

QUARTERLY REPORT: COMPLAINTS, MISCONDUCT & OTHER MATTERS

Report of the Chief Constable

Contact: Detective Superintendent Chapple

1. Purpose of Report

1.2 This report outlines the data and performance of Complaints, Misconduct and other matters that have been processed in the 12 month period up to 31 July 2019 by the Professional Standards Department (PSD).

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

2. Recommendation

2.1 That the Commissioner considers the report and raise any queries though 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: April to July 2019

Unit: Professional Standards

Contact: D/Supt Chapple

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Performance Summary

Recorded Complaints

April to July 19 saw fewer members of the public complain about the service provided by Essex Police when compared to the same period last year, reducing from 223 to 187 and with an average of 47 complaints recorded per month. Individual recorded complaint strands have however seen an increase from 478 to 553 due to a small number of complaints recorded in July 2019 having multiple strands.

Whilst a number of policing commands have experienced an increase in the volume of strands recorded per complaint the overall number of individual complainants continues to decline.

Complaint Categories by exception

Public complaint strands relating to Other Assault – Use of Force (C) are higher than last year which is primarily due to spikes experienced in May and July 2019. Whilst some of the increase is a result of multiple allegations within a small number of individual cases the trend in allegations is an increase overall. This category of complaint accounts for 11% of the overall complaints recorded against Essex Police for the period against a national average of 7%¹.

Failure in Duty (S) remains the most common recorded complaint allegation and has seen an increase in the first four months of this financial year with 239 strands recorded against 176 during the same period last year. This increase is due to multiple strands recorded within a small number of complaints during July 2019. Complaints relating to alleged failures in duty account for 41% of all recorded complaints which is slightly higher than the national average of 39%.

Incivility, impoliteness and intolerance (U) allegations account for 11% of all recorded complaints and although this category saw a rise in July 2019 with 29 strands recorded the overall trend in allegations is seeing a decline with 65 allegations between April and July 2019 compared to 69 during the same period last year.

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. Between April and June 2019 Essex Police recorded 98% of complaints within 10 days against a national average of 91%.

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. The overall aspiration is for a public complaint to be finalised within 120 days. Between April and June 2019 the average time taken to finalise a complaint was 101 days, a reduction from 103 days the previous year and against a national average of 100 days.

Complaints resolved by local resolution (LR) were finalised on average within 52 days, which is a significant reduction from 83 days the previous year and better than the national average of 69 days.

¹ Independent Office for Police Conduct (IOPC) Police Complaints Bulletin (Essex) 1 April 2019 to 30 June 2019

Outcomes

The most common outcome for finalising an allegation has been through the use of local resolution (LR) accounting for 41% of outcomes compared to 50% nationally. 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 month period up to July 2019 Essex Police dealt with 2,310 allegations across all complaint categories in which 155 allegations were upheld, accounting for 7% of the total. 53% of all upheld complaints concerned a Failure in Duty (S). Of the 155 upheld complaints 70% were dealt with by Management Action².

Misconduct

81 new misconduct allegations were recorded between April and July 2019 compared to 66 during the same period last year. The highest reported area involved alleged breaches of the Standards of Professional Behaviour relating to Duties and Responsibilities.

Since April 2019 there have been six misconduct hearings following which two police officers have been dismissed and two would have been dismissed if they were still serving with Essex Police. Two cases were found Not Proven and no further action was taken.

Four Police Staff hearings have also taken place following which two staff members were dismissed, one received a Final Written Warning and one staff member received a First Written Warning.

OPFCC Audit

On a quarterly basis the OPFCC conduct an audit of closed complaints in order to provide an independent view of the quality of service given to complainants in the specific areas of:

(1) Timeliness and Delays (2) Customer Contact (3) Case Management (4) Record Keeping

During quarter 1 (April to June 19) a total of 20 cases were selected for review across a range of complaint categories and the findings shared with the Head of PSD. 12 cases identified no issues of concern with four queries raised over timeliness and two over record keeping. Responses were provided to the OPFCC regarding all matters highlighted.

Dean Chapple

Detective Superintendent
Head of Professional Standards

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)

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.

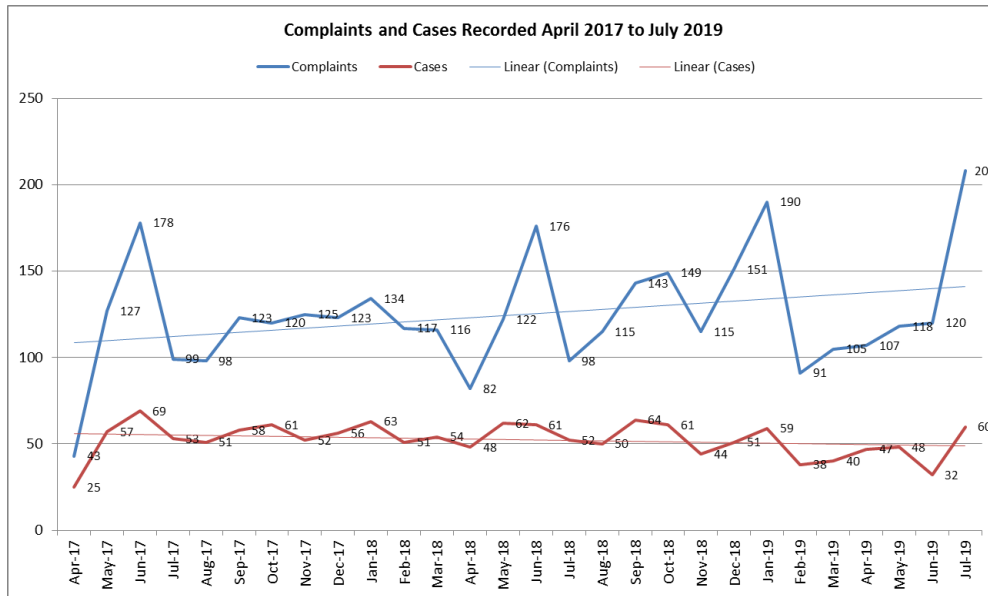
This data uses the Area Responsible as recorded initially for Cases; this will not reflect the individual complaint strands and officer allegations which will often be across different commands and areas.

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
SSD	Support Services Directorate

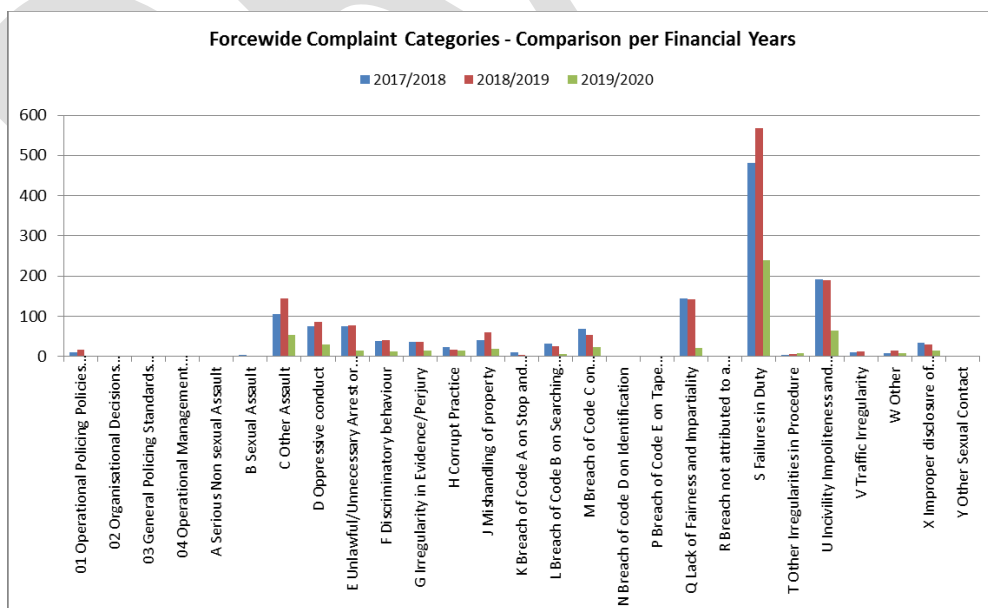
Force Complaints



There has been an overall increase in complaint numbers in the period since April 2017. However, case numbers have decreased slightly, indicating that multiple complaint strands within a case is the cause of the complaint increase.

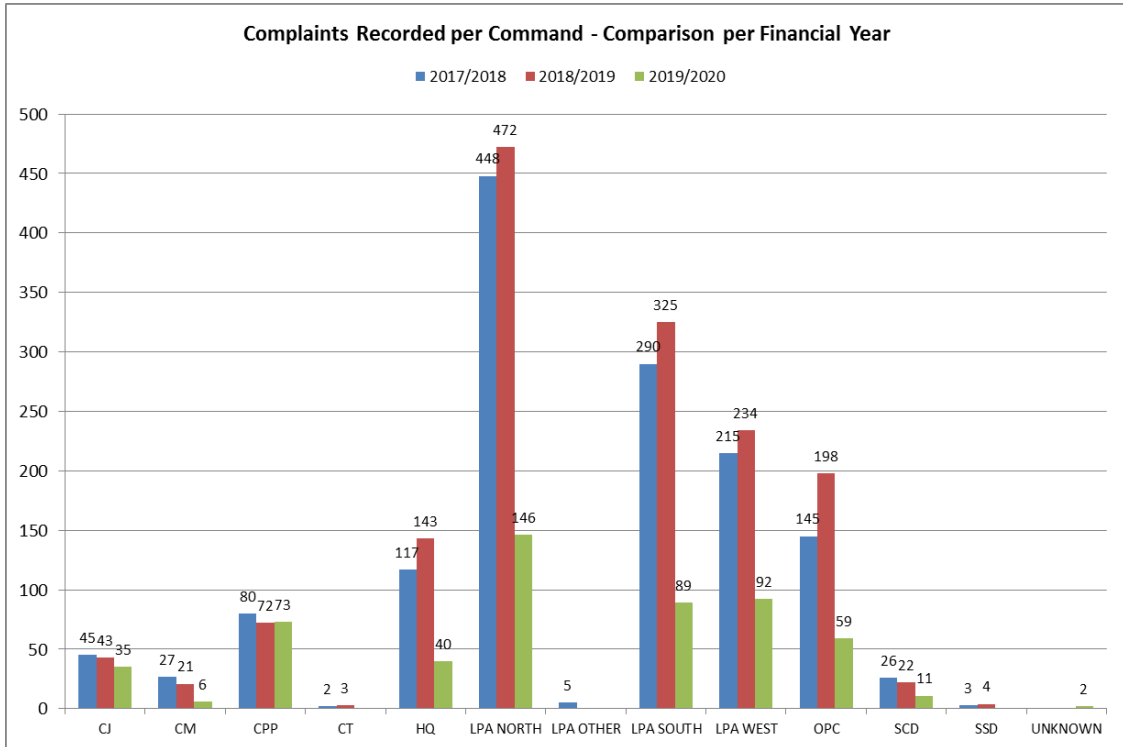
For example, January 2019 had many cases with a number of strands contained, such as C/11/19 with 14 strands and C/15/19 with 16. July 2019 has had a high level of complaints, again due to multiple strands, such as C/236/19 which involves 13 strands, and C/304/19 involving 16.

Complaint Categories:

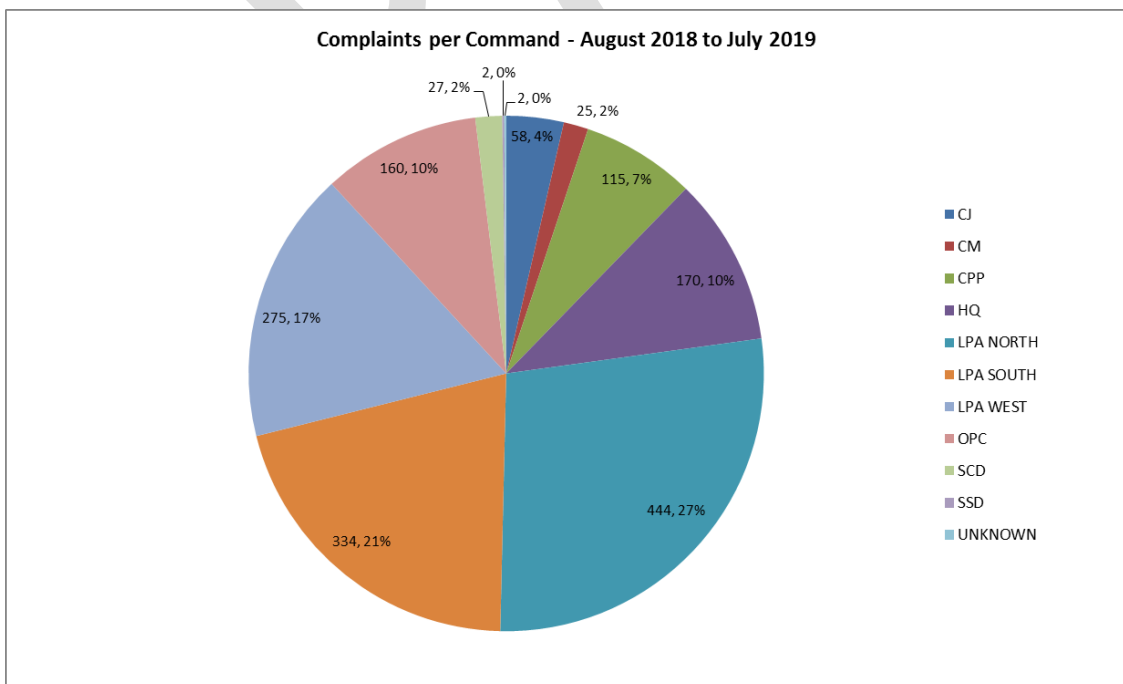


The following complaint categories had noticeably higher levels in 2018/2019 than in the previous year: C Other Assault, J Mishandling of Property, S Failure/Neglect in Duty.

Command Breakdown:

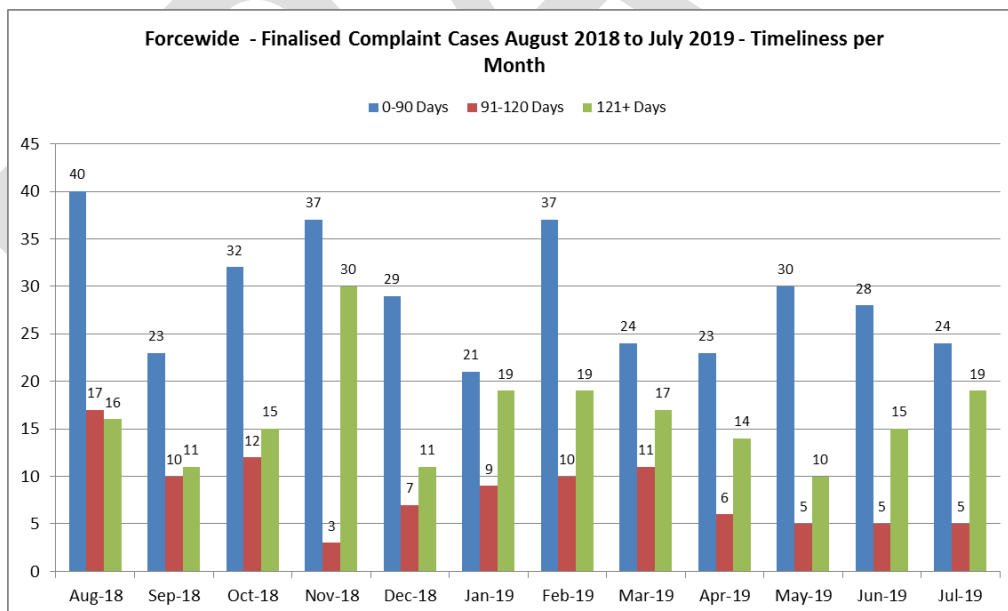
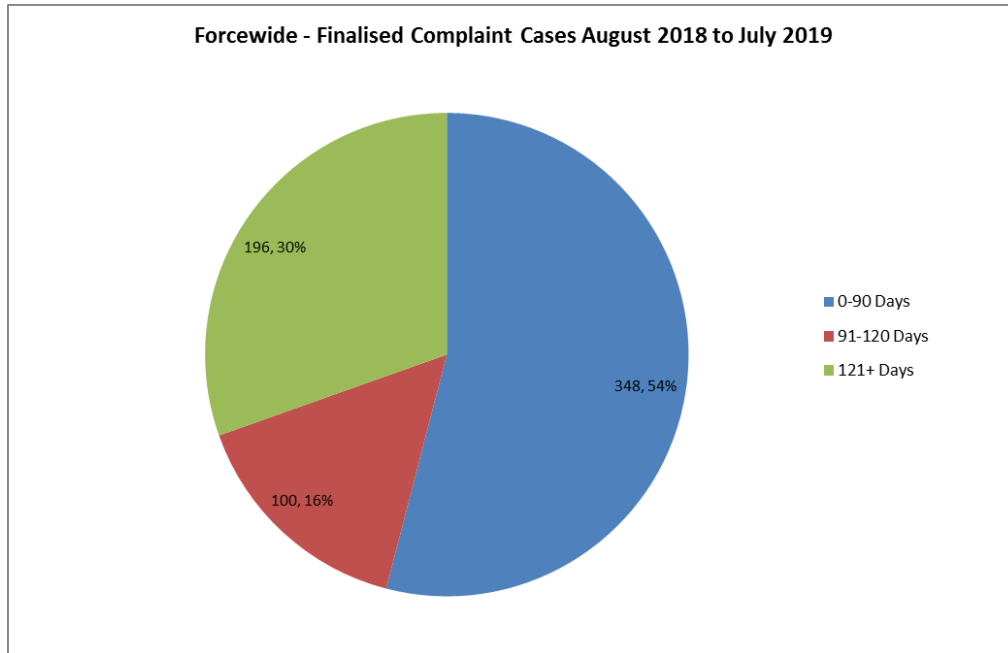


Note - There are additional complaints for HQ command in recent months. This appears to be due to the Area Responsible for numerous cases having been altered to PSD instead of other commands, particularly LPA North. Breakdown of complaint categories will be detailed in each command section.

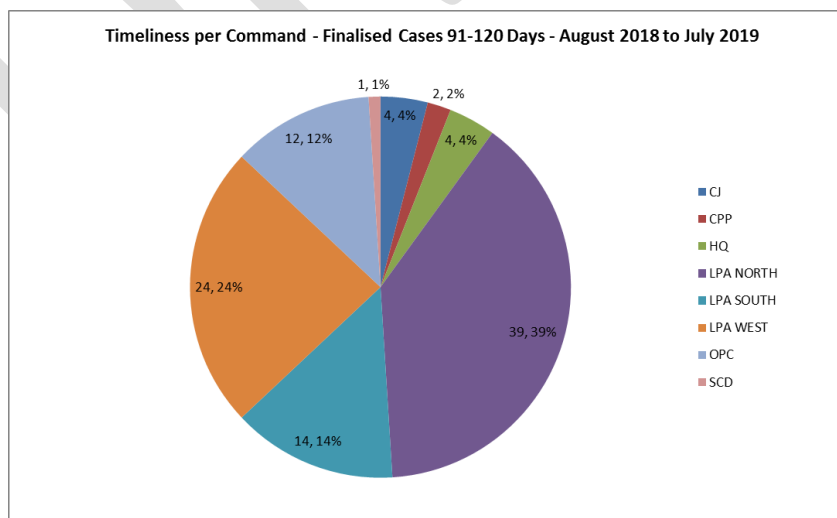
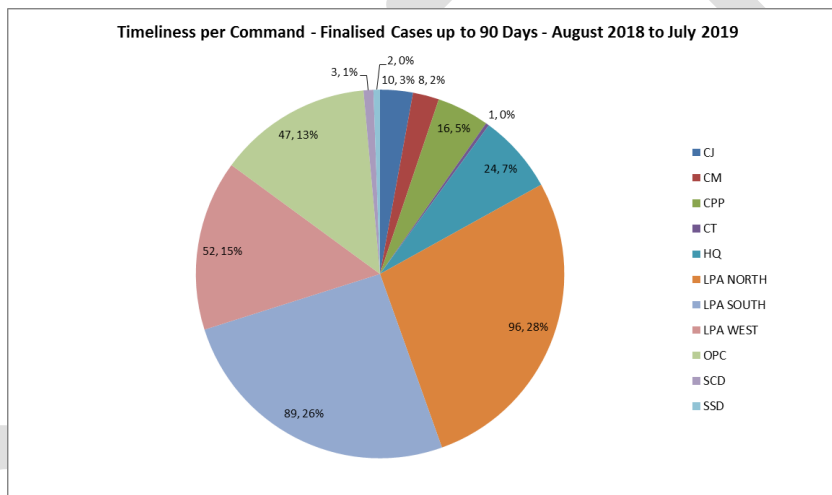
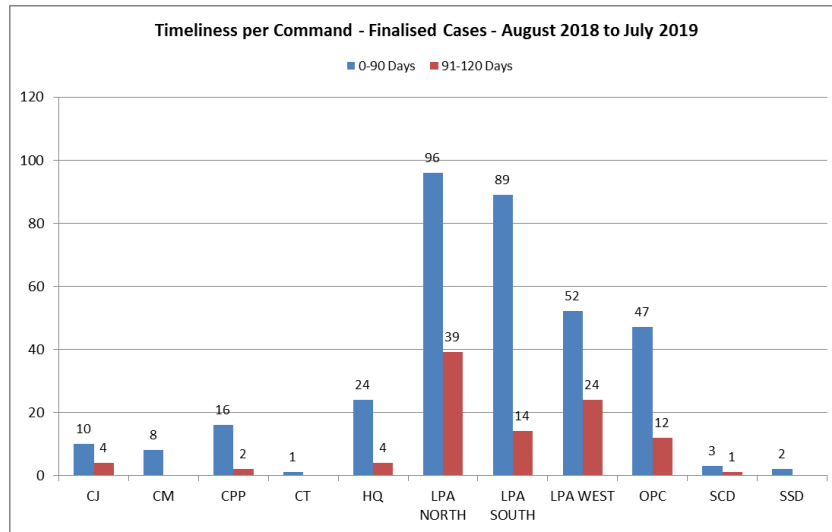


Timeliness of Complaints:

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.

