

# Police dismissals (Home Office forces) 2022 to 2023

Numbers on the barred list between 1 April 2022 and 31 March 2023.

First published 3 November 2023

## About this report

### Objective

This objective of this report is to:

- report on outcomes regarding dismissals for the most serious discipline matters investigated, as well as dismissals for unsatisfactory performance and attendance
- establish opportunities to determine trends, inform wider learning, and improve integrity and public confidence

A gross misconduct investigation is one where, if the allegation is proven, it could result in dismissal.

## Figures in this report

The figures contained in this report relate to regular police officers, members of the Special Constabulary and police staff members who were placed on the [barred list](#) due to being dismissed between 1 April 2022 and 31 March 2023.

## Barred list information and legislation

The barred list ([The Police Barred list and Police Advisory List Regulations 2017](#)) was introduced by legislation effective from 15 December 2017. This replaced the previous College of Policing disapproved register, which was established on 1 December 2013.

The barred list legislation does not apply to individuals barred from non-Home Office forces or from other agencies. Data from the British Transport Police, the Ministry of Defence Police, the Civil Nuclear Constabulary, the States of Jersey Police and the National Crime Agency is not included in this report.

The barred list legislation requires Home Office forces to provide details to the College of Policing of regular police officers, members of the Special Constabulary and police staff members who have been dismissed while serving, or after having retired or resigned. When the barred list legislation came into effect, a change in police regulations permitted officers to retire or resign while under gross misconduct investigation. The same legislation ([The Police \(Conduct, Complaints and Misconduct and Appeal Tribunal\) \(Amendment\) Regulations 2017](#)) allows forces to continue conduct proceedings even when an officer has left the force and to find that the officer would have been dismissed if they were still serving.

There is no legislation that prevents members of police staff from retiring or resigning while under investigation for gross misconduct. Forces are not under a regulatory obligation to hold post-employment hearings. It is up to the force to decide whether such a post-employment hearing, convened according to local employment practices, should be held to determine if the individual would have been dismissed and should be placed on the barred list.

- [Read more about the barred list](#)

## Barred list figures

### Police officers

#### Total police officer dismissals

Table 1: Regular police officers (excluding members of the Special Constabulary) placed on the barred list between 1 April 2022 and 31 March 2023

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon and Somerset	6	2	0	8
Bedfordshire	2	2	1	5

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Cambridgeshire	5	3	1	9
Cheshire	1	3	0	4
City of London	1	1	0	2
Cleveland	4	6	0	10
Cumbria	0	1	0	1
Derbyshire	0	1	0	1
Devon and Cornwall	4	5	0	9
Dorset	0	2	0	2
Durham	1	1	0	2
Dyfed-Powys	1	0	0	1
Essex	2	11	1	14
Gloucestershire	1	1	0	2
Greater Manchester	15	16	1	32

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Gwent	4	1	1	6
Hampshire	0	0	0	0
Hertfordshire	4	7	0	11
Humberside	2	10	0	12
Kent	2	7	0	9
Lancashire	4	4	0	8
Leicestershire	1	6	0	7
Lincolnshire	2	3	0	5
Merseyside	3	6	0	9
Metropolitan	42	45	1	88
Norfolk	0	3	0	3
North Wales	3	2	0	5
North Yorkshire	2	3	0	5
Northamptonshire	3	10	0	13

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Northumbria	6	2	0	8
Nottinghamshire	4	9	0	13
South Wales	2	4	1	7
South Yorkshire	4	3	0	7
Staffordshire	1	1	0	2
Suffolk	1	2	0	3
Surrey	4	3	0	7
Sussex	6	8	1	15
Thames Valley	2	9	0	11
Warwickshire	1	0	0	1
West Mercia	3	2	0	5
West Midlands	4	15	0	19
West Yorkshire	4	6	0	10
Wiltshire	2	1	0	3

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
All forces	159	227	8	394

In total, 1,505 regular police officers have been added to the barred list between its introduction on 15 December 2017 and the end of this reporting period on 31 March 2023.

