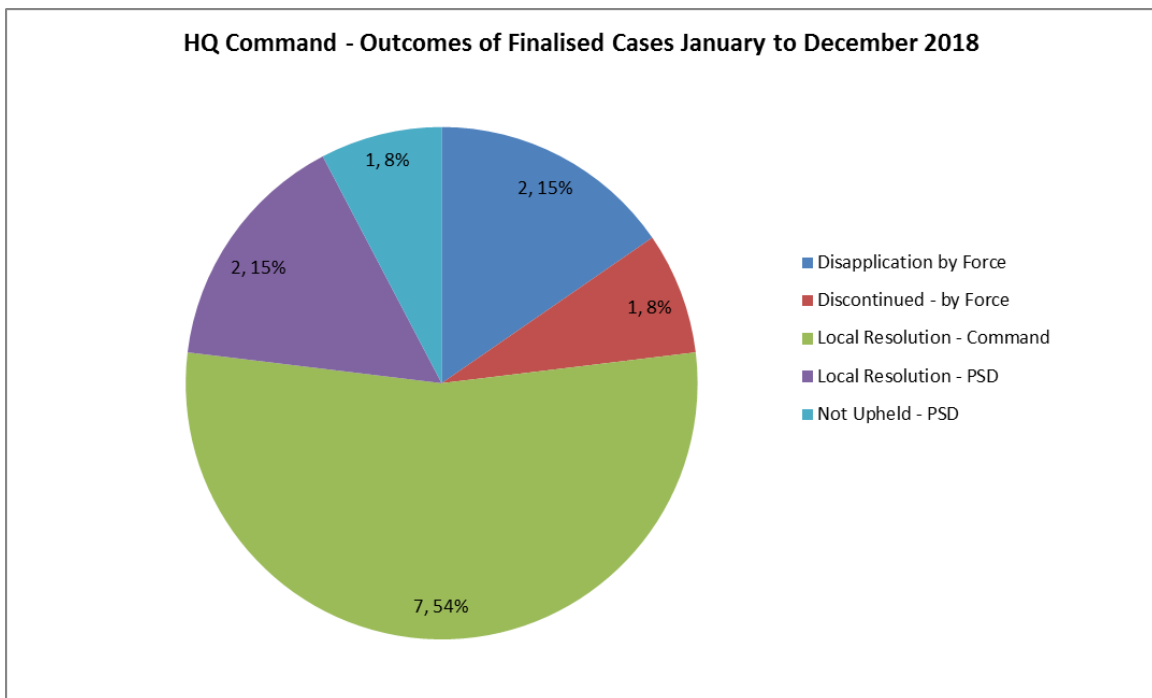
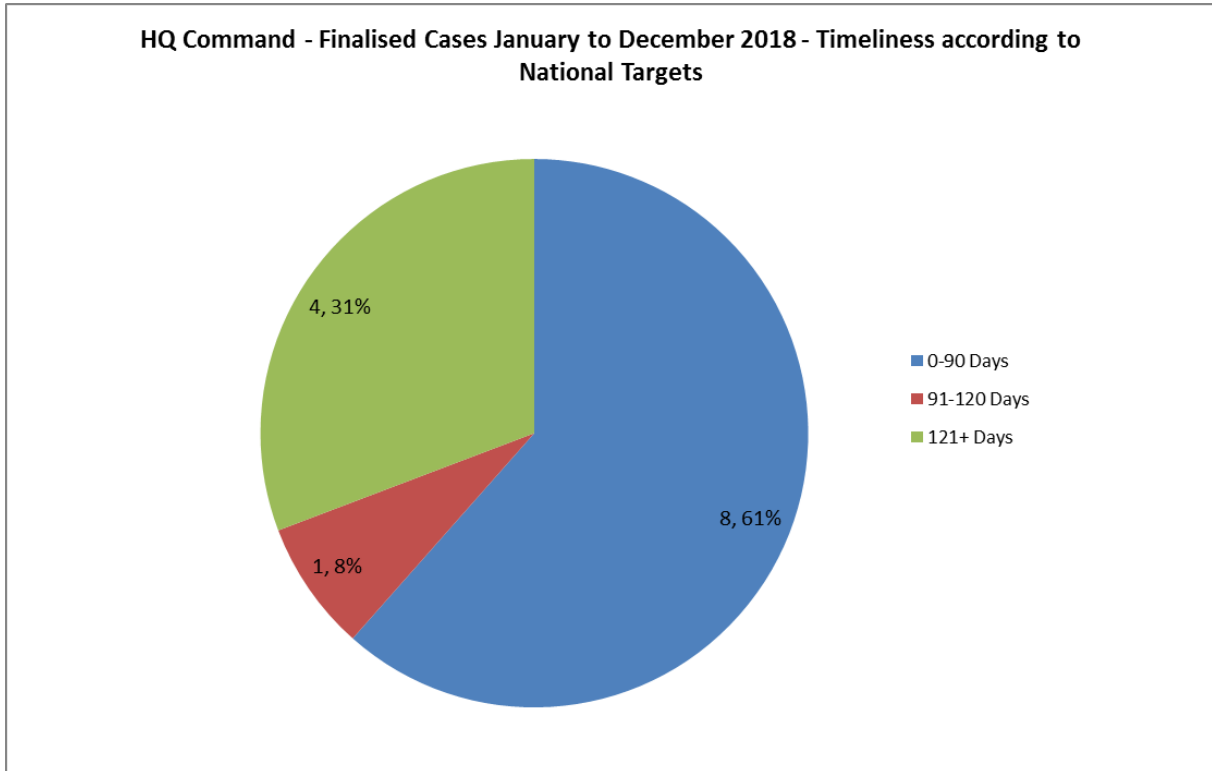
**There have been two cases finalised under CT in the last 12 months, one of which is the case recorded in August 2017, finalised in February 2018 (Not Upheld, No Action, finalised in 147 days). The other is the case from June 2018, finalised in August 2018 (Local Resolution Command, 54 days).**

## HQ Directorate

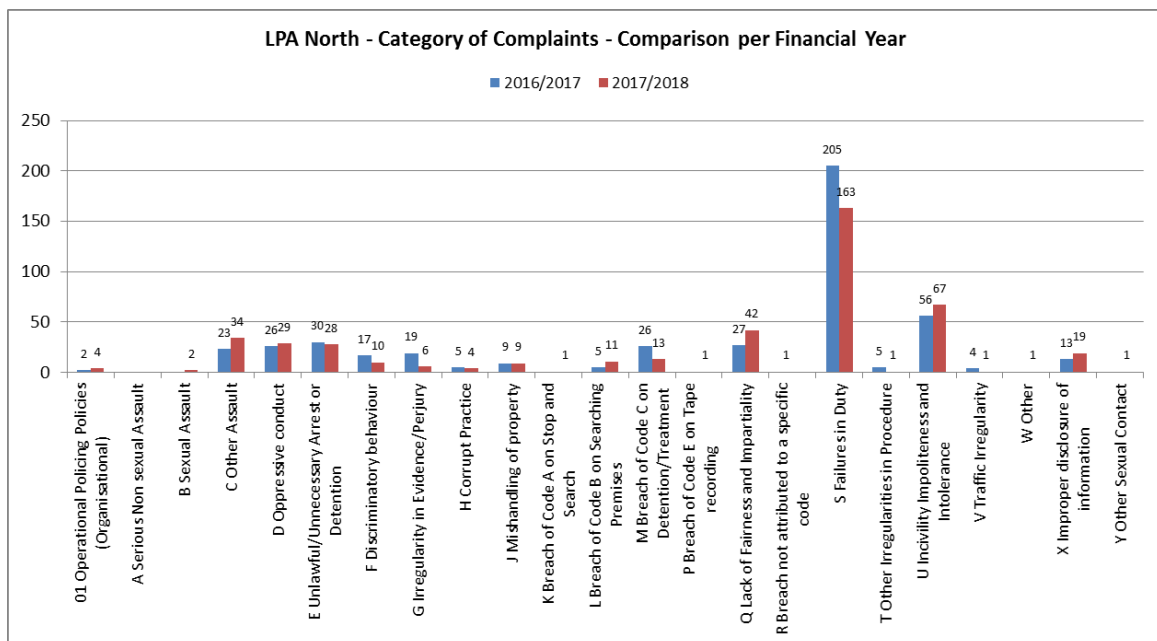
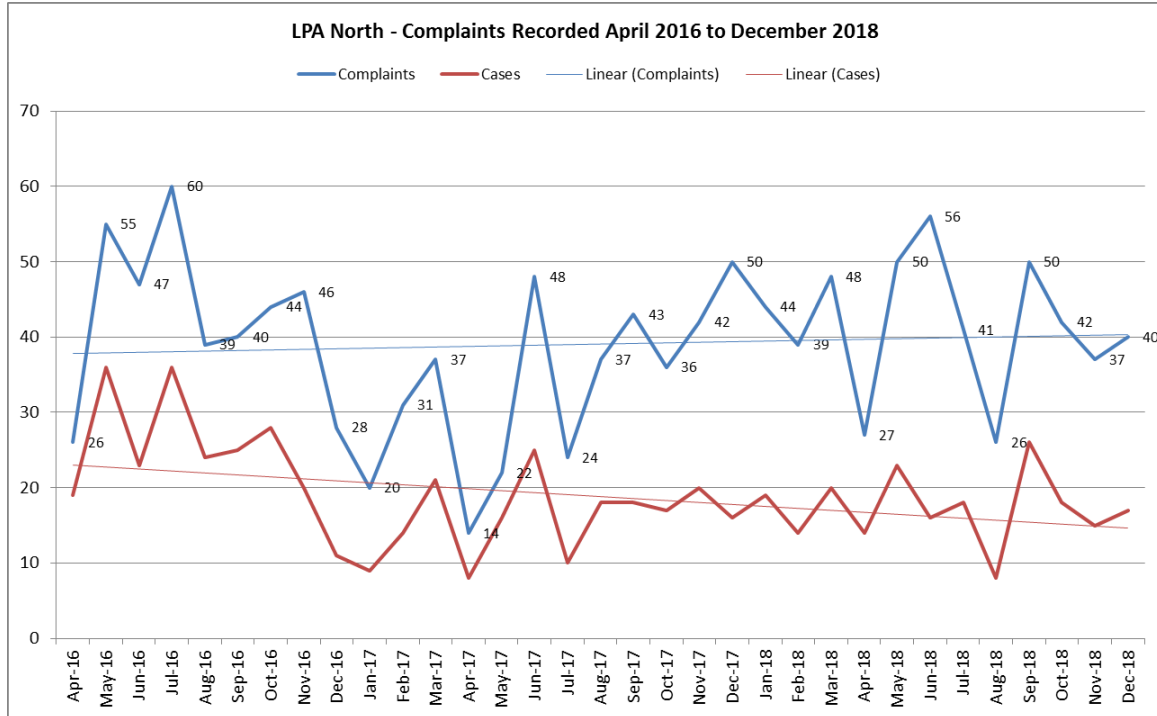


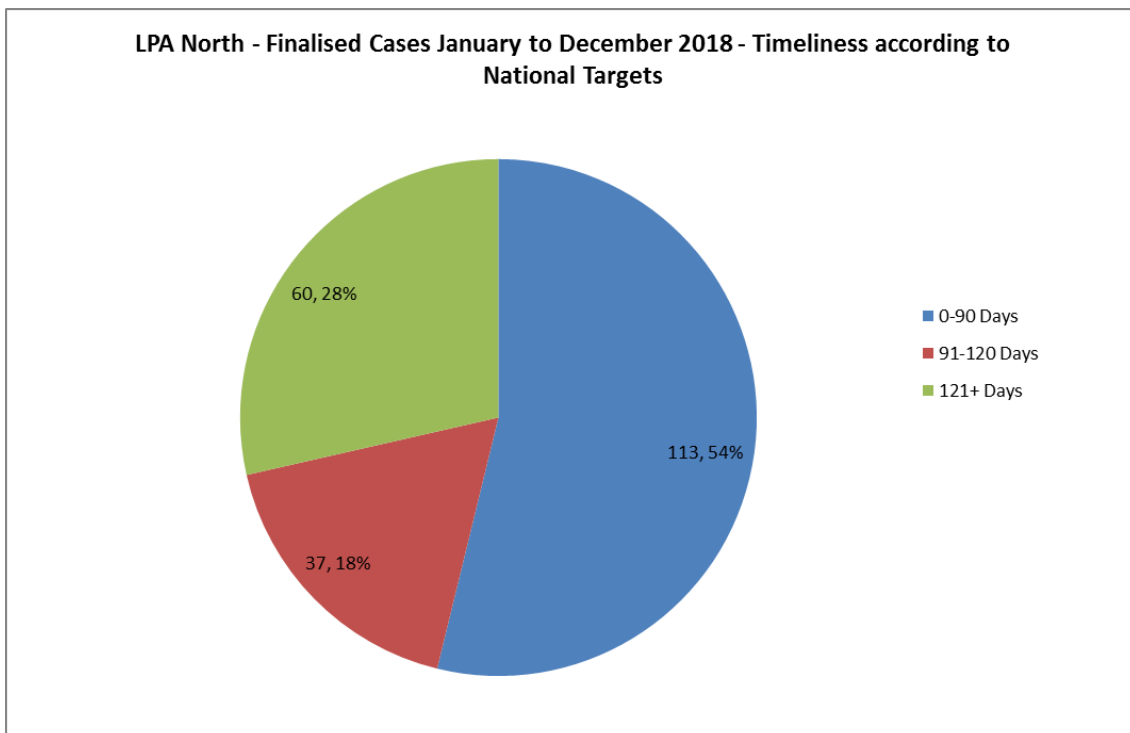
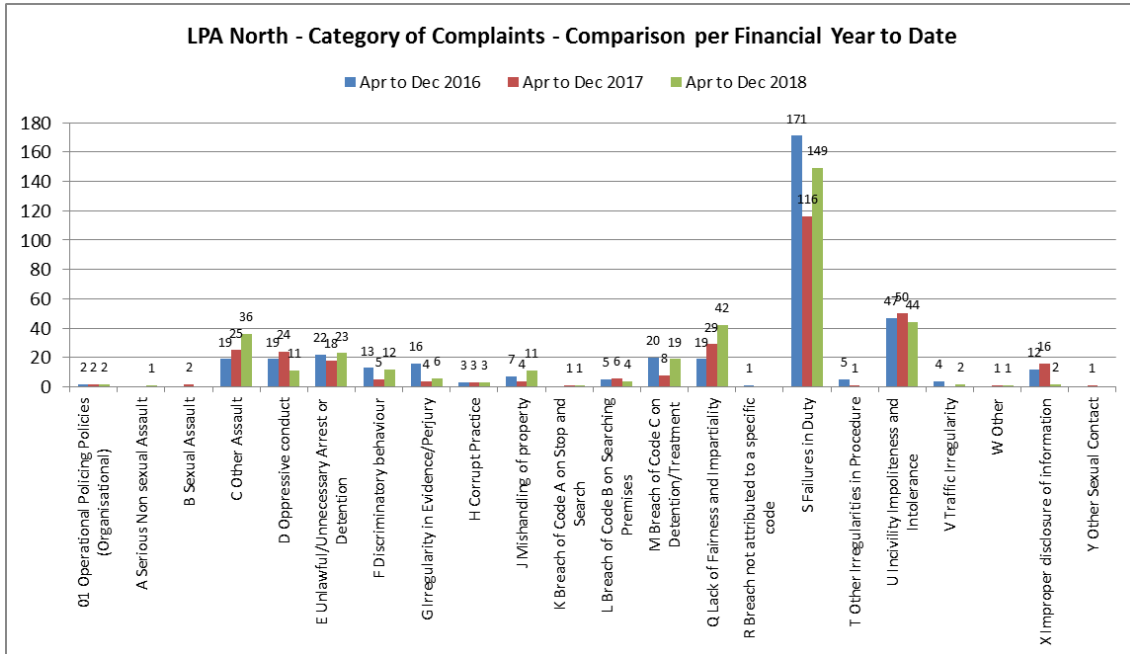
There has been an increase in the number of complaints recorded under HQ Command (PSD), for numerous months over the time-frame. This is due to a requirement for certain cases to be changed to PSD ownership on Centurion.

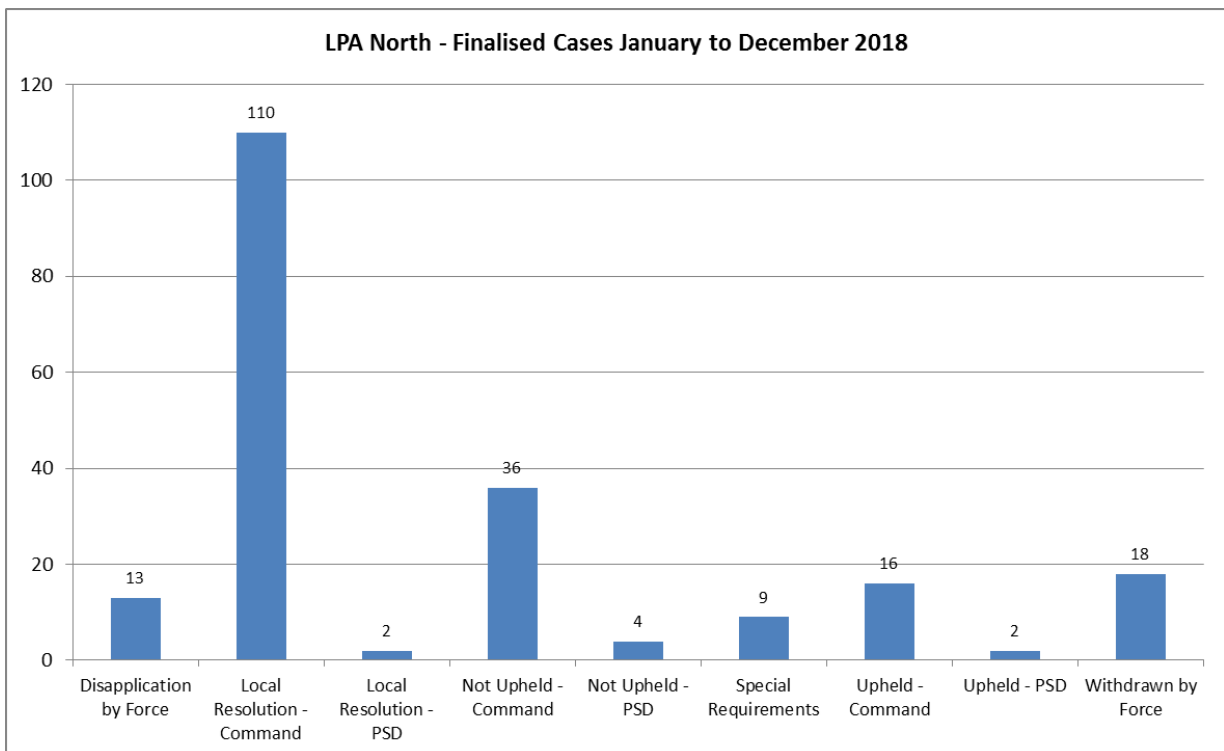
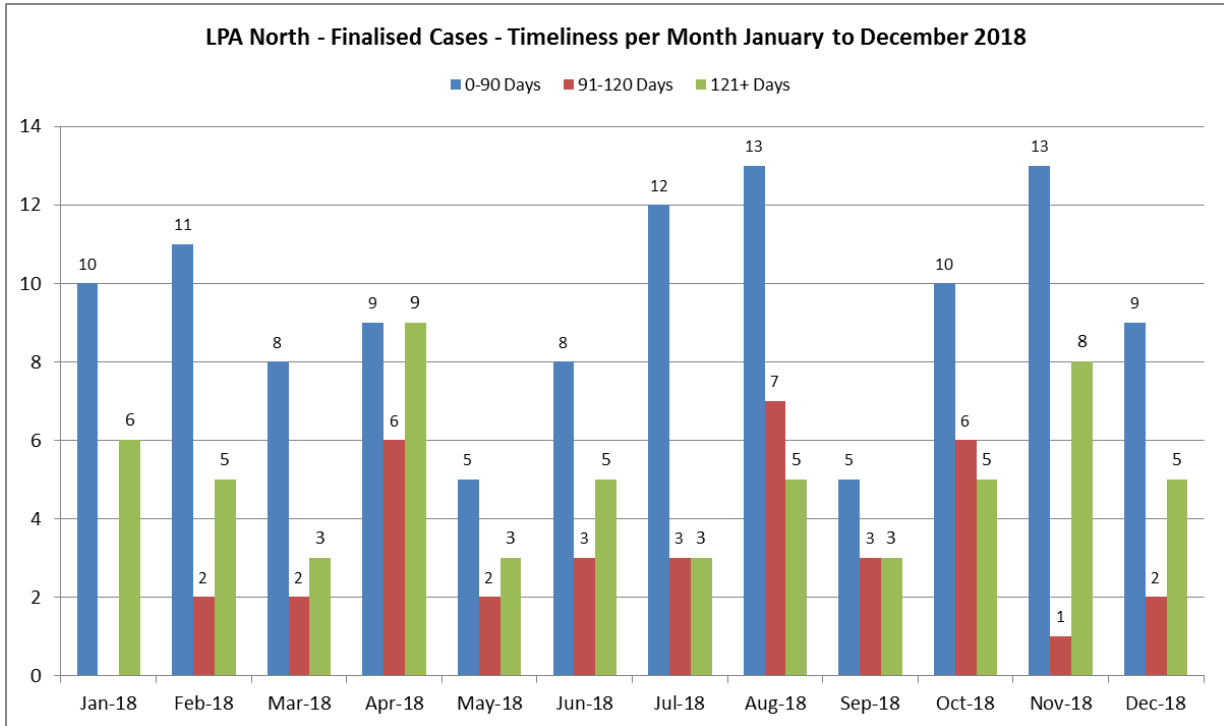




## Local Policing Area – North

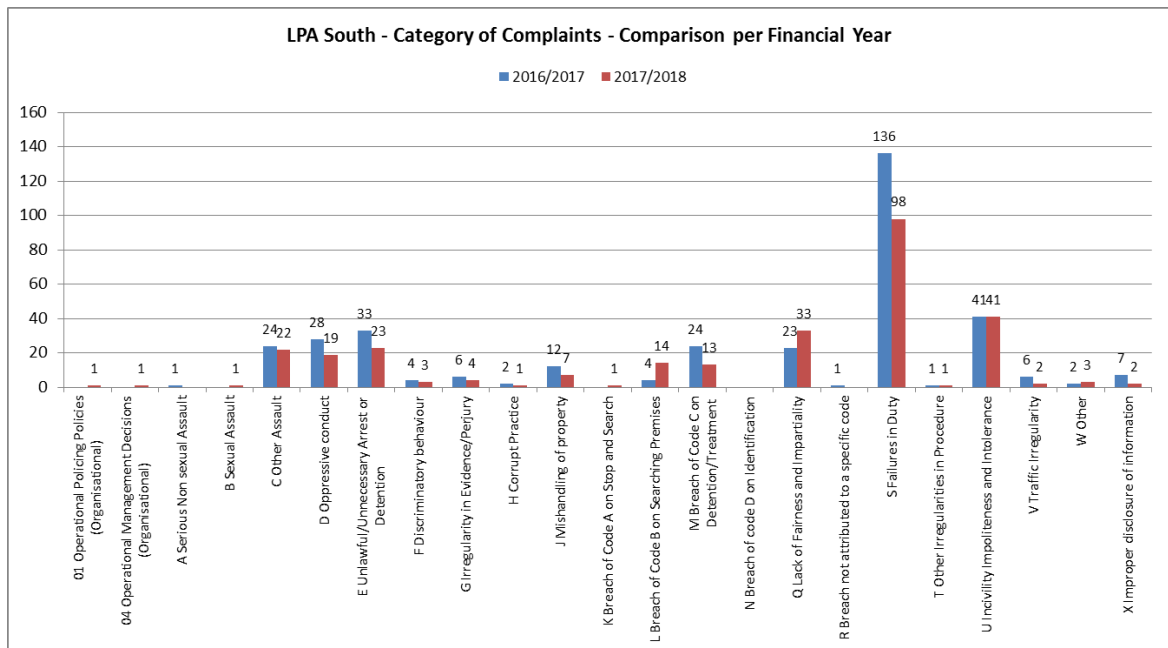
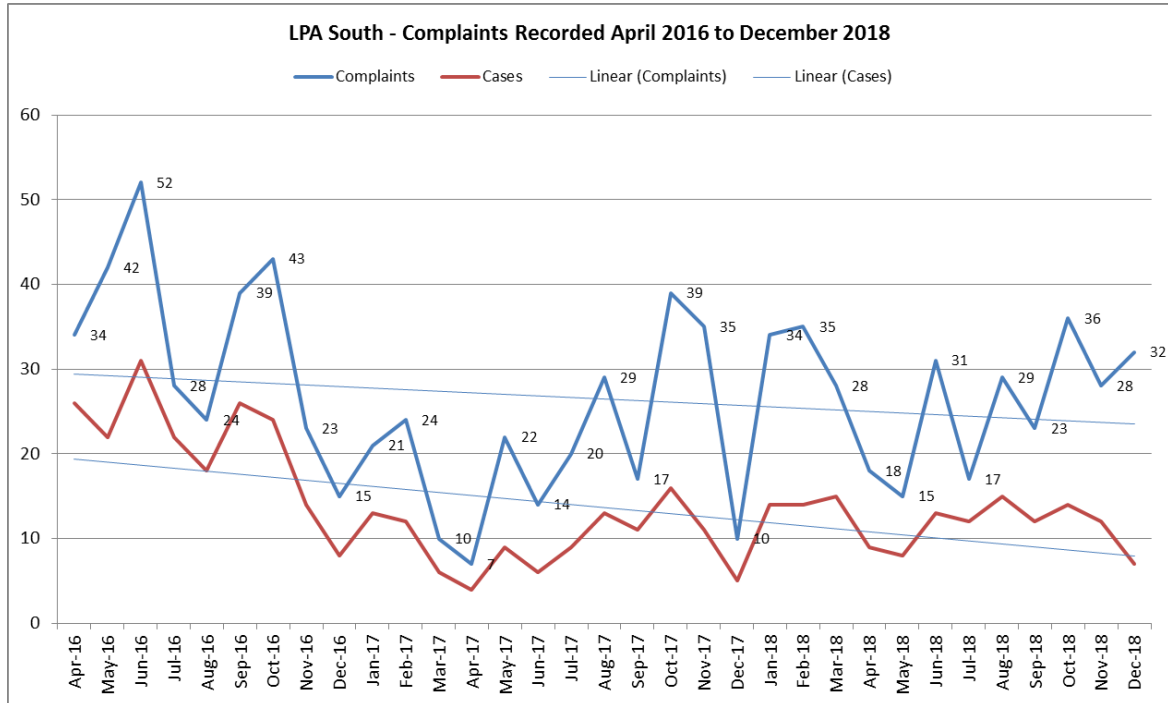


