



Professional Standards Department

Misconduct Investigations and Outcomes April 2026 – June 2026

Northamptonshire Police currently comprises of 1,457.60 Full Time Equivalent (FTE) Police Officers, 85.56 FTE Police Community Support Officers (PCSO), 1142.31 Other Members of Police Staff, together with a further 81 Special Constables; a total of 2685.47 FTE individuals.

During the first quarter of the year 2026, the Force dealt with 52,987 reported incidents and investigated 14,073 crimes which led to 2,696 arrests.

During this period the Professional Standards Department (PSD) recorded a total of 450 new Complaint cases (public complaints) and 19 new Misconduct cases (internal matters).

During this period PSD formally investigated and finalised a total of 19 cases of Misconduct, involving 16 Police Officers and 3 members of Police Staff and 0 Special Constable (NB: some of these matters may have been recorded in previous reporting period):

- 6 cases resulted in a finding of no case to answer.
- 2 cases resulted in a case to answer for which Reflective Practice was the outcome.
- 7 cases resulted in a case to answer and were assessed as amounting to Misconduct **(1)**.
- 3 cases resulted in a case to answer and were assessed as amounting to Gross Misconduct **(2)(3)**; these related to 3 Police Officer's, 0 Special Constables who attended a Gross Misconduct hearing.
- 0 cases resulted with no action due to the individual leaving the Force.
- During this period PSD had cause to arrange 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 Misconduct
 - 1 Gross Misconduct went through the HR Dismissal process.

(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 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.

Misconduct Meeting Outcomes during this period:

Date	Breach of Standards	Outcome	
April 2026	It was alleged that an Inspector conducted checks on the Police system regarding a domestic incident. The applicable breaches of the Standards of Professional behaviour were Duties and Responsibilities, Confidentiality, Orders & Instructions. The chair determined a written warning for 18 months as the appropriate sanction.	Proven <u>Outcome:</u> Written Warning for 18 months.	
April 2026	It was alleged two officers made Unprofessional and misogynistic remarks about a Call Handler. The officers breached the standards of behaviour relating to Equality & Diversity, Authority, Respect & Courtesy. The Chair determined the most appropriate action would be PRI for both officers, both officers also completed a college learn package in relation to this incident.	Not Proven <u>Outcome</u> PRI for both officers	



April 2026	It was alleged the officers concerned had contributed towards a grossly offensive group chat, had not challenged inappropriate comments and instigated others. The comments were of a prejudicial and discriminatory nature towards women, race and the disabilities. The officers breached the Standards of Professional Behaviour relating to Authority, Respect and Courtesy, Equality & Diversity, Challenging & Reporting improper conduct. The Chair considered a written warning, given the above and considering the college of policing and home office guidance.	Proven <u>Outcome</u> Written warning for 18 Months.	
May 2026	It was alleged that an Officer on patrol engaged with a male walking on a busy A road at night and told him to get out of the road. The Officer left the scene without conducting proper welfare checks or enquiries and minutes later the male is struck by a vehicle which resulted in him receiving fatal injuries. The officer breached the Standards of Professional	Proven <u>Outcome</u> Final Written warning for 2 years	



	Behaviour relating to Duties and Responsibilities. The chair determined the outcome was proven and final written warning given. Outcome Final Written Warning for 2 years.	
May 2026	It was alleged Officers showed no evidence of recognising the importance of building an evidence-led investigation, following a victims withdrawal of complaint nor had they considered the lack of progression made regarding the collection of evidential material. Additionally there was no evidence of considering honor-based violence as a factor in the risk assessments conducted. The Officers were alleged to have breached the Standards of Professional Behaviour relating to Duties and Responsibilities. The Chair determined this was not proven and therefore no resulting sanction.	Not Proven <u>Outcome</u> NFA
May 2026 ACAS	It was alleged a staff member authorised an Out-of-Force Speeding Exemption without conducting efficient and proper checks to verify the accuracy of the rationale provided for the Exemption. The member of staff was alleged to have breached the	Not Proven <u>Outcome</u> PRI



	Standards of Professional Behaviour relating to Duties & Responsibilities and Discreditable Conduct. The Panel determined that the allegations were upheld, however they felt that the decision to authorise without checking was not malicious nor allowed the staff member to gain from what happened. The outcome was therefore Reflective Practice.	
May 2026 ACAS	It was alleged that the staff member whilst off duty had an interaction with a group of youths and subsequently engaged in behaviour that included verbal abuse, the use of highly inappropriate language and, according to several accounts, kicking out at one of the group. The member of staff was alleged to have breached the Standards of Professional Behaviour relating to Discreditable Conduct and Authority, Respect and Courtesy. The panel determined that the allegations were upheld, and the outcome was a Final Written Warning for 2 years.	Proven <u>Outcome</u> Final Written warning for 2 years.
June 2026	It was alleged the Officer accessed a Niche record where one of the recorded	Proven <u>Outcome</u>



	persons involved was someone who the officer had previously had some form of relationship with. The officer breached the Standards of Professional Behaviour relating to Orders & instructions and Duties & Responsibilities. The Chair determined a written warning was a suitable sanction.	Written warning for 18 Months.
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Misconduct Hearing Outcomes during this period:

Date	Breach of Standards	Outcome
May 2026	It was alleged that the officer concerned breached the standards of professional behaviour when they were involved in a Road traffic collision with an individual and or their electric scooter, engaged in a pursuit when not authorised or trained to do so, provided information which was false and/ or deliberately misleading in relation to the collision. It was alleged that the officer concerned breached the standards of professional behaviour relating to Orders and Instructions, Honesty and Integrity, Discreditable Conduct.	Proven <u>Outcome:</u> Dismissed without notice.



	The Panel determined in following the three-fold statutory purpose of the proceedings, concluded the most appropriate and proportionate sanction was dismissal without notice.	
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Special Case Hearing Outcomes during this period (chaired by the Chief Constable):

Date	Breach of Standards	Outcome
April 2026	It was alleged the officer concerned was on duty and tasked to attend a domestic related disturbance to check on an individual's welfare. Thereafter they contacted the individual via social media application and exchanged messages, therefore failing to maintain a professional boundary. The Officer breached the Standards of Professional Behaviour relating to Integrity, Authority, Respect & Courtesy and Discreditable Conduct. The Chief Constable determined that the most suitable outcome was dismissal without notice noting "The only appropriate	Proven <u>Outcome:</u> Dismissed without notice



	sanction in this case is dismissal without notice.	
Date	Breach of Standards	Outcome
May 2026	It was alleged the former Officer concerned received sexual services in return for payment on more than one occasion. The Officer breached the Professional Standards of Behaviour relating to Discreditable Conduct. The Chief Constable determined that “the conduct is too serious and the risk of reputational harm too high for this to be appropriate. This was a clear and repeated breach, contrary to police guidance, which fundamentally threatens the trust and confidence the public places on the police. I find therefore that the appropriate outcome in this case would have been dismissal had the officer still be serving.”	Proven <u>Outcome:</u> Would have been dismissed.