Table 2: Regular police officers placed on the barred list between 15 December 2017 and 31 March 2023

Force	Dec 2017						Total
	- Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	
Avon and Somerset	1	9	9	13	8	8	48
Bedfordshire	0	7	4	5	5	5	26
Cambridgeshire	2	0	4	3	2	9	20
Cheshire	2	1	3	2	2	4	14
City of London	0	1	0	1	0	2	4
Cleveland	1	3	0	0	6	10	20
Cumbria	0	0	3	1	2	1	7

Force	Dec 2017	2018-19	2019-20	2020-21	2021-22	2022-23	Total
	- Mar 2018						
Derbyshire	2	4	3	4	0	1	14
Devon and Cornwall	2	7	1	10	10	9	39
Dorset	1	2	5	2	4	2	16
Durham	1	2	1	0	1	2	7
Dyfed-Powys	1	2	3	4	2	1	13
Essex	3	14	6	7	12	14	56
Gloucestershire	0	1	2	2	1	2	8
Greater Manchester	5	7	8	6	13	32	71
Gwent	2	6	1	7	1	6	23
Hampshire	1	1	2	11	7	0	22
Hertfordshire	2	4	2	10	12	11	41
Humberside	2	7	5	7	11	12	44

Force	Dec 2017	2018-19	2019-20	2020-21	2021-22	2022-23	Total
	Mar 2018						
Kent	3	5	7	10	5	9	39
Lancashire	2	3	3	6	4	8	26
Leicesters	0	7	6	3	9	7	32
Lincolnshire	1	4	3	3	3	5	19
Merseyside	2	6	5	3	13	9	38
Metropolitan	16	47	54	50	58	88	313
Norfolk	0	2	1	6	2	3	14
North Wales	1	1	4	3	2	5	16
North Yorkshire	1	1	0	3	7	5	17
Northamptonshire	1	6	5	2	3	13	30
Northumbria	0	5	5	4	7	8	29
Nottinghamshire	0	7	6	10	9	13	45

Force	Dec 2017	2018-19	2019-20	2020-21	2021-22	2022-23	Total
	- Mar 2018						
South Wales	1	8	8	11	10	7	45
South Yorkshire	0	6	4	5	3	7	25
Staffordsh	0	2	3	4	1	2	12
Suffolk	3	0	0	2	0	3	8
Surrey	1	4	5	2	7	7	26
Sussex	3	11	7	5	12	15	53
Thames Valley	5	19	12	9	13	11	69
Warwicksh	0	1	2	4	1	1	9
West Mercia	0	4	4	2	6	5	21
West Midlands	0	18	18	11	11	19	77
West Yorkshire	2	7	8	3	11	10	41

Force	Dec 2017	2018-19	2019-20	2020-21	2021-22	2022-23	Total
	Mar 2018						
Wiltshire	0	1	0	1	3	3	8
All forces	70	253	232	257	299	394	1,505

### Dismissals by police officer rank

Table 3: Ranks of regular police officers placed on the barred list between 1 April 2022 and 31 March 2023

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	131	206	5	342
Sergeant	18	17	1	36
Inspector	4	4	1	9
Chief inspector	3	0	0	3
Superintendent	1	1	0	2
Chief superintendent	1	0	1	2
Chief officer	0	0	0	0

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
All ranks	158	228	8	394

### Breaches of standards of professional behaviour

Table 4 presents the different breaches of the standards of professional behaviour, as outlined in [Schedule 2 of the Police \(Conduct\) Regulations 2020](#), that were recorded for the dismissals of regular police officers.

The number of reasons recorded (701) was greater than the number of officers dismissed (394), because several breaches of the standards of professional behaviour can be recorded for a single dismissal. All categories were based on descriptions of the misconduct found at the hearing and reported to the College.