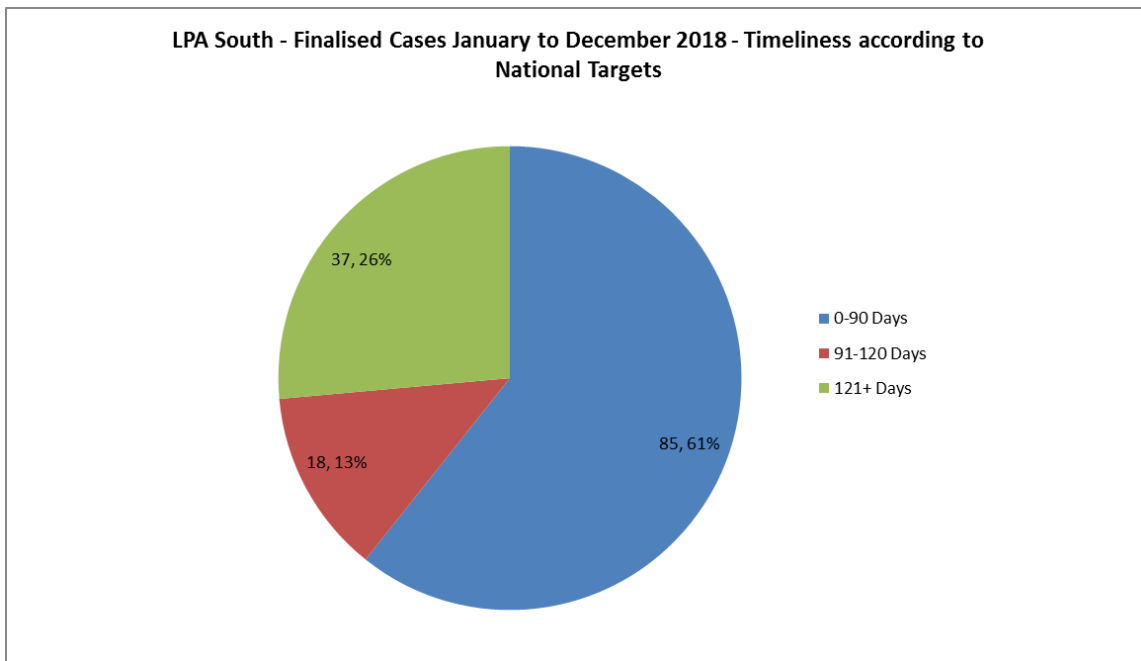
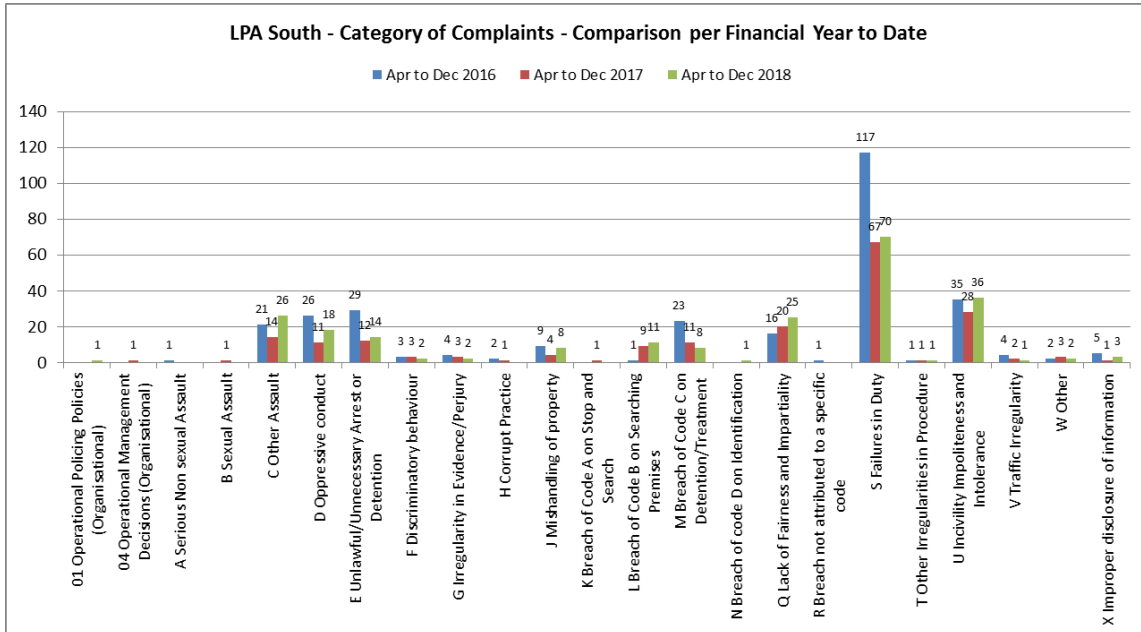


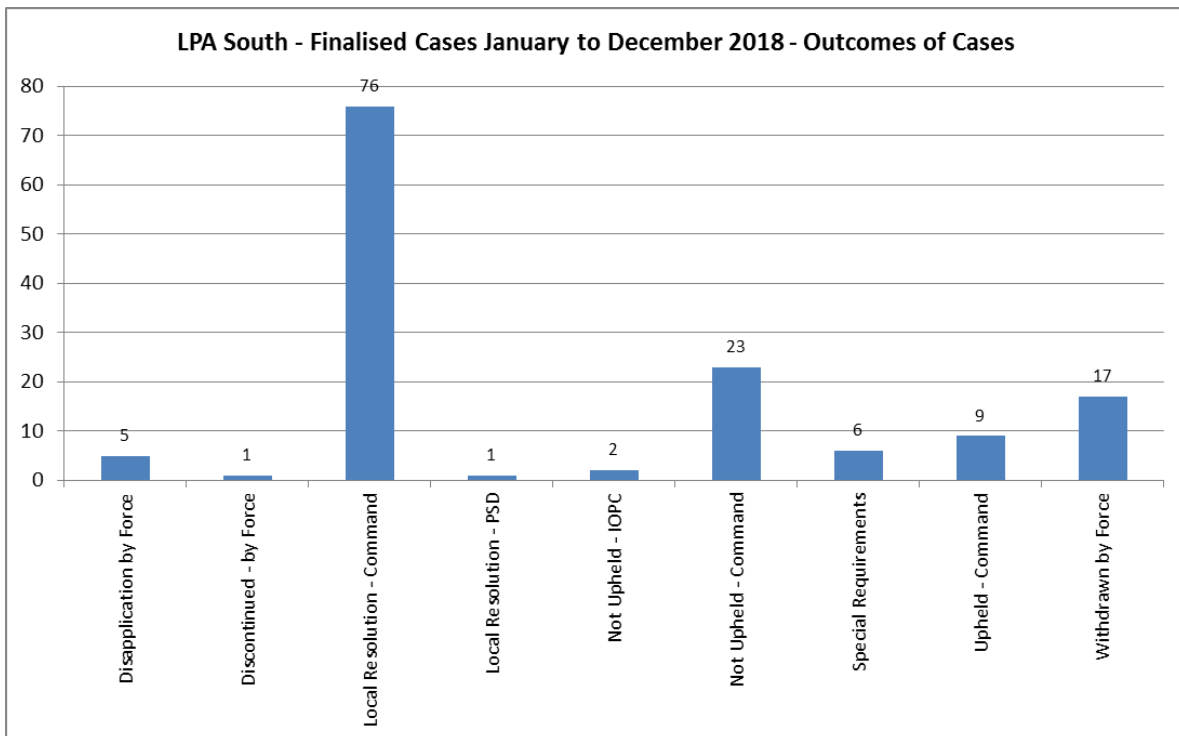
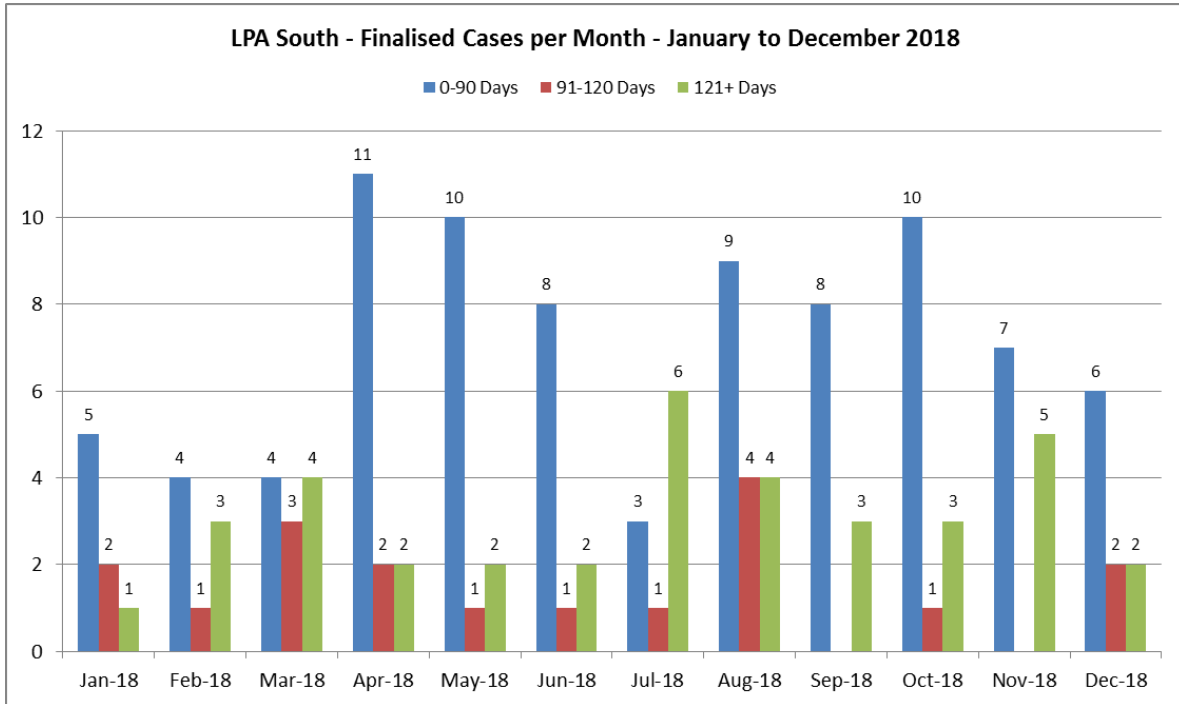




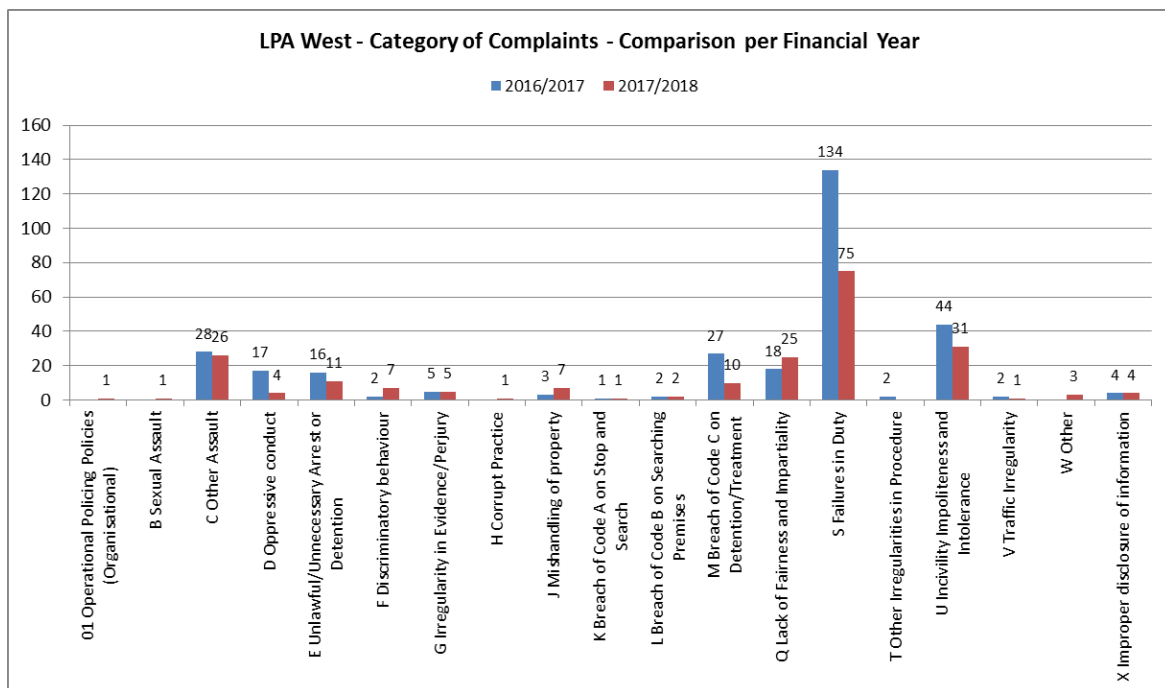
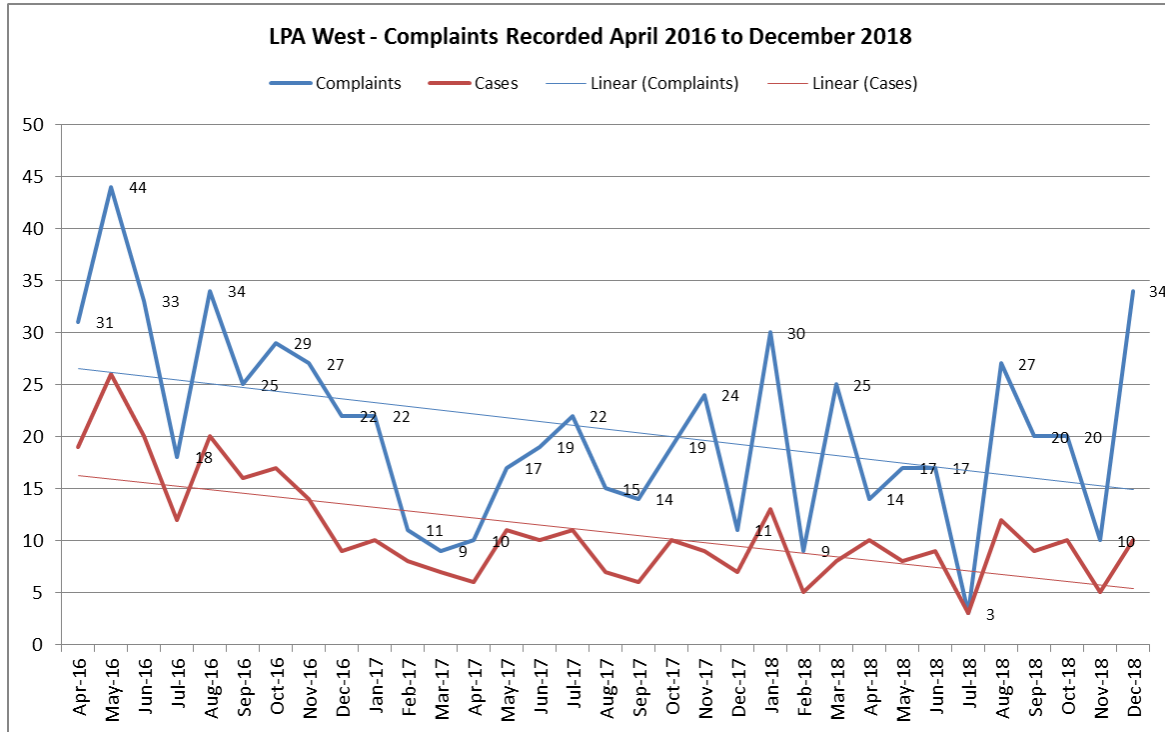
## Local Policing Area - South

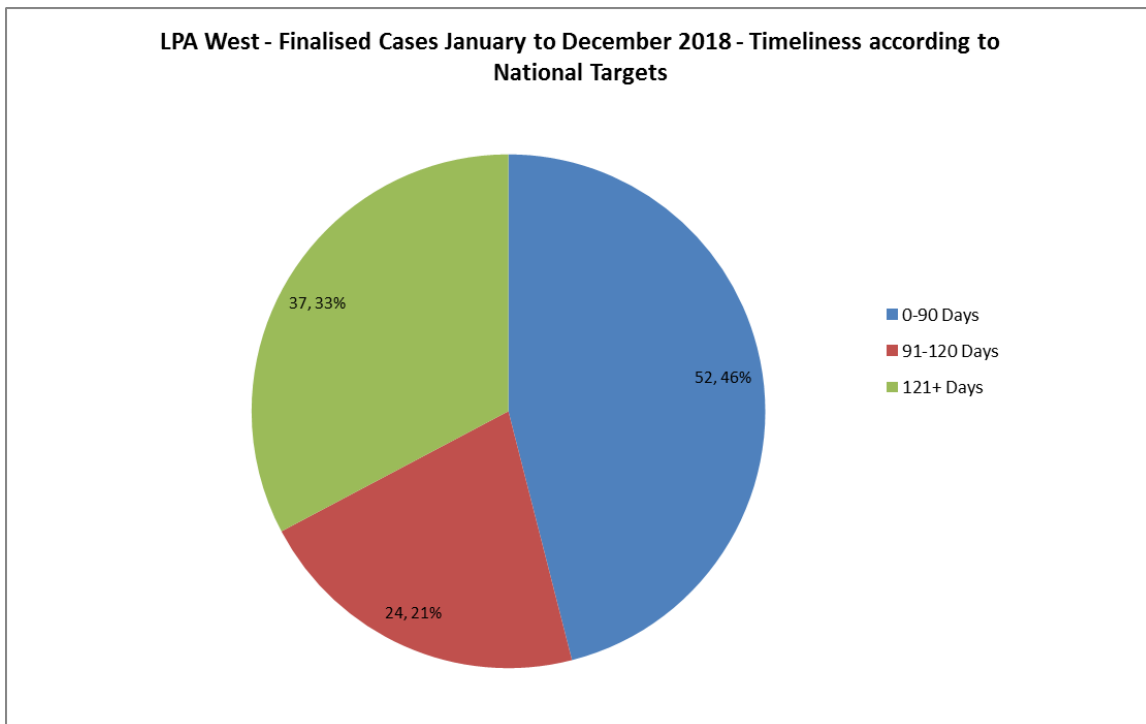
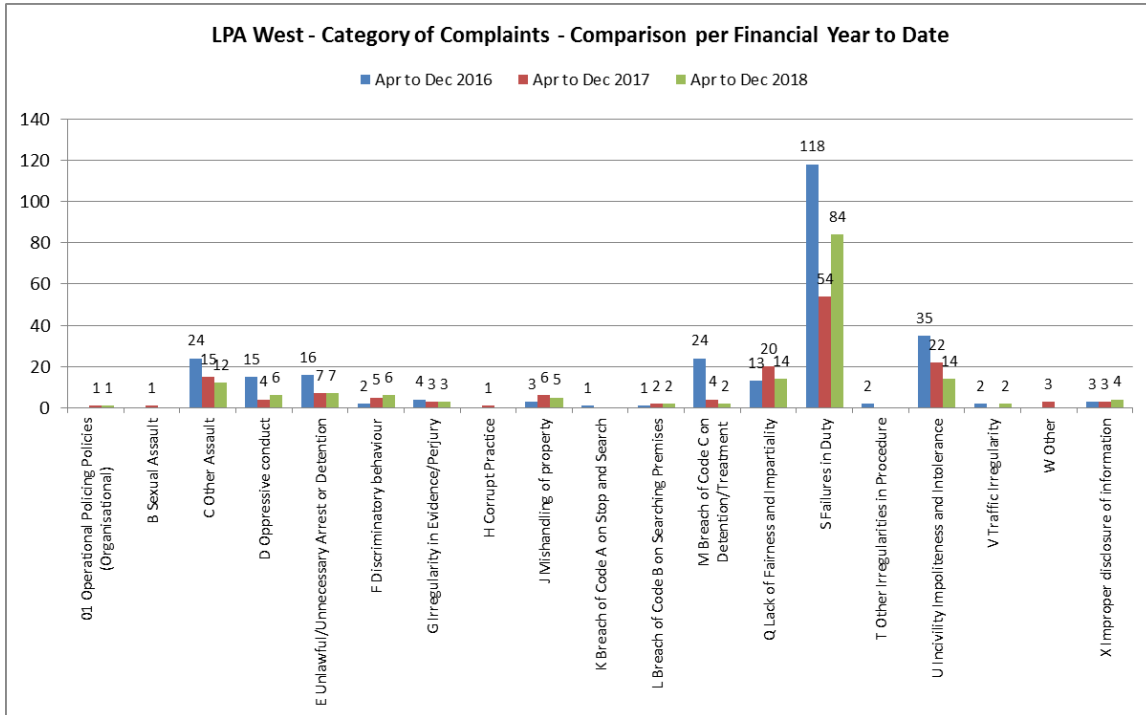


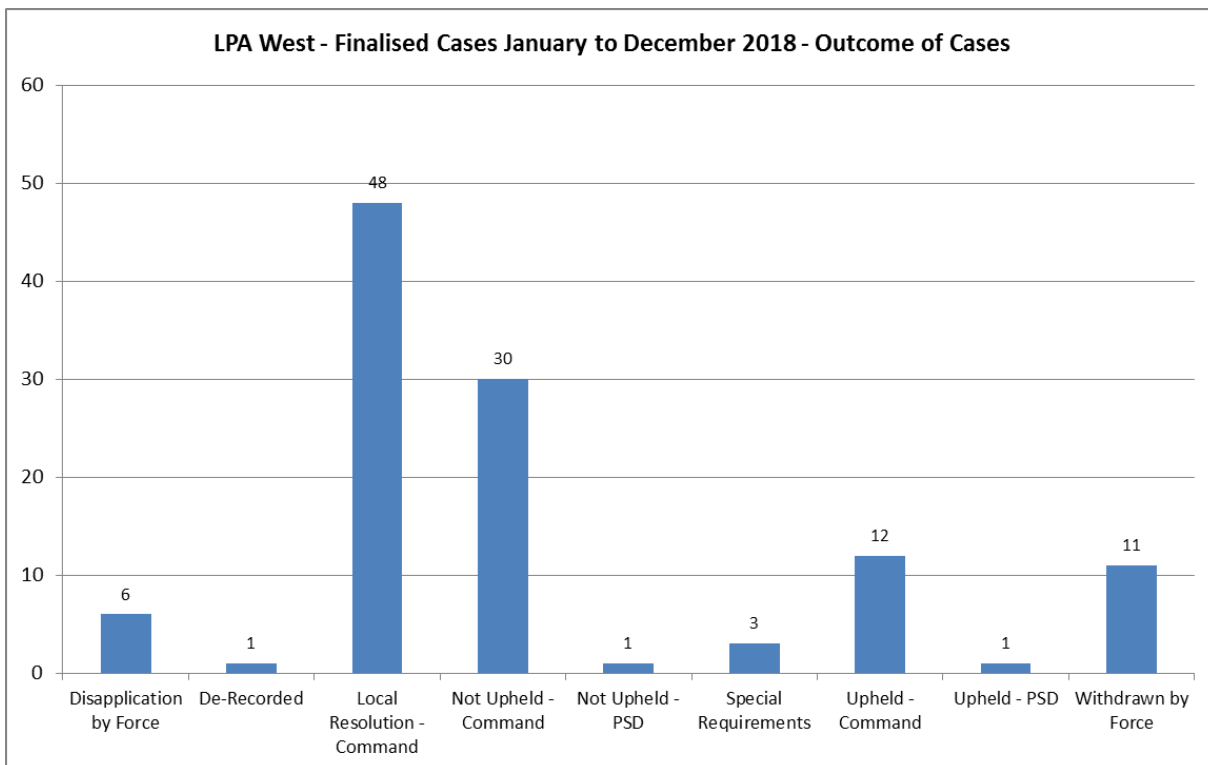
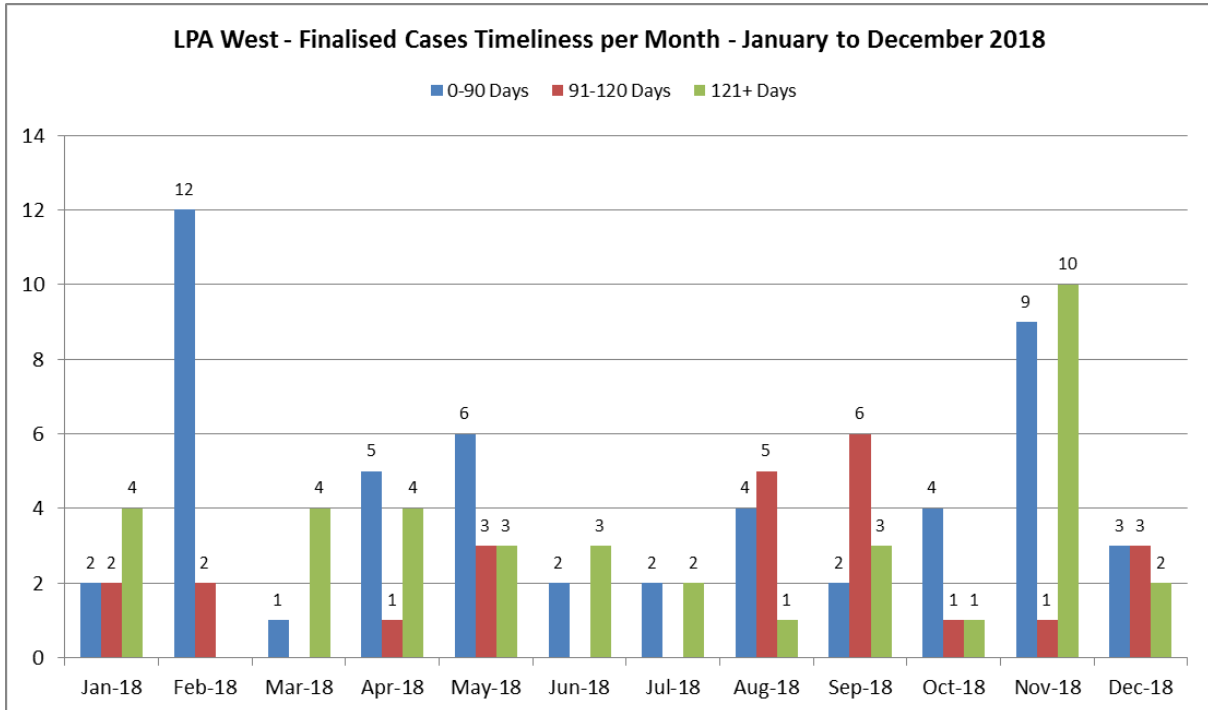




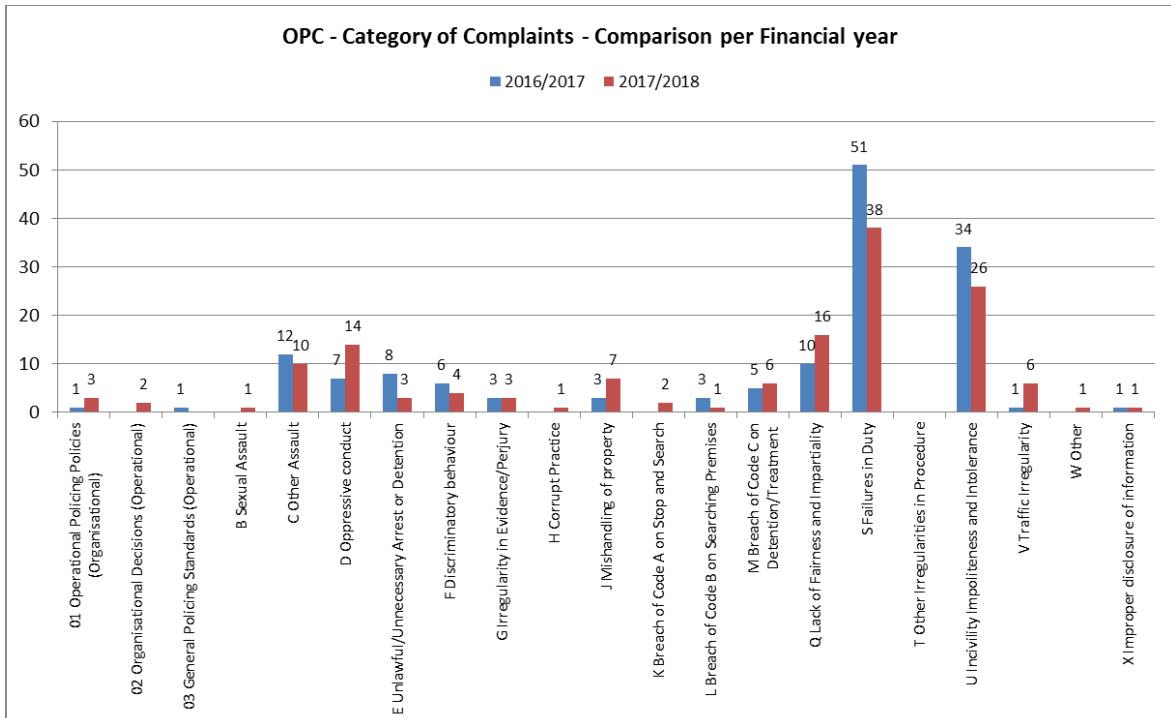
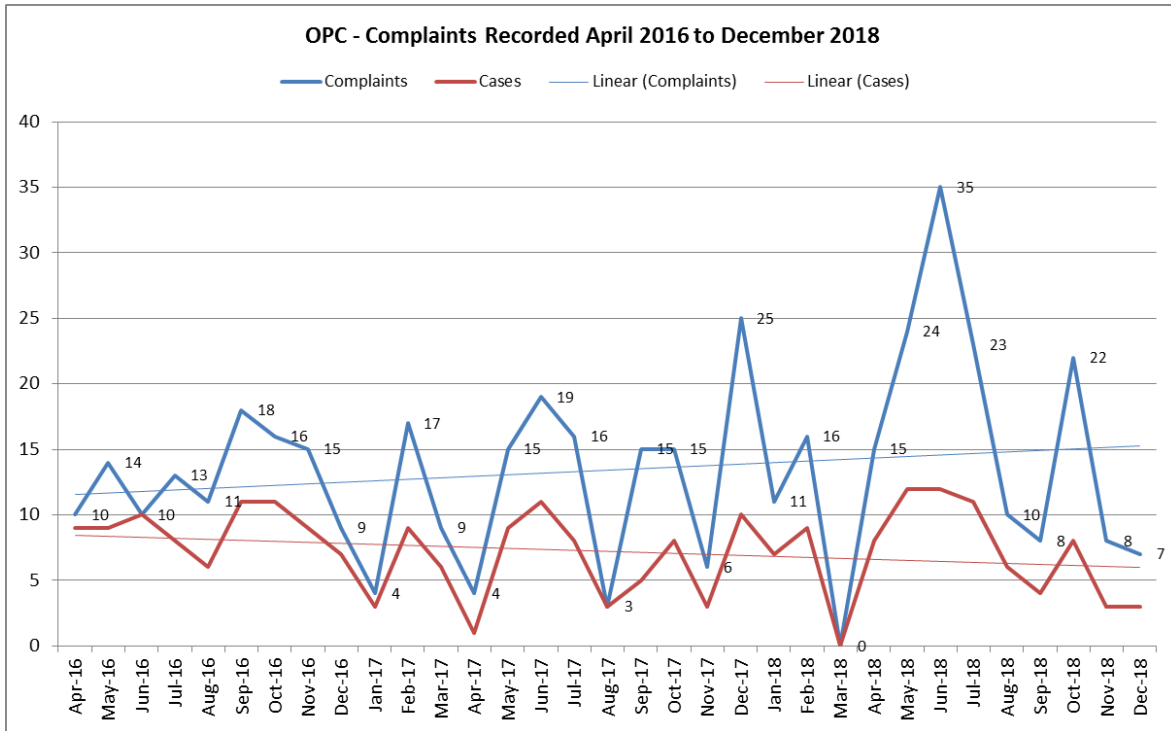
## Local Policing Area - West

