

Misconduct outcomes 2008/09

This document presents information on misconduct outcomes recorded during the financial year 2008/09. These figures were confirmed with forces during June 2009.

During 2008/09 a new system for dealing with police performance and discipline was introduced following the Taylor Review of police disciplinary arrangements, with the aim of providing a fairer, open and proportionate system and to encourage wider learning¹. This new system was introduced on December 1 2008 and required significant changes in the way that forces record and report on misconduct cases. As a result, the figures below are split into two time periods.

- The data in **Tables A** and **B** relates to misconduct proceedings which were linked to a public complaint or internal matter first recorded before December 1 2008.
- The data in **Table C** relates to a misconduct case which is linked to a complaint case which was first recorded in the time period December 1 2008 – March 30 2009.

Table A presents figures on the most severe outcome by category. The sanctions counted in these tables were completed under the old misconduct system (pre-Taylor) whereby cases were recorded between 1 April 2008 and 30 November 2008 and the misconduct proceedings completed by 31 March 2009. As these figures do not cover a full financial year they are not directly comparable to last year.

Table A

Most severe misconduct outcome imposed on each officer by category (pre-Taylor 2008/09)			
	Arising from a Complaint	Not Arising from a Complaint	Total
Dismissal	7	29	36
Requested to resign	5	57	62
Reduction in rank	4	22	26
Fine	20	88	108
Reprimand	10	55	65
Caution	3	15	18
Substantiated - no further action	11	143	154
Written warning	61	832	893
Total	121	1241	1362
Total including British Transport Police	127	1261	1388

The most common outcomes overall pre-Taylor were:

- Written warning (893 sanctions)
- Substantiated – no further action (154 sanctions)
- Fine (108 sanctions)

For those misconduct sanctions that arose from a public complaint the most common sanction imposed on officers was a 'written warning' (61), followed by a 'fine' (20).

¹ The full report can be found on the Home Office website <http://press.homeoffice.gov.uk/documents/police-disciplinary-arrangements/>

Table B shows the total number of sanctions imposed by police force. The figures count only the most serious sanction imposed on an officer, and also identify those which were linked to a complaint made by a member of the public.

Table B

Number of outcomes imposed on each officer by police force (pre-Taylor 2008/09).			
	Arising from Complaint	Not Arising from Complaint	Total
Avon and Somerset	0	24	24
Bedfordshire	0	23	23
Cambridgeshire	1	7	8
Cheshire	0	14	14
City of London	2	0	2
Cleveland	1	64	65
Cumbria	0	4	4
Derbyshire	13	28	41
Devon and Cornwall	3	21	24
Dorset	0	6	6
Durham	0	16	16
Dyfed Powys	0	3	3
Essex	0	37	37
Gloucestershire	2	13	15
Greater Manchester	10	135	145
Gwent	1	21	22
Hampshire	1	4	5
Hertfordshire	1	41	42
Humberside	0	29	29
Kent	3	5	8
Lancashire	4	25	29
Leicestershire	0	1	1
Lincolnshire	0	1	1
Merseyside	2	13	15
Metropolitan	40	297	337
Norfolk	1	22	23
North Wales	0	15	15
North Yorkshire	4	49	53
Northamptonshire	0	5	5
Northumbria	1	54	55
Nottinghamshire	0	33	33
South Wales	2	9	11
South Yorkshire	6	28	34
Staffordshire	0	3	3
Suffolk	0	5	5
Surrey	1	3	4
Sussex	1	40	41
Thames Valley	1	10	11
Warwickshire	0	3	3
West Mercia	0	13	13
West Midlands	5	18	23
West Yorkshire	13	78	91
Wiltshire	2	21	23
Total	121	1241	1362
British Transport Police	6	20	26
Total including British Transport Police	127	1261	1388

The Metropolitan Police (337) recorded the highest number of misconduct outcomes for officers under the pre-Taylor system in 2008/09, followed by Greater Manchester Police (145) and then West Yorkshire (91). Eighteen forces recorded no misconduct outcomes pre-Taylor 'arising from a complaint' in 2008/09.

Table C presents figures on misconduct outcomes arising from a public complaint that were completed under the new misconduct system (post-Taylor).

The numbers in this table are very low as it only includes incidents whereby the complaint case was recorded on or after 1 December 2008 and any following misconduct proceedings were completed by 31 March 2009. This is the first time that this information has been presented.

Gwent and Sussex both recorded one officer being subject to misconduct sanction that arose from a public complaint that was completed under the new misconduct system. Table C shows the type of allegation originally made against the officer by a member of the public, the type of conduct assessment that occurred, the outcome and the subsequent breach of Standards of Professional Behaviour.

Table C

Misconduct sanction outcomes relating to public complaint (post-Taylor 2008/09)					
Force	Allegation	Assessment	Outcome	Breach	Number of officers
Gwent	Other assault	Hearing - special case	Dismissal without notice	Use of force	1
Sussex	Other assault	Meeting	Written warning	Discreditable conduct	1