

Police dismissals (Home Office forces)

Numbers of police officers, members of the special constabulary and police staff placed on the Barred List 1 April 2018 and 31 March 2019



1 Objective

To report on outcomes with regards to dismissals for the most serious discipline matters investigated (ie, gross misconduct¹), as well as dismissals for unsatisfactory performance and attendance, therefore establishing opportunities to determine trends, inform wider learning, and improve integrity and public confidence.

2 Information

The Barred List², which was introduced by legislation effective from 15 December 2017, replaced the previous College of Policing (the College) ‘Disapproved Register’, which was established on 1 December 2013 and relied on forces voluntarily sharing information with regards to dismissals. The Barred List legislation now compels Home Office forces to provide details to the College of those officers, members of the Special Constabulary and police staff who have been dismissed while serving or after having retired/resigned.

While the Disapproved Register included data from British Transport Police, Ministry of Defence Police and States of Jersey Police in addition to Home Office forces in England and Wales, the Barred List legislation does not apply to individuals barred from non-Home Office forces, so data from British Transport Police, Ministry of Defence Police and States of Jersey Police are not included in this report.

The figures contained in this report relate to police officers, members of the Special Constabulary and police staff who were placed on the Barred List due to being dismissed between 1 April 2018 and 31 March 2019.

Previously, Police Regulations (since 12 January 2015) prevented officers from resigning or retiring while subject to a gross misconduct investigation (excluding exceptional circumstances). Since 15 December 2017, at the same time as the introduction of the Barred List legislation, new legislation came into effect permitting officers to retire/resign while under gross misconduct investigation. The same legislation³ now allows forces to continue conduct proceedings even when an officer has left the force.

There is no legislation that prevents members of police staff from retiring or resigning while under investigation for gross misconduct. Forces are not under a regulatory obligation to hold post-employment hearings. It is up to the force to decide whether such a post-employment hearing, convened according to local employment practices, should be held to determine if the individual would have been dismissed and should be placed on the Barred List.

1 A gross misconduct investigation is one where, if the allegation is proven, it could result in dismissal.

2 The Police Barred List and Police Advisory List Regulations 2017.

3 The Police (Conduct, Complaints and Misconduct and Appeal Tribunal) (Amendment) Regulations 2017.



3 Barred List figures – police officers

The figures in Table 1 refer to police officers (excluding members of the Special Constabulary) placed on the Barred List in the reporting period of 1 April 2018 to 31 March 2019.

Table 1: Regular officers placed on the Barred List between 1 April 2018 and 31 March 2019

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon and Somerset	5	3	1	9
Bedfordshire	4	2	1	7
Cheshire	1			1
Cleveland	2	1		3
Derbyshire	2	2		4
Devon and Cornwall	3	3	1	7
Dorset		2		2
Durham	1	1		2
Dyfed–Powys	2			2
Essex	8	5	1	14
Gloucestershire			1	1
Greater Manchester	3	4		7
Gwent	2	4		6
Hampshire		1		1
Hertfordshire	3	1		4
Humberside	4	3		7
Kent	3	2		5



Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Lancashire	1	2		3
Leicestershire	2	3	2	7
Lincolnshire	1	2	1	4
London, City of	1			1
Merseyside	4	2		6
Metropolitan	34	11	2	47
Norfolk		2		2
North Wales	1			1
North Yorkshire	1			1
Northamptonshire	3	3		6
Northumbria	2	3		5
Nottinghamshire	2	4	1	7
South Wales	6	2		8
South Yorkshire	4	2		6
Staffordshire	1	1		2
Surrey	4			4
Sussex	8	2	1	11
Thames Valley	6	10	3	19
Warwickshire		1		1
West Mercia	1	3		4
West Midlands	13	5		18
West Yorkshire	5	2		7
Wiltshire	1			1
Grand total	144	94	15	253

3.1 Outcome by rank

Table 2 below shows the rank of those officers placed on the Barred List in the reporting period 1 April 2018 – 31 March 2019. Where ranks are not listed, there are no submissions to the list for officers of that rank in the reporting period.