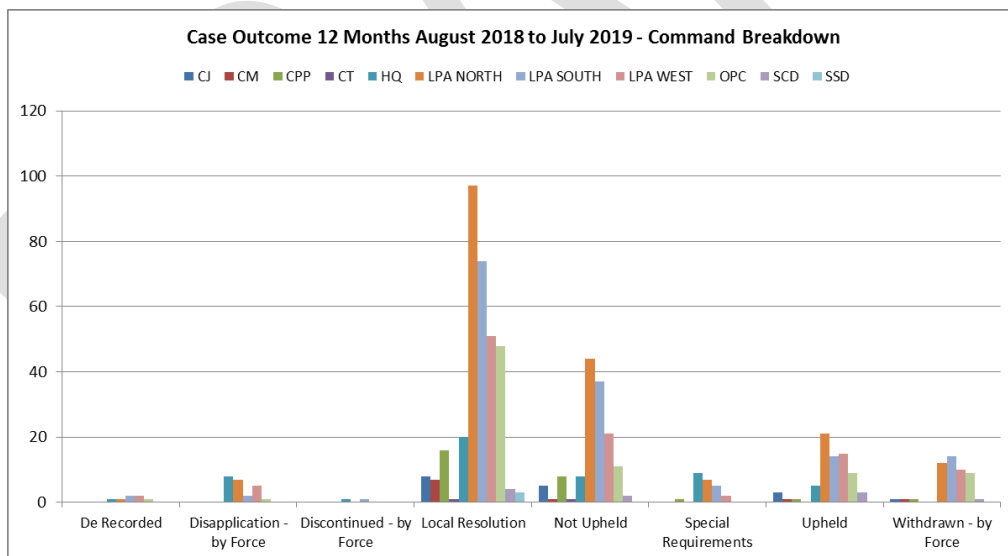
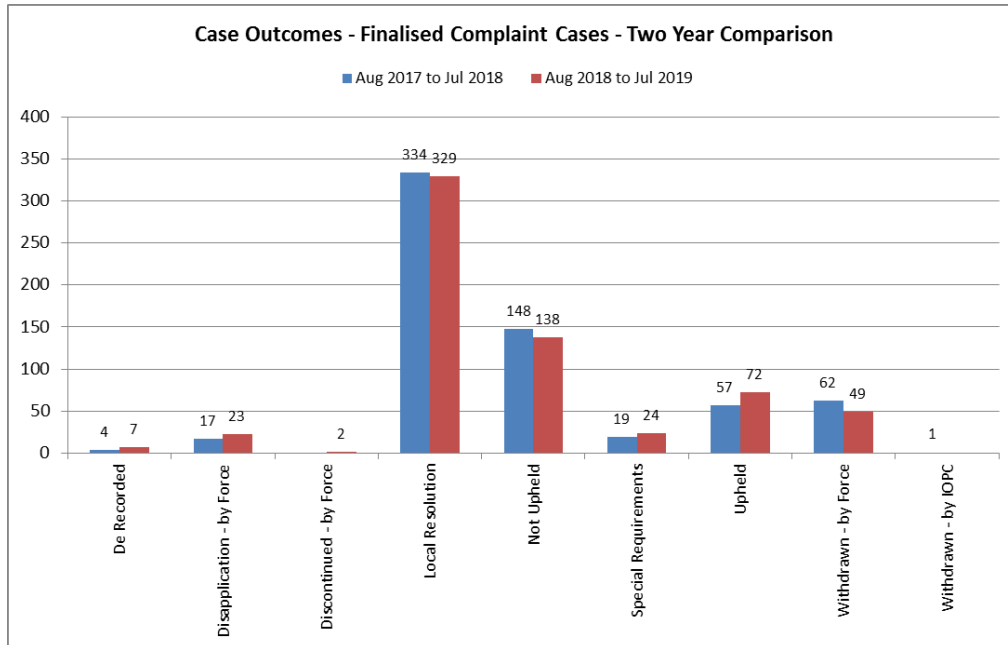


Timeliness of Complaints – Command Breakdown:

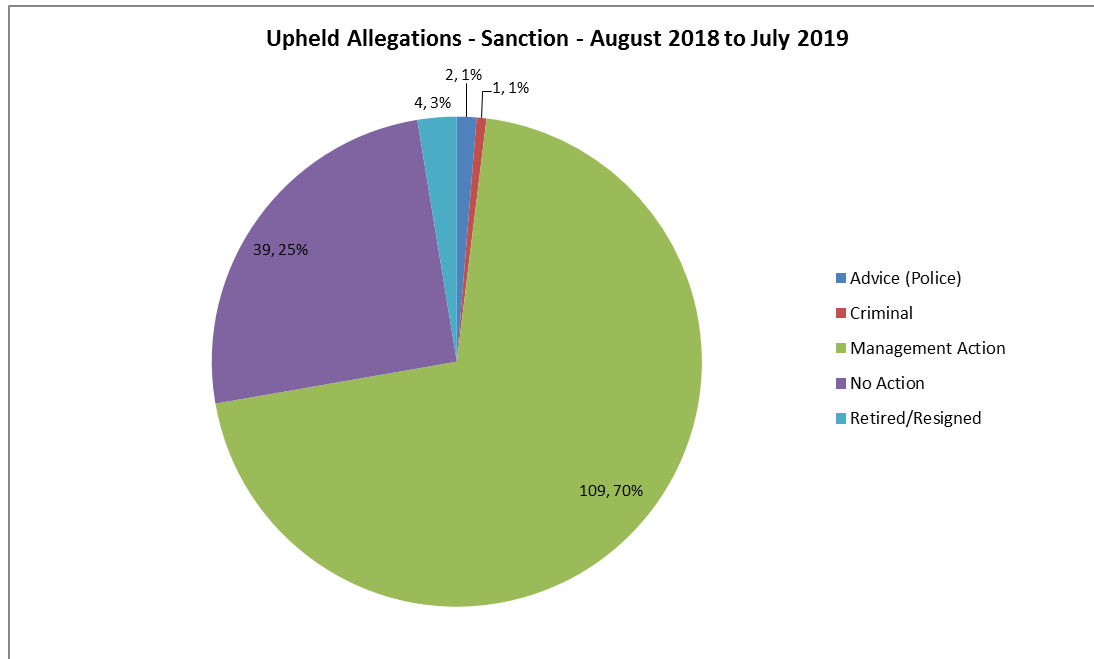


Outcomes of Complaints

The graph below compares the overall case outcome of Complaint Cases that were finalised in the last two years. Local Resolution is currently used as a Case Outcome on Centurion, though it is a mode of investigation.



Upheld Allegations – Outcome:



Of 2,310 total finalised allegations across all complaint categories in the last 12 months, 155 were upheld (7% 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).

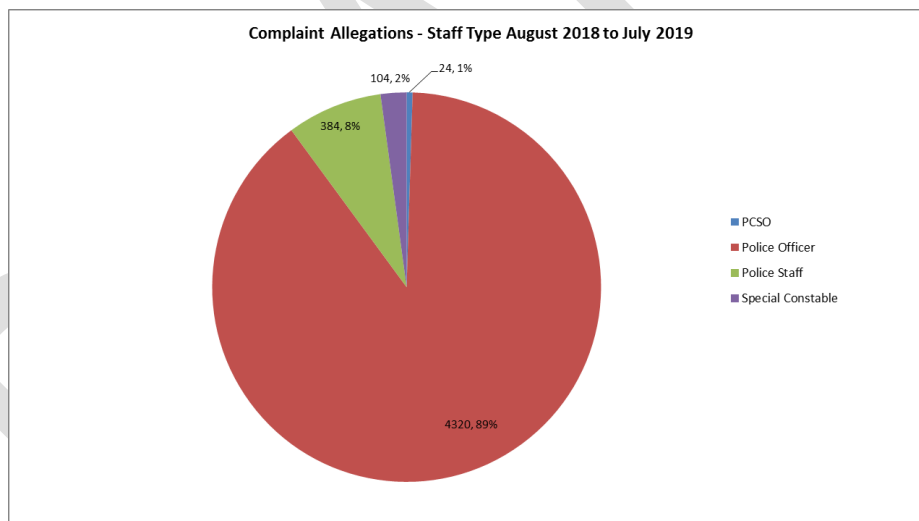
Category	Total Allegations Finalised August 2018 to July 2019	Upheld Allegations within Category	% Total Allegations for Category
B Sexual Assault	2	1	0.6%
C Other Assault	280	2	1.3%
D Oppressive conduct	124	4	2.6%
E Unlawful/Unnecessary Arrest or Detention	118	2	1.3%
H Corrupt Practice	45	1	0.6%
J Mishandling of property	87	3	1.9%
K Breach of Code A on Stop and Search	9	1	0.6%
L Breach of Code B on Searching Premises	64	8	5.2%
M Breach of Code C on Detention/Treatment	94	15	9.7%
Q Lack of Fairness and Impartiality	203	9	5.8%
S Failures in Duty	801	83	53.5%
U Incivility Impoliteness and Intolerance	238	14	9.0%
V Traffic Irregularity	14	3	1.9%
W Other	24	4	2.6%
X Improper disclosure of information	37	5	3.2%
Total	2310	155	6.7%

Upheld Allegations Finalised Command/Category Breakdown

Category	CJ	CM	CPP	HQ	LPA NORTH	LPA SOUTH	LPA WEST	OPC	SCD	Total	% Upheld Allegations for Category
B Sexual Assault	0	0	0	1	0	0	0	0	0	1	50%
C Other Assault	0	0	0	0	0	0	0	2	0	2	1%
D Oppressive conduct	0	0	0	0	0	4	0	0	0	4	3%
E Unlawful/Unnecessary Arrest or Detention	0	0	0	1	0	1	0	0	0	2	2%
H Corrupt Practice	0	0	0	1	0	0	0	0	0	1	2%
J Mishandling of property	0	0	0	0	0	1	1	1	0	3	3%
K Breach of Code A on Stop and Search	0	0	0	0	0	0	0	1	0	1	11%
L Breach of Code B on Searching Premises	0	0	0	0	0	8	0	0	0	8	13%
M Breach of Code C on Detention/Treatment	7	0	0	0	2	5	0	1	0	15	16%
Q Lack of Fairness and Impartiality	0	0	0	0	4	1	4	0	0	9	4%
S Failures in Duty	0	1	1	4	33	11	23	7	3	83	10%
U Incivility Impoliteness and Intolerance	1	0	0	0	2	5	2	3	1	14	6%
V Traffic Irregularity	0	0	0	0	0	0	1	2	0	3	21%
W Other	0	0	0	0	0	0	4	0	0	4	17%
X Improper disclosure of information	2	0	0	1	0	0	2	0	0	5	14%
Grand Total	10	1	1	8	41	36	37	17	4	155	7%
% of Total (155)	6%	1%	1%	5%	26%	23%	24%	11%	3%	100%	

Staff Type:

The following graph and table show the staff type of all complaint allegations across the force in the last 12 months. Allegation numbers consist of each separate officer/staff allegation; therefore there is considerably more than the total number of complaint strands and cases. For example, within one complaint case, there may be several different strands of complaint, within which there will be multiple officers/staff subject to the complaint allegation. (Headcount figures are from 30/04/2019.)



Staff Type	Total Allegations	Percentage of Allegations	Force Headcount	Percentage of Headcount
PCSO	24	0.50%	117	1.96%
Police Officer	4320	89.40%	3135	52.42%
Police Staff	384	7.95%	2209	36.94%
Special Constable	104	2.15%	519	8.68%
Grand Total	4832	100%	5980	100%

Command	PCSO Complaint Allegations	% of Total Allegations (4832)	PCSO Force Headcount	% of Total Force Headcount (5980)
LPA NORTH	11	0.2%	56	0.9%
LPA SOUTH	8	0.2%	32	0.5%
LPA WEST	5	0.1%	29	0.5%
Grand Total	24	0.5%	117	2.0%

Command	Police Officer Complaint Allegations	% of Total Allegations (4832)	Police Officer Force Headcount	% of Total Force Headcount (5980)
CJ	225	4.7%	53	0.9%
CM	42	0.9%	112	1.9%
CPP	312	6.5%	283	4.7%
CT	0	0.0%	93	1.6%
HQ	634	13.1%	41	0.7%
LPA NORTH	1099	22.7%	761	12.7%
LPA SOUTH	1040	21.5%	519	8.7%
LPA WEST	640	13.2%	506	8.5%
LP Other	0	0.0%	23	0.4%
OPC	284	5.9%	421	7.0%
SCD	44	0.9%	180	3.0%
SSD	0	0.0%	143	2.4%
Grand Total	4320	89.4%	3135	52.4%

Command	Police Staff Complaint Allegations	% of Total Allegations (4832)	Police Staff Force Headcount	% of Total Force Headcount (5980)
CJ	44	0.9%	263	4.4%
CM	26	0.5%	528	8.8%
CPP	62	1.3%	190	3.2%
CT	0	0.0%	0	0.0%
HQ	40	0.8%	180	3.0%
LPA NORTH	56	1.2%	12	0.2%
LPA SOUTH	44	0.9%	10	0.2%
LPA WEST	43	0.9%	7	0.1%
LP Other	0	0.0%	44	0.7%
OPC	62	1.3%	185	3.1%
SCD	4	0.1%	294	4.9%
SSD	1	0.0%	496	8.3%
UNKNOWN	2	0.0%	N/A	N/A
Grand Total	384	7.9%	2209	36.9%

Command	Special Constable Complaint Allegations	% of Total Allegations (4832)	Special Constable Force Headcount	% of Total Force Headcount (5980)
CJ	0	0.00%	0	0.00%
CM	0	0.00%	0	0.00%
CPP	0	0.00%	0	0.00%
CT	0	0.00%	0	0.00%
HQ	5	0.10%	0	0.00%
LPA NORTH	46	0.95%	184	3.08%
LPA SOUTH	28	0.58%	108	1.81%
LPA WEST	12	0.25%	69	1.15%
LP Other	0	0.00%	1	0.02%
OPC	13	0.27%	42	0.70%
SCD	0	0.00%	0	0.00%
SSD	0	0.00%	115	1.92%
Grand Total	110	2.28%	519	8.68%

Complaint Categories – Force Overview

Complaint Code A: Serious Non Sexual Assault

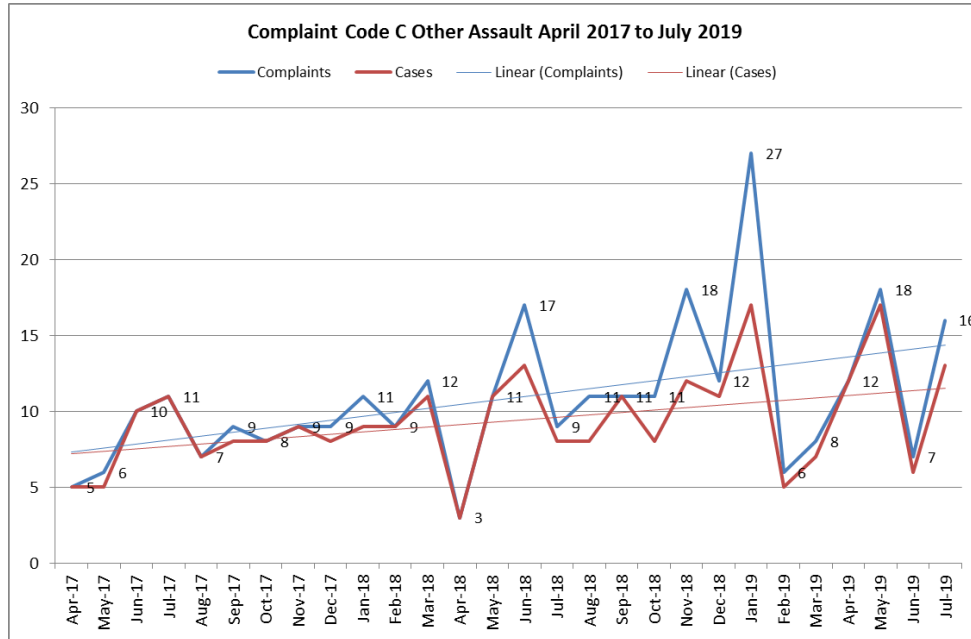
There are minimal numbers of A category complaints with three complaints recorded since April 2017, the first of which was in August 2018 in North LPA. There were two recorded in December 2018, recorded in North and South LPA.

Complaint Code B: Sexual Assault

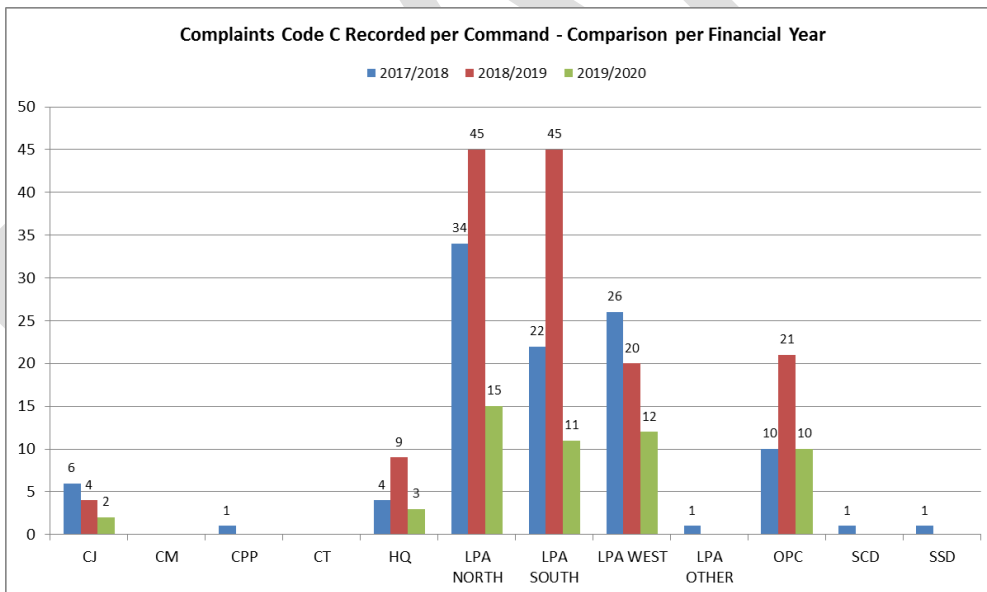
The following table shows numbers of B category since April 2017. Numbers have been low, with nine recorded.

Month	Recorded	Command
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/PSD
Jan-19	1	LPA WEST/PSD
Jul-19	1	OPC

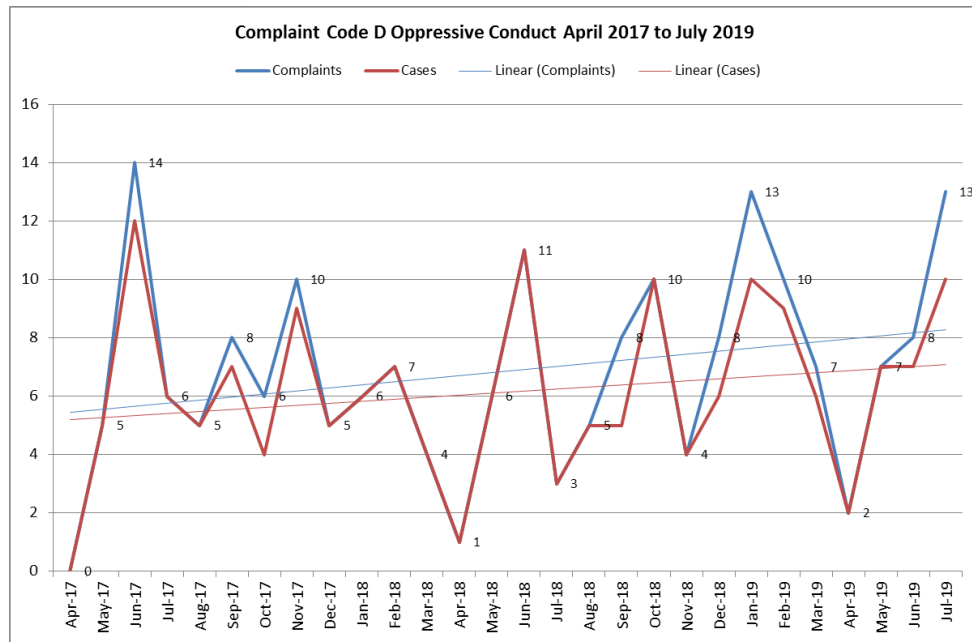
Complaint Code C: Other Assault



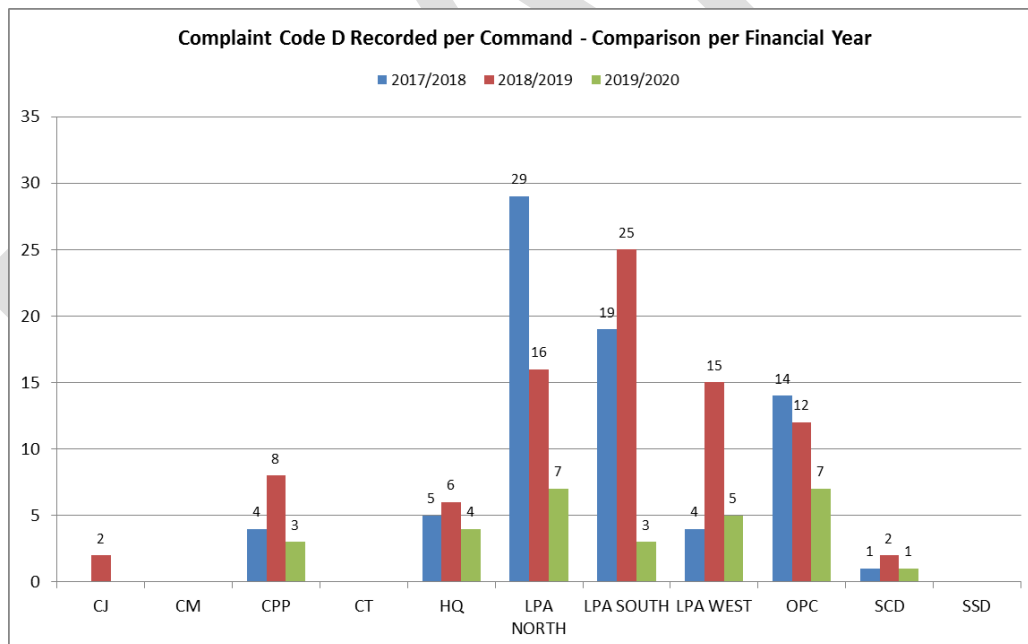
The overall trend in allegations of Other Assault (C) is an increase overall, particularly due to peaks in some months. LPA North and South, and OPC had increases last year compared to the previous year.



