



Professional Standards Department

Misconduct Investigations and Outcomes Oct 2021 to Dec 2021

Northamptonshire Police currently comprises of 1341.45 Full Time Equivalent (FTE) Police Officers, 82.86 FTE Police Community Support Officers (PCSO), 924.79 Other Members of Police Staff, together with a further 219 Special Constables; a total of 2349.1 FTE individuals.

During the third quarter of the year 2021/22, the Force dealt with 43,815 reported incidents and investigated 15,722 crimes which led to 2,677 arrests.

During this period the Professional Standards Department (PSD) recorded a total of 177 new Complaint cases (public complaints) and 26 new Misconduct cases (internal matters).

During this period PSD formally investigated and finalised a total of 13 cases of Misconduct, involving 9 Police Officers and 2 members of Police Staff and 5 Special Constables (NB: some of these matters may have been recorded in previous reporting period):

- 3 cases resulted in a finding of no case to answer.
 - 6 cases resulted in a case to answer for which Reflective Practice was the outcome.
 - 0 cases resulted in a case to answer and were assessed as amounting to Misconduct **(1)**.
 - 4 cases resulted in a case to answer and were assessed as amounting to Gross Misconduct **(2)(3)**; these related to 1 Police Officer, 2 Special Constables and 1 member of Police Staff who attended a Gross Misconduct hearing.
- (1)** Misconduct is defined as a Breach of Standards of Professional Behaviour so serious that if either admitted or proven, a Written Warning could be justified, as described in Schedule 2 to the Police (Conduct) Regulations 2020. These matters are heard at a Misconduct Meeting.

In an emergency call **999**
For non emergencies call **101**



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Northamptonshire Police

Fighting crime, protecting people

(2) Gross Misconduct is defined as a Breach of the Standards of Professional Behaviour so serious that if either admitted or proven, dismissal from the Police Service would be justified. These matters are heard at a Misconduct Hearing.

(3) Note that where Officers or Members of Police Staff are dismissed as a result of misconduct proceedings or who resign or retire during the course of misconduct proceedings, appropriate vetting records are maintained and can and will be disclosed in the event such an Officer or Member of Staff seeks employment with another Law Enforcement Agency.

During this period PSD had cause to arrange additional disciplinary proceedings under the Police Reform Act, in respect of Complaint cases being finalised:

- 2 cases resulted in a case to answer and were assessed as amounting to Misconduct **(1)**. These related to 2 Police Officers who attended a Misconduct Meeting.

Misconduct Meeting Outcomes during this period:

Date	Breach of Standards	Outcome
<p>Oct 2021</p> <p>Public Complaint</p>	<p>It was alleged that a Police Officer refused to let a witness leave the scene of an RTC even though there was no lawful requirement for the witness to do stay as they had already given their details to another officer. An arrest was made which was not lawful and use of force that was not necessary, reasonable or justified.</p> <p>If proven, this is a breach of the Standards of Professional Behaviour for Duties and Responsibilities and Use of Force.</p> <p>The Police Officer believed at the time he was acting lawfully. The panel determined, having considered all the evidence, the breaches were proven for Misconduct. The panel determined that the appropriate outcome was a Written Warning.</p>	<p>Proven</p> <p><u>Outcome:</u> Written Warning</p>
<p>Dec 2021</p> <p>Public Complaint</p>	<p>It was alleged that a Police Officer used excessive force when dealing with a suspect and failed to complete a use of force form after the incident.</p>	<p>Not Proven</p> <p><u>Outcome:</u> Learning</p>

	<p>If proven, this is a breach of the Standards of Professional Behaviour for Use of Force, Duties and Responsibilities, Orders and Instructions.</p> <p>During the meeting the Officer was questioned further around his rationale and decision making for the use of force. As a result of what was said in the meeting the panel determined that the use of force was proportionate and justified in the circumstances. Therefore, the allegations were not proven but there was some learning for the officer.</p>	
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Misconduct Hearing Outcomes during this period:

Date	Breach of Standards	Outcome
<p>Nov 2021</p> <p>Public Hearing</p>	<p>It was alleged that a Special Constable had breached Coronavirus restrictions by attending a gathering of 15 or more people in a private premise during the lockdown period and when Police Officers attended and recognised him, he denied that he was a Special Constable.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Discreditable Conduct and Honesty and Integrity.</p> <p>The Special Constable admitted both allegations. The panel determined, having considered all the evidence, that both allegations were proven for Gross Misconduct. The panel determined that the most appropriate outcome was dismissal without notice.</p>	<p>Proven</p> <p><u>Outcome:</u> Dismissed without notice</p>
<p>Nov 2021</p> <p>Resigned prior to hearing</p>	<p>It was alleged that a Police Officer was absent from work without permission in that, under the pretext of going to another station he instead went home for a significant proportion of his duty. The Officer</p>	<p>Proven</p> <p><u>Outcome:</u> Would have been dismissed</p>

<p>Public Hearing</p>	<p>failed to be open and honest about where he had been when his absence was challenged by a supervisor. In addition, it was also alleged that the Officer failed to carry out his duties diligently when given a reasonable instruction by his supervisor.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Honesty and Integrity, Duties and responsibilities, Discreditable Conduct and Orders and Instructions.</p> <p>The panel determined, having considered all the evidence, that both allegations were proven for Gross Misconduct. The panel found that the most appropriate outcome would have been dismissal, had the Police Officer still been a serving officer at the time.</p>	
<p>Dec 2021</p>	<p>It was alleged that a PCSO refused to respond/attend a Grade 1 incident when asked to do so. Then provided a misleading account of what had happened to her supervisor.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Honesty and Integrity</p> <p>The panel found, having considered all the evidence, that the allegation was proven for Gross Misconduct. The panel determined that the most appropriate outcome was dismissal without notice.</p>	<p>Proven</p> <p><u>Outcome:</u> Dismissed without notice</p>
<p>Dec 2021</p> <p>Resigned prior to hearing</p> <p>Public Hearing</p>	<p>It was alleged that a Special Constable carried out a search on NICHE for a detained person and accessed information relating to their arrest and detention on the NICHE system without lawful authority or reasonable excuse.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Honesty and integrity,</p>	<p>Proven</p> <p><u>Outcome:</u> Would have been dismissed</p>

	<p>Confidentiality, Orders and Instructions and Discreditable Conduct.</p> <p>The Special Constable admitted all of the breaches. The panel found the allegations proven for Gross Misconduct and determined that the most appropriate outcome would have been dismissal without notice had the Special Constable not already resigned.</p>	
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Special Case Hearing Outcomes during this period (chaired by the Chief Constable):

Date	Breach of Standards	Outcome