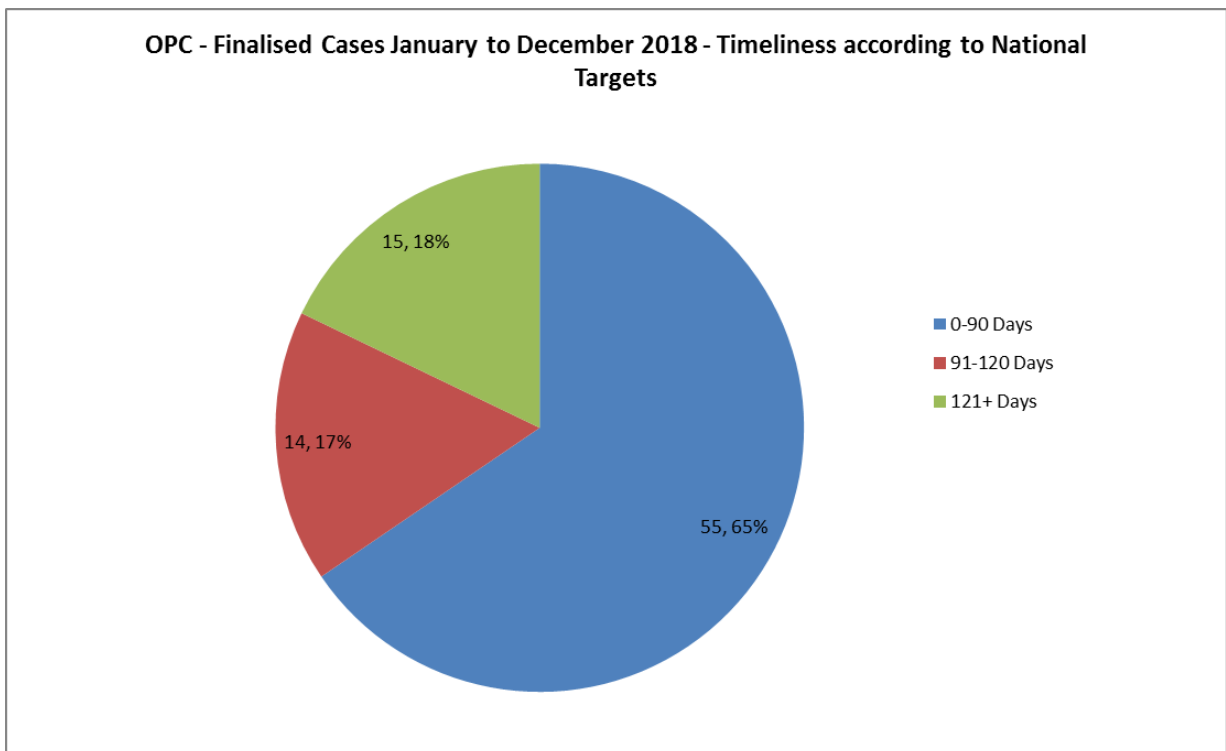
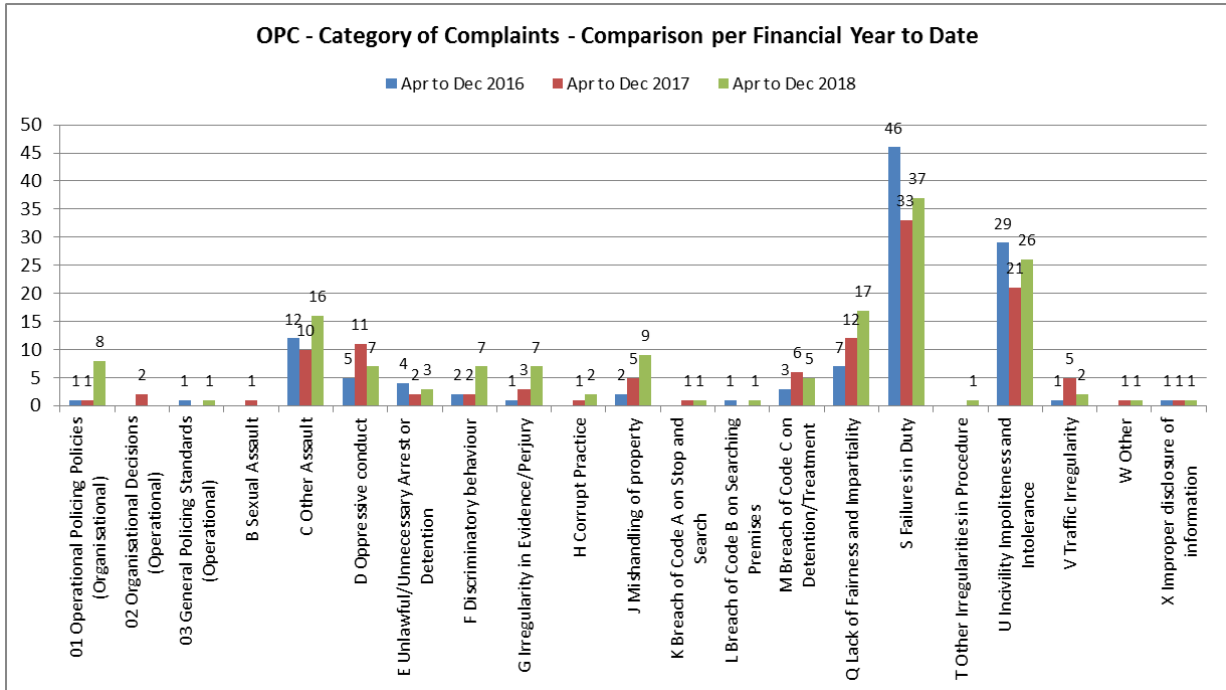




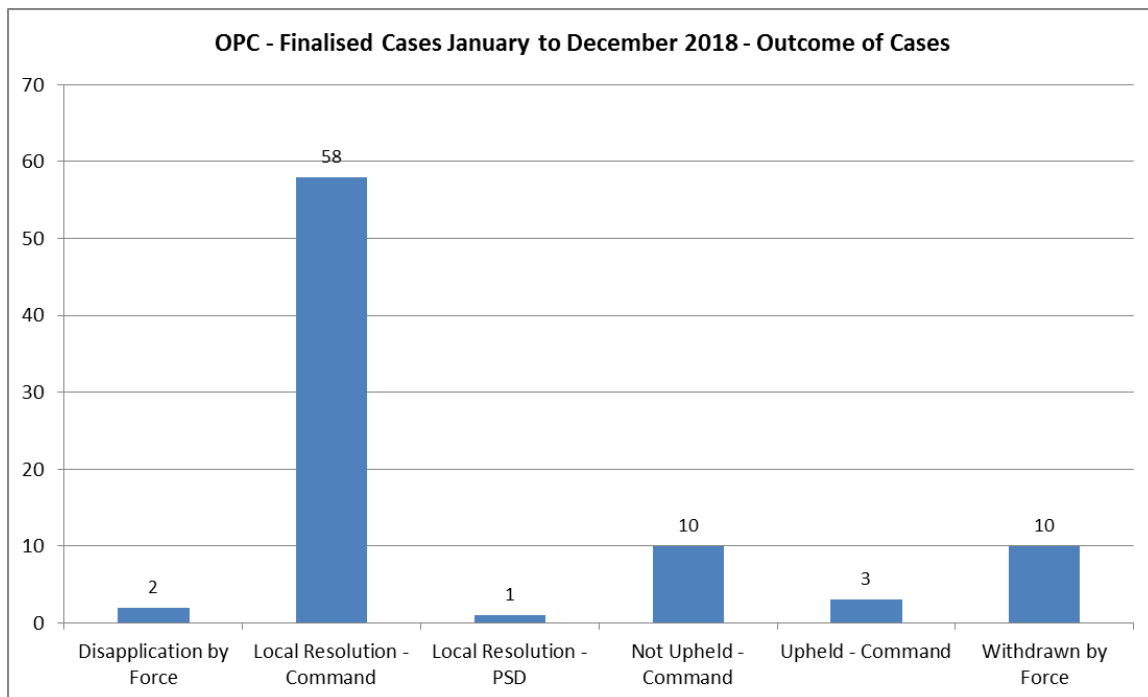
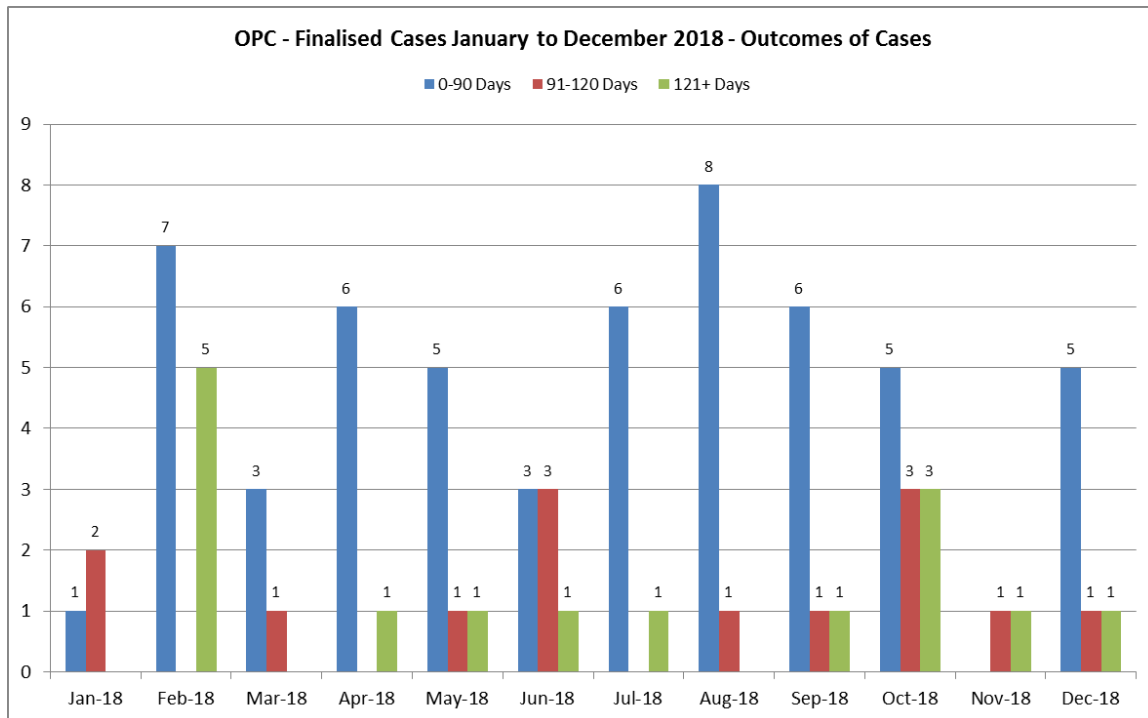


## Operational Policing Command

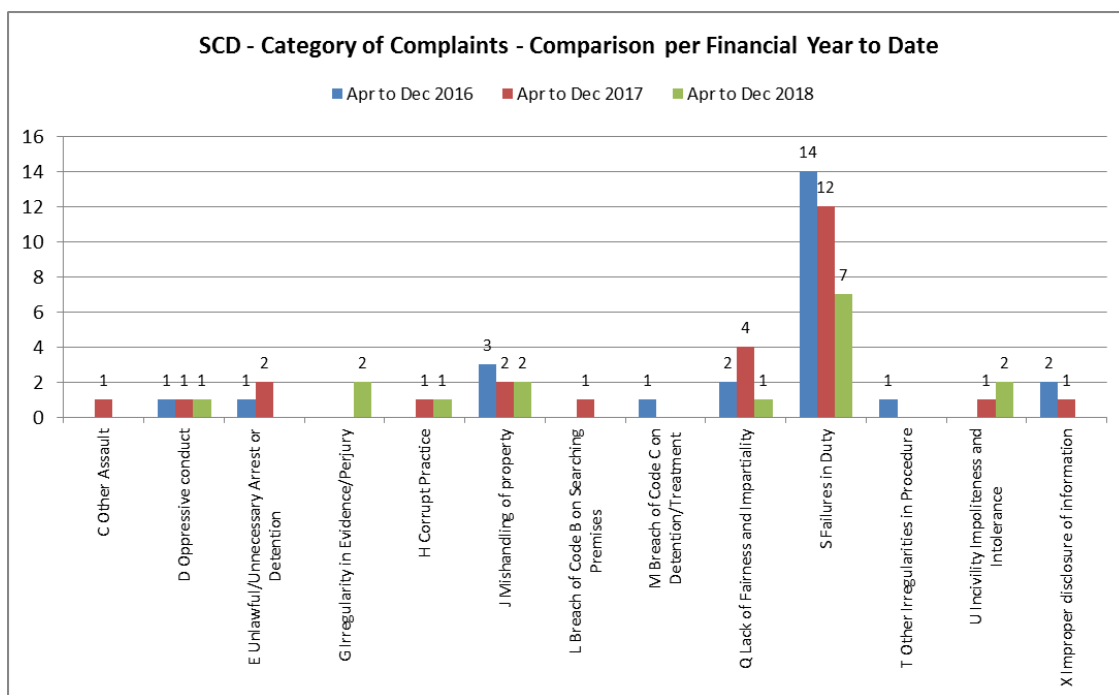
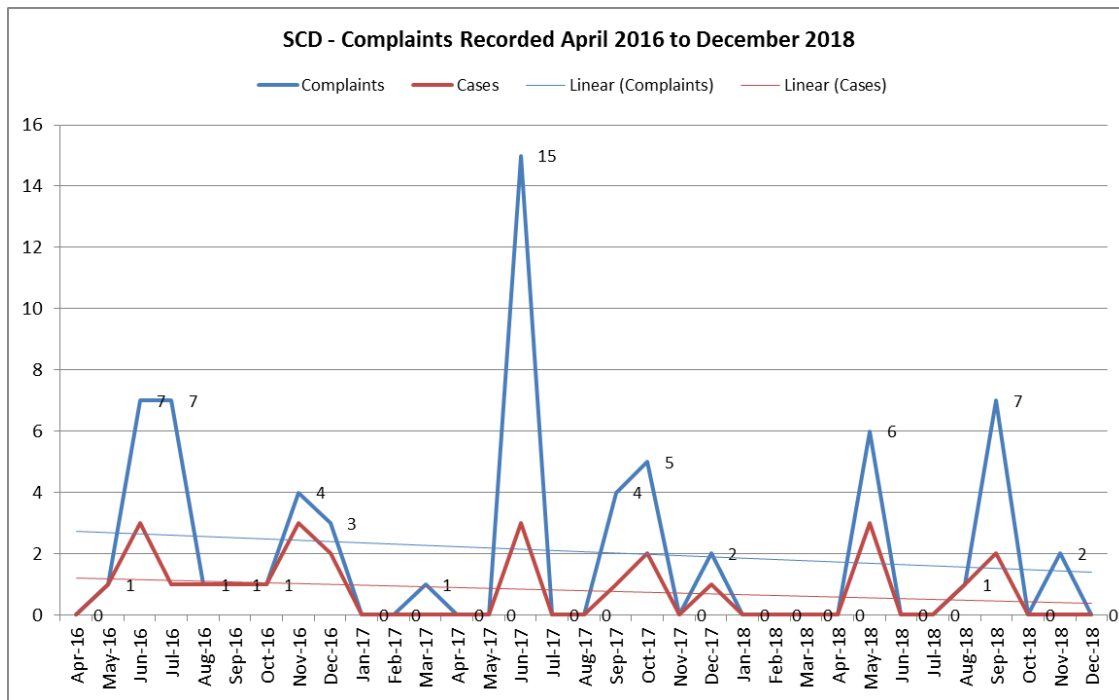




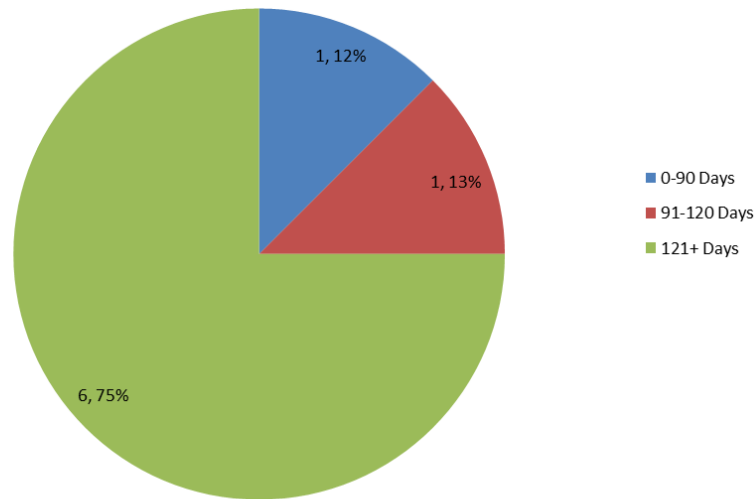




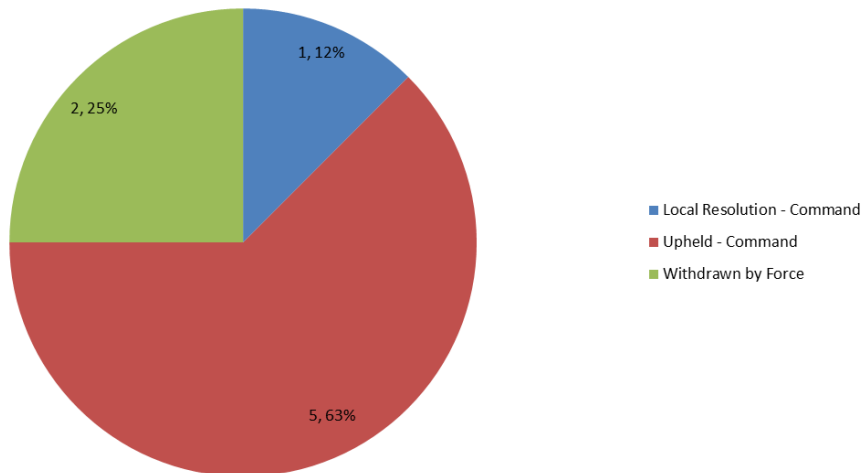
## Serious Crime Directorate



SCD - Finalised Cases January to December 2018 - Timeliness according to National Targets



SCD - Finalised Cases January to December 2018 - Outcomes of Cases



### **Support Services (SPS)**

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

**Eight complaints/Seven 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 - De-recorded.**

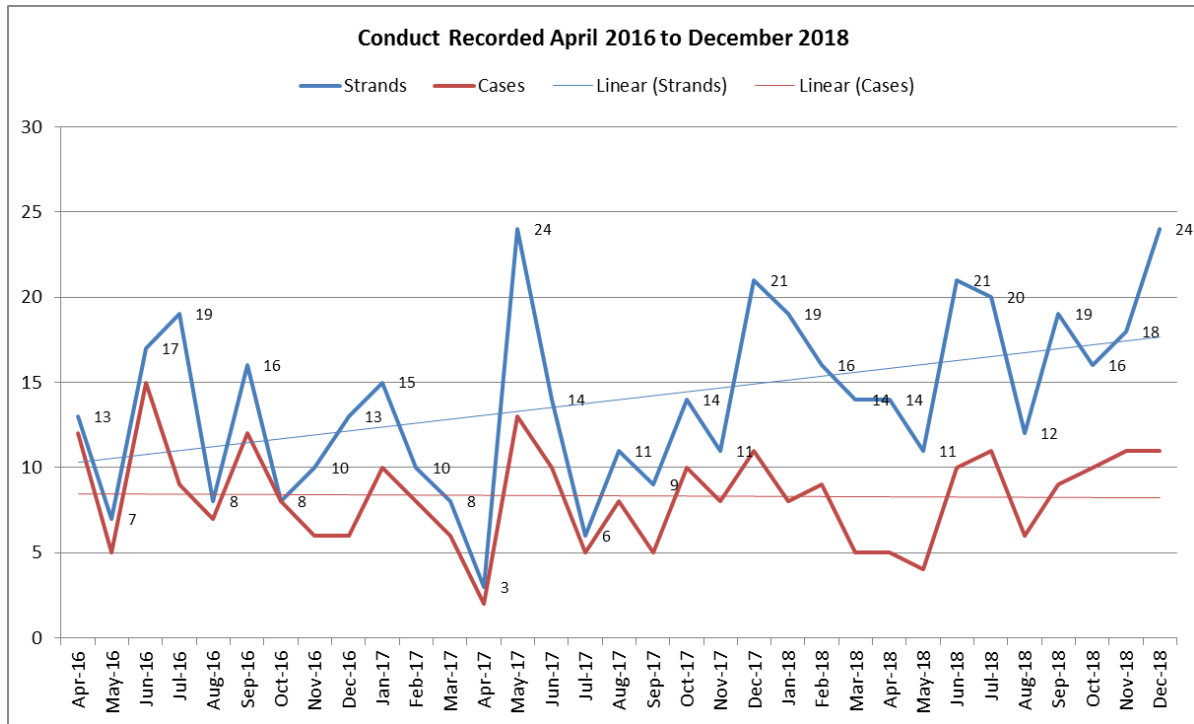
**July 2018 - Incivility - HR & Training - Finalised in 57 Days, Outcome Local Resolution Command.**

**August 2018 - Operational Policing Policies - HR & Training - Finalised in 80 days - Outcome Local Resolution Command.**

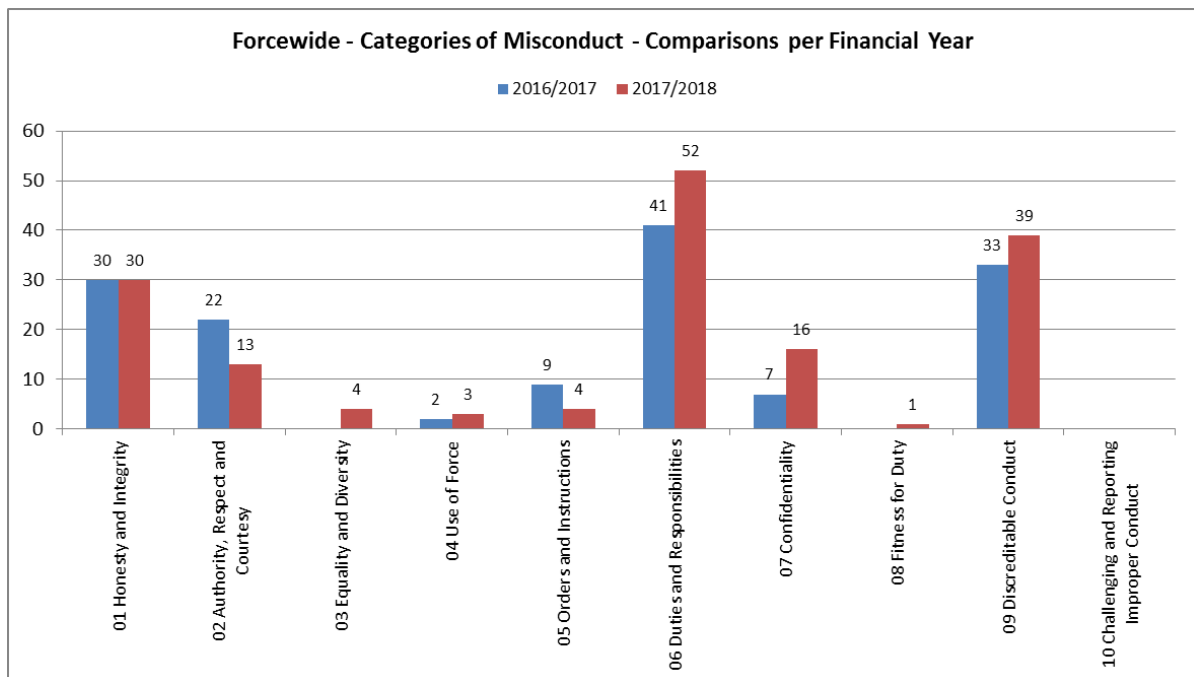
**December 2018 - Operational Policing Policies - HR & Training - Local Resolution Command.**

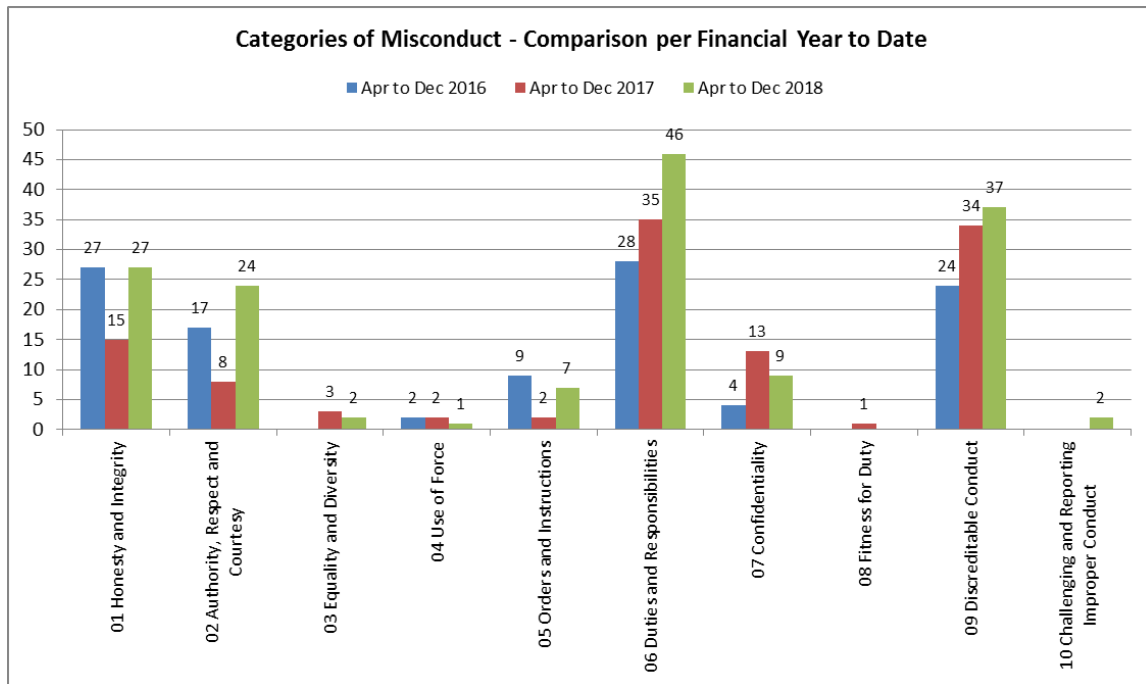
**Please note that those recorded as HR & Training are often Probationer Officers.**

