



Freedom of Information Request Reference N^o: FOI 000081-19

I write in connection with your request for information received by Suffolk and Norfolk Constabularies on 8 January 2019 which you sought access to the following information:

1. *"How many police workers have been convicted of offences, and/or have faced disciplinary action, since 2015"*
2. *How many workers have been convicted for each offence*
3. *If drug-related offences, I would like to know specifically what drugs were involved*
4. *If disciplinary action, I would like to know the outcome, and the offence for which police workers were accused"*

Response to your Request

The response provided below is correct as of 23 January 2019

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

A review has been conducted by the Constabularies Professional Standards Department, to locate all officers and staff who were subject of a conviction at court or faced disciplinary action, between 1 January 2015 and 31 December 2018.

A total of 14 officers and staff were located who were convicted at court and serving at the time of the conviction. All but one member of police staff (Norfolk based) were serving at the time of their conviction and the table provided confirms the force, staff type and offence, noting that none related to drug offences.

Force	Staff Type	Offence convicted of
Norfolk	Police officer	Child cruelty
	Police officer	Excess alcohol and failure to provide specimen of breath
	Police officer	Possession of indecent images
	Police officer	Excess alcohol
	Police officer	Theft

	Police officer	Breach of Data Protection Act
	Police staff	Took vehicle without consent
	Police staff	Drunk and disorderly
	Special Constable	Pervert the course of justice
Suffolk	Police officer	Dangerous driving
	Police officer	Breach of Data Protection Act 1988
	Police officer	Pervert the course of justice
	Police staff	Common assault
	Police staff	Excess alcohol

A review of the misconduct and disciplinary proceedings against police officers, members of police staff and members of the Special Constabulary has been conducted and the information provided below confirms the staff type, summary of the allegation, outcome and year.

Norfolk

Between 1 January 2015 and 31 December 2018, 37 police officers, and 33 members of police staff have been subject to misconduct/disciplinary hearings and meetings.

Misconduct/Disciplinary Hearings

Year	Police/ Staff	Summary	Outcome
2015	Staff	Inappropriate behaviour after being involved in a road traffic collision	Final written warning
2015	Staff	Accessed Force systems for a non-policing purpose	Dismissed without notice
2015	Staff	Failed to action a computer aided dispatch appropriately	Management Advice
2015	Staff	Recorded a crime without the correct authorisation	Final written warning
2015	Officer	Inappropriate contact with members of the public who the officer came into contact with in the course of duties	Final written warning
2015	Staff	Accessed Force systems for a non-policing purpose	Final written warning
2015	Staff	Appeared at court for criminal offence of theft	Dismissed without notice
2015	Staff	Inappropriate relations with an officer whilst at work	Written warning
2015	Officer	Pursued an inappropriate relationship with member of public who officer came into contact with in the course of duties	Dismissed without notice
2015	Staff	Used a police vehicle whilst on duty to collect child from school	Final written warning
2015	Staff	Inappropriately touched colleague causing distress	Final written warning with move of District and management action
2015	Staff	Absent from duties without the appropriate authorisation	Dismissed without notice
2015	Officer	Failure to conduct adequate search of premises	Written warning
2015	Officer	Excessive force during arrest	No action

2015	Staff	Improper disclosure of information	Dismissed with notice
2016	Staff	Inappropriate and discriminatory comments	Final written warning
2016	Staff	Failed to disclose personal relationship with vulnerable family Accessed Force systems for non-policing purpose	Dismissed without notice
2016	Officer	Convicted of two road traffic offences	Dismissed without notice
2016	Officer	Conviction at court for criminal offence	Dismissed without notice
2016	Officer	Appeared at court for criminal matters of attempted forgery *	Dismissed without notice
2016	Staff	Discrepancies in working times and expenses claims	Dismissed without notice
2016	Staff	Caused police statements to be incorrectly altered and failed to conduct duties in accordance with policy and procedures	Final written warning
2016	Officer	Convicted of criminal offence	Dismissed without notice
2017	Staff	Conviction for taking a vehicle without consent	Dismissed without notice
2017	Officer	Conviction for driving with excess alcohol	Dismissed without notice
2017	Officer	Conviction at court for theft	Dismissed without notice
2017	Officer	Sought to pursue allegations of misconduct against ex-partner. Used role as a police officer in such a way as to exceed duties and responsibilities	Dismissed without notice
2017	Staff	Failed to deal with calls in line with procedure	Dismissed without notice
2017	Officer	Inappropriate relationship with a member of the public	Proceedings discontinued
2017	Officer	Failed to be diligent in the exercise of duties. Disobeyed instructions given by supervisor. Misled supervisor	Dismissed without notice
2017	Staff	Used Force vehicle in contravention of Force Policy and was not honest in account given to supervisor	Dismissed with notice
2018	Officer	Engaged in an improper relationship with a member of the public Allegedly disclosed personal data to a third party	Would have been dismissed
2018	Staff	Accessed Force systems for a non-policing purpose Forwarded personal data to a non-police email account	Final written warning
2018	Staff	Sent inappropriate emails showing lack of respect and courtesy towards line manager	Written warning
2018	Officer	Breach of Data Protection Act	Would have been dismissed
2018	Officer	Used Force systems to pursue an inappropriate relationship Attempted to frustrate the investigation into alleged conduct	Would have been dismissed
2018	Staff	Inappropriate use of Force email system	Would have been dismissed