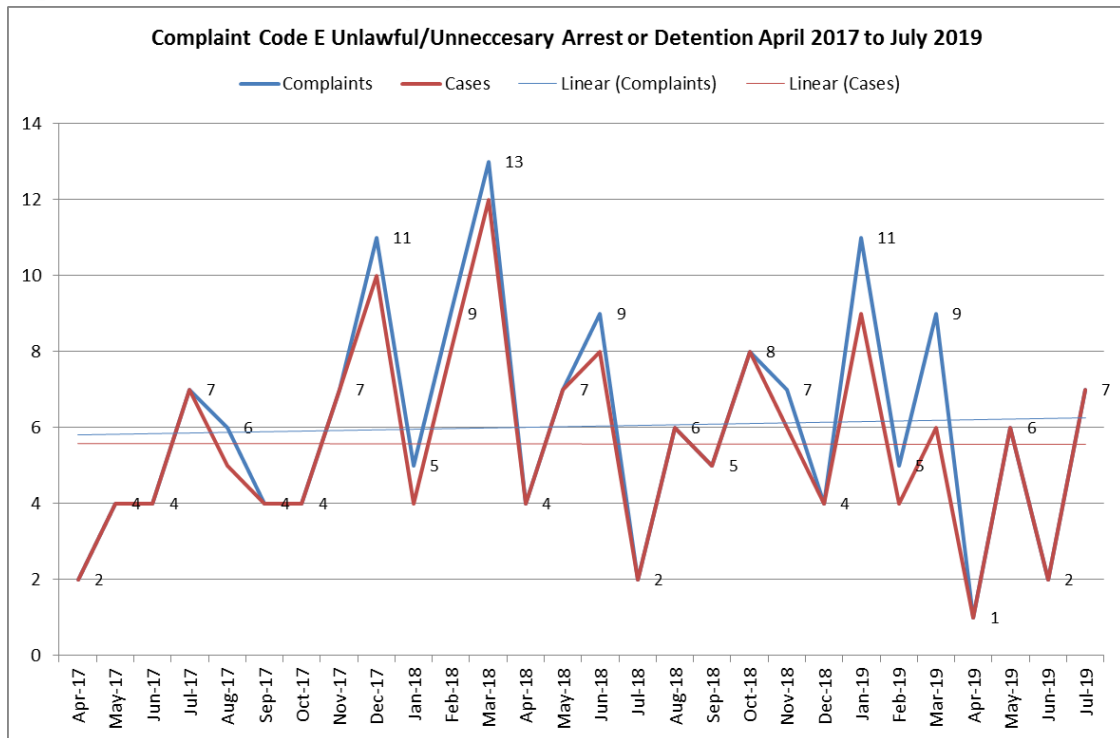
Complaint Code D: Oppressive Conduct



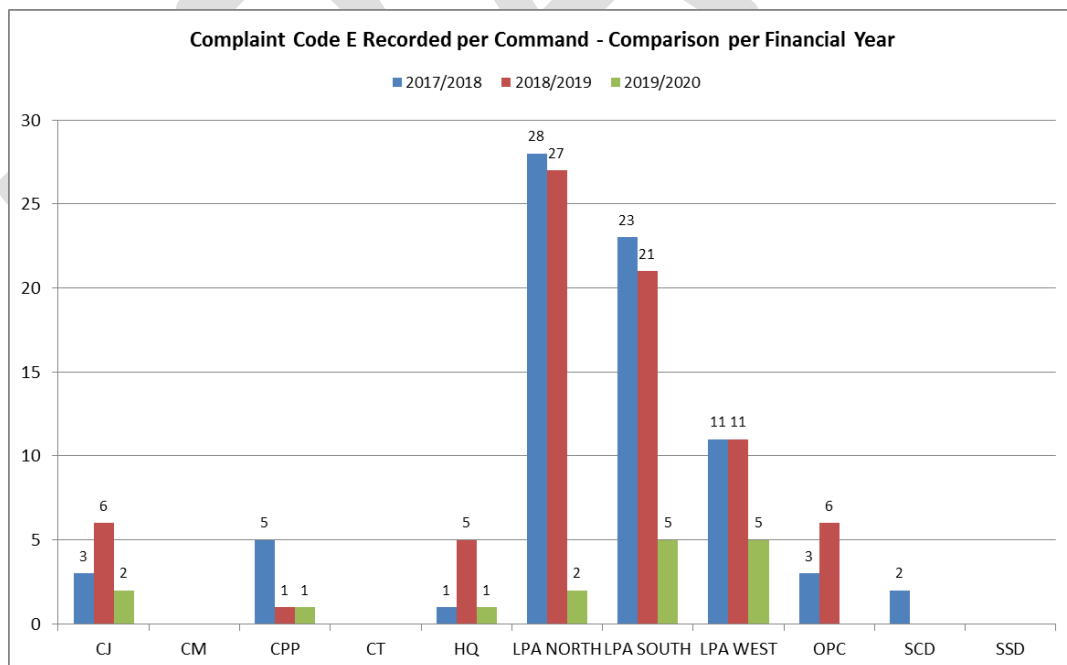
There have been several peaks in D Complaints and numbers have increased since April 2017. North LPA had a decrease in 2018/2019, although LPA South and West had increases.



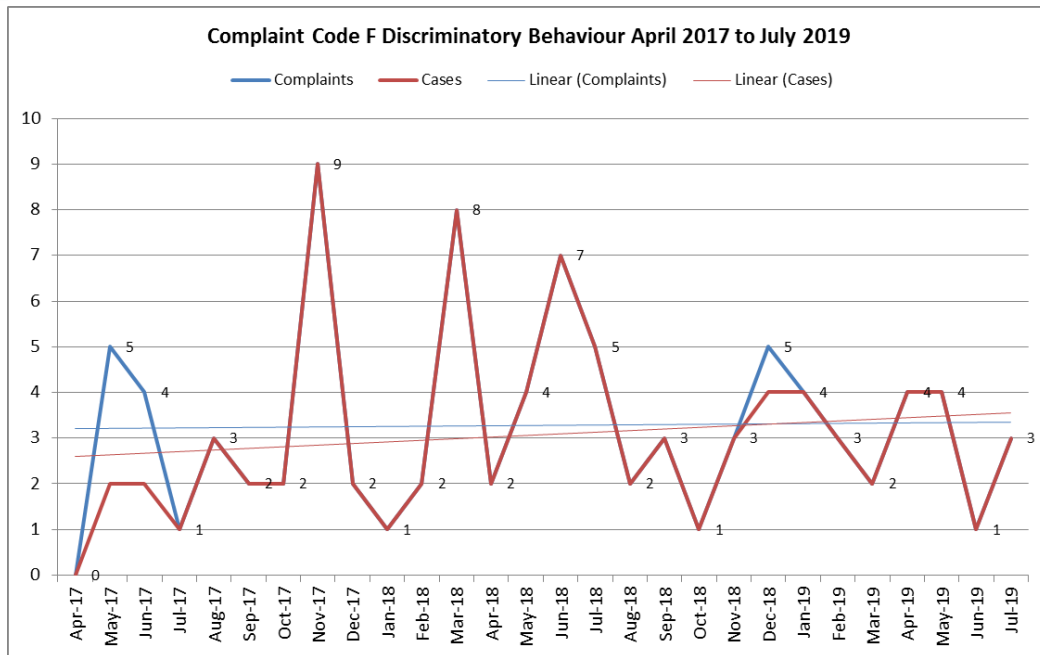
Complaint Code E: Unlawful/Unnecessary Arrest or Detention



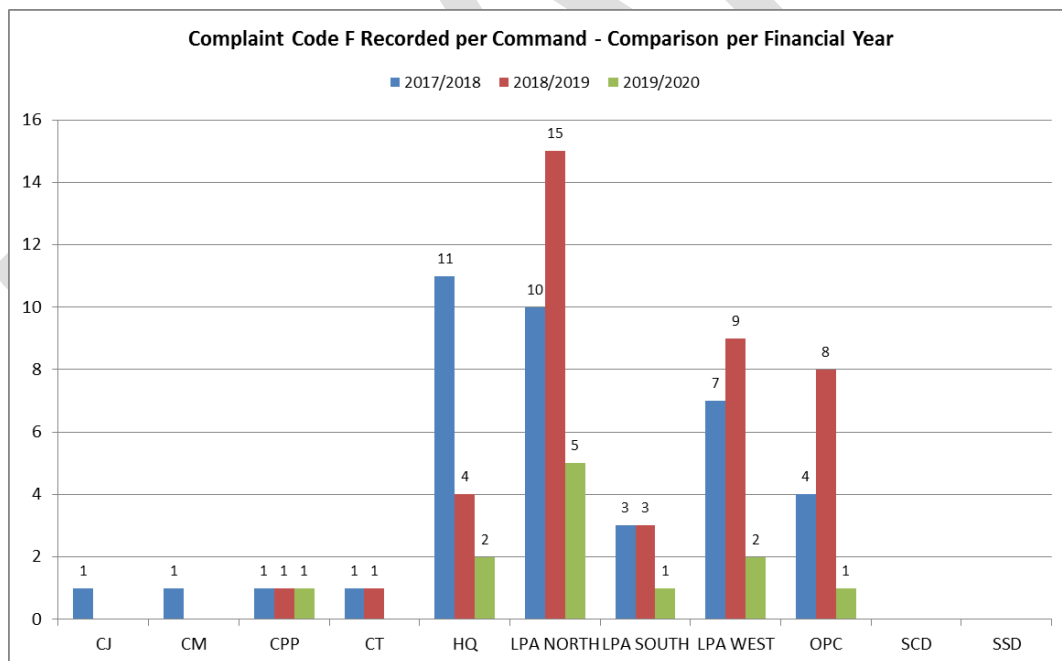
Due to some peaks in recording, Category E Complaints have had a slight increase overall. OPC and HQ Command areas had small increases in 2018/2019, with the LPA areas remaining at the same level.



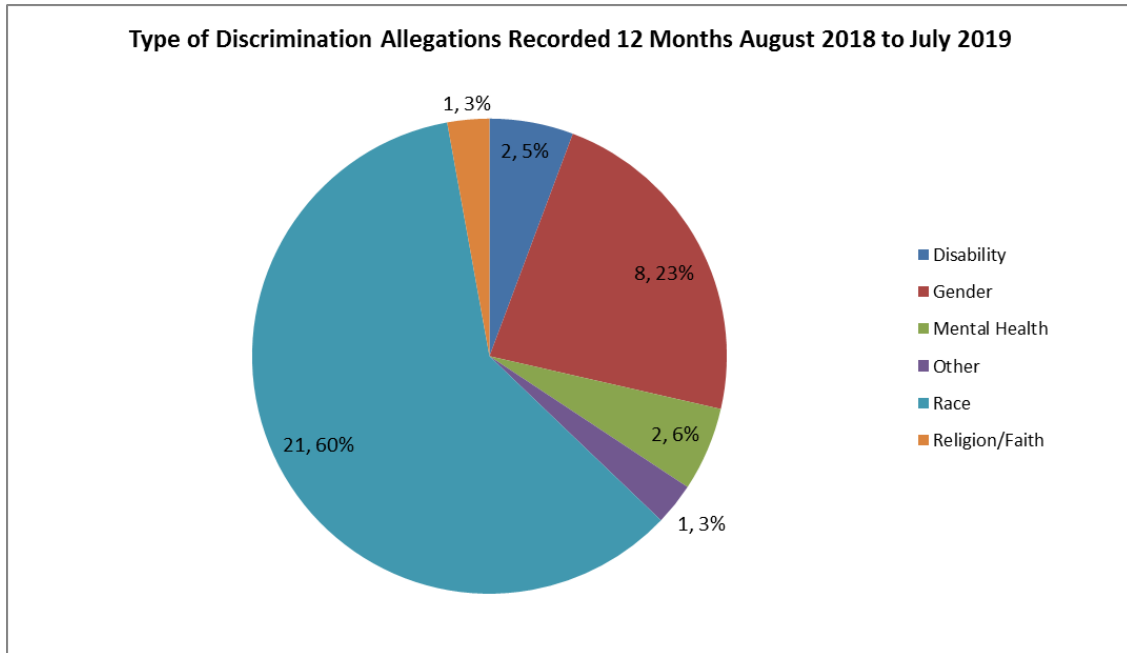
Complaint Code F: Discriminatory Behaviour



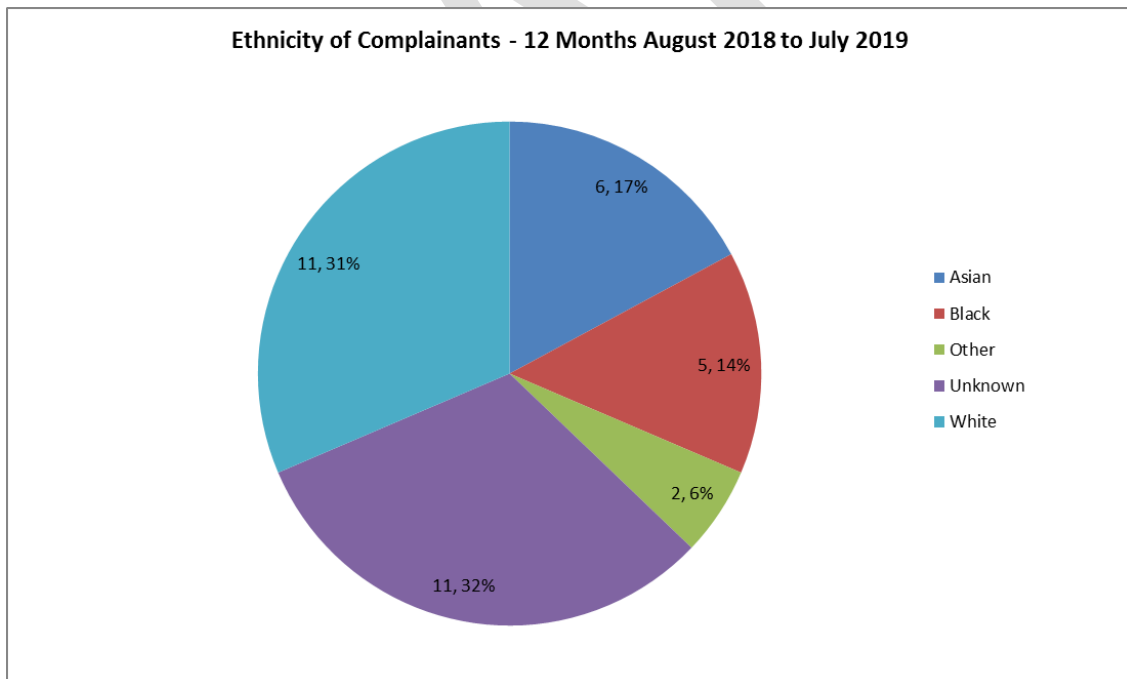
There have been peaks in F complaints which have resulted in a slightly increasing trend, though numbers are low in recent months. LPA North and West, and OPC had increases compared to the previous year.



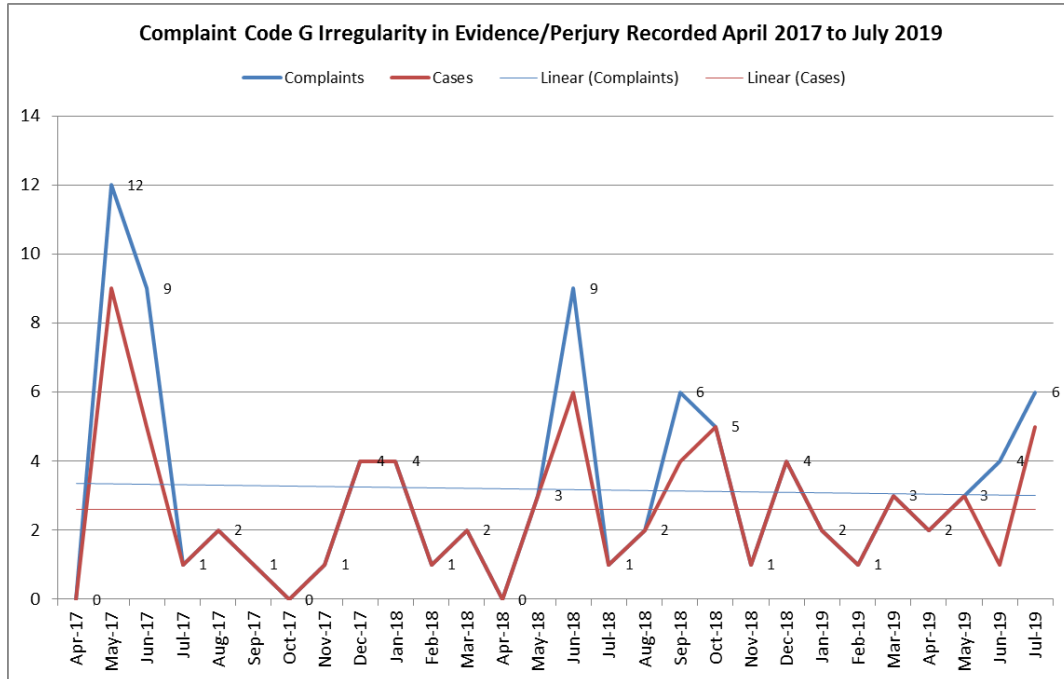
F Discrimination Complaints – Allegation Type



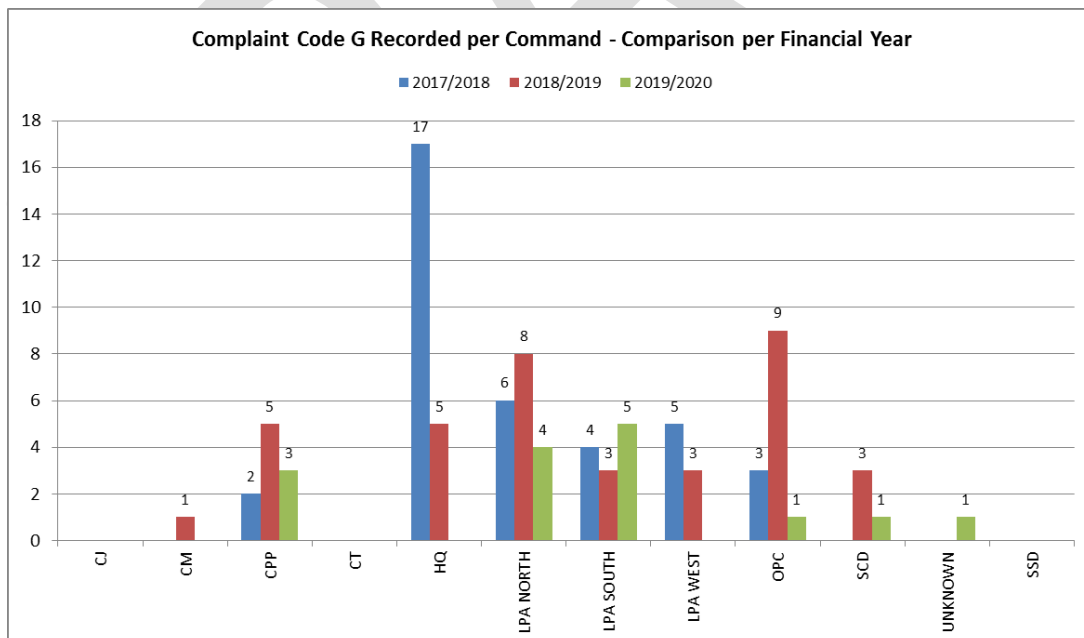
F Discrimination Complaints – Ethnicity of Complainants



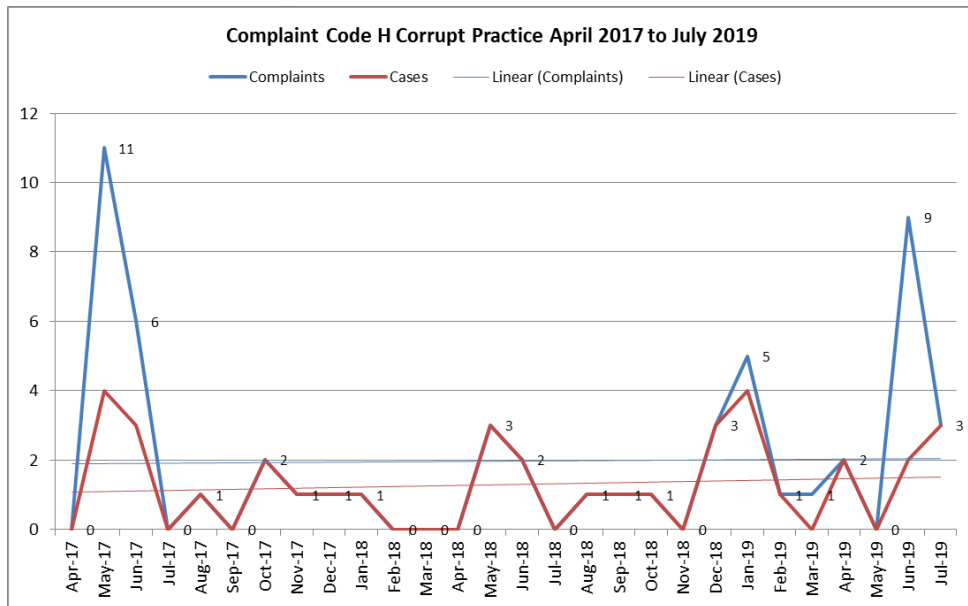
Complaint Code G: Irregularity in Evidence/Perjury



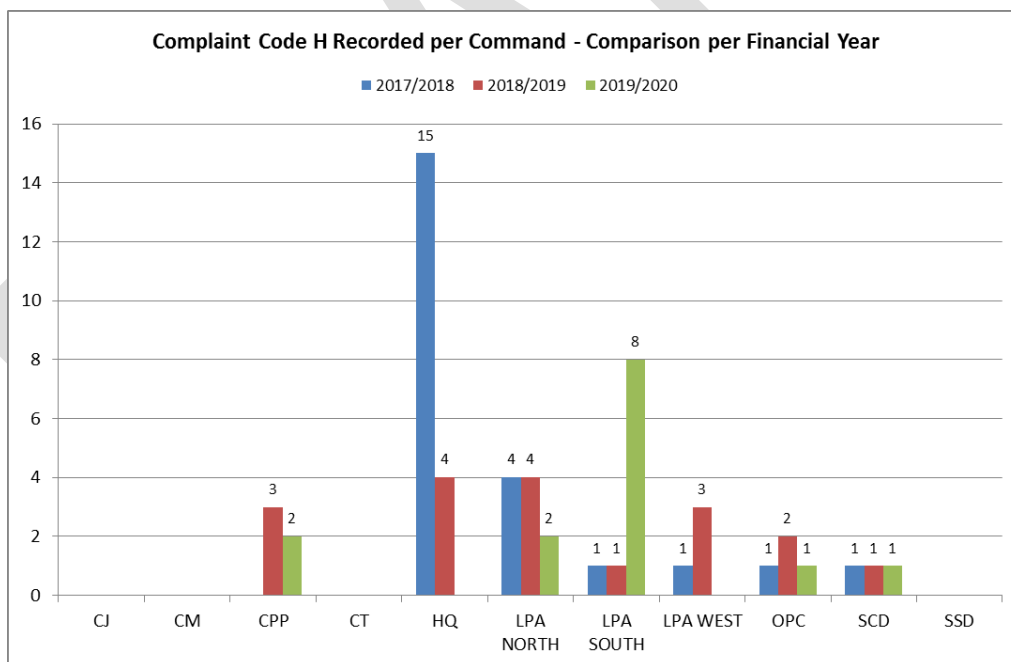
Allegations of Irregularity of Evidence and Perjury (G) remain low and have decreased overall, though with peaks seen in May 2017 and June 2018, the latter being accounted for by one case involving four allegations of this category (C/308/18).