## Force Misconduct

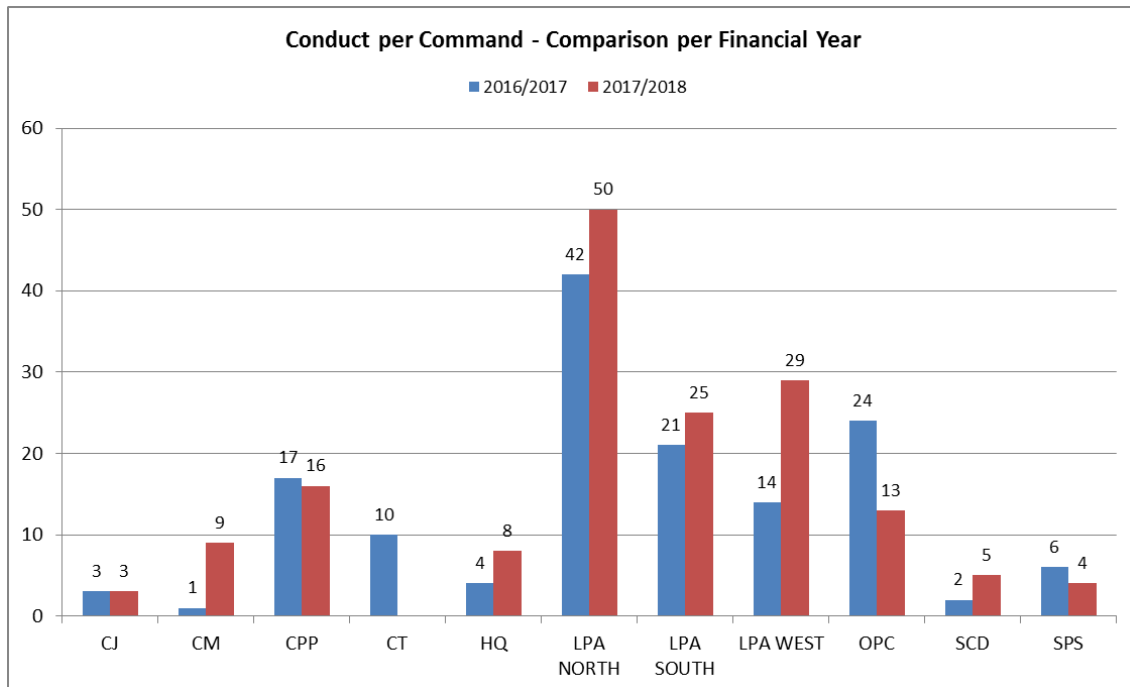


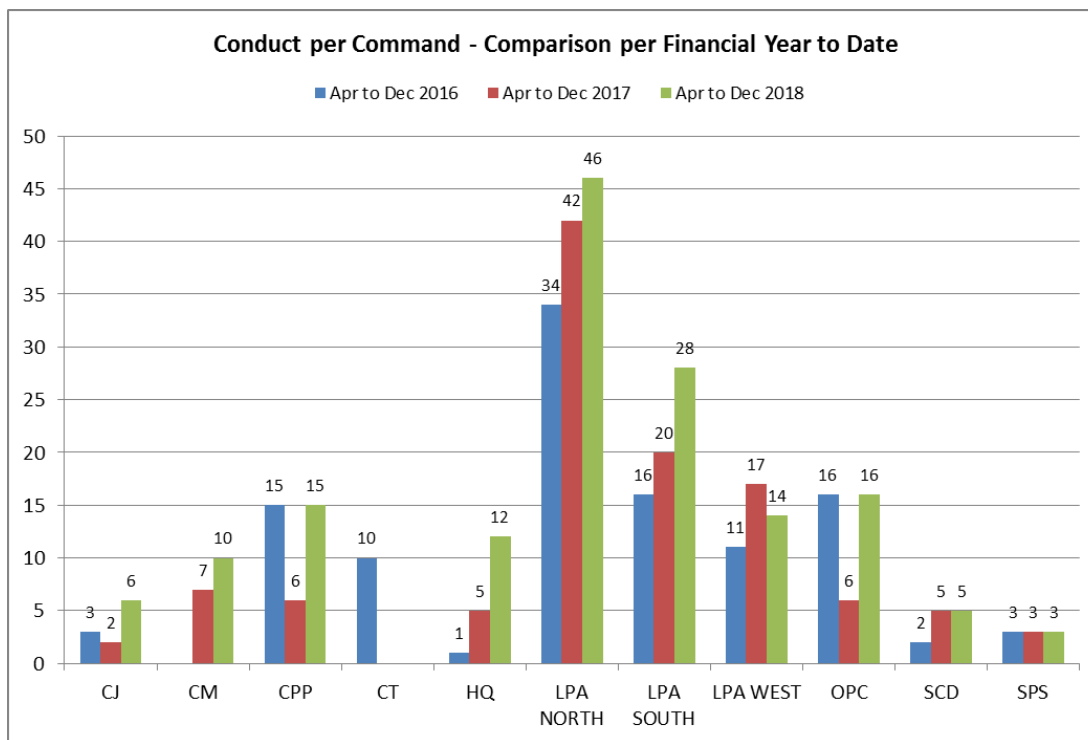
**There has been an increase of strands of conduct recorded; however, the number of overall cases has remained consistent.**





## Command Breakdown of Misconduct

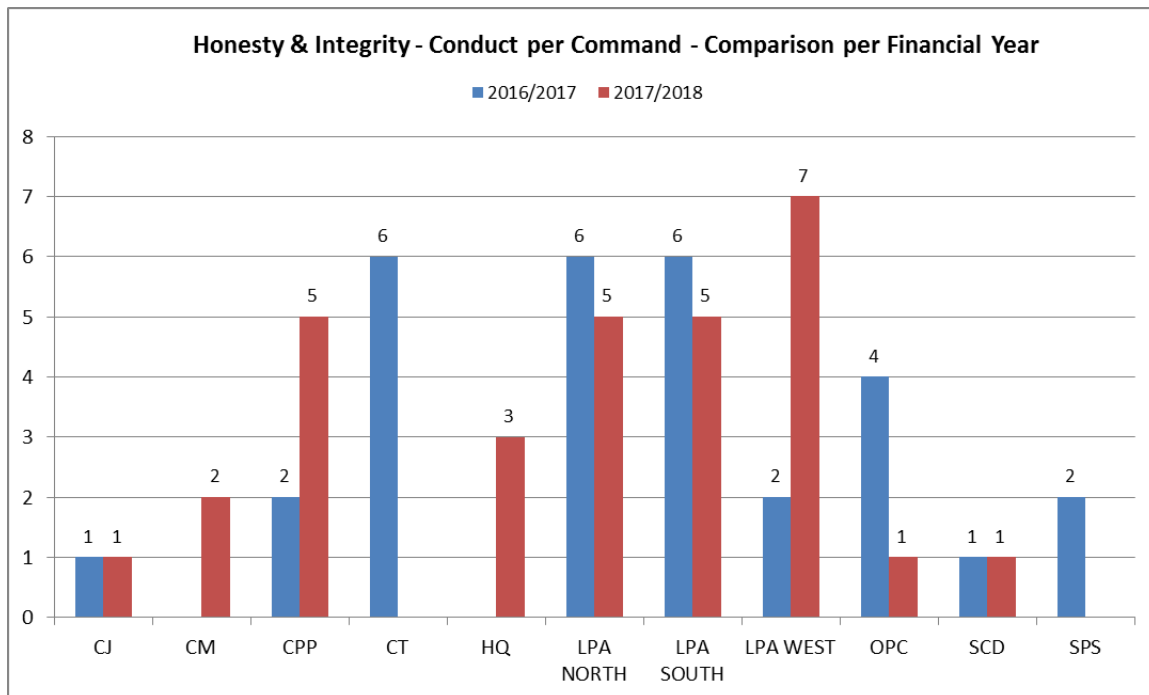
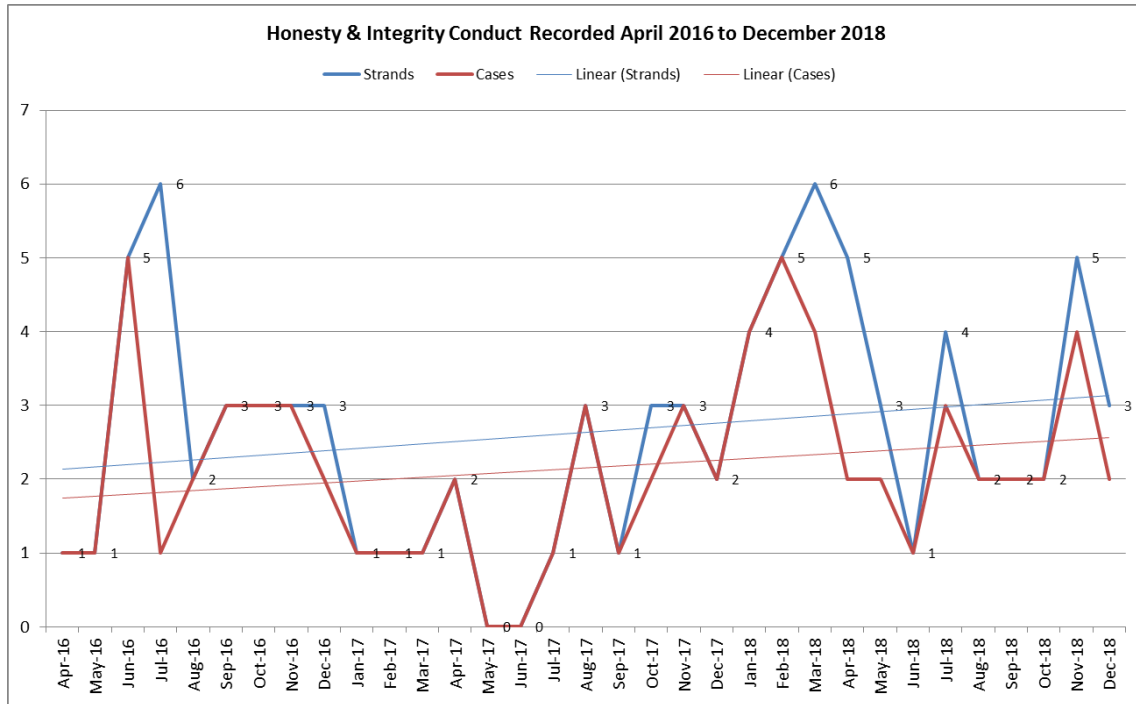




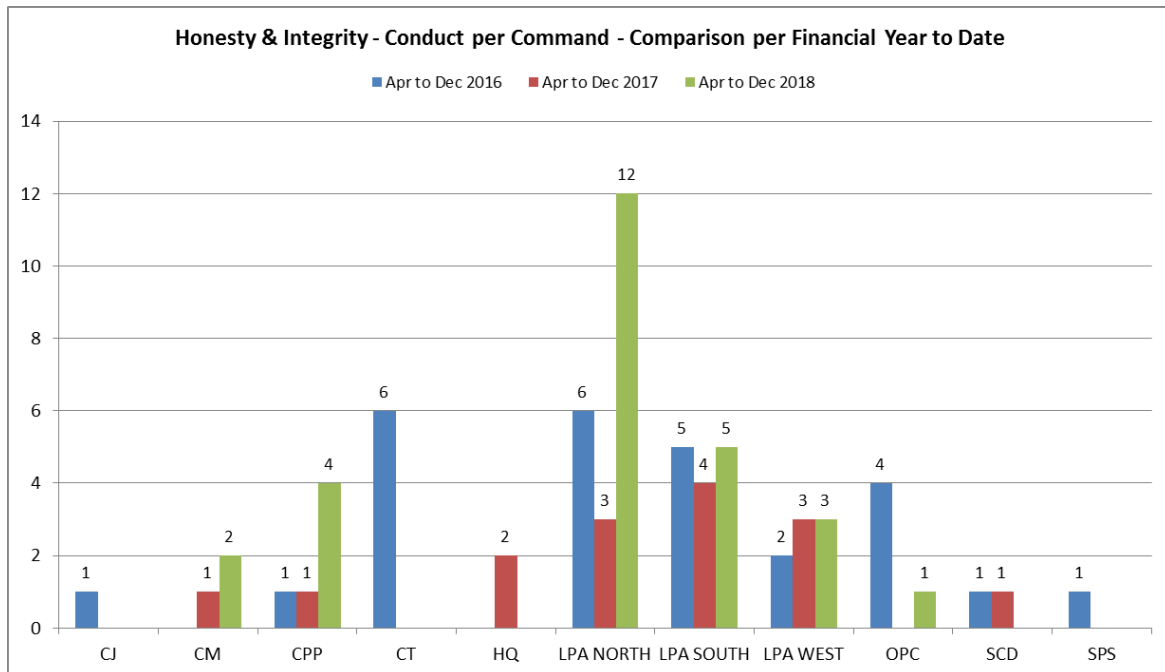
**Please note that the figures used for overall Conduct within this report are that of strands within a case, due to there often being more than one category recorded under one case. This is to ensure that the type of conduct is fully reflected.**

## Misconduct Categories

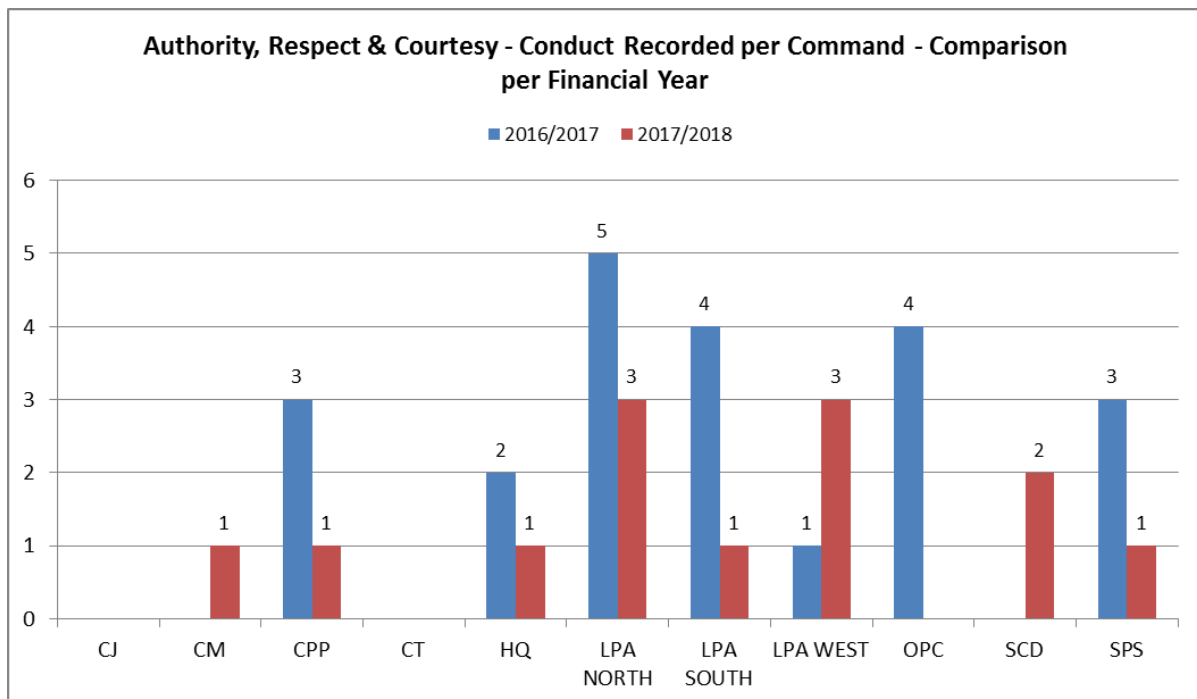
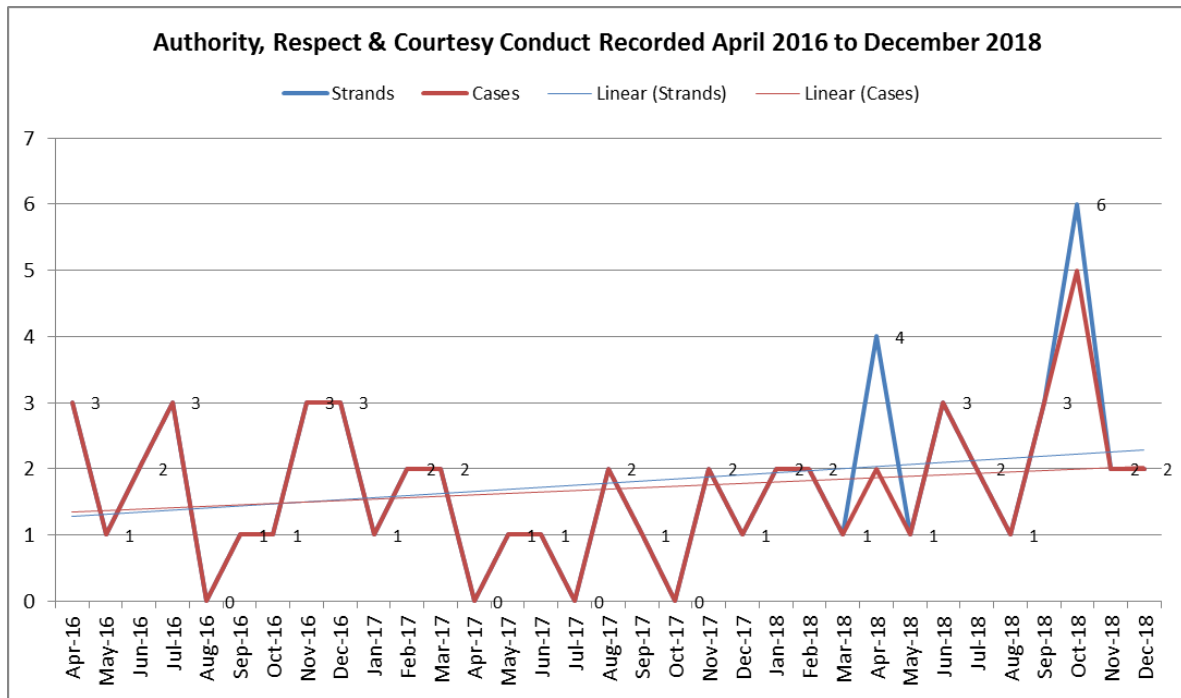
### Honesty and Integrity

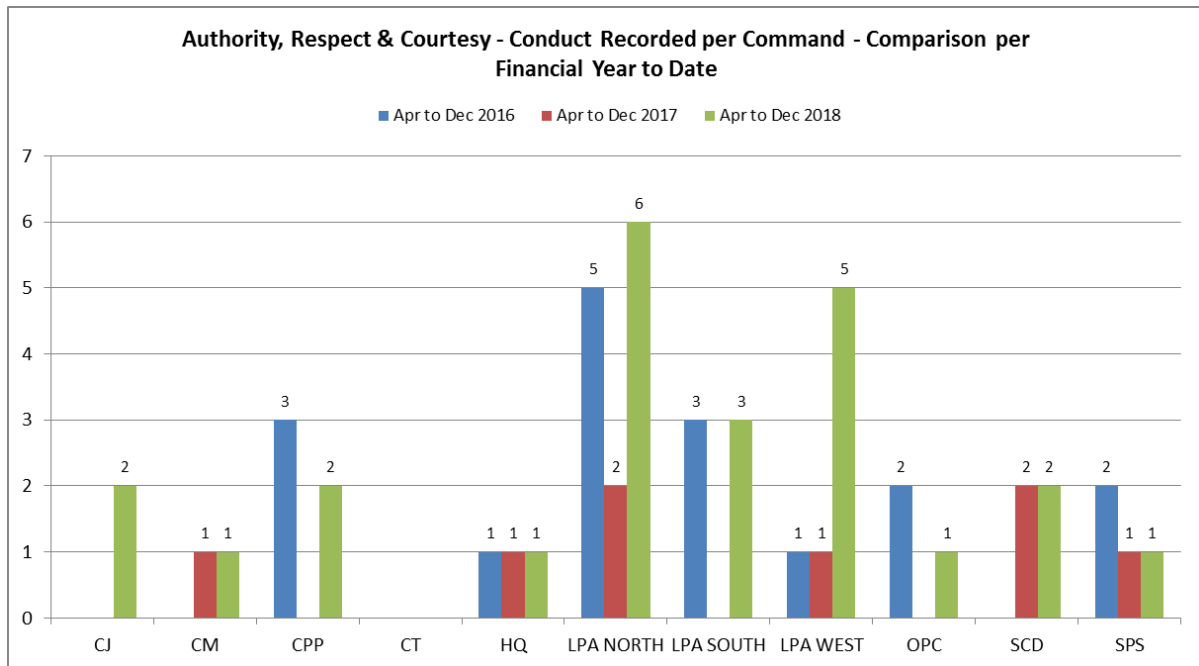




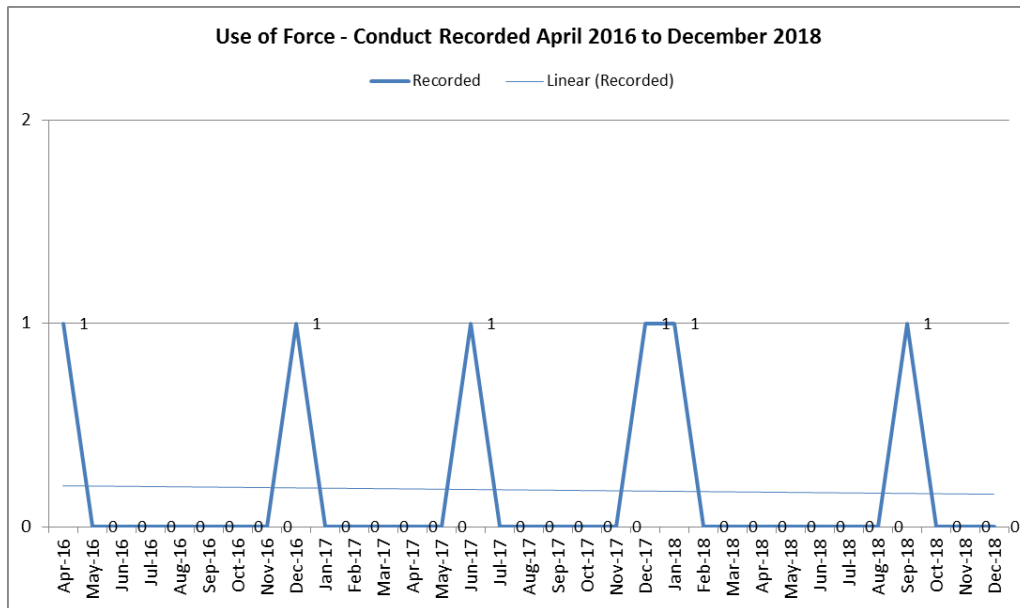


## Authority, Respect & Courtesy

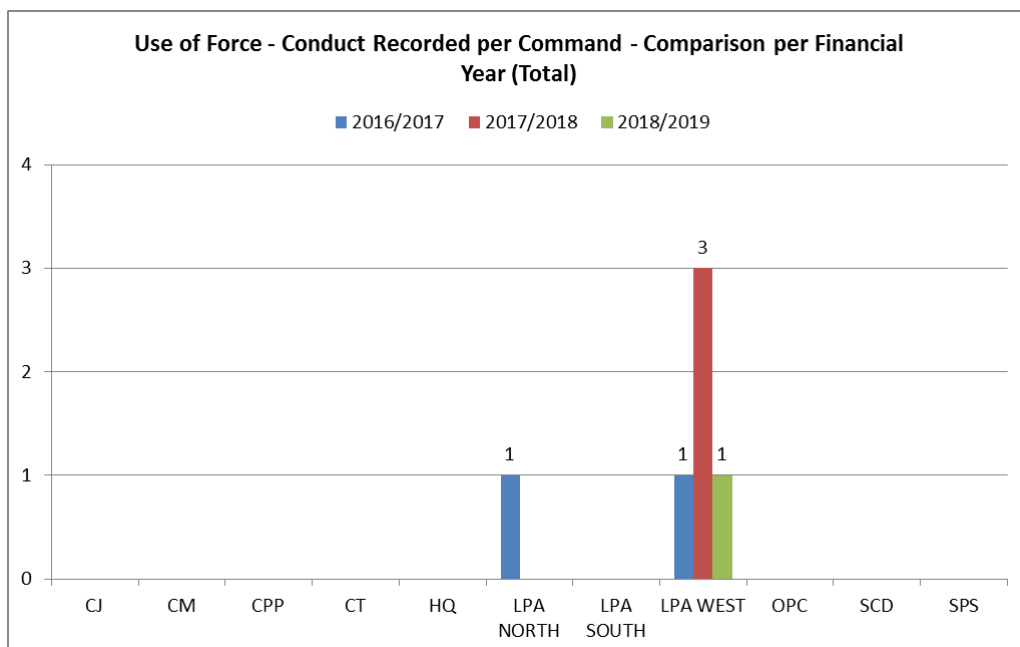




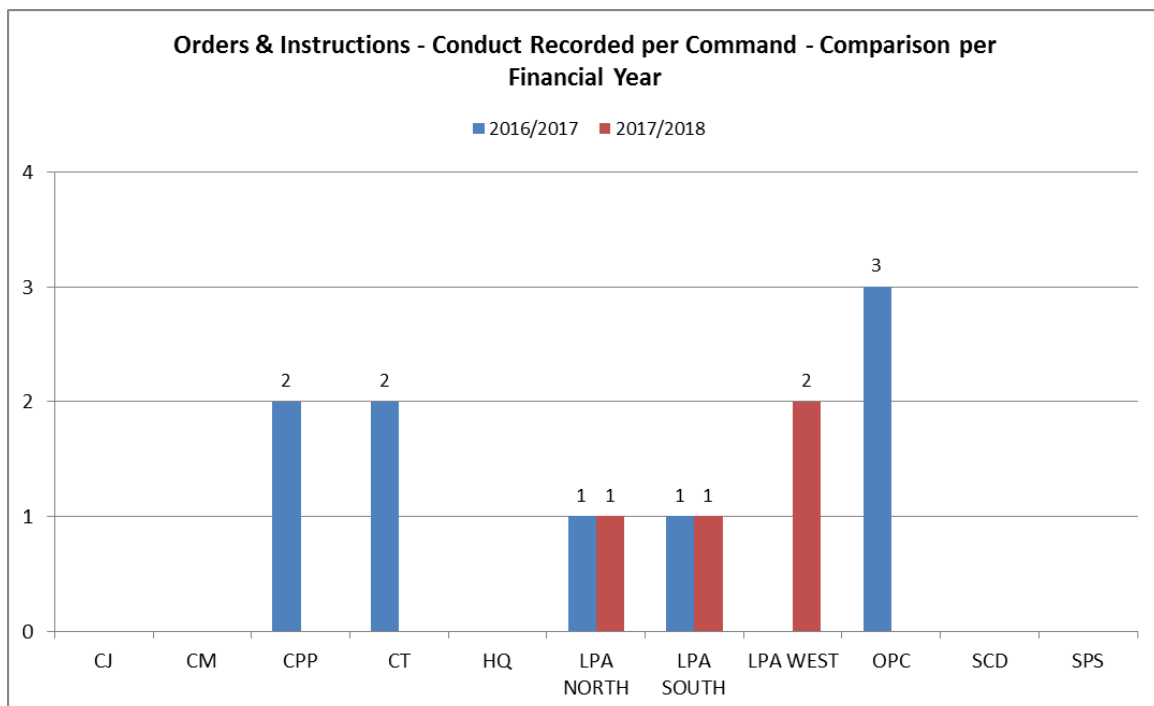
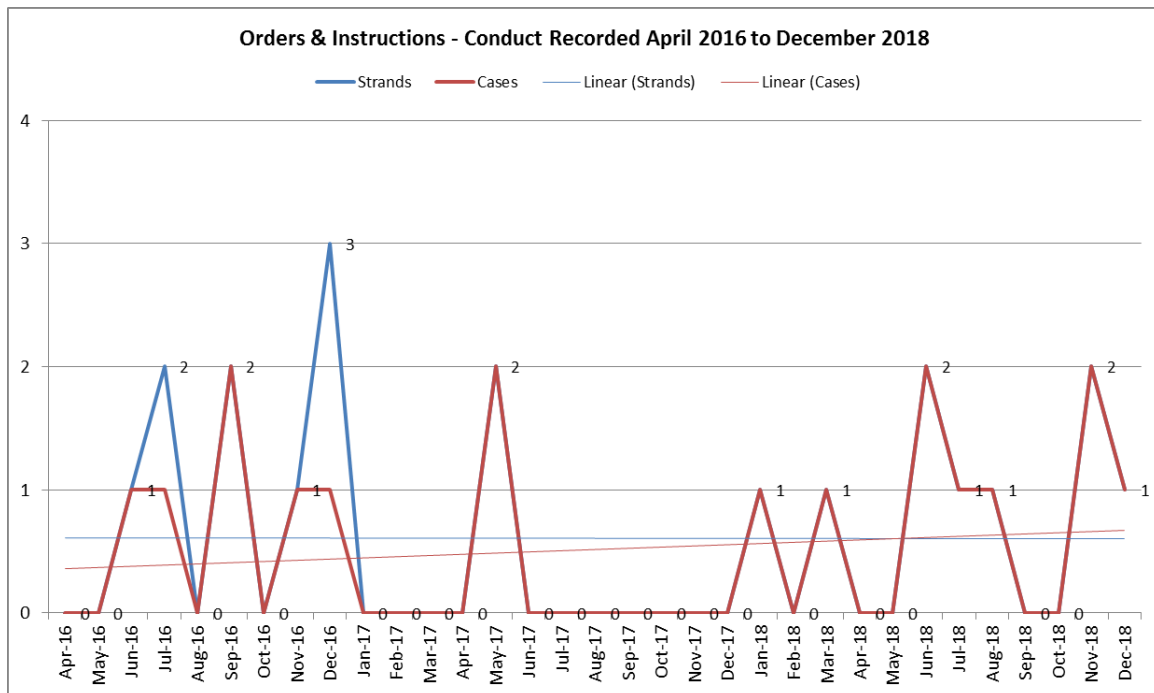
## Use of Force