Table 4: Categories of the breaches of the standards of professional behaviour by regular police officers placed on the barred list between 1 April 2022 and 31 March 2023

Standards of professional behaviour breached	Number of instances
Authority, respect and courtesy	113
Challenging and reporting improper behaviour	6
Conduct or discreditable conduct	265
Confidentiality	26
Duties and responsibilities	45

Standards of professional behaviour breached	Number of instances
Equality and diversity	26
Fitness for work	9
Honesty and integrity	152
Orders and instructions	42
Use of force	17
All standards of professional behaviour breached	701

### Reasons for police officer dismissals

Table 5 presents the categories that were recorded for the dismissal of regular police officers. Categories will change yearly based on the misconduct reported.

The number of reasons recorded (523) was greater than the number of officers dismissed (394) because some categories overlapped into others. All categories were based on descriptions of the conduct that were reported to the College.

Year-on-year breaches have not been added, as categories change. [See previous annual reports with this information.](#)

Table 5: Categories of dismissal for regular police officers placed on the barred list between 1 April 2022 and 31 March 2023

Categories for dismissal	Number of instances
--------------------------	---------------------

<b>Abuse of authority</b>	15
<b>Abuse of position for sexual purpose</b>	28
<b>Alcohol-related behaviour</b>	7
<b>Assault (domestic)</b>	6
<b>Assault (other)</b>	24
<b>Assisting an offender</b>	0
<b>Child sexual offence</b>	11
<b>Coercive or controlling behaviour</b>	7
<b>Corruption</b>	1
<b>Criminal damage</b>	4
<b>Discriminatory behaviour</b>	41
<b>Dishonesty</b>	75
<b>Domestic abuse or harassment</b>	5
<b>Drink driving</b>	18
<b>Driving offences</b>	8
<b>Drugs</b>	21

<b>Extreme pornography</b>	6
<b>Failure to supervise or report wrongdoing</b>	6
<b>False allegations</b>	1
<b>False imprisonment</b>	1
<b>Fraudulent behaviour</b>	12
<b>Grooming</b>	1
<b>Harassment (other)</b>	6
<b>Inappropriate communications</b>	34
<b>Inappropriate relationships (notifiable associations)</b>	9
<b>Inappropriate relationship</b>	8
<b>Indecent images of children</b>	12
<b>Kidnap</b>	0
<b>Malicious communication</b>	1
<b>Manslaughter</b>	1
<b>Member of proscribed organisation</b>	0
<b>Misconduct in public office</b>	4

<b>Murder or attempt murder</b>	1
<b>Obstructing a police officer</b>	1
<b>Perverting or attempt to pervert the course of justice</b>	5
<b>Poor performance or attendance</b>	3
<b>Powers, policies or procedures</b>	31
<b>Prohibited or offensive weapon</b>	1
<b>Public order offences</b>	3
<b>Rape</b>	3
<b>Sexual offences or misconduct</b>	51
<b>Soliciting</b>	1
<b>Stalking</b>	2
<b>Theft</b>	11
<b>Unlawful access or disclosure of information</b>	35
<b>Voyeurism</b>	2
<b>Witness intimidation</b>	0

All categories of dismissal

523

## Special Constabulary

### Total Special Constabulary dismissals

Table 6: Special Constabulary officers placed on the barred list between 1 April 2022 and 31 March 2023

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon and Somerset	0	2	0	2
Bedfordshire	0	2	0	2
Cambridgeshire	0	0	0	0
Cheshire	0	1	0	1
City of London	0	1	0	1
Cleveland	0	0	0	0
Cumbria	0	0	0	0
Derbyshire	0	0	0	0
Devon and Cornwall	1	1	0	2

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Dorset	0	0	0	0
Durham	0	0	0	0
Dyfed-Powys	0	0	0	0
Essex	1	0	0	1
Gloucestershire	0	0	0	0
Greater Manchester	0	2	0	2
Gwent	0	0	0	0
Hampshire	0	0	0	0
Hertfordshire	0	0	0	0
Humberside	0	0	0	0
Kent	0	0	0	0
Lancashire	0	0	0	0
Leicestershire	0	0	0	0
Lincolnshire	0	1	0	1

