



## Professional Standards Department

### Misconduct Investigations and Outcomes April 2023 to June 2023.

Northamptonshire Police currently comprises of 1,486.94 Full Time Equivalent (FTE) Police Officers, 81.54 FTE Police Community Support Officers (PCSO), 944.44 Other Members of Police Staff, together with a further 127 Special Constables; a total of 2,639.92 FTE individuals.

During the fourth quarter of the year 2022/23, the Force dealt with 48,961 reported incidents and investigated 15,655 crimes which led to 2,628 arrests.

During this period the Professional Standards Department (PSD) recorded a total of 377 new Complaint cases (public complaints) and 21 new Misconduct cases (internal matters).

During this period PSD formally investigated and finalised a total of 20 cases of Misconduct, involving 23 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):

- 4 cases resulted in a finding of no case to answer.
  - 10 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)**.
  - 5 case resulted in a case to answer and were assessed as amounting to Gross Misconduct **(2)(3)**; these related to 4 Police Officer, 1 Special Constables and 0 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 case resulted in a case to answer and were assessed as amounting to Misconduct **(1)**. These related to 4 Police Officers who attended a Misconduct Meeting.

**Misconduct Meeting Outcomes during this period:**

Date	Breach of Standards	Outcome
<b>April 2023</b>	<p>It was alleged that three Police Officers did not remove themselves from a residential property having been asked to leave and having no lawful power to remain. Resulting in the situation escalating and force being used.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Use of Force, Authority, Respect and Courtesy and Duties and Responsibilities.</p> <p>Having considered all of the evidence, the chair found the allegations not proven for Misconduct and determined that the appropriate outcome was Practice Requires Improvement (PRI).</p>	<p><b>Not Proven</b></p> <p><u>Outcome:</u> Practice Requires Improvement (PRI).</p>
<b>April 2023</b>	<p>It was alleged that a Police Officer failed to act appropriately in their decision making and length of time to respond to welfare concerns.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Written Warning</p>

	<p>If proven, this is a breach of the Standards of Professional behaviour for Duties and Responsibilities.</p> <p>Taking everything into consideration the chair found the allegation to be proven and determined that the appropriate outcome was a written warning.</p>	
<b>April 2023</b>	<p>It was alleged that a Police Officer used unprofessional and offensive language and excessive force when restraining a person under the age of 18 yrs.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Use of Force and Authority Respect and Courtesy.</p> <p>Having considered all of the evidence the chair found, the allegation of Use of Force not proven for Misconduct and determined that the appropriate outcome was Practice Requires Improvement (PRI). However, the allegation for Authority Respect and Courtesy was found proven by the chair for Misconduct and determined that a written warning was the most appropriate outcome.</p>	<p><b>Not Proven (Use of Force)</b></p> <p><b>Proven (Authority Respect and Courtesy)</b></p> <p><u>Outcome:</u> Written Warning and Practice Requires Improvement (PRI).</p>

#### **Misconduct Hearing Outcomes during this period:**

<b>Date</b>	<b>Breach of Standards</b>	<b>Outcome</b>
<b>May 2023</b>	It was alleged that a Police Officer presented for duty and provided a specimen of breath in excess of 13 microgrammes per 100ml of breath which contravened Northamptonshire Police policy in respect of alcohol and substance misuse.	<b>Proven</b>
<b>Public Hearing</b>		<u>Outcome:</u> Dismissal Without Notice

	<p>If proven, this is a breach of the Standards of Professional behaviour for Fitness for duty, Orders and Instructions and Discreditable Conduct.</p> <p>The panel considered the available evidence and found the allegations proved as Gross Misconduct and determined that the most suitable outcome was dismissal without notice.</p>	
<p><b>May 2023</b></p> <p><b>Public hearing</b></p>	<p>It was alleged that a Police Officer breached the Standards of Professional Behaviours in respect of Honesty and Integrity, Orders and Instructions, Duties and Responsibilities and Discreditable Conduct in regard to his time keeping, claims for overtime, and completion of duties.</p> <p>The panel found that the officer's conduct breached the standards of Orders and Instructions, Duties and Responsibilities and Discreditable Conduct and that the breaches amounted to misconduct, but not gross misconduct.</p> <p>The panel determined that the most suitable outcome was a written warning.</p>	<p><b>Not Proven</b></p> <p><u>Outcome:</u> Written Warning</p>
<p><b>June 2023</b></p> <p><b>Public hearing</b></p> <p><i>Resigned prior to hearing</i></p>	<p>It was alleged that a former Police Officer whilst off duty, was asked to leave a public house, became rude and argumentative and presented his warrant card advising he was on the premises for policing purposes.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Discreditable Conduct, Honesty and Integrity and Authority, Respect and Courtesy.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Would have been Dismissal</p>

	The panel found the allegations proven and concluded that had the officer not already resigned he would have been dismissed without notice.	
<b>June 2023</b>  <b>Public hearing</b>	<p>It was alleged that a Police Officer finished his tour of duty early without seeking permission, whilst he was deployed on an operation as a Sergeant.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Discreditable Conduct, Orders and Instructions and Duties and Responsibilities.</p> <p>The panel considered the available evidence and found the matter amounted to Gross Misconduct and determined the most suitable outcome to be dismissal without notice.</p>	<b>Proven</b>  <u>Outcome:</u> Dismissed without notice

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

Date	Breach of Standards	Outcome
<b>June 2023</b>  <b>Public hearing</b>  <i>Resigned prior to hearing</i>	<p>It was alleged that a former Special Constable breached the Standards of Professional Behaviours in respect of Discreditable Conduct after he was charged and subsequently convicted of child sexual offences.</p> <p>The Chief Constable considered the available evidence and found the matter as Gross Misconduct and determined that, had the former Special Constable still been serving, he would have been dismissed without notice.</p>	<b>Proven</b>  <u>Outcome:</u> Would have been Dismissal