

The number of Notice of Investigations served on Police Officers/Staff by ethnicity.

Please see below:

White	446
Asian	63
Black	17
Mixed	8
Not Stated	73

These figures relate to the number of officers and staff that have attended misconduct proceedings, and would have previously been served a Notice of Investigation. They do not relate solely to the number of Notice of Investigations served on officers and staff.

In addition, there will be a number of officers/staff who received a Notice of Investigation, but the investigation did not proceed to misconduct proceedings, and therefore the data does not include all officers/staff who received Notices of Investigation. Due to data quality issues we are not able to include these.

How long these cases lasted before the final hearing/result/resignation and how long they lasted before being suspended.

White	542
Asian	478
Black	816
Mixed	249
Not Stated	467

The above figures are the average number of working days between when the notice was served, to the date of the hearing/meeting. Not all instances would require officer suspension, but if an officer was suspended, this will be included in the data.

Whether these Nol's led to an acquittal, misconduct or gross-misconduct (again by ethnicity).

	Gross Misconduct	Misconduct	Staff Disciplinary
White	178	258	10
Asian	38	24	1
Black	8	9	0
Mixed	2	5	1
Not Stated	24	49	0

The above is the number of all officers and staff who have attended misconduct proceedings (all of whom will have received Notices of Investigation). However, there may be officers and staff members included who received Notices of Investigation, but did not progress to misconduct proceedings.

And of these how many led to a guilty verdict and being fired.

	Proven		Not Proven
	Dismissed	Other Outcome	
White	90	270	86
Asian	27	29	7
Black	6	10	1
Mixed	1	5	2
Not Stated	10	48	15

Again, as above, this will not include all officers and staff who have received Notices of Investigation.