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Merseyside	0	0	0	0
Metropolitan	4	5	0	9
Norfolk	0	0	0	0
North Wales	0	1	0	1
North Yorkshire	0	0	0	0
Northamptonshire	0	3	0	3
Northumbria	0	0	0	0
Nottinghamshire	0	0	0	0
South Wales	0	0	0	0
South Yorkshire	1	0	0	1
Staffordshire	0	0	0	0
Suffolk	0	0	0	0
Surrey	1	1	0	2
Sussex	0	0	0	0

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Thames Valley	0	2	0	2
Warwickshire	0	0	0	0
West Mercia	0	0	0	0
West Midlands	0	0	0	0
West Yorkshire	0	2	0	2
Wiltshire	2	0	0	2
All forces	10	24	0	34

In total, 163 members of the Special Constabulary have been added to the barred list between its introduction on 15 December 2017 and the end of this reporting period on 31 March 2023. This is broken down by force in table 7.

Table 7: Special Constabulary officers placed on the barred list by force per reporting periods

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	Total
Avon and Somerset	0	1	1	3	1	2	8
Bedfordsh	0	0	1	1	0	2	4

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	Total
Cambridge	0	0	0	1	3	0	4
Cheshire	0	0	1	0	0	1	2
City of London	0	0	0	0	0	1	1
Cleveland	0	0	0	0	1	0	1
Cumbria	0	0	0	0	0	0	0
Derbyshire	0	1	0	0	1	0	2
Devon and Cornwall	0	2	2	0	2	2	8
Dorset	0	0	0	1	1	0	2
Durham	0	0	0	0	0	0	0
Dyfed-Powys	0	0	0	1	1	0	2
Essex	0	2	0	2	4	1	9
Gloucester	0	0	1	0	0	0	1

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	Total
Greater Manchester	0	3	1	1	2	2	9
Gwent	0	0	0	0	0	0	0
Hampshire	0	1	0	1	1	0	3
Hertfordshire	0	0	0	1	0	0	1
Humberside	0	2	1	1	1	0	5
Kent	0	1	1	2	0	0	4
Lancashire	0	0	0	1	0	0	1
Leicestershire	0	1	1	1	1	0	4
Lincolnshire	0	0	3	0	1	1	5
Merseyside	0	1	1	0	2	0	4
Metropolitan	1	9	8	2	5	9	34
Norfolk	0	0	0	0	1	0	1
North Wales	0	0	0	0	0	1	1

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	Total
North Yorkshire	0	0	0	0	0	0	0
Northampton	0	1	4	3	2	3	13
Northumbria	0	1	0	0	0	0	1
Nottingham	0	0	0	3	2	0	5
South Wales	0	1	0	2	2	0	5
South Yorkshire	0	0	0	0	0	1	1
Staffordshire	1	0	1	0	0	0	2
Suffolk	0	0	0	0	0	0	0
Surrey	0	0	0	0	0	2	2
Sussex	0	0	0	0	0	0	0
Thames Valley	1	0	2	0	1	2	6
Warwickshire	0	0	0	2	1	0	3

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	Total
West Mercia	0	0	0	0	0	0	0
West Midlands	0	0	0	0	0	0	0
West Yorkshire	0	1	2	0	0	2	5
Wiltshire	0	0	1	0	1	2	4
All forces	3	28	32	29	37	34	163

### Outcomes by Special Constabulary rank

Table 8: Ranks of Special Constabulary officers placed on the barred list between 1 April 2022 and 31 March 2023

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	10	21	0	31
Sergeant	0	1	0	1
Inspector	0	1	0	1

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Chief inspector	0	0	0	0
Superintendent	0	1	0	1
Chief superintendent	0	0	0	0
Chief officer	0	0	0	0
All ranks	10	24	0	34

### Breaches of standards of professional behaviour

Table 9 presents the different breaches of the standards of professional behaviour, as outlined in **Schedule 2 of the Police (Conduct) Regulations 2020**, that were recorded for the dismissals of Special Constabulary officers.

The number of reasons recorded (74) was greater than the number of officers dismissed (34), because several breaches of the standards of professional behaviour can be recorded for a single dismissal.

All categories were based on descriptions of the misconduct found at the hearing and reported to the College.

