



Professional Standards Department

Misconduct Investigations and Outcomes January 2023 to March 2023.

Northamptonshire Police currently comprises of 1,523.70 Full Time Equivalent (FTE) Police Officers, 73.45 FTE Police Community Support Officers (PCSO), 918.80 Other Members of Police Staff, together with a further 135 Special Constables; a total of 2,650.95 FTE individuals.

During the fourth quarter of the year 2022/23, the Force dealt with 43,704 reported incidents and investigated 15,578 crimes which led to 2,595 arrests.

During this period the Professional Standards Department (PSD) recorded a total of 343 new Complaint cases (public complaints) and 22 new Misconduct cases (internal matters).

During this period PSD formally investigated and finalised a total of 21 cases of Misconduct, involving 20 Police Officers and 1 members of Police Staff and 2 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.
 - 11 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)**.
 - 7 case resulted in a case to answer and were assessed as amounting to Gross Misconduct **(2)(3)**; these related to 5 Police Officer, 2 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:

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

Misconduct Meeting Outcomes during this period:

Date	Breach of Standards	Outcome
<p>February 2023</p>	<p>It was alleged that two Police Officers did not take appropriate action at the scene of an incident to establish the identity or complete the relevant checks of a vehicle or its occupants.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Duties and Responsibilities.</p> <p>The chair found, having considered all the evidence, that the breach was 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>
<p>March 2023</p>	<p>It was alleged that a Police Officer used excessive force when dealing with an incident.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Use of Force, Authority, Respect and Courtesy and Discreditable Conduct.</p> <p>Having considered all the evidence, the chair found the allegations proven and determined that the</p>	<p>Proven</p> <p><u>Outcome:</u> Written Warning</p>

	most appropriate outcome was a Written Warning.	
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Misconduct Hearing Outcomes during this period:

Date	Breach of Standards	Outcome
<p>March 2023</p> <p>Public Hearing</p> <p><i>Resigned prior to hearing</i></p>	<p>A former Special Constable was arrested whilst off duty for offences of Drunk and Disorderly and x3 assault of an emergency worker. In September 2022 she pleaded guilty to x3 offences of assault and Drunk and Disorderly.</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 Panel determined that the allegations were proven for Gross Misconduct, and that, had she remained in service she would have been dismissed without notice.</p>	<p>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>
<p>March 2023</p> <p>Public hearing</p> <p><i>Resigned prior to hearing</i></p>	<p>It was alleged that a former Police Officer was inappropriate in his behaviour towards junior female colleagues, in the workplace and at work related social events.</p> <p>If proven, this is a breach of the Standards of Professional Behaviour for Authority, Respect and Courtesy, Equality and Diversity and Discreditable Conduct.</p> <p>The panel found the allegations proven and concluded that had the officer not already resigned he would have been dismissed without notice.</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>February 2023</p> <p>Public hearing</p> <p><i>Resigned prior to hearing</i></p>	<p>It was alleged that a former Police Officer made contact with two women he met whilst on duty and who he knew to be vulnerable, with the intention of trying to establish a sexual or improper emotional relationship with them.</p> <p>If proven, this is a breach of the Standards of Professional Behaviour for Authority, Respect and Courtesy, Discreditable Conduct and Honesty and Integrity.</p> <p>Having considered all the evidence, the Chief Constable found the allegations to be proven and determined that if the former officer had still been serving, he would have been dismissed without notice.</p>	<p>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>
<p>February 2023</p> <p>Public hearing</p> <p><i>Resigned prior to hearing</i></p>	<p>It was alleged that a Police Officer mishandled information from police systems and whilst off duty sent communications which had discriminatory connotations.</p> <p>If proven, this is a breach of the Standards of Professional Behaviour for Equality and Diversity, Confidentiality and Discreditable Conduct.</p> <p>The Chief Constable considered the available evidence and found the breaches did amount to Gross Misconduct and determined that the most suitable outcome was a final written warning.</p>	<p>Proven</p> <p><u>Outcome:</u> Final Written Warning</p>
<p>February 2023</p>	<p>It was alleged that a former Special Constable accessed inappropriate</p>	<p>Proven</p>

<p>Public hearing</p> <p><i>Resigned prior to hearing</i></p>	<p>sexual material and displayed behaviour towards vulnerable females that was not in keeping with a serving special constable.</p> <p>If proven, this is a breach of the Standards of Professional Behaviour for Discreditable Conduct and Honesty and Integrity.</p> <p>The Chief Constable considered the available evidence and found that the conduct amounted to Gross Misconduct and determined that, had the former Special Constable still been serving, he would have been dismissed without notice.</p>	<p><u>Outcome:</u> Would have been Dismissal</p>
<p>March 2023</p> <p>Public hearing</p> <p><i>Resigned prior to hearing</i></p>	<p>A former Police Officer whilst off duty, assaulted a door supervisor and was subsequently convicted of assault by beating in court.</p> <p>If proven, this is a breach of the Standards of Professional Behaviour for Discreditable Conduct and Honesty and Integrity.</p> <p>The Chief Constable considered the available evidence and found the matter amounted to Gross Misconduct and determined that had she still of been a serving police officer, she would have been dismissed without notice.</p>	<p>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>
<p>March 2023</p> <p>Public hearing</p> <p><i>Resigned prior to hearing</i></p>	<p>It was alleged that a former Police Officer was involved in a single RTC and blew over the legal alcohol limit. She was convicted in court of driving with excess alcohol.</p> <p>If proven, this is a breach of the Standards of Professional Behaviour</p>	<p>Proven</p> <p><u>Outcome:</u> Would have been Dismissal</p>

	<p>for Discreditable Conduct and Honesty and Integrity.</p> <p>The Chief Constable considered the available evidence and found the allegation amounted to Gross Misconduct and determined that had she still been a serving Police Officer, she would have been dismissed without notice.</p>	
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