



23rd December 2020

Freedom of Information Request Reference N^o: FOI 003940/20

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 25th November 2020 in which you sought access to the following information:

- A The number of police officers found guilty of misconduct.
- B A breakdown of the number of police officers found guilty of misconduct by rank.
- C Details of the offence committed for each police officer found guilty of misconduct.
- D Details of the disciplinary action taken by the force for each police officer found guilty of misconduct.

I would like the information for the following years: 2015, 2016, 2017, 2018, 2019, 2020 (so far).

Response to your Request

The response provided below is correct as of 9th December 2020.

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

The Joint Professional Standards Department has undertaken a review of misconduct hearings and meetings for Police Officers between 1st January 2015 and 30th October 2020.

The following relates to Police Officers, subject to hearings and meetings, where the breach of the Standards of Professional Behaviour has been proven.

NORFOLK

Officer Rank	2015	2016	2017	2018	2019	2020	TOTAL
Constable	8	7	5	9	6	6	41
Sergeant	0	2	0	1	1	1	5
Senior officer (Inspector or above)	1	1	0	1	0	0	3
Total	9	10	5	11	7	7	49

Officer Rank	Breach	Outcome
2015		

Constable	Inappropriately contacted a number of females who officer came into contact with in the course of duties	Final Written Warning
Constable	Pursued an inappropriate relationship with member of public who officer came into contact with in the course of duties	Dismissed
Constable	Inappropriately touched colleague	Management action
Senior officer	Inappropriate relations with a member of staff whilst at work	Written Warning
Constable	Failure to conduct adequate search of premises	Written Warning
Constable	Failed to record necessary authorisations in respect of change to duty time	Management Advice
Constable	Failed to provide accurate account of events	Final written warning
Constable	Accessed force systems for non-policing purpose	Management Advice
Constable	Accessed force systems for non-policing purpose	Written Warning
2016		
Constable	Use private motor vehicle without current tax	Management Advice
Constable	Inappropriate relationship with member of the public	Management Advice
Sergeant	Convicted of two road traffic offences	Dismissed
Constable	Failed to administer caution upon arrest Inappropriate comment and gesture towards a member of the public	Written Warning
Constable	Conviction at court for criminal offence	Dismissed
Constable	Appeared at court for criminal matters	Dismissed
Sergeant	Used inappropriate language towards members of the public	Written Warning
Senior officer	Inappropriate use of personal mobile phone Failure to submit intelligence reports Failure to follow force policy regarding property seized	Management Advice
Constable	Placed colleague in potential danger	Management advice
Constable	Convicted of criminal offence	Dismissed
2017		
Constable	Conviction for driving with excess alcohol	Dismissed
Constable	Conviction at court for theft	Dismissed
Constable	Inappropriate behaviour whilst off duty	Management advice
Constable	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
Constable	Failed to be diligent in the exercise of duties Disobeyed instructions given by supervisor Misled supervisor	Dismissed
2018		
Constable	Engaged in an improper relationship with a victim Allegedly disclosed personal data to a third party	Resigned prior to hearing Would have been dismissed had they not resigned
Constable	Inappropriate off duty conduct	Written Warning
Constable	Failed to discharge lawful debts	Final Written Warning
Constable	Failed to arrive for duty time and was unfit to perform full duties	Final Written Warning
Constable	Public complaint in respect of the way in which the officer dealt with search and seizure of property	Management Advice

Senior officer	Public complaint that the officer abused position when dealing with a private incident	Written Warning
Constable	Accessed force systems for a non-policing purpose	Resigned prior to hearing Would have been dismissed had they not resigned
Constable	Used force systems to pursue an inappropriate relationship Attempt to frustrate the investigation into alleged conduct	Resigned prior to hearing Would have been dismissed
Sergeant	Contravened force policy in respect of driving police vehicles	Management advice
Constable	Improper conduct/failure to challenge improper conduct towards female members of the public	Management advice
Constable	Failure to take responsibility for actions	Written warning
2019		
Constable	Inappropriate behaviour towards a colleague and a member of the public	Final Written Warning
Constable	Engaged in inappropriate behaviour of a sexual nature whilst on duty	Final Written Warning
Constable	Copied video footage from police vehicle in-car video system and shared with colleague for a non-policing purpose	Management Advice
Constable	Officer reported for duty and provided breath test readings above the level detailed in force policy	Written Warning
Constable	The officer was subject of a drugs test which indicated the presence of a Class A drug, namely Cocaine	Resigned prior to hearing Would have been dismissed had they not resigned
Sergeant	Failed to ensure medical advice was sought for a detainee	Management Advice
Constable	Falsely reported sick for duty and sought to mislead a supervisor	Final Written Warning
2020		
Constable	Officer reported for duty and provided breath test readings above the level detailed in force policy	Final Written Warning
Constable	Failed to deal with property in accordance with correct procedures	Management Advice
Constable	Failed to report for duty and was not honest in respect of the absence	Written Warning
Constable	Used a police vehicle for a non-policing purpose Accessed force systems for a non-policing purpose	Written Warning
Constable	Received a police caution for resisting arrest	Dismissed
Constable	Appeared at court for criminal offences	Resigned prior to hearing Would have been dismissed had they not resigned
Sergeant	Improperly accessing police systems Passing information to a third party Improper relationship with a suspect and failure to disclose relationship	Final Written Warning