Table 9: Categories of the breaches of the standards of professional behaviour by Special Constabulary officers placed on the barred list between 1 April 2022 and 31 March 2023

Standards of professional behaviour breached	Number of instances
--	---------------------

Authority, respect and courtesy	7
Challenging and reporting improper behaviour	1
Conduct or discreditable conduct	33
Confidentiality	9
Duties and responsibilities	5
Equality and diversity	2
Fitness for work	1
Honesty and integrity	11
Orders and instructions	5
Use of force	0
All standards of professional behaviour breached	74

### Reasons for Special Constabulary dismissals

Table 10 presents the categories that were recorded for the dismissal of Special Constabulary officers. Categories will change yearly based on the misconduct reported.

The number of reasons recorded (51) was greater than the number of officers dismissed (34) because some categories overlapped into others. All categories were based on descriptions of the conduct that were reported to the College.

Year-on-year breaches have not been added, as categories change. [See previous annual reports with this information.](#)

Table 10: Categories of dismissal for Special Constabulary officers placed on the barred list between 1 April 2022 and 31 March 2023

Categories of dismissal	Number of instances
Abuse of authority	1
Abuse of position for sexual purpose	0
Alcohol-related behaviour	1
Assault (domestic)	0
Assault (other)	4
Assisting an offender	0
Child sexual offence	1
Coercive or controlling behaviour	0
Corruption	0
Criminal damage	0
Discriminatory behaviour	3
Dishonesty	8
Domestic abuse or harassment	1

Categories of dismissal	Number of instances
Drink driving	1
Driving offences	1
Drugs	0
Extreme pornography	1
Failure to supervise or report wrongdoing	2
False allegations	0
False imprisonment	0
Fraudulent behaviour	4
Grooming	0
Harassment (other)	0
Inappropriate communications	4
Inappropriate relationships (notifiable associations)	0
Inappropriate relationship	0
Indecent images of children	5
Kidnap	0

Categories of dismissal	Number of instances
Malicious communication	0
Manslaughter	0
Member of proscribed organisation	0
Misconduct in public office	0
Murder or attempt murder	0
Obstructing a police officer	0
Perverting or attempt to pervert the course of justice	0
Poor performance or attendance	0
Powers, policies or procedures	6
Prohibited or offensive weapon	1
Public order offences	0
Rape	0
Sexual offences or misconduct	2
Soliciting	0
Stalking	0

Categories of dismissal	Number of instances
Theft	0
Unlawful access or disclosure of information	5
Voyeurism	0
Witness intimidation	0
<b>Total</b>	<b>51</b>

## Police staff

### Total police staff dismissals

Table 11: Police staff placed on the barred list between 1 April 2022 and 31 March 2023

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon and Somerset	2	5	0	7
Bedfordshire	0	0	0	0
Cambridgeshire	0	0	0	0
Cheshire	1	2	0	3
City of London	0	0	0	0

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Cleveland	3	0	0	3
Cumbria	1	0	0	1
Derbyshire	1	3	0	4
Devon and Cornwall	1	0	0	1
Dorset	2	6	0	8
Durham	1	1	0	2
Dyfed-Powys	1	0	0	1
Essex	3	2	0	5
Gloucestershire	1	1	0	2
Greater Manchester	3	12	0	15
Gwent	1	0	0	1
Hampshire	2	1	0	3
Hertfordshire	1	3	0	4

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Humberside	0	7	0	7
Kent	3	4	0	7
Lancashire	2	0	0	2
Leicestershire	2	3	0	5
Lincolnshire	2	0	0	2
Merseyside	2	1	1	4
Metropolitan	12	6	0	18
Norfolk	1	0	0	1
North Wales	0	0	0	0
North Yorkshire	0	0	0	0
Northamptonshire	1	2	0	3
Northumbria	2	1	0	3
Nottinghamshire	1	2	0	3
South Wales	4	3	0	7

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
South Yorkshire	1	2	0	3
Staffordshire	1	0	0	1
Suffolk	1	1	0	2
Surrey	0	1	0	1
Sussex	0	3	0	3
Thames Valley	3	5	1	9
Warwickshire	1	0	0	1
West Mercia	2	2	0	4
West Midlands	5	5	0	10
West Yorkshire	5	4	1	10
Wiltshire	3	1	0	4
All forces	78	89	3	170

In total, 755 members of police staff have been added to the barred list between its introduction on 15 December 2017 and the end of this reporting period on 31 March 2023. This is broken down by force in table 12.