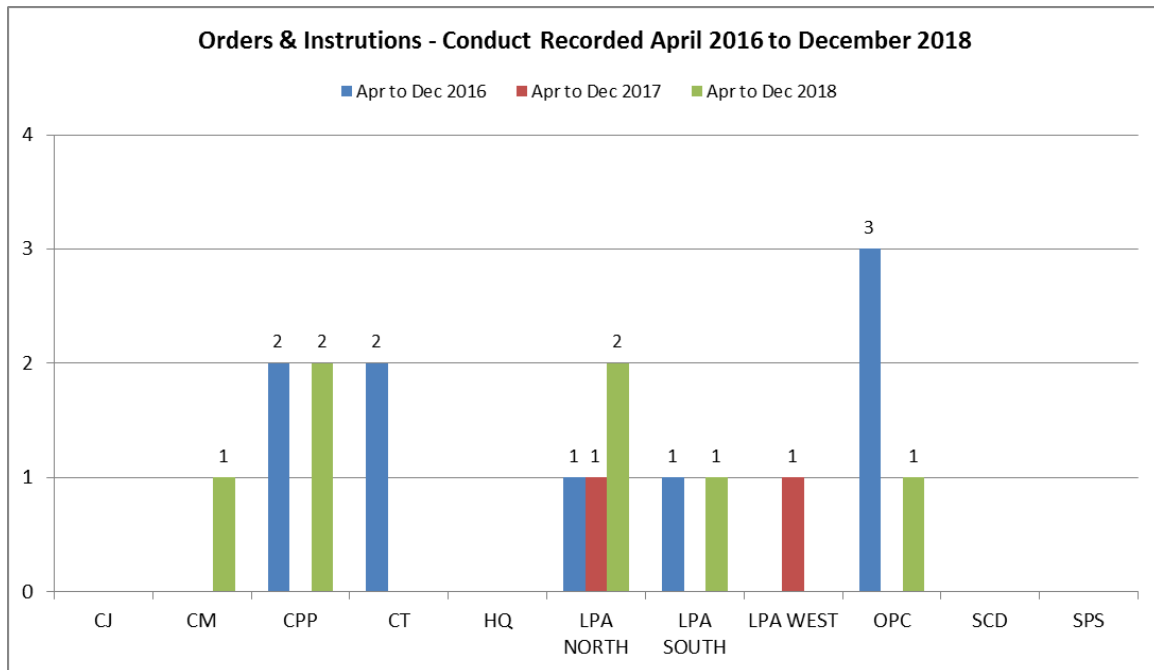


**There have been two Use of Force recorded so far in 2018, and only six in total since April 2016 (case numbers are same as complaints). The graph below shows a command comparison. The recent case in September 2018 was also in LPA West, resulting in all but one recorded since April 2016 being under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

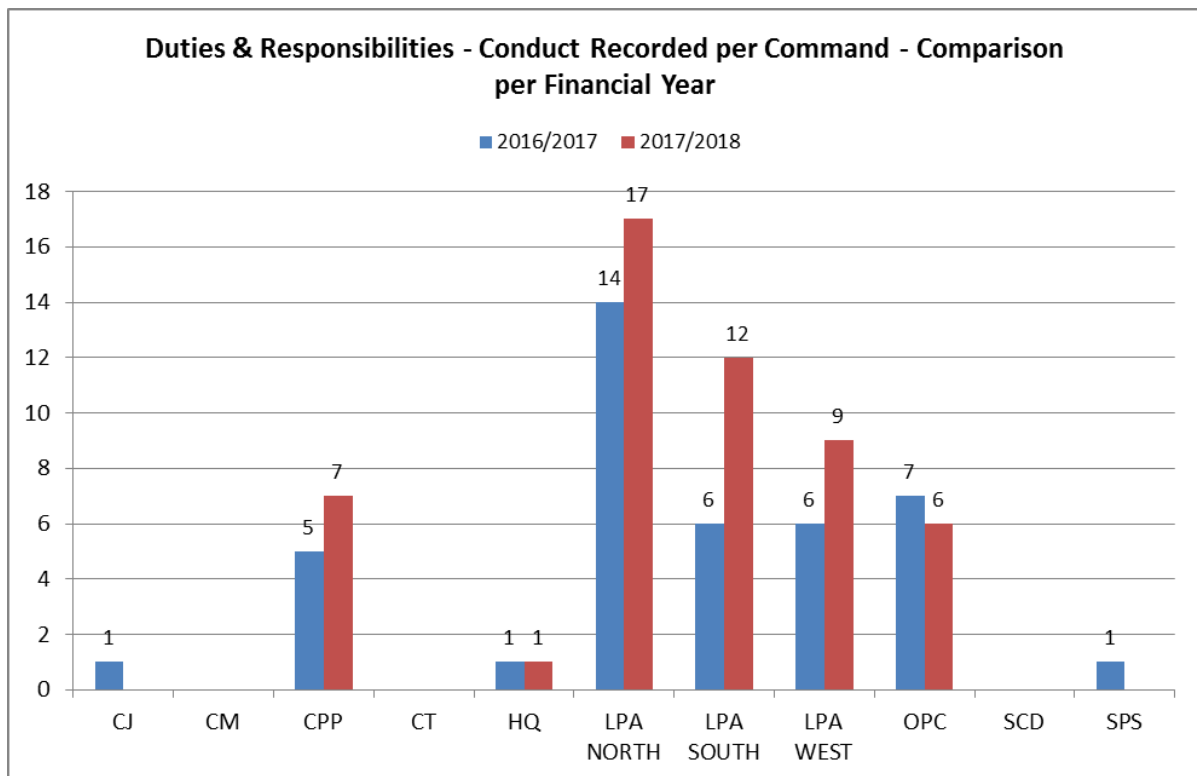
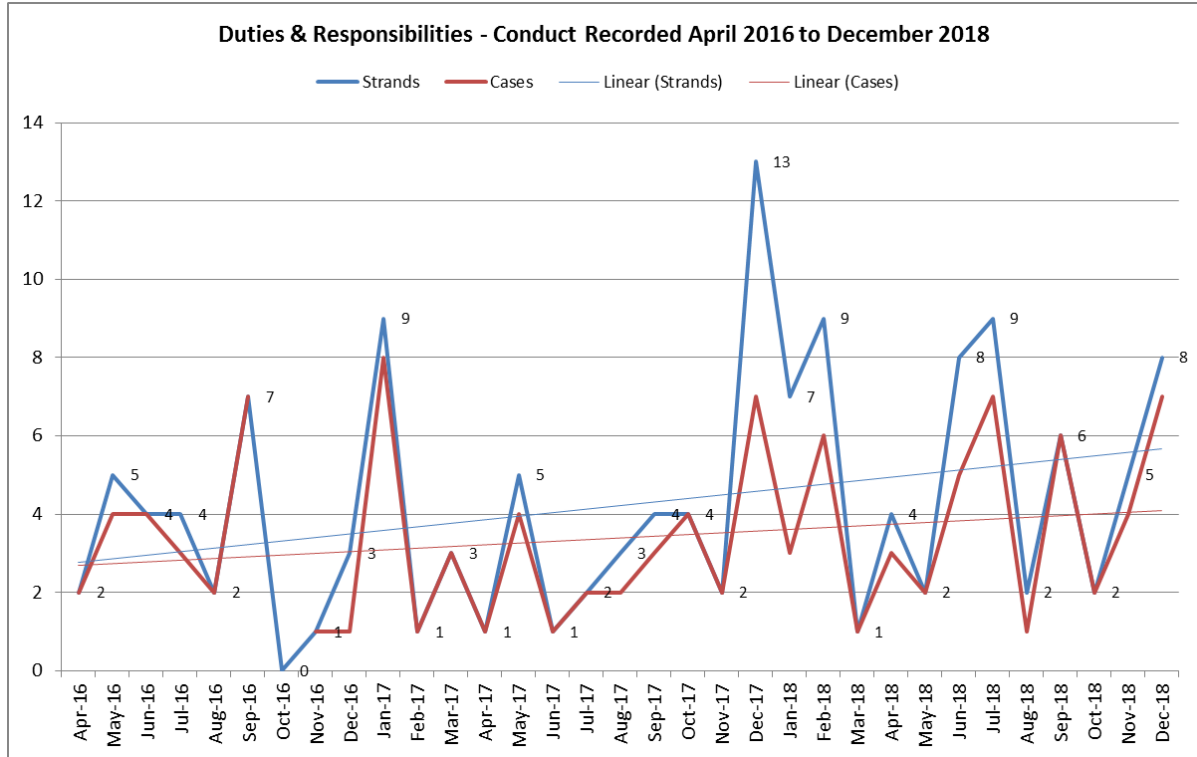


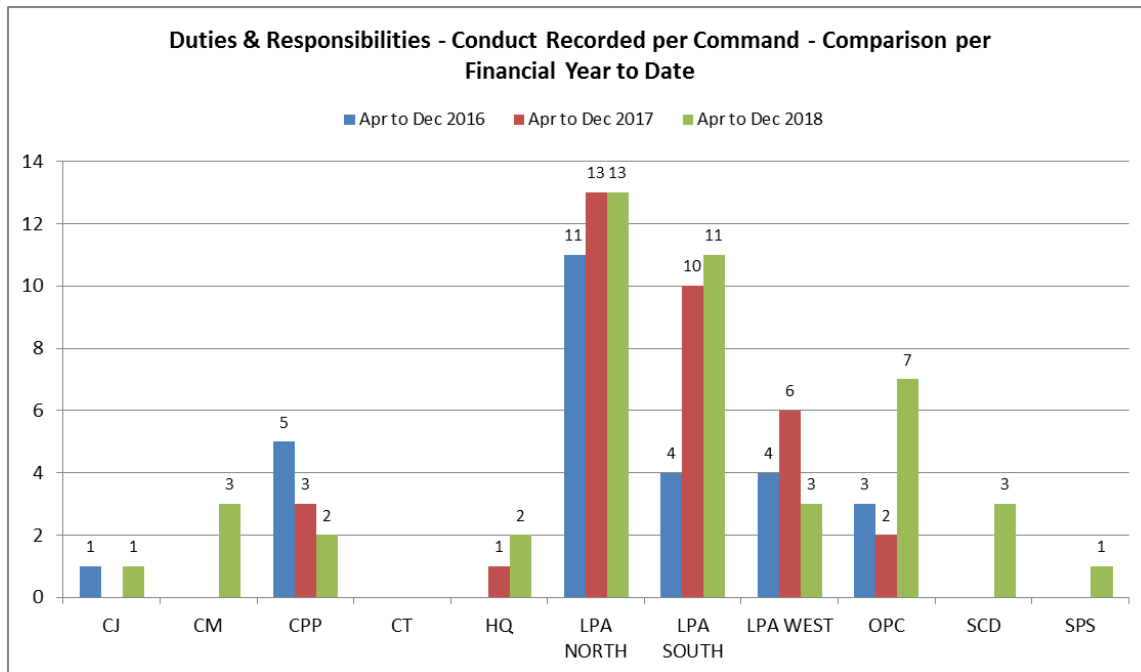
## Orders and Instructions





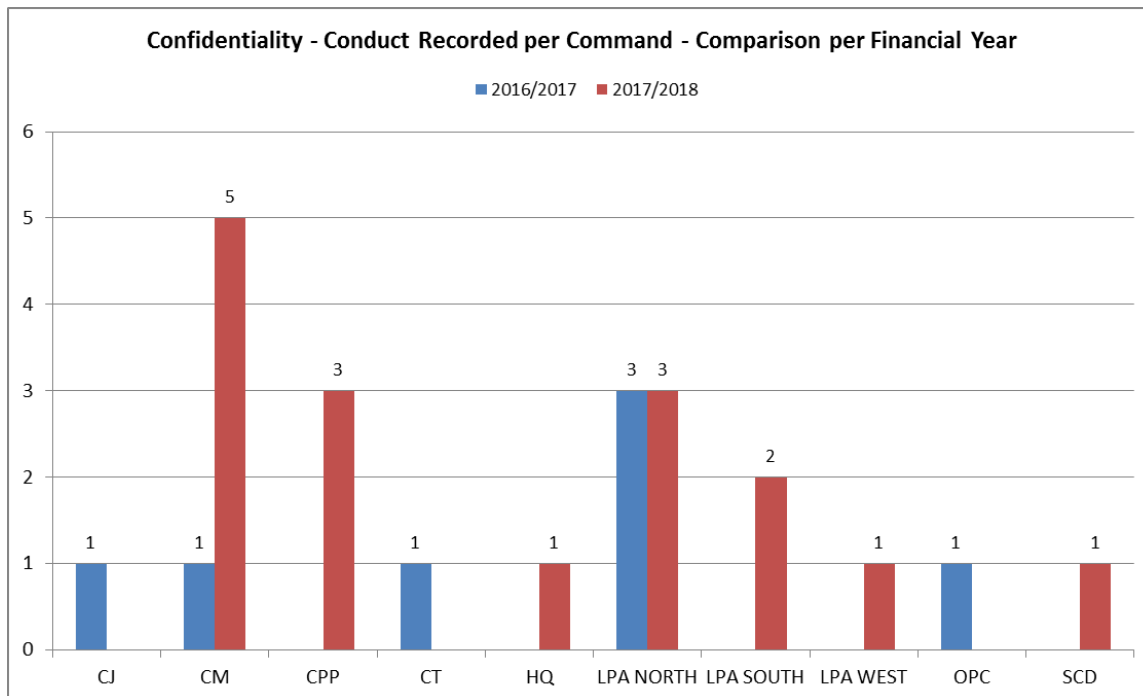
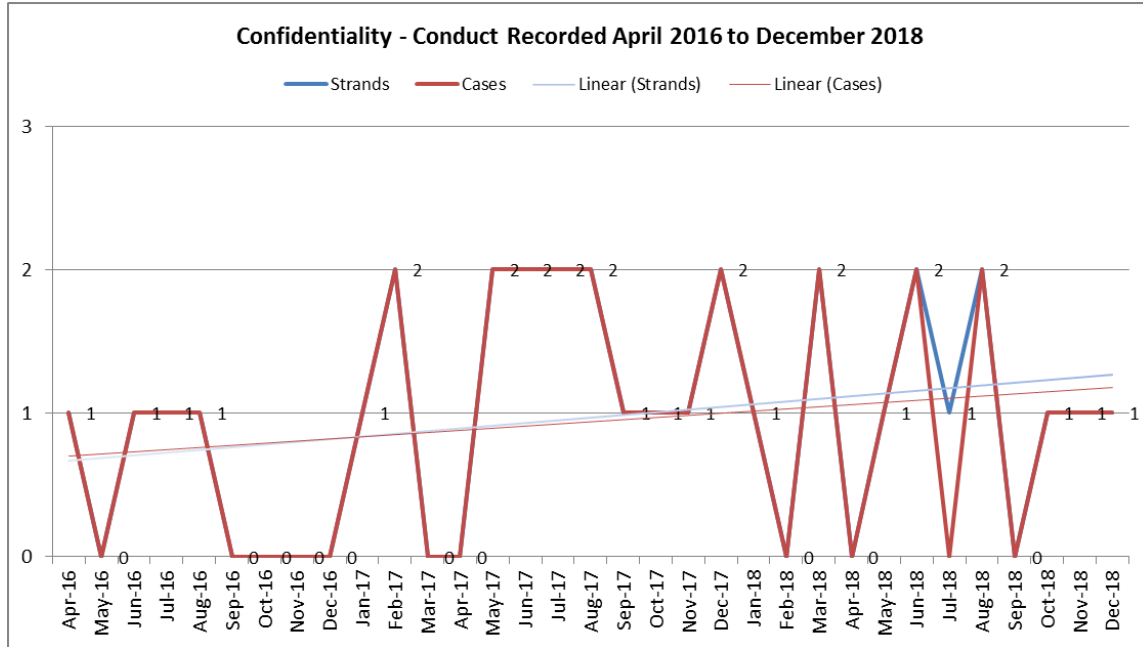
## Duties and Responsibilities

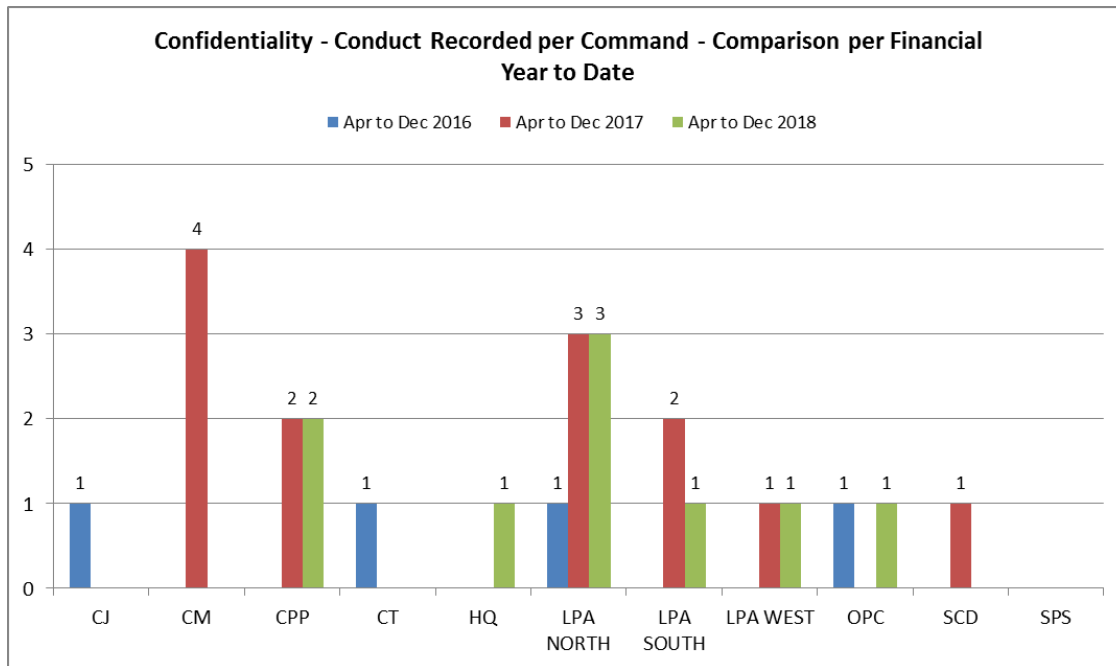




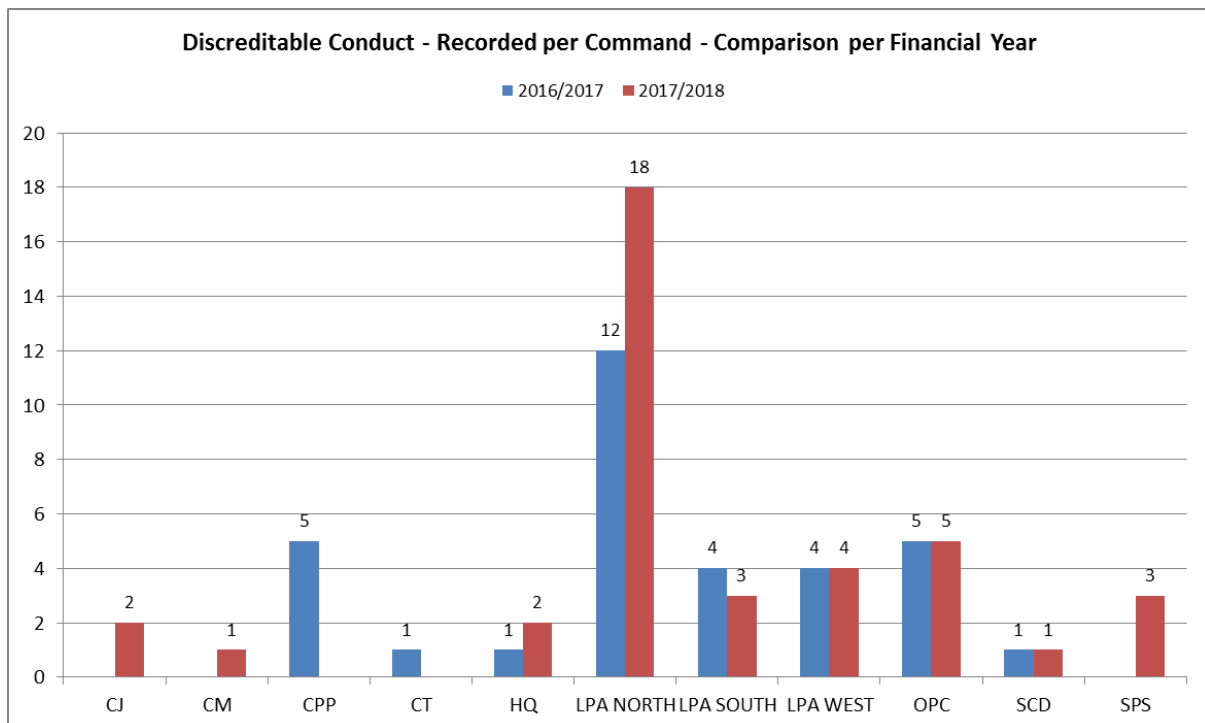
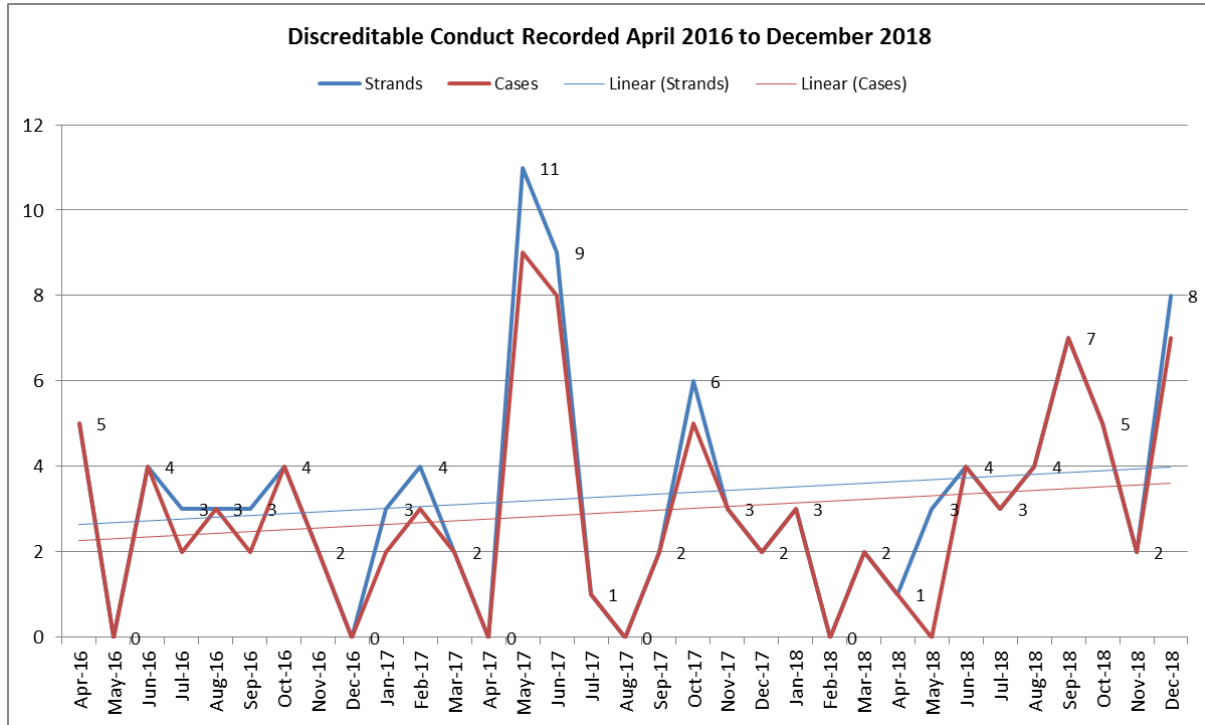


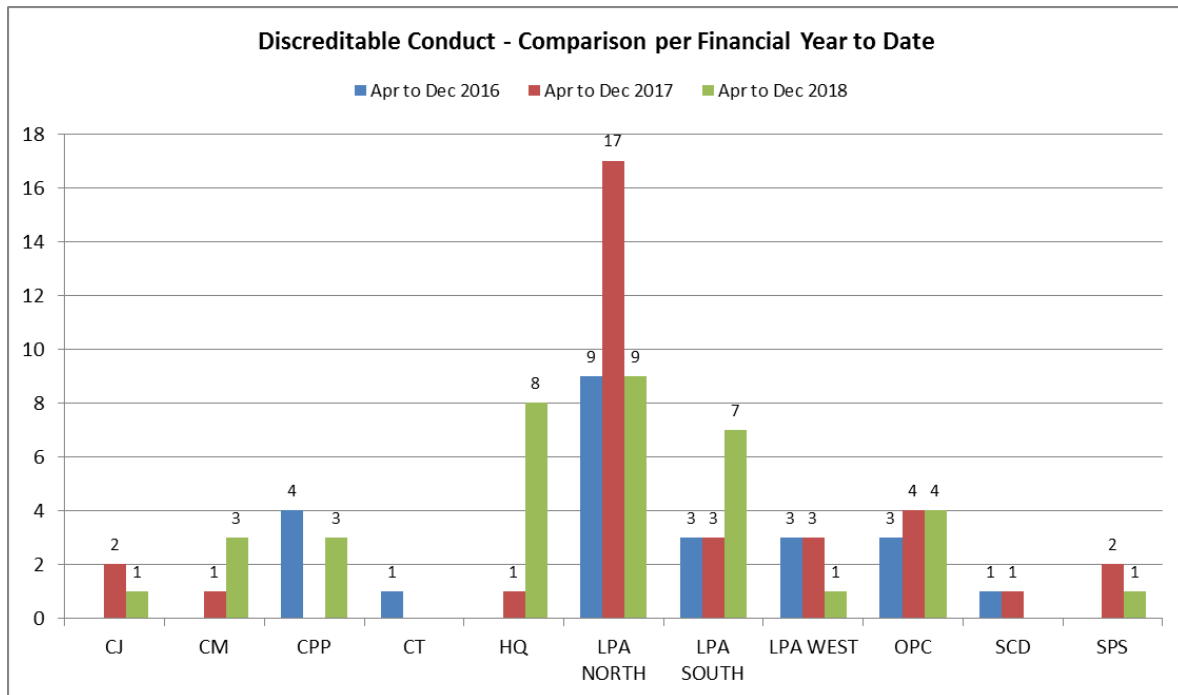
## Confidentiality





## Discreditable Conduct





### Fitness for Duty

There has been one case involving Fitness for Duty conduct since April 2016 (CM/56/17). This was recorded in August 2017 in LPA North.

### Challenging and Reporting Improper Conduct

There has been one case in June 2018 (CM/39/18). This was recorded under OPC (Stansted).

In November 2018, there has been a case recorded in CJ Command (CM/77/18).