SUFFOLK

Officer Rank	2015	2016	2017	2018	2019	2020	TOTAL
Constable	7	2	13	5	2	3	32
Special Constable	1	1	0	0	0	1	3
Sergeant	0	0	2	0	0	0	2
Total	8	3	15	5	2	4	37

Officer Rank	Breach	Outcome
2015		
Special Constable	Used a Suffolk Constabulary vehicle for non-policing purpose outside duty hours	Final Written Warning
Constable	Failed to take appropriate action when dealing with incident Provided supervisor with false or misleading information regarding availability to perform duties	Management advice
Constable	Failed to record crime and take appropriate action	Management advice
Constable	Failed to take appropriate action when dealing with incident	Management advice
Constable	Improper relationship with member of the public	Dismissed
Constable	Failed to conduct necessary enquires and misled supervisors	Written Warning
Constable	Used offensive language towards colleague	Written Warning
Constable	Accessed force systems for non-policing purpose	Written warning
2016		
Constable	Relationship with vulnerable person whilst on duty	Dismissed
Special Constable	Disclosure of information	Management advice
Constable	Accessed force systems for a non-policing purpose	Dismissed
2017		
Constable	Driving with excess alcohol	Dismissed
Constable	Inappropriately touched a colleague and made comments	Final Written Warning
Constable	Found guilty at court for criminal offence	Dismissed
Sergeant	Inappropriately touched colleague whilst off duty	Final Written Warning
Sergeant	Discrepancies in working times	Management advice
Constable	Inappropriate behaviour whilst off duty	Final Written Warning
Constable	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
Constable	Inappropriate behaviour whilst unfit for work	Final Written Warning
Constable	Inappropriate use of social media	Written Warning
Constable	Inappropriate use of social media	Written Warning
Constable	Inappropriate use of social media	Written Warning
Constable	Inappropriate use of social media	Written Warning
Constable	Inappropriate use of social media	Final Written Warning
Constable	Inappropriate use of social media	Final Written Warning

Constable	Inappropriate use of social media	Final Written Warning
2018		
Constable	Accessed force data for a non-policing purpose Sought to engage in an improper relationship with a witness	Dismissed
Constable	Spent excessive time on social media whilst on duty	Management advice
Constable	Failed to comply with the responsibilities under the Criminal Procedure and Investigation Act 1996	Written Warning
Constable	Used excessive force on a detainee during arrest	Dismissed
Constable	Contacted a third party to report an employee for possible criminal offence without reasonable evidence	Final Written Warning
2019		
Constable	Made inappropriate and unacceptable comments to a colleague	Written Warning
Constable	Failed to complete rostered tours of duty without good reason or authorisation	Written Warning
2020		
Constable	Commenced an inappropriate relationship with a victim Took video and photographs of a crime scene and shared with others on social media	Resigned prior to hearing Would have been dismissed had they not resigned
Special Constable	Drove a marked police vehicle and exceeded driving authorisation	Final Written Warning
Constable	Failed to complete accurate records and provide an accurate account to supervisors	Final Written Warning
Constable	Failed to deal with property seized and suspected offences in line with force policy and procedures	Resigned prior to hearing Would have been dismissed had they not resigned

This response will be published on the Constabularies web-site under the Freedom of Information pages:-

<https://www.norfolk.police.uk/about-us/our-data/disclosure-log>

<https://www.suffolk.police.uk/services/freedom-information/disclosure-logs>

Should you have any further queries concerning this request, please contact Amanda Gibson, 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 40 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
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: freedomofinformation@norfolk.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 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