



Professional Standards Department

Misconduct Investigations and Outcomes July 2022 to September 2022

Northamptonshire Police currently comprises of 1,432.04 Full Time Equivalent (FTE) Police Officers, 69.52 FTE Police Community Support Officers (PCSO), 906.8 Other Members of Police Staff, together with a further 167 Special Constables; a total of 2,575.32 FTE individuals.

During the second quarter of the year 2022/23, the Force dealt with 45,136 reported incidents and investigated 16,357 crimes which led to 2,795 arrests.

During this period the Professional Standards Department (PSD) recorded a total of 204 new Complaint cases (public complaints) and 17 new Misconduct cases (internal matters).

During this period PSD formally investigated and finalised a total of 21 cases of Misconduct, involving 21 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):

- 2 cases resulted in a finding of no case to answer.
 - 15 cases resulted in a case to answer for which Reflective Practice was the outcome.
 - 1 cases resulted in a case to answer and were assessed as amounting to Misconduct **(1)**.
 - 9 cases resulted in a case to answer and were assessed as amounting to Gross Misconduct **(2)(3)**; these related to 6 Police Officer, 1 Special Constables and 2 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**



www.northants.police.uk



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:

- 0 cases resulted in a case to answer and were assessed as amounting to Misconduct **(1)**. These related to 0 Police Officers who attended a Misconduct Meeting.

Misconduct Meeting Outcomes during this period:

Date	Breach of Standards	Outcome
September 2022	<p>It was alleged that a Police Officer left police PPE equipment including PAVA spray in a vehicle overnight, which contravenes Force Orders and Policies.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Orders and Instructions.</p> <p>The panel found, having considered all of the evidence, that the breaches were proven for Misconduct. The panel determined that the most appropriate outcome was a Written Warning.</p>	<p>Proven</p> <p><u>Outcome:</u></p> <p>Written Warning</p>

Misconduct Hearing Outcomes during this period:

Date	Breach of Standards	Outcome
July 2022 Public Hearing	<p>It was alleged that an officer failed to progress an investigation in a timely manner.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Duties and Responsibilities and Discreditable Conduct.</p> <p>The Officer admitted the breach and after considering all of the</p>	<p>Proven</p> <p><u>Outcome:</u></p> <p>Written Warning</p>

	<p>circumstances the panel found the allegation to be proven for Misconduct. The panel determined that the most appropriate outcome was a Written Warning.</p>	
<p>July 2022</p> <p>Public Hearing</p>	<p>It was alleged that a Police Officer self-deployed to an incident and did not tell the Force Control Room. On driving to the incident, he exceeded his driving authority and during the journey collided with a member of the public's vehicle.</p> <p>If proven this is a breach of the Standards of Professional Behaviour for Honesty and Integrity, Orders and Instructions, Duties and Responsibilities and Discreditable Conduct.</p> <p>The panel found the allegations proven as Gross Misconduct and determined that the most appropriate outcome was dismissal without notice.</p>	<p>Proven</p> <p><u>Outcome:</u> Dismissal Without Notice</p>
<p>July 2022</p> <p><i>Resigned prior to hearing</i></p> <p>Public Hearing</p>	<p>It was alleged that a former Police Officer failed to act with honesty and integrity in respect of an ongoing police investigation, this course of action was repeated and deliberate, and further to this discriminated against a colleague.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Equality and Diversity, Authority, Respect and Courtesy and Discreditable Conduct.</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>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>
<p>August 2022</p> <p>Public Hearing</p>	<p>It was alleged that a Police Officer contravened her drivers ticket by using lights and sirens and exceeding the speed limit when responding to incidents. When the officer was spoken to by her supervisor, she denied this.</p>	<p>Proven</p> <p><u>Outcome:</u> Dismissal Without Notice</p> <p>Appeal lodged</p>

	<p>If proven this is a breach of the Standards of Professional Behaviour for Honesty & Integrity, Orders & Instructions, Duties & Responsibilities and Discreditable Conduct.</p> <p>The panel found the allegations proven as Gross Misconduct and determined the appropriate outcome was dismissal.</p>	
<p>August 2022</p> <p><i>Resigned prior to hearing</i></p> <p>Public Hearing</p>	<p>It was alleged that a former Special Constable made false disclosures regarding a colleague, resulting in police time being wasted.</p> <p>If proven this is a breach of the Standards of Professional Behaviour for Honesty and Integrity and Discreditable Conduct.</p> <p>The panel found the allegations proven as Gross Misconduct and determined that if the former Special Constable had continued to be serving, she would have been dismissed.</p>	<p>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>
<p>September 2022</p> <p><i>Resigned prior to hearing</i></p>	<p>It was alleged that the former Police Staff Member failed to disclose that she had been working for another company whilst on sick leave from the Force.</p> <p>If proven this is a breach of the Standards of Professional Behaviour for Honesty and Integrity, Orders and Instruction and Discreditable Conduct.</p> <p>The panel found the breaches proven for Gross Misconduct and the most appropriate outcome would have been dismissal, had the staff member still been serving at the time.</p>	<p>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>
<p>September 2022</p>	<p>It was alleged that a Police Staff Member failed to take any action following her colliding with a colleague's vehicle in a Force car park.</p>	<p>Proven</p> <p><u>Outcome:</u> Dismissal Without Notice</p> <p>Appeal lodged</p>

	<p>If proven this is a breach of the Standards of Professional Behaviour for Authority, Respect and Courtesy and Honesty and Integrity.</p> <p>The panel found the allegation proven and determined that the most appropriate outcome was dismissal without notice.</p>	
<p>September 2022</p> <p><i>Resigned prior to hearing</i></p> <p>Public Hearing</p>	<p>It was alleged that a former Student Police Constable provided false information to his supervisor about an injury sustained whilst on duty. He was dishonest about completing work assigned to him and failed to inform his tutor when he had completed a police check incorrectly and provided incorrect information.</p> <p>If proven, this is a breach of the Standards of Professional Behaviour for Honesty and Integrity, Duties and Responsibilities, Orders and Instructions and Discreditable Conduct.</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>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>

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

Date	Breach of Standards	Outcome
<p>September 2022</p> <p>Public hearing</p>	<p>It was alleged that a former Police Officer accessed Force systems and shared confidential information without a policing purpose. Further to this, the former officer created false and misleading diary entries to cover for personal/ sexual relationships he was conducting whilst on duty.</p> <p>If proven this is a breach of the Standards of Professional Behaviour for Honesty and Integrity, Authority, Respect and Courtesy, Orders and Instructions, Duties and</p>	<p>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>

	<p>Responsibilities, Confidentiality and Discreditable Conduct.</p> <p>The Chief Constable determined the breaches proven for Gross Misconduct and that had the officer still been serving, he would have been dismissed.</p>	
--	---	--