### Equality and Diversity

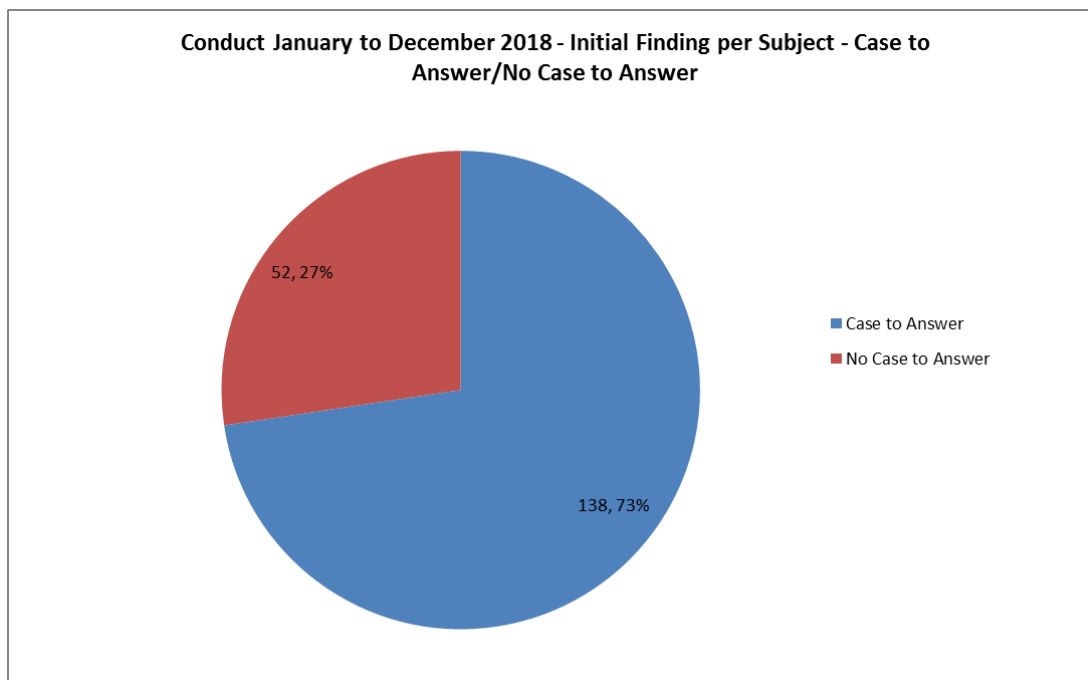
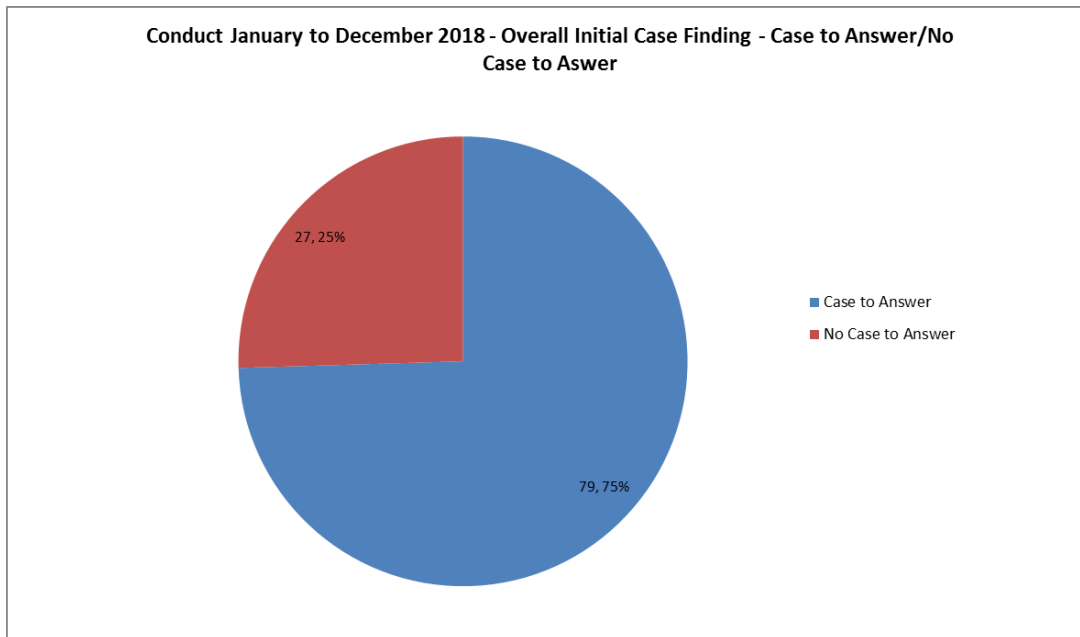
There have been six cases recorded under this category since April 2016:

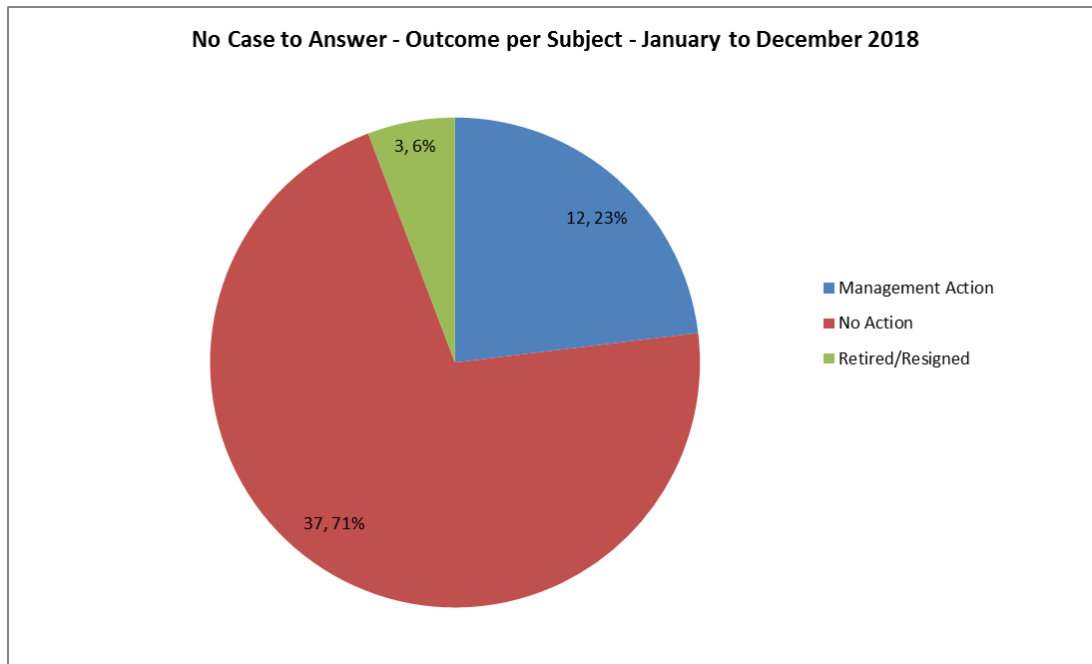
Three of these were recorded in May 2017, in North and South LPA, as additional strands of an already open Misconduct case.

Another was recorded in March 2018 under OPC. There has been one recorded in May 2018 in CJ Command, and another in December 2018 in North LPA.

## Outcomes of Conduct Cases January 2018 to December 2018

Between 1<sup>st</sup> January 2018 and 31<sup>st</sup> December 2018 there were 106 total Conduct cases that were finalised. Within these, there were a total of 190 subjects, for which sanctions/outcomes differ. The graphs below represent figures for cases and subjects.

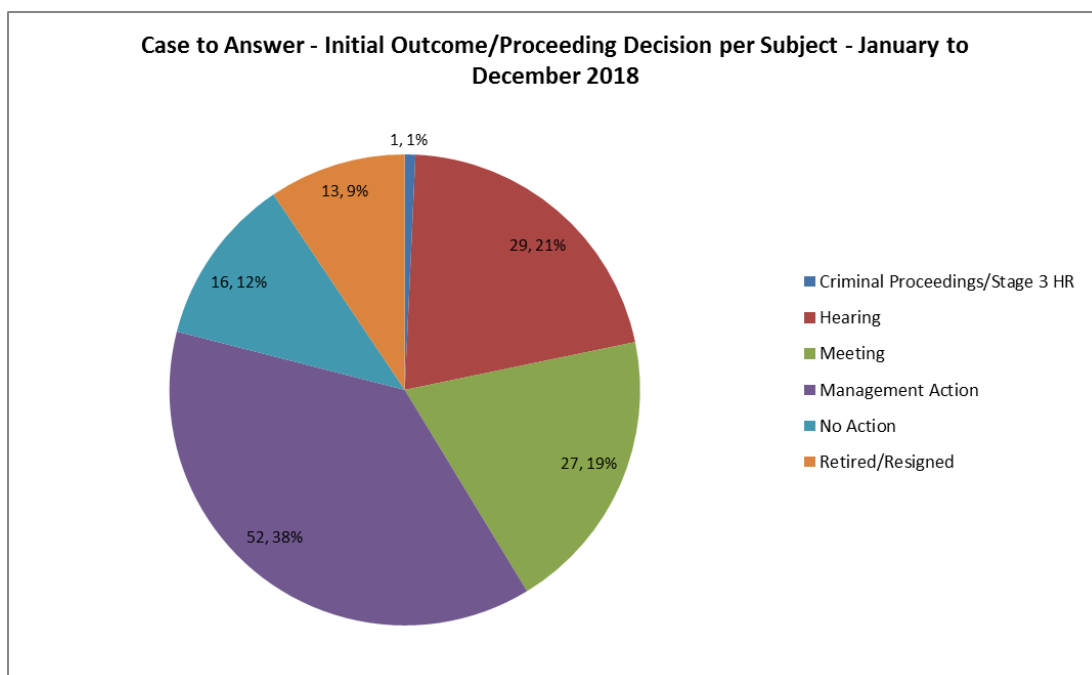




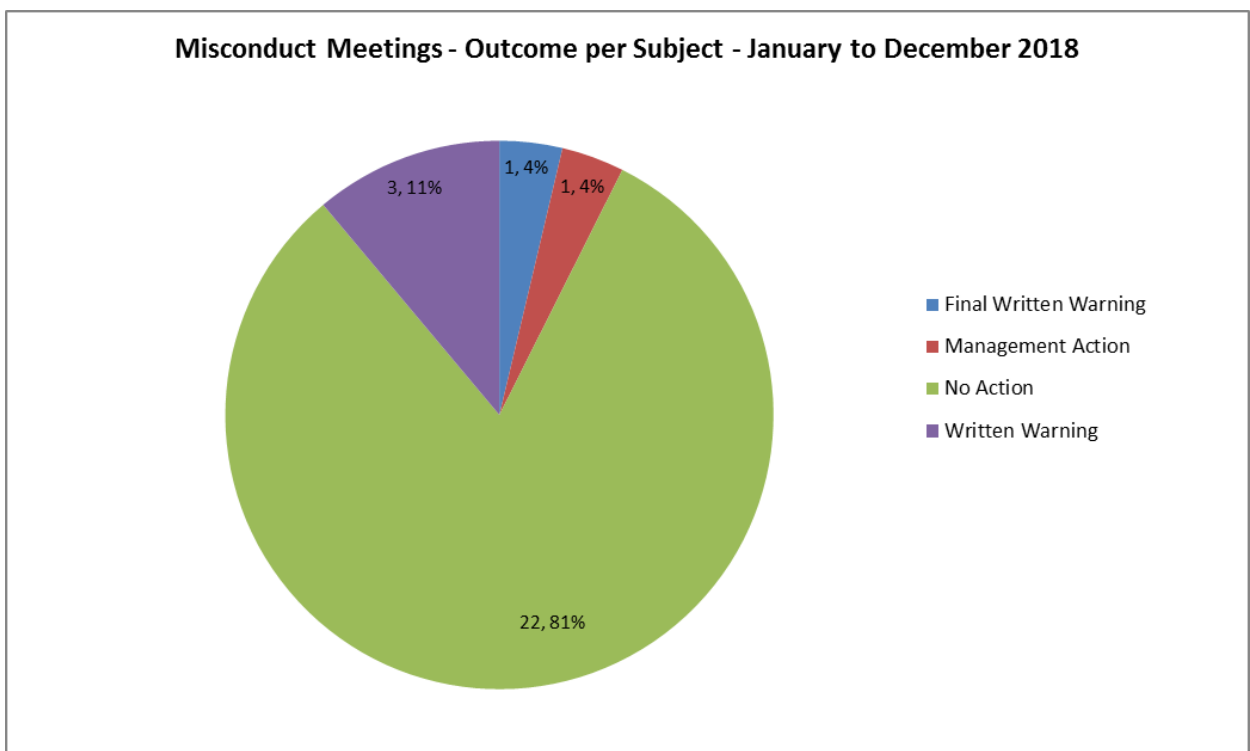
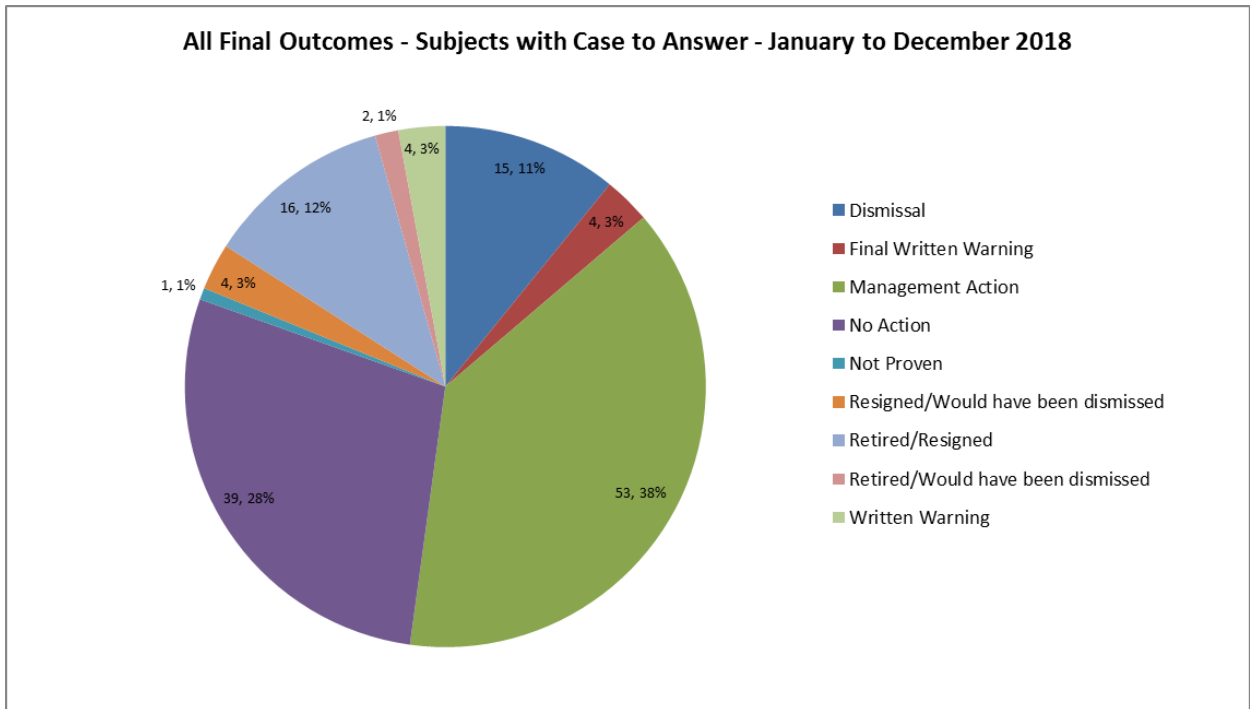
**Case to Answer:**

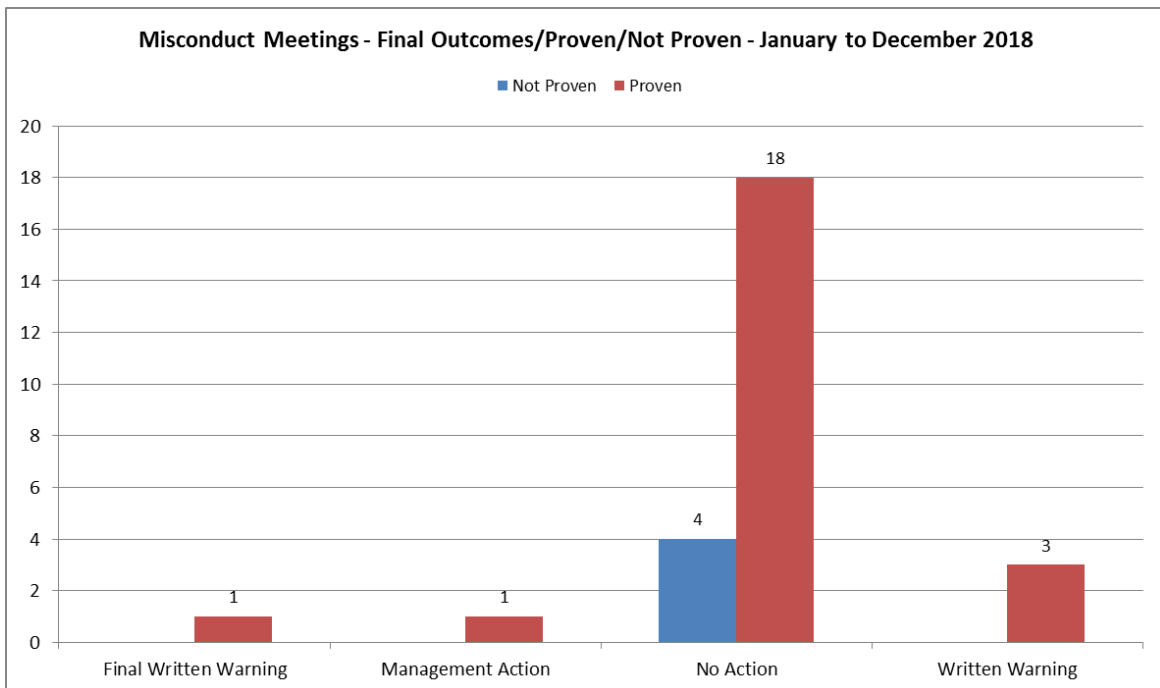
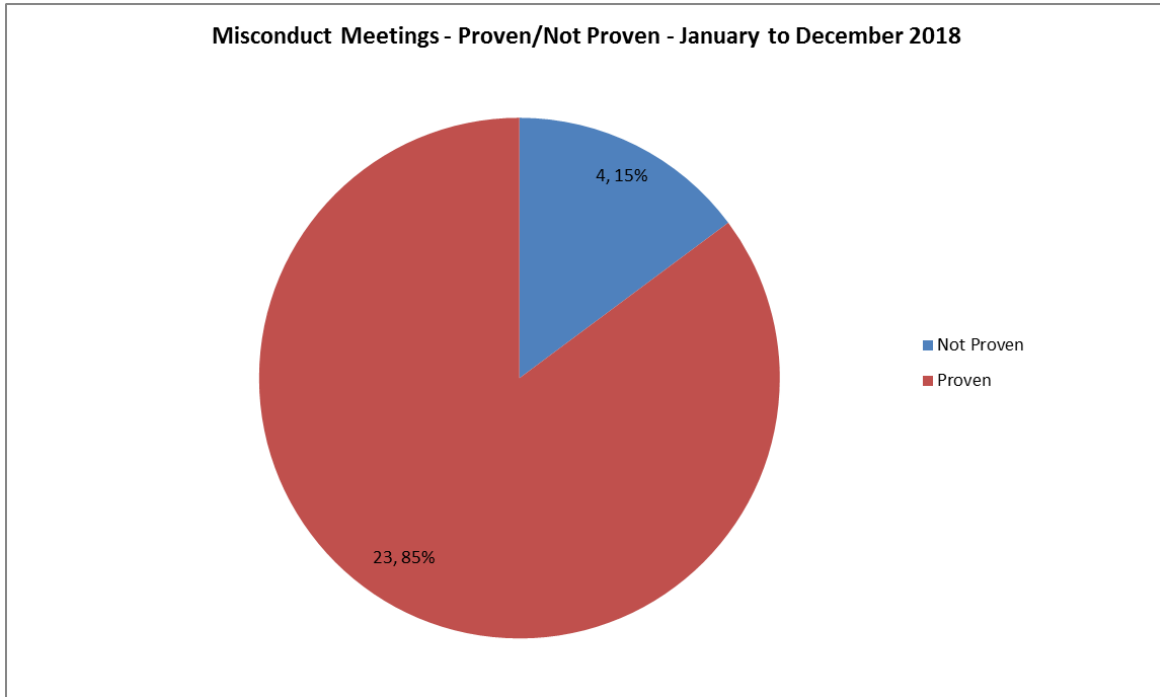
The following graph displays the initial outcome/proceedings decision of those 138 subjects found with a Case to Answer. There are 13 subjects that retired/resigned before hearing/meeting/other action confirmed.

Those that are No Action are Op Maple cases.

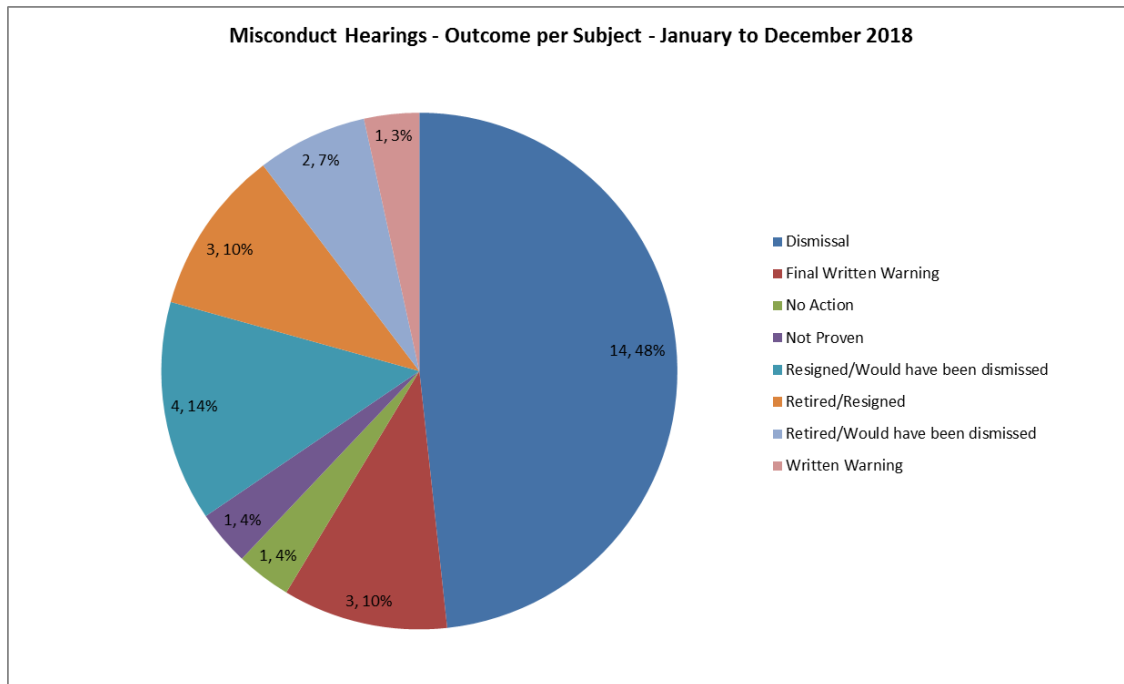


The following graphs show firstly all final outcomes of all subjects with Case to Answer, and then a breakdown of the final outcomes specifically from Misconduct Meetings and Hearings.









## Suspensions

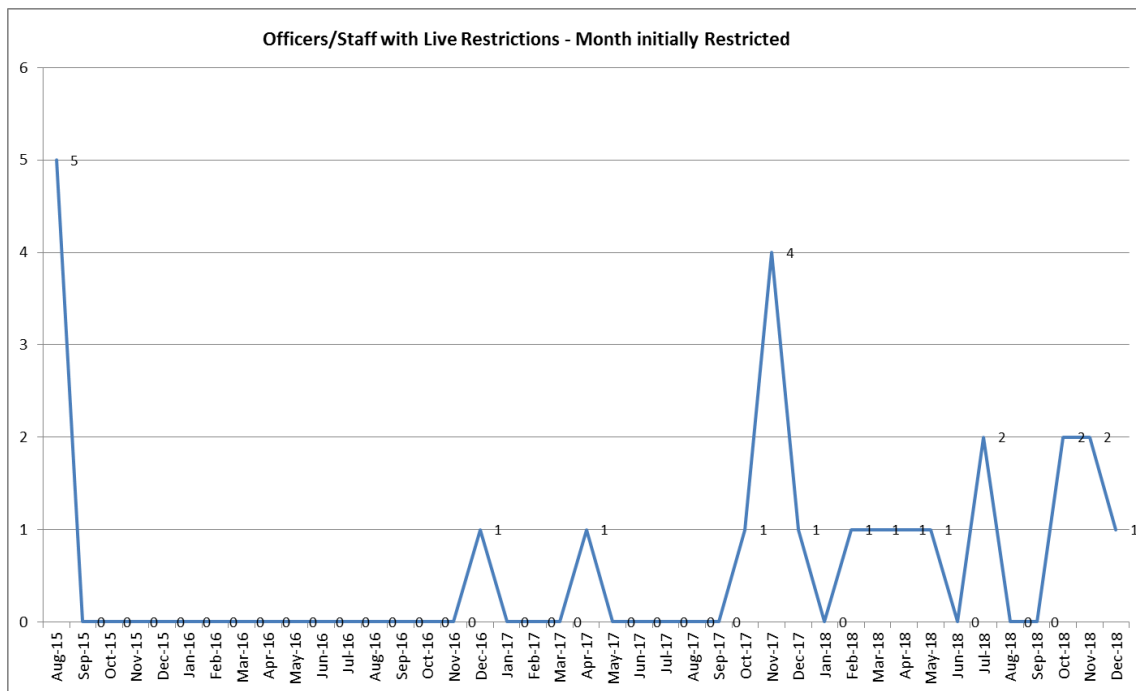
**There are currently 6 officers/staff recorded as Suspended (as at 09/01/2019). The table shows the months in which the officers/staff were initially suspended.**

**Please note, officers that have resigned/retired/been dismissed, 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
Jul-18	1
Dec-18	1

## Restrictions

There are currently 24 officers/staff restricted (as at 09/01/2019). 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.

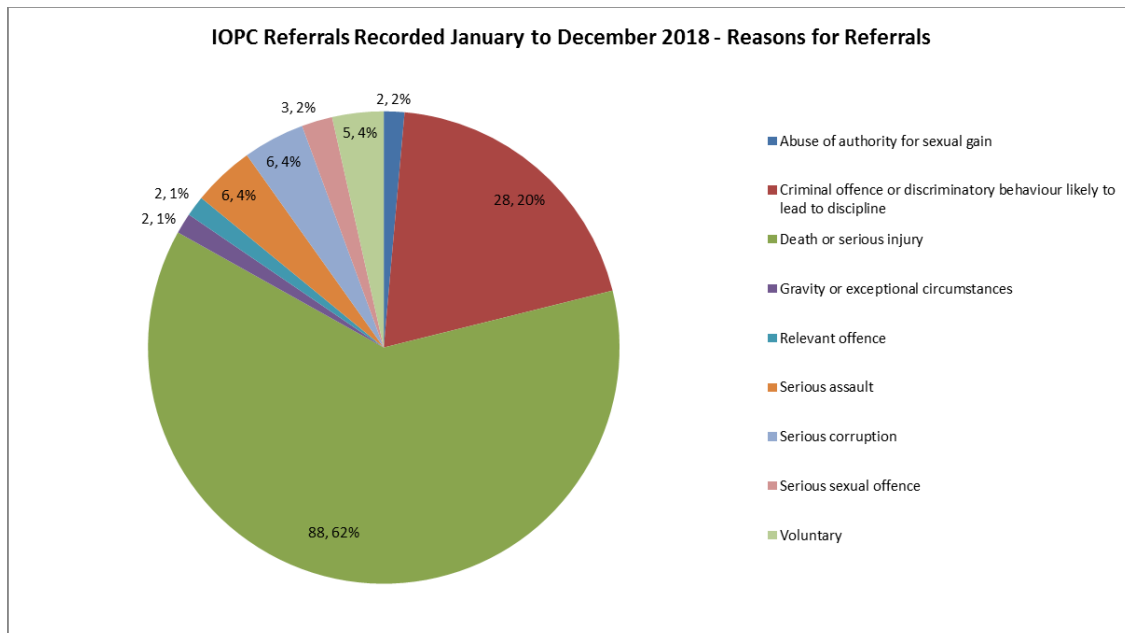
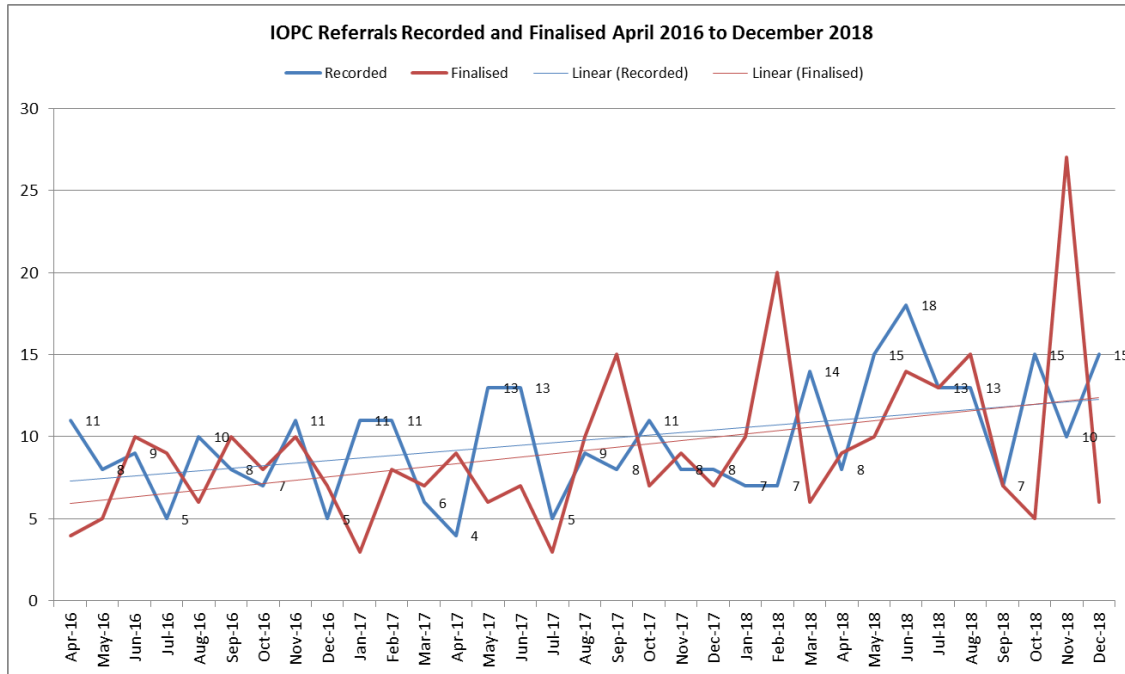
There have been 13 officer hearings completed so far in 2018/2019 (as at 9<sup>th</sup> January 2019), 12 officers were dismissed; one was given Management Action, one given a Written Warning.

