

REQUEST

1. How many police officers have been dismissed in the last 3 years and for what offence? As well as the total number of police dismissed, please indicate the number of officers dismissed for each offence.

The Number of Officers dismissed.

Outcomes	2016	2017	2018	Grand Total
Dismissal Without Notice	13	15	1	29

The Allegation / Offence the Officer was dismissed for.

2016		
Officer	Allegation	Number of Allegations
Officer 1	Other assault	1
Officer 2	09 Discreditable Conduct	1
Officer 3	09 Discreditable Conduct	1
Officer 4	09 Discreditable Conduct	2
Officer 5	Other sexual conduct	1
	Sexual assault	1
Officer 6	Other assault	1
Officer 7	09 Discreditable Conduct	1
Officer 8	09 Discreditable Conduct	1
Officer 9	01 Honesty and Integrity	1
Officer 10	09 Discreditable Conduct	1
Officer 11	09 Discreditable Conduct	1
Officer 12	09 Discreditable Conduct	1
Officer 13	09 Discreditable Conduct	1
Total of 2016		15

2017		
Officer	Allegation	Number of Allegations
Officer 1	09 Discreditable Conduct	1
Officer 2	09 Discreditable Conduct	1
Officer 3	09 Discreditable Conduct	1
Officer 4	01 Honesty and Integrity	3
Officer 5	07 Confidentiality	1
Officer 6	09 Discreditable Conduct	1
Officer 5	01 Honesty and Integrity	1
	06 Duties and Responsibilities	1
	Corrupt practice	5
	Other neglect or failure in duty	1

Officer 6	09 Discreditable Conduct	1
Officer 7	09 Discreditable Conduct	1
Officer 8	09 Discreditable Conduct	1
Officer 9	04 Use of Force	1
Officer 10	09 Discreditable Conduct	1
Officer 11	09 Discreditable Conduct	1
Officer 12	09 Discreditable Conduct	1
Officer 13	09 Discreditable Conduct	1
Officer 14	01 Honesty and Integrity	1
Officer 15	09 Discreditable Conduct	1
Total of 2017		26

2018		
Officer	Allegation	Number of Allegations
Officer 1	06 Duties and Responsibilities	1
	09 Discreditable Conduct	1
Total of 2018		2

** Please note that there may be several allegations for each officer, therefore the totals between the number of officers and the number of allegation / offences will not match.*

2. How many police officers have been disciplined in the last 3 years, and for what offence? As well as the total number of police disciplined, please indicate the number of officers disciplined for each offence.

Outcomes	2016	2017	2018	Grand Total
Final Written Warning Extension	1			1
Final Written Warning	6	6	1	13
Written Warning	9	1	3	13
Management Advice	9	10	1	20
Grand Total	25	17	5	47

**Could I please have the data for the last three calendar years, from 1 January 2016 to 28 March 2018 (or the most recent data available)?
Could you please sort the data by year?**

Officer	Allegation	Number of Allegations
2016		
Officer 1	09 Discreditable Conduct	1
Officer 2	02 Authority, Respect and Courtesy	1
Officer 3	09 Discreditable Conduct	1
Officer 4	02 Authority, Respect and Courtesy	1
	04 Use of Force	1
	09 Discreditable Conduct	1
Officer 5	09 Discreditable Conduct	1

Officer 6	Incivility, impoliteness and intolerance	1
	Oppressive conduct or harassment	2
Officer 7	02 Authority, Respect and Courtesy	2
Officer 8	09 Discreditable Conduct	1
Officer 9	Incivility, impoliteness and intolerance	1
Officer 10	01 Honesty and Integrity	1
	09 Discreditable Conduct	1
Officer 11	06 Duties and Responsibilities	1
Officer 12	09 Discreditable Conduct	1
Officer 13	Discriminatory Behaviour	2
	Other sexual conduct	3
Officer 14	09 Discreditable Conduct	1
Officer 15	Incivility, impoliteness and intolerance	1
	Irregularity in evidence/perjury	1
Officer 16	02 Authority, Respect and Courtesy	1
	09 Discreditable Conduct	1
Officer 17	Discriminatory Behaviour	1
	Other assault	1
	Unlawful/unnecessary arrest or detention	1
Officer 18	09 Discreditable Conduct	2
Officer 19	02 Authority, Respect and Courtesy	2
Officer 20	06 Duties and Responsibilities	1
Officer 21	02 Authority, Respect and Courtesy	1
	09 Discreditable Conduct	1
Officer 22	02 Authority, Respect and Courtesy	1
Officer 23	Discriminatory Behaviour	1
	Other assault	1
	Unlawful/unnecessary arrest or detention	1
Officer 24	02 Authority, Respect and Courtesy	1
Officer 25	Other neglect or failure in duty	1
Total of 2016		44

2017		
Officer	Allegation	Number of Allegations
Officer 1	01 Honesty and Integrity	1
	09 Discreditable Conduct	1
Officer 2	02 Authority, Respect and Courtesy	1
Officer 3	01 Honesty and Integrity	1
Officer 4	02 Authority, Respect and Courtesy	1
	06 Duties and Responsibilities	1
Officer 5	02 Authority, Respect and Courtesy	1
Officer 6	02 Authority, Respect and Courtesy	2
	03 Equality and Diversity	1
Officer 7	09 Discreditable Conduct	1

Officer 8	01 Honesty and Integrity	1
Officer 9	09 Discreditable Conduct	1
Officer 10	Oppressive conduct or harassment	1
Officer 11	05 Orders and Instructions	2
	07 Confidentiality	1
Officer 12	04 Use of Force	1
Officer 13	Other neglect or failure in duty	1
Officer 14	Mishandling of property	1
	Unlawful/unnecessary arrest or detention	1
Officer 15	02 Authority, Respect and Courtesy	1
	06 Duties and Responsibilities	1
Officer 16	Discriminatory Behaviour	1
	Incivility, impoliteness and intolerance	1
Officer 17	Incivility, impoliteness and intolerance	1
	Other neglect or failure in duty	1
Total of 2017		27

2018		
Officer	Allegation	Number of Allegations
Officer 1	08 Fitness for Duty	1
	09 Discreditable Conduct	1
Officer 2	09 Discreditable Conduct	1
Officer 3	07 Confidentiality	1
Officer 4	09 Discreditable Conduct	1
Officer 5	08 Fitness for Duty	1
	09 Discreditable Conduct	1
Total of 2018		7
Grand Total		78

** Please note that there may be several allegations for each officer, therefore the totals between the number of officers and the number of allegation / offences will not match.*

We expect the highest standards of our officers and where behaviour does not meet these expectations West Midlands Police will investigate the matter thoroughly and impartially with a view to establishing whether there has been any breach of the code of conduct and take any necessary action.