



Home Office

Official Statistics

Police misconduct, England and Wales: year ending 31 March 2024

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Introduction

Following the introduction of new legislation in February 2020 to strengthen the police discipline system, the Home Office expanded its data collection and established this standalone statistical series. The data is 'Official Statistics in Development' to acknowledge that they are undergoing development and should be interpreted with caution.

Key findings

Misconduct proceedings [\[footnote 1\]](#)

Key findings (cases finalised in the year ending 31 March 2024):

Comparison to year ending 31 March 2023:

A total of 1,698 individuals were referred to formal misconduct proceedings as a result of all cases (police complaints, conduct matters and recordable conduct matters) finalised by the 43 territorial police forces in England and Wales in the year ending 31 March 2024.

The number of individuals referred to formal misconduct proceedings increased by 31% compared with the year ending 31 March 2023.

Of these 1,698 individuals referred to misconduct proceedings, 1,312 were police officers and 386 were police staff.

The number of police officers referred to formal misconduct proceedings increased by 35% for police officers and the number of police staff referred to formal misconduct proceedings by 18%.

The most common proceedings type for officers was a misconduct meeting, with 45% of officers (585) referred to a meeting (of the 1,312 officers referred to misconduct proceedings).

A smaller proportion of officers (45%) were referred to a misconduct meeting at the proceedings stage, compared to 53% in the year ending 31 March 2023.

Of the 585 police officers referred to a misconduct meeting, misconduct was found proven for 448 officers, over three-quarters (77%).

Misconduct was found proven for a smaller proportion of referred individuals (77%) compared to 79% in the previous year.

Almost a third (31%) of officers were referred to a misconduct hearing (403 of the 1,312 officers referred to misconduct proceedings).

A larger proportion of officers were referred to a misconduct hearing (31%) compared with the year ending 31 March 2023 (27%).

Of the 403 police officers referred to a hearing, gross misconduct was found proven for three-quarters (74%) (298) of officers and misconduct was found proven for 9% (37) of officers.

Gross misconduct was found proven in a lower proportion of officers referred to a hearing (74%) compared to the year ending 31 March 2023 (78%). Proven misconduct remained stable at 9% of individuals.

A further quarter (25%) of officers were referred to an accelerated misconduct

A larger proportion of officers were referred to an accelerated misconduct hearing (25%)

Key findings (cases finalised in the year ending 31 March 2024):	Comparison to year ending 31 March 2023:
hearing (324 of the 1,312 officers referred to misconduct proceedings).	compared to the year ending 31 March 2023 (19%).
Of the 324 police officers referred to an accelerated hearing, gross misconduct was found proven for 99% (321) of officers.	The proportion of proven gross misconduct remains stable against the previous year.

Allegations

These statistics cover 3 distinct categories of allegations: police complaints by the public^[footnote 2], conduct matters raised internally^[footnote 3] and recordable conduct matters^[footnote 4].

Key findings (cases finalised in the year ending 31 March 2024):	Comparison to year ending 31 March 2023:
Of the 97,063 police officer Schedule 3 complaint allegations finalised, 1,884 allegations (2%) were investigated subject to Special Procedures. ¹	The number of finalised allegations investigated subject to Special Procedures has increased by 14%, though remains stable as a proportion of all Schedule 3 complaints (2%).
A total of 859 identifiable police officers were involved in finalised complaint allegations, investigated subject to Special Procedures, equivalent to 0.6% of all officers in post.	The proportion of all officers in post, involved in finalised complaint allegations investigated subject to Special Procedures is similar to the year ending 31 March 2023 (0.5%).
A total of 7,630 conduct matter allegations involving police officers were finalised.	There has been an increase in number of police officer conduct matter allegations finalised (42%) against the previous year (5,363 allegations).
A total of 4,486 identifiable police officers were involved in finalised conduct matter allegations, equivalent to 2.9% of all officers in post.	The proportion of all officers in post involved in finalised conduct matter allegations has increased from 2.1% against the previous year (3,188 identifiable police officers).

Key findings (cases finalised in the year ending 31 March 2024):

Comparison to year ending 31 March 2023:

A total of 3,694 recordable conduct matter allegations involving police officers were finalised.

There has been an increase in the number of police officer recordable conduct matter allegations finalised (54%) against the previous year (2,402 allegations).

A total of 1,870 identifiable police officers were involved in finalised recordable conduct matter allegations, equivalent to 1.2% of all officers in post.

The proportion of all officers in post, involved in recordable conduct matter allegations finalised has increased slightly in the latest year (from 0.9%).

Across the 3 case types, a total of 4,282 allegations involving officers were deemed to have a case to answer for misconduct or gross misconduct (32% of eligible allegations).

The number of allegations deemed to have a case to answer has increased by 47% since last year (from 2,914). However, this remains stable as a proportion of all allegations (31% in the year ending 31 March 2023).

Across the 3 case types, a total of 3,026 allegations involving officers were referred to misconduct proceedings (71% of allegations with a case to answer).

The number of allegations referred to proceedings has increased by 51% (from 2,001). However, as a proportion of all allegations with a case to answer, the rate is similar (69% in the year ending 31 March 2023).

Notes:

1. Investigations will be subject to Special Procedures if there is an indication that an individual may have committed a criminal offence or behaved in a manner that would justify the bringing of disciplinary proceedings. The majority (98%) of police complaints handled under Schedule 3 are deemed to have not reached the threshold to warrant investigation subject to Special Procedures.

Insights

There has been an increase in the number of cases, individuals and allegations for police officer (including Special Constables) complaints,

conduct matters and recordable conduct matters when comparing to year ending 31 March 2023.

Regionally, the north-west region saw the greatest increase in complaint cases (39%), individuals (36%) and allegations (63%) against the previous year.

Meanwhile, the Yorkshire and the Humber region saw the greatest increase in conduct matter cases (105%), individuals (95%) and allegations (98%).

The increase in recordable conduct matters was more variable by region, due to smaller numbers of these cases. Whilst there have been increases in the volume of allegations finalised across the 3 case types, the proportion of police officers who face complaint allegations (investigated subject to Special Procedures), conduct allegations and recordable conduct allegations, remains relatively small (0.6%, 2.9% and 1.2% respectively). [\[footnote 5\]](#)

Owing to the Police Uplift Programme, the size of the police workforce has grown substantially, with the number of police officers (including Special Constables) growing 15% in headcount terms between 31 March 2019 and 31 March 2023, to 156,407 police officers (including Special Constables). Some forces have highlighted the impact of a larger workforce on volumes of allegations.

As this publication counts allegations at the point they were finalised (and more complex allegations take some time to finalise), the impact of recent growth in the overall workforce may continue to be seen for some time. Further comparisons with the police workforce are made in [chapter 4.4](#) of this publication.

Some forces also highlighted that key events nationally and locally have impacted the level of scrutiny on the police and the willingness of people to report allegations (from both the public and within the police workforce). High profile cases reported in the media, the Channel 4 documentary 'To Catch a Copper', the [Angiolini Inquiry](https://www.angiolini.independent-inquiry.uk/) (<https://www.angiolini.independent-inquiry.uk/>) and [Baroness Casey report](https://www.met.police.uk/police-forces/metropolitan-police/areas/about-us/about-the-met/bcr/baroness-casey-review/) (<https://www.met.police.uk/police-forces/metropolitan-police/areas/about-us/about-the-met/bcr/baroness-casey-review/>) have all been identified by forces as factors affecting both the willingness of people to report allegations and the culture surrounding how police forces handle allegations about the conduct of its workforce.

Several forces have launched internal culture campaigns in order to improve standards, such as the ['This is not who we are' campaign in Avon and Somerset Police](https://www.avonandsomerset.police.uk/news/2023/03/the-decisive-action-avon-and-somerset-police-is-taking-on-culture-and-standards/) (<https://www.avonandsomerset.police.uk/news/2023/03/the-decisive-action-avon-and-somerset-police-is-taking-on-culture-and-standards/>), and have reported an increase in recording of internal conduct cases coinciding with these campaigns.

In response to this changing culture, Professional Standards Departments have grown substantially in order to respond to and manage demand.

Published [Home Office Police workforce statistics](https://www.gov.uk/government/collections/police-workforce-england-and-wales)

(<https://www.gov.uk/government/collections/police-workforce-england-and-wales>)

show that whilst the overall police workforce (including police officers and staff) grew by 16% in FTE terms between 31 March 2019 and 31 March 2023, those working in the Professional Standards function grew by 54%. Forces reported that this increased resource has facilitated the investigation and finalisation of a greater number of cases.

Furthermore, as this publication focuses on cases finalised, timeliness may impact the number of cases finalised in any given year. Some forces reported that with increased resource, the timeliness of conduct investigations has improved, allowing for the finalisation of more cases. Compared with cases finalised in the year ending 31 March 2023, the average (median) number of days taken to finalise conduct matter cases has fallen from 129 days to 111 days in the year ending 31 March 2024. The time taken to finalise recordable conduct matters has increased over this period however (from 253 to 311 days). Further information regarding case timeliness can be found in [chapter 5](#) of this publication.

Due to the increase in the number of allegations finalised, the number of allegations referred to proceedings has also increased, though as a proportion of all complaints (investigated subject to Special Procedures), conduct and recordable conduct allegations, this is similar to the previous year.

An increase in volume of proceedings was observed in all force regions, with the largest increases observed in Wales (106%), London (48%) and eastern regions (41%).

The volume of proceedings as a proportion of officers in post at the start of the financial year, however, remains relatively low, equating to 0.8% of officers (including Special Constables) in the year to 31 March 2024 (a slight increase compared with 0.6% in the year to 31 March 2023).

There has been a shift in the proportion of referrals by proceeding type (meeting, hearing, accelerated hearing) when comparing to year ending 31 March 2023. A greater proportion of individuals were referred to a misconduct hearing and accelerated hearing, with a lower proportion being referred to a misconduct meeting.

A finding of gross misconduct can only be given at a misconduct hearing or accelerated hearing, whereas misconduct can be found at any of the 3 proceeding types. As the percentage increase in misconduct hearings and accelerated hearings involving police officers (52% and 73% respectively) has been greater than that of misconduct meetings (13%), findings of gross misconduct have increased by a greater percentage than misconduct (a 58% and 12% increase respectively). Although the volume of officers found

to have committed gross misconduct has increased, the proportion of all proceedings where gross misconduct or misconduct has been proven remains the same as the previous year (85%).

An increase in the number of hearings and accelerated hearings also coincides with an increase in police officer dismissals. Including officers receiving an outcome of 'would have been dismissed', dismissals have increased by 60% compared with cases finalised in the year ending 31 March 2023. Representing dismissals as a proportion of the overall number of officers in post at the start of the financial year, an equivalent of 0.4% of officers were dismissed, similar to the 0.3% seen in the year ending 31 March 2023.

Previous analysis carried out by the [Home Office as a part of the review into the process of police officer dismissals](https://www.gov.uk/government/publications/police-officer-dismissals-home-office-review) (<https://www.gov.uk/government/publications/police-officer-dismissals-home-office-review>) found that in the year ending 31 March 2022, officers with less than 5 years of service were most likely to be referred to a misconduct hearing, with 47 in every 10,000 referred, compared with between 18 to 35 in every 10,000 for other groups. The analysis also found that those with less than 5 years of service also saw the highest rate of dismissal where gross misconduct was found. It should be noted however that the proportion of officers with less than 5 years of service who were dismissed remains small (0.3%).

Furthermore, published [Home Office Police workforce statistics as at 31 March 2024](https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2024) (<https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2024>) include data on the number of police officers leaving the service, by leaver type and length of service. This similarly shows that officers with less than 5 years of service were most likely to be dismissed, representing 47% of dismissals or contract terminations, despite making up 36% of the police officer workforce as at 31 March 2023. In addition to dismissals for gross misconduct, 'dismissals or contract termination' also includes other routes of dismissal available to forces not included in this publication such as dismissals for gross incompetence (under the [The Police \(Performance\) Regulations 2020](https://www.legislation.gov.uk/uksi/2020/3) (<https://www.legislation.gov.uk/uksi/2020/3>)) or the discharge of police officers during a 2 year probationary period under [Regulation 13 of the Police Regulations 2003](https://www.legislation.gov.uk/uksi/2003/527/regulation/13) (<https://www.legislation.gov.uk/uksi/2003/527/regulation/13>). Regulation 13 provides a process to discharge probationers who are not suitable for the policing profession, enhancing the overall quality of the police service. Some data on the use of dismissal through the police performance and probation processes can be found in the [Home Office as a part of the review into the process of police officer dismissals](https://www.gov.uk/government/publications/police-officer-dismissals-home-office-review) (<https://www.gov.uk/government/publications/police-officer-dismissals-home-office-review>).

Due to the recent Police Uplift Programme recruitment campaign, the number of officers with less than 5 years of service has grown substantially,

from making up 24% of all officers as at 31 March 2019 to 36% as at 31 March 2023.

1. Introduction

This release contains information on the number of police complaints, conduct matters and recordable conduct matters finalised by the 43 territorial police forces in England and Wales in the year ending 31 March 2024.

This publication primarily focuses on those which were referred to misconduct proceedings. Data for all cases referred to misconduct proceedings is presented by: case type, the type of proceeding, the outcome at such proceedings including the level of misconduct found proven and disciplinary actions imposed. Information is also provided on the individuals involved in such proceedings by protected characteristics. See [chapter 2](#) for information on misconduct proceedings.

Following the outcome at misconduct proceedings, officers may appeal to the Police Appeals Tribunal (PAT). Information is presented in this bulletin on the number of appeals made by police officers to the PAT, including whether the appeal was upheld and whether the outcome initially imposed was amended. See [chapter 3](#) for information on PATs.

Not all allegations will be handled at misconduct proceedings; in some allegations there may not have been a case to answer for misconduct, or the allegation was resolved via other means. Information is provided on the total number of police complaint, conduct matter and recordable conduct matter allegations finalised, including those not referred to misconduct proceedings. For all allegations, information is provided on: allegation and breach types, whether there was a case to answer, and the action and result taken. In addition, timeliness measures are presented for how long it took to finalise such cases. See [chapter 4](#) for information on all allegations.

Information is also presented on the number of police complaints, conduct matters and recordable conduct matters, that were finalised in the financial year, which involved criminal proceedings. See [chapter 6](#) for information on criminal proceedings.

These statistics include cases raised under the [Police \(Conduct\) Regulations 2020](#) (<https://www.legislation.gov.uk/ukxi/2020/4/contents>) only, for cases which came to the force's attention on or after 1 February 2020.

Data is provided for both police officers (including special constables) and staff. [\[footnote 6\]](#)[\[footnote 7\]](#) The data in this release can be found in the

accompanying [‘Police misconduct, England and Wales: year ending 31 March 2024’ data tables](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>). This statistical release is also accompanied by new open data tables which include information on misconduct allegation outcomes, [‘Police misconduct, England and Wales open data tables’](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables) (<https://www.gov.uk/government/statistics/police-misconduct-open-data-tables>).

Whilst explanations are provided throughout this release, the [user guide](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics) (<https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics>) to the ‘Police misconduct’ statistical series contains further information about the Police Conduct Regulations and includes a glossary with definitions of key terms used in this publication. It contains further information on the quality and limitations of the data and the ways in which the Home Office engages with users of these statistics.

1.1 Changes in this release

Comparisons with previous releases

Since the introduction of this statistical series (first covering the year ending 31 March 2021), these statistics have been undergoing significant development. This development means that the scope of the statistics has previously undergone significant changes each year to counting methodologies. Full information about these changes is detailed in sections 2.1 and 2.2 of the [user guide](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter2) (<https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter2>) accompanying these statistics.

Due to these significant changes throughout the statistical series to the scope of these statistics, counting methodology and to the way in which data is extracted from the Centurion system, it has previously not been possible to make meaningful comparisons between years. However, there have been no substantial changes in counting methodology between the year ending 31 March 2023 and year ending 31 March 2024. Comparisons between the latest and previous year have therefore been made for the first time in this statistical release. Some caution must still be taken when interpreting comparisons over time. Significant changes were made to the Police (Conduct) and Police (Complaints and Misconduct) Regulations in 2020. These changes meant that processes on how to handle cases from 1 February 2020 onwards differ to cases handled under the old regulations. These statistics therefore only include cases first received on or after 1 February 2020.

Users should bear in mind that this means the totals reported are therefore likely an undercount of all complaints, conduct matters and recordable conduct matters finalised. The scale of cases currently ongoing (which means not finalised) under the old regulations is unknown and not captured in these statistics. We anticipate that the number of remaining cases raised under the old regulations should reduce each year as they are finalised, and as such the scale of the undercount will reduce each year. These year-on-year comparisons therefore do not reflect this diminishing undercount.

Case timeliness statistics show that 97% of conduct matter cases finalised and 94% of recordable conduct matter cases finalised were finalised within 24 months. Of cases not finalised as at 31 March 2024, 88% of conduct cases and 85% of recordable conduct cases had been open for less than 24 months. Therefore, it is expected that the number of cases handled under the previous regulations (and therefore excluded from these statistics) will be relatively low in the years ending 31 March 2023 and 2024.

New content in this release

In addition, this release contains new data sets not previously published on:

- number of complaint allegations investigated subject to special procedures, conduct matter and recordable conduct matter allegations per 1,000 officers, available in [chapter 4.4](#)
- combined case to answer decision (allegation result) and allegation action, available in the [misconduct allegations by action open data table \(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents)
- case to answer decision and allegation action by IOPC allegation type in the [misconduct allegations by type open data table \(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents)
- case to answer decision and allegation action protected characteristics (age, ethnicity, gender) available in the [misconduct allegation by age \(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents), [misconduct allegations by ethnicity \(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents) and [misconduct allegations by gender open data tables \(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents)
- the timeliness of ongoing conduct and recordable conduct matter cases not finalised as at 31 March 2024, [available in table CM7b and RC7b \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
- the number of individuals who faced criminal proceedings (previously data reported on the number of charges brought against police officers and staff), [available in table CR1](#)

<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>

1.2 Official Statistics in Development status

The data is 'Official Statistics in Development' to acknowledge that they are undergoing development and should be interpreted with caution. More information can be found in the [OSR's guidance on producing official statistics in development](https://osr.statisticsauthority.gov.uk/publication/guidance-on-producing-official-statistics-in-development/) (<https://osr.statisticsauthority.gov.uk/publication/guidance-on-producing-official-statistics-in-development/>).

The 'Official Statistics in Development' status provides a clear statement of the nature of the official statistics going through development, with a potentially wider degree of uncertainty in the figures whilst processes are established and verified. Whilst the data requires further development, these statistics do not yet meet the overall standards of 'Official Statistics'.

Where a development has concluded and the production of the statistics is continuing, then the label of 'official statistics in development' should be removed; the statistics should be published as 'official statistics', making sure to describe their strengths and limitations.

The Home Office intends to improve the completeness and quality of the data in future years. The Home Office will continue to work with Professional Standards Departments (PSDs) within police forces to improve the quality of the data and to provide more detailed published statistics in the future. More information can be found in [chapter 3 of the accompanying user guide](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter3) (<https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter3>).

1.3 User engagement

As the data is Official Statistics in Development, the Home Office intends to improve the completeness and quality of the data and aims to provide more detailed published statistics in the future. To enable this, the Home Office continues to engage with key users of these statistics to ensure they are developed to meet user needs. To expand our user reach we have launched a [user engagement survey](https://www.homeofficesurveys.homeoffice.gov.uk/s/HOPoliceMisconductPublicationSurvey/) (<https://www.homeofficesurveys.homeoffice.gov.uk/s/HOPoliceMisconductPublicationSurvey/>) to help shape future publications of these statistics. We want to further identify current users and uses of the data as well as provide a

chance for users to give their suggestions on how the publication can better meet their needs.

More information on user engagement can be found in [chapter 4 of the accompanying user guide \(https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter4\)](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter4).

1.4 Additional notes on these statistics

The Centurion system

The data referred to in this release are obtained from Centurion, an operational tool for the recording and processing of professional standards data within police forces. While the data has undergone quality assurance checks, as with all administrative data sets used for the production of statistics, there are known limitations and quality issues to consider. Data in this report is a reflection of cases as recorded on the Centurion system, and users should bear in mind the limitations associated with the data as highlighted in the accompanying [user guide \(https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics\)](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics) when interpreting the data.

