



**Freedom of Information Request Reference N°: FOI 000586-18**

I write in connection with your request for information received by Norfolk and Suffolk Constabularies on the 9 February 2018 in which you sought access to the following information:

*“For each question, please state the police ranks of each officer and use the date range January 2010-December 2017.*

- 1. How many officers from your force have been suspended from duty?*
- 2. How many officers from your force have been put on restricted duties pending disciplinary action?*
- 3. How many officers were taken to a misconduct hearing?*
- 4. What was the outcome of each misconduct hearing?*
- 5. If there are any cases in which officers were suspended or put on restricted duties pending disciplinary decisions but did not face a misconduct hearing please state the outcome”*

**Response to your Request**

The response provided below is correct as of 20 February 2018

Norfolk and Suffolk Constabularies have considered your request for information and our response is below.

A review of the records held in Professional Standards has been conducted for the reporting period, 1 January 2010 to 31 December 2017.

Please note that the rank of Sergeant includes both substantive and temporary ranks.

- In the reporting period a total of 60 police officers were suspended from duty whilst under investigation.

<b>Rank</b>	<b>Norfolk</b>	<b>Suffolk</b>
Constable	31	26
Sergeant	2	1

2. In the reporting period a total of 34 police officers were placed on restricted duties whilst under investigation. 12 officers (6 per force) on restricted duties were also subject of a period of suspension and appear in the figure above.  
12 of the officers on restricted duties (9 Norfolk, 3 Suffolk) were subject of gross misconduct proceedings.

Rank	Norfolk	Suffolk
Constable	18	12
Sergeant	1	3

3. In the reporting period, 1 January 2010 to 31 December 2017, 46 police officers were subject of gross misconduct hearings.

Not all officers who appeared at misconduct hearings were suspended or restricted and therefore it has been indicated where suspension or restriction was in place.

In respect of the hearings which took place in 2010 the suspensions/restrictions were made prior to January 2010 and therefore they are not included in the suspension/restriction figures above:

Norfolk

Year	Rank of officer	Suspended/Restricted	Outcome
2010	Sergeant	No	Final Written Warning
2010	Constable	Yes	Dismissed
2010	Constable	No	Final Written Warning
2010	Constable	Yes	Dismissed
2010	Constable	Yes	Dismissed
2010	Constable	Yes	Dismissed
2010	Constable	Yes	Required to resign
2011	Constable	No	Dismissed
2011	Constable	No	Final Written Warning
2011	Constable	No	Final Written Warning
2012	Constable	Yes	Dismissed
2012	Constable	Yes	Dismissed
2013	Constable	Yes	Final Written Warning
2013	Constable	No	Final Written Warning
2013	Constable	Yes	Dismissed
2014	Constable	No	Final Written Warning
2014	Constable	Yes	Proceedings discontinued
2014	Constable	Yes	Dismissed
2015	Constable	Yes	Final Written Warning

2015	Constable	Yes	Dismissed
2015	Constable	Yes	Written Warning
2015	Constable	No	Not proven
2016	Sergeant	No	Dismissed
2016	Constable	Yes	Dismissed
2016	Constable	Yes	Dismissed
2016	Constable	Yes	Dismissed
2017	Constable	Yes	Dismissed
2017	Constable	Yes	Dismissed
2017	Constable	Yes	Dismissed
2017	Constable	Yes	Dismissed

Suffolk

<b>Year</b>	<b>Rank of Officer</b>	<b>Suspended/Restricted</b>	<b>Outcome</b>
2011	Constable	Yes	Final Written Warning
2012	Sergeant	No	No action
2012	Constable	No	Written Warning
2012	Constable	No	Written Warning
2012	Constable	No	Final Written Warning
2013	Constable	Yes	Dismissed
2013	Sergeant	No	Management advice
2013	Constable	No	Written Warning
2013	Sergeant	Yes	Dismissed
2015	Constable	Yes	Dismissed
2016	Constable	No	Dismissed
2016	Constable	Yes	Dismissed
2017	Constable	Yes	Dismissed
2017	Constable	Yes	Final Written Warning
2017	Constable	Yes	Dismissed
2017	Constable	Yes	Final Written Warning

4. Outcomes as above

5. The following police officers were suspended or restricted during investigation and were not subject to a gross misconduct hearing. The year refers to the year the suspension or restriction was put in place.

