

# Police dismissals (Home Office forces)

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Numbers of police officers, members of the special constabulary and police staff placed on the Barred List 15 December 2017 – 31 March 2018



# 1. Objective

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- 1.1 To report on outcomes with regards to dismissals for the most serious discipline matters investigated (i.e. gross misconduct<sup>1</sup>), as well as dismissals for unsatisfactory performance and attendance, and thus establishing opportunities to determine trends, inform wider learning and improve integrity and public confidence.

# 2. Information

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- 2.1 The Barred List<sup>2</sup>, which was introduced by legislation effective from 15 December 2017, replaced the previous College of Policing (the College) 'Disapproved Register', which was established 01 December 2013 and relied on forces voluntarily sharing information with regards to dismissals. The Barred List legislation now compels Home Office forces to provide details to the College of those officers, members

of the special constabulary and police staff who have been dismissed while serving or after having retired/resigned.

- 2.2 While the disapproved register included data from British Transport Police, Ministry of Defence Police, and State of Jersey Police in addition to Home Office forces in England & Wales, the Barred List legislation does not apply to individuals barred from non-Home Office forces, so data from British Transport Police, Ministry of Defence Police, and State of Jersey Police are not included in this report.

- 2.3 The figures contained in this report relate to police officers, members of the special constabulary and police staff who were placed on the Barred List due to being dismissed between 15 December 2017 – 31 March 2018.

- 2.4 Previously Police Regulations (since 12 January 2015) prevented officers from resigning or retiring while subject to a gross misconduct investigation (except in exceptional circumstances). Since 15 December 2017, at the same time as the introduction of the Barred List legislation, new legislation came into effect permitting officers to retire/resign while under gross misconduct investigation. The same legislation<sup>3</sup> now allows forces to continue conduct proceedings notwithstanding that an officer has left the force.

- 2.5 There is no legislation that prevents members of police staff from retiring or resigning while under investigation for gross misconduct. Forces are not under a regulatory obligation to hold post-employment hearings. It is up to the force to determine whether such a post-employment hearing, convened according to local employment practices, should be held to determine if the individual would have been dismissed and should be added to the Barred List.

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1 A gross misconduct investigation is one where, if the allegation is proven, it could result in dismissal.

2 See The Police Barred List and Police Advisory List Regulations 2017

3 The Police (Conduct, Complaints and Misconduct and Appeal Tribunal)(Amendment)Regulations 2017

### 3. Barred List figures – police officers:

3.1 The figures in Table 1 below refer to police officers (excluding members of the special constabulary) placed on the Barred List in the reporting period 15 December 2017- 31 March 2018.

Table 1: Police officers placed on the Barred List between 15 December 2017 - 31 March 2018.

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon & Somerset	1	0	0	1
Cambridgeshire	2	0	0	2
Cheshire	2	0	0	2
Cleveland	1	0	0	1
Derbyshire	2	0	0	2
Devon & Cornwall	1	1	0	2
Dorset	0	1	0	1
Durham	1	0	0	1
Dyfed-Powys	1	0	0	1
Essex	1	1	1	3
Greater Manchester	5	0	0	5
Gwent	2	0	0	2
Hampshire	1	0	0	1



Table 1: Police officers placed on the Barred List between 15 December 2017 - 31 March 2018. (cont.)

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Hertfordshire	2	0	0	2
Humberside	2	0	0	2
Kent	2	1	0	3
Lancashire	1	0	1	2
Lincolnshire	1	0	0	1
Merseyside	2	0	0	2
Metropolitan	11	5	0	16
Norfolk	0	1	0	1
North Wales	0	1	0	1
North Yorkshire	1	0	0	1
Northamptonshire	1	0	0	1
South Wales	1	0	0	1
Suffolk	2	0	0	2
Surrey	0	0	1	1
Sussex	1	2	0	3
Thames Valley	3	2	0	5
West Yorkshire	0	2	0	2
<b>Total</b>	<b>50</b>	<b>17</b>	<b>3</b>	<b>70</b>

## 3.2 Outcome by rank

3.2.1 Table 2 below shows the rank of those officers placed on the Barred List in the reporting period 15 December 2017 – 31 March 2018. Where ranks are not listed, there are no submissions to the list for officers of that rank in the reporting period.

