

Police dismissals (Home Office forces) 2021 to 2022

Numbers on the barred list between 1 April 2021 and 31 March 2022.

First published 18 April 2023

About this report

Objective

This objective of this report is to:

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

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

Figures in this report

The figures contained in this report reflect individuals who were placed on the [barred list](#) due to being dismissed between 1 April 2021 and 31 March 2022. The figures relate to:

- regular police officers
- members of the Special Constabulary
- police staff members

Barred list information and legislation

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

The barred list legislation requires Home Office forces to provide details to the College of Policing of regular police officers, members of the Special Constabulary and police staff members who have been dismissed while serving, or after having retired or resigned.

The barred list legislation does not apply to individuals barred from non-Home Office forces. Data from British Transport Police, Ministry of Defence Police, Civil Nuclear Constabulary and States of Jersey Police are not included in this report.

When the barred list legislation came into effect, a change in police regulations permitted officers to retire or resign while under gross misconduct investigation. The same legislation ([Police \(Conduct, Complaints and Misconduct and Appeal Tribunal\) \(Amendment\) Regulations 2017](#)) allows forces to continue conduct proceedings even when an officer has left the force and find that the officer would have been dismissed if they were still serving.

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

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

Barred list figures

Police officers

Total police officer dismissals

The figures in Table 1 refer to regular police officers (excluding members of the Special Constabulary) placed on the barred list in the reporting period of 1 April 2021 to 31 March 2022.

Table 1: Regular officers placed on the barred list between 1 April 2021 and 31 March 2022

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
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Avon and Somerset	4	3	1	8
Bedfordshire	2	3	0	5
Cambridgeshire	1	0	1	2
Cheshire	1	1	0	2
City of London	0	0	0	0
Cleveland	4	2	0	6
Cumbria	1	1	0	2
Derbyshire	0	0	0	0
Devon and Cornwall	7	1	2	10
Dorset	1	2	1	4
Durham	0	1	0	1
Dyfed-Powys	1	1	0	2
Essex	8	4	0	12
Gloucestershire	0	1	0	1
Greater Manchester	7	4	2	13

Gwent	0	1	0	1
Hampshire	3	4	0	7
Hertfordshire	6	6	0	12
Humberside	3	8	0	11
Kent	2	2	1	5
Lancashire	1	2	1	4
Leicestershire	1	7	1	9
Lincolnshire	0	3	0	3
Merseyside	4	9	0	13
Metropolitan	31	23	4	58
Norfolk	2	0	0	2
North Wales	1	1	0	2
North Yorkshire	2	4	1	7
Northamptonshire	0	3	0	3
Northumbria	5	2	0	7
Nottinghamshire	3	6	0	9

South Wales	3	5	2	10
South Yorkshire	1	2	0	3
Staffordshire	0	1	0	1
Suffolk	0	0	0	0
Surrey	2	4	1	7
Sussex	10	2	0	12
Thames Valley	4	9	0	13
Warwickshire	0	1	0	1
West Mercia	3	3	0	6
West Midlands	3	8	0	11
West Yorkshire	5	6	0	11
Wiltshire	2	0	1	3
All forces	134	146	19	299

In total, since its introduction on 15 December 2017 to 31 March 2022, 1,111 regular police officers have been added to the barred list.

Table 2: Regular police officers placed on the barred list between 15 December 2017 and 31 March 2022

Force	2017-18	2018-19	2019-20	2020-21	2021-22	Total
Avon and Somerset	1	9	9	13	8	40
Bedfordshire	0	7	4	5	5	21
Cambridgeshire	2	0	4	3	2	11
Cheshire	2	1	3	2	2	10
City of London	0	1	0	1	0	2
Cleveland	1	3	0	0	6	10
Cumbria	0	0	3	1	2	6
Derbyshire	2	4	3	4	0	13
Devon and Cornwall	2	7	1	10	10	30
Dorset	1	2	5	2	4	14
Durham	1	2	1	0	1	5
Dyfed-Powys	1	2	3	4	2	12
Essex	3	14	6	7	12	42