Counting conventions

A single complaint, conduct or recordable conduct case may involve multiple individuals and relate to multiple allegations (each of which may receive different outcomes). For different measures in this series, it may be more appropriate to count the number of distinct cases, distinct individuals or distinct allegations. Section 3.2 of the [user guide \(https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter3\)](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter3) accompanying this release contains further information on the counting conventions used throughout this statistical series and examples of how cases, allegations and individuals are counted.

Recording of conduct matters against police staff

Staff data should be used with caution, as it may be incomplete and not directly comparable across forces. The Conduct Regulations apply only to police officers (including special constables). Members of police staff are governed by misconduct procedures adopted locally by forces. There may be variances between forces in the procedures adopted for handling conduct matters against police staff.

Whilst the majority of police forces use Centurion to record conduct matters against police staff, some forces do not handle police staff discipline within their Professional Standards Departments (PSDs), instead these matters are dealt with by human resource (HR) departments. Matters dealt with by HR departments may not be recorded on Centurion. Some PSDs will record conduct matters against staff on Centurion even though their department is not investigating the case.

Comparisons with statistics published by the Independent Office for Police Conduct (IOPC)

High-level information is included in this statistical release on overall number of complaint cases handled under [Schedule 3 to the Police Reform Act 2002](https://www.legislation.gov.uk/ukpga/2002/30/schedule/3) (<https://www.legislation.gov.uk/ukpga/2002/30/schedule/3>). Police complaints can cover a broad variety of reasons for complaint, including about policing practice and service issues as well as complaints about the conduct of its officers and staff. Where there is an indication that a member of a police force may have committed a criminal offence or behaved in a manner that would justify disciplinary proceedings, allegations must be investigated subject to Special Procedures.

This publication therefore focusses primarily on cases which have reached this threshold and are therefore investigated for misconduct or gross misconduct.

Information on the overall number of complaints handled under Schedule 3 are presented to demonstrate that only a small proportion of these meet the threshold to be investigated subject to Special Procedures. The [Independent Office for Police Conduct \(IOPC\)](https://www.policeconduct.gov.uk/publications-library) (<https://www.policeconduct.gov.uk/publications-library>) collects and publishes data on complaints against the police in England and Wales, handled both under and outside schedule 3. It is recommend that users who are interested in measuring the overall volume of complaints use the IOPC's statistics rather than the Home Office's Police misconduct statistics. Some counting conventions differ between the 2 publications, for more information see [section 6.1](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter6) (<https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter6>) of the user guide accompanying these statistics.

1.5 The police complaints and disciplinary systems

The police complaints and disciplinary systems are key for maintaining confidence in policing, upholding high standards in policing and protecting the public. The systems facilitate the public and those serving within the police to raise concerns about the behaviour of an individual serving with the police. The systems are governed by different pieces of legislation, and

this dictates how a particular matter is handled. This includes differences between the processes involved for police officers and members of police staff.

Police complaints from members of the public, recordable conduct matters and death or serious injury (DSI) matters are handled under the [Police Reform Act 2002](https://www.legislation.gov.uk/ukpga/2002/30/contents) (<https://www.legislation.gov.uk/ukpga/2002/30/contents>) and the [Police \(Complaints and Misconduct\) Regulations 2020](https://www.legislation.gov.uk/uksi/2020/2/contents) (<https://www.legislation.gov.uk/uksi/2020/2/contents>) (the 'Complaints Regulations'), whereas internal conduct matters are currently handled under the [Police \(Conduct\) Regulations 2020](https://www.legislation.gov.uk/uksi/2020/4/contents) (<https://www.legislation.gov.uk/uksi/2020/4/contents>) (the 'Conduct Regulations'). Whilst there are similarities between the systems, there are some distinct differences in how matters are handled.

For allegations referred to misconduct proceedings (the formal process to hear cases initiated when it is determined that an officer or member of police staff has a case to answer for misconduct or gross misconduct), those proceedings are always held under the Conduct Regulations or associated police staff misconduct procedures, regardless of what legislation the matter was investigated under. This means irrespective of whether the allegation was raised through a public complaint, internal conduct matter or recordable conduct matter, if the allegation is investigated and determined that it should be referred to misconduct proceedings, all those which are referred are handled under the same regulations at the misconduct proceedings stage.

Further information about the police complaints and disciplinary systems can be found in the [user guide](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics) (<https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics>) accompanying this release.

2. Misconduct proceedings

2.1 Introduction

Misconduct proceedings are the formal process to hear cases, initiated when it is determined that an officer or member of police staff has a case to answer for misconduct or gross misconduct. For allegations referred to misconduct proceedings, those proceedings are always held under the Conduct Regulations or associated police staff misconduct procedures, regardless of what legislation the matter was investigated under. This

means irrespective of whether the allegation was raised through a public complaint, internal conduct matter, or recordable conduct matter, if the allegation is investigated and determined that it should be referred to misconduct proceedings, it will be handled under the Conduct Regulations.

The proceedings type (meeting, hearing, or accelerated hearing) will depend on the severity of the allegation for which it has been determined that an officer has a case to answer:

- a misconduct meeting is held where there is case to answer in respect of misconduct
- a misconduct hearing is held where there is a case to answer in respect of gross misconduct (or where, at the time of the severity assessment, the individual had a final written warning in place, or had been reduced in rank within the previous 2 years)
- an accelerated hearing is a fast-tracked misconduct hearing held when there is sufficient evidence (on the balance of probabilities) that the conduct of the individual concerned constitutes gross misconduct, and that it is in the public interest that the individual ceases to be a member of the police force without delay

Not all behaviour which falls short of the standards of professional behaviour engages the discipline system and therefore not all allegations are referred to misconduct proceedings. Other processes, such as the Reflective Practice Review Process (RPRP), may be initiated when such behaviour is identified that does not warrant disciplinary action and other processes, such as the Unsatisfactory Performance Procedures (UPP), may be initiated in cases where an individual's performance is considered unsatisfactory. In addition, for some allegations there may not have been a case to answer for misconduct, or the allegation was resolved via other means. This chapter focuses only on allegations which were referred to misconduct proceedings; [chapter 4](#) provides information on how all allegations were handled.

Further information about the 'Conduct Regulations' and definitions for key terms used in this publication can be found in the [user guide](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics) (<https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics>) accompanying this release.

An individual may be subject to multiple misconduct proceedings on different dates; where this is the case, the individual is counted once per proceeding. A proceeding may also cover multiple allegations against the same person; where this is the case, the individual is counted once regardless of the number of allegations raised against them. In a small number of instances where proceedings cover multiple allegations against the same person and the allegations have different outcomes or misconduct level findings, the most severe has been used. Furthermore, the number of individuals may not be the same as the number of proceedings that occur,

as multiple individuals may attend the same proceeding. As each individual may receive their own misconduct finding level and outcome, each individual has been counted separately.

2.2 Individuals referred to misconduct proceedings

A total of 1,698 individuals were referred to formal misconduct proceedings as a result of all cases (police complaints, conduct matters and recordable conduct matters) finalised by the 43 territorial police forces in England and Wales in the year ending 31 March 2024. [\[footnote 8\]](#)

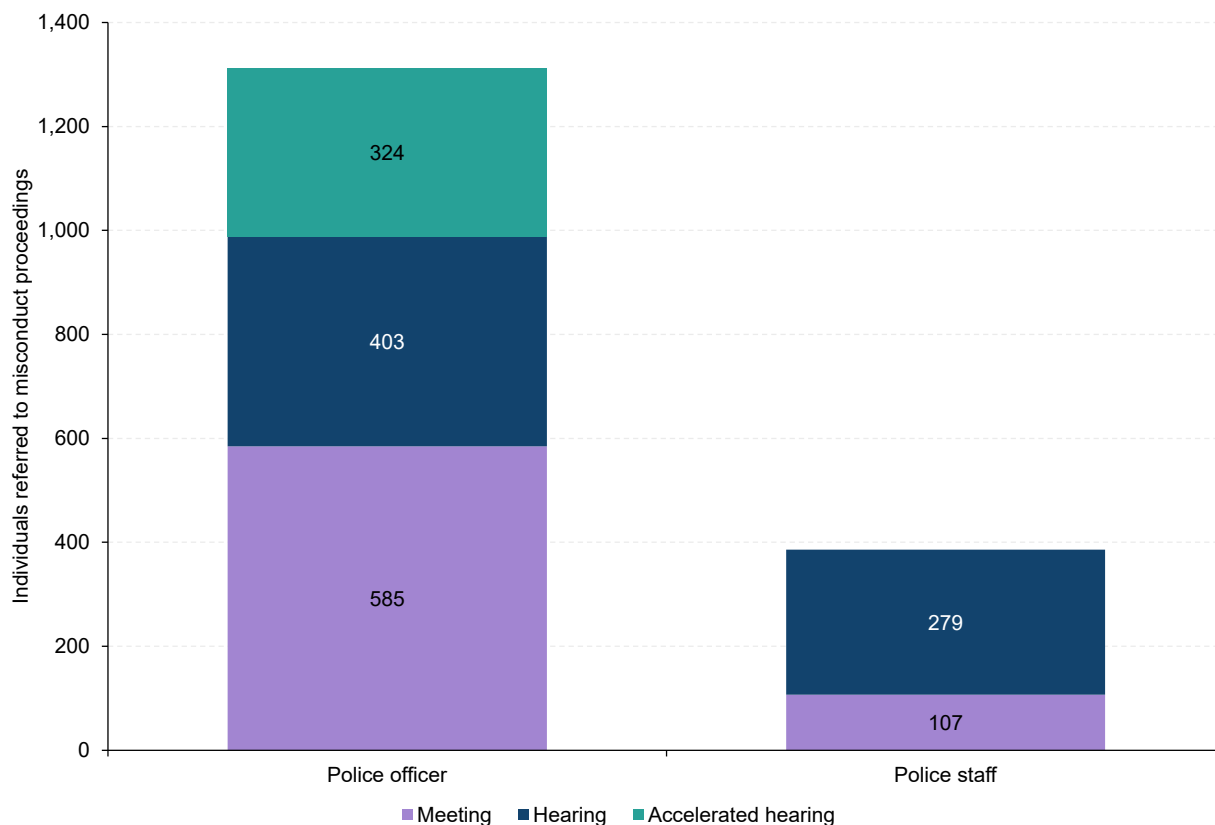
Of these, 1,312 were police officers [\[footnote 9\]](#) and 386 were police staff. Compared with the year ending 31 March 2023, the total number of individuals referred to misconduct proceedings has increased by 31% (from 1,300), with a 35% increase for police officers (from 972 to 1,312), and an 18% increase for staff (from 328 to 386). [\[footnote 10\]](#)

There were 156,407 police officers (including special constables) in post as at 31 March 2023, which equates to 84 officers being referred to misconduct proceedings per 10,000 (headcount). [\[footnote 11\]](#) Of the 93,505 police staff (including designated officers and PCSOs) in post as at 31 March 2023, this equates to 41 members of police staff referred to misconduct proceedings per 10,000 (headcount). As stated in section 1.5, this figure may slightly underrepresent the actual count due to differences in how conduct matters are handled for police staff compared to officers. For more details, please see [section 1.5](#).

Figure 2.1 shows the proceedings type for police officers and staff, for misconduct proceedings finalised in the year ending 31 March 2024. The most common proceedings type for officers was a misconduct meeting, with 45% of officers referred to a meeting (585 out of 1,312). A further 31% of officers were referred to a misconduct hearing (403 out of 1,312), and 25% of officers were referred to an accelerated misconduct hearing (324 out of 1,312). [\[footnote 12\]](#)

The proportions for different proceeding types have changed slightly compared to year ending 31 March 2023. In the latest year, a higher proportion of individuals were referred to accelerated hearings (from 19% to 25%), and hearings (27% to 31%), and a lower proportion referred to meetings (from 53% to 45%) for years ending 31 March 2023 and 2024 respectively. [\[footnote 13\]](#)

Figure 2.1: Proceedings type for individuals referred to misconduct proceedings, cases finalised year ending 31 March 2024, England and Wales



Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table MP2](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>

Notes:

1. An individual may be subject to multiple proceedings on different dates. Where this is the case, the individual will be counted per proceeding.
2. A proceeding may involve multiple allegations against the same person.
3. The number of individuals may not be the same as the number of proceedings that occur as multiple individuals may attend the same proceeding. As each individual may receive their own misconduct finding level and outcome each individual has been counted separately.

For police staff referred to proceedings, the most common referral to a proceedings type was a misconduct hearing (72% or 279 out of 386). The remaining 28% (107 out of 386) referred to misconduct proceedings were referred to a misconduct meeting. Police staff cannot be referred to an accelerated hearing.

Compared to year ending 31 March 2023, the proportions for proceeding route have remained similar (within one percentage point): from 73% to 72% for misconduct hearings, and from 27% to 28% for misconduct meetings for years ending 31 March 2023 and 2024 respectively. [\[footnote 14\]](#)

2.3 Misconduct level findings

The persons conducting the misconduct proceedings will consider the facts of the case and will decide (on the balance of probabilities) whether the officer's conduct amounted to gross misconduct, misconduct, or no misconduct. This is known as the 'misconduct level finding'.

Proceedings involving police officers

Of the cases finalised in the year ending 31 March 2024, the misconduct level finding was known for all 1,312 officers referred to misconduct proceedings in England and Wales. Of these:

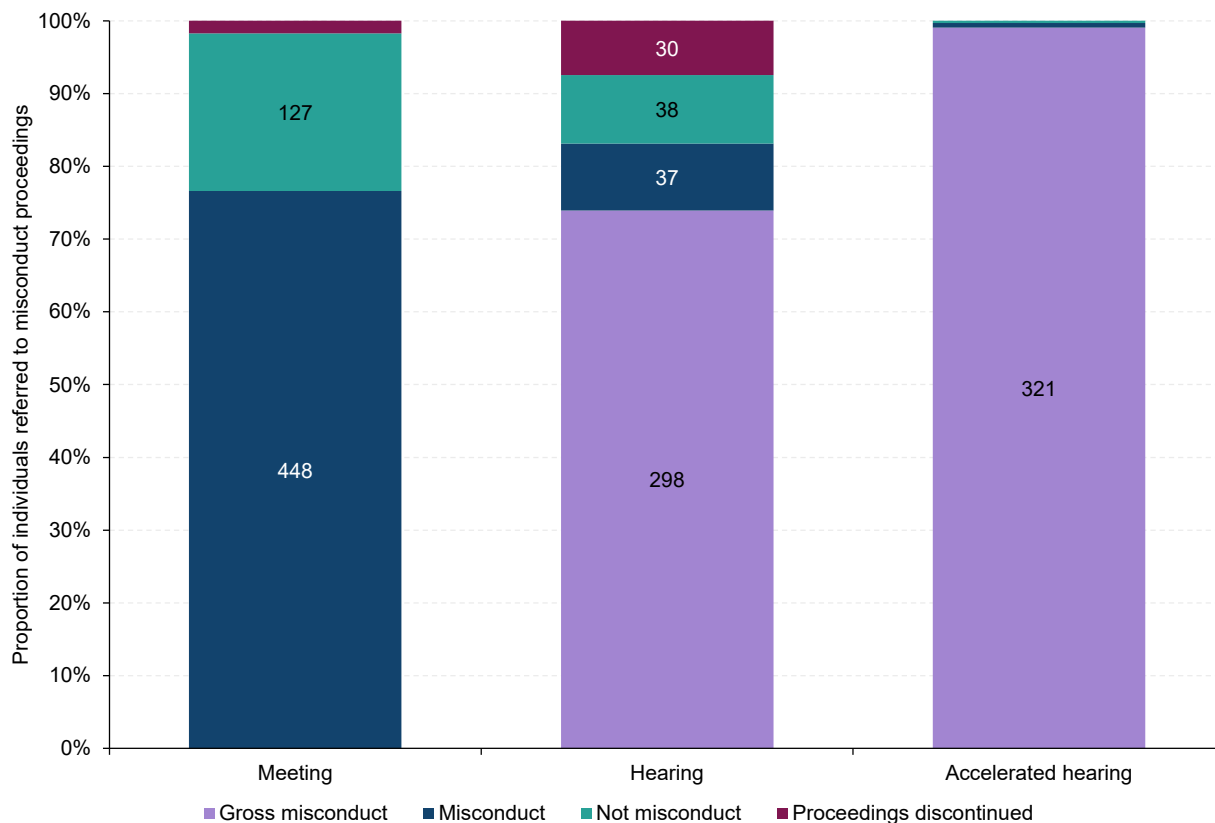
- for 1,106 officers (84% in total) misconduct (including gross misconduct) was found proven
- for 166 officers (13%) no misconduct was found
- for a further 40 officers (3%) the case proceeding was discontinued

The proportions for misconduct finding levels are similar (within one percentage point) to those observed for year ending 31 March 2023: from 85% to 84% for any form of misconduct, stable at 13% for no misconduct, and from 2% to 3% where proceedings were discontinued. [\[footnote 15\]](#)

Figure 2.2 shows, in the year ending 31 March 2024, by proceeding type:

- of the 585 police officers referred to a misconduct meeting (where the misconduct finding level was known), misconduct was found proven for 77% of officers (448)
- of the 403 police officers that were referred to a misconduct hearing, gross misconduct was found proven for 74% (298) and misconduct was found proven for 9% (37)
- of the 324 police officers that were referred to an accelerated misconduct hearing, gross misconduct was found proven for 99% of officers (321) and misconduct was found proven for less than 1% of officers (2)

Figure 2.2: Misconduct level finding for police officers referred to misconduct proceedings, cases finalised year ending 31 March 2024, England and Wales



Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table MP3](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

(<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>)

Notes:

1. An individual may be subject to multiple proceedings on different dates. Where this is the case, the individual will be counted per proceeding.
2. A proceeding may involve multiple allegations against the same person. When a proceeding covers multiple allegations, each allegation may receive a different misconduct level finding; where this is the case, the most severe finding has been used.
3. The number of individuals may not be the same as the number of proceedings that occur as multiple individuals may attend the same proceeding. As each individual may receive their own misconduct finding level and outcome, each individual has been counted separately.

Proceedings involving police staff

In the year ending 31 March 2024:

- of the 103 police staff that were referred to a misconduct meeting (where the misconduct finding level was known), misconduct was found proven in 87% of proceedings (90)
- of the 279 police staff that were referred to a misconduct hearing, gross misconduct was found proven in 85% of proceedings (236) and

misconduct was found proven in 7% (19)

2.4 Outcomes

After the misconduct level finding is given, the appropriate outcome to be taken is decided.

Proceedings involving police officers

Table 2.1 shows the outcomes of police officers referred to misconduct proceedings, by proceeding types (meeting, hearing, and accelerated hearing).

Table 2.1: Outcome for police officers referred to misconduct proceedings, cases finalised year ending 31 March 2024, England and Wales

Outcome	Meeting	Hearing	Accelerated hearing
Would have been dismissed	N/A	125	191
Dismissal	N/A	133	114
Reduction in rank	N/A	4	2
Final written warning	92	47	14
Written warning	302	18	N/A
Learning outcomes	97	4	0
Refer back to appropriate authority	0	0	1
No action	84	42	2
Proceedings discontinued	10	30	0
Total	585	403	324

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table MP4](#)

Notes:

1. An individual may be subject to multiple proceedings on different dates. Where this is the case, the individual will be counted per proceeding.
2. A proceeding may involve multiple allegations against the same person. When a proceeding covers multiple allegations, each allegation may receive a different outcome. For a small number where this is the case, the most severe outcome has been used.
3. The number of individuals may not be the same as the number of proceedings that occur, as multiple individuals may attend the same proceeding. As each individual may receive their own misconduct finding level and outcome, each individual has been counted separately.
4. An outcome of 'would have been dismissed' can be given when the officer is no longer in service at the time the decision was made, but if the officer had still been in service, they would have been dismissed.
5. 'N/A' indicates where an outcome is not applicable for the misconduct proceeding type.
6. 'Learning outcomes' includes 'learning from reflection', 'reflective practice' and 'RPRP'.

Misconduct meetings

In the year ending 31 March 2024, of the 585 police officers were referred to a misconduct meeting, the most common outcome at a misconduct meeting for officers was a written warning, which accounted for 52% of meetings (302). This was followed by 17% (97) that resulted in learning outcomes and another 16% (92) that resulted in a final written warning. A further 14% (84) resulted in no action and 2% (10) of misconduct meetings were discontinued as shown in [table 2.1](#).