Table 2: Rank of police officers placed on the Barred List between 15 December 2017 – 31 March 2018

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	45	16	2	63
Sergeant	4	0	0	4
Inspector	1	0	1	2
Superintendent	0	1	0	1
Total	50	17	3	70

### 3.3 Categories of dismissal

3.3.1 The following categories have been set by the College. The relevant category has been determined by the College based upon force descriptions of the conduct as reported to the Barred List. The circumstances surrounding dismissals are unique and do not easily fit into a broader category. Alternatively, some behaviours may fall into more than one category; where this is the case multiple categories have been recorded and therefore the number of offences shown in Table 3 below may total more than the number of officers on the Barred List.

**Table 3: Categories of dismissals for police officers placed on the Barred List between 15 December 2017 – 31 March 2018**

Category of Dismissal	Instances
Unsatisfactory performance (performance)	0
Unsatisfactory performance (attendance)	2
Abuse of position for sexual purpose	8
Abuse of position for other purpose	1
Assault	4
Business interest	1
Child sex offence	8
Damage to property	1
Data/system misuse	6
Driving related: alcohol/drugs	5
Driving related: documents	1
Driving related: standard	1
Drug/ alcohol related	4
Excess force	2
Failure to perform duty	8
Failure to act with respect and courtesy	1
Fraud related	1
Honesty and Integrity	11
Inappropriate disclosure of information	2
Inappropriate use of police vehicles	2
Indecent images	1
Notifiable association	1
Other	1
Perverting the course of justice	1
Public order	2
Sexual conduct towards a colleague	2
Theft related	7
<b>Total</b>	<b>84</b>



## 4. Barred List figures – special constabulary

4.1 The figures in this report relate to members of the special constabulary who were placed on the Barred List in the reporting period 15 December 2017 – 31 March 2018.

Table 4: Members of special constabulary placed on the Barred List between 15 December 2017 – 31 March 2018.

Force	Dismissed while serving	Dismissed post-resignation	Total
Metropolitan	1	0	1
Staffordshire	1	0	1
Thames Valley	0	1	1
Total	2	1	3

### 4.2 Outcome by rank

Table 5: Members of the special constabulary placed on the Barred List between 15 December 2017 – 31 March 2018 by rank.

Force	Dismissed while serving	Dismissed post-resignation	Total
Constable	1	1	2
Sergeant	1	0	1
Total	2	1	3



## 4.3 Categories of dismissal

- 4.3.1 The following categories have been set by the College. The relevant category has been determined by the College based upon force descriptions of the conduct as reported to the Barred List. The circumstances surrounding dismissals are unique and do not easily fit into a broader category. Alternatively, some behaviours may fall into more than one category; where this is the case multiple categories have been recorded and therefore the number of offences shown in Table 6 below may total more than the number of members of the special constabulary on the Barred List.

Table 6: Categories of dismissals for members of special constabulary placed on the Barred List between 15 December 2017 – 31 March 2018.

Category of dismissal	Instances
Domestic related	1
Harassment	1
Honesty and integrity	1
Other	1
Total	4



## 5. Protected characteristics of police officers and members of the special constabulary

- 5.1 Given the small number of members of the special constabulary dismissals, the protected characteristics of regular officers and members of the special constabulary have been combined.
- 5.2 Of the 73 officers and specials added to the Barred List in this reporting period, 63 (86%) were male and 8 (11%) were female. In two cases gender was not recorded.
- 5.3 The reported ethnicities<sup>4</sup> of officers added to the Barred List in the relevant reporting period are shown in Table 7, with Black and Minority Ethnic (BME) officers representing just under 10% of all officers dismissed.