Table 12: Police staff placed on the barred list by force per reporting periods

Force	Dec 2017	2018-19	2019-20	2020-21	2021-22	2022-23	Total
	- Mar 2018						
Avon and Somerset	1	8	10	10	5	7	41
Bedfordshire	0	2	0	3	2	0	7
Cambridgeshire	0	1	1	1	1	0	4
Cheshire	0	0	2	4	3	3	12
City of London	1	0	0	1	0	0	2
Cleveland	0	0	1	1	0	3	5
Cumbria	1	2	0	3	0	1	7
Derbyshire	0	2	2	0	2	4	10
Devon and Cornwall	2	2	2	2	0	1	9
Dorset	0	0	2	2	3	8	15
Durham	0	2	0	0	0	2	4

Force	Dec 2017	2018-19	2019-20	2020-21	2021-22	2022-23	Total
	- Mar 2018						
Dyfed-Powys	0	0	2	0	0	1	3
Essex	2	3	5	10	10	5	35
Gloucestershire	0	0	1	1	1	2	5
Greater Manchester	1	1	9	5	11	15	42
Gwent	0	1	0	0	0	1	2
Hampshire	1	5	3	4	6	3	22
Hertfordshire	2	0	6	2	3	4	17
Humbershire	3	4	8	9	5	7	36
Kent	2	6	10	14	3	7	42
Lancashire	0	0	1	1	1	2	5
Leicestershire	1	3	9	1	0	5	19
Lincolnshire	0	2	0	2	4	2	10
Merseyside	2	8	2	8	8	4	32

Force	Dec 2017	2018-19	2019-20	2020-21	2021-22	2022-23	Total
	- Mar 2018						
Metropolitan	1	12	14	11	14	18	70
Norfolk	1	2	0	1	0	1	5
North Wales	1	0	2	2	1	0	6
North Yorkshire	0	2	1	1	0	0	4
Northamptonshire	0	3	0	3	3	3	12
Northumbria	1	3	3	6	4	3	20
Nottinghamshire	2	4	2	9	6	3	26
South Wales	1	1	2	2	2	7	15
South Yorkshire	0	2	6	5	4	3	20
Staffordshire	0	0	1	3	0	1	5
Suffolk	2	6	0	2	1	2	13
Surrey	0	0	2	4	1	1	8

Force	Dec 2017	2018-19	2019-20	2020-21	2021-22	2022-23	Total
	Mar 2018						
Sussex	0	3	8	6	9	3	29
Thames Valley	1	4	4	6	3	9	27
Warwicksh	0	1	1	4	3	1	10
West Mercia	0	7	3	2	3	4	19
West Midlands	0	1	2	11	13	10	37
West Yorkshire	1	5	4	4	5	10	29
Wiltshire	1	2	1	1	5	4	14
All forces	31	110	132	167	145	170	755

### Breaches of standards of professional behaviour

Table 13 presents the different breaches of the standards of professional behaviour, as outlined in the [Police Staff Council joint circular no. 54](#), that were recorded for the dismissal of police staff.

The number of reasons recorded (348) was greater than the number of staff members dismissed (170), because several breaches could have been recorded for each dismissal. All categories are based on descriptions of the misconduct found at the hearing and reported to the College.

Table 13: Categories of the breaches of the standards of professional behaviour by police staff placed on the barred list between 1 April 2022 and 31 March 2023

Standards of professional behaviour breached	Number of instances
Authority, respect and courtesy	44
Challenging and reporting improper behaviour	5
Conduct or discreditable conduct	128
Confidentiality	28
Duties and responsibilities	18
Equality and diversity	27
Fitness for work	12
Honesty and integrity	62
Orders and instructions	23
Use of force	1
All standards of professional behaviour breached	348

### Reasons for police staff dismissals

Table 14 presents the categories that were recorded for the dismissal of police staff. Categories will change yearly based on the misconduct reported.