Compared to year ending 31 March 2023, the proportions have shifted slightly. The proportion of learning outcomes and final written warnings have decreased from 19% to 17%, and 19% to 16% respectively. For the 'no action' outcome, the proportion increased from 9% to 14%. There was a negligible increase in the number of 'proceedings discontinued' outcome (from 1% to 2%). For 'written warning', the proportion was identical to year ending 31 March 2023 at 52%. [\[footnote 16\]](#)

Misconduct hearings

In the year ending 31 March 2024, of the 403 police officers were referred to a misconduct hearing, The most common outcome at a misconduct hearing for officers was 'dismissal', which accounted for 33% (133) of outcomes at misconduct hearings. This was followed by 31% (125) where the officer would have been dismissed if the officer was still in service when the

decision was made. A further 12% (47) resulted in a final written warning, 10% (42) resulted in no action, 7% (30) were discontinued and 4% (18) resulted in a written warning. A small proportion resulted in learning outcomes (4 or 1%) or a reduction in rank (4 or 1%) as shown in [table 2.1](#).

Compared to year ending 31 March 2023, the proportions for ‘final written warning’, ‘no action’, ‘discontinued’, ‘written warning’, learning outcomes, and ‘reduction in rank’ have remained largely the same (within 2 percentage points). On the other hand, the most common outcome for year ending 31 March 2023 was ‘would have been dismissed’; the proportion for this outcome decreased from 37% to 31% (for years ending 31 March 2023 and 2024 respectively). For ‘dismissal’, the proportion has increased from 29% to 33% of total outcomes for misconduct hearings. [\[footnote 17\]](#)

Accelerated misconduct hearings

In the year ending 31 March 2024, 324 police officers were referred to an accelerated misconduct hearing. The most common outcome at an accelerated misconduct hearing for officers was ‘would have been dismissed’ which accounted for 59% of outcomes (191) at accelerated misconduct hearings. A further 35% (114) resulted in dismissal and 4% (14) resulted in a final written warning. A small proportion resulted in no action (1%), a reduction in rank (1%) or a referral back to the appropriate authority (0.3%) as shown in [table 2.1](#). Compared to year ending 31 March 2023, the proportions for all outcomes have remained largely the same (within one percentage point). [\[footnote 18\]](#)

Proceedings involving police staff

Table 2.2 shows the outcomes of police staff referred to misconduct proceedings, by proceeding types (meeting and hearing).

Table 2.2: Outcomes at proceedings for allegations involving police staff, in England and Wales, cases finalised year ending 31 March 2024

Outcome	Meeting	Hearing
Dismissal	N/A	114
Would have been dismissed	N/A	73
Final written warning	22	55
Final written warning extension	1	0
Written warning	61	8

Outcome	Meeting	Hearing
Verbal warning	2	0
Issue or reinstate verbal warning	1	0
Learning outcomes	11	2
Apply or reinstate stage 2 warning	0	2
Refer back to appropriate authority	4	1
No action	1	2
Not proven	1	9
Proceedings discontinued	3	12
Dismiss case as unfounded or mitigated	0	1
Total	107	279

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table MP4](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
[\(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

Notes:

1. An individual may be subject to multiple proceedings on different dates. Where this is the case, the individual will be counted per proceeding.
2. A proceeding may involve multiple allegations against the same person. When a proceeding covers multiple allegations, each allegation may receive a different outcome. For a small number where this is the case, the most severe outcome has been used.
3. The number of individuals may not be the same as the number of proceedings that occur, as multiple individuals may attend the same proceeding. As each individual may receive their own misconduct finding level and outcome, each individual has been counted separately.
4. An outcome of 'would have been dismissed' can be given when the officer is no longer in service at the time the decision was made, but if the officer had still been in service, they would have been dismissed.
5. 'N/A' indicates where an outcome is not applicable for the misconduct proceeding type.
6. 'Learning outcomes' includes 'learning from reflection', 'reflective practice' and 'RPRP'.

Misconduct meetings

In the year ending 31 March 2024, 107 police staff were referred to a misconduct meeting. The most common outcome from a misconduct meeting for staff was a written warning which accounted for 57% of outcomes (61) for this proceedings type. Followed by 21% (22) which resulted in a final written warning, and 10% (11) in learning outcomes. A further 4% of misconduct meetings (4) resulted in referral back to the appropriate authority, and another 3% (3) were discontinued. The remaining 6 misconduct meetings resulted in: verbal warning (2); not proven (one); an issued or reinstated verbal warning (one); no action (one); or final written warning extension (one) as shown in [table 2.2](#).

Misconduct hearings

In the year ending 31 March 2024, 279 police staff were referred to a misconduct hearing. The most common outcome at a misconduct hearing for police staff, was dismissal, which accounted for 41% of outcomes (114) at misconduct hearings, followed by 26% (73) which resulted in an outcome of 'would have been dismissed'. A further 55 misconduct hearings (20%) resulted in a final written warning, 12 (4%) were discontinued, 9 (3%) were not proven, and 8 (3%) resulted in a written warning. A small proportion (3%) resulted in other outcomes as shown in [table 2.2](#).

2.5 Demographics of individuals referred to misconduct proceedings

Information on the protected characteristics of officers and staff referred to misconduct proceedings are given below (where available). Where this information is not available individuals have been recorded as 'not known'. This may include individuals who have not self-declared their protected characteristics on their force human resource system. Gender is known for all individuals referred to misconduct proceedings, ethnicity is not known for 4% of individuals and age is not known for 0.7% of individuals. Further information about the quality of protected characteristics data can be found in the 'Known issues' section of the accompanying [user guide](#) (<https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics#chapter3>).

Comparisons in this bulletin to the protected characteristics of all police officers and staff (headcount) employed by police forces in England and Wales have been sourced from the '[Police workforce, England and Wales](#)' (<https://www.gov.uk/government/collections/police-workforce-england-and-wales>) publication series.

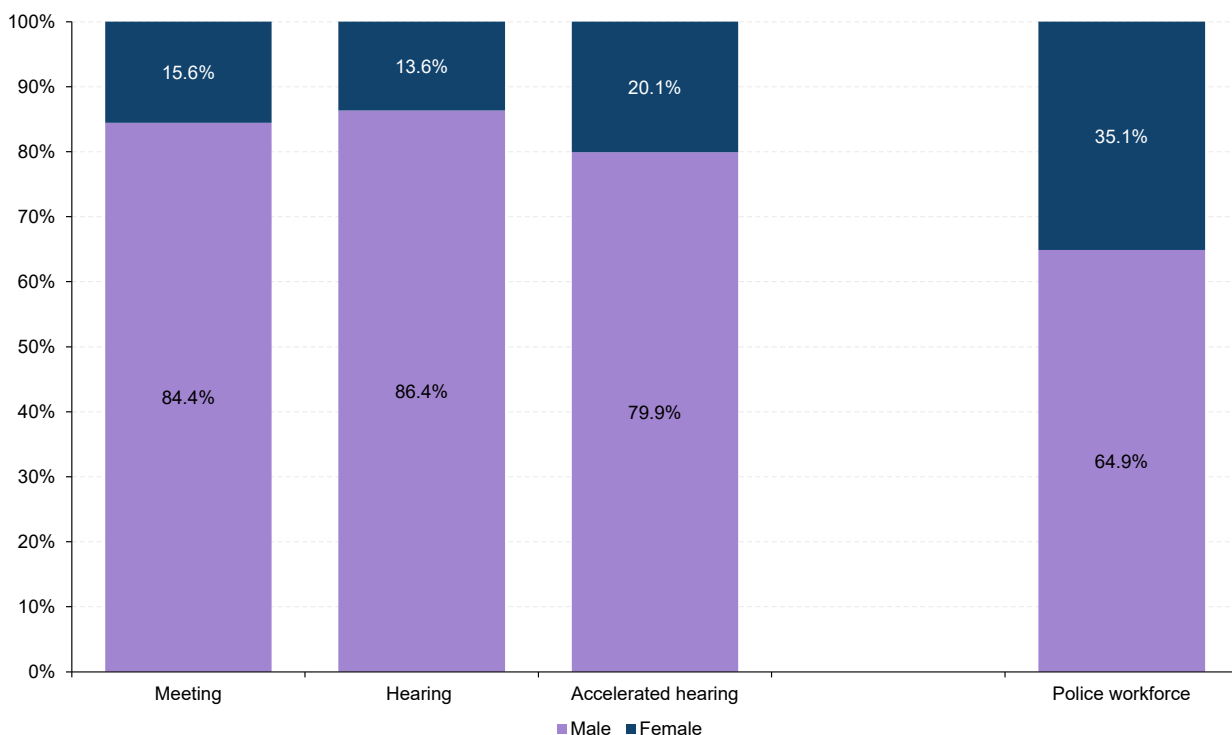
Gender

Although these statistics report on 'gender', it is likely the Centurion system contains a mix of data on gender and sex (due to differences in user input). For the purpose of these statistics, we are reporting the data in the format it was intended to be collected by the Centurion system. For further information about the quality and limitations of the data can be found in the accompanying [user guide \(https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics\)](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics).

Proceedings involving police officers

In the year ending 31 March 2024, of the police officers referred to misconduct proceedings, the majority (84% in total) were male. This was seen across meetings, hearings, and accelerated hearings with males accounting for 84%, 86%, and 80% respectively of officers referred, as shown in figure 2.3. The proportions have shifted slightly compared to year ending 31 March 2023^[footnote 19], with an increase for meetings and hearings, from 80% to 84%, and from 83% to 86% respectively. For accelerated hearings, this trend is reversed, with a decrease from 87% to 80%. Furthermore, the proportion of officers referred to misconduct proceedings who were male was higher than the proportion of officers (including special constables) in the police service in England and Wales who were male 65% as at 31 March 2023.^[footnote 20]

Figure 2.3: Gender of police officers referred to misconduct proceedings, in England and Wales, cases finalised year ending 31 March 2024



Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table MP7](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
(<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>) and [Home Office, 'Police workforce, England and Wales, 31 March 2024: workforce open data tables'](https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2024)
(<https://www.gov.uk/government/statistics/police-workforce-open-data-tables>)

Notes:

1. An individual may be subject to multiple proceedings on different dates. Where this is the case, the individual will be counted per proceeding.
2. A proceeding may involve multiple allegations against the same individual.
3. The number of individuals may not be the same as the number of proceedings that occur, as multiple individuals may attend the same proceeding. As each individual may receive their own misconduct finding level and outcome, each individual has been counted separately.

Proceedings involving police staff

In the year ending 31 March 2024, of police staff referred to misconduct proceedings, the majority (64% in total) were male. This was seen across each of the proceeding types: 61% of the police staff referred to a misconduct meeting were male (65 out of 107) and 65% of the police staff referred to a misconduct hearing were male (181 out of 279). This is higher than the proportion of police staff (including designated officers and PCSOs) in the police service in England and Wales who were male (38%) as at 31 March 2023.^[footnote 21] Furthermore, compared to year ending 31 March 2023^[footnote 22], the proportion of males out of total police staff referred to proceedings has increased from 59% (in year ending 31 March 2023) to 64% for year ending 31 March 2024.

Data on the gender of all identified police officers and police staff involved in police complaints, conduct matters, and recordable conduct matters can be found in the [accompanying data tables](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
(<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>).

Self-defined ethnicity

Proceedings involving police officers

Figure 2.4 shows the self-defined ethnicity of police officers referred to misconduct proceedings, by proceedings type (meeting, hearing, and accelerated hearing).

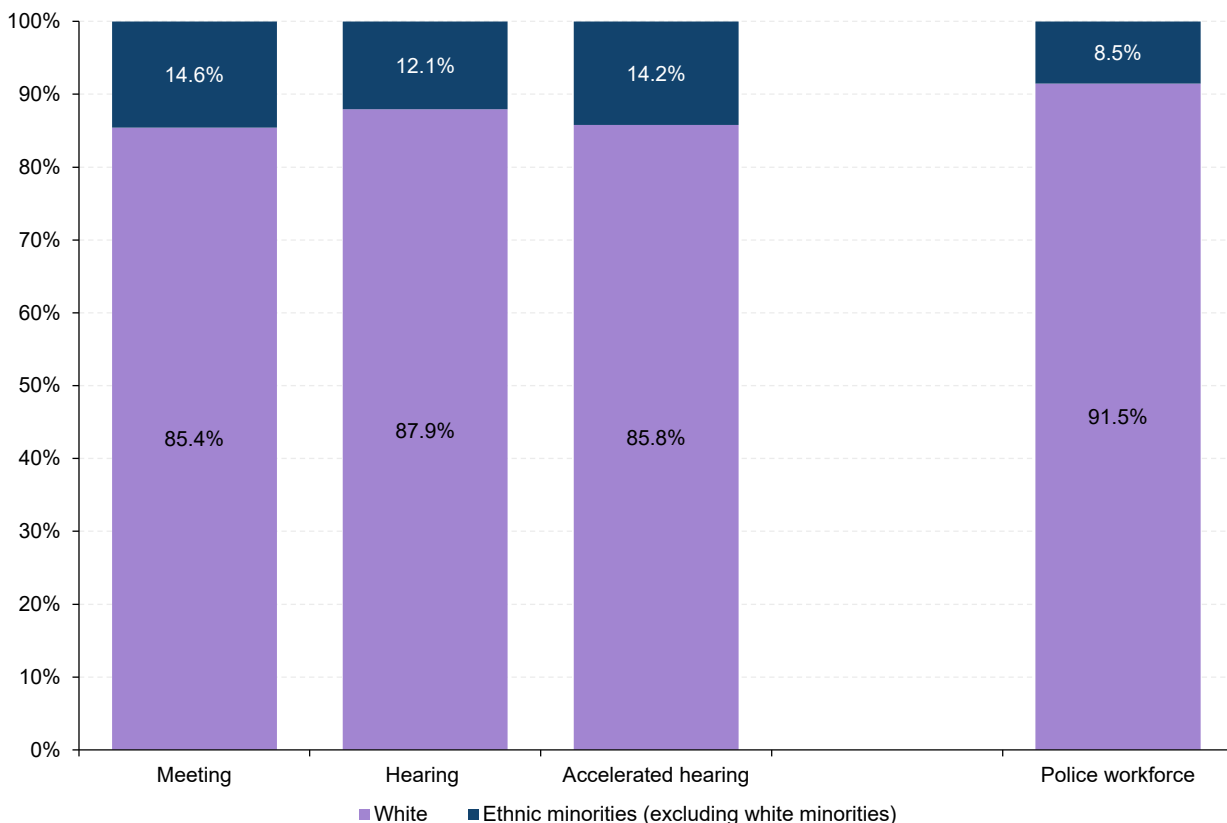
Of the police officers referred to misconduct proceedings, where the ethnicity was known, the majority (86% in total) identified as white and 14%

identified as an ethnic minority (excluding white minorities). This was seen across meetings, hearings and accelerated hearings with individuals identifying as white accounting for 85%, 88%, and 86% respectively of officers referred. The remaining 15%, 12%, and 14% respectively of officers referred to meetings, hearings, and accelerated hearings identified as ethnic minorities (excluding white minorities), as shown in figure 2.4.

The proportion of police officers referred to misconduct proceedings, identifying as belonging to an ethnic minority (excluding white minorities), is higher than the proportion within the police service in England and Wales, with 9% of officers (including special constables) in post as at 31 March 2023 identifying as ethnic minorities. [\[footnote 23\]](#)

Compared to year ending 31 March 2023 [\[footnote 24\]](#), there appears to be a converging trend. There was a decrease in officers referred to proceedings who identify as an ethnic minority (excluding white minorities) from 15% (for year ending 31 March 2023) to 14% for year ending 31 March 2024. Broken down, there was an increase from 13% to 15% for meetings, and a decrease for hearings and accelerated hearings, from 17% to 12%, and 16% to 14%, respectively.

Figure 2.4 Self-defined ethnicity of police officers referred to misconduct proceedings, in England and Wales, cases finalised year ending 31 March 2024



Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2023: data tables', Table MP6](#)

<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>) and [Home Office, 'Police workforce, England and Wales, 31 March 2023: ethnicity open data tables'](#) (<https://www.gov.uk/government/statistics/police-workforce-open-data-tables>)

Notes:

1. An individual may be subject to multiple proceedings on different dates. Where this is the case, the individual will be counted per proceeding.
2. A proceeding may involve multiple allegations against the same individual.
3. The number of individuals may not be the same as the number of proceedings that occur, as multiple individuals may attend the same proceeding. As each individual may receive their own misconduct finding level and outcome, each individual has been counted separately.
4. For a number of police officers (51), their ethnicity was not known. These have been excluded from the chart, but are included in the [accompanying data tables](#) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>).

Proceedings involving police staff

In the year ending 31 March 2024, the majority of police staff referred to misconduct proceedings identified as white (86% in total). This was similar for meetings and hearings, with 87% and 86% respectively of police staff identifying as white, and 13% and 14% respectively identifying as ethnic minorities (excluding white minorities). The proportion of police staff referred to misconduct proceedings identifying as ethnic minorities (excluding white minorities) is higher than the proportion of police staff (including designated officers and PCSOs) in the police service in England and Wales who identified as ethnic minorities (8%) as at 31 March 2023.^[footnote 25] Compared to year ending 31 March 2023^[footnote 26], the proportions for referral to proceedings broken down by self-defined ethnicity have remained largely the same (within 2 percentage points).

A more detailed breakdown of the self-defined ethnicity of all identified police officers and police staff involved in police complaints, conduct matters, and recordable conduct matters, at the 5+1 level, can be found in the [accompanying data tables](#) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>).

Age

Data on age is calculated as at the date the case was received.

Proceedings involving police officers

Figure 2.5 shows the age of police officers referred to misconduct proceedings, by proceeding types (meeting, hearing, and accelerated hearing).

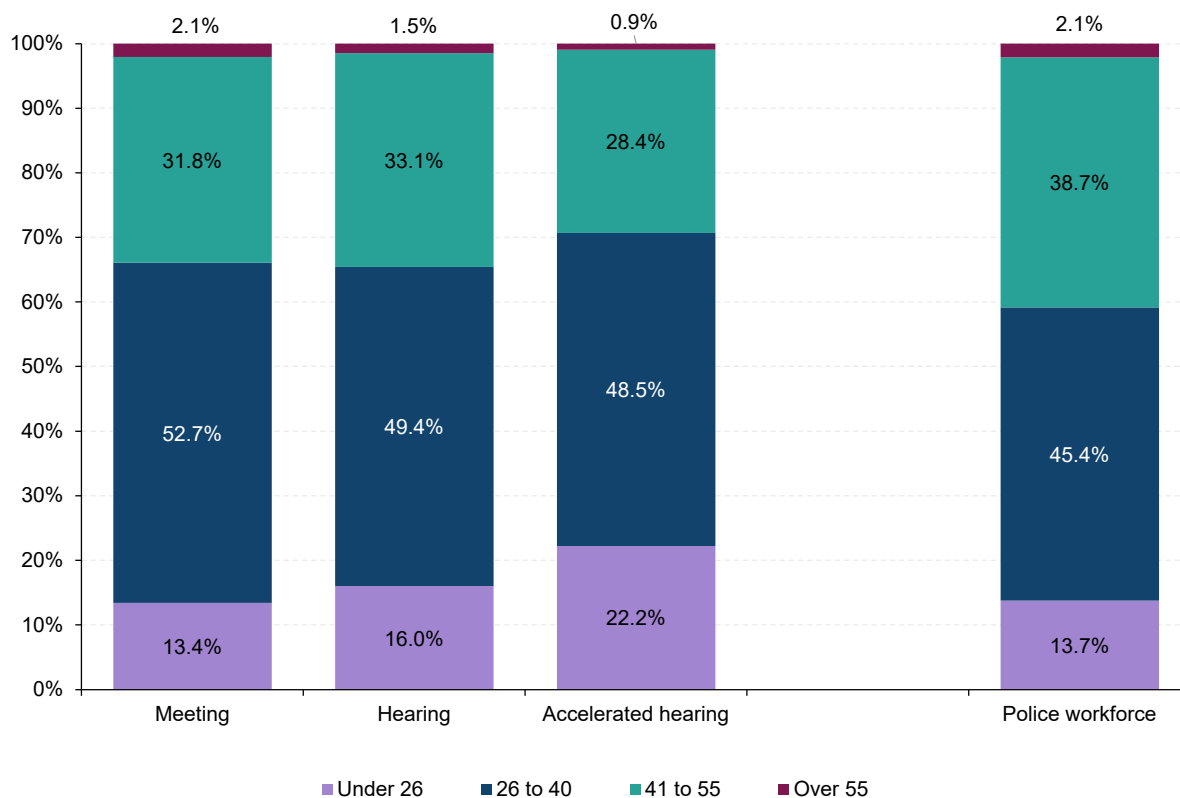
In the year ending 31 March 2024, a sixth (16% in total) of police officers referred to misconduct proceedings were aged 25 and under (where their age was known), and a further 51% in total were aged between 26 and 40 years. This is higher than the proportion of all police officers (including special constables) employed in England and Wales as at 31 March 2023 (14% and 45% respectively).^[footnote 27] The age profile of police officers referred to misconduct proceedings (across meetings, hearings, and accelerated hearings) is younger compared to the age profile of all police officers employed in England and Wales. As at 31 March 2023, 14% of police officers (including special constables) were aged 25 years and under, 45% were aged between 26 and 40 years, 39% were aged between 41 and 55 years and 2% were over 55 years of age.^[footnote 28]

Of the police officers referred to misconduct meetings, 13% (78) were aged 25 years and under, 53% (306) were aged between 26 and 40 years old, 32% (185) were aged between 41 and 55 years and the remaining 2% (12) were over 55 years of age. Similarly, 16% of police officers (64) referred to misconduct hearings were aged 25 and under, and 49% (197) were aged between 26 and 40 years. A further 33% of police officers (132) were aged between 41 and 55 years, and 2% (6) were over 55 years of age.