Table 7: Ethnicity of officers and members of special constabulary added to the Barred List between 15 December 2017 – 31 March 2018

Ethnicity	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
BME	6	1	0	7
White or White British	45	13	2	60
Not Stated	4	2	0	6
Total	55	16	2	73

<sup>4</sup> Due to the limited numbers involved, ethnicity groupings have been collapsed to either BME or White/White British.

## 6. Barred List figures – police staff

- 6.1 The figures in this report relate to police staff who were placed on the Barred List in the reporting period 15 December 2017 – 31 March 2018.

Table 8: Police staff placed on the Barred List between 15 December 2017 – 31 March 2018

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon & Somerset	1	0	0	1
Cumbria	1	0	0	1
City of London	1	0	0	1
Devon & Cornwall	1	1	0	2
Essex	2	0	0	2
Greater Manchester	1	0	0	1
Hampshire	1	0	0	1
Hertfordshire	2	0	0	2
Humberside	3	0	0	3
Kent	1	1	0	2
Leicestershire	1	0	0	1
Merseyside	1	1	0	2
Metropolitan	1	0	0	1
Norfolk	1	0	0	1
North Wales	1	0	0	1
Northumbria	1	0	0	1
Nottinghamshire	2	0	0	2
South Wales	1	0	0	1
Suffolk	2	0	0	2
Thames Valley	1	0	0	1
West Yorkshire	1	0	0	1
Wiltshire	1	0	0	1
<b>Total</b>	<b>28</b>	<b>3</b>	<b>0</b>	<b>31</b>



## 6.2 Categories of dismissal

6.2.1 The following categories have been set by the College. The relevant category has been determined by the College based upon force descriptions of the conduct as reported to the Barred List. The circumstances surrounding dismissals are unique and do not easily fit into a broader category.

Alternatively, some behaviours may fall into more than one category; where this is the case multiple categories have been recorded and therefore the number of offences shown in Table 9 below may total more than the number of staff members on the Barred List.

**Table 9: Categories of dismissals by police staff placed on the Barred List between 15 December 2017 – 31 March 2018**

Category of dismissal	Instances
Unsatisfactory performance (performance)	2
Unsatisfactory performance (attendance)	3
Data/system misuse	5
Driving related: alcohol/drugs	4
Drug/ alcohol related	3
Excess force	3
Failure to perform duty	4
Honesty and integrity	4
Inappropriate disclosure of information	1
Inappropriate use of police vehicles	2
Offensive language	2
Public order	1
Theft related	1
<b>Total</b>	<b>35</b>

## 6.3 Protected characteristics

6.3.1 Of the 31 staff added to the Barred List during the reporting period, 15 (48%) were male and 14 (45%) were female. In 2 cases gender was not recorded.

6.3.2 The reported ethnicities of staff added to the Barred List are shown in Table 10 below with BME staff representing 6% of all staff members dismissed.

**Table 10: Ethnicity of police staff added to the Barred List between 15 December 2017 – 31 March 2018**

Ethnicity	Dismissed
BME	2
White or White British	25
Not Stated	4
<b>Total</b>	<b>31</b>



## 7. Publication of information

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- 7.1 The legislation also requires the College to publish specified information in relation to officers/former officers, (including members of special constabulary), who are dismissed for gross misconduct. The legislation does not provide for the publication of specified information relating to police staff members who are similarly dismissed.
- 7.2 The College must not publish any of the specified information if to publish some or all of that information:
- would be against the interest of national security
  - might prejudice the investigation or prosecution of a criminal offence of any civil proceedings
  - would result in a significant risk of harm to any person.
- 7.3 Of the 73 police officers and members of special constabulary added to the Barred List in this reporting period, two were automatically exempt from publication as they were not dismissed for gross misconduct. Of the 71 dismissed following a gross misconduct dismissal, 5 (7%) were granted an exemption from publication.

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## About the College

We're the professional body for everyone who works for the police service in England and Wales. Our purpose is to provide those working in policing with the skills and knowledge necessary to prevent crime, protect the public and secure public trust.

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