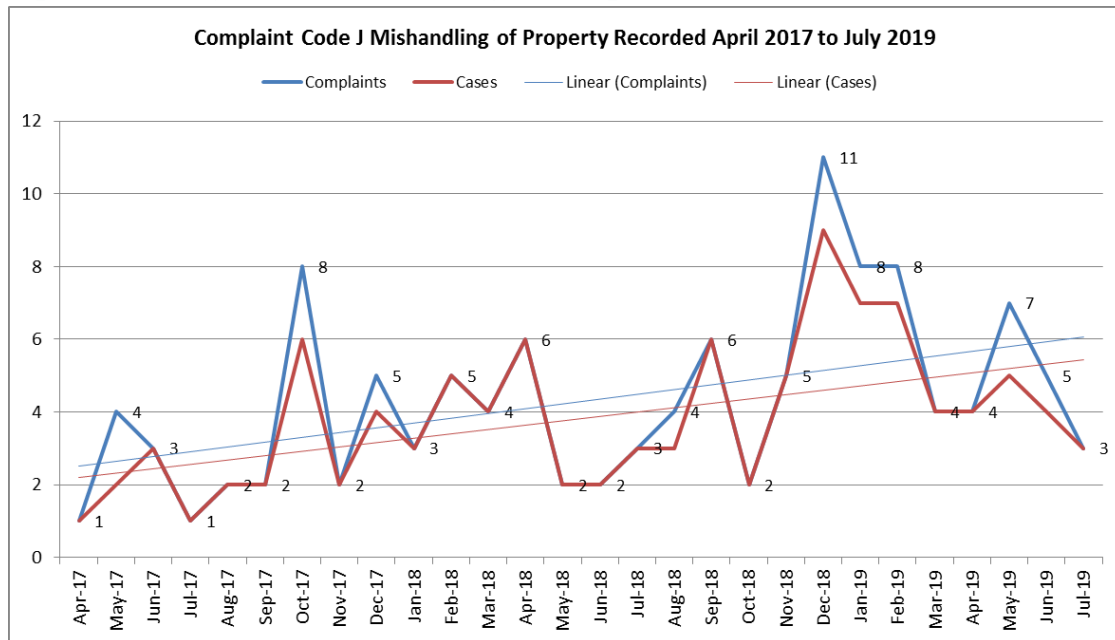
Complaint Code H: Corrupt Practice



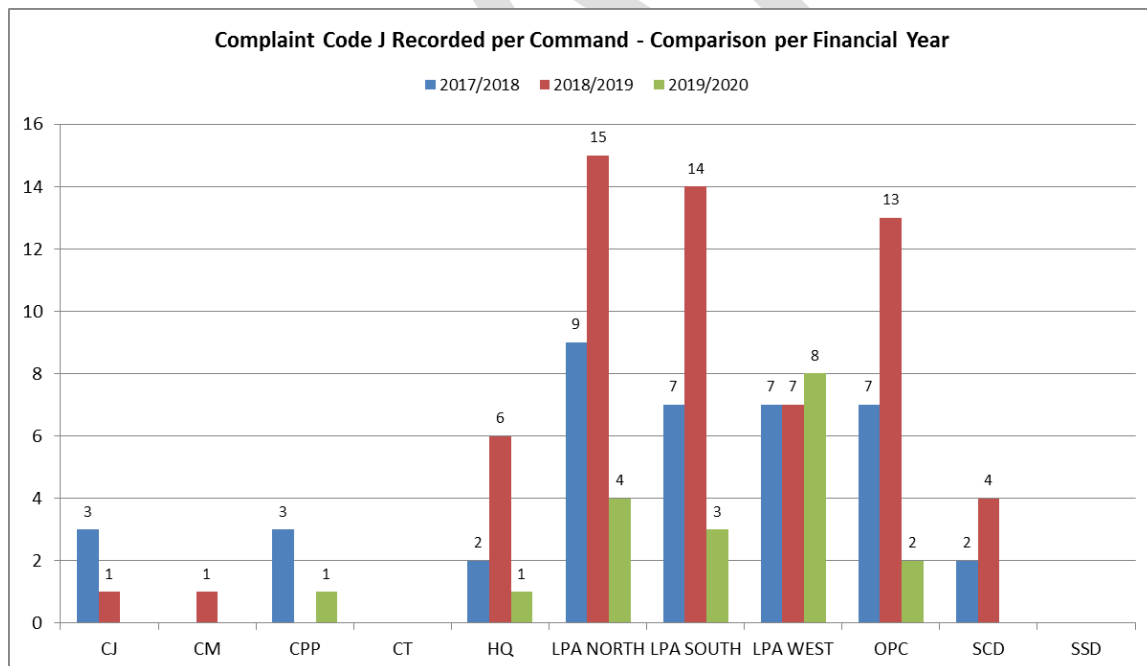
Numbers of H complaints have been low but have been affected by a complaint involving a repeat complainant in May 2017 (C/175/17 PSD, previously North LPA), and in June 2019 there was a case involving numerous strands (C/239/19).



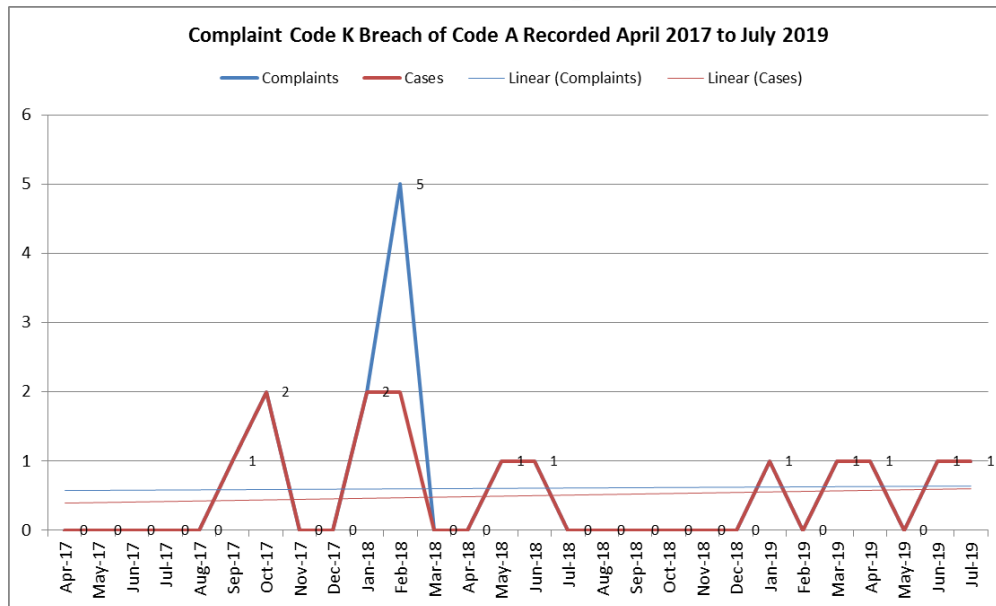
Complaint Category J Mishandling of Property



Code J complaints have been low in number, though with an occasional peak which has led to an overall increase over the time-frame. Due to low numbers in the previous year; LPA North and South, and OPC had an increase in 2018/2019.



Complaint Code K Breach of Code A on Stop and Search



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

There were 3,125 Stop & Search forms submitted in the fourth quarter of 2018/2019.

This is an increase of 2,118 (210%) compared to the same quarter for 2017/18. Compared to the third quarter of 2018/2019, this is an increase of 970 (45%).

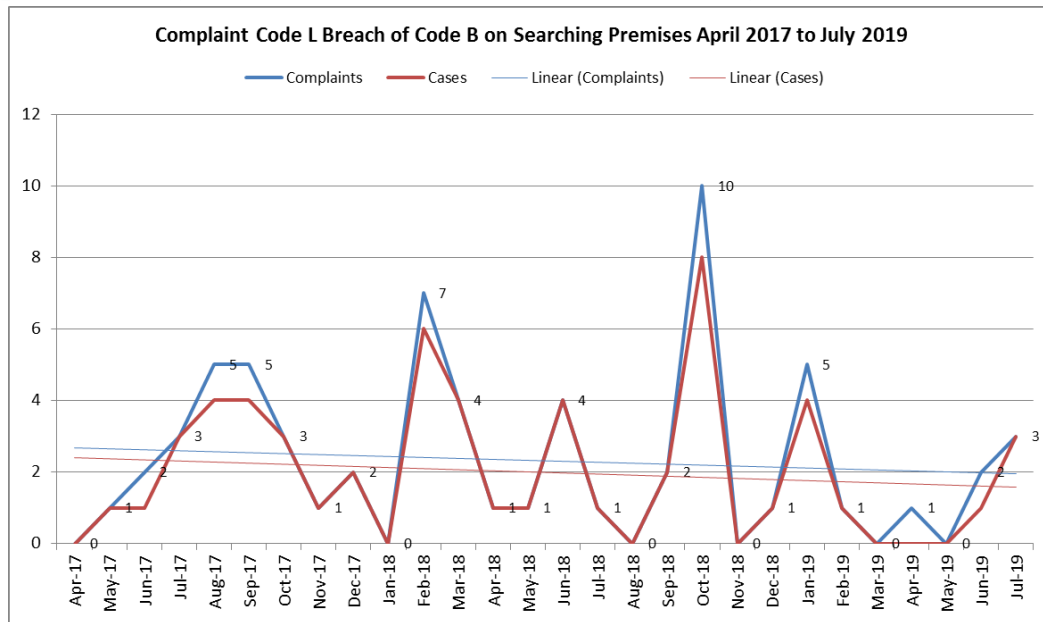
The increase in Stop Searches has been attributed to data being input onto Mobile Data Terminals³.

Comparison of Complaints per Financial Years per Command:

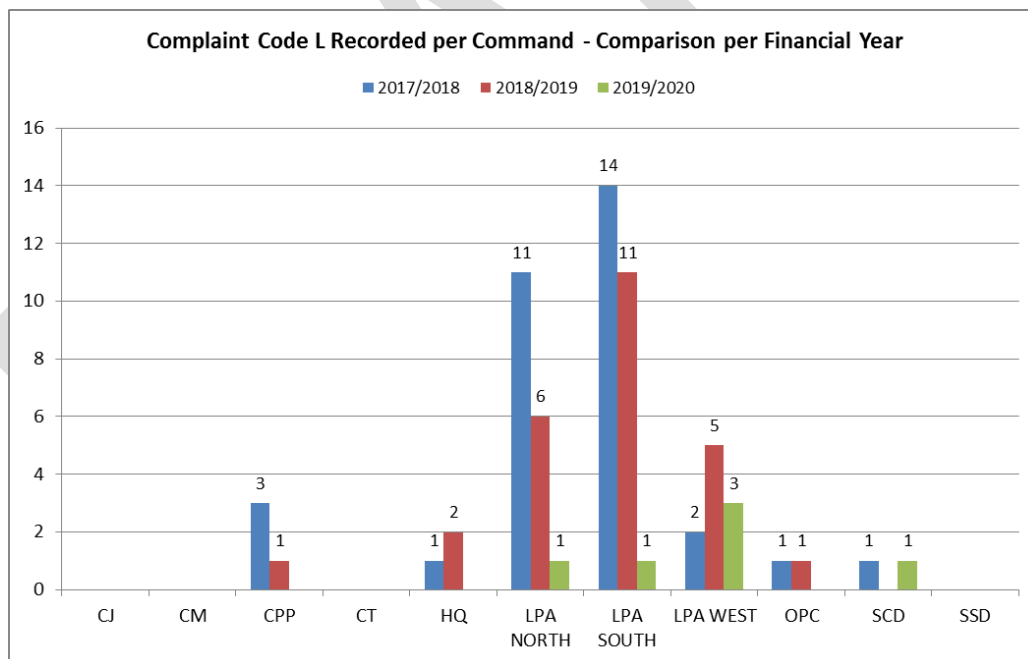
Command	2017/2018	2018/2019	2019/2020	Total
CPP	1			1
LPA NORTH	1	2	1	4
LPA OTHER	4			4
LPA SOUTH	1		2	3
LPA WEST	1			1
OPC	2	2		4
Total	10	4	1	17

³ Figures and information obtained from Strategic Command reporting June 2019 Stop and Search Quarterly Report

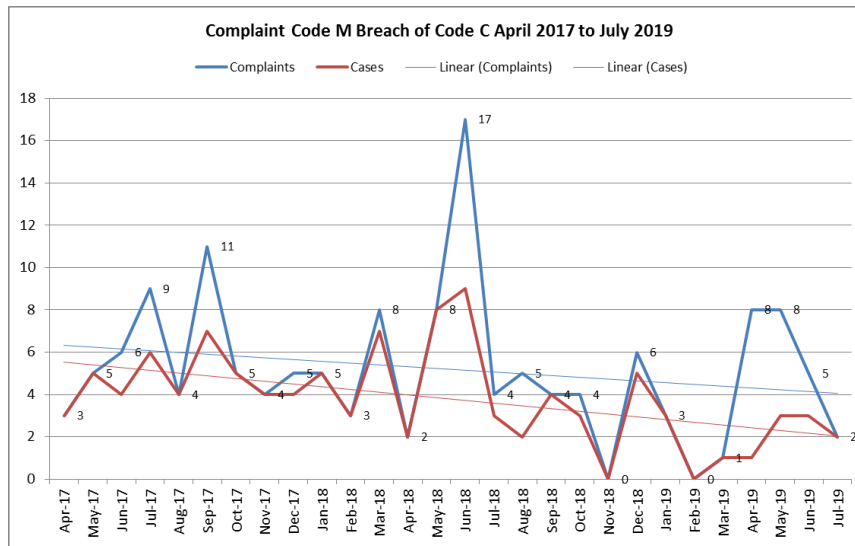
Complaint Category L Breach of Code B on Searching Premises



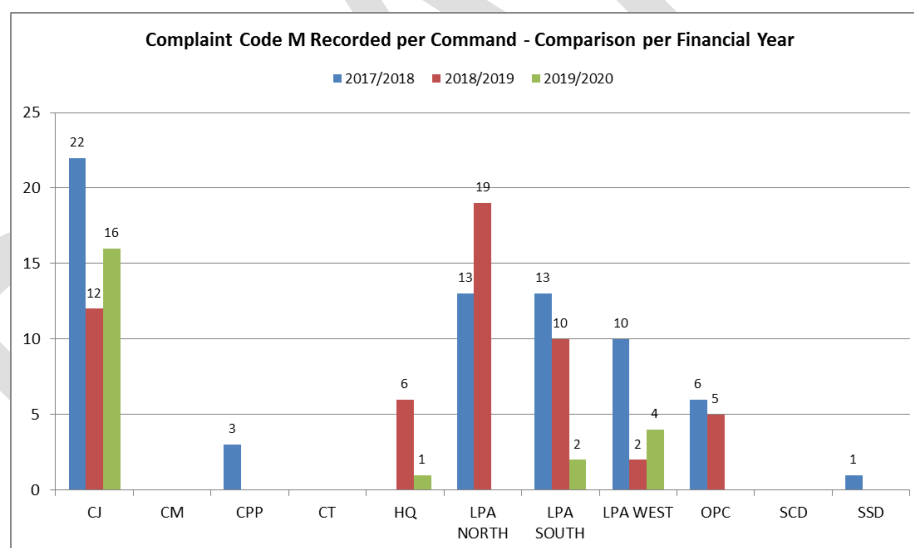
Levels of L complaints are sporadic, and have decreased over the time-frame. LPA West had increases compared to the previous year.



Complaint Category M Breach of Code C on Detention/Treatment



Allegations of a Breach of Code C Detention and Treatment (M) show a general decline 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. LPA North had an increase compared to the previous year.



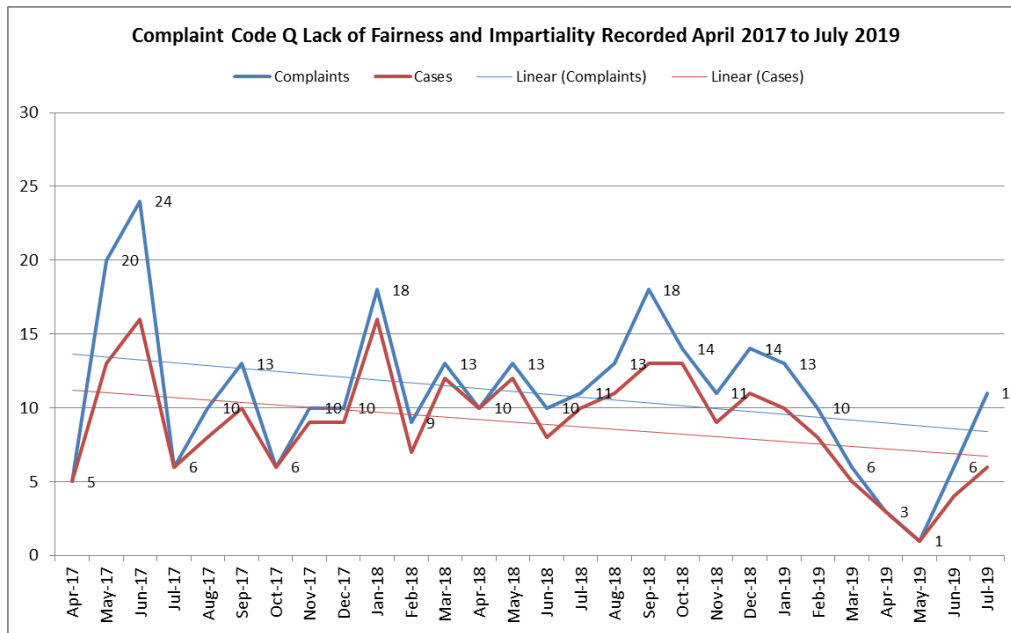
Complaint Code N Breach of Code D on Identification

There have been two case/complaints recorded in this category - in January 2019 in LPA West (C/14/19), and in July 2019 in CJ Command (C/257/19).

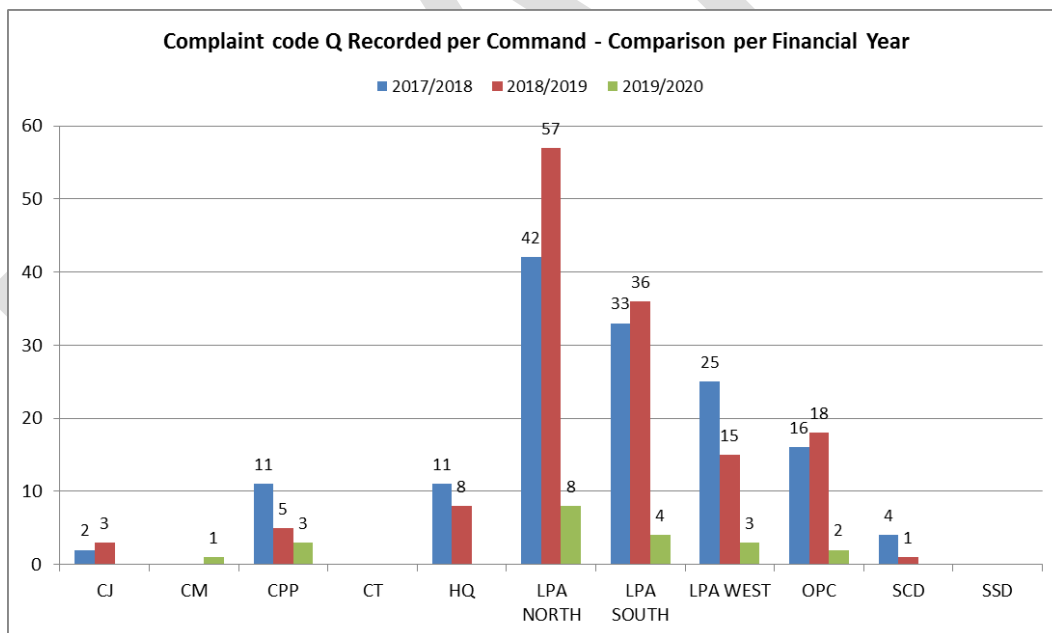
Complaint Code P Breach of Code E on Tape Recording

There has only been one complaint in this category since April 2017. This was recorded in February 2018 in LPA North (C/108/17).