Police officers referred to accelerated misconduct hearings had the youngest age profile. Over a fifth (22% or 72) were aged 25 and under, 48% (157) were aged between 26 and 40 years, 28% (92) were aged between 41 and 55 years, and just 1% (3) were aged over 55 years.

The age profile of police officers referred to misconduct meetings and misconduct hearings is similar to the age profile of all police officers employed in England and Wales. On the other hand, police officers referred to accelerated misconduct hearings had a younger age profile.

Figure 2.5: Age of police officers referred to misconduct proceedings, in England and Wales, cases finalised year ending 31 March 2024



Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2023: data tables', Table MP8](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>) and [Home Office, 'Police workforce, England and Wales, 31 March 2024: age open data tables'](https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2024)

<https://www.gov.uk/government/statistics/police-workforce-open-data-tables>)

Notes:

1. An individual may be subject to multiple proceedings on different dates. Where this is the case, the individual will be counted per proceeding.
2. A proceeding may involve multiple allegations against the same individual.
3. The number of individuals may not be the same as the number of proceedings that occur, as multiple individuals may attend the same proceeding. As each individual may receive their own misconduct finding level and outcome, each individual has been counted separately.
4. For a number of police officers (8) their age was not known. These have been excluded from the chart, but are included in the [accompanying data tables](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>).

Proceedings involving police staff

In the year ending 31 March 2024, of police staff referred to misconduct proceedings, 12% were aged 25 and under, greater than the proportion of

police staff aged 25 and under, employed in England and Wales as at 31 March 2023 (8%).[\[footnote 29\]](#)

The age profile of police staff referred to misconduct proceedings varied dependent on the proceeding type. A higher proportion of police staff aged 25 years and under were referred to a misconduct hearing (15% or 41) than a misconduct meeting (5% or 5).

Of the police staff referred to a misconduct meeting, 34% (36) were aged between 26 and 40 years and another 37% (39) were aged between 41 and 55 years. Similar to misconduct meetings, just over a third (35% or 98) of police staff referred to misconduct hearings were aged between 26 and 40 years and another 36% (101) were aged between 41 and 55 years. However, a lower proportion of police staff aged over 55 years were referred to a misconduct hearing (13% or 37) than a misconduct meeting (24% or 25).

Police staff referred to misconduct proceedings had a younger age profile in comparison to all police staff employed in England and Wales. As at 31 March 2023, 8% of police staff were aged 25 years and under, 32% were aged between 26 and 40 years, 36% were aged between 41 and 55 years, and 23% were aged over 55 years.[\[footnote 30\]](#)

Data on the age of all identified police officers and police staff involved in police complaints, conduct matters, and recordable conduct matters can be found in the [accompanying data tables](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>).

3. Police Appeals Tribunals

3.1 Introduction

This chapter presents data on the number of appeals made by police officers to the PAT, including whether the appeal was upheld and whether the disciplinary action originally imposed was amended. The data includes cases raised under the 2020 regulations only, for cases which came to the force's attention on or after 1 February 2020, in line with the rest of this bulletin.

All police officers have the right to appeal to a PAT, under [Schedule 6 to the Police Act 1996](https://www.legislation.gov.uk/ukpga/1996/16/schedule/6) (<https://www.legislation.gov.uk/ukpga/1996/16/schedule/6>) and

the [Police Appeals Tribunals Rules 2020](https://www.legislation.gov.uk/ukxi/2020/1/contents/made)

(<https://www.legislation.gov.uk/ukxi/2020/1/contents/made>), against any disciplinary finding or disciplinary outcome imposed at a hearing or accelerated hearing held under the Conduct Regulations. In addition, senior officers (those above the rank of Chief Superintendent) may also appeal to the PAT following a misconduct meeting. The data excludes appeals raised under [Regulation 45 of the Police \(Conduct\) Regulations 2020](https://www.legislation.gov.uk/ukxi/2020/4/regulation/45) (<https://www.legislation.gov.uk/ukxi/2020/4/regulation/45>). Appeals raised under Regulation 45 concern appeals from officers, other than senior officers, following misconduct meetings.

A police officer may not appeal against any finding where they have accepted the allegation against them. In these circumstances, the officer may only appeal against the outcome or disciplinary action that has been imposed against them. Officers have 10 working days, from the first working day after the officer was given written notice of the relevant decisions at their misconduct proceeding (such as misconduct level finding and outcome), to appeal. An appeal hearing is not a re-hearing of the original matter. Further guidance about PATs can be found in the [user guide](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics) (<https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics>) accompanying this release and the [statutory guidance issued by the Home Office](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/863820/Home_Office_Statutory_Guidance_0502.pdf) (https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/863820/Home_Office_Statutory_Guidance_0502.pdf).

3.2 Appeals

Of the 697 officers referred to a misconduct hearing or accelerated hearing (excluding those where the proceeding was discontinued) in cases finalised in the year ending March 2024, 38 (5.5%) of those officers appealed. Of these, 27 stemmed from a hearing and 11 stemmed from an accelerated hearing. This is an increase from 15 hearing and 7 accelerated hearing appeals respectively against the year ending 31 March 2023.

Of the 38 appeals, 2 were upheld and 20 appeals were not upheld. A further 16 appeals were dismissed; an appeal can be dismissed if the chair considers the appeal has no real prospect of success, unless the chair considers there is some compelling reason why the appeal should proceed.

Where the appeal was upheld and the outcome known (2 appeals), all saw disciplinary action imposed against the individual that was less severe than the original decision of a dismissal. The outcome was either a final written warning, or they were reinstated to force.

Notes:

1.Excludes appeals raised under [Regulation 45 of the Police \(Conduct\) Regulations 2020](https://www.legislation.gov.uk/uksi/2020/4/regulation/45) (<https://www.legislation.gov.uk/uksi/2020/4/regulation/45>).

4. Police complaint, conduct matter, and recordable conduct matter allegations

4.1 Introduction

As outlined in [chapter 2](#), misconduct proceedings are the formal process to hear cases, initiated when it is determined that an officer or member of police staff has a case to answer for misconduct or gross misconduct. For allegations referred to misconduct proceedings, those proceedings are always held under the Conduct Regulations or associated police staff misconduct procedures, regardless of what legislation the matter was investigated under. This means irrespective of whether the allegation was raised through a public complaint, internal conduct matter or recordable conduct matter, if the allegation is investigated and determined that it should be referred to misconduct proceedings, all those which are referred are handled under the Conduct Regulations.

Not all behaviour which falls short of the standards of professional behaviour engages the discipline system and therefore not all allegations are referred to misconduct proceedings. Some processes, such as the RPRP, may be initiated when such behaviour is identified that does not warrant disciplinary action and other processes, such as the UPP, may be initiated where an individual's performance is considered unsatisfactory. In addition, there may not have been a case to answer for misconduct or the allegation was resolved via other means.

4.2 Definitions

A police complaint is an expression of dissatisfaction with a police force by, or on behalf of, a member of the public. This can cover complaints about policing practice and service issues as well as complaints about the conduct of its officers and staff.

A conduct matter is any matter that is not, and has not been, the subject of a complaint, where there is an indication that the person serving with the

police may have committed a criminal offence or behaved in a manner which would justify the bringing of disciplinary proceedings.

A recordable conduct matter, is a distinct category (and not a subset of conduct matters or police complaints) where a conduct matter appears to have resulted in the death or serious injury of any person; has had an adverse effect on a member of the public; or, meets any of the criteria set out in [regulation 7 of the Complaints Regulations \(https://www.legislation.gov.uk/ukxi/2020/2/regulation/7/made\)](https://www.legislation.gov.uk/ukxi/2020/2/regulation/7/made), this includes serious assaults, sexual offences and corruption.

4.3 Number of allegations

Police complaints

A total of 54,647 police complaints, against 46,072 identifiable police officers, were finalised in the year ending 31 March 2024 in the 43 territorial police forces in England and Wales. These complaints involved 136,084 allegations, equating to an average of 2.5 allegations per complaint.

The number of complaint allegations finalised, involving a police officer, has increased by 13%, compared with allegations finalised in the previous year (ending 31 March 2023).

There were also 8,175 police complaints, involving 6,145 identifiable police staff, in the year ending 31 March 2024. These complaints involved 12,352 allegations, equating to an average of 1.5 allegations per complaint.

The number of complaint allegations finalised involving police staff has increased by 3%, compared with allegations finalised in the previous year (ending 31 March 2023).

When a police complaint is first made, a decision on whether to record and handle the complaint under [Schedule 3 to the Police Reform Act 2002 \(https://www.legislation.gov.uk/ukpga/2002/30/schedule/3\)](https://www.legislation.gov.uk/ukpga/2002/30/schedule/3) is taken by the appropriate authority. Some complaints may be resolved quickly and to the satisfaction of the complainant, without being recorded under [Schedule 3 to the Police Reform Act 2002 \(https://www.legislation.gov.uk/ukpga/2002/30/schedule/3\)](https://www.legislation.gov.uk/ukpga/2002/30/schedule/3). Handling a complaint outside the requirements of Schedule 3 provides an opportunity to address promptly the concerns a complainant has raised as some complaints do not require detailed enquiries in order to address them. Certain complaints must be recorded, and handled in accordance with Schedule 3, such as, if there is an allegation that:

- the conduct or other matter complained of resulted in death or serious injury
- if proved, might constitute a criminal offence by a person serving with the police
- if proved, might justify the bringing of disciplinary proceedings
- if proved, might have involved the infringement of a person's rights under [Articles 2 or 3 of the European Convention on Human Rights](https://www.echr.coe.int/documents/d/echr/convention_eng) (https://www.echr.coe.int/documents/d/echr/convention_eng)
- or, meets any of the mandatory referral criteria set out in chapter 9 of the [IOPC's statutory guidance for police complaints](https://www.policeconduct.gov.uk/sites/default/files/documents/2020_statutory_guidance_english.pdf) (https://www.policeconduct.gov.uk/sites/default/files/documents/2020_statutory_guidance_english.pdf)

Of the 136,084 police complaint allegations involving officers, 71% (97,063 allegations) were handled under Schedule 3, an increase of 13% compared with the year ending 31 March 2023.

Of the 12,352 police complaint allegations involving staff, 64% (7,853 allegations) were handled under Schedule 3, a small (2%) increase compared with the year ending 31 March 2023.

Several forces do not use Centurion to record complaints handled outside of Schedule 3, instead opting to use their own local system. The numbers in this release cover cases recorded on Centurion and are therefore likely an undercount of the full extent of complaints handled outside of Schedule 3. There were 39,021 police complaint allegations involving officers, and 4,499 police complaint allegations involving staff handled outside of Schedule 3 and recorded on Centurion. The remainder of the complaints data in this chapter will focus on allegations handled under Schedule 3 only.

Police complaints investigated subject to Special Procedures

Investigations will be subject to Special Procedures if there is an indication that an individual may have committed a criminal offence or behaved in a manner that would justify the bringing of disciplinary proceedings. When an investigation is not subject to Special Procedures, or an allegation is handled without investigation, the complaint handler determines whether the service provided was acceptable or not acceptable.

Of the 97,063 allegations within police complaints against police officers handled under Schedule 3, the majority (98% or 95,177 allegations) were judged not to require investigation or if they were investigated, they were not subject to Special Procedures. 1,884 allegations (2%) were investigated subject to Special Procedures.

The number of allegations involving police officers investigated subject to Special Procedures increased by 14% compared with the previous year (ending 31 March 2023), a similar increase to that of the number of

complaints handled under Schedule 3 and the overall number of complaints (both 13%).

Of the 7,853 police complaint allegations against police staff handled under Schedule 3, the majority, (99% or 7,769 allegations) were judged not to require investigation or if they were investigated, they were not subject to Special Procedures, 84 allegations (1%) were investigated subject to Special Procedures. The number of allegations involving police staff, investigated subject to Special Procedures remained the same as the year ending 31 March 2023 (84 allegations).

The [Independent Office for Police Conduct \(IOPC\)](https://www.policeconduct.gov.uk/) (<https://www.policeconduct.gov.uk/>) collects and publishes data on all complaints against the police in England and Wales. [The latest IOPC statistical report, covering the year ending 31 March 2023, was published in October 2023](https://www.policeconduct.gov.uk/publications/police-complaints-statistics-england-and-wales-report-202223) (<https://www.policeconduct.gov.uk/publications/police-complaints-statistics-england-and-wales-report-202223>). The IOPC statistics are considered a more reliable data source for the total volume of police complaints as they capture complaints handled both outside of, and under, Schedule 3. Further information about the quality and limitations of the Home Office data, and signposting to other data sources can be found in the accompanying [user guide](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics) (<https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics>).

Conduct matters

A total of 3,952 conduct matter cases, involving 4,486 identifiable police officers, were finalised in the year ending 31 March 2024 in the 43 territorial police forces in England and Wales. These conduct matters involved 7,630 allegations, equating to an average of 1.9 allegations per conduct matter.

There were also 1,172 conduct matter cases, against 1,221 identifiable police staff, finalised in the year ending 31 March 2024. These conduct matters involved 2,042 allegations, equating to an average of 1.7 allegations per conduct matter.

The number of allegations involving police officers increased by 42% compared with the previous year (ending 31 March 2023). Allegations involving police staff increased by 37% over this period.

Recordable conduct matters

A total of 1,608 recordable conduct matter cases, involving 1,870 identifiable police officers, were finalised in the year ending 31 March 2024 in the 43 territorial police forces in England and Wales. These recordable conduct matters involved 3,694 allegations, equating to an average of 2.3 allegations per recordable conduct matter.

There were also 399 recordable conduct matter cases, against 408 identifiable police staff, finalised in the year ending 31 March 2024. These recordable conduct matter cases involved 715 allegations, equating to an average of 1.8 allegations per recordable conduct matter. The number of allegations involving police officers increased by 54% compared with the previous year (ending 31 March 2023). Allegations involving police staff increased by 14% over this period.

4.4 Comparisons to the police workforce

The Home Office publishes information on the size of the police workforce in its biannual [Police workforce England and Wales statistics publication](https://www.gov.uk/government/collections/police-workforce-england-and-wales) (<https://www.gov.uk/government/collections/police-workforce-england-and-wales>). Comparisons with the police workforce are included to put the volume of allegations into context.

Comparisons of the number of individuals subject to allegations and number of allegations finalised in a financial year are made with the number of police officers and staff in post at the start of that financial year. Workforce data as at 31 March 2023 is therefore used as a reflection of the size of the workforce at the end of the previous financial year (and therefore there at the start of the financial year ending 31 March 2024).

This illustrates the scale of allegations, however, it should be interpreted with necessary caution. In this publication, allegations are counted at the point when they are finalised. The headcount at the start of the financial year is used to reflect that many allegations are not finalised in the same financial year as they are received, and may span multiple financial years. Some workers may also leave the police service over the period in which a case is open. Police forces are able to continue to investigate misconduct after an officer has left the force. Furthermore, it's possible that officers who join during the course of a financial year (and are therefore not included in the workforce total) could face allegations that are finalised in that same year.

As at 31 March 2023, there were a total of 156,407 police officers (including Special Constables) in headcount terms, an increase of 3.5% compared with the year ending 31 March 2022. Due to the Police Uplift Programme, the police workforce has grown substantially in recent years, with the number of officers (including Special Constables) increasing by 15% comparing 31 March 2023 with 31 March 2019. As this publication focusses on cases finalised and some cases take several years to finalise (see [chapter 5](#)), some impact from the previous growth of the police workforce may continue to be seen.

Complaints handled under Schedule 3, investigated subject to Special Procedures

In the year ending 31 March 2024, 859 identifiable police officers were involved in at least one finalised complaint allegation investigated subject to Special Procedures, equivalent to 0.6% of officers in post at the start of this period. This is similar to the year ending 31 March 2023 (0.5% of officers in post).

Per 1,000 police officers there were 12 complaint allegations investigated subject to Special Procedures, finalised in year ending 31 March 2024, similar to the year ending 31 March 2023 when there were 11 allegations finalised per 1,000 police officers.

Conduct matters

In the year ending 31 March 2024, 4,486 identifiable police officers were involved in at least one conduct allegation finalised, equivalent to 2.9% of officers in post at the start of this period. This represents a slight increase compared with the year ending 31 March 2023 (2.1% of officers in post).

Per 1,000 police officers there were 49 conduct allegations finalised in year ending 31 March 2024, an increase compared with the year ending 31 March 2023 when there were 36 allegations finalised per 1,000 police officers.

Recordable conduct matters

In the year ending 31 March 2024, 1,870 identifiable police officers were involved in at least one recordable conduct allegation finalised, equivalent to 1.2% of officers in post at the start of this period. This represents a slight increase compared with the year ending 31 March 2023 (0.9% of officers in post).

Per 1,000 police officers there were 24 conduct allegations finalised in year ending 31 March 2024, an increase compared with the year ending 31 March 2023 when there were 16 allegations finalised per 1,000 police officers.

