



## Professional Standards Department

### Misconduct Investigations and Outcomes October 2023 to December 2023.

Northamptonshire Police currently comprises of 1,493.97 Full Time Equivalent (FTE) Police Officers, 78.89 FTE Police Community Support Officers (PCSO), 967.10 Other Members of Police Staff, together with a further 109 Special Constables; a total of 2,539.96 FTE individuals.

During the Third quarter of the year 2023/24, the Force dealt with 44,253 reported incidents and investigated 14,492 crimes which led to 2,716 arrests.

During this period the Professional Standards Department (PSD) recorded a total of 260 new Complaint cases (public complaints) and 24 new Misconduct cases (internal matters).

During this period PSD formally investigated and finalised a total of 31 cases of Misconduct, involving 26 Police Officers and 5 members of Police Staff and 0 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.
- 21 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)**.
- 6 cases resulted in a case to answer and were assessed as amounting to Gross Misconduct **(2)(3)**; these related to 4 Police Officers, 0 Special Constables and 2 member of Police Staff who attended a Gross Misconduct hearing.
- 0 cases resulted with no action due to the individual leaving the Force.

- (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:

- 0 case resulted in a case to answer and were assessed as amounting to Gross Misconduct **(2)**.

During this period 1 Gross Misconduct matter was dealt with through HR dismissal processes.

**Misconduct Meeting Outcomes during this period:**

Date	Breach of Standards	Outcome
<p><b>Nov 2023</b></p>	<p>It was alleged that a Police Officer did not manage an investigation in a timely manner and failed to investigate the crime fully.</p> <p>If proven, this is a breach of the Standards of Professional behavior relating to Duties and responsibilities.</p> <p>Having considered all of the evidence, the chair found the allegation proven for Misconduct and determined that the appropriate outcome was a written warning.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Written Warning</p>

**Misconduct Hearing Outcomes during this period:**

Date	Breach of Standards	Outcome
<p><b>October 2023</b></p> <p><b>Public Hearing</b></p> <p><i>Resigned prior to hearing</i></p>	<p>It was alleged that a Police Officer knowingly made false statements.</p> <p>If proven, this is a breach of the Standards of Professional behaviours in respect of Honesty and Integrity.</p> <p>The panel considered the available evidence and found the allegations proved as Gross Misconduct and determined that the most suitable outcome would have been dismissal without notice had the Officer still been serving.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Would have been dismissal</p>
<p><b>November 2023</b></p> <p><b>Public hearing</b></p>	<p>It was alleged that a Police Officer accessed confidential Police computer systems for a non-policing purpose.</p> <p>If proven, this is a breach of the Standards of Professional behaviours in respect of Confidentiality, Orders and Instructions, Discreditable Conduct and Honest and Integrity.</p> <p>The panel considered the available evidence and found the matter amounted to Gross Misconduct and the Officer was dismissed.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Dismissal</p>
<p><b>December 2023</b></p> <p><b>Public hearing</b></p>	<p>It was alleged that a police officer made inappropriate comments towards female colleagues and/or treated them in an inappropriate manner.</p> <p>If proven, this is a breach of the Standards of Professional behaviour for Authority, Respect and Courtesy, Equality and Diversity and Diversity and Discreditable Conduct.</p> <p>The panel considered the available evidence and found as Gross</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> Dismissal</p>

	Misconduct. The panel determined that the most suitable outcome was dismissal without notice.	
<b>December 2023</b>  <b>Public hearing</b>	<p>It was alleged that a Police member of staff searched the Police Computer system without a Policing purpose.</p> <p>If proven, this is a breach of the Standards of Professional behaviours relating to Discreditable Conduct.</p> <p>The Officer/staff member was present at the hearing and admitted the allegations.</p> <p>The panel considered the available evidence and found the matter amounted to Gross Misconduct and determined the most suitable outcome was a 2 year final written warning.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> 2 year Final written warning</p>

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

<b>November 2023</b>  Resigned prior to hearing	<p>It was alleged that a Police Officer knowingly mislead a Police Misconduct Investigation by lying about the extent of his relationship with a Former Special Constable.</p> <p>If proven, this is a breach of Honest and Integrity and Discreditable Conduct.</p> <p>The panel determined that, had the Officer still been a serving Police Officer, he would have been dismissed.</p>	<p><b>Proven</b></p> <p><u>Outcome:</u> <u>Would have been dismissal</u></p>
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**HR Dismissals:**

<p><b>November 2023</b></p> <p><b>HR Dismissal</b></p>	<p>Following a drink drive conviction the staff member was dismissed under provisions outlined in the ACCAS Code of Practice and Police Staff policies</p>	<p><b>Proven <u>Outcome:</u></b></p> <p>Dismissal</p>
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