*One police officer appeared at a hearing in relation to the purchase of anabolic steroids however that specific allegation was not proven.

Misconduct/Disciplinary Meetings

Year	Police/ Staff	Summary	Outcome
2015	Staff	Use of inappropriate language in the workplace	Management Action
2015	Officer	Inappropriately touched colleague	Management action
2015	Officer	Inappropriate relations with a member of staff whilst at work	Written Warning
2015	Officer	Failed to record necessary authorisations in respect of change to duty time	Management Advice
2015	Officer	Failed to provide accurate account of events	Final written warning
2015	Staff	Failed to treat colleagues with respect and courtesy	Written warning
2015	Officer	Accessed Force systems for non-policing purpose	Management advice
2015	Officer	Accessed Force systems for non-policing purpose	Written warning
2016	Staff	Unauthorised absence from duty	Written warning
2016	Officer	Use private motor vehicle without current tax	Management advice
2016	Officer	Inappropriate relationship with member of the public	Management advice
2016	Officer	Failed to administer caution upon arrest Inappropriate comment and gesture towards a member of the public	Written warning
2016	Officer	Inappropriate use of personal mobile phone Failure to submit intelligence reports Failure to follow Force policy regarding property seized	Management advice
2016	Officer	Placed colleague in potential danger	Management advice
2016	Staff	Failure to follow procedures	Verbal warning
2016	Officer	Used inappropriate language towards members of the public	Written warning
2016	Staff	Use of inappropriate language towards colleague Failed to acknowledge inappropriate behaviour	Final Written Warning
2017	Staff	Failure to comply with instructions around duty times	Final written warning
2017	Officer	Inappropriate behaviour whilst off duty	Management advice
2017	Staff	Posted inappropriate comments on social media	Verbal warning
2017	Staff	Provided inaccurate information to an officer and used the Force email and postal address for a non-policing purpose	Written Warning
2017	Officer	Allegation of excessive force used on a member of the public	Not proven
2017	Staff	Accessed Force system for a non-policing purpose	Written warning
2017	Staff	Accessed Force internet and email for personal use during duty time. Accrued flexi time inappropriately	Written warning
2017	Staff	Accessed Force systems for a non-policing purpose	Written warning
2017	Officer	Inappropriate off duty conduct	Written warning
2017	Officer	Failed to discharge lawful debts	Final written warning
2018	Officer	Failed to arrive for duty time and was unfit to perform full duties	Final written warning
2018	Staff	Continued contact with a member of the public when it had been advised it was inappropriate	Written warning
2018	Officer	Public complaint in respect of the way in which the officer dealt with search and seizure of property	Management advice

2018	Officer	Public complaint that the officer abused position when dealing with a private incident	Written warning
2018	Officer	Contravened Force Policy in respect of driving police vehicles	Management advice
2018	Officer	Improper conduct towards female members of the public whilst on duty	Management advice

Suffolk

Between 1 January 2015 and 31 December 2018, 30 police officers, 35 members of police staff and 2 members of the Special Constabulary have been subject to misconduct/disciplinary hearings and meetings.