Norfolk

<b>Year</b>	<b>Rank</b>	<b>Suspended or Restricted</b>	<b>Outcome</b>
2010	Constable	Suspended	Resigned
2010	Constable	Suspended	Resigned
2010	Sergeant	Suspended	Misconduct meeting – Written Warning issued
2010	Constable	Suspended	Misconduct meeting – Final Written Warning
2010	Constable	Suspended	Misconduct meeting – Written Warning issued
2011	Constable	Suspended	Management action given
2011	Constable	Suspended	Management action given
2012	Constable	Suspended	No case to answer
2012	Constable	Suspended	Resigned
2012	Constable	Suspended	Resigned
2012	Constable	Suspended	Resigned
2013	Constable	Suspended	No case to answer
2013	Constable	Suspended & Restricted	Resigned
2013	Constable	Suspended	Retired
2014	Constable	Suspended	Resigned
2014	Constable	Suspended & Restricted	Resigned
2014	Sergeant	Suspended & Restricted	Resigned
2014	Constable	Suspended	No case to answer
2014	Constable	Restricted	Resigned
2014	Constable	Restricted	No case to answer
2014	Constable	Restricted	No case to answer
2014	Constable	Restricted	No case to answer
2015	Constable	Suspended	Resigned
2015	Constable	Restricted	Resigned
2016	Constable	Suspended & Restricted	Management action given
2016	Constable	Restricted	Misconduct meeting – Management Advice given

Suffolk

<b>Year</b>	<b>Rank</b>	<b>Suspended or Restricted</b>	<b>Outcome</b>
2010	Constable	Suspended	Resigned
2011	Constable	Suspended	Resigned
2011	Constable	Suspended	Misconduct meeting – Final Written Warning issued
2011	Constable	Suspended	Resigned
2011	Constable	Suspended	Resigned
2011	Constable	Suspended & Restricted	Resigned
2011	Constable	Suspended	Resigned

2011	Constable	Suspended & Restricted	Misconduct meeting – Written Warning issued
2011	Constable	Suspended	Misconduct meeting – Management Advice given
2011	Sergeant	Restricted	No case to answer
2011	Sergeant	Restricted	No case to answer
2011	Sergeant	Restricted	No case to answer
2012	Constable	Suspended	Resigned
2012	Constable	Suspended	Misconduct meeting – Final Written Warning issued
2012	Constable	Suspended	Retired
2012	Constable	Restricted	Management Action given
2013	Constable	Suspended	Resigned
2014	Constable	Suspended	Resigned
2014	Constable	Suspended	Resigned
2014	Constable	Suspended & Restricted	Resigned
2014	Constable	Restricted	Misconduct meeting – Management Advice given
2014	Constable	Restricted	Resigned
2015	Constable	Suspended	Misconduct meeting – Written Warning issued
2016	Constable	Suspended	Resigned
2016	Constable	Restricted	Misconduct meeting – Final Written Warning issued

Should you have any further queries concerning this request, please contact Clair Pack, FOI Decision Maker, quoting the reference number shown above.

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;  
<http://www.opsi.gov.uk/>

Norfolk and Suffolk Constabularies are not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.

Your Right to Request a Review of Decisions Made Under the Terms of the  
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask the Norfolk and Suffolk Constabulary to review their decision.

Ask Norfolk and Suffolk Constabularies to look at the decision again.

If you are dissatisfied with the decision made by Norfolk and Suffolk Constabularies under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk and Suffolk Constabulary that you are requesting a review within 20 days of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker  
Information Management Department  
Suffolk Constabulary  
Police Headquarters  
Martlesham Heath  
Ipswich  
Suffolk  
IP5 3QS  
OR  
Email: [information@suffolk.pnn.police.uk](mailto:information@suffolk.pnn.police.uk)*

In all possible circumstances Norfolk and Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 20 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with Norfolk and Suffolk Constabulary, if you are still dissatisfied with the decision, you can apply to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at [www.ico.org.uk](http://www.ico.org.uk) or contact them at the address shown below:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Telephone: 01625 545 700