



Professional Standards Department

Misconduct Investigations and Outcomes July 2024 to September 2024

Northamptonshire Police currently comprises of 1475.26 Full Time Equivalent (FTE) Police Officers, 78.62 FTE Police Community Support Officers (PCSO), 1028.56 Other Members of Police Staff, together with a further 106 Special Constables; a total of 2,582.44 FTE individuals.

During the second quarter of the year 2024, the Force dealt with 47,417 reported incidents and investigated 15,500 crimes which led to 2,845 arrests.

During this period the Professional Standards Department (PSD) recorded a total of 310 new Complaint cases (public complaints) and 18 new Misconduct cases (internal matters).

During this period PSD formally investigated and finalised a total of 18 cases of Misconduct, involving 12 Police Officers and 5 member of Police Staff and 1 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.
- 11 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 was assessed as amounting to Gross Misconduct **(2)(3)**; these related to 1 Police Officer, 0 Special Constables and 0 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.

(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 because of misconduct proceedings or who resign or retire during 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 was assessed as amounting to Misconduct **(2)**.



- 0 Gross Misconduct went through the HR Dismissal process.

Misconduct Meeting Outcomes during this period:

Date	Breach of Standards	Outcome
July 2024	<p>It was alleged that a Police Officer made an error which occurred in the recording of key evidence.</p> <p>If proven, this is a breach of the Standards of Professional behavior relating to Duties and Responsibilities</p> <p>Taking everything into consideration, the chair did not believe misconduct to be proven on this occasion but believed there was a case for practice requiring improvement</p>	<p>Not Proven</p> <p><u>Outcome:</u> PRI</p>
July 2024	<p>It was alleged that a Police Officer inappropriately obtained a phone number from a female he dealt with as part of a road traffic collision investigation.</p> <p>If proven, this is a breach of the Standards of Professional Behaviour relating to Discreditable Conduct</p> <p>Based on the information provided and given the rationale, the chair did not find Misconduct proved and that PRI was the most suitable outcome.</p>	<p>Not Proven</p> <p><u>Outcome</u> PRI</p>



August 2024	<p>It was alleged that a member of staff made purchases in course of their own business interests, using force funds.</p> <p>If proven, this is a breach of the Standards of Professional Behaviour relating to Discreditable Conduct</p> <p>Taking everything into consideration, the chair concluded misconduct as proven.</p>	<p>Proven</p> <p><u>Outcome</u> Written Warning</p>
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Misconduct Hearing Outcomes during this period:

Date	Breach of Standards	Outcome
July 2024 Hearing	<p>It was alleged that a Police Officer made inappropriate comments and unwantedly touched female colleagues.</p> <p>The Officer breached the Standards of Behaviour relating to Discreditable Conduct, Equality and Diversity and Authority, Respect and Courtesy</p> <p>The Panel found Gross Misconduct proved and concluded had the Officer not already resigned the officer 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
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