The number of reasons recorded (210) was greater than the number of police staff dismissed (170) because some categories overlapped into others. All categories were based on descriptions of the conduct that were reported to the College.

Year-on-year breaches have not been added, as categories change. [See previous annual reports with this information.](#)

Table 14: Categories of dismissal for police staff placed on the barred list between 1 April 2022 and 31 March 2023

Categories for dismissal	Number of instances
Abuse of authority	2
Abuse of position for sexual purpose	7
Alcohol-related behaviour	1
Assault (domestic)	0
Assault (other)	7
Assisting an offender	1
Child sexual offence	2
Coercive or controlling behaviour	0
Corruption	0
Criminal damage	2

Categories for dismissal	Number of instances
Discriminatory behaviour	10
Dishonesty	22
Domestic abuse or harassment	1
Drink driving	18
Driving offences	3
Drugs	17
Extreme pornography	1
Failure to supervise or report wrongdoing	0
False allegations	0
False imprisonment	0
Fraudulent behaviour	5
Grooming	0
Harassment (other)	5
Inappropriate communications	4
Inappropriate relationships (notifiable associations)	7

Categories for dismissal	Number of instances
Inappropriate relationship	0
Indecent images of children	5
Kidnap	0
Malicious communication	0
Manslaughter	0
Member of proscribed organisation	0
Misconduct in public office	0
Murder or attempt murder	0
Obstructing a police officer	0
Perverting or attempt to pervert the course of justice	0
Poor performance or attendance	5
Powers, policies or procedures	23
Prohibited or offensive weapon	0
Public order offences	5
Rape	0

Categories for dismissal	Number of instances
Sexual offences or misconduct	16
Soliciting	2
Stalking	3
Theft	35
Unlawful access or disclosure of information	0
Voyeurism	1
Witness intimidation	0
All categories for dismissal	210

## Ethnicity and gender of dismissed officers and staff

The figures presented in the following tables summarise the information sent by police forces to the College on the protected characteristics of officers and staff placed on the barred list between 1 April 2022 and 31 March 2023.

The 'Prefer not to say / not recorded' field relates to data that was not provided to the College.

Table 15: The ethnicity of those placed on the barred list between 1 April 2022 and 31 March 2023

Ethnicity	Police officers and	Police staff	Total
	Special Constabulary		

<b>Ethnic minority background</b>	57	22	79
<b>Prefer not to say / not recorded</b>	30	10	40
<b>White background</b>	341	138	479
<b>All ethnicity information</b>	428	170	598

Table 16: The gender of those placed on the barred list between 1 April 2022 and 31 March 2023

<b>Gender</b>	<b>Police officers and Special Constabulary</b>	<b>Police staff</b>	<b>Total</b>
<b>Female</b>	61	65	126
<b>Male</b>	337	101	438
<b>Prefer not to say / not recorded</b>	29	4	33
<b>Prefer to self-describe</b>	1	0	1
<b>All gender information</b>	428	170	598

## Publication of information

The legislation requires the College to publish specified information in relation to officers and former officers (including members of the Special Constabulary) who are dismissed for gross misconduct, as outlined in [The Police Barred List and Police Advisory List Regulations 2017](#). The legislation does not provide for the publication of specified information relating to police staff members who are similarly dismissed.

The College must not publish any of the specified information in instances where publishing some or all of that information:

- would be against the interest of national security
- might prejudice the investigation or prosecution of a criminal offence or any civil proceedings
- would result in a significant risk of harm to any person

Of the 428 regular police officers and members of the Special Constabulary placed on the barred list in this reporting period following a gross misconduct dismissal, 17 officers were granted exemptions relating to the points above. Some of these names will be published in the future following the conclusion of criminal or civil proceedings where there is no longer a risk of prejudice to ongoing investigations.

## Tags

Barred list