

Our Ref: 003114/13



Freedom of Information Section
Nottinghamshire Police HQ
Sherwood Lodge, Arnold
Nottingham NG5 8PP

Tel: 101
Ext 800 2507
Fax: 0115 967 2896

07 May 2013

Request under the Freedom of Information Act 2000 (FOIA)

I write further to our previous correspondence dated 1 May 2013 in connection with your request for information, which was received by Nottinghamshire Police on 04/04/2013.

Following receipt of your request searches were conducted within Nottinghamshire Police to locate the information you require.

Please find below answers to your questions:-

RESPONSE

Under S 1 (1) (a) of the Freedom of Information Act 2000 (FOIA), I can confirm that Nottinghamshire Police does hold the information you have requested.

Please give me details of misconduct findings for police officers in your force for each of the last five years (2008, 2009, 2010, 2011 and 2012)

For each case, please tell me the officer's rank, details of the allegation and the outcome, e.g. the officer was dismissed

further to my Freedom of Information below, please can I clarify that I was looking for the information for each calendar year, rather than financial year.

Please see below for the answers to your questions in the form of a table.

Year	Rank	Allegation	Outcome
2008			
	PS	Honesty & Integrity	Advice
		Use of Force and Abuse of Authority	Advice
		Lawful Orders x2	Advice
		Confidentiality	Advice
	PC	Honesty & Integrity	Dismissed
		Honesty & Integrity	Required to resign
		Lawful Order	Requested to resign
	PC	Performance of Duties	Substantiated - No further action
	PC	Lawful Order	Unsubstantiated - No further action
	INSP	Confidentiality	Required to resign
		General Conduct x 2	Unsubstantiated - No further action
		General Conduct x 1	Required to resign
2009			
	DS	Honesty & Integrity	Reduction in Rank
	PC	Honesty & Integrity	Requested to resign
	PC	Honesty & Integrity	Unsubstantiated - No further action
		General Conduct x 1	Fine
	PC	Honesty & Integrity	Substantiated - No further action
	DC	Politeness & Tolerance x 7	Fine x 5 & Substantiated - No further action x 2
	PC	General Conduct x 2	Fine
	PC	General Conduct x 2	Fine
	DC	Honesty & Integrity	Management Advice
	PC	Discreditable Conduct	Written warning
	PC	Authority, Respect & Courtesy	Management Advice
2010			
	PC	Performance of Duties x 3	Requested to resign x 2 - Dismissal x 1
		General Conduct x 1	Unsubstantiated - No further action
	PS	Honesty & Integrity x 2	Dismissal from Force x 2
		Politeness & Tolerance x 10	Dismissal from Force x 2 - Reduction in Rank x 8
	PS	Performance of Duties	Reduction in Rank
		Honesty & Integrity	Dismissal from Force
	PC	Honesty & Integrity	Dismissal without Notice
	SUPT	Honesty & Integrity	Written warning
	PC	Honesty & Integrity	Final written warning
		Confidentiality x 3	Final written warnings x 2 - Proceedings discontinued x 1
	PC	Confidentiality x 3	Final written warnings x 2 - No action x 1
	DI	Authority, Respect & Courtesy	No action
	PC	Duties and Responsibilities	Final written warning
	PC	Orders and Instructions	Management Advice
	PS	Confidentiality	No action
	PC	Confidentiality	Written warning
	PS	Duties and Responsibilities x 2	Written warning x 1 - Not proven x 1
	PC	Discreditable Conduct x 2	Management Advice x 2
	PC	Honesty & Integrity	No action
	PS	Confidentiality	Management Advice
	PS	Confidentiality	Management Advice
	DS	Confidentiality	Management Advice
	DI	Confidentiality	Management Advice
	DS	Confidentiality	Management Advice
	DS	Confidentiality	Management Advice