4.5 Allegations by IOPC allegation type

When a police complaint, conduct matter or recordable conduct matter occurs, IOPC allegation categories are used to capture the nature of the conduct which occurred. [Appendix A of the IOPC's guidance on capturing data about police complaints](https://www.policeconduct.gov.uk/sites/default/files/documents/Guidance-on-data-about-police-complaints)
(<https://www.policeconduct.gov.uk/sites/default/files/documents/Guidance-on->

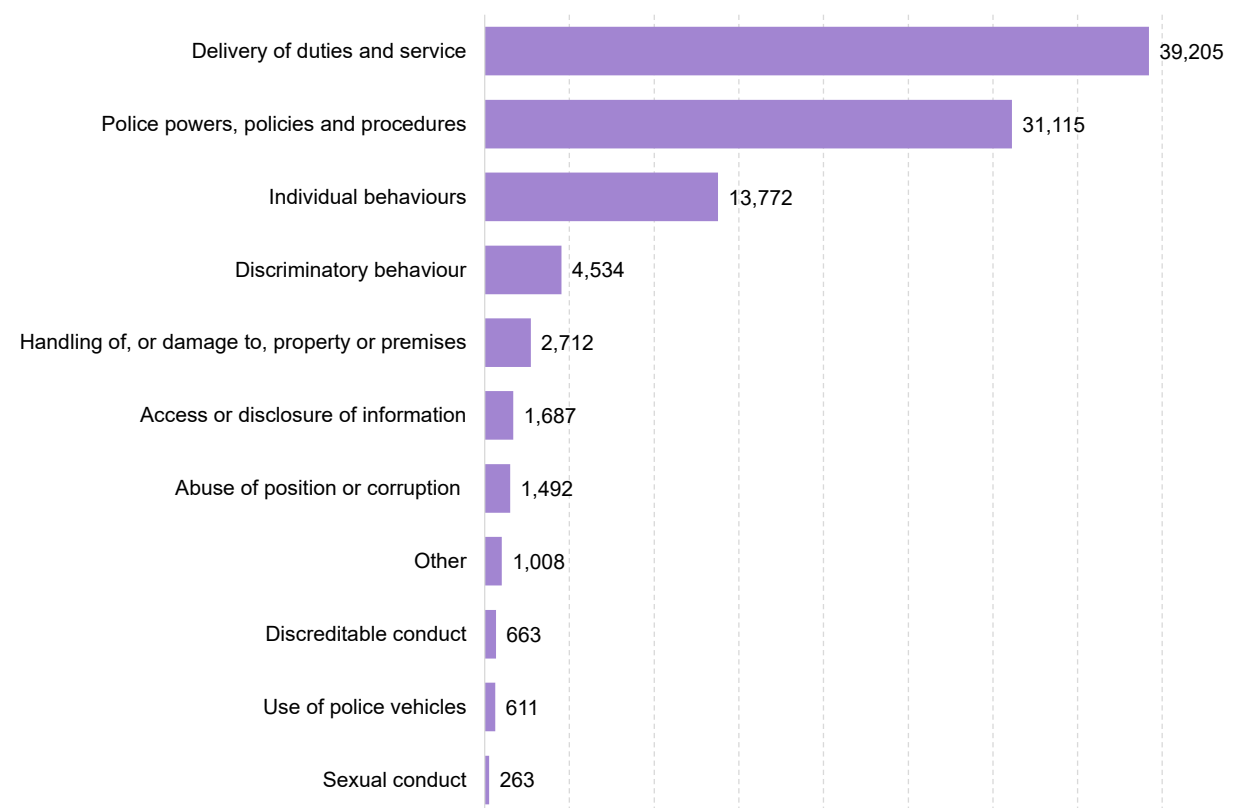
[capturing-data-police-complaints-Sept-2023.pdf](#)) contains a full description of the categories and sub-categories that make up the framework.

Police complaints handled under schedule 3

Figure 4.1 shows the allegation type following complaint allegations against police officers, finalised in the year ending 31 March 2024 in the 43 territorial police forces in England and Wales.

‘Delivery of duties and service’ accounted for 40% (39,205 allegations) of complaint allegations involving police officers, as shown in figure 4.1. Within this category, complaints about ‘police action following contact’ and ‘general level of service’ were the largest subcategories, making up 16% and 13% of complaint allegations respectively. Sub-category data is available in the [accompanying data tables \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024).

Figure 4.1: Police complaint allegations handled under Schedule 3 involving police officers, by IOPC allegation type, in England and Wales, cases finalised year ending 31 March 2024



Source: [Home Office, ‘Police misconduct, England and Wales, year ending 31 March 2024: data tables’, Table PC3 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

Notes:

1. [Appendix A of the IOPC's guidance on capturing data about police complaints](https://www.policeconduct.gov.uk/sites/default/files/documents/Guidance-on-capturing-data-police-complaints-Sept-2023.pdf) (<https://www.policeconduct.gov.uk/sites/default/files/documents/Guidance-on-capturing-data-police-complaints-Sept-2023.pdf>) contains a full description of allegation categories.
2. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different allegation type.
3. For a small number of allegations (one allegation) the allegation type was unknown. They have been excluded from the chart but are included in the [accompanying data tables](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>).

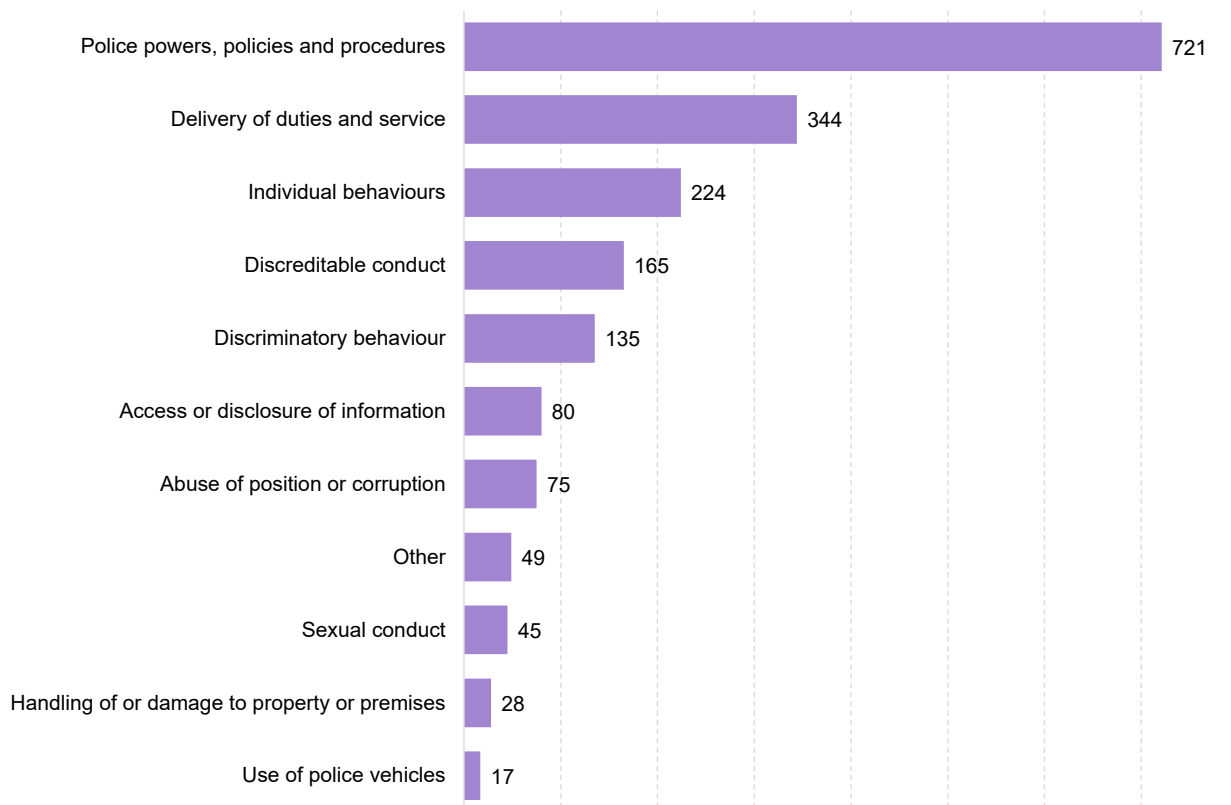
For allegations involving police staff, the majority of complaint allegations 50% (3,866 allegations) were for 'delivery of duties and service', 17% (1,304 allegations) of complaints were regarding 'individual behaviours' and a further 17% (1,298 allegations) were about 'police powers, policies and procedures'. Data for police staff is available in the [accompanying data tables](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>).

Police complaints investigated subject to Special Procedures

Allegations will be investigated subject to Special Procedures if there is an indication that an individual may have committed a criminal offence or behaved in a manner that would justify the bringing of disciplinary proceedings. The majority of complaints handled under Schedule 3 do not meet the threshold that would justify the bringing of disciplinary proceedings.

Figure 4.2 shows the allegation type of complaint allegations against police officers investigated subject to Special Procedures and finalised in the year ending 31 March 2024.

Figure 4.2: Police complaint allegations investigated subject to Special Procedures involving police officers, by IOPC allegation type, in England and Wales, cases finalised year ending 31 March 2024



Source: [Home Office, Police misconduct, England and Wales, 31 March 2024: misconduct allegations by type open data tables \(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents)

Notes:

1. [Appendix A of the IOPC's guidance on capturing data about police complaints \(https://www.policeconduct.gov.uk/sites/default/files/documents/Guidance-on-capturing-data-police-complaints-Sept-2023.pdf\)](https://www.policeconduct.gov.uk/sites/default/files/documents/Guidance-on-capturing-data-police-complaints-Sept-2023.pdf) contains a full description of allegation categories.
2. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different allegation type.
3. For a small number of allegations (one allegation), the allegation type was unknown. They have been excluded from the chart but are included in the [accompanying data tables \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024).

Of the 1,884 complaint allegations investigated subject to Special Procedures, 'Police powers, policies and procedures' accounted for 48% (721 allegations). Within this category, complaints about 'use of force' made up the largest subcategory, 23% of all complaint allegations investigated subject to Special Procedures.

Compared with the year ending 31 March 2023, the number of complaint allegations investigated subject to Special Procedures has increased by 14% (from 1,646 allegations), though year-on-year changes vary by allegation type. As a result the proportion of allegations, relating to ‘police powers, policies and procedures’ has decreased from 42% in the year ending 31 March 2023 to 38% in the year ending 31 March 2024.

Meanwhile allegations of ‘individual behaviours’, (which includes subcategories such as ‘unprofessional attitude and disrespect’ and ‘impolite language or tone’) saw a large proportion of allegations compared with the year ending 31 March 2023 (from 9% of allegations to 12%).

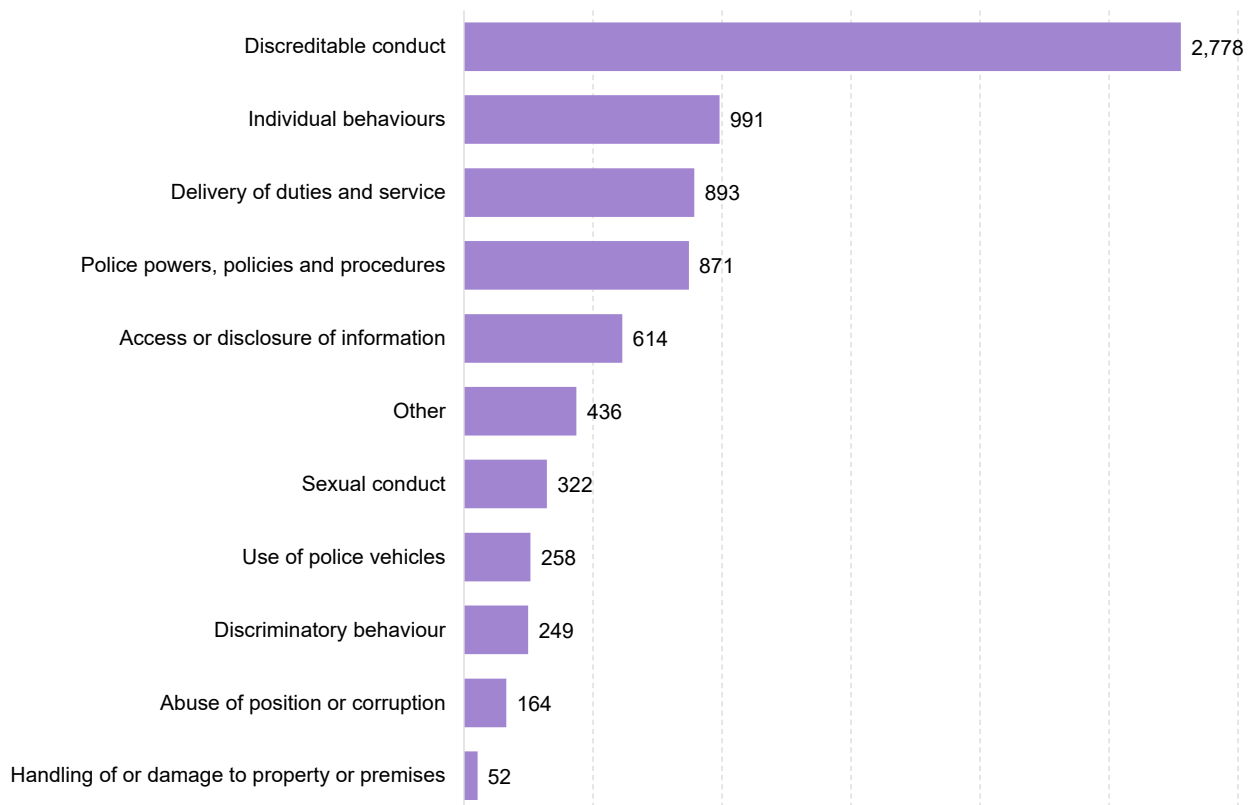
Sub-category data and data for police staff is available in the [accompanying open data tables \(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents).

Conduct matters

Figure 4.3 shows the allegation type in conduct matter allegations against police officers, finalised in the year ending 31 March 2024 in the 43 territorial police forces in England and Wales.

For conduct matter allegations involving police officers, ‘discreditable conduct’ accounted for the largest proportion, comprising 36% (2,778 allegations) of allegations, as shown in figure 4.3. This was followed by allegations regarding ‘individual behaviours’, 13% (991 allegations) of conduct matter allegations.

Figure 4.3: Conduct matter allegations involving police officers, by IOPC allegation type, in England and Wales, cases finalised year ending 31 March 2024



Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table CM2](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>

Notes:

1. [Appendix A of the IOPC's guidance on capturing data about police complaints](https://www.policeconduct.gov.uk/sites/default/files/documents/Guidance-on-capturing-data-police-complaints-Sept-2023.pdf) (<https://www.policeconduct.gov.uk/sites/default/files/documents/Guidance-on-capturing-data-police-complaints-Sept-2023.pdf>) contains a full description of allegation categories.
2. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different allegation type.
3. For a small number of allegations (2 allegations) the allegation type was unknown. They have been excluded from the chart but are included in the [accompanying data tables](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>).

The proportion of all conduct matter allegations involving police officers by IOPC allegation type are largely similar (within 2 percentage points) to proportions seen for allegations finalised in the year ending 31 March 2023.

Allegation types for police staff were similar to police officers, with 'discreditable conduct' being the largest category, accounting for 39% (792 allegations), followed by 'individual behaviours' (16% or 332 allegations).

Sub-category data and data for police staff, for both the year ending 31 March 2023 and the year ending 31 March 2024, are available in the [accompanying open data tables \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024).

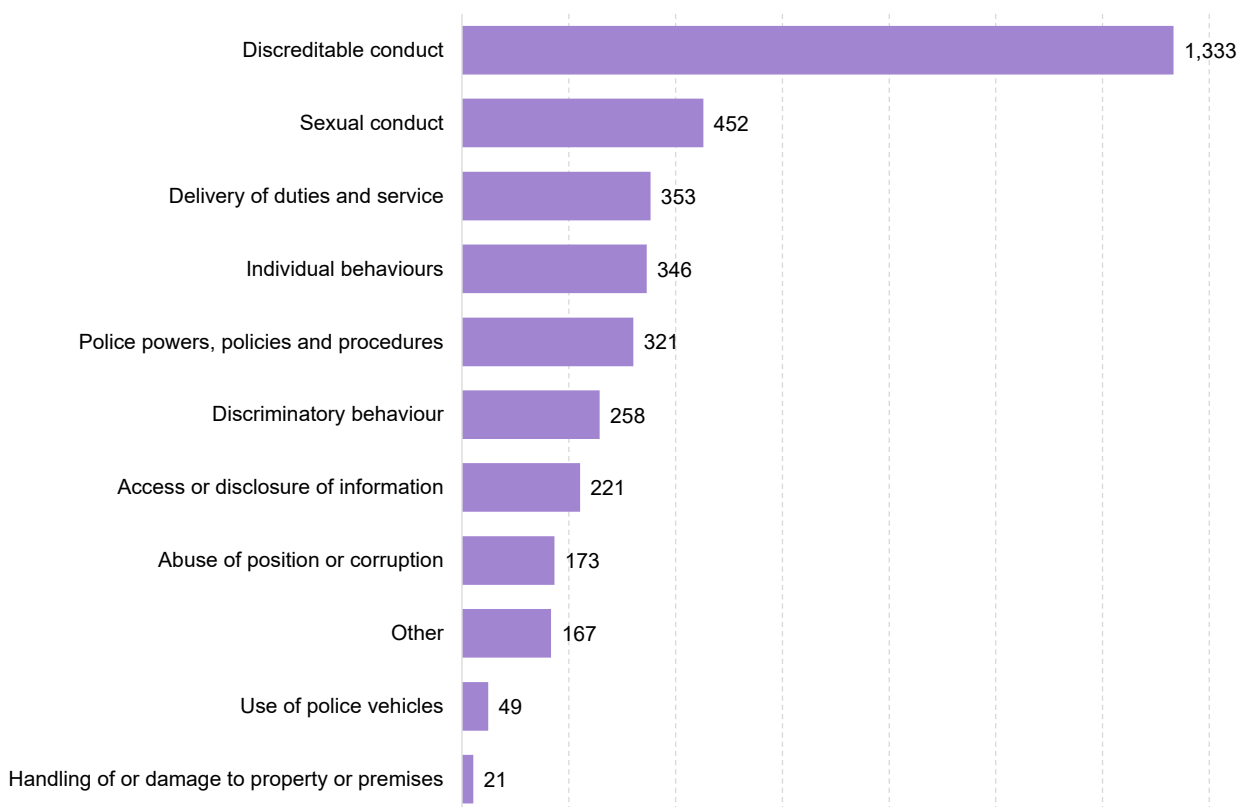
Recordable conduct matters

Figure 4.4 shows the allegation type in recordable conduct matter allegations against police officers, finalised in the year ending 31 March 2024 in the 43 territorial police forces in England and Wales.

For recordable conduct matter allegations involving police officers, 'discreditable conduct' was the most common allegation type at 36% (1,333 allegations), as shown in figure 4.4. This represents a slight increase compared to allegations finalised in the year ending 31 March 2023, where 'discreditable conduct' allegations made up 34% (820 allegations) of allegations.

The second largest category was 'sexual conduct', accounting for 12% (452 allegations) of all recordable conduct matter allegations finalised, an increase compared with allegations finalised in the year ending 31 March 2023, where 'sexual conduct' allegations made up 10% (246 allegations) of allegations.

Figure 4.4: Recordable conduct matter allegations involving police officers, by IOPC allegation type, England and Wales, cases finalised year ending 31 March 2024



Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table RC2](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
(<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>)

Notes:

1. [Appendix A of the IOPC's guidance on capturing data about police complaints](https://www.policeconduct.gov.uk/sites/default/files/documents/Guidance-on-capturing-data-police-complaints-Sept-2023.pdf) (<https://www.policeconduct.gov.uk/sites/default/files/documents/Guidance-on-capturing-data-police-complaints-Sept-2023.pdf>) contains a full description of allegation categories.
2. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different allegation type.

For allegations involving police staff, 'discreditable conduct' was the largest category accounting for 44% (318 allegations) of recordable conduct matter allegations. The second largest category was 'sexual conduct', 12% of allegations (89 allegations).

Sub-category data and data for police staff, for both the year ending 31 March 2023 and the year ending 31 March 2024, is available in the [accompanying open data tables](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents) (<https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents>).

4.6 Allegations by standards of professional behaviour breach type

In carrying out their duties, police officers are expected to maintain the highest standards of professional behaviour as set out in [Schedule 2 of the Conduct Regulations](https://www.legislation.gov.uk/ukxi/2020/4/schedule/2) (<https://www.legislation.gov.uk/ukxi/2020/4/schedule/2>). Allegations can also be grouped based on the standard of professional behaviour which they breach.

Conduct matters

For allegations involving police officers, 'discreditable conduct' made up the largest category, accounting for 27% (2,072) of allegations finalised, followed by 'duties and responsibilities', 21% (1,575) of allegations finalised, as shown in table 4.1.

Table 4.1: Conduct matter allegations, by worker type and standard of professional behaviour breach type, cases finalised year ending 31 March 2024, England and Wales

Standard of professional behaviour breach type	Allegations involving police officers	Proportion (%)
Discreditable Conduct	2,072	27.4
Duties and Responsibilities	1,575	20.8
Authority, Respect and Courtesy	1,228	16.2
Honesty and Integrity	759	10.0
Orders and Instructions	634	8.4
Confidentiality	529	7.0
Equality and Diversity	322	4.3
Use of Force	265	3.5
Challenging and Reporting Improper Conduct	133	1.8
Fitness for Duty	55	0.7
Total	7,572	100.0
Unknown	58	-

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table CM3](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
[\(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

Notes:

1. An allegation can be raised against multiple people. An allegation is counted once per individual as each allegation can have a different breach type.
2. A small number of allegations did not have a breach type; these have been included in 'unknown' and excluded from the proportions.