Complaint Code Q lack of Fairness and Impartiality



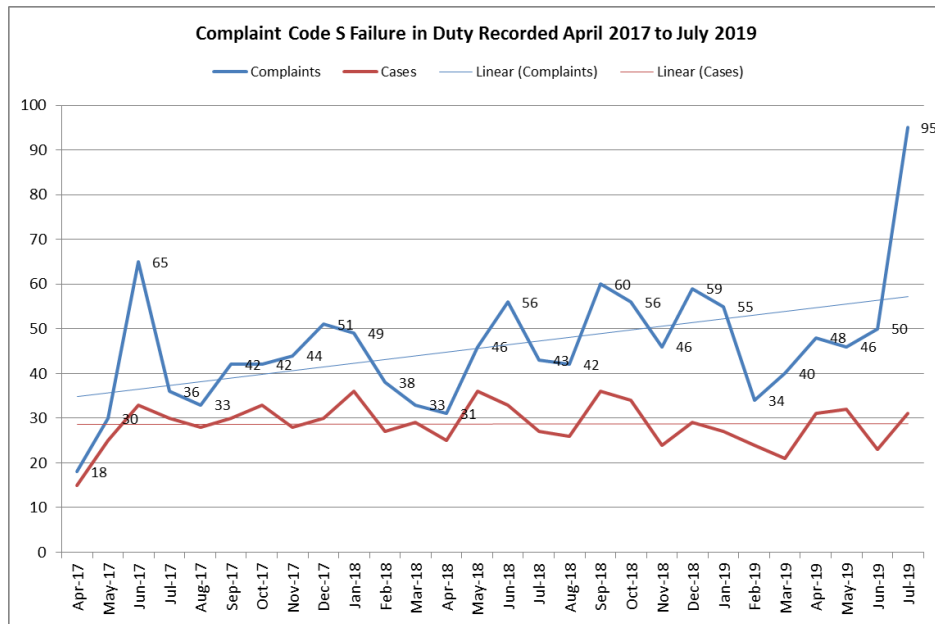
There has been a decrease in complaints over the time frame; with a peak in June 2017 (this was not affected by any particular case). LPA North, South and OPC had an increase in 2018/2019.



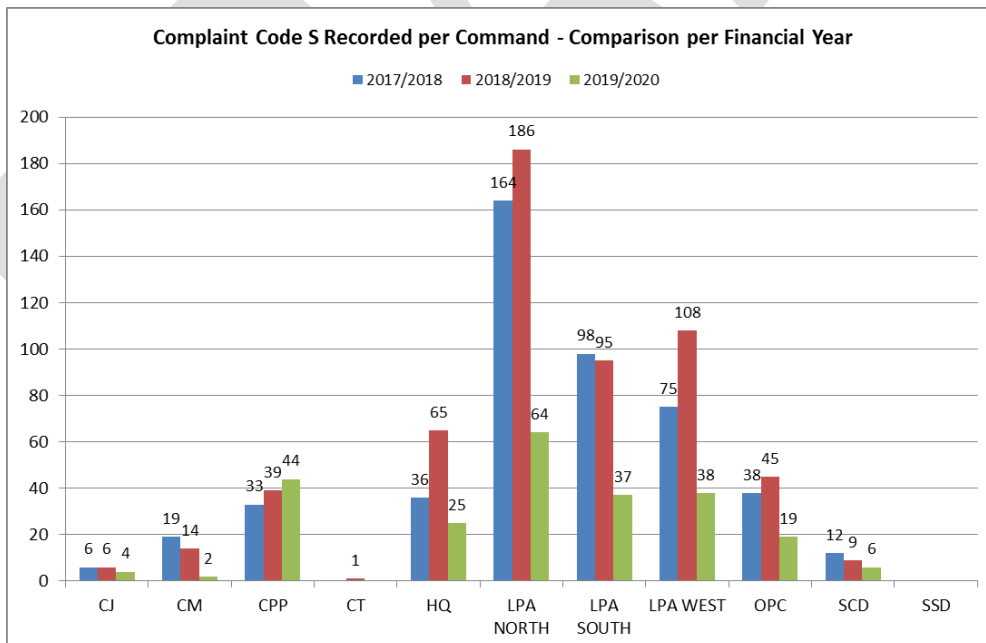
Complaint Code R Breach not attributed to a certain code

There has only been one R complaint recorded since April 2017; in April 2019 in CJ Command (C/172/19).

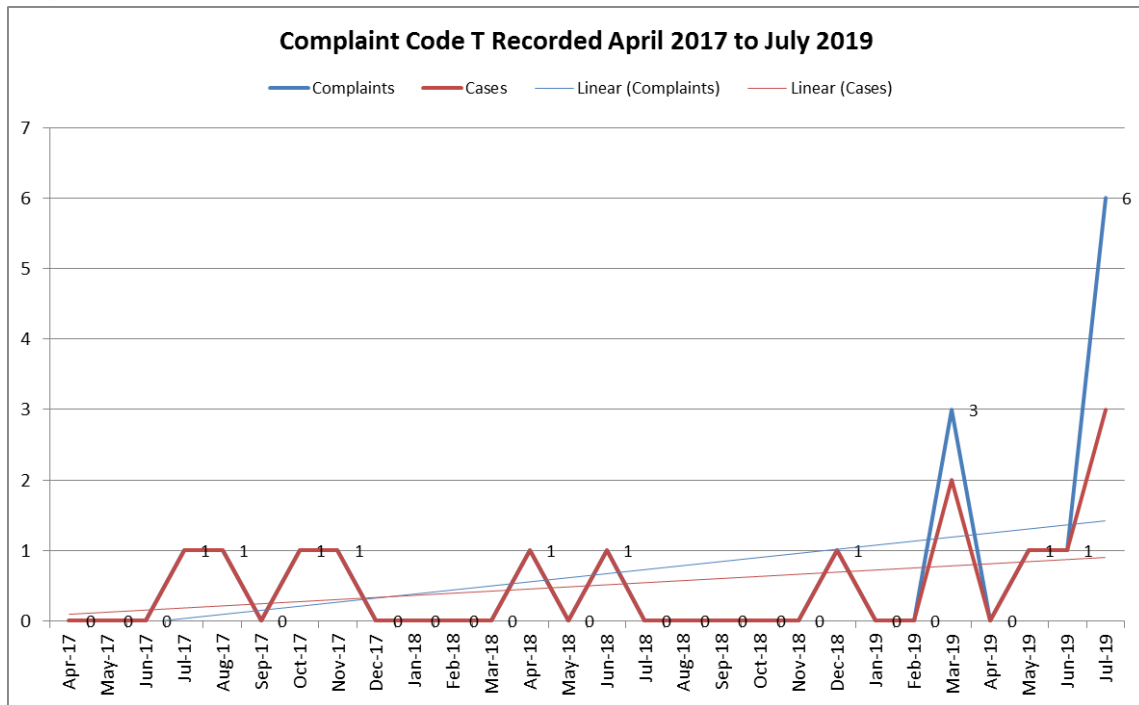
Complaint Code S Failures in Duty



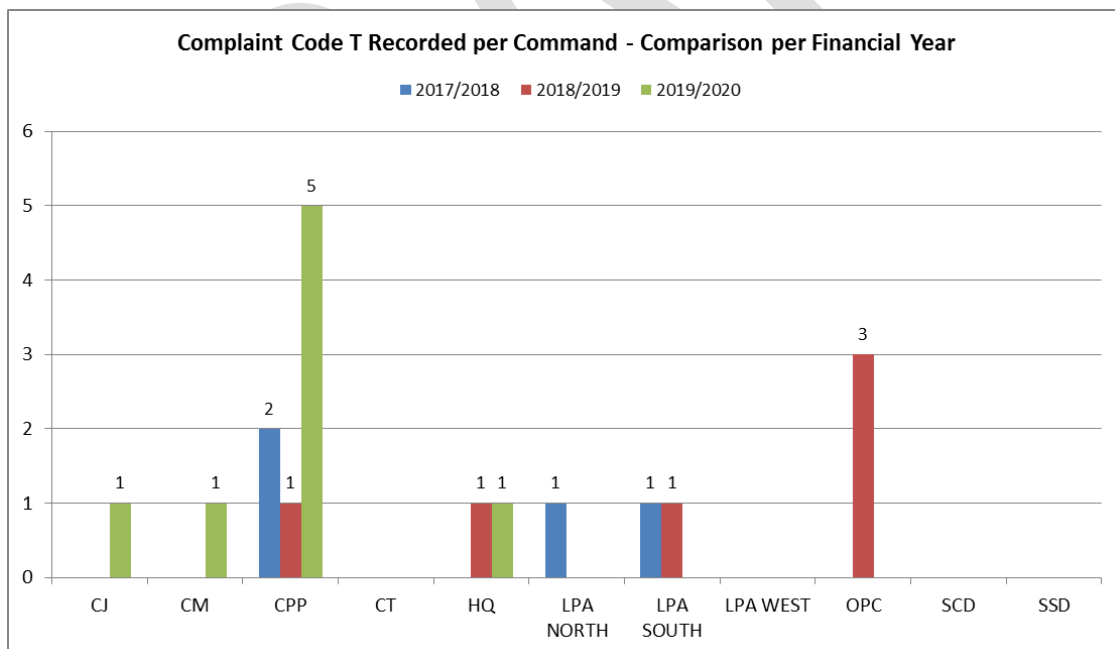
S Complaints are the highest across all the complaint categories. Complaint numbers have increased since April 2017, though case numbers have stayed consistent. LPA North, West and OPC had increases in 2018/2019 compared to the previous year. July 2019 has had a significant increase in complaint numbers; however this is due to cases containing multiple complaint strands.



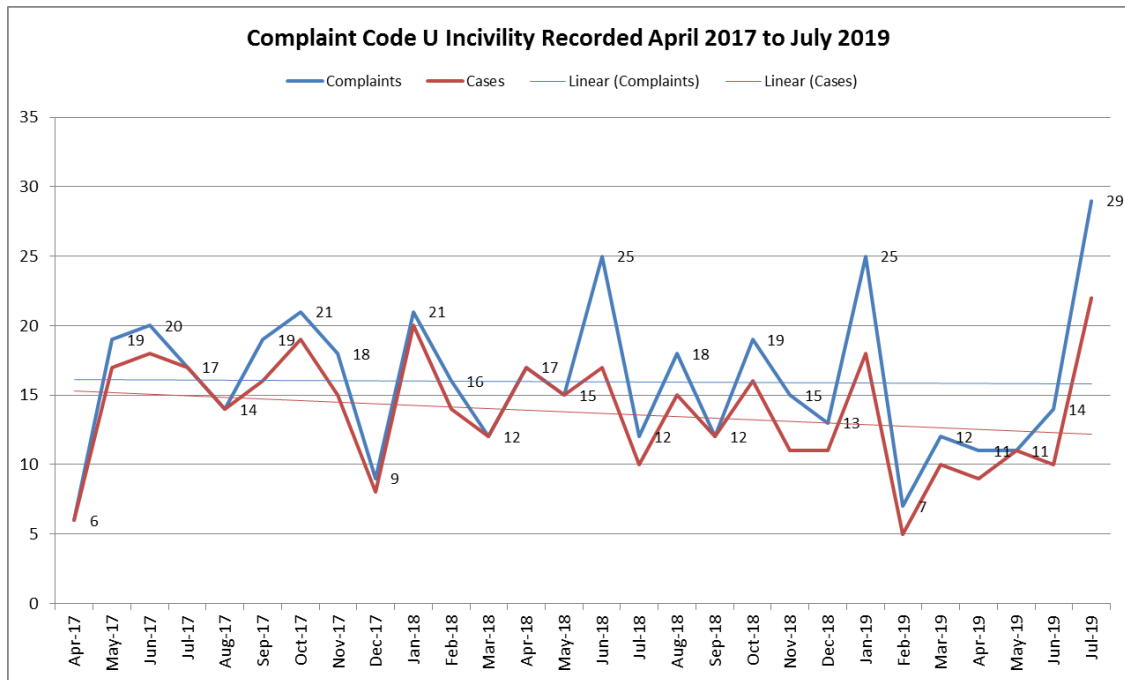
Complaint Code T Other Irregularities in Procedure



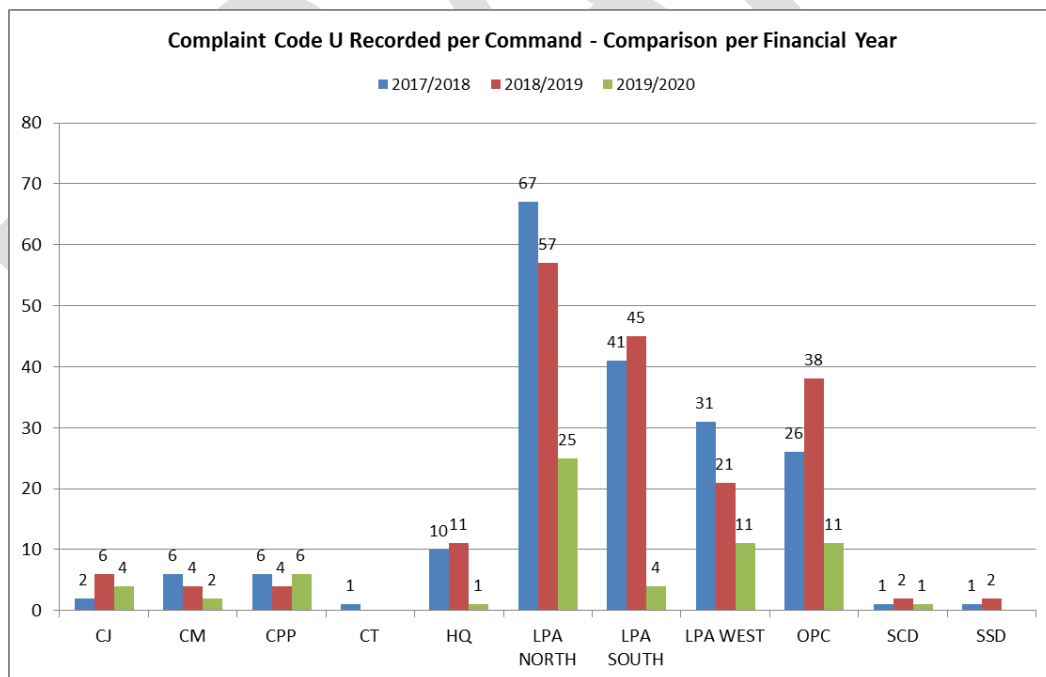
Numbers are low in this category, but due to small peaks in March and July 2019, the trend line shows a slight increase.



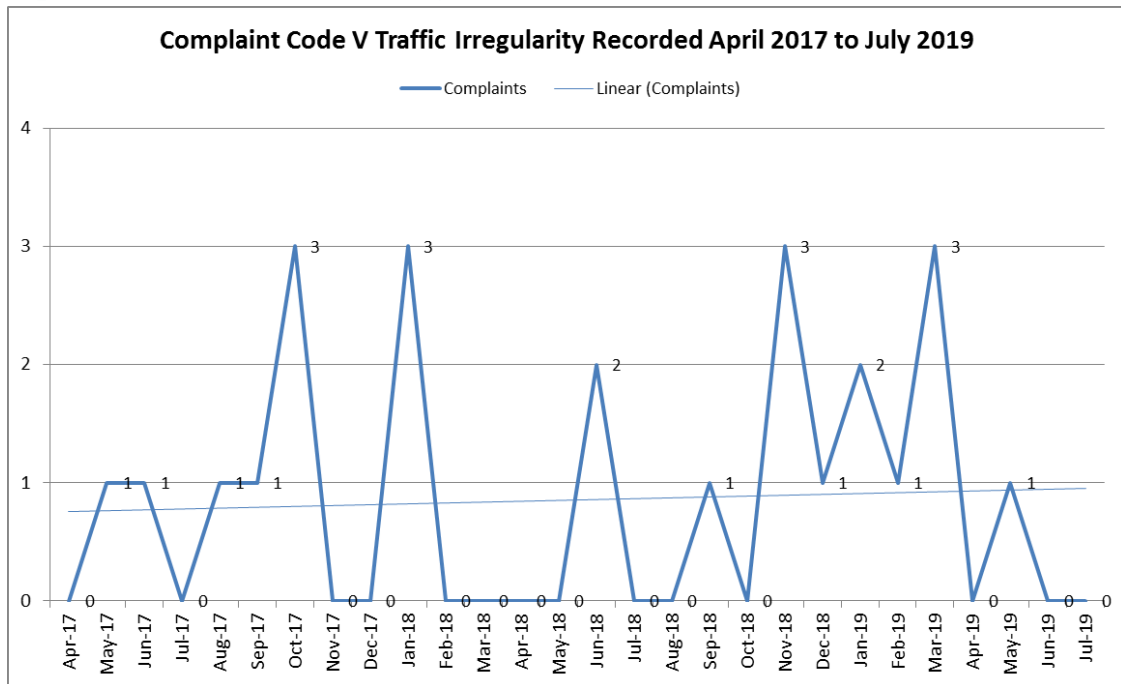
Complaint Code U Incivility, Impoliteness and Intolerance



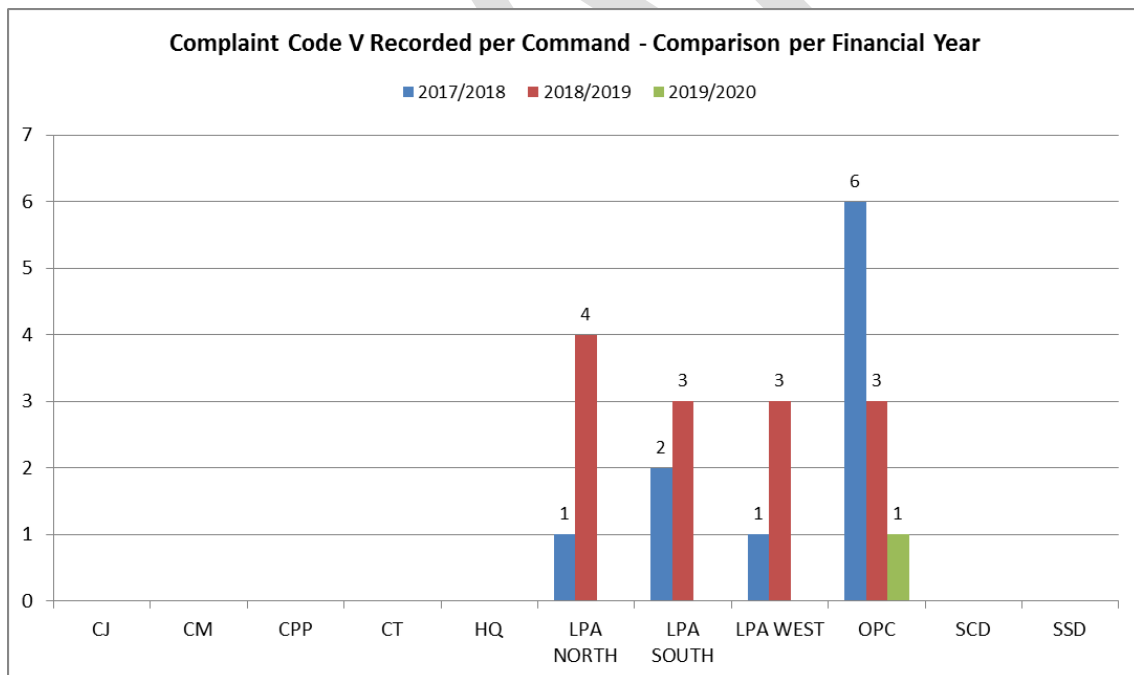
U is the category that generally sees the second highest numbers across all categories, with various peaks in recording, though the trend line shows that levels have decreased since April 2017. LPA South and OPC had increases in 2018/2019.



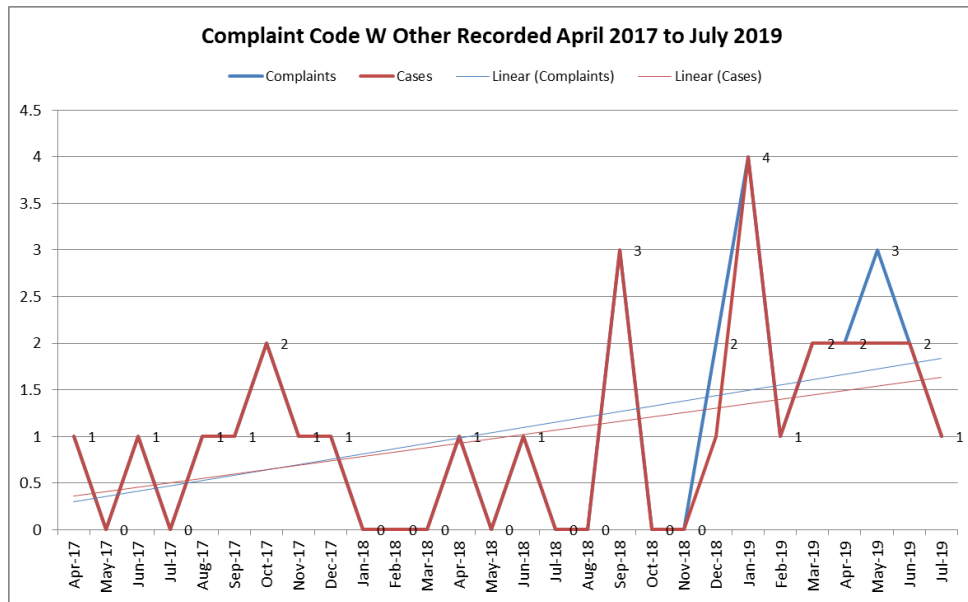
Complaint Code V Traffic Irregularity



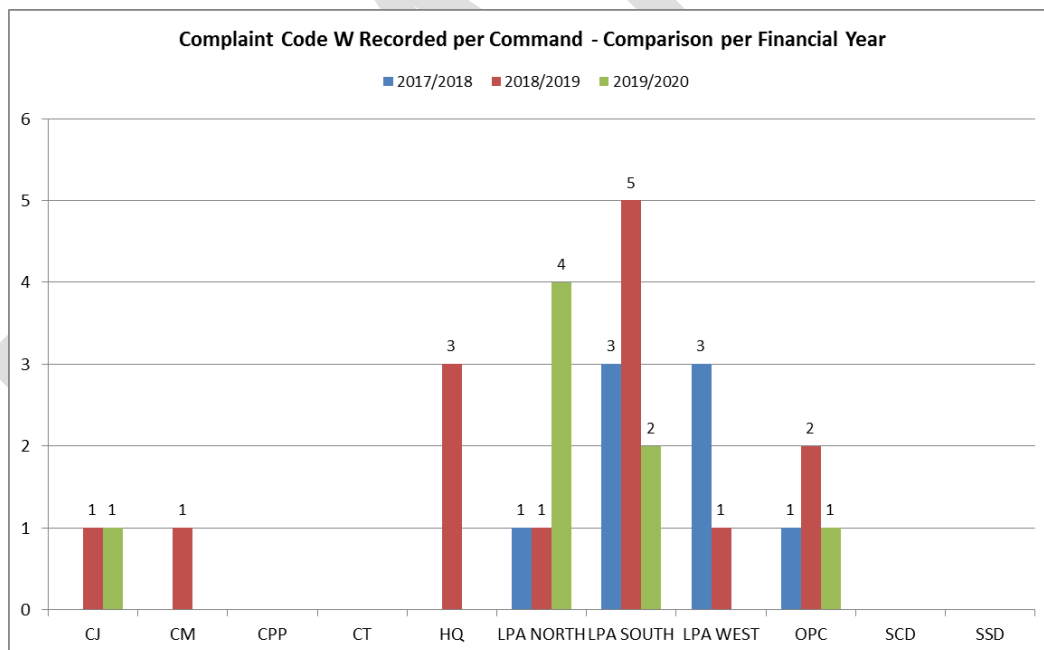
Numbers of V complaints are low (cases are the same in number as complaints), and have had a slight increase over the time-frame, due to small peaks.