	PC	Honesty & Integrity	Final written warning
	PC	Duties and Responsibilities x 2	Management Advice
	PC	Duties and Responsibilities	Written warning
		Honesty & Integrity	Written warning
	DC	Discreditable Conduct x 2	
		Duties and Responsibilities	No action
	PC	Confidentiality	Written warning
	SC	Discreditable Conduct x 4	Written warning
	PS	Duties and Responsibilities	Management advice
	PC	Confidentiality	Written warning
	PS	Confidentiality	Management advice
	PC	Confidentiality	Management advice
	DC	Authority, Respect & Courtesy	Management advice
		Orders and Instructions	Management advice
	PS	Confidentiality	Written warning
	PC	Confidentiality	Management advice
	DS	Authority, Respect & Courtesy	Management advice
	PC	Duties and Responsibilities	Written warning
	PC	Confidentiality	Management advice
	SC	Orders and Instructions	Written warning
	PS	Duties and Responsibilities x 2	Written warning x 1 - Not proven x 1
	PC	Honesty & Integrity	Management advice
	PC	Use of Force	No action
	PC	Duties and Responsibilities x 2	Management advice x 1 - Not proven x 1
2011			
	PS	Equality & Diversity x 4	Final written warning
		Duties and Responsibilities x 2	Final written warning
		Discreditable Conduct	No action
	PC	Duties and Responsibilities	Final written warning
	PC	Duties and Responsibilities	Final written warning
	PC	Duties and Responsibilities	Final written warning
	PC	Duties and Responsibilities	Final written warning
	PS	Duties and Responsibilities	Final written warning
	PC	Use of force	Dismissal without Notice
	PS	Duties and Responsibilities	Final written warning
	PC	Duties and Responsibilities	Final written warning
	PS	Duties and Responsibilities	Final written warning
	PC	Duties and Responsibilities	Final written warning
	PC	Duties and Responsibilities	Final written warning
	PC	Orders and Instructions	Management advice
	PC	Honesty & Integrity x 3	Management advice
		Duties and Responsibilities	Management advice
	PC	Use of force	No action
	PC	Authority, Respect & Courtesy	Final written warning
		Duties and Responsibilities x 3	Written warning x 1 - Proceedings discontinued x 1
	PS		
	DS	Duties and Responsibilities	Final written warning
		Discreditable Conduct x 2	Final written warning
	PC	Honesty & Integrity	Proceedings discontinued
		Orders and Instructions	Proceedings discontinued
		Orders and Instructions	Management advice
	INSP	Confidentiality	Written warning
		Orders and Instructions x 2	No action
	PC	Confidentiality	No action

		Discreditable Conduct	Not proven
		Honesty & Integrity x 2	Not proven
	PS	Duties and Responsibilities	No action
	PC	Duties and Responsibilities	No action
	PC	Duties and Responsibilities	Management advice
	PS	Duties and Responsibilities	Management advice
	PC	Duties and Responsibilities	Written warning
	PC	Duties and Responsibilities	Management advice
	PC	Discreditable Conduct	Management advice
	PC	Discreditable Conduct	Management advice
	PC	Duties and Responsibilities	Management advice
		Honesty & Integrity	Not proven
	PC	Authority, Respect & Courtesy	Not proven
		Duties and Responsibilities	Not proven
	PS	Duties and Responsibilities	Management advice
	PS	Use of force	No action
	INSP	Discreditable Conduct	No action
	PS	Discreditable Conduct	No action
2012			
	DS	Discreditable Conduct	Dismissal without Notice
	PC	Confidentiality x 3	Final written warning
	PC	Honesty & Integrity	Proceedings discontinued
	DC	Honesty & Integrity	Dismissal from force
	PC	Use of force	Management advice
	DC	Duties and Responsibilities	Written warning
	DC	Duties and Responsibilities	Written warning
	PC	Duties and Responsibilities	No action
		Discreditable Conduct	No action
	PC	Duties and Responsibilities	Management advice
	PC	Duties and Responsibilities	Management advice
	PC	Authority, Respect & Courtesy	No action
		Challenging and Reporting improper conduct	Not proven
	PS		
	PC	Equality & Diversity	Not proven
	PC	Duties and Responsibilities	Written warning
		Honesty & Integrity	Written warning
	PC	Authority, Respect & Courtesy	Written warning
	PC	Honesty & Integrity	No action
	PC	Confidentiality x 3	Management advice
		Discreditable Conduct x 2	No action
		Authority, Respect & Courtesy	No action
	PC	Duties and Responsibilities	Written warning
	PC	Duties and Responsibilities	Written warning
	SC	Use of Force	Written warning
		Authority, Respect & Courtesy	Written warning
	PC	Confidentiality	Management advice
	DS	Discreditable Conduct	Written warning
	PC	Duties and Responsibilities x 2	Management Advice x 1 - No action x 1
	PC	Discreditable Conduct	No action
	PC	Discreditable Conduct	No action
	PC	Use of Force x 2	No action x 2
		Authority, Respect & Courtesy	Management advice
	PS	Discreditable Conduct	Management advice