These proportions are similar to those seen for conduct matter allegations involving police officers finalised in the year ending 31 March 2023 (within one percentage point).

The most common breach type for conduct matter allegations involving police staff was 'discreditable conduct', at 30% (613 allegations), followed

by 'authority, respect and courtesy', which accounted for 19% (392 allegations) of all conduct matter allegations.

Recordable conduct matters

For recordable conduct matter allegations involving police officers, 'discreditable conduct' was the most common breach type, accounting for 40% (1,458) of allegations finalised. This was followed by allegations regarding 'duties and responsibilities', which accounted for 15% (554) of allegations, as shown in table 4.2.

Table 4.2: Recordable conduct matter allegations, by worker type and standard of professional behaviour breach type, cases finalised year ending 31 March 2024, England and Wales

Standard of professional behaviour breach type	Allegations involving police officers	Proportion (%)
Discreditable Conduct	1,458	39.6
Duties and Responsibilities	554	15.1
Authority, Respect and Courtesy	472	12.8
Honesty and Integrity	360	9.8
Equality and Diversity	258	7.0
Orders and Instructions	163	4.4
Confidentiality	162	4.4
Use of Force	138	3.8
Challenging and Reporting Improper Conduct	98	2.7
Fitness for Duty	16	0.4
Total	3,679	100.0
Unknown	15	-

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table RC3](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>

Notes:

1. An allegation can be raised against multiple people. An allegation is counted once per individual as each allegation can have a different breach type.
2. A small number of allegations did not have a breach type; these have been included in 'unknown' and excluded from the proportions.

These proportions are similar to those seen for conduct matter allegations involving police officers finalised in the year ending 31 March 2023 (within one percentage point).

For police staff, 'discreditable conduct' was the largest category, accounting for 47% (331) of all recordable conduct matter allegations finalised, followed by 'authority, respect and courtesy' and 'honesty and integrity', with each of which making up 12% of allegations (86 and 84 allegations respectively).

4.7 Case to answer decision

For each allegation it is determined whether there is a case to answer. A case to answer decision determines whether there is sufficient evidence upon which a reasonable misconduct meeting or hearing panel could make a finding of misconduct or gross misconduct, on the balance of probabilities.

Police complaints subject to Special Procedures

For police complaint allegations, a decision on whether there is a case to answer for misconduct or gross misconduct can only be reached if the police complaint allegation was investigated subject to Special Procedures. The majority (98% for complaints involving police officers) of complaint allegations handled under Schedule 3 are assessed to have not met the threshold to warrant investigation subject to Special Procedures (and therefore would not justify the bringing of disciplinary or criminal proceedings).

Table 4.3 shows that of the complaint allegations involving police officers, which were investigated subject to Special Procedures, 30% were found to have a case to answer (563 out of 1,884). In 68% of complaint allegations involving police officers and investigated subject to Special Procedures, there was no case to answer.

The proportion of complaint allegations involving police officers, which were investigated subject to Special Procedures and found to have a case to answer has increased by 5 percentage points compared with the year ending 31 March 2023 (from 25% to 30%).

Table 4.3: Results following police complaint allegations handled under Schedule 3, which were investigated subject to Special Procedures, by worker type, cases finalised year ending 31 March 2024, England and Wales

Result	Allegations involving police officers	Proportion (%)	Allegations involving police staff	Proportion (%)
No case to answer	1,289	68.4	39	51.2
Case to answer	563	29.9	42	44.0
Withdrawn	28	1.5	1	1.2
Regulation 41 (investigation only)	4	0.2	3	3.6
Total	1,884	100.0	84	100.0

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table PC5a](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

(<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>)

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. Where there is an indication that an individual has committed a criminal offence or behaved in a manner that would justify disciplinary procedures, an allegation is investigated subject to Special Procedures to determine whether there is a case to answer for misconduct or gross misconduct.
3. '[Regulation 41](https://www.legislation.gov.uk/ukxi/2020/4/regulation/41)' (<https://www.legislation.gov.uk/ukxi/2020/4/regulation/41>) applies where an investigation has previously been suspended to avoid prejudice of any criminal case, and upon resuming investigation the complainant either fails to indicate that they want to resume investigation, or they no longer wish to pursue their complaint.

Of the 84 police complaint allegations involving police staff which were investigated subject to Special Procedures, 51% were found to have a case

to answer, and for 44% of allegations there was no case to answer. One allegation was withdrawn.

Police complaints not subject to Special Procedures

Where a public complaint allegation has not met the threshold to warrant investigation subject to Special Procedures, a decision on whether there is a case to answer for misconduct or gross misconduct cannot be made and the allegation cannot be referred to disciplinary or criminal proceedings. The allegation may still undergo an investigation (not subject to Special Procedures) or alternatively may not be formally investigated, after which the complaint handler determines whether the service provided was acceptable or not acceptable.

Table 4.4 shows that of the complaint allegations involving police officers, which were judged not to require investigation subject to Special Procedures, the service provided was determined to be acceptable in the majority (72%) of allegations. In a further 12% of allegations the service provided was determined to be not acceptable.

For complaint allegations involving police staff, judged not to require investigation subject to Special Procedures, the service provided was determined to be acceptable in 62% of allegations. In a further 19% of allegations the service provided was determined to be not acceptable.

Table 4.4: Results following police complaint allegations handled under Schedule 3, which were judged not to require investigation, of if they were investigated, they were not subject to Special Procedures, by worker type, cases finalised year ending 31 March 2024, England and Wales

Result	Allegations involving police officers	Proportion (%)	Allegations involving police staff	Proportion (%)
The service provided was acceptable	68,504	72.0	4,789	61.6
The service provided was not acceptable	11,312	11.9	1,454	18.7
Not determined if the service	6,980	7.3	652	8.4

Result	Allegations involving police officers	Proportion (%)	Allegations involving police staff	Proportion (%)
was acceptable				
No further action required	4,972	5.2	680	8.8
Regulation 41 (investigation only)	498	0.5	33	0.4
Local resolution	1	0.0	0	-
Withdrawn	2,910	3.1	161	2.1
Total	95,177	100.0	7,769	100.0

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table PC5b](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. Where there is an indication that an individual has committed a criminal offence or behaved in a manner that would justify disciplinary procedures, an allegation is investigated subject to Special Procedures to determine whether there is a case to answer for misconduct or gross misconduct. In all other cases the complaint handler determines whether the service provided was 'acceptable' or 'not acceptable'.
3. ['Regulation 41'](https://www.legislation.gov.uk/ukxi/2020/4/regulation/41) (<https://www.legislation.gov.uk/ukxi/2020/4/regulation/41>) applies where an investigation has previously been suspended to avoid prejudice of any criminal case, and upon resuming investigations the complainant either fails to indicate that they want to resume investigation, or they no longer wish to pursue their complaint.

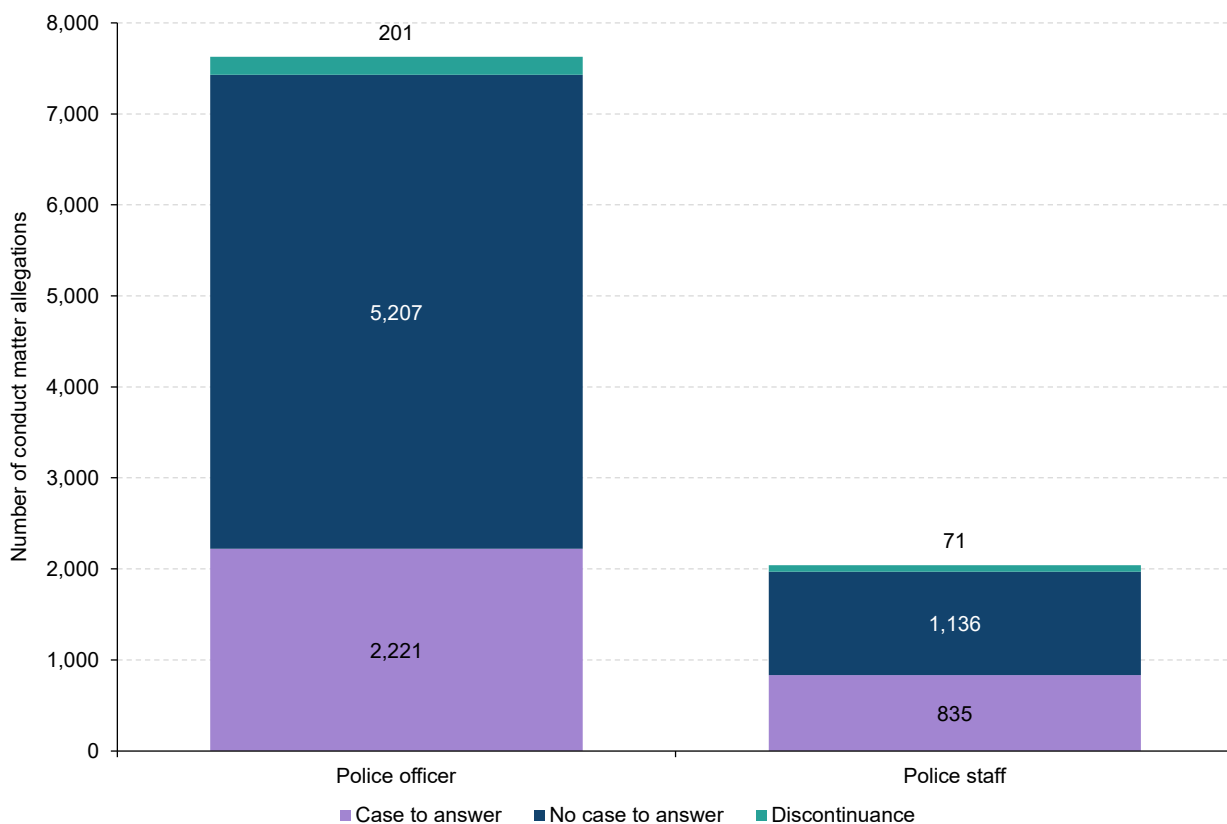
Conduct matters

Figure 4.5 shows whether there was a case to answer for conduct matter allegations raised against police officers and police staff. Of the 7,629 conduct matter allegations raised against police officers (where the case to answer decision was known), 5,207 (68%) did not have a case to answer, in 2,221 (29%) there was a case to answer, and in 201 (3%) the allegation was discontinued.

Due to the increase (42%) seen in the total volume of conduct matter allegations finalised compared with the year ending 31 March 2023, the number of conduct matter allegations where it was determined that there was a case to answer has also increased (by 35%). As a proportion of all conduct matter allegations finalised, the number with a case to answer is similar to the previous year (31% for cases finalised in the year ending 31 March 2024, compared with 29% in the year ending 31 March 2023).

For 1,136 (56%) conduct matter allegations against police staff, there was no case to answer, in 835 (41%) there was a case to answer, and in 71 (3%) the allegation was discontinued.

Figure 4.5: Case to answer decision in conduct matter allegations, by worker type, cases finalised year ending 31 March 2024, England and Wales



Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2023: data tables', Table CM4](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. For a small number of allegations involving police officers (1), the case to answer decision was not known. This has been excluded from the chart but are included in the [accompanying data tables](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>).

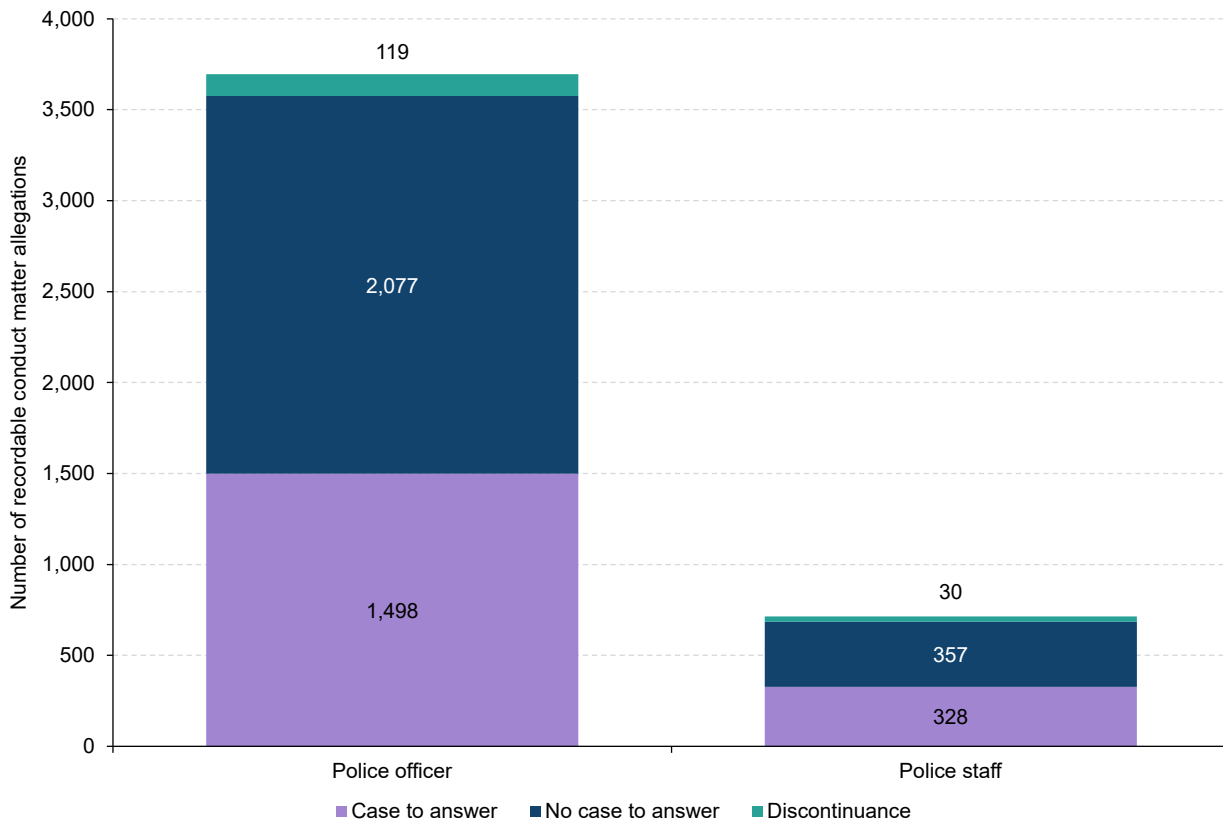
Recordable conduct matters

Of the 3,694 recordable conduct matter allegations raised against police officers, there was no case to answer for 2,077 (56%) of allegations, in 1,498 (41%) there was a case to answer, and in 119 (3%) the allegation was discontinued.

Compared with the year ending 31 March 2023, the number of recordable conduct matter allegations where it was determined that there was a case to answer has increased by 76%. This increase is larger than the increase in overall number of recordable conduct matter allegations finalised over this same period (which increased by 54%). Therefore, as a proportion of all recordable conduct matter allegations finalised, the number with a case to answer has increased compared with the previous year (41% for cases finalised in the year ending 31 March 2024, compared with 35% in the year ending 31 March 2023).

For recordable conduct matters against police staff, in 357 (50%) there was no case to answer, in 328 (46%) there was a case to answer, and in 30 (5%) the allegation was discontinued.

Figure 4.6: Case to answer decision in recordable conduct matter allegations, cases finalised year ending 31 March 2024, England and Wales



Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table RC4](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.

4.8 Action taken

Police complaints subject to Special Procedures

Table 4.5 shows the action taken following police complaints, against police officers (including Special Constables) and police staff, finalised in the year ending 31 March 2024 in the 43 territorial police forces in England and Wales, that were handled under Schedule 3 and investigated subject to Special Procedures.

Of the 1,884 allegations against police officers, that were handled under Schedule 3 and investigated subject to Special Procedures, where the

action taken was known, 416 (22%) were referred to misconduct proceedings; how those allegations progressed are outlined in [chapter 2](#).

Compared with cases finalised in the year ending 31 March 2023, the number of allegations involving police officers investigated subject to Special Procedures that were referred to misconduct proceedings has increased by 39% (from 299 allegations). This increase is similar to the increase seen in the number of allegations determined to have a case to answer (35%).

The proportion of all police complaints investigated subject to Special Procedures involving police officers, referred to hearings has increased (from 18% in the year ending 31 March 2023, to 22% in the year ending 31 March 2024).

Not all behaviour which falls short of the standards of professional behaviour engages the discipline system and therefore not all allegations are referred to misconduct proceedings. Other processes, such as the RPRP, may be initiated when such behaviour is identified that does not warrant disciplinary action and other processes, such as the UPP, may be initiated where an individual's performance is considered unsatisfactory.

Of the allegations against police officers, that were handled under Schedule 3 and investigated subject to Special Procedures, a further 395 (21%) were referred to learning outcomes (including RPRP and learning from reflection) and 11 (0.6%) were taken to UPP. In addition, no action was required in 1,062 (56%) allegations.

Due to increases in the proportion of allegations referred to hearings (from 18% to 22%) and allegations referred to learning outcomes (from 17% to 21%), the proportion of allegations finalised in the year ending 31 March 2024 where no action was required fell compared with the year ending 31 March 2023 (from 64% to 56%).

For allegations raised against police staff handled under Schedule 3 and investigated subject to Special Procedures, 30 (35%) were referred to proceedings; how those allegations progressed are outlined in [chapter 2](#). A further 46 (55%) required no action and 8 (10%) were referred to learning outcomes (including RPRP and learning from reflection).

Table 4.5: Action taken in police complaint allegations handled under Schedule 3 and investigated subject to Special Procedures, by worker type, cases finalised year ending 31 March 2024, England and Wales

Action taken	Allegations involving police officers	Proportion (%)	Allegations involving police staff	Proportion (%)
Learning outcomes	395	21.0	8	10.0
Referral to proceedings	416	22.1	30	35.7
No action required	1,062	56.4	46	54.8
Unsatisfactory Performance Procedures	11	0.6	0	0.0
Total	1,884	100.0	84	100.0

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table PC6a](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
 [\(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. 'Learning outcomes' includes 'learning from reflection', 'reflective practice' and 'RPRP'.

Police complaints not subject to Special Procedures

Investigations will be subject to Special Procedures if there is an indication that an individual may have committed a criminal offence or behaved in a manner that would justify the bringing of disciplinary proceedings. Allegations are not investigated subject to Special Procedures when they do not meet these criteria (meaning there is no indication that a criminal offence has been committed or that the bringing of disciplinary proceedings is justified). These allegations therefore cannot result in referral to misconduct proceedings.

Table 4.6 shows the action taken following police complaints, against police officers and police staff, finalised in the year ending 31 March 2024 in the 43

territorial police forces in England and Wales, that were handed under Schedule 3 and not investigated subject to Special Procedures.

Of the allegations against police officers that were handled under Schedule 3 that were judged not to require investigation, or if they were investigated, they were not subject to Special Procedures, 84,625 (89%) required no further action. In addition, 10,473 (11%) were referred to learning outcomes (including RPRP and learning from reflection) and a further 34 were taken to UPP. Proportions by action taken remain unchanged when compared with allegations finalised in the year ending 31 March 2023 (within one percentage point).

For allegations against police staff, 6,638 (85%) required no action. A further 1,122 (14%) were referred to learning outcomes (including RPRP and learning from reflection) and another 7 allegations were taken to UPP.

Table 4.6: Action taken following a police complaint allegation, handled under Schedule 3 and judged not to require investigation, or if they were investigated, they were not subject to Special Procedures, by worker type, cases finalised year ending 31 March 2023, England and Wales

Action taken	Allegations involving police officers	Proportion (%)	Allegations involving police staff	Proportion (%)
Learning outcomes	10,473	11.0	1,122	14.4
No action required	84,625	89.0	6,638	85.5
Unsatisfactory Performance Procedures	34	0.0	8	0.0
Total	95,132	100.0	7,767	100.0
Unknown	45	-	2	-

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table PC6b](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
(<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>)

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. 'Learning outcomes' includes 'learning from reflection', 'reflective practice' and 'RPRP'.
3. 'Other' includes any action not listed such as, 'informal action by line manager'. 'Informal action by line manager' is not a legislative action under the 2020 regulations however was an option on Centurion. This option has since been removed from Centurion.
4. A small number of allegations did not have an allegation action; these have been included in 'unknown' and excluded from the proportions.