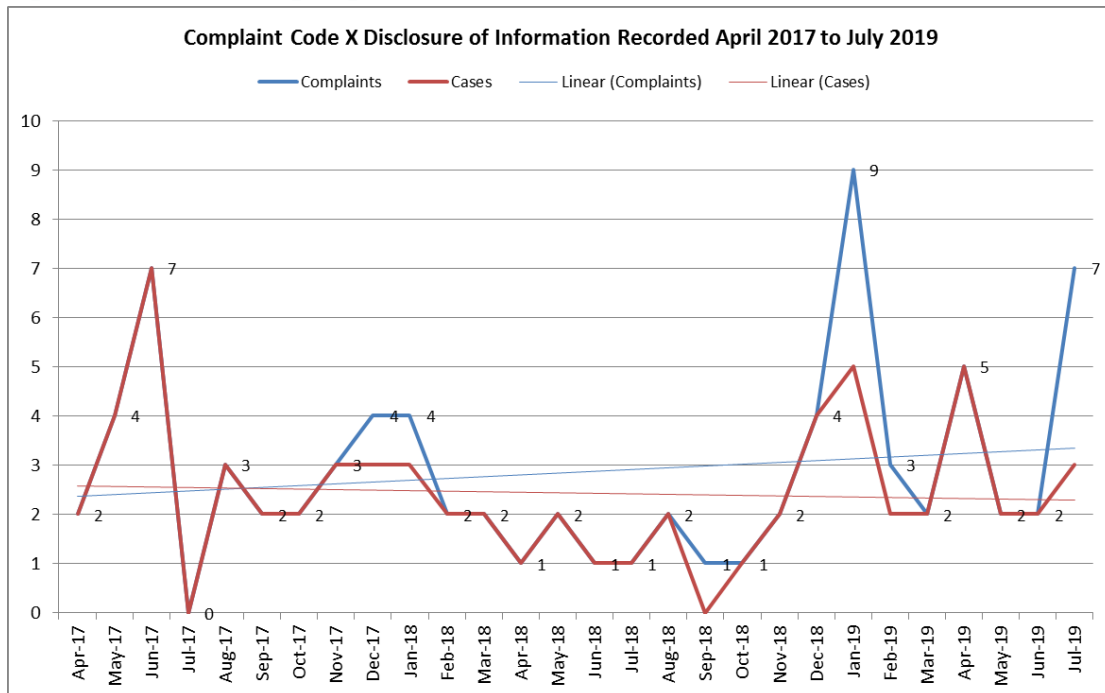
Complaint Code W Other



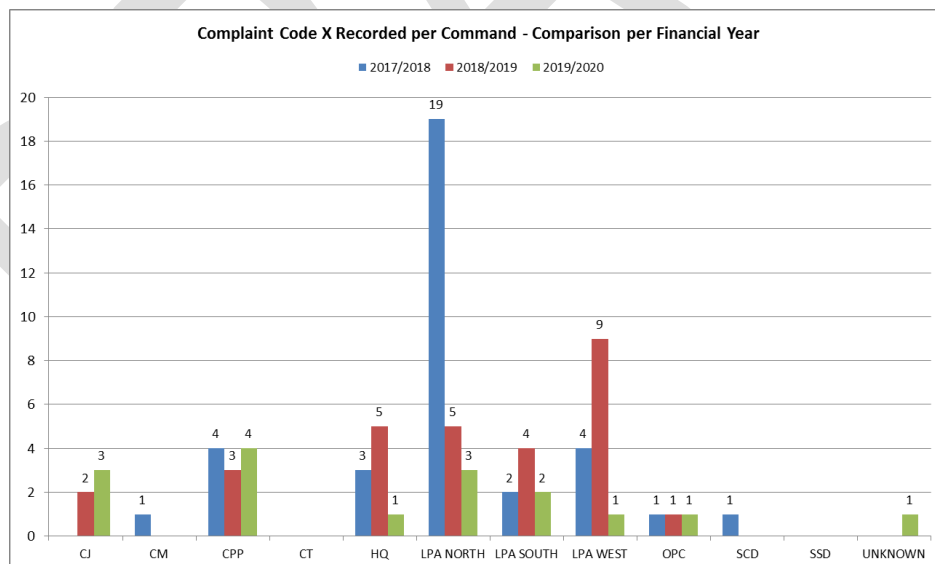
Overall, levels of Complaint code W have seen an upward trend since April 2017, but overall, numbers remain low.



Complaint Code X Improper Disclosure of Information



Category X complaints have increased slightly overall since April 2017, with some peaks in recording. Case numbers however have decreased. LPA North had a significant increase in 2017/2018, but a decrease in 2018/2019. LPA West had an increase in 2018/2019.



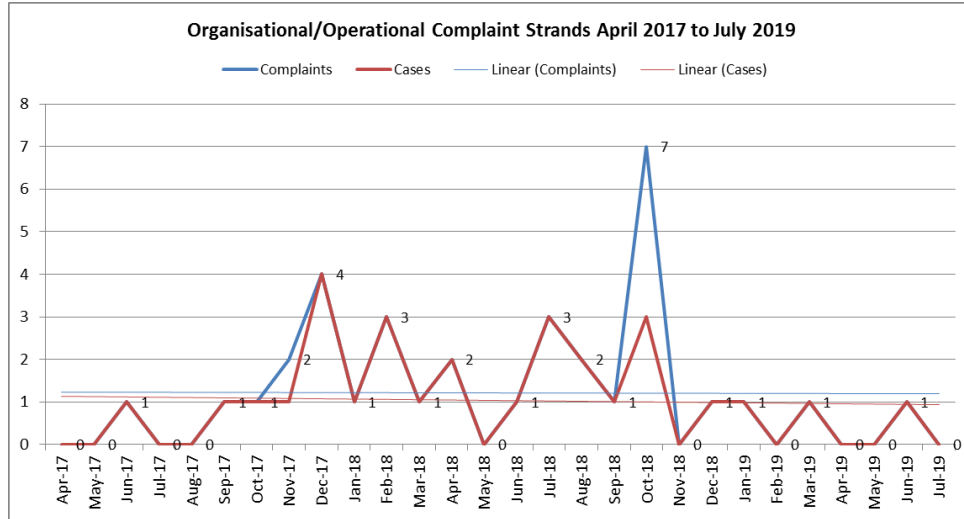
Complaint Code Y Other Sexual Contact

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

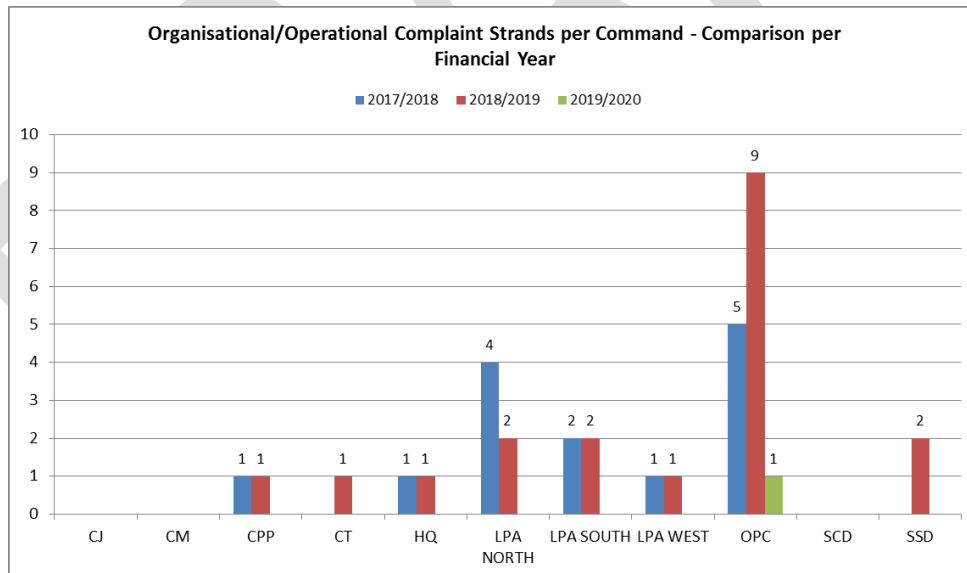
Organisational/Operational Complaint Strands

These complaints consist of the following categories:

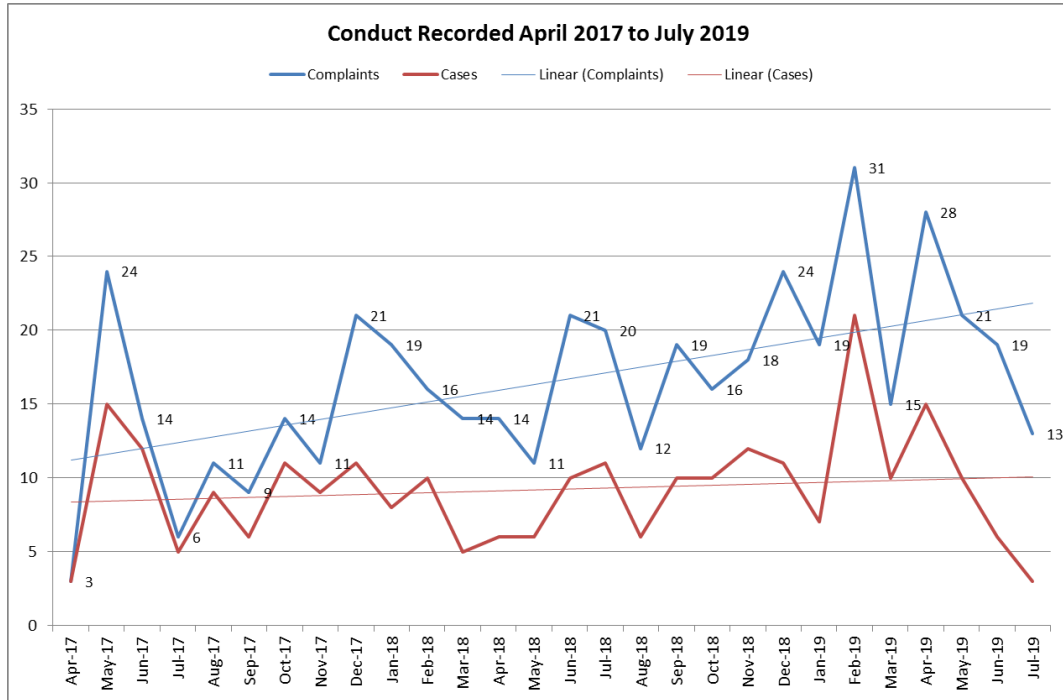
Operational Policing Policies (Organisational), Organisational Decisions (Operational), General Policing Standards (Operational), Operational Management Decisions (Organisational).



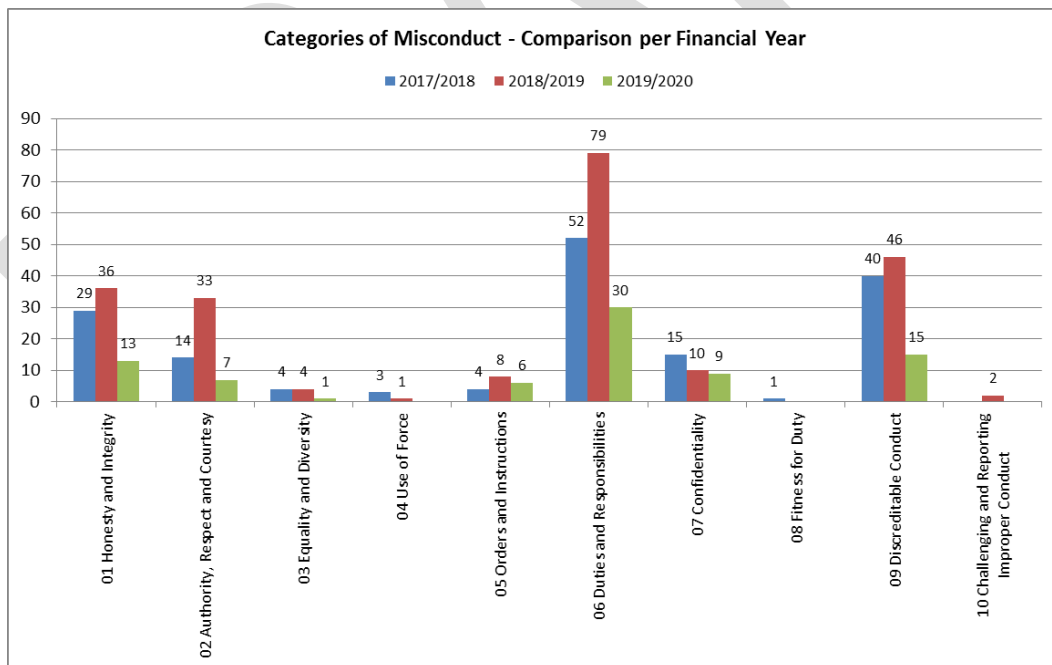
There has been an increase in these categories (particularly in OPC), though numbers are low.



Force Misconduct

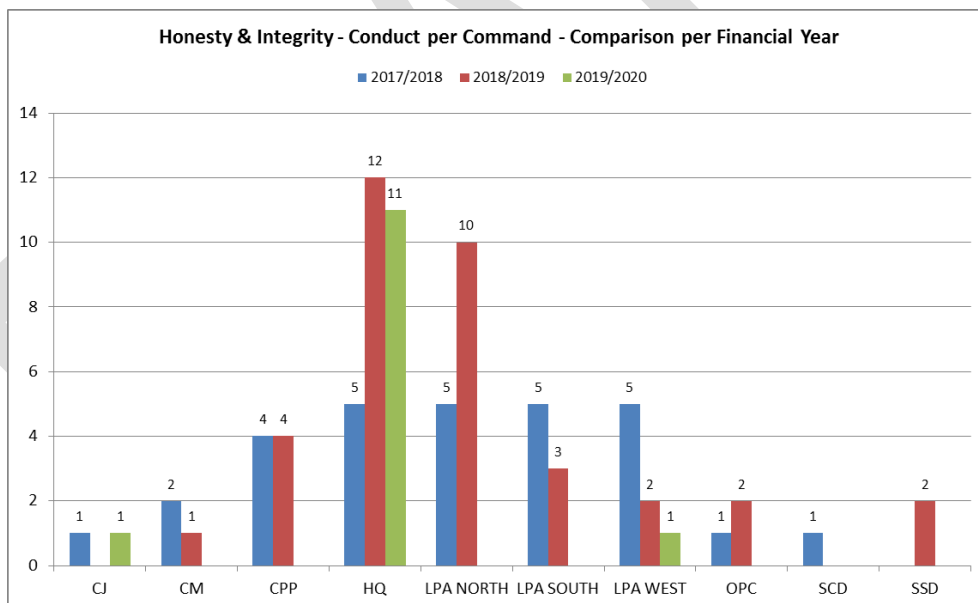
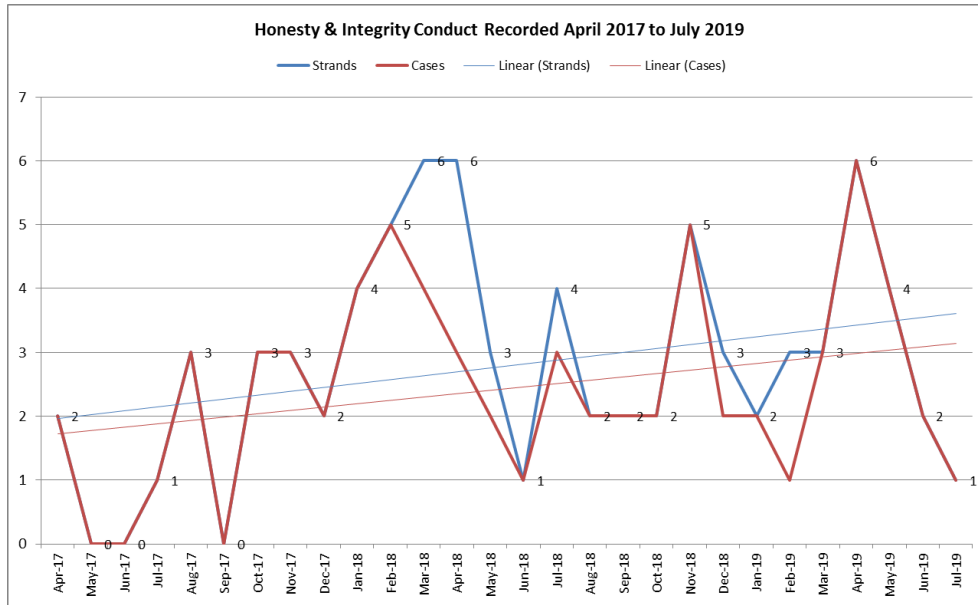


There has been an increasing trend in conduct being recorded since April 2017, though numbers are lower in recent months.

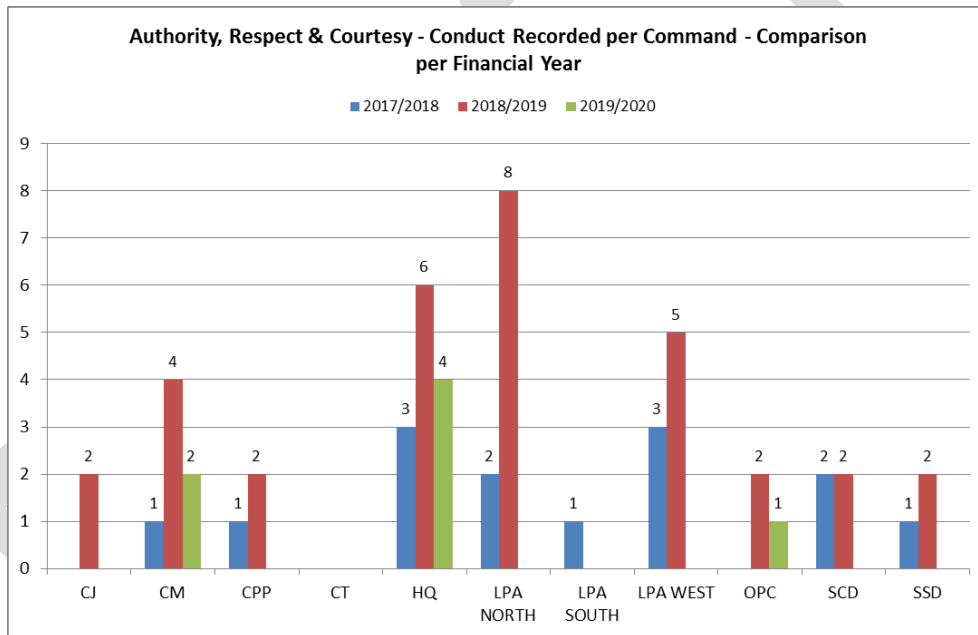
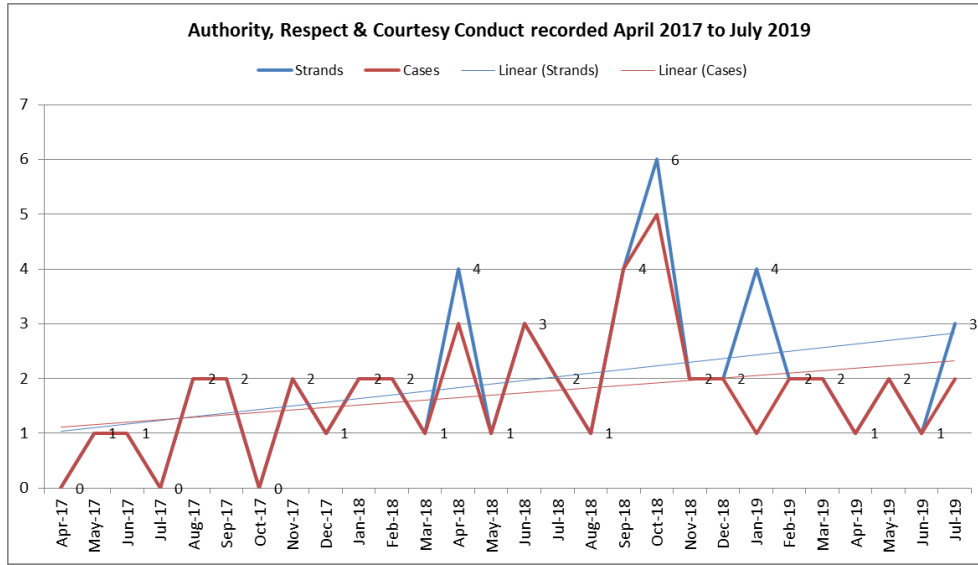