Complaints Rights

Your attention is drawn to the enclosed review procedure, which details your right of complaint.

Copyright

Nottinghamshire Police in complying with their statutory duty under Sections 1 and 11 of the Freedom of Information Act 2000 (FOIA) to release the enclosed information will not breach the Copyright, Designs and Patents Act 1988. However, the rights of the copyright owner of the enclosed information will continue to be protected by law. Applications for the copyright owner's written permission to reproduce any part of the attached information should be addressed to the Force Solicitor, Nottinghamshire Police, Force Headquarters, Sherwood Lodge, Arnold, Nottinghamshire, NG5 8PP.

I would like to take this opportunity to thank you for your interest in Nottinghamshire Police.

Should you have any further enquiries concerning this matter, please write or contact the Freedom of Information Officer on telephone number 0115 9672507 or e-mail freedomofinformation@Nottinghamshire.pnn.police.uk quoting the above reference number.

Yours sincerely

Disclosure Officer

Are you dissatisfied with your response?

If so, prior to lodging a formal complaint, you are welcome and encouraged to discuss the decision with the case officer that dealt with your request.

Ask to have the decision looked at again

The quickest and easiest way to have the decision reconsidered is to telephone the case officer that is identified at the end of your decision letter.

That person will be able to discuss the decision, explain any issues and assist with any problems.

Formal Independent Review

If you are dissatisfied with the handling procedures or the decision made by Nottinghamshire Police under the Freedom of Information Act 2000, you can request an Independent Review.

Upon receipt for a review of the initial request response, an independent audit officer from Information Management will review the request and assess whether it has been satisfactorily processed in accordance with policy and procedure.

Requests for Independent Reviews requests should be made in writing to-

Force Information Manager
Nottinghamshire Police
Force Headquarters
Sherwood Lodge
Arnold
Nottingham
NG5 8PP

The Audit officer will record and communicate his/her decision to the information requester within 20 working days.

Appeals

If the findings of the formal independent review do not meet your approval, you can register an appeal against the decision.

An investigation will then take place by the Freedom of Information officer, which will be reported and presented to the Internal Appeal Board. This will include a full account of the reasoning for or against disclosure and the application of any relevant exemptions.

The Internal Appeal Board will consist of at least a member of the Chief Officer Team, a member of the Legal Team and the Force Information Manager.

Appeals should be registered in writing to:

Freedom of Information Officer
Nottinghamshire Police
Force Headquarters
Sherwood Lodge
Arnold
Nottingham
NG5 8PP

Alternatively E-mail: Freedomofinformation@nottinghamshire.pnn.police.uk

Or call: 01159672507

Applications to the Information Commissioner

If you then remain dissatisfied, you may make an application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make an application to the Information Commissioner, please visit their website at www.informationcommisioner.gov.uk

Alternatively, Write to:

Information Commissioner's Office
Wycliffe House
Water lane
Wilmslow
Cheshire
SK9 5AF

Or call: 01625 545700.