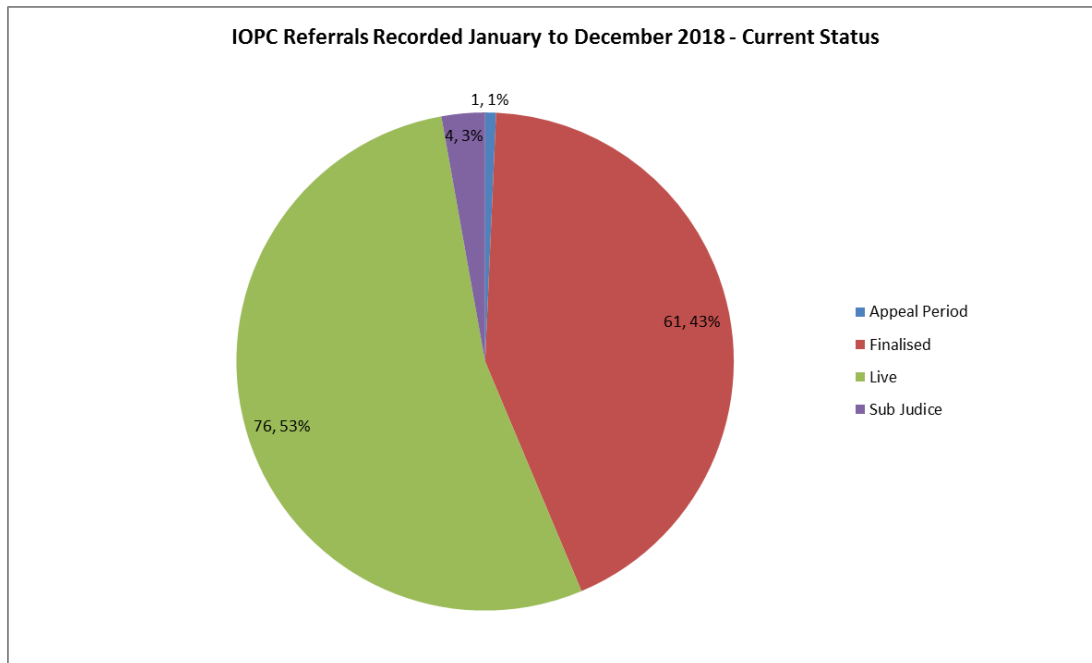
There have also been two hearings held by HR for members of police staff, which also resulted in dismissal.

There are five further hearings currently arranged between January and March 2019, and one other in April 2019.

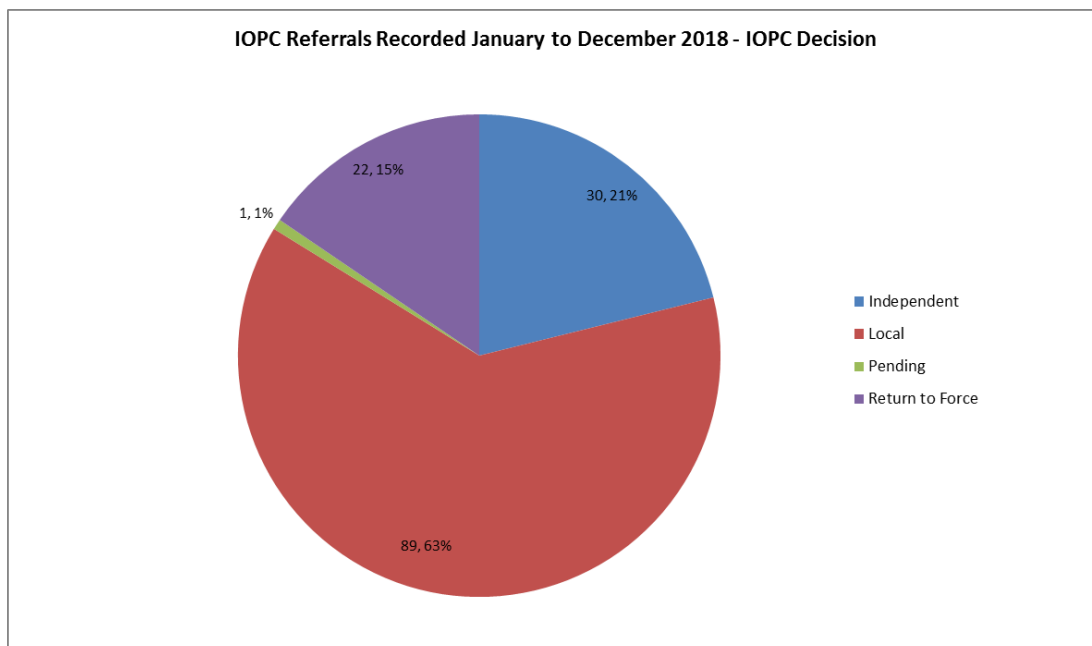
During 2017/2018, seven officers were dismissed, one officer resigned, seven officers received Final Written Warnings, and one officer received No Further Action.

## IOPC Referrals

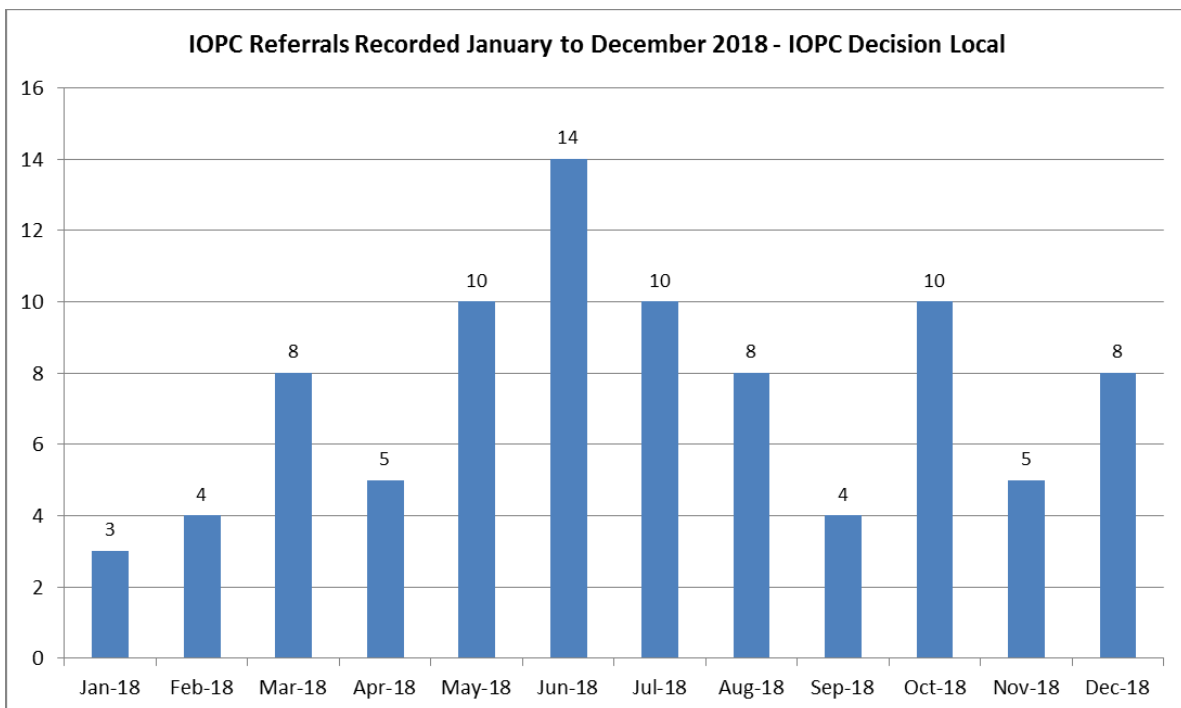
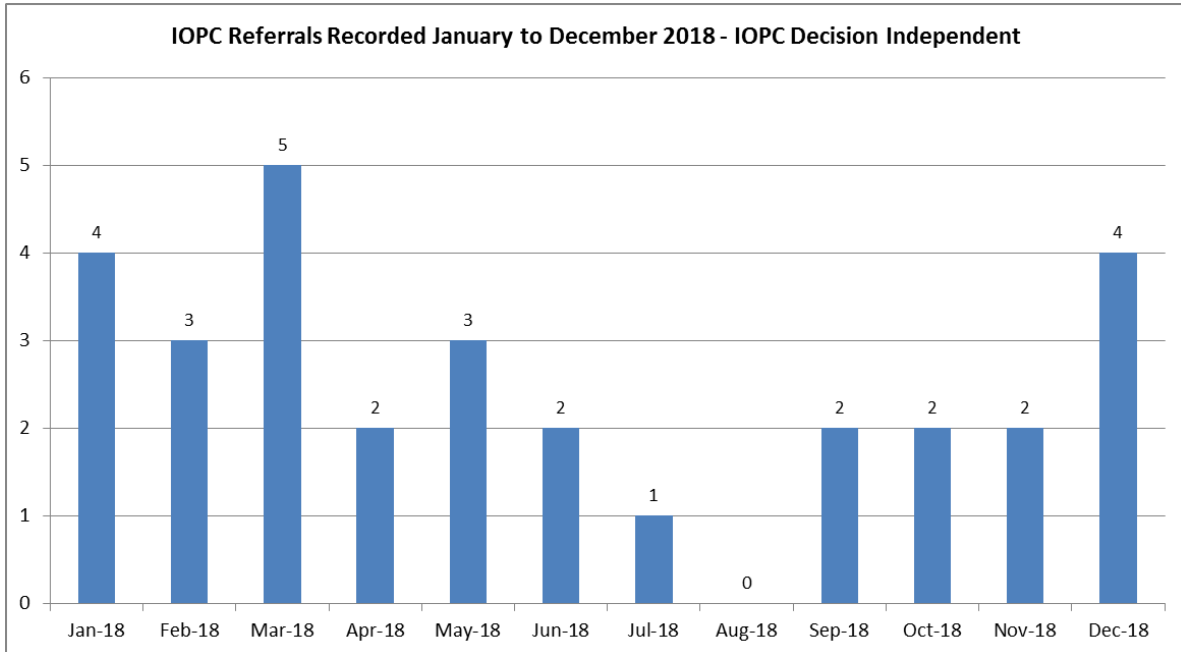


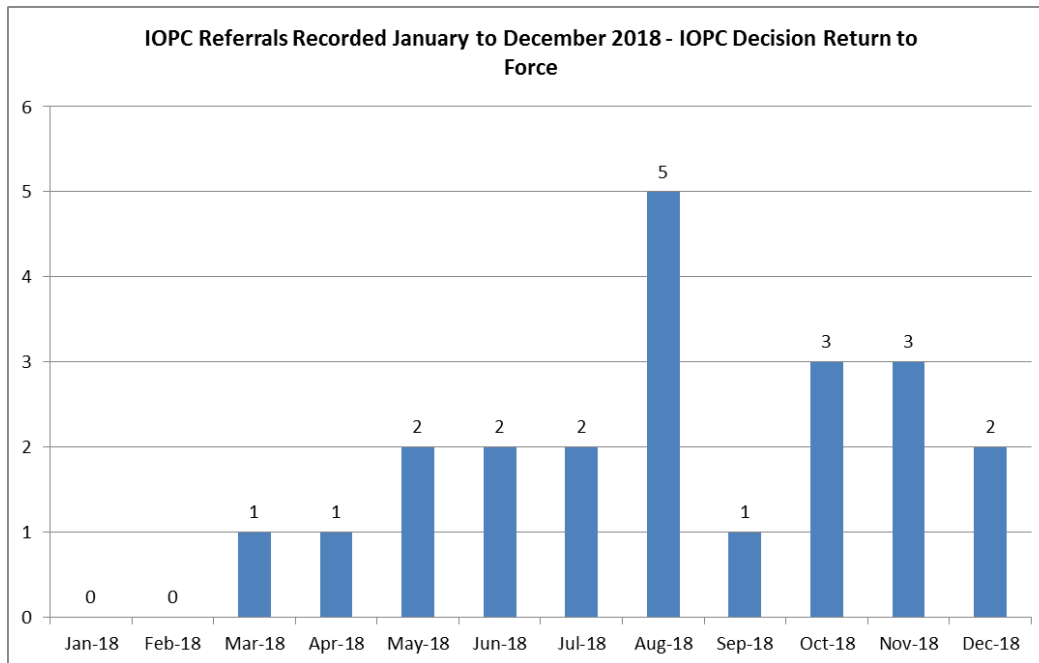


### IOPC Referral Decisions:



**There have been no recorded IOPC referrals that were Managed or Supervised in the 12 months' time frame.**





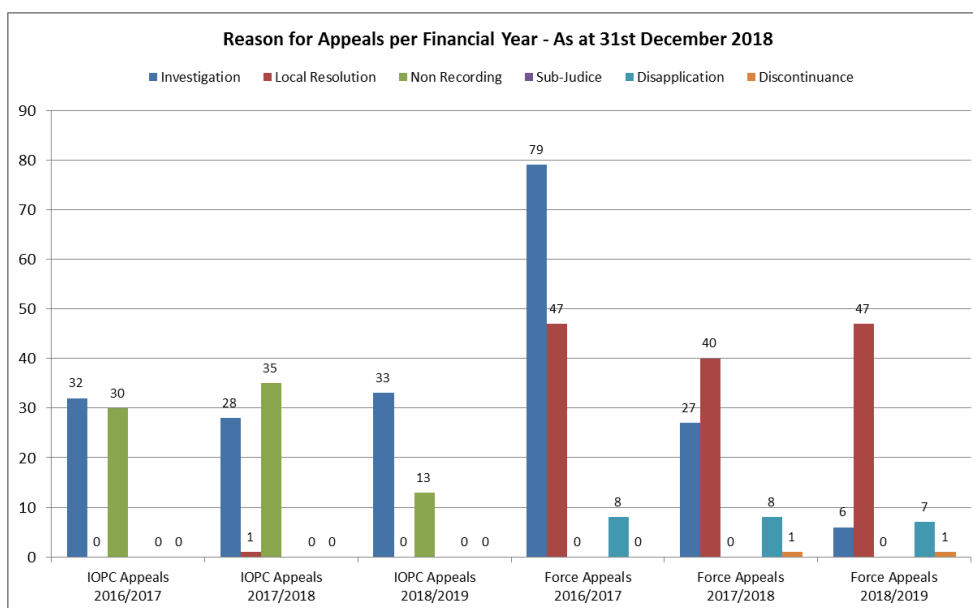
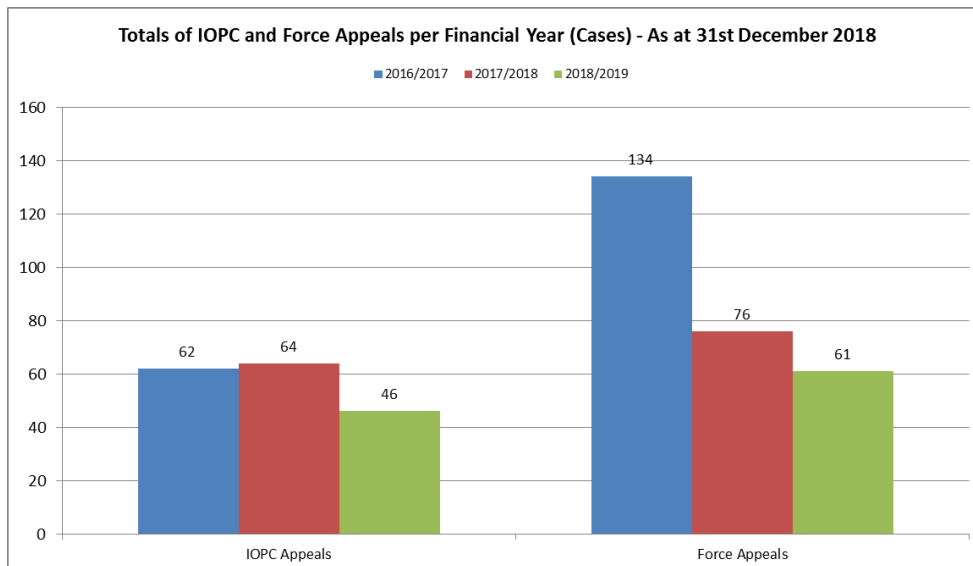
**There has been an increase in recent months of IOPC Referrals which are MOI 'Force Deal'.**

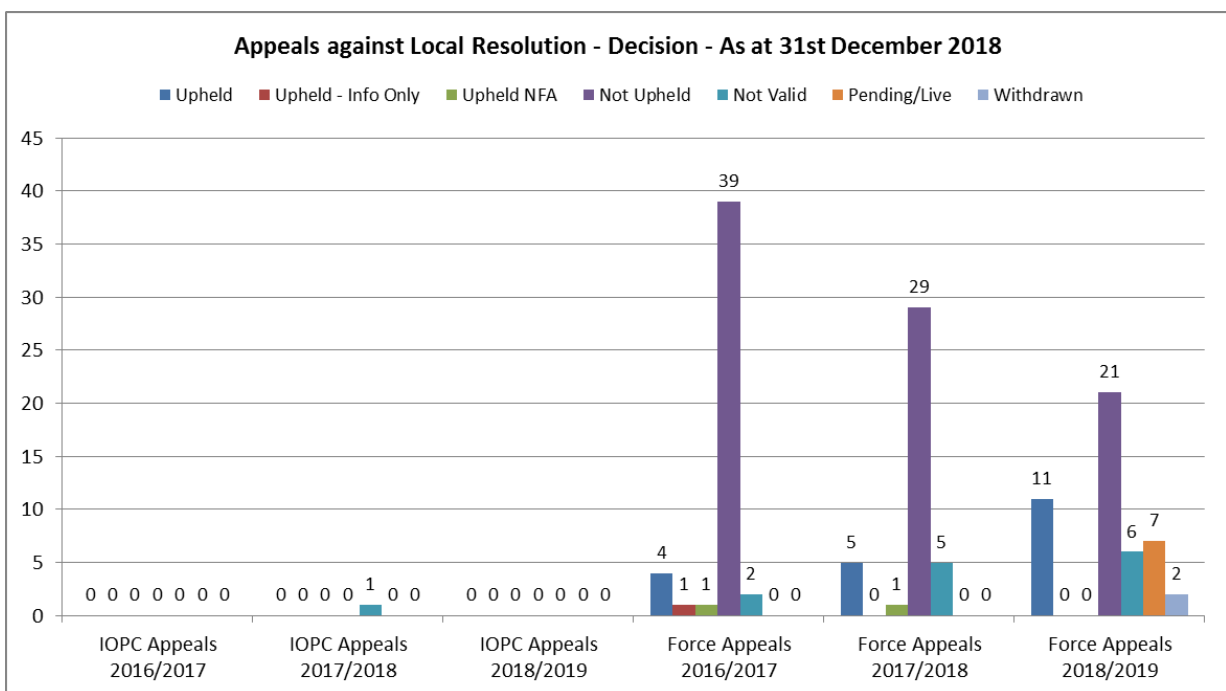
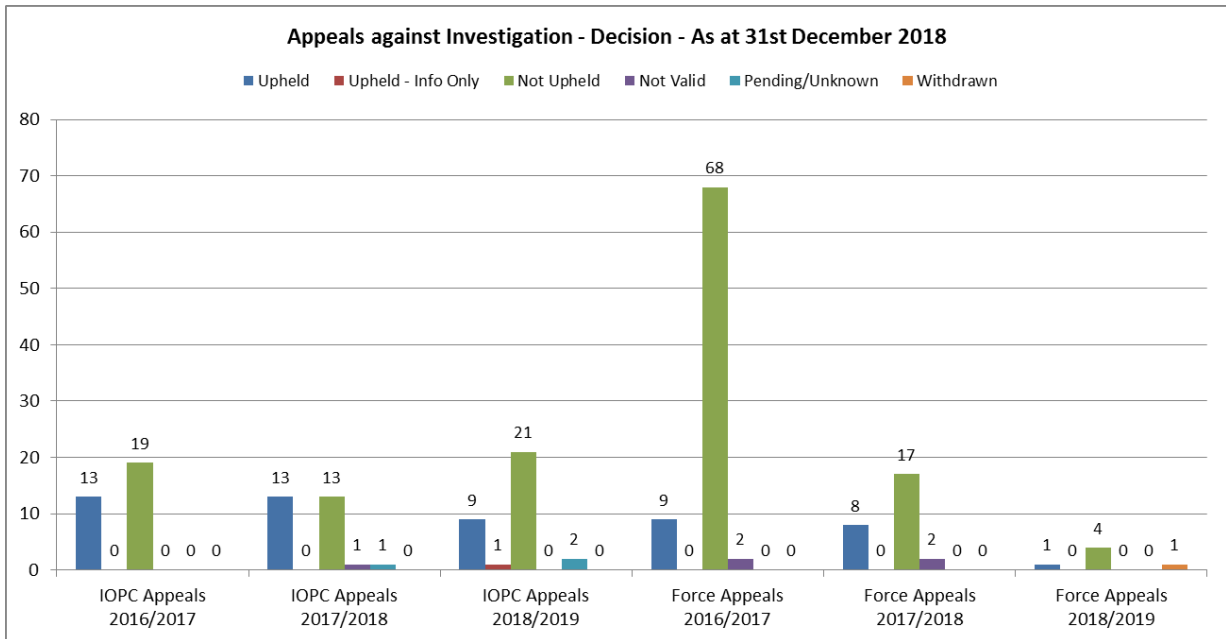
## Appeals

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

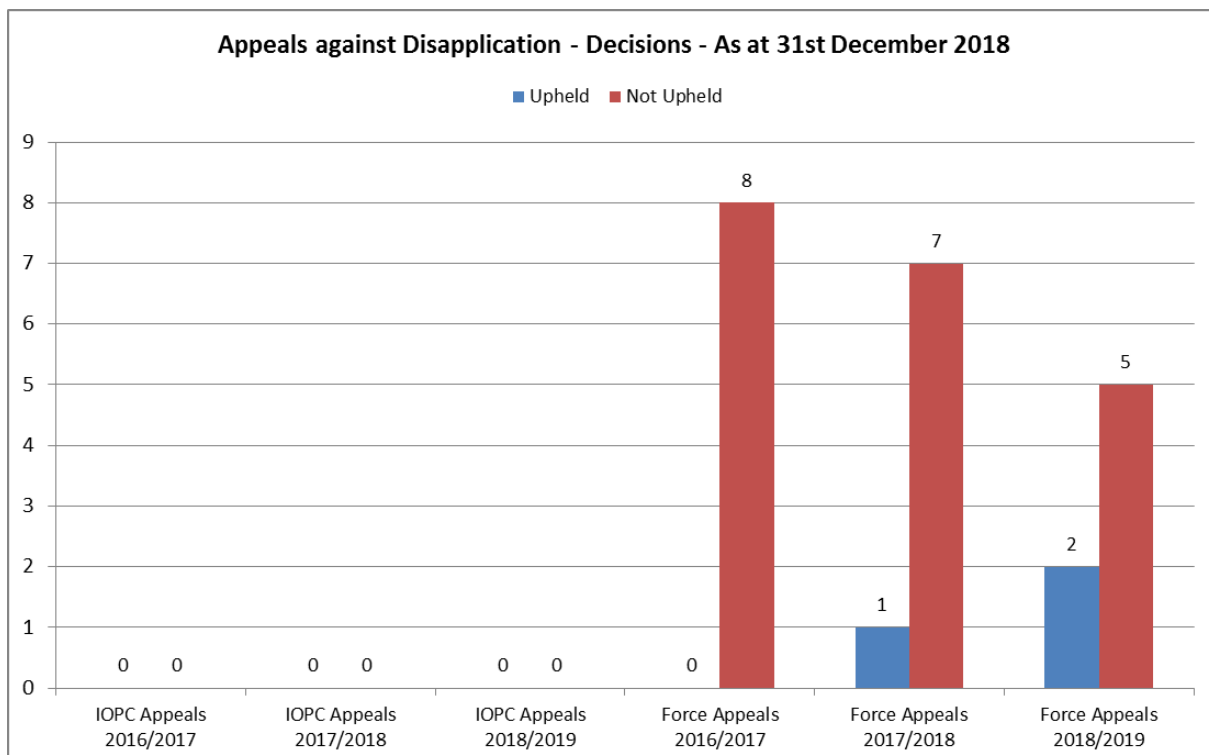
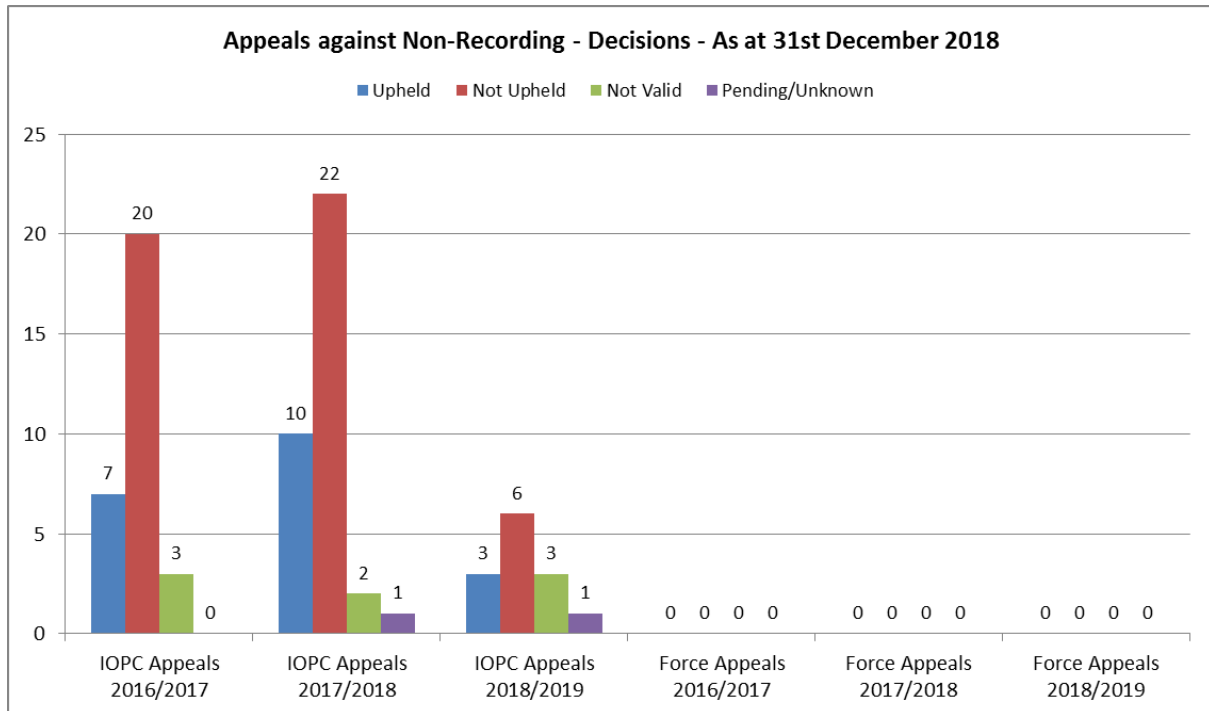
Please note the data for the IOPC Appeals used below is a combination of PSD local recording and from Centurion. Data is taken from Centurion for cases since January 2018. Prior to this, they were not all necessarily recorded on Centurion; therefore local PSD recording is used for pre-2018.

