

**(1) How many police officers and staff joined your force between 2020 and 2023 who had convictions prior to joining?**

7 police officers and 4 staff who joined between 2020 – 2023 had convictions prior to joining – Specials are counted as officers and PCSOs counted as staff.

**1(a) If it is doable under the time limit, are you able to break these numbers down into what convictions officers faced?**

| Count of Officer/Staff | Offence                                |
|------------------------|--|
| 1                      | ABH                                    |
| 1                      | Battery + Criminal damage + ABH        |
| 1                      | Burglary + Criminal damage             |
| 2                      | Criminal damage                        |
| 3                      | Driving under the influence of alcohol |
| 1                      | Failure to comply with community order |
| 1                      | Failure to stop after an accident      |
| 1                      | TWOC                                   |

**1(b) If permissible under data protection, are you also able to break these numbers down into gender and rank? (for staff 'CIV' will suffice)**

| Rank/Gender | Female | Male | Grand Total |
|-------------|--------|------|-------------|
| Officer     | 2      | 4    | 6           |
| PCSO        | 1      | 1    | 2           |
| Special     | 0      | 1    | 1           |
| Staff       | 0      | 2    | 2           |
| Grand Total | 3      | 8    | 11          |

**(2) How many police officers and staff have received convictions (for any reason) since joining between 2020-2023**

3 officers and 0 staff who have joined between 2020 – 2023 have received convictions where convictions are criminal charges that have been proven.

*Note: More officers may have been given charges – but those charges were not upheld/unsubstantiated or still ongoing. Only 3 have been given convictions.*

**2(a) If possible please break down this number by conviction received.**

1 officer charged with sexual activity with a child

1 officer in relation to driving otherwise in accordance to license

1 officer charged with possession/making of indecent images

**2(b) Please also state how many of these officers were dismissed (or would have been dismissed) before, during or after conviction.**

Officer charged with sexual activity with a child resigned before proceedings. Officer pleaded guilty to court proceedings. Outcome for WMP was would have been dismissed.

Officer charged with driving otherwise in accordance to license pleaded guilty but resigned before proceedings. Outcome for WMP was would have been dismissed.

Officer charged with possession/making of indecent images pleaded guilty to charges. Resigned before proceedings. Outcome for WMP was would have been dismissed.

*Note: WMP proceedings take place after criminal proceedings so in most cases officers are likely to resign beforehand – not able to start organisational proceedings until after criminal proceedings have taken place*