Misconduct/Disciplinary Hearings

Year	Officer / Staff	Summary	Outcome
2015	Staff	Failed to deal with a call from the member of the public appropriately	Dismissed without notice
2015	Special	Used a Suffolk Constabulary vehicle for non-policing purpose outside duty hours	Final written warning
2015	Staff	Failed to comply with restrictions for a basic police authorised driver	Final written warning
2015	Staff	Failed to disclose information on vetting forms	Dismissed without notice
2015	Officer	Improper relationship with member of the public	Dismissed without notice
2015	Staff	Made inappropriate comments that were discriminatory. Failure to follow Force Policy in relation to a business interest. Dishonest to supervisor	Dismissed – reinstated on appeal and resigned prior to further proceedings
2016	Staff	Attended work whilst unfit	Dismissed without notice
2016	Officer	Relationship with vulnerable person whilst on duty	Dismissed without notice
2016	Staff	Inappropriate behaviour whilst on police premises	Final written warning
2016	Staff	Accessed Force systems for non-policing purpose	Written warning
2016	Staff	Inappropriate relationship with person known to police	Dismissed without notice
2016	Officer	Accessed Force systems for a non-policing purpose	Dismissed without notice
2017	Officer	Driving with excess alcohol	Dismissed without notice
2017	Officer	Inappropriately touched a colleague and made comments	Final Written Warning
2017	Officer	Found guilty at court for criminal offence	Dismissed without notice
2017	Staff	Inappropriate comments on social media	Final Written Warning
2017	Staff	Failure to handle calls in the appropriate manner	Dismissed with notice
2017	Officer	Inappropriate behaviour whilst unfit for work	Final Written Warning
2018	Officer	Accessed Force data for a non-policing purpose Sought to engage in an improper relationship with a witness	Dismissed without notice
2018	Staff	Conviction at court for driving with excess alcohol	Dismissed without notice
2018	Officer	Used excessive force on a detainee during arrest	Dismissed without notice

2018	Staff	Failed to follow Force Policy regarding drugs seizure	Dismissed without notice
2018	Staff	Performance issues relating to working practices and standards	No case to answer
2018	Staff	Discrepancies with mileage claims	Dismissed without notice
2018	Staff	Accessed Force systems for a non-policing purpose	Dismissed without notice
2018	Staff	Accessed Force systems for a non-policing purpose	Dismissed without notice
2018	Officer	Accessed Force systems for a non-policing purpose Disclosed personal details to a third party	Dismissed without notice
2018	Staff	Engaged in an inappropriate relationship with a member of the public	Would have been dismissed
2018	Staff	Inappropriate and offensive material placed on social media	Final written warning
2018	Staff	Accessed Force systems for a non-policing purpose	Written warning
2018	Staff	Made derogatory and potentially discriminatory comments	Dismissed without notice

Misconduct/Disciplinary Meetings

Year	Officer / Staff	Summary	Outcome
2015	Staff	Inappropriate use of information held on Force systems	Written warning
2015	Officer X 2	Failed to take appropriate action when dealing with domestic incident	Management advice
2015	Staff	Changed duty time without permission Provided misleading information	Written warning
2015	Officer	Gave misleading information regarding availability to perform duties	Management advice
2015	Officer	Failed to take appropriate action when dealing with incident	Management advice
2015	Staff	Failure to comply with Force Policy regarding inappropriate email use	Written warning
2015	Officer	Failed to conduct necessary enquires and misled supervisors	Written warning
2015	Officer	Used offensive language towards colleague	Written warning
2015	Staff	Failed to adhere to Force Policy	Management advice
2015	Staff	Accessed Force systems for non-policing purpose	Final written warning
2015	Staff	Failed to deal appropriately with incoming mail	Written warning
2015	Officer	Accessed Force systems for non-policing purpose	Written warning
2016	Staff	Accessed Force systems for non-policing purpose	Written warning
2016	Staff	Disrespectful towards colleagues	Written warning
2016	Special	Disclosure of information	Management advice
2016	Staff	Accessed confidential police information	Written warning
2016	Staff	Made inappropriate comments	Final written warning
2017	Officer	Inappropriately touched colleague whilst off duty	Final written warning
2017	Officer	Discrepancies in working times	Management advice
2017	Officer	Inappropriate behaviour whilst off duty	Final written warning
2017	Staff	Accessed Force systems for a non-policing purpose	Final written warning

2017	Staff	Undertook additional employment without authority	Written warning
2017	Officer	Neglected duties by being away from policing area engaged in non-policing matters and failed to follow instruction of supervising officer	Final written warning and management action
2017	Officer	Inappropriate use of social media	Written warning
2017	Officer	Inappropriate use of social media	Written warning
2017	Officer	Inappropriate use of social media	Written warning
2017	Officer	Inappropriate use of social media	Final written warning
2017	Officer	Inappropriate use of social media	Final written warning
2017	Officer	Inappropriate use of social media	Written warning
2017	Officer	Inappropriate use of social media	Final written warning
2018	Staff	Issued with a Police Information Notice	Written warning
2018	Staff	Conducted an unauthorised business interest, use of police email address for non-work related matters and excessive use of internet during work time	Final written warning
2018	Staff	Failed to conduct business interest in line with Force Policy	Written warning
2018	Officer	Failed to comply with the responsibilities under the Criminal Procedure and Investigation Act 1996	Written warning
2018	Officer	Spent excessive time on social media whilst on duty	Management advice

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*

In all possible circumstances Norfolk and Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 40 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 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