Conduct matters

Table 4.7 shows the action taken following conduct matter allegations against police officers and police staff, finalised in the year ending 31 March 2024 in the 43 territorial police forces in England and Wales.

Of the allegations against police officers 1,474 (19%) were referred to misconduct proceedings; how those allegations progressed are outlined in [chapter 2](#). Compared with cases finalised in the year ending 31 March 2023, the number of allegations referred to misconduct proceedings has increased by 43% (from 1,032 allegations), however the proportion of allegations involving police officers referred to proceedings (19%) remains the same.

A further 3,317 (44%) were referred to learning outcomes (including RPRP and learning from reflection) and 79 (1%) were taken to UPP. No action was required in 36% of allegations (2,755 allegations), a slight increase compared with 33% in the previous year (ending 31 March 2023).

Of the allegations involving police staff, 568 (28%) were referred to misconduct proceedings. A further 787 (39%) required no action, 669 (33%) were referred to learning outcomes, and the remaining 17 (1%) were taken to UPP.

Table 4.7: Action taken following conduct matter allegations, by worker type, cases finalised year ending 31 March 2024, England and Wales

Action taken	Allegations involving police officers	Proportion (%)	Allegations involving police staff	Proportion (%)
Learning outcomes	3,317	43.5	669	32.8

Action taken	Allegations involving police officers	Proportion (%)	Allegations involving police staff	Proportion (%)
Referral to proceedings	1,474	19.3	568	27.8
No action required	2,755	36.1	787	38.6
Unsatisfactory Performance Procedures	79	1.0	17	0.8
Total	7,625	100.0	2,041	100.0
Unknown	5	-	1	-

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table CM5](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
[\(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. 'Learning outcomes' includes 'learning from reflection', 'reflective practice' and 'RPRP'.
3. A small number of allegations did not have an allegation action; these have been included in 'unknown' and excluded from the proportions.

Recordable conduct matters

Table 4.8 shows the action taken following recordable conduct matter allegations against police officers and police staff, finalised in the year ending 31 March 2024 in the 43 territorial police forces in England and Wales.

Of the allegations against police officers 1,136 (31%) were referred to misconduct proceedings; how these allegations progressed are outlined in [chapter 2](#). Compared with cases finalised in the year ending 31 March 2023, the number of allegations referred to misconduct proceedings has increased by 70% (from 670 allegations). This is partly driven by an increase in the total volume of recordable conduct matter allegations

finalised (up 54%). The proportion of allegations involving police officers referred to proceedings (31%), has increased slightly compared with the year ending 31 March 2023 (28%).

A further 793 (21%) of allegations involving police officers finalised in the year ending 31 March 2024 were referred to learning outcomes (including RPRP and learning from reflection) and 34 (1%) were taken to UPP. No action was required in 1,731 (47%) allegations, the same proportion as the previous year (ending 31 March 2023).

Of the allegations involving police staff, 264 (37%) were referred to misconduct proceedings. A further 320 (45%) allegations required no action, 121 (17%) allegations were referred to learning outcomes, and the remaining 10 (1%) of allegations were taken to UPP.

Table 4.8: Action taken following recordable conduct matter allegations, by worker type, cases finalised year ending 31 March 2024, England and Wales

Action taken	Allegations involving police officers	Proportion (%)	Allegations involving police staff	Proportion (%)
Learning outcomes	793	21.5	121	16.9
Referral to proceedings	1,136	30.8	264	36.9
No action required	1,731	46.9	320	44.8
Unsatisfactory Performance Procedures	34	0.9	10	1.4
Total	3,694	100.0	715	100.0

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2023: data tables', Table RC5](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
 [\(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. 'Learning outcomes' includes 'learning from reflection', 'reflective practice' and 'RPRP'.

Action taken by case to answer decision

The action taken by the appropriate authority following investigation of an allegation differed depending on whether there was deemed to be a case to answer for misconduct.

Statutory Guidance on Professional Standards and Integrity in Policing issued by the Home Office

https://assets.publishing.service.gov.uk/media/5e3ae3efed915d09378bf705/Home_Office_Statutory_Guidance_0502.pdf) sets out the process for case to answer decision makers to determine if there is sufficient evidence, on the balance of probabilities, in which an individual could be found to have committed misconduct or gross misconduct.

Following this decision, the appropriate authority must decide whether disciplinary proceedings should be brought against the individual. The statutory guidance sets an expectation that it is in the public interest that cases which could result in disciplinary action (at least a written warning or above) are referred to proceedings unless there are exceptional circumstances not to do so.

Circumstances where it might be considered unreasonable for an individual to face disciplinary proceedings may include where the individual is suffering from serious physical or mental ill-health.

When considering referral to proceedings for misconduct (rather than gross misconduct), proportionality may also be a factor, if for example the allegation relates to a historic case where a written warning would have now expired, proceedings may not be pursued.

Furthermore, if an officer has since left the service during an investigation for example through voluntary resignation or retirement, proceedings for misconduct cannot take place. For cases of gross misconduct, the appropriate authority can refer an individual who has since left the service to proceedings and if it is determined that they would have been dismissed had they still be serving, they are placed on the [College of Policing Barred List](https://www.college.police.uk/ethics/barred-list) (<https://www.college.police.uk/ethics/barred-list>). However, in some cases this is not considered proportionate. For example, where it has been more than 12 months since the individual resigned or retired, proceedings may only go ahead following a special determination made by the Director General of the IOPC.

Table 4.9 shows the number of complaint (investigated subject to Special Procedures), conduct matter and recordable conduct matter allegations that were found to have a case to answer for misconduct or gross misconduct, by the subsequent action taken.

Across the 3 case types, there were 4,282 allegations involving police officers where a case to answer was found for cases finalised in the year ending 31 March 2024. For the majority of these allegations (71%), the allegation was referred to formal misconduct proceedings.

A further 19% of allegations were referred to learning outcomes (including RPRP), whilst no action was deemed to be required in 10% of allegations.

Table 4.9: Action taken following allegations involving police officers, deemed to have a case to answer for misconduct, cases finalised year ending 31 March 2024, England and Wales

Action taken	Complaint (investigated subject to Special Procedures), conduct matter and recordable conduct matter allegations	Proportion (%)
Learning outcomes	798	18.6
Referral to proceedings	3,026	70.7
No action required	446	10.4
Unsatisfactory Performance Procedures	12	0.3
Total	4,282	100.0

Source: [Home Office, Police misconduct, England and Wales, 31 March 2024: misconduct allegations by action open data tables](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents)
(<https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents>)

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. Includes allegations across the 3 case types where a case to answer for misconduct is determined (complaints investigated subject to Special

Procedures, conduct matters and recordable conduct matters) and therefore excludes complaint cases not investigated subject to Special Procedures.

3. 'Learning outcomes' includes 'learning from reflection', 'reflective practice' and 'RPRP'.

The proportion of allegations found to have a case to answer which were subsequently referred to proceedings has increased by 2 percentage points (from 69%) compared with cases finalised in the year ending 31 March 2023. The overall number of allegations referred to proceedings meanwhile has increased by 51% over this period, due to increases in the number of conduct matter and recordable conduct matter allegations finalised.

Where it has been determined that there is no case to answer for misconduct or gross misconduct, the appropriate authority may still conclude that action is required should the case amount to practice requiring improvement or if the matter should be dealt with under the Police Performance Regulations.

Table 4.10 shows that as a proportion of all allegations involving police officers, finalised in the year ending 31 March 2024 and deemed to have no case to answer, 43% were referred to learning outcomes. No action was deemed necessary for a further 56%, whilst 1% were referred to UPP. These proportions are unchanged compared with the year ending 31 March 2023.

Table 4.10: Action taken following allegations involving police officers, deemed to have no case to answer for misconduct, cases finalised year ending 31 March 2024, England and Wales

Action taken	Complaint (investigated subject to Special Procedures), conduct matter and recordable conduct matter allegations	Proportion (%)
Learning outcomes	3,693	43.1
No action required	4,764	55.6
Unsatisfactory Performance Procedures	112	1.3
Total	8,569	100.0
Unknown	4	-

Source: [Home Office, Police misconduct, England and Wales, 31 March 2024: misconduct allegations by action open data tables](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents)
(<https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents>)

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. Includes allegations across the 3 case types where a case to answer for misconduct is determined (complaints investigated subject to Special Procedures, conduct matters and recordable conduct matters) and therefore excludes complaint cases not investigated subject to Special Procedures.
3. 'Learning outcomes' includes 'learning from reflection', 'reflective practice' and 'RPRP'.
4. A small number of allegations did not have an allegation action; these have been included in 'unknown' and excluded from the proportions.

Data combining case to answer decision and action taken, broken down by each case type and worker type can be found in the [Police misconduct, England and Wales, 31 March 2024: misconduct allegations by action open data table](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents) (<https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents>) accompanying this publication.

4.9 Case to answer decision and action taken by allegation type

Case to answer decision

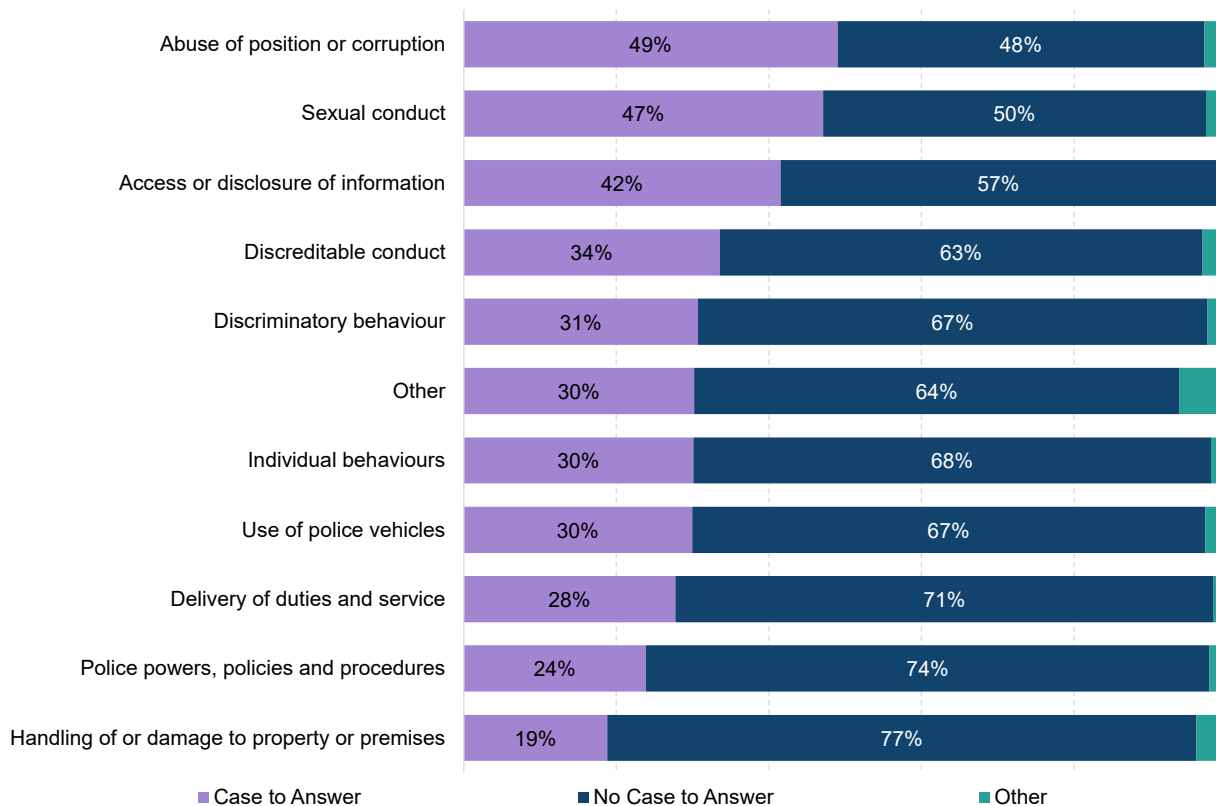
Across the 3 case types where a case to answer is determined (complaints investigated subject to Special Procedures, conduct matters and recordable conduct matters), a case to answer was found in 32% of allegations involving an officer finalised in the year ending 31 March 2024. This, however, varies by IOPC allegation type.

Figure 4.7 shows that of the 11 IOPC allegation type categories, allegations regarding 'abuse of position or corruption' saw the highest proportion (49%) of allegations with a case to answer for misconduct or gross misconduct. This was followed by allegations regarding 'sexual conduct', where 47% were deemed to have a case to answer.

Meanwhile, 'handling of, or damage to property or premise' and 'police powers, policies and procedures' had the lowest proportions of allegations

deemed to have a case to answer (19% and 24% respectively).

Figure 4.7: Case to answer decision in allegations involving police officers, by IOPC allegation type, cases finalised year ending 31 March 2024, England and Wales



Source: [Home Office, Police misconduct, England and Wales, 31 March 2024: misconduct allegations by type open data tables \(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents)

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. Includes allegations across the 3 case types where a case to answer for misconduct is determined (complaints investigated subject to Special Procedures, conduct matters and recordable conduct matters) and therefore excludes complaint cases not investigated subject to Special Procedures.
3. 'Other' includes conduct matters discontinued, complaints withdrawn and Regulation 41 (investigation only)
4. A small number of allegations (4) did not have a case to answer decision or IOPC allegation type recorded; these have been excluded from this figure.

Data broken down by IOPC allegation type, case type, case to answer decision and worker type can be found in the [Police misconduct, England and Wales, 31 March 2024: misconduct allegations by type open data table \(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents) accompanying this publication.

Action taken

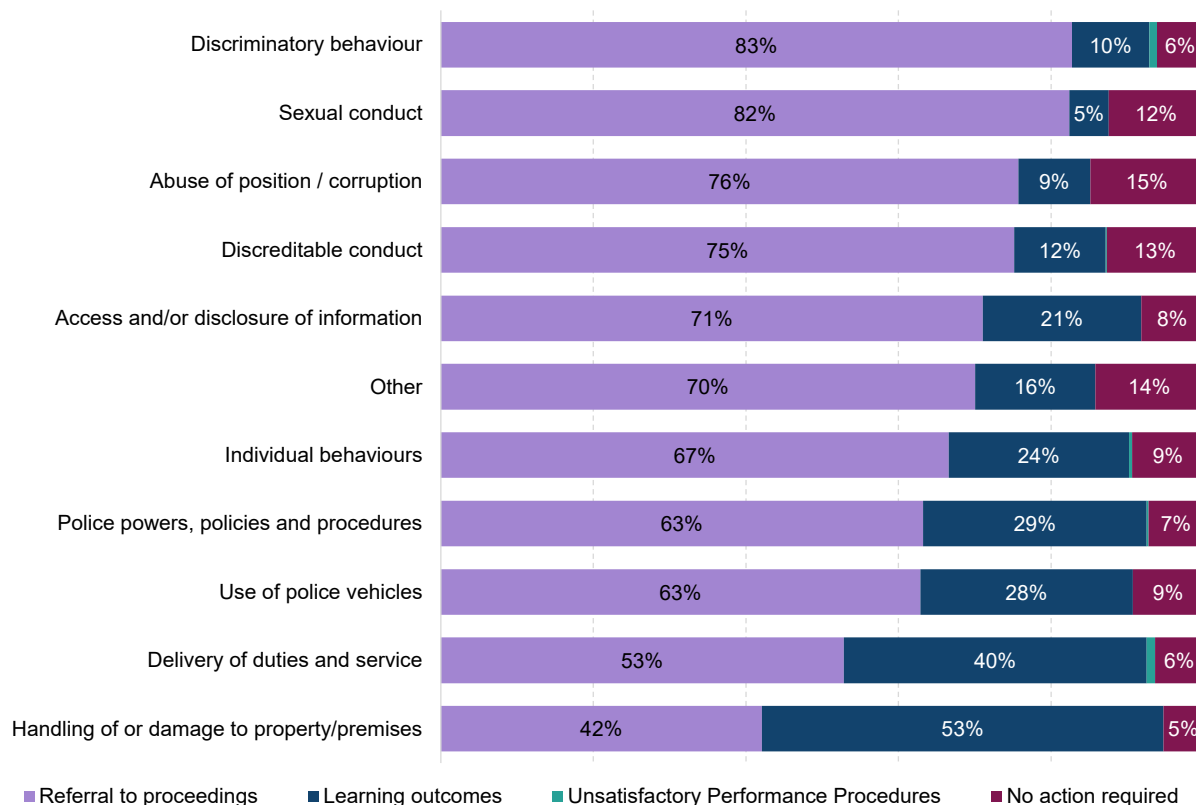
Of the 4,282 allegations involving an officer and finalised in the year ending 31 March 2024 that were deemed to have a case to answer for misconduct, 71% were referred to proceedings. This proportion differed by IOPC allegation type.

Figure 4.8 shows that allegations related to ‘discriminatory behaviour’ saw the highest proportion (83%) of allegations being referred to proceedings where a case to answer has been determined. This is followed by ‘sexual conduct’ allegations (82%) and ‘abuse of position or corruption’ allegations (76%).

Allegations regarding ‘Handling of, or damage to property or premise’ and ‘delivery of duties and service’ had the lowest proportions of allegations referred to misconduct proceedings (42% and 53%), however, saw the largest proportions referred to learning outcomes (53% and 40%).

[Chapter 4.8](#) of this publication includes a summary of the decision-making process for when an allegation should be referred to proceedings, including examples of circumstances where individuals may not be referred to proceedings.

Figure 4.8: Action taken in allegations involving police officers determined to have a case to answer, by IOPC allegation type, cases finalised year ending 31 March 2024, England and Wales



Source: [Home Office, Police misconduct, England and Wales, 31 March 2024: misconduct allegations by type open data table](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents)
[\(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents)

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a different result.
2. Includes allegations across the 3 case types where a case to answer for misconduct is determined (complaints investigated subject to Special Procedures, conduct matters and recordable conduct matters) and therefore excludes complaint cases not investigated subject to Special Procedures.
3. 'Other' includes conduct matters discontinued, complaints withdrawn and Regulation 41 (investigation only).
4. A small number of allegations (one) did not have an IOPC allegation type recorded; these have been excluded from this figure.

Of the 8,573 allegations involving an officer and finalised in the year ending 31 March 2024 that were deemed to have no case to answer for misconduct, 43% were referred to learning outcomes and 56% required no further action. These proportions also differed by IOPC allegation type.

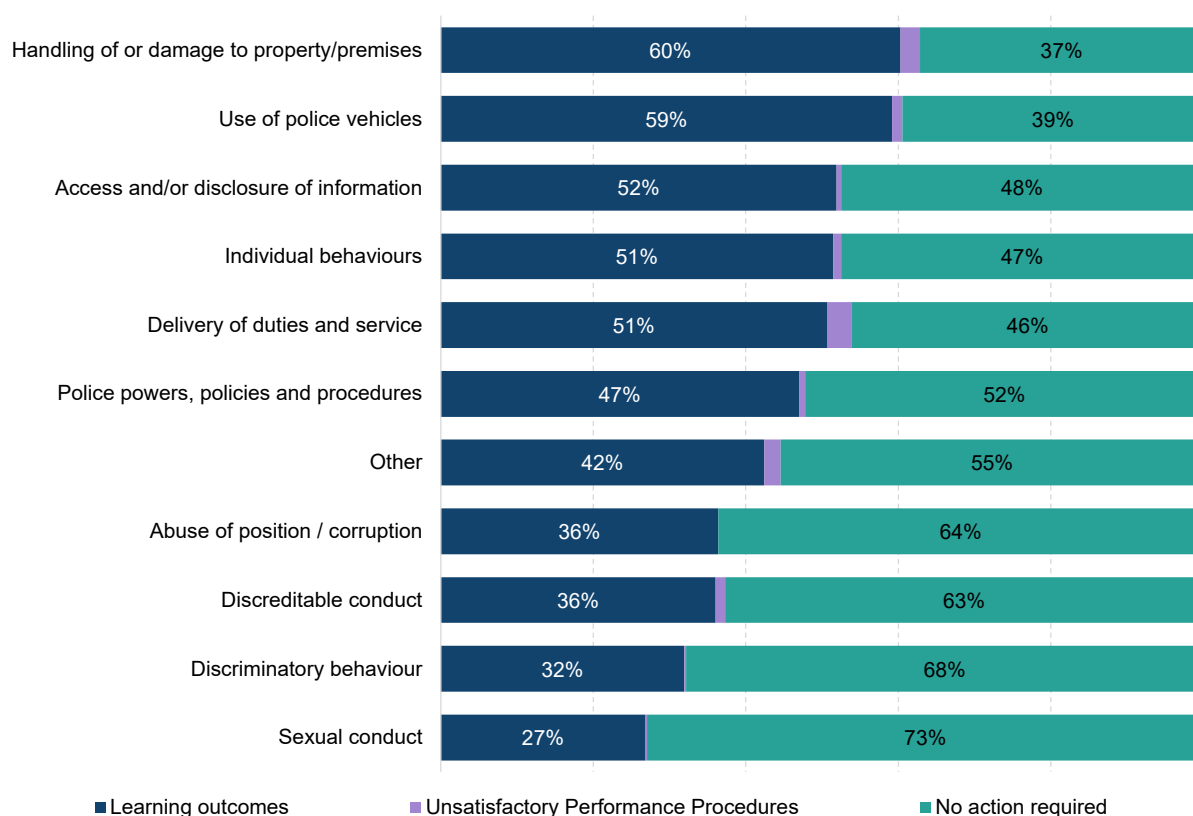
Where it has been determined that there is no case to answer, the appropriate authority may still conclude that action is required should the

case amount to practice requiring improvement and refer the allegation to a learning outcome. However, this may be more appropriate for some allegation types than others.

