



Professional Standards Department

Misconduct Investigations and Outcomes October 2022 to December 2022

Northamptonshire Police currently comprises of 1,439.12 Full Time Equivalent (FTE) Police Officers, 76.54 FTE Police Community Support Officers (PCSO), 912.22 Other Members of Police Staff, together with a further 160 Special Constables; a total of 2,587.88 FTE individuals.

During the third quarter of the year 2022/23, the Force dealt with 42,454 reported incidents and investigated 15,456 crimes which led to 2,671 arrests.

During this period the Professional Standards Department (PSD) recorded a total of 192 new Complaint cases (public complaints) and 19 new Misconduct cases (internal matters).

During this period PSD formally investigated and finalised a total of 22 cases of Misconduct, involving 25 Police Officers and 1 members of Police Staff and 3 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.
 - 16 cases resulted in a case to answer for which Reflective Practice was the outcome.
 - 2 cases resulted in a case to answer and were assessed as amounting to Misconduct **(1)**.
 - 1 case resulted in a case to answer and were assessed as amounting to Gross Misconduct **(2)(3)**; these related to 0 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:

- 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>November 2022</p>	<p>It was alleged that a Police Officer singled out his colleague in front of the class in a training environment, causing embarrassment, upset and humiliation.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Authority, Respect and Courtesy and Equality and Diversity.</p> <p>The chair 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> Written Warning</p>
<p>November 2022</p>	<p>It was alleged that a Police Officer deliberately knocked food out of a member of the public's hand and barged past him, the member of public believes he was singled out due to his ethnicity.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Authority, Respect and Courtesy, Discreditable Conduct and Equality and Diversity.</p> <p>The Officer admitted two of the three breaches and after</p>	<p>Part Proven</p> <p><u>Outcome:</u> Written Warning</p>

	<p>considering all of the evidence the chair found two allegations to be proven for Misconduct and one not proven. The chair determined that the most appropriate outcome was a Written Warning.</p>	
November 2022	<p>It was alleged that an officer used excessive force when making an arrest.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Use of Force.</p> <p>After considering all the evidence, the chair found the breach not proven for Misconduct, but Practice Requiring Improvement so the officer could reflect on the incident and refresh their knowledge with an OST instructor.</p>	<p>Not Proven</p> <p><u>Outcome:</u> Practice Requiring Improvement</p>
December 2022	<p>It was alleged that an officer used inappropriate and unprofessional language towards his supervisor.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Authority Respect & Courtesy.</p> <p>Having considered all of the evidence the chair found the breach to be proven for Misconduct. The chair determined that the most appropriate outcome was a Written Warning.</p>	<p>Proven</p> <p><u>Outcome:</u> Written Warning</p>

Misconduct Hearing Outcomes during this period:

Date	Breach of Standards	Outcome
<p>October 2022</p> <p><i>Resigned prior to hearing</i></p>	<p>The former member of police staff was charged with sexual offences against children and remanded in custody and in Court, pleaded guilty to three sexual offences against children.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Discreditable Conduct.</p> <p>Given the nature of the allegations and the findings against the former</p>	<p>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>

	member of police staff, the Panel found no other acceptable outcome other than if the former member of staff had continued serving, he would have been dismissed.	
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Special Case Hearing Outcomes during this period (chaired by the Chief Constable):

Date	Breach of Standards	Outcome
<p>November 2022</p> <p>Public hearing</p> <p><i>Resigned prior to hearing</i></p>	<p>It was alleged that a former Police Officer abused his position for a sexual purpose with a vulnerable female and unlawfully accessed Force systems. His conduct amounted to a criminal offence and following an investigation he pleaded guilty in court.</p> <p>If proven this is a breach of the Standards of Professional behaviour for Honesty & Integrity, Confidentiality, Authority Respect & Courtesy, Orders & Instructions 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>	<p>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>