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





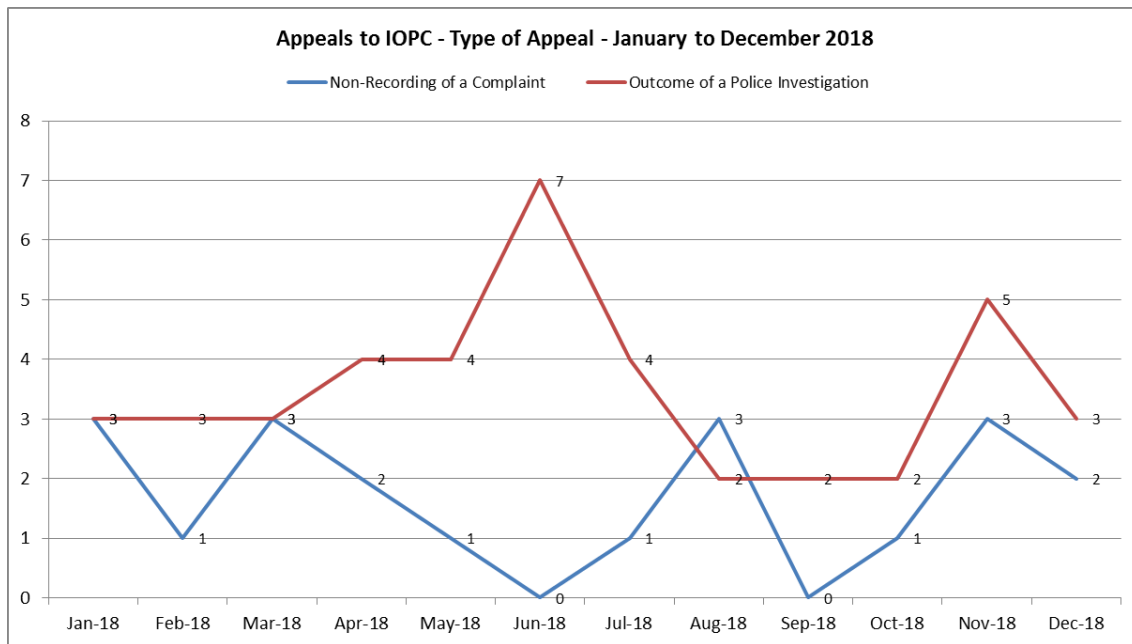




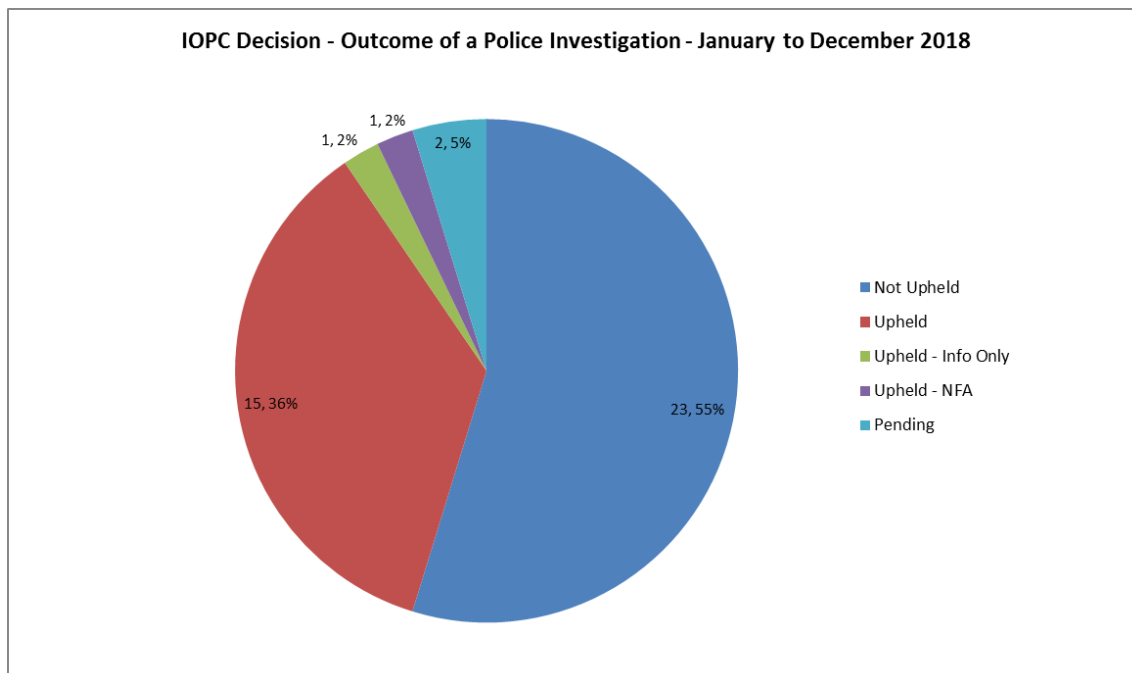
**Discontinuance - There have only been two appeals against Discontinuance in the last two years, both Force appeals – One in April 2017 (C/284/15), the other in November 2018 (C/393/18 - This was previously appealed under the category of Disapplication in October 2018).**

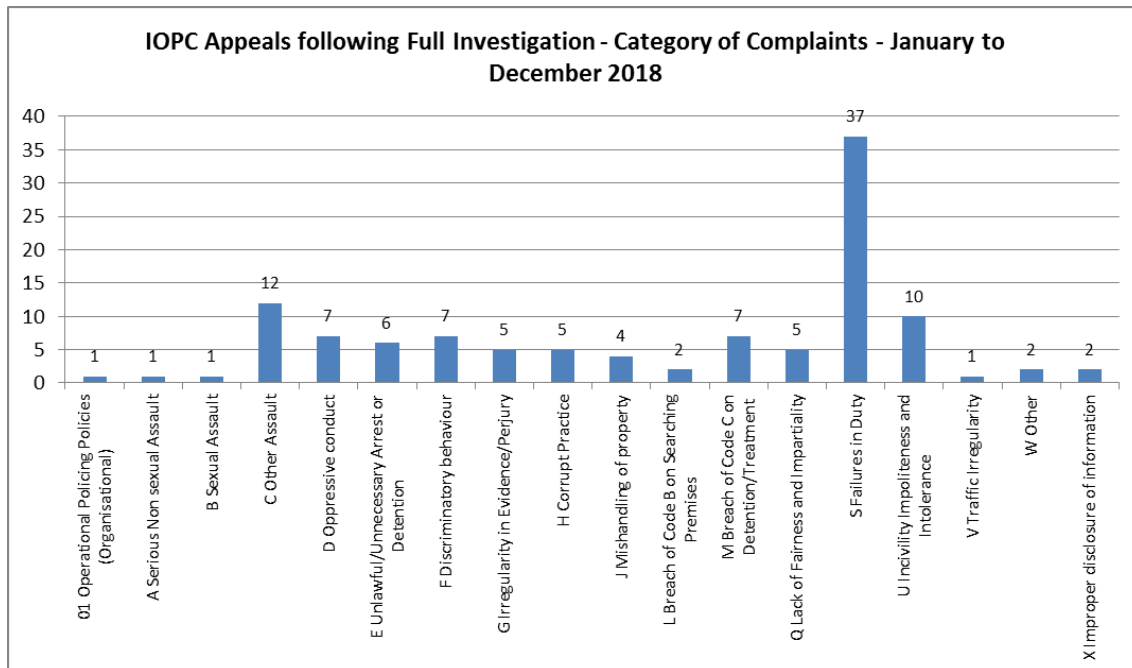
## Breakdown of Appeals to IOPC

Please note the data for the IOPC Appeals used below is now taken from Centurion. There may therefore be some slight variation in numbers due to previously using local PSD recording.

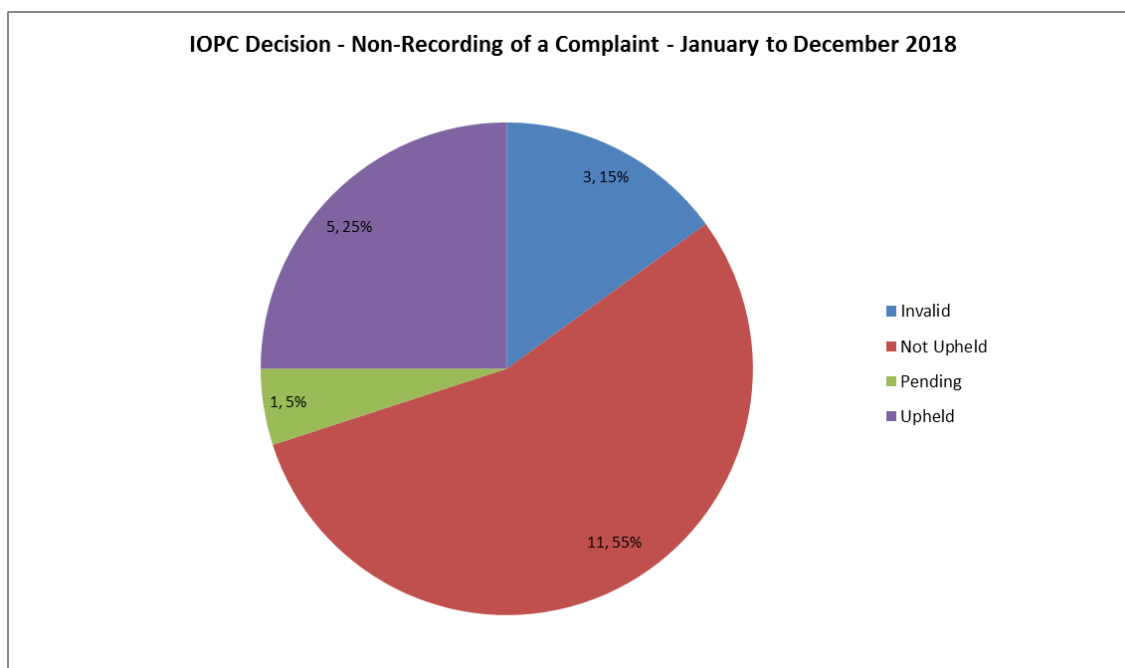


## IOPC Appeals Following Full Investigation:



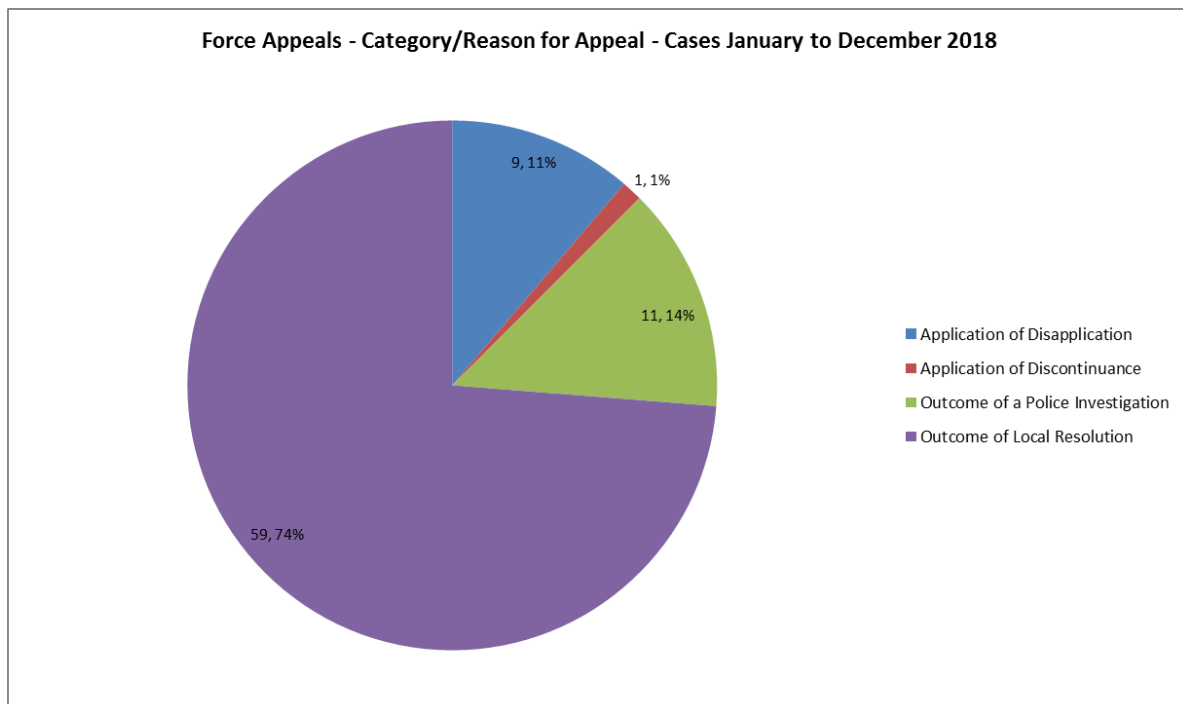
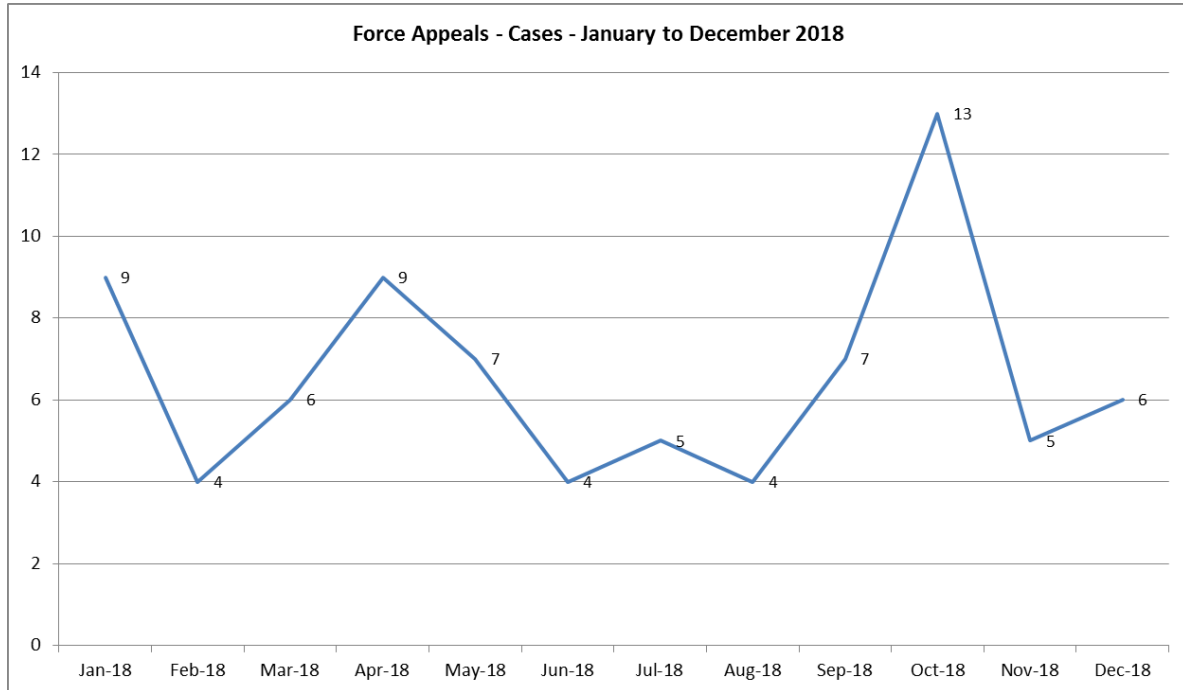


**IOPC Appeals Following Non-Recording:**

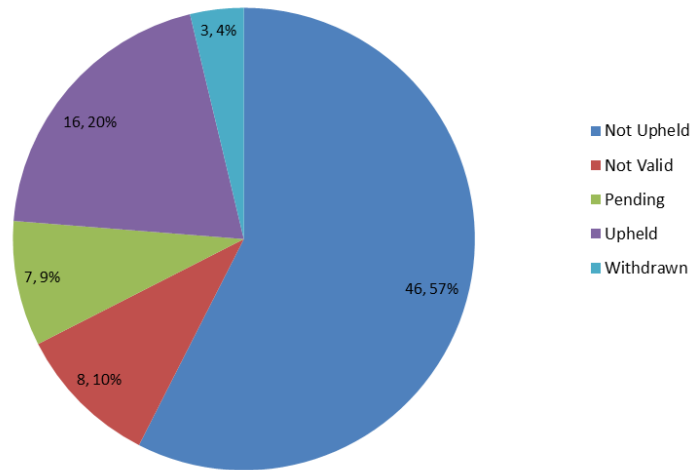


**The majority of the non-recording cases are in relation to Service Recovery, other than one which is in relation to a fatal RTC.**

## Breakdown of Appeals to Chief Officers:

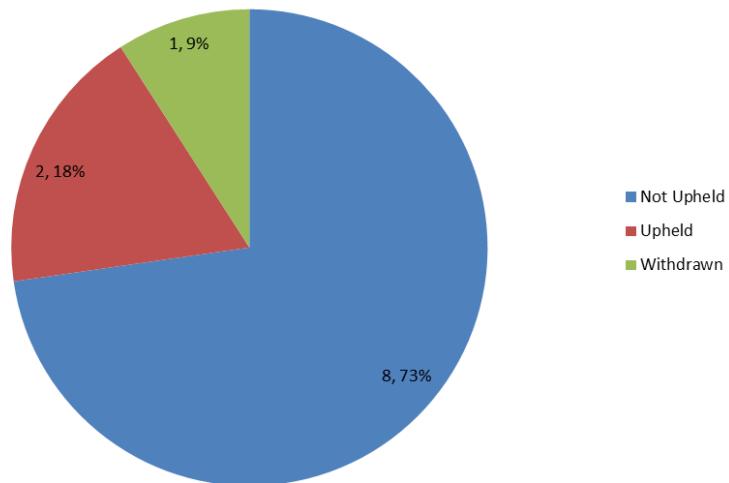


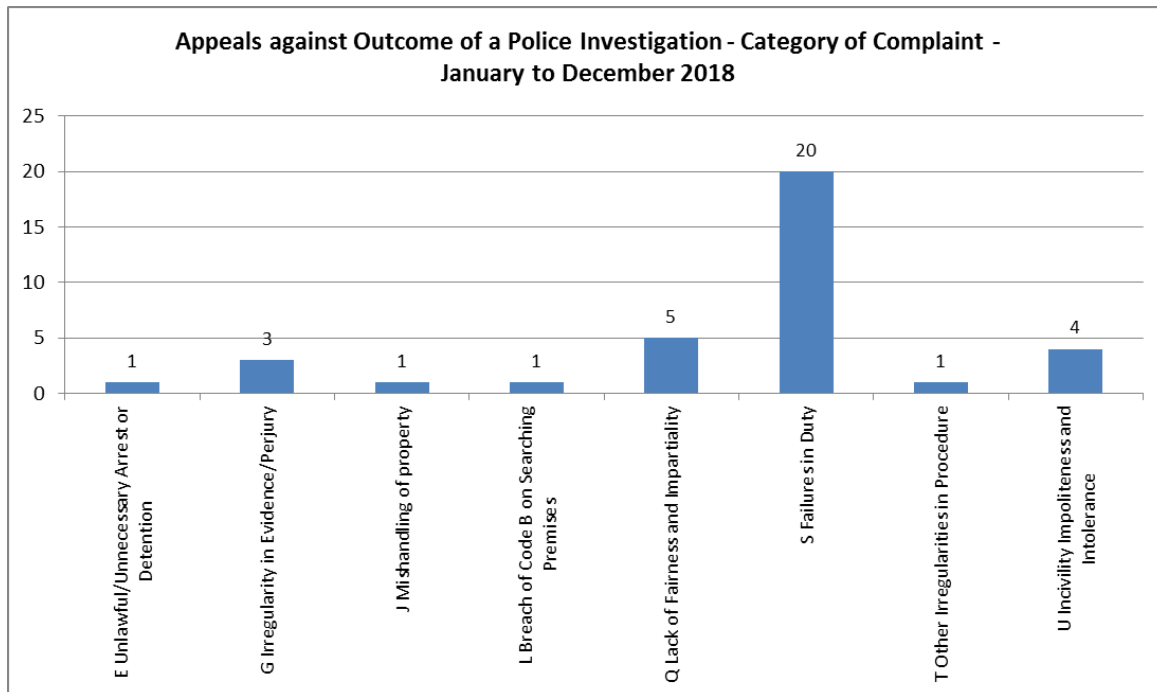
**Force Appeals - Force Decision - Cases January to December 2018**



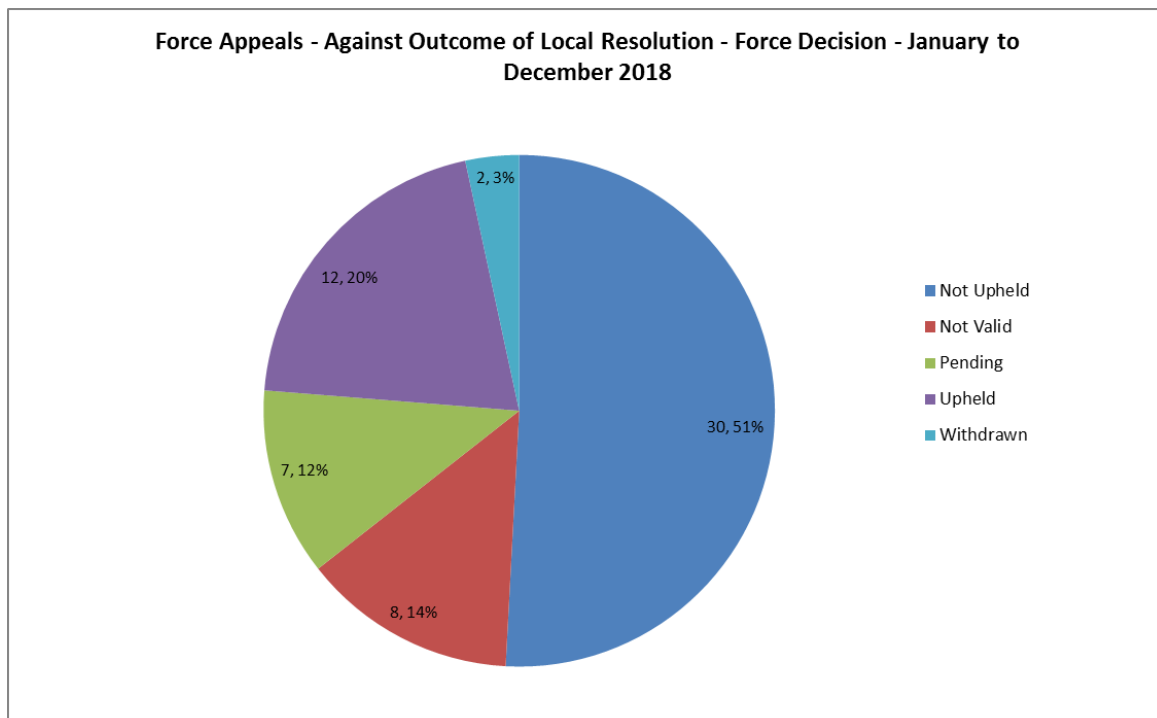
**Against Outcome of Police Investigation:**

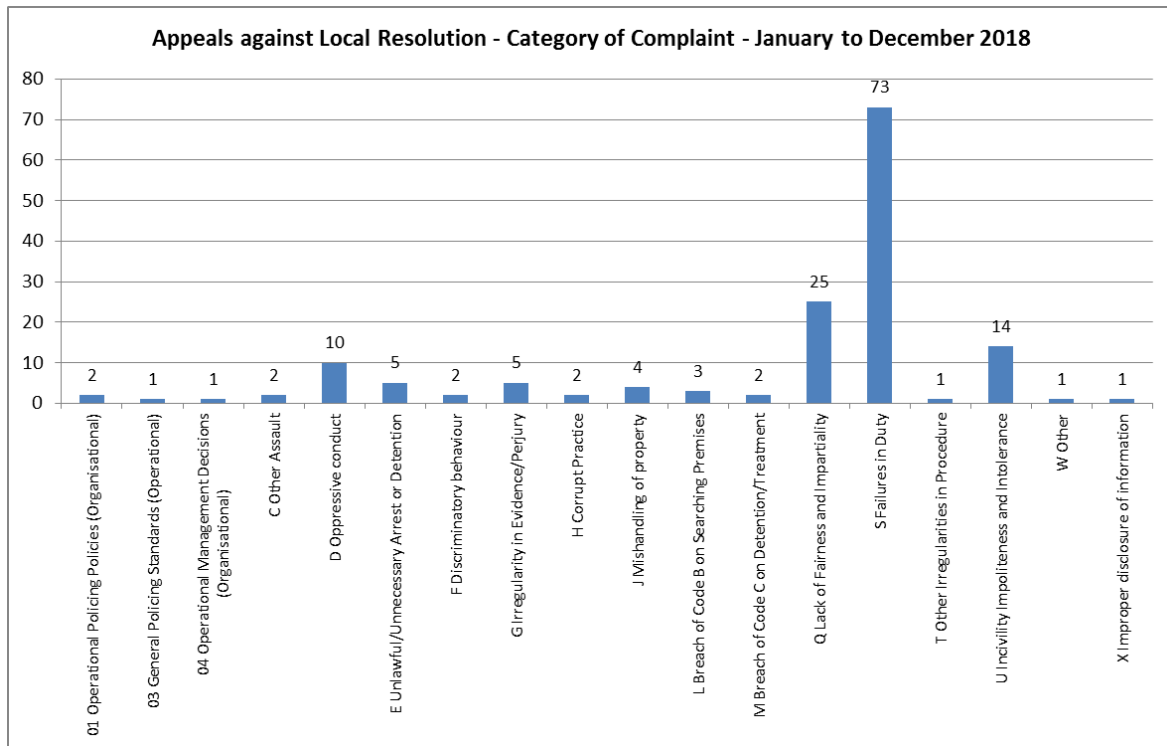
**Force Appeals - Against Outcome of a Police Investigation - January to December 2018**



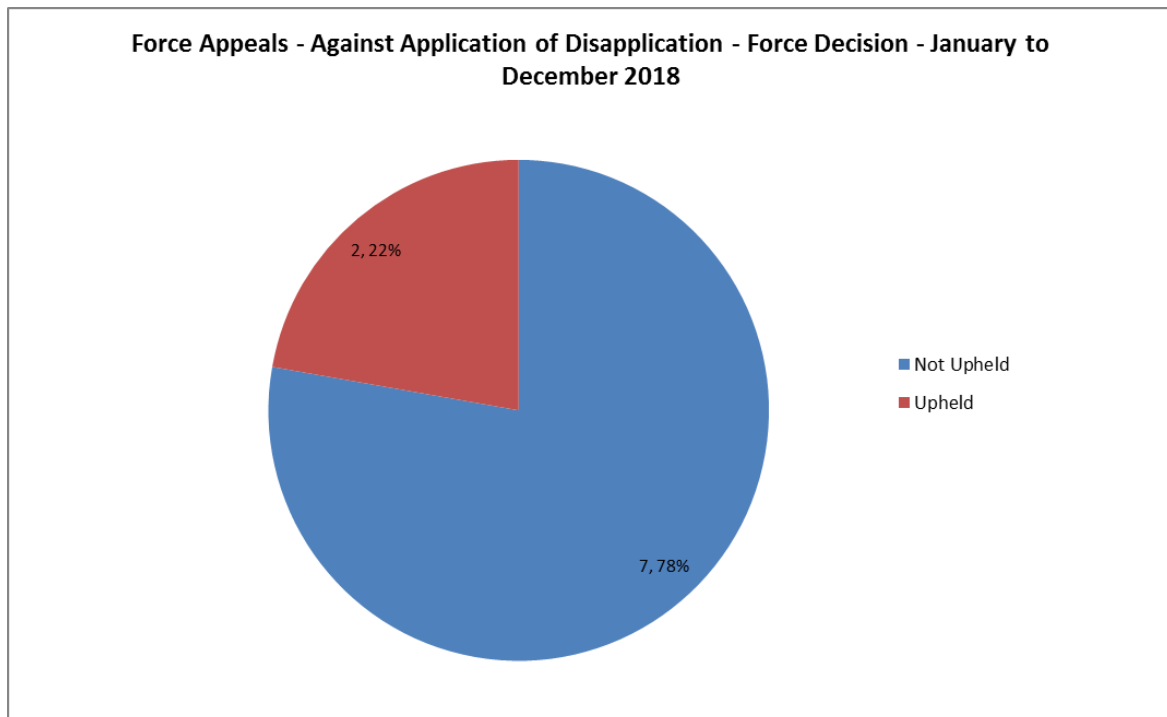


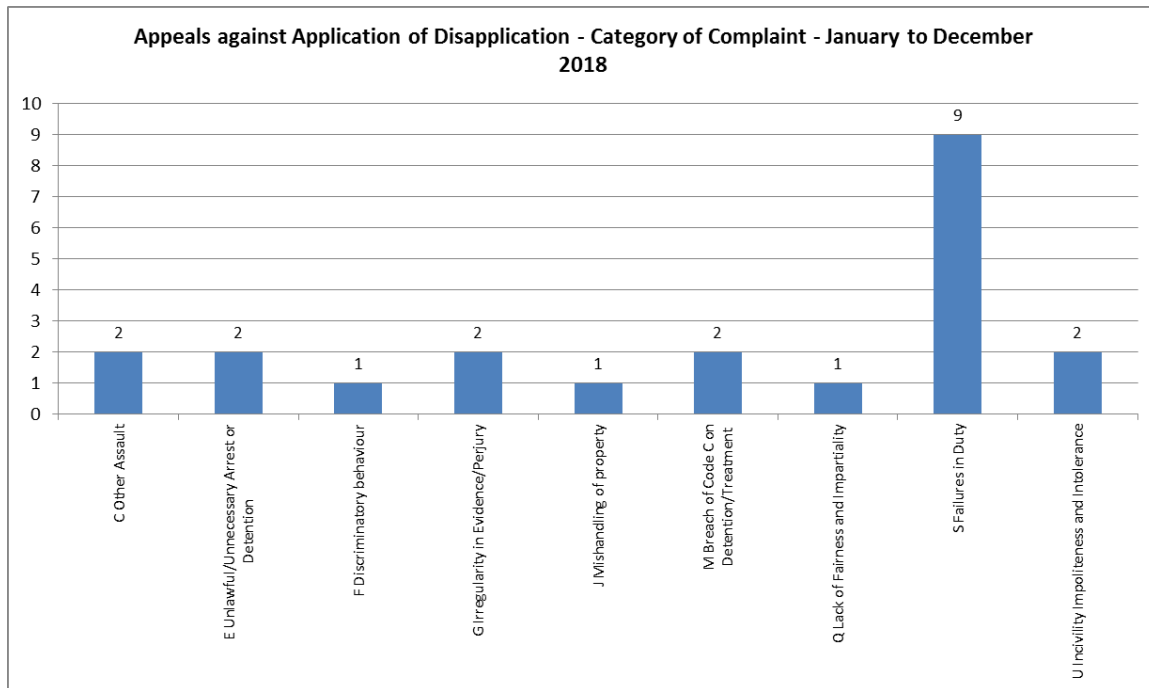
### Against Local Resolution:





### Against Disappication





**There has been one Appeal against Application of Discontinuance in November – C/393/18. This was previously appealed under the category of Disapplication in October 2018. The complaint category is S Failures in Duty.**