

Misconduct sanctions imposed on officers 2007/08

- The following tables present figures on misconduct sanctions imposed on officers during the financial year 2007/08. These figures were confirmed with forces during July and August 2008.
- Table A presents figures on the sanction category imposed and Table B shows the total number of sanctions imposed by police force in 2007/08. The sanctions counted in these tables reflect the most serious sanction imposed on an officer. In addition to showing the total number of sanctions imposed, the tables identify those that were linked to a complaint made by a member of the public.

Table A¹

| Most severe misconduct sanction imposed on each officer by category 2007/08 | | | |
|--|---------------------------------|-------------------------------------|--------------|
| | Arising from a Complaint | Not Arising from a Complaint | Total |
| Dismissal | 6 | 38 | 44 |
| Requested to Resign | 9 | 78 | 87 |
| Reduction in Rank | 1 | 14 | 15 |
| Fine | 24 | 123 | 147 |
| Reprimand | 10 | 80 | 90 |
| Caution | 4 | 19 | 23 |
| Substantiated - No Further Action | 106 | 201 | 307 |
| Written Warning | 97 | 1039 | 1136 |
| Total | 257 | 1592 | 1849 |

- The most common misconduct sanctions imposed on officers overall were:
 - 'Written warning' (1136 sanctions)
 - 'Substantiated – no further action' (307 sanctions)
 - 'Fine' (147 sanctions)
- The least common misconduct sanctions imposed on officers overall were:
 - 'Reduction in rank' (15 sanctions)
 - 'Caution' (23 sanctions)
 - 'Dismissal' (44 sanctions)
- Overall, there has been a 33% increase (459 sanctions) in the number of misconduct sanctions imposed on officers compared to the previous year. All sanction categories recorded an increase in 2007/08, except a 'reduction in rank' and 'caution' which both had a slight decrease (3 less sanctions). The sanction categories with the largest overall increase were:
 - 'Substantiated – no further action' (increase of 231 sanctions)
 - 'Written warnings' (increase of 154 sanctions)
 - 'Reprimand' (increase of 27 sanctions)
- For those misconduct sanctions 'arising from a complaint', there has been a 61% increase (97 sanctions). The number of sanctions 'arising from a complaint' across the majority of categories has either remained the same or decreased; sanctions of a 'fine' and 'substantiated – no further action' are the only categories to record an increase (11 and 96 sanctions respectively). The most common misconduct sanctions 'arising from a complaint' were:
 - 'Substantiated – no further action' (106 sanctions)
 - 'Written warning' (97 sanctions)
 - 'Fine' (24 sanctions)
- There are differences in the size of police forces and this has an impact on the number of conduct issues that arise in each force. A direct comparison of forces

¹ This table does not include figures for the British Transport Police.

does not take into consideration these differences and therefore looking at rates makes the figures more meaningful. The overall rate of misconduct sanctions imposed on officers for England and Wales is 13 sanctions per 1,000 officers². As a rate per 1,000 officers, Bedfordshire and Wiltshire recorded the overall highest number of misconduct sanctions (55 and 37 sanctions per 1,000 officers respectively). Northamptonshire Police was the only force that recorded no misconduct sanctions imposed on officers during 2007/08.

- Eleven forces recorded no misconduct sanctions 'arising from a complaint' in 2007/08 compared to 16 forces in 2006/07. The rate of misconduct sanctions imposed on officers for England and Wales 'arising from a complaint' is 2 sanctions per 1,000 officers.

Table B

| Most severe misconduct sanction imposed on each officer by police force 2007/08 | | | |
|--|-------------------------------|-----------------------------------|--------------|
| | Arising from Complaint | Not Arising from Complaint | Total |
| Avon and Somerset | 3 | 8 | 11 |
| Bedfordshire | 2 | 64 | 66 |
| Cambridgeshire | 0 | 5 | 5 |
| Cheshire | 3 | 16 | 19 |
| City of London | 1 | 1 | 2 |
| Cleveland | 4 | 41 | 45 |
| Cumbria | 0 | 1 | 1 |
| Derbyshire | 1 | 33 | 34 |
| Devon and Cornwall | 2 | 6 | 8 |
| Dorset | 1 | 14 | 15 |
| Durham | 0 | 28 | 28 |
| Dyfed Powys | 3 | 4 | 7 |
| Essex | 5 | 19 | 24 |
| Gloucestershire | 0 | 11 | 11 |
| Greater Manchester | 83 | 147 | 230 |
| Gwent | 0 | 19 | 19 |
| Hampshire | 3 | 11 | 14 |
| Hertfordshire | 3 | 47 | 50 |
| Humberside | 9 | 30 | 39 |
| Kent | 2 | 37 | 39 |
| Lancashire | 20 | 54 | 74 |
| Leicestershire | 1 | 14 | 15 |
| Lincolnshire | 0 | 4 | 4 |
| Merseyside | 2 | 53 | 55 |
| Metropolitan | 53 | 439 | 492 |
| Norfolk | 1 | 14 | 15 |
| North Wales | 2 | 6 | 8 |
| North Yorkshire | 5 | 41 | 46 |
| Northamptonshire | 0 | 0 | 0 |
| Northumbria | 7 | 61 | 68 |
| Nottinghamshire | 0 | 49 | 49 |
| South Wales | 0 | 21 | 21 |
| South Yorkshire | 5 | 29 | 34 |
| Staffordshire | 3 | 16 | 19 |
| Suffolk | 9 | 12 | 21 |
| Surrey | 1 | 15 | 16 |
| Sussex | 4 | 37 | 41 |
| Thames Valley | 3 | 11 | 14 |
| Warwickshire | 0 | 12 | 12 |
| West Mercia | 4 | 22 | 26 |
| West Midlands | 5 | 27 | 32 |
| West Yorkshire | 7 | 68 | 75 |
| Wiltshire | 0 | 45 | 45 |
| Total | 257 | 1592 | 1849 |
| British Transport Police | 5 | 25 | 30 |
| Total including British Transport Police | 262 | 1617 | 1879 |

² Police strength as of March 2008, taken from Bullock, S (2008) *Police service strength bulletin 31 March 2008* London: Home Office