Misconduct Categories

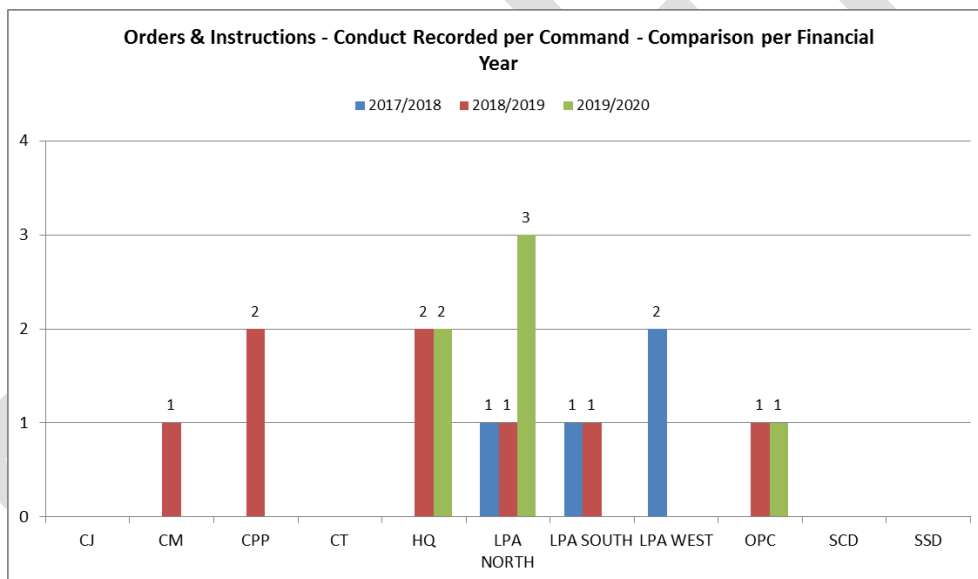
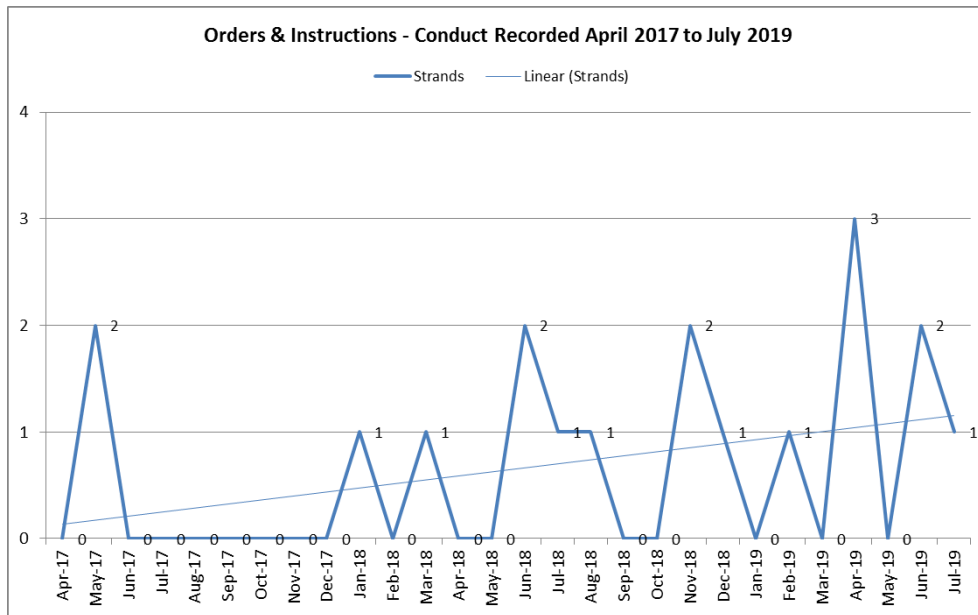
Honesty and Integrity



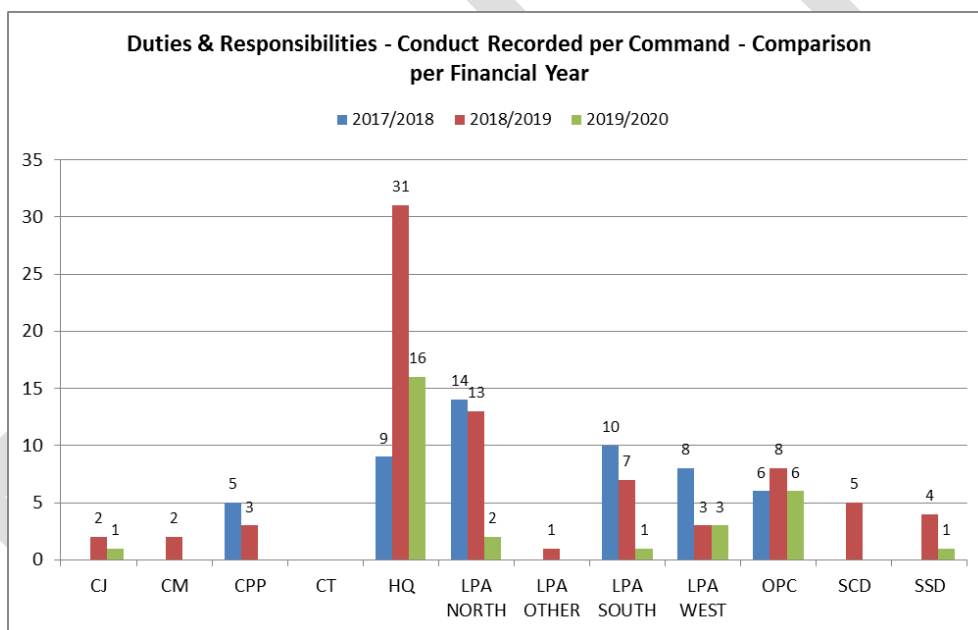
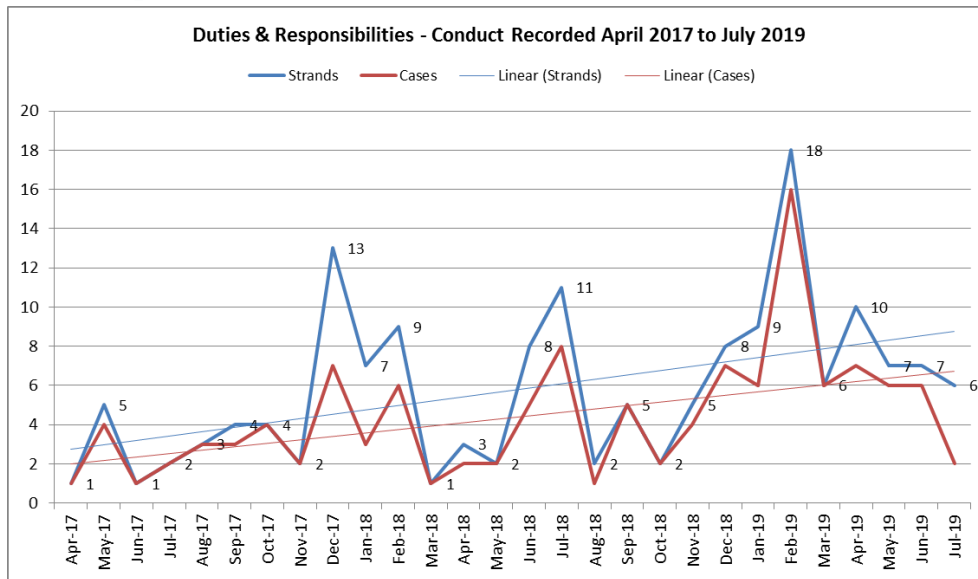
Authority, Respect & Courtesy



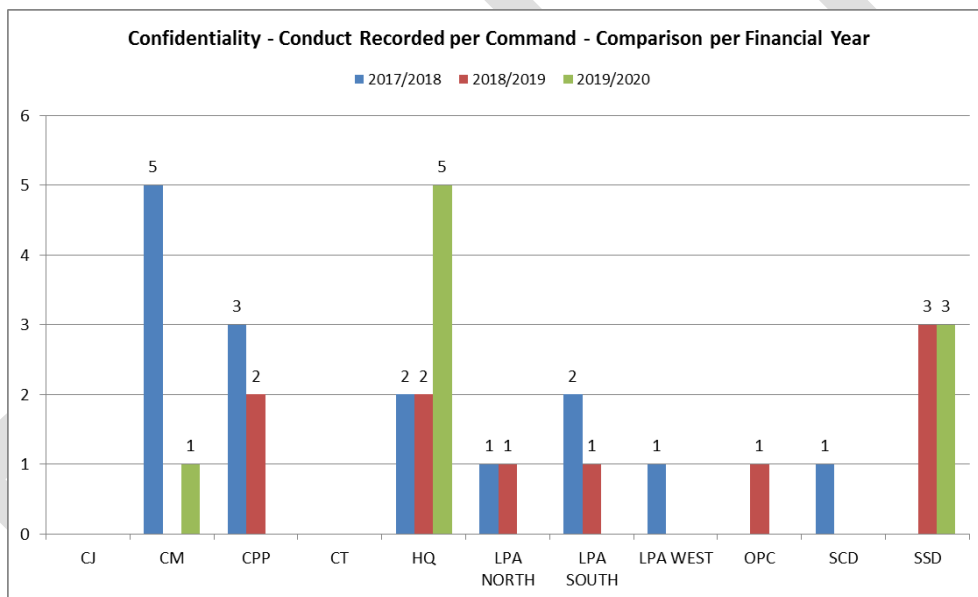
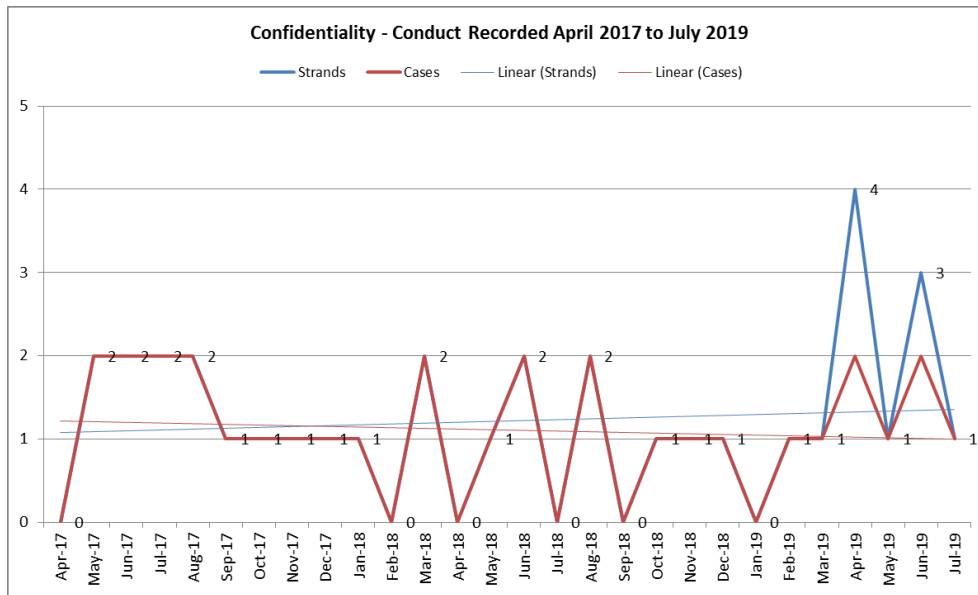
Orders and Instructions



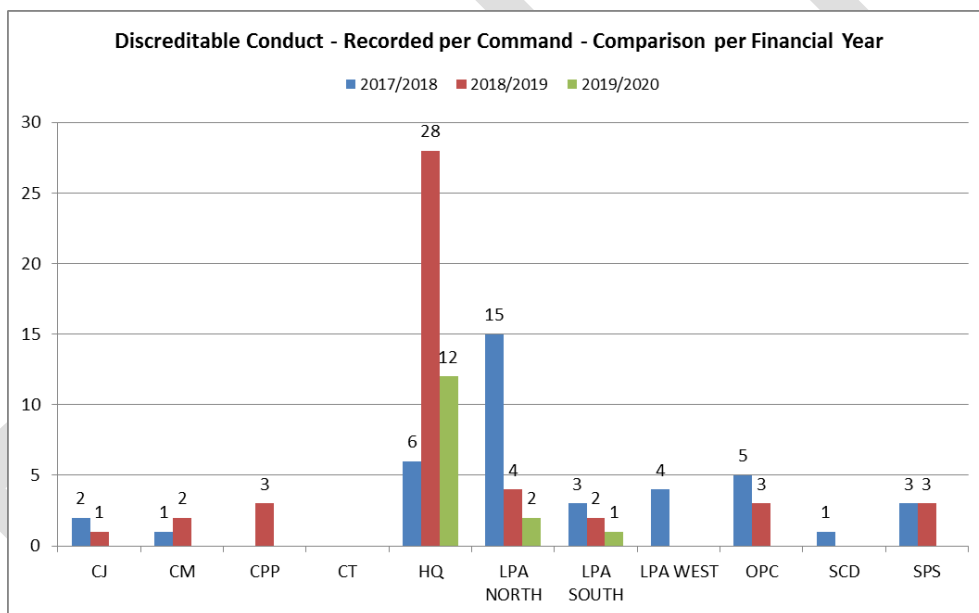
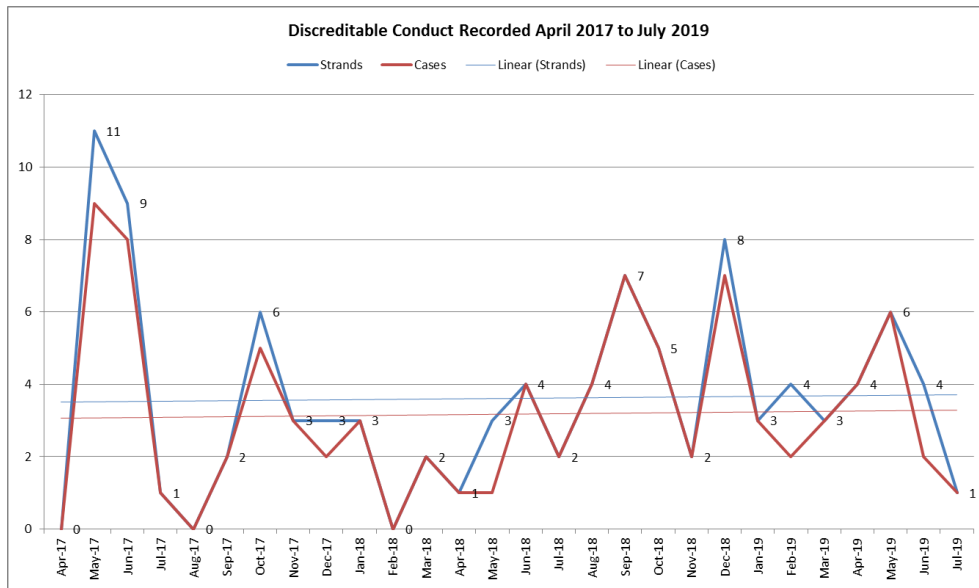
Duties and Responsibilities



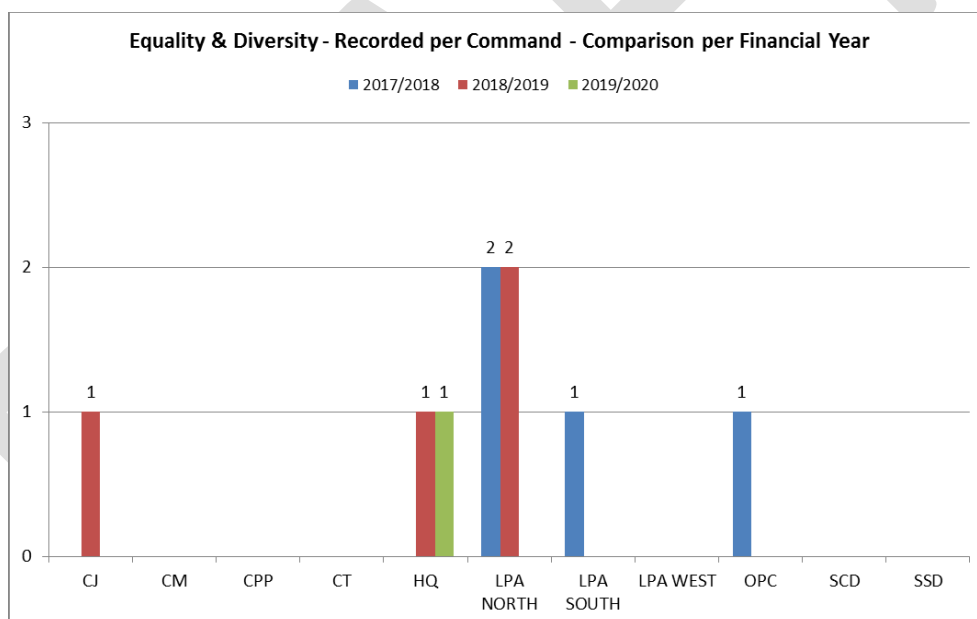
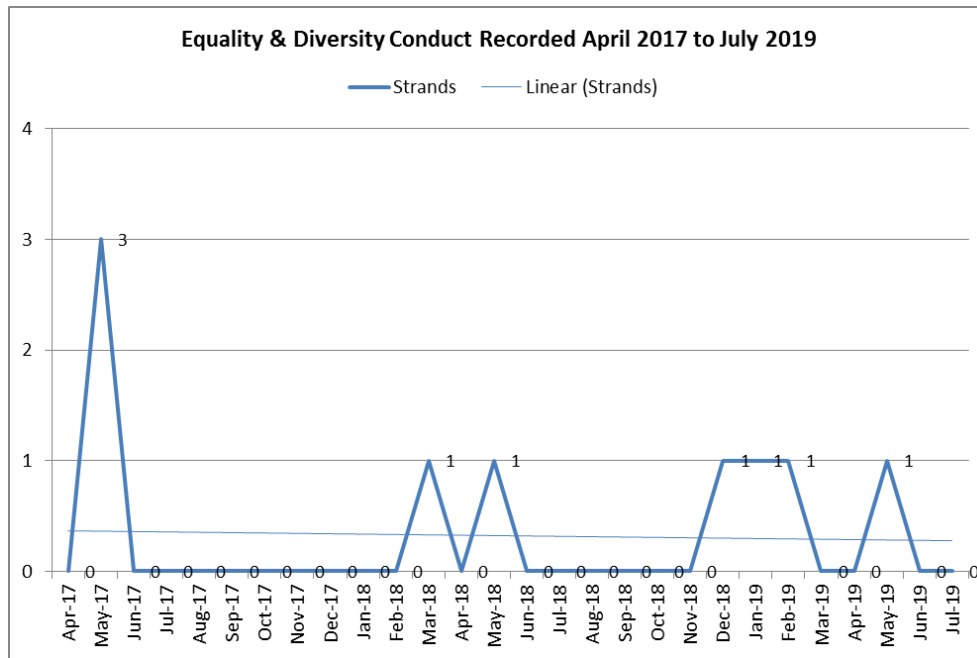
Confidentiality



Discreditable Conduct



Equality and Diversity



Use of Force

Since April 2017 there have been four Use of Force recorded, all in LPA West, in June 2017, December 2017, January 2018 and September 2018.

Fitness for Duty

There has been one case involving Fitness for Duty conduct since April 2017.

Challenging and Reporting Improper Conduct

There have been two cases recorded since April 2017. One was in June 2018 which was recorded under OPC (Stansted) and one in November 2018 in CJ Command.

Suspensions and Restrictions

There are currently 7 officers/staff recorded as Suspended, and 12 on Restrictions (as at 06/08/2019). 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 Officers/Staff
Dec-18	1
Feb-19	1
Mar-19	1
Apr-19	1
Jun-19	3

Month Restricted	Total Officers/Staff
Dec-16	1
Apr-17	1
Oct-18	1
Jan-19	1
Apr-19	2
May-19	3
Jun-19	2
Jul-19	1

Hearings

In 2017/2018 there were 14 hearings. As a result, seven officers were dismissed, one officer resigned, seven officers received Final Written Warnings, and one officer received No Further Action.

There were 17 officer hearings completed in 2018/2019, 15 officers were dismissed; one was given Management Action, one given a Written Warning, one was not proven.