Table 2: Rank of police officers placed on the Barred List between 1 April 2018 – 31 March 2019

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	120	88	9	217
Sergeant	16	2	4	22
Inspector	4	3	2	9
Chief inspector	2	1		3
Superintendent	1			1
Assistant chief constable	1			1
Total	144	94	15	253

3.2 Categories of dismissal

The circumstances surrounding dismissals are unique and do not easily fit into a broader category. Alternatively, some officers' behaviours may fall into more than one category. Where this is the case, multiple categories have been recorded and therefore the number of offences shown in Table 3 may total more than the number of officers on the Barred List. All categories are based upon descriptions of the misconduct found at the hearing and reported to the College.

Table 3: Categories of dismissals for police officers placed on the Barred List between 1 April 2018 – 31 March 2019

Reason for dismissal	Instances
Unsatisfactory performance (performance)	1
Unsatisfactory performance (attendance)	2
Abuse of position for sexual purpose	36
Abuse of position for other purpose	9
Assault	29
Business interest	10
Child sex offence	12
Data/system misuse	30
Domestic abuse, inc. harassment	18
Driving related: alcohol/drugs	16
Driving related: documents	2
Driving related: standard	9
Drug/ alcohol related	12
Equality and diversity	15
Excess force	11
Failure to perform duty	46
Failure to act with respect and courtesy	33
Fraud related	13
Harassment towards a colleague	8
Honesty	69
Inappropriate disclosure of information	14
Inappropriate use of police vehicles	4
Indecent images	14
Integrity	110
Notifiable association	17
Other	9
Perverting the course of justice	5
Public order	2
Sexual conduct towards a colleague	14
Theft related	2
Total	572



4. Barred List figures – Special Constabulary

The figures in this section relate to members of the Special Constabulary who were placed on the Barred List in the reporting period of 1 April 2018 to 31 March 2019.

Table 4: Categories of misconduct by members of Special Constabulary placed on the Barred List between 1 April 2018 and 31 March 2019

Force	Dismissed while serving	Dismissed post-resignation	Total
Avon and Somerset		1	1
Derbyshire		1	1
Devon and Cornwall	1	1	2
Essex	2		2
Greater Manchester	1	2	3
Hampshire		1	1
Humberside	1	1	2
Kent		1	1
Leicestershire	1		1
Merseyside		1	1
Metropolitan	8	1	9
South Wales		1	1
West Yorkshire		1	1
Total	14	12	26



4.1 Outcome by rank

Table 5: Members of the Special Constabulary by rank placed on the Barred List between 1 April 2018 and 31 March 2019

Rank	Dismissed while serving	Dismissed post-resignation	Total
Constable	13	12	25
Sergeant	1		1
Total	14	12	26

4.2 Categories of dismissal

The circumstances surrounding dismissals are unique and do not easily fit into a broader category. Alternatively, some behaviours may fall into more than one category; where this is the case multiple categories have been recorded and therefore the number of offences shown in Table 6 may total more than the number of special constables on the Barred List. All categories are based upon descriptions of the misconduct found at the hearing and reported to the College.

Table 6: Categories of dismissals by members of the Special Constabulary placed on the Barred List between 1 April 2018 and 31 March 2019

Reason for dismissal	Instances
Abuse of position for sexual purpose	1
Assault	4
Business interest	1
Child sex offence	4
Data/system misuse	1
Domestic abuse, inc. harassment	4
Driving related: alcohol/drugs	1
Driving related: standard	1
Drug/ alcohol related	2
Equality and diversity	1
Fraud related	1
Honesty	7
Indecent images	5
Integrity	7
Notifiable association	2
Sexual conduct towards a colleague	1
Theft related	3
Total	46

4.3 Protected characteristics of police officers and members of the Special Constabulary

Given the small number of members of the Special Constabulary dismissals, the protected characteristics of regular officers and members of the Special Constabulary have been combined.

Of the 279 officers and members of the Special Constabulary placed on the Barred List in this reporting period, 237 (84.95 per cent) were male and 42 (15.05 per cent) were female.

The reported ethnicities⁵ of officers and members of the Special Constabulary placed on the Barred List in the relevant reporting period are shown in Table 7, with BAME officers representing 12.19 per cent of all those dismissed.