Figure 4.9 shows that allegations related to ‘handling of, or damage to property or premises’ and ‘use of police vehicles’ saw the highest proportion of learning outcomes where it is determined that there is no case to answer for misconduct (60% and 59% respectively).

Allegations relating to ‘sexual conduct’ had the lowest proportion of allegations with no case to answer referred to learning outcomes (27%), though this must be considered alongside the fact that this category saw amongst the highest proportions of both allegations found to have a case to answer and allegations subsequently referred to proceedings.

Figure 4.9: Action taken in allegations involving police officers not determined to have a case to answer, by IOPC allegation type, cases finalised year ending 31 March 2024, England and Wales



Source: [Police misconduct, England and Wales, 31 March 2024: misconduct allegations by type open data table \(https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents\)](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents)

Notes:

1. An allegation can be raised against multiple people. Each allegation against an individual is counted in the data as each allegation can have a

different result.

2. Includes allegations across the 3 case types where a case to answer for misconduct is determined (complaints investigated subject to Special Procedures, conduct matters and recordable conduct matters) and therefore excludes complaint cases not investigated subject to Special Procedures.
3. 'Other' includes conduct matters discontinued, complaints withdrawn and Regulation 41 (investigation only).
4. A small number of allegations (6), did not have an IOPC allegation type recorded or allegation action; these have been excluded from this figure.

Data broken down by IOPC allegation type, case type, action taken and worker type can be found in the [Police misconduct, England and Wales, 31 March 2024: misconduct allegations by type open data table](https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents) (<https://www.gov.uk/government/statistics/police-misconduct-open-data-tables#documents>) accompanying this publication.

5. Timeliness

5.1 Introduction

Timeliness measures only cover the timeliness of cases finalised under the current regulations and as such do not include cases received before February 2020, in line with the rest of this bulletin. Therefore, timeliness measures may underestimate the average time taken to finalise a case as cases finalised under the old regulations are not included. It is expected that the number of remaining cases raised under the old regulations to be small and reducing each year.

Timeliness measures are calculated by comparing the date a case was received with the case finalisation date. In a small number of cases the received date was not recorded. Furthermore, timeliness measures cover all calendar days and do not take into account non-working days such as weekends and public holidays.

Data by Police Force Area for both police officers and police staff can be found in the [accompanying data tables](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>). Caution should be taken when interpreting these figures, particularly when making comparisons between forces due to differences in recording practices when recording timeliness.

These metrics simply measure the duration of each case and do not consider or measure the reason for any delays, including where delays were impacted by other bodies or individuals. There are a number of external factors that may impact overall case timeliness such as awaiting decisions from the IOPC for cases referred for independent investigation or Crown Prosecution Service where there is a criminal charge linked to a case.

The IOPC publish information regarding timeliness of public complaint handling as a part of their [Police Complaints Statistics](https://www.policeconduct.gov.uk/our-work/research-and-statistics/police-complaints-statistics) (<https://www.policeconduct.gov.uk/our-work/research-and-statistics/police-complaints-statistics>). This publication therefore only focusses on conduct matter and recordable conduct matter cases.

For further information about the quality and limitations of the data can be found in the accompanying [user guide](https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics) (<https://www.gov.uk/government/publications/user-guide-to-police-misconduct-statistics/user-guide-to-police-misconduct-statistics>).

5.2 Conduct matters

It took on average (median) 111 days (approximately 4 months) to finalise conduct matter cases, involving police officers in the year ending 31 March 2024. This is a slight decrease compared with the year ending 31 March 2023, when it took on average 129 days to finalise conduct matter cases. Over this same period the overall number of conduct matter cases involving police officers finalised increased by 43%.

Table 5.1 shows the majority (84%) of conduct matter cases finalised in the year ending 31 March 2024, involving police officers, took under 12 months to finalise. This is the same proportion as in the previous year (ending 31 March 2023).

Table 5.1: Timeliness to finalise conduct matter cases involving police officers, cases finalised year ending 31 March 2024, England and Wales

Timeliness to finalise case	Number of cases	Proportion (%)
Less than 3 months	1,776	44.9
3 months to less than 6 months	734	18.6
6 months to less than 9 months	505	12.8

Timeliness to finalise case	Number of cases	Proportion (%)
9 months to less than 12 months	323	8.2
12 months to less than 18 months	355	9.0
18 months to less than 24 months	140	3.5
24 months or more	119	3.0
Total known cases finalised	3,952	100.0

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table CM7a](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
[\(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

Notes:

1. A case may include multiple distinct allegations and involve multiple individuals. Where a case involves both worker types, an officer(s) and staff member(s), it will be counted once under each worker type.

Although the proportion of cases finalised in under 12 months has remained stable, the proportion of cases finalised within 3 months has increased by 4 percentage points, from 41% for cases finalised in the year ending 31 March 2023 to 45% for cases finalised in the year ending 31 March 2024.

The number of conduct matter cases involving police officers that took more than 24 months to finalise increased from 59 for cases finalised in the year ending 31 March 2023 to 119 for cases finalised in year ending 31 March 2024, though these cases remain a small proportion of all cases (2% and 3% respectively).

As at 1 April 2024 there were 2,858 non-finalised conduct matter cases involving police officers outstanding. These cases have been open an average (median) of 188 days (approximately 6 months) as at 1 April 2024.

Table 5.2 shows that as at 1 April 2024, around three-quarters (76%) of non-finalised conduct matter cases involving officers had been open for less than 12 months. A total of 170 cases had been open for longer than 24 months, making up 6% of all open cases.

Table 5.2: Case duration of non-finalised conduct matter cases involving police officers, as at 1 April 2024, England and Wales

Timeliness to finalise case	Number of cases	Proportion (%)
Less than 3 months	718	25.1
3 months to less than 6 months	652	22.8
6 months to less than 9 months	486	17.0
9 months to less than 12 months	306	10.7
12 months to less than 18 months	361	12.6
18 months to less than 24 months	165	5.8
24 months or more	170	5.9
Total known cases finalised	2,858	100.0

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table CM7b](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
[\(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

Notes:

1. A case may include multiple distinct allegations and involve multiple individuals. Where a case involves both worker types, an officer(s) and staff member(s), it will be counted once under each worker type.

5.3 Recordable conduct matters

It took on average (median) 311 days (approximately 10 months) to finalise recordable conduct matter cases, involving police officers in the year ending 31 March 2024. This is an increase compared with the year ending 31 March 2023 where it took on average (median) 253 days (approximately 8 months) to finalise cases. Over this same period the overall number of recordable conduct matter cases involving police officers finalised increased by 38%.

Table 5.3 shows that 915 recordable conduct matter cases, involving police officers took under 12 months to finalise in the year ending 31 March 2024. This is an increase compared with the year ending 31 March 2023 when 754 cases were finalised in under 12 months.

However, as a proportion of all cases, 57% were finalised in under 12 months during the year ending 31 March 2024, a decrease in proportion of 7 percentage points compared with 64% in the year ending 31 March 2023.

The proportion of recordable conduct matter cases, involving police officers that took 24 months or more to finalise increased from 7% (79 cases) in the year ending 31 March 2023 to 12% (200 cases) in the year ending 31 March 2024.

Table 5.3: Timeliness to finalise recordable conduct matter cases involving police officers, cases finalised year ending 31 March 2024, England and Wales

Timeliness to finalise case	Number of cases	Proportion (%)
Less than 3 months	203	12.6
3 months to less than 6 months	235	14.6
6 months to less than 9 months	258	16.1
9 months to less than 12 months	219	13.6
12 months to less than 18 months	310	19.3
18 months to less than 24 months	182	11.3
24 months or more	200	12.4
Total known cases finalised	1,607	100.0

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table RC7a](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
(<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>)

Notes:

1. A case may include multiple distinct allegations and involve multiple individuals. Where a case involves both worker types, an officer(s) and staff member(s), it will be counted once under each worker type.
2. Case duration is calculated by comparing the date a case was received with the 31 March 2024. In one case, the case received date was not recorded and is therefore excluded from this table.

As at 1 April 2024 there were 2,226 non-finalised recordable conduct matter cases involving police officers outstanding. These cases have been open an

average (median) of 334 days (approximately 11 months) as at 1 April 2024.

Table 5.4 shows that as at 1 April 2024, around half (54%) of non-finalised recordable conduct matter cases involving officers had been open for less than 12 months. A total of 325 cases had been open for longer than 24 months, making up 15% of all open cases.

Table 5.4: Case duration of non-finalised recordable conduct matter cases involving police officers, as at 1 April 2024, England and Wales

Timeliness to finalise case	Number of cases	Proportion (%)
Less than 3 months	301	13.5
3 months to less than 6 months	293	13.2
6 months to less than 9 months	328	14.7
9 months to less than 12 months	282	12.7
12 months to less than 18 months	439	19.7
18 months to less than 24 months	258	11.6
24 months or more	325	14.6
Total cases finalised	2,226	100.0

Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table RC7b \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)

Notes:

1. A case may include multiple distinct allegations and involve multiple individuals. Where a case involves both worker types, an officer(s) and staff member(s), it will be counted once under each worker type.

6. Criminal proceedings

6.1 Introduction

Criminal proceedings are distinct from misconduct proceedings, as there are different tests and thresholds applied. For example, while a criminal conviction relies on a burden of proof beyond all reasonable doubt, misconduct proceedings are in line with civil proceedings and rely on the balance of probabilities. This means that for criminal cases which do not result in conviction or are unsuitable for criminal prosecution, the individual can still be subject to misconduct proceedings and potentially be dismissed. In addition, where cases do result in a criminal conviction, the individual can also be subject to misconduct proceedings.

The Home Office collects data on the number of police complaints, conduct matters and recordable conduct matters, that were finalised in the financial year on Centurion, which involved criminal proceedings. Criminal proceedings against police officers and staff could arise which do not stem from a complaint, conduct matter or recordable conduct matter; these may not be captured in the data.

In line with the rest of this bulletin, these statistics include cases raised under the 2020 regulations only, for cases which came to the force's attention on or after 1 February 2020. As such the numbers presented are likely an undercount of cases finalised which involved criminal proceedings. The scale of cases currently ongoing, (which means not finalised) under the old regulations is unknown and not captured in these statistics. We anticipate that the number of remaining cases raised under the old regulations, yet to be finalised, should reduce each year. Although, any case raised under the old regulations which is ongoing may be complex.

Users should be mindful these statistics do not present a complete picture of all criminal proceedings as they do not include cases which came to the forces' attention prior to February 2020, or criminal proceedings which do not stem from a complaint, conduct matter or recordable conduct matter.

In this publication, in addition to the number of case finalised criminal proceedings by charge result and worker type, we have introduced the number of unique individuals who faced proceedings (Table CR1).

6.2 Criminal proceedings

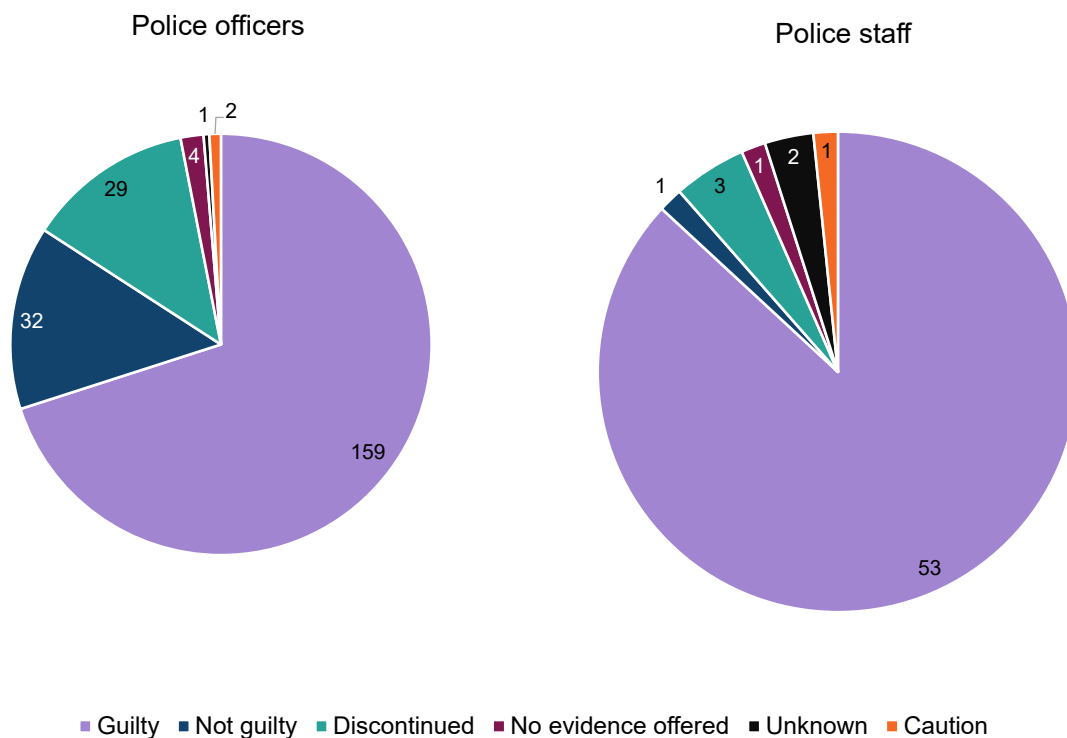
In the year ending 31 March 2024, there were 227 criminal proceedings related to 133 unique police officers (less than 0.1% of the police officer workforce at 31 March 2023^{[footnote 31](#)}), and 61 proceedings related to 42 unique police staff. This is an increase in proceedings of 42% (from 160)

and 20% (from 51) respectively, compared to the year ending 31 March 2023.

Of the criminal proceedings involving police officers (where the verdict is known^[footnote 32]), 159 (70%) resulted in the officer being found (or pleading) guilty and 32 (14%) resulted in a not guilty verdict. A further 29 (13%), proceedings were discontinued, 2 (1%) were cautioned, and 4 (2%) resulted in no evidence offered.

Of the criminal proceedings involving staff, 53 (87%) resulted in the individual being found (or pleading) guilty and one case (2%) resulted in a not guilty verdict. A further 3 (5%) proceedings were discontinued, one case (2%) was cautioned, and one case (2%) resulted in no evidence offered.

Figure 6.1: Outcomes at criminal proceedings, by worker type, cases finalised year ending 31 March 2024, England and Wales



Source: [Home Office, 'Police misconduct, England and Wales, year ending 31 March 2024: data tables', Table CR1](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024)
(<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2024>)

Notes:

1. Criminal proceedings against police officers and staff could arise which do not stem from a complaint, conduct matter or recordable conduct matter; these may not be captured in this data.

-
1. The term 'police officer' throughout this report includes special constables.
 2. A police complaint is an expression of dissatisfaction with a police force by, or on behalf of, a member of the public. This can cover complaints about policing practice and service issues, as well as complaints about the conduct of its officers and staff.
 3. A conduct matter is any matter that is not, and has not been, the subject of a complaint, where there is an indication that the person serving with the police may have committed a criminal offence or behaved in a manner which would justify the bringing of disciplinary proceedings.
 4. A recordable conduct matter, is a distinct category (and not a subset of conduct matters) where a conduct matter appears to have resulted in the death or serious injury of any person; has had an adverse effect on a member of the public; or, meets any of the criteria set out in regulation 7 of the Complaints Regulations, this includes serious assaults, sexual offences and corruption.
 5. Police workforce figures are available as part of the following statistical series: [Police workforce England and Wales statistics](https://www.gov.uk/government/collections/police-workforce-england-and-wales) (<https://www.gov.uk/government/collections/police-workforce-england-and-wales>). Figures reflect the size of the workforce as at the start of the financial year (that is, the end of the previous financial year). For further information on making comparisons to the overall workforce see [chapter 4.4](#)
 6. The term 'police staff' throughout this report includes civilian staff, Police Community Support Officers (PSCOs) and designated officers. It does not include contractors or police support volunteers.
 7. Complaints or conduct matters can also be raised about a person who has since ceased serving with the police.
 8. Not every individual referred to misconduct proceedings will have a misconduct level finding of misconduct or gross misconduct. This is discussed further in section 2.3.
 9. The term 'police officer' throughout this report includes special constables.
 10. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023) (<https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023>)
 11. Source: [Home Office, 'Police workforce, England and Wales' statistical series](https://www.gov.uk/government/collections/police-workforce-england-and-wales). (<https://www.gov.uk/government/collections/police-workforce-england-and-wales>)
 12. As mentioned in section 2.1, the type of proceeding (meeting, hearing, or accelerated hearing) depends on the severity of the allegation for which it has been determined that an officer has a case to answer, with meeting

as the least severe proceeding type, and accelerated hearing as the most severe proceeding type.

13. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023)
14. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023)
15. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023)
16. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023)
17. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023)
18. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023)
19. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023)
20. Data on the sex of police officers from the 'Police workforce, England and Wales' statistical series was used to make this comparison.
21. Data on the sex of police staff from the 'Police workforce, England and Wales' statistical series was used to make this comparison.
22. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023)
23. Source: [Home Office, 'Police workforce, England and Wales' statistical series. \(https://www.gov.uk/government/collections/police-workforce-england-and-wales\)](https://www.gov.uk/government/collections/police-workforce-england-and-wales)
24. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023)
25. Source: [Home Office, 'Police workforce, England and Wales' statistical series. \(https://www.gov.uk/government/collections/police-workforce-england-and-wales\)](https://www.gov.uk/government/collections/police-workforce-england-and-wales)
26. Source: [Home Office, Police misconduct, England and Wales, year ending 31 March 2023 \(https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023\)](https://www.gov.uk/government/statistics/police-misconduct-england-and-wales-year-ending-31-march-2023)

27. Source: [Home Office, 'Police workforce, England and Wales' statistical series. \(https://www.gov.uk/government/collections/police-workforce-england-and-wales\)](https://www.gov.uk/government/collections/police-workforce-england-and-wales)
28. Source: [Home Office, 'Police workforce, England and Wales' statistical series. \(https://www.gov.uk/government/collections/police-workforce-england-and-wales\)](https://www.gov.uk/government/collections/police-workforce-england-and-wales)
29. Source: [Home Office, 'Police workforce, England and Wales' statistical series. \(https://www.gov.uk/government/collections/police-workforce-england-and-wales\)](https://www.gov.uk/government/collections/police-workforce-england-and-wales)
30. Source: [Home Office, 'Police workforce, England and Wales' statistical series. \(https://www.gov.uk/government/collections/police-workforce-england-and-wales\)](https://www.gov.uk/government/collections/police-workforce-england-and-wales)
31. Police workforce figures are available as part of the following statistical series: [Police workforce England and Wales statistics \(https://www.gov.uk/government/collections/police-workforce-england-and-wales\)](https://www.gov.uk/government/collections/police-workforce-england-and-wales). Figures reflect the size of the workforce as at the start of the financial year (that is, the end of the previous financial year). For further information on making comparisons to the overall workforce see [chapter 4.4](#)
32. In 10 cases the verdict was not known at the time of data collection.