



January 2020

Freedom of Information Request Reference N°: FOI 004546/19

I write in connection with your request for information received by Norfolk Constabulary on the 17th December 2019 in which you sought access to the following information:

For each calendar year since and including 2014, and for 2019 so far, please provide the following data on police misconduct hearings (of officers, not staff or special constables) at your force:

- 1 The total number of police misconduct hearings
- 2 The number of police misconduct hearings held in public
- 3 The number of police misconduct hearings not held in public
- 4 The number of police officers that were found to have committed one or more counts of misconduct or gross misconduct at a hearing (i.e. found to be guilty of one count of misconduct or more)
- 5 The number of police officers found to have committed neither misconduct nor gross misconduct at a hearing (i.e. found to be innocent)

Nb please provide these figures for each calendar year since and including 2014 and for 2019 so far.

Response to your Request

The response provided below is correct as of 24th December 2019.

Norfolk Constabulary has considered your request and our response is below.

A review has been undertaken of misconduct hearings held for Police Officers between 1st January 2014 and 18th December 2019.

Since 1st May 2015, misconduct hearings against Police Officers are heard in public. Exemptions, from this, are subject to the discretion of the person chairing, or conducting, the hearing to exclude any person from all or part of the hearing.

The table below details the number of misconduct hearings held each calendar year and, of those, how many hearings were held in public/private. Also provided is whether there was a case to answer for gross misconduct/misconduct or whether the finding was not misconduct.

Year	Number of police misconduct hearings	Number of misconduct hearings held in public	Number of misconduct hearings held in private	Number of officers – finding of gross misconduct or misconduct	Number of officers – finding of not misconduct
2014	3	0	3	2	1
2015	4	1	3	3	1
2016	4	4	0	4	0
2017	5	4	1	4	1

2018	3	3	0	3	0
2019	2	2	0	2	0