Table 7: Ethnicity of police officers and members of the Special Constabulary placed on the Barred List between 1 April 2018 and 31 March 2019

Ethnicity	Dismissed while serving	Dismissed post-resignation or retirement	Total
BAME	25	9	34
White or white British	127	107	234
Not stated	8	3	11
Total	160	119	279

⁵ Due to the limited numbers involved, ethnicity groupings have been collapsed to either BAME or white/white British.

5. Barred List figures – police staff

The figures in this section relate to police staff who were placed on the Barred List in the reporting period of 1 April 2018 to 31 March 2019.

Table 8: Police staff placed on the Barred List between 1 April 2018 and 31 March 2019

Force	Dismissed while serving	Dismissed post-resignation	Total
Avon and Somerset	4	4	8
Bedfordshire	2		2
Cambridgeshire	1		1
Cumbria	1	1	2
Derbyshire	2		2
Devon and Cornwall	2		2
Durham	2		2
Essex	3		3
Greater Manchester	1		1
Gwent		1	1
Hampshire	2	3	5
Humberside	2	2	4
Kent	3	3	6
Leicestershire	1	2	3
Lincolnshire	2		2
Merseyside	5	3	8



Force	Dismissed while serving	Dismissed post-resignation	Total
Metropolitan	12		12
Norfolk	1	1	2
North Yorkshire	2		2
Northamptonshire	1	2	3
Northumbria	2	1	3
Nottinghamshire	3	1	4
South Wales	1		1
South Yorkshire	1	1	2
Suffolk	5	1	6
Sussex	3		3
Thames Valley	2	2	4
Warwickshire	1		1
West Mercia	5	2	7
West Midlands		1	1
West Yorkshire	5		5
Wiltshire	2		2
Total	79	31	110

5.1 Categories of dismissal

The circumstances surrounding dismissals are unique and do not easily fit into a broader category. Alternatively, some behaviours may fall into more than one category. Where this is the case, multiple categories have been recorded and therefore the number of offences shown in Table 9 may total more than the number of staff on the Barred List. All categories are based upon descriptions of the misconduct found at the hearing and reported to the College.

Reason for dismissal	Instances
Unsatisfactory performance (performance)	3
Unsatisfactory performance (attendance)	6
Abuse of position for other purpose	2
Abuse of position for sexual purpose	5
Assault	2
Business interest	3
Child sex offence	5
Data/system misuse	20
Domestic abuse, inc. harassment	4
Driving related: alcohol/drugs	4
Driving related: documents	2
Driving related: standard	4
Drug/ alcohol related	4
Equality and diversity	7
Failure to act with respect and courtesy	8
Failure to perform duty	16
Fraud related	3
Harassment towards a colleague	1
Honesty	33
Inappropriate disclosure of information	9
Inappropriate use of police vehicles	1
Indecent images	7
Integrity	24
Notifiable association	4
Other	1
Sexual conduct towards a colleague	4
Theft related	9
Total	191

Table 9: Categories of dismissals by police staff placed on the Barred List between 1 April 2018 and 31 March 2019



5.2 Protected characteristics of police staff

Of the 110 staff placed on the Barred List during the reporting period, 77 (70 per cent) were male and 33 (30 per cent) were female.

The reported ethnicities of staff placed on the Barred List are shown in Table 10, with BAME staff representing 7.27 per cent of all staff members dismissed.

Table 10: Ethnicity of police staff placed on the Barred List between 1 April 2018 and 31 March 2019

Ethnicity	Dismissed while serving	Dismissed post-resignation or retirement	Total
BAME	8	0	8
White or white British	62	28	90
Not stated	11	1	12
Total	81	29	110

6 Publication of information

The legislation also requires the College to publish specified information in relation to officers and former officers (including members of the Special Constabulary) who are dismissed for gross misconduct. The legislation does not provide for the publication of specified information relating to police staff members who are similarly dismissed.

The College must not publish any of the specified information, if to publish some or all of that information:

- would be against the interest of national security
- might prejudice the investigation or prosecution of a criminal offence or any civil proceedings
- would result in a significant risk of harm to any person.

Of the 279 police officers and members of the Special Constabulary placed on the Barred List in this reporting period following a gross misconduct dismissal, 14 (5.6 per cent) were granted an exemption from publication.

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We're the professional body for everyone who works for the police service in England and Wales. Our purpose is to provide those working in policing with the skills and knowledge necessary to prevent crime, protect the public and secure public trust.

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