

20 August 2024

FOI Ref 16808

Request - You asked us the following:

The Police Superintendents' Association (PSA) requests that the following information is provided in relation to misconduct cases within your force.

- The number of police officers at superintendent and chief superintendent ranks, who were served with misconduct and gross misconduct papers for each calendar year from 2014-2023.
- The number of police officers at superintendent and chief superintendent ranks (as above), who were placed on restrictions as a result of the serving of a misconduct or gross misconduct notice for each calendar year from 2014-2023.
- The outcome of each misconduct and gross misconduct investigation launched against police officers at superintendent and chief superintendent ranks for each calendar year from 2014-2023. For clarity, please provide numerical data relating to the relevant instances of each outcome, ie the number of superintendents dismissed / receiving a written warning / receiving an outcome of 'no further action' etc, to cover all possible outcomes. Please ensure differentiation between 'final written warnings' and 'written warnings'.
- The demographic breakdown of the police officers at superintendent and chief superintendent ranks who received misconduct and gross misconduct notices in the calendar years 2014-2023, including numerical data relating to all protected characteristics including gender, ethnicity, sexual orientation and disability.
- The total number of outstanding misconduct and gross misconduct cases against police officers at superintendent and chief superintendent ranks as at 1st March 2024.
- Details of the length of time so far elapsed as part of the longest current live investigation into misconduct or gross misconduct and what allegations this relates to.
- The number of police officers at superintending ranks in your force who have been absent from work due to sickness as a result of being served misconduct or gross misconduct papers in the calendar years 2014 – 2023.

We received your request on 24/04/2024 and have processed this under the Freedom of Information Act (FOIA).

Please find below our response.

Staffordshire Police holds the following requested information.

- The number of police officers at superintendent and chief superintendent ranks, who were served with misconduct and gross misconduct papers for each calendar year from 2014-2023. – **Information held.**
- The number of police officers at superintendent and chief superintendent ranks (as above), who were placed on restrictions as a result of the serving of a misconduct or gross misconduct notice for each calendar year from 2014-2023. – **Information held.**



- The outcome of each misconduct and gross misconduct investigation launched against police officers at superintendent and chief superintendent ranks for each calendar year from 2014-2023. For clarity, please provide numerical data relating to the relevant instances of each outcome, ie the number of superintendents dismissed / receiving a written warning / receiving an outcome of 'no further action' etc, to cover all possible outcomes. Please ensure differentiation between 'final written warnings' and 'written warnings'. – **Information held.**
- The demographic breakdown of the police officers at superintendent and chief superintendent ranks who received misconduct and gross misconduct notices in the calendar years 2014-2023, including numerical data relating to all protected characteristics including gender, ethnicity, sexual orientation and disability. – **Information held.**
- The total number of outstanding misconduct and gross misconduct cases against police officers at superintendent and chief superintendent ranks as at 1st March 2024. – **Information held.**
- Details of the length of time so far elapsed as part of the longest current live investigation into misconduct or gross misconduct and what allegations this relates to. – **No information held.**
- The number of police officers at superintending ranks in your force who have been absent from work due to sickness as a result of being served misconduct or gross misconduct papers in the calendar years 2014 – 2023. – **Information held.**

Staffordshire Police discloses/withholds the following information.

- The number of police officers at superintendent and chief superintendent ranks, who were served with misconduct and gross misconduct papers for each calendar year from 2014-2023. – **Disclosed, 1 in 2017 and 1 in 2022.**
- The number of police officers at superintendent and chief superintendent ranks (as above), who were placed on restrictions as a result of the serving of a misconduct or gross misconduct notice for each calendar year from 2014-2023. – **Disclosed, nil.**
- The outcome of each misconduct and gross misconduct investigation launched against police officers at superintendent and chief superintendent ranks for each calendar year from 2014-2023. For clarity, please provide numerical data relating to the relevant instances of each outcome, ie the number of superintendents dismissed / receiving a written warning / receiving an outcome of 'no further action' etc, to cover all possible outcomes. Please ensure differentiation between 'final written warnings' and 'written warnings'. – **Disclosed, 2017 – 1 written warning. 2022 – 1 no case to answer (Learning from Reflection).**
- The demographic breakdown of the police officers at superintendent and chief superintendent ranks who received misconduct and gross misconduct notices in the calendar years 2014-2023, including numerical data relating to all protected characteristics including gender, ethnicity, sexual orientation and disability. – **Withheld.**

- The total number of outstanding misconduct and gross misconduct cases against police officers at superintendent and chief superintendent ranks as at 1st March 2024. – **Disclosed, nil.**
- The number of police officers at superintending ranks in your force who have been absent from work due to sickness as a result of being served misconduct or gross misconduct papers in the calendar years 2014 – 2023. – **Withheld.**

Please note that this data has been provided to the best of our ability, subject to the limitation of current recording protocols and systems/software.

Every effort is made to ensure that the data presented is accurate and complete. However, it is important to note that this has been extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

The above information has been withheld for the following reasons:

To release personal or third-party information held by Staffordshire Police, would breach the data protection principles; namely –

- Data is lawfully and fairly processed.
- Processed in line with an individual's rights.
- Data is secure.

Personal and third-party information cannot be released under the Freedom of Information Act.

Disclosure under Freedom of Information is a release of information to the world in general and not an individual applicant.

The following exemptions have been applied:

- Section 40(2) Personal Information

Section 40(2) is an absolute exemption which means that there is no need to quantify the harm that may arise from the disclosure; neither is it subject to a public interest test.



STAFFORDSHIRE
POLICE

Next steps

You can ask us to review our response.

If you would like us to carry out a review of our response, please let us know within two months of the date of receipt of this email, review requests should be addressed to:

foi@staffordshire.police.uk

Or by Post to:

Central Disclosure Unit
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ

Please remember to quote the reference number in any future communications.

Freedom of Information
Central Disclosure Unit