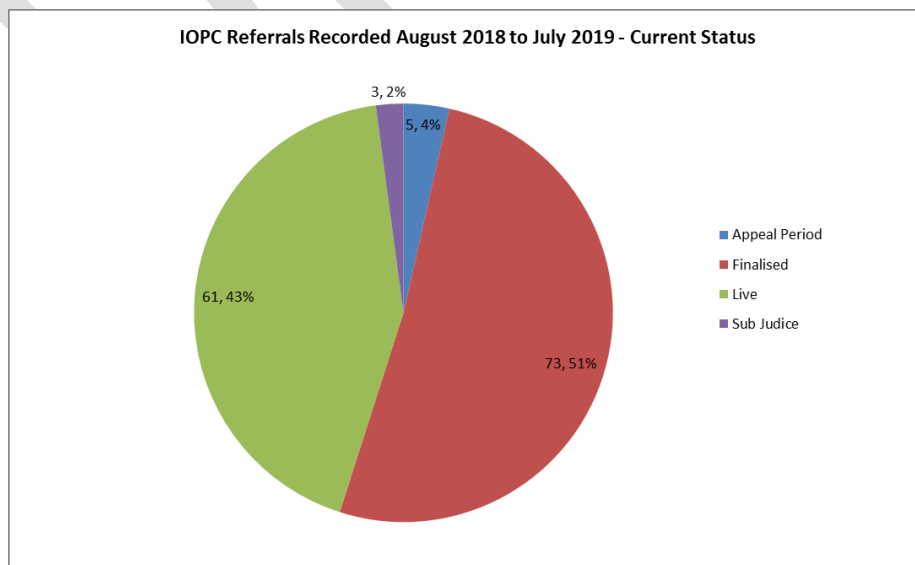
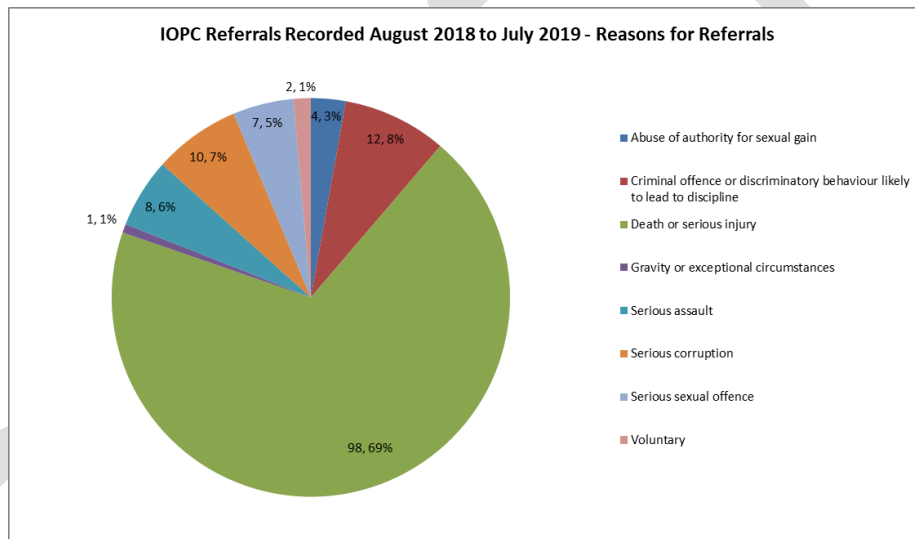
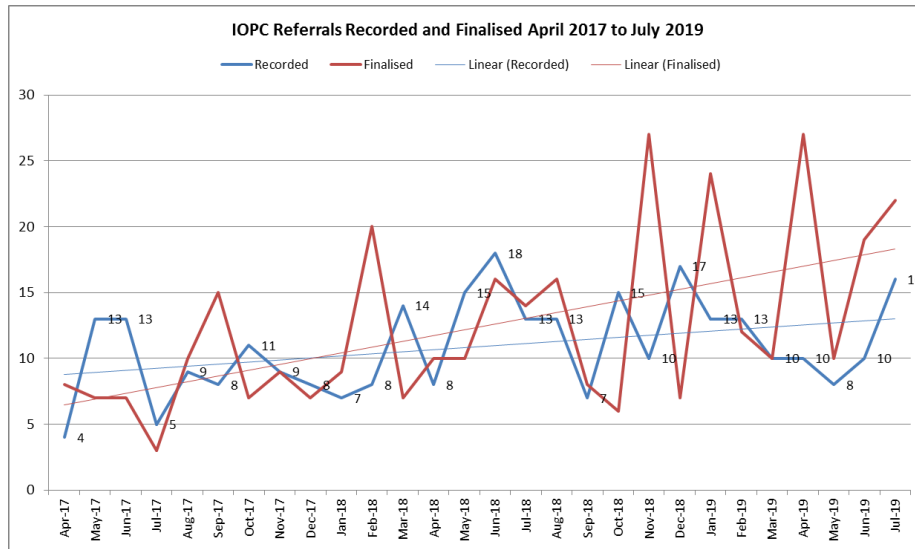
There were also two hearings held by HR for members of police staff, which also resulted in dismissal.

There have been 6 hearings held so far in 2019/2020 (as at 6th August 2019), two officers dismissed, two officers 'Would have been Dismissed', and two were Not Proven.

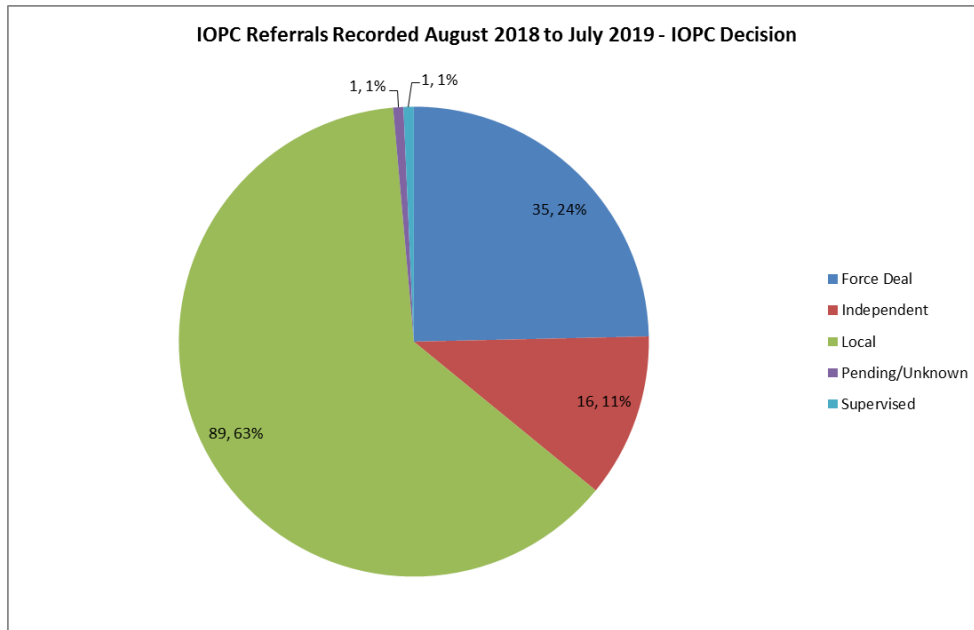
Four Police Staff hearings have also taken place so far this financial year 2 staff members were dismissed, 1 staff member received a Final Written Warning and 1 staff member received a First Written Warning.

There are two more hearings due August and September 2019.

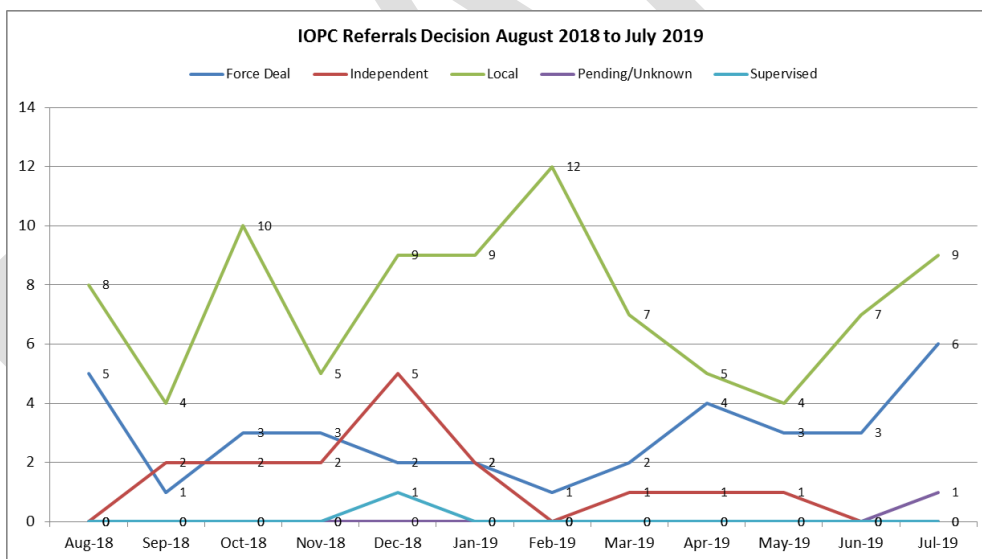
IOPC Referrals



IOPC Referral Decisions:



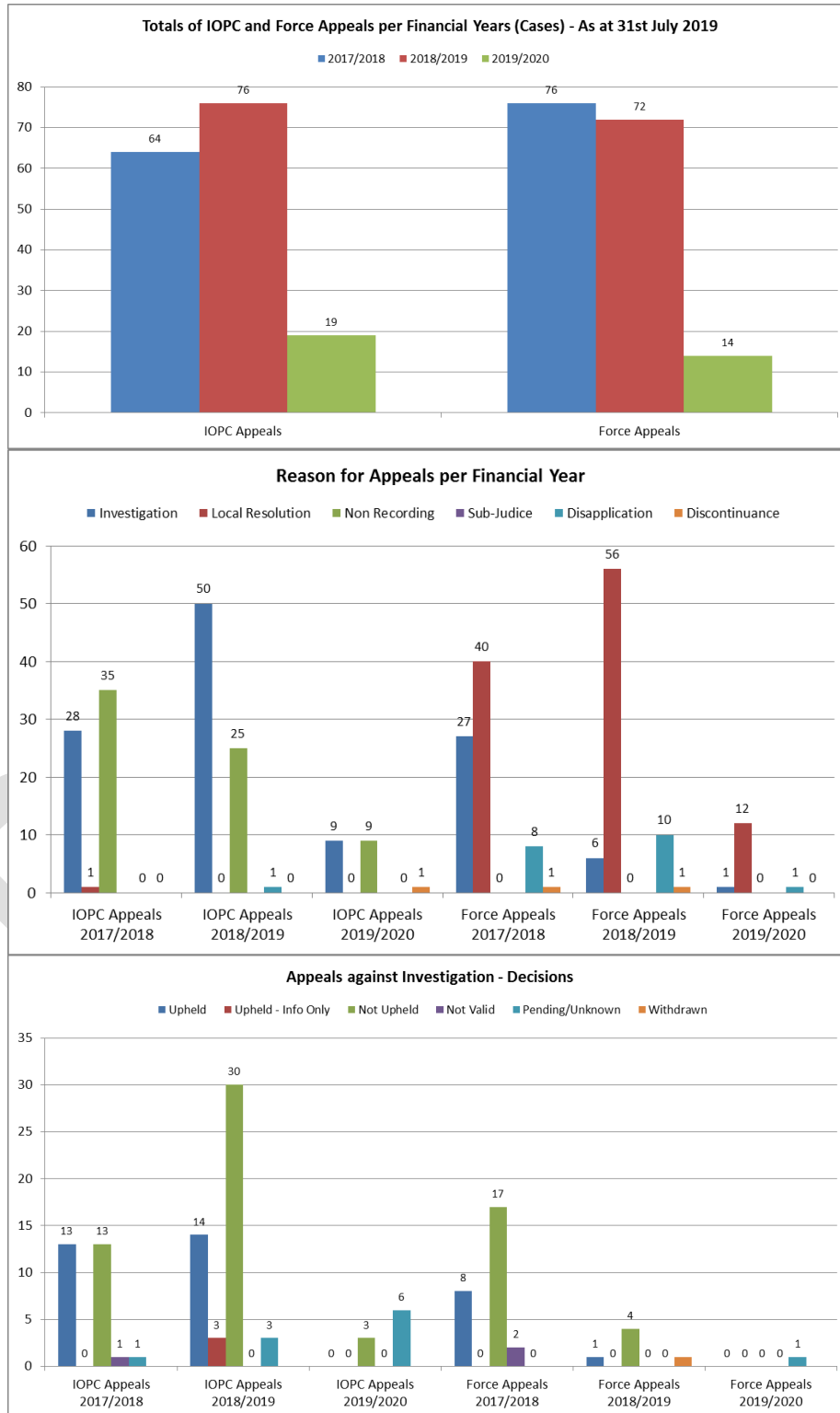
There has been one recorded IOPC referral that was supervised in the 12 months' time frame (CM/83/18).

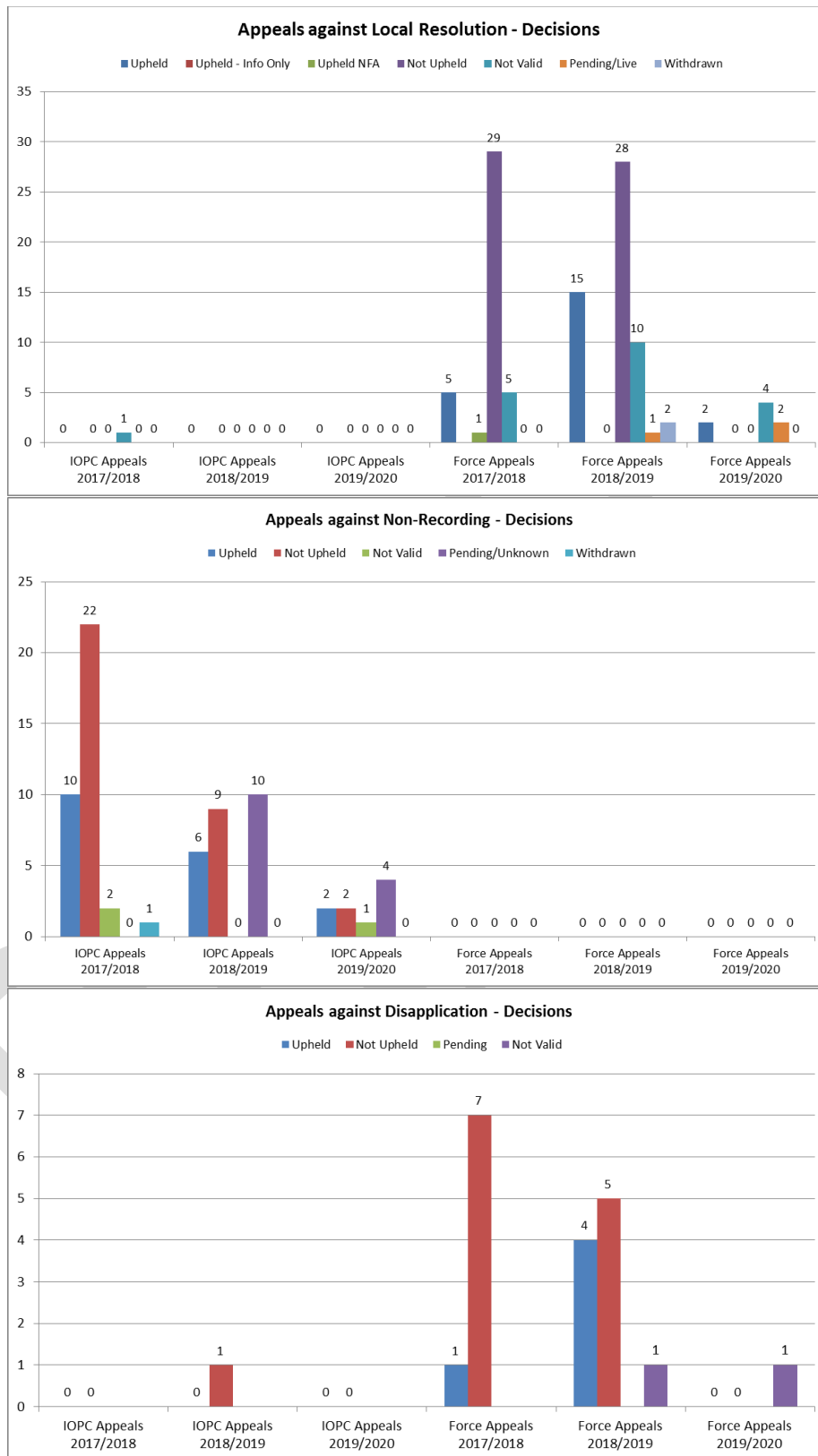


Appeals

Comparison Figures: IOPC and Force Appeals per Financial year April 2017 to July 2019.

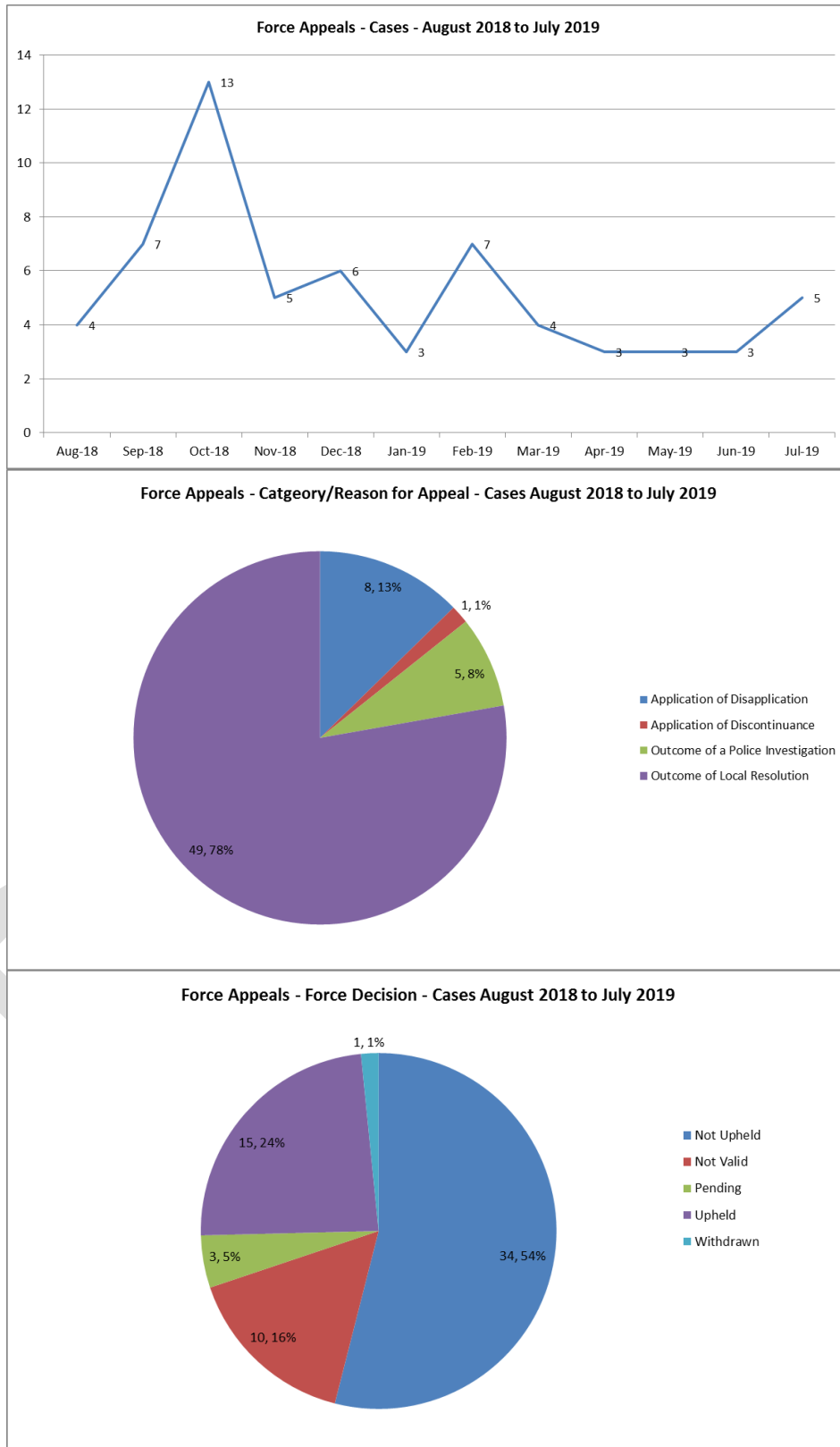
The following graphs use figures for the full financial years of cases.



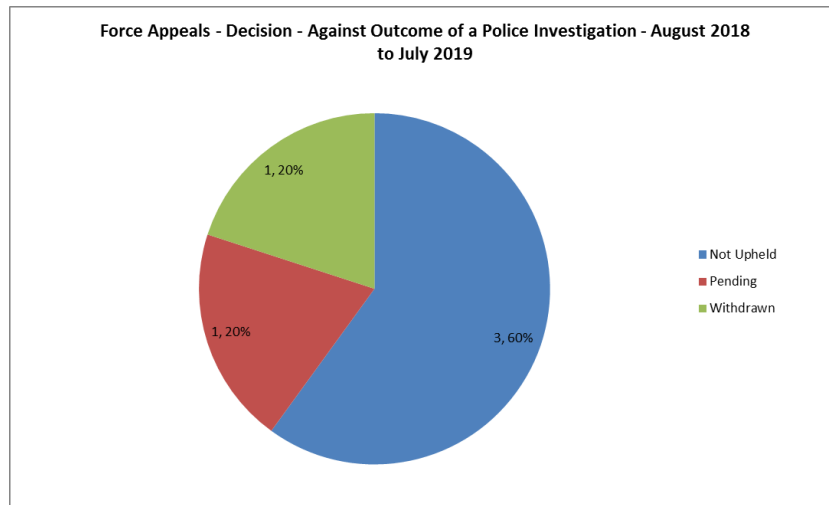


Discontinuance: There have been two Force appeals against Discontinuance since April 2017: The first in April 2017 and then November 2018 - This was previously appealed under the category of Disapplication. Both were not upheld.

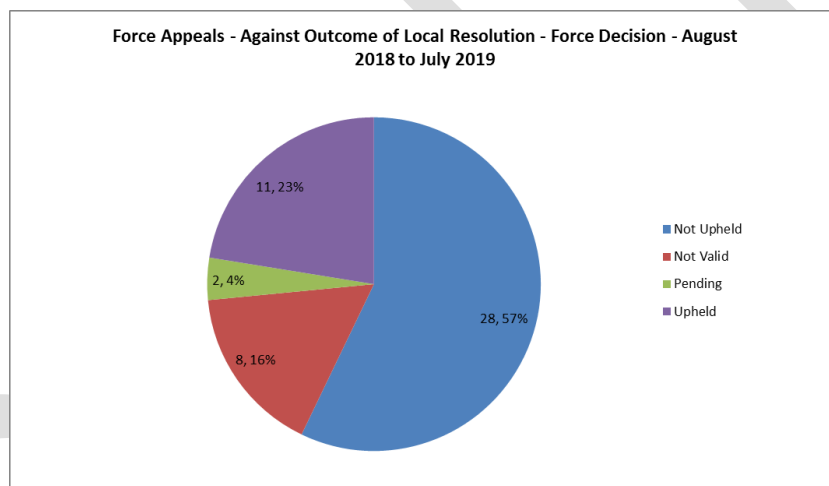
Breakdown of Force Appeals



Appeal against Outcome of Police Investigation



Appeal against Local Resolution



Appeal against Disapplication

