



## Professional Standards Department

### Misconduct Investigations and Outcomes Apr 2022 to June 2022

Northamptonshire Police currently comprises of 1,416.30 Full Time Equivalent (FTE) Police Officers, 74.14 FTE Police Community Support Officers (PCSO), 908.51 Other Members of Police Staff, together with a further 174 Special Constables; a total of 2,572.95 FTE individuals.

During the first quarter of the year 2022/23, the Force dealt with 44,668 reported incidents and investigated 16,169 crimes which led to 2,594 arrests.

During this period the Professional Standards Department (PSD) recorded a total of 216 new Complaint cases (public complaints) and 21 new Misconduct cases (internal matters).

During this period PSD formally investigated and finalised a total of 15 cases of Misconduct, involving 14 Police Officers, 0 members of Police Staff and 1 Special Constable (NB: some of these matters may have been recorded in previous reporting period):

- 3 cases resulted in a finding of no case to answer.
  - 7 cases resulted in a case to answer for which Reflective Practice was the outcome.
  - 1 case resulted in a case to answer and was 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 3 Police Officers, 1 Special Constable and 0 members 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><b>April 2022</b></p> <p><b>Public Complaint</b></p>	<p>It was alleged that a Police Officer used excessive force and failed to adequately complete a use of force form.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Use of Force.</p> <p>The panel found, having considered all the evidence and the officer’s rationale and justification for the force used, which was provided during the meeting, that the breach of Use of Force was not proven but some learning for the officer was identified.</p>	<p><b>Not Proven</b></p> <p><u>Outcome:</u> Learning</p>
<p><b>April 2022</b></p> <p><b>Public Complaint</b></p>	<p>It was alleged that a Police Officer used unprofessional language, unnecessary and unjustified force when dealing with an incident.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Authority, Respect and Courtesy, Use of Force and Duties and Responsibilities.</p> <p>The panel found, having considered all of the evidence, that the breaches were proven for Misconduct. The panel determined</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Written Warning</p>

	that the most appropriate outcome was a Written Warning.	
<b>May 2022</b>	<p>It was alleged that a Police Officer contravened their driving authority whilst responding to an incident.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Orders and Instructions and Discreditable Conduct.</p> <p>The officer accepted the breach and after considering all the evidence and personal statements from others, the panel found the allegation to be proven for Misconduct and determined the most appropriate outcome was a Written Warning.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Written Warning</p>

**Misconduct Hearing Outcomes during this period:**

<b>Date</b>	<b>Breach of Standards</b>	<b>Outcome</b>
<p><b>April 2022</b></p> <p><i>Resigned prior to hearing</i></p> <p><b>Public Hearing</b></p>	<p>It was alleged that a former Police Officer carried out a search on police systems for a person with whom he was in a personal relationship. In addition, it was also alleged that the officer failed to complete his rostered hours on the Duty Management System, therefore accruing and taking off time he was not entitled to.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Confidentiality, Orders &amp; Instructions, Discreditable Conduct and Honesty &amp; Integrity.</p> <p>The panel found both allegations proven as Gross Misconduct, it was determined that, had the officer still been a serving Police Officer, he would have been dismissed.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Would have been Dismissal</p>
<p><b>May 2022</b></p> <p><i>Resigned prior to hearing</i></p> <p><b>Public Hearing</b></p>	<p>It was alleged that a former Police Officer accessed confidential Force systems and contacted colleagues about a series of incidents that were reported to the police, relating to a member of police staff with whom he was in a personal relationship.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Would have been Dismissal</p>

	<p>If proven this is a breach of the Standards of Professional behaviour for Confidentiality, Orders &amp; Instructions, Discreditable Conduct, Authority Respect &amp; Courtesy and Honesty &amp; Integrity.</p> <p>The panel found the allegations proven as Gross Misconduct and determined that if the former officer had continued to be serving, he would have been dismissed.</p>	
<p><b>June 2022</b></p> <p><b>Public Hearing</b></p>	<p>It was alleged that a Police Officer went home to work when not authorised to do so and misleading her supervisor when enquiries were made about her welfare and location.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Honesty and Integrity, Duties and Responsibilities, Discreditable conduct.</p> <p>The panel found two allegations proven for Misconduct and one proven for Gross Misconduct and determined that the most appropriate outcome was dismissal without notice.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Dismissed without notice</p>

**Special Case Hearing Outcomes during this period (chaired by the Chief Constable):**

<b>Date</b>	<b>Breach of Standards</b>	<b>Outcome</b>
<p><b>May 2022</b></p> <p><i>Resigned prior to hearing</i></p> <p><b>Public hearing</b></p>	<p>It was alleged that a former Special Constable was convicted for an assault which took place off duty.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Discreditable Conduct and Authority Respect and Courtesy.</p> <p>The Chief Constable determined that, had the officer still been a serving Special Constable, she would not have been dismissed.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Would not have been dismissed.</p>