



## Freedom of Information Request Reference N<sup>o</sup>: FOI 000086-18

I write in connection with your request for information received by Norfolk and Suffolk Constabularies on the 5 January 2018 in which you sought access to the following information:

1. *"How many hearings relating to gross misconduct have been held against police officers in the calendar years 2015, 2016 and 2017?"*
2. *Can I get the numbers broken down by calendar year please?*
3. *What was the rank of the officer?*
4. *What were they accused of?*
5. *What was the outcome of the hearing? What action was taken?"*

### Response to your Request

The response provided below is correct as of 11 January 2018

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

A review of the gross misconduct hearings held against police officers only has been conducted.

The following hearings have been held between 1 January 2015 and 31 December 2017 and are broken down into calendar years:

### NORFOLK

Year	Rank	Breach	Outcome
2015	Constable	Discreditable conduct	Final Written Warning
2015	Constable	Discreditable conduct	Dismissed
2015	Constable	Duties and responsibilities	Written Warning
2015	Constable	Other assault	Not proven
2016	Sergeant	Discreditable conduct	Dismissed

2016	Constable	Discreditable conduct	Dismissed
2016	Constable	Honesty and integrity	Dismissed
2016	Constable	Discreditable conduct	Dismissed
2017	Constable	Discreditable conduct	Dismissed
2017	Constable	Discreditable conduct	Dismissed
2017	Constable	Discreditable conduct	Dismissed
2017	Constable	Honest and integrity Duties and responsibilities Orders and instructions	Dismissed

## SUFFOLK

Year	Rank	Breach	Outcome
2015	Constable	Discreditable conduct	Dismissed
2016	Constable	Authority, respect and courtesy	Dismissed
2016	Constable	Confidentiality	Dismissed
2017	Constable	Discreditable conduct	Dismissed
2017	Constable	Discreditable conduct	Final Written Warning
2017	Constable	Discreditable conduct	Dismissed

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