



Freedom of Information Request

REQUEST NUMBER: HC/002430/16

KEYWORD: Complaints & Discipline

Request	Response
Under the Freedom of Information Act 2000 I seek access to documents detailing the following information about officer misconduct hearings: Q1) In the last five years (January 2011 – present day) how many of your officers have been subject to misconduct hearings? Q2) How many of these were found guilty of misconduct? Q3) Of those found guilty of misconduct, how many had engaged, or tried to engage, in a sexual or otherwise inappropriate relationship with a witness, victim or offender? Q4) For all those who were found guilty of misconduct of any nature, please provide: rank of officer, name of officer (where possible), date of their hearing, date the misconduct took place between, the punishment they received from the force and a relevant summary of the misconduct they had committed	Q1) 30 officers Q2) 30 officers Q3) 3 officers Q4) <u>Rank</u> PC x 24 PS x 5 Insp x 1 <u>Force's Action</u> Dismissed Without Notice x16 Final Written Warning x 12 Management Advice x 1 Not Proven x 1 <u>Hearing Dates</u> Dates range from Jan 2011 to Sept 2016 <u>Offence dates</u> Dates range from April 2008 to Sept 2015 <u>Offences include the following:</u> Authority Respect and Courtesy Discreditable Conduct Honesty and Integrity Confidentiality Discriminatory Behaviour Incivility, impoliteness and intolerance Other Assault Orders and Instructions Names of officers and individual dates have been exempt by virtue of S40 Personal Data. Please see below.

S40 Personal Information

S40(2) applies to third party personal data. This would not be released under the Freedom of Information Act where any release would breach the data protection principles contained within the Data Protection Act (1998). In this case, s40(2) has been

applied together with the condition in section 40(3)(a)(i). This is because any disclosure of the redacted information would breach the first data protection principle, fair and lawful processing. This is an absolute exemption and there is no requirement to apply public interest test.