



Professional Standards Department

Misconduct Investigations and Outcomes Jan 2022 to Mar 2022

Northamptonshire Police currently comprises of 1437.63 Full Time Equivalent (FTE) Police Officers, 79.97 FTE Police Community Support Officers (PCSO), 938.06 Other Members of Police Staff, together with a further 215 Special Constables; a total of 2454.66 FTE individuals.

During the fourth quarter of the year 2021/22, the Force dealt with 42,897 reported incidents and investigated 15,638 crimes which led to 2,360 arrests.

During this period the Professional Standards Department (PSD) recorded a total of 178 new Complaint cases (public complaints) and 30 new Misconduct cases (internal matters).

During this period PSD formally investigated and finalised a total of 14 cases of Misconduct, involving 11 Police Officers and 5 members of Police Staff and 1 Special Constables (NB: some of these matters may have been recorded in previous reporting period):

- 4 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 or Management Action.
 - 1 case resulted in a case to answer and were assessed as amounting to Misconduct **(1)**.
 - 2 cases resulted in a case to answer and were assessed as amounting to Gross Misconduct **(2)(3)**; these related to 1 former Police Officer, 0 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:

- 1 case resulted in a case to answer and were assessed as amounting to Misconduct **(1)**. This related to 1 Police Officer who attended a Misconduct Meeting.

Misconduct Meeting Outcomes during this period:

Date	Breach of Standards	Outcome
Jan 2022	<p>It was alleged that a member of Police Staff made inappropriate comments in a Snapchat group.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Equality and Diversity and Discreditable Conduct.</p> <p>The panel found, having considered all the evidence, what had been said at the meeting and witness statements that the breach of Equality and Diversity not proven, and the second breach of Discreditable Conduct to be proven. The panel determined that the most appropriate outcome was a written warning.</p>	<p>Proven</p> <p><u>Outcome:</u> Written Warning</p>
Feb 2022 Public Complaint	<p>It was alleged that a Police Officer used excessive use of force that was not proportionate to the threat that was posed at the time.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Use of Force.</p> <p>The officer accepted the breach and showed genuine remorse for his actions at the meeting and offered</p>	<p>Proven</p> <p><u>Outcome:</u> Written Warning</p>

	an apology. 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.	
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Misconduct Hearing Outcomes during this period:

Date	Breach of Standards	Outcome
Jan 2022	<p>It was alleged that a member of Police Staff during a police investigation admitted to an act, which took place in his own time, of instigating physical contact with his wife which she did not consent to. The staff member was issued a Restraining Order by the crown court.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Discreditable Conduct.</p> <p>The panel found, having considered all the evidence, that both allegations was proven for Gross Misconduct. The panel determined dismissal without notice.</p> <p>The member of staff appealed against the decision of the original panel. The appeal panel considered all the details and upheld it. The outcome was revised, and a Final Written Warning issued.</p>	<p>Proven</p> <p><u>Outcome:</u> <i>Dismissal without notice</i></p> <p>Appeal: Upheld – Outcome changed to: Final Written Warning</p>

Accelerated Hearing Outcomes during this period (chaired by the Chief Constable):

Date	Breach of Standards	Outcome
<p>March 2022</p> <p>Resigned prior to hearing</p>	<p>It was alleged that a Police Officer failed to disclose on their application/vetting form that they had been dismissed for Gross Misconduct by a previous employer.</p>	<p>Proven</p> <p><u>Outcome:</u> Dismissed Without Notice</p>

Public Hearing	<p>If proven, this is a breach of the Standards of Professional behaviour for Honesty and Integrity.</p> <p>The officer had resigned prior to the hearing taking place.</p> <p>The matter was put before the Chief Constable as an Accelerated Hearing.</p> <p>The Chief Constable considered the available evidence and found the allegations proven as Gross Misconduct. The Chief Constable determined that, had the officer still been a serving Police Officer, he would have been dismissed.</p>	
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