Force	2017-18	2018-19	2019-20	2020-21	2021-22	Total
Gloucesters	0	1	2	2	1	6
Greater Manchester	5	7	8	6	13	39
Gwent	2	6	1	7	1	17
Hampshire	1	1	2	11	7	22
Hertfordshir	2	4	2	10	12	30
Humberside	2	7	5	7	11	32
Kent	3	5	7	10	5	30
Lancashire	2	3	3	6	4	18
Leicestershi	0	7	6	3	9	25
Lincolnshire	1	4	3	3	3	14
Merseyside	2	6	5	3	13	29
Metropolitan	16	47	54	50	58	225
Norfolk	0	2	1	6	2	11
North Wales	1	1	4	3	2	11

Force	2017-18	2018-19	2019-20	2020-21	2021-22	Total
North Yorkshire	1	1	0	3	7	12
Northamptonshire	1	6	5	2	3	17
Northumbria	0	5	5	4	7	21
Nottinghamshire	0	7	6	10	9	32
South Wales	1	8	8	11	10	38
South Yorkshire	0	6	4	5	3	18
Staffordshire	0	2	3	4	1	10
Suffolk	3	0	0	2	0	5
Surrey	1	4	5	2	7	19
Sussex	3	11	7	5	12	38
Thames Valley	5	19	12	9	13	58
Warwickshire	0	1	2	4	1	8
West Mercia	0	4	4	2	6	16

Force	2017-18	2018-19	2019-20	2020-21	2021-22	Total
West Midlands	0	18	18	11	11	58
West Yorkshire	2	7	8	3	11	31
Wiltshire	0	1	0	1	3	5
All forces	70	253	232	257	299	1,111

Dismissals by police officer rank

Table 3 shows the ranks of regular police officers placed on the barred list in the reporting period of 1 April 2021 to 31 March 2022.

Table 3: Ranks of regular police officers placed on the barred list between 1 April 2021 and 31 March 2022

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	119	127	9	255
Sergeant	11	13	8	32
Inspector	2	6	1	9
Chief inspector	1	0	0	1
Superintendent	0	0	1	1

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Chief superintendent	1	0	0	1
Chief officer	0	0	0	0
All ranks	134	146	19	299

Breaches of standards of professional behaviour

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

The number of reasons recorded (662) was greater than the number of officers dismissed (299), because several breaches of the standards of professional behaviour can be recorded for a single dismissal. All categories were based on descriptions of the misconduct found at the hearing and reported to the College.

Table 4: Categories of the breaches of the standards of professional behaviour by regular police officers placed on the barred list between 1 April 2021 and 31 March 2022

Standards of professional behaviour breached	Number of instances
Authority, respect and courtesy	110
Challenging and reporting improper behaviour	4

Standards of professional behaviour breached	Number of instances
Conduct or discreditable conduct	235
Confidentiality	32
Duties and responsibilities	55
Equality and diversity	25
Fitness for work	11
Honesty and integrity	132
Orders and instructions	47
Use of force	11
All standards of professional behaviour breached	662

Regular police officer reasons for dismissal

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

The number of reasons recorded (397) was greater than the number of officers dismissed (299) because some categories overlapped into others. All categories were based on descriptions of the conduct that were reported to the College.

Year-on-year breaches have not been added as categories change. [Previous annual reports with this information are available on the College website.](#)

Table 5: Categories of dismissal for regular police officers placed on the barred list between 1 April 2021 and 31 March 2022

Categories for dismissal	Number of instances
Abuse of authority	10
Abuse of position for sexual purpose	31
Alcohol-related behaviour	8
Assault (domestic)	6
Assault (other)	23
Assisting an offender	1
Child sexual offence	13
Coercive or controlling behaviour	2
Criminal damage	6
Discriminatory behaviour	21
Dishonesty	64
Domestic abuse or harassment	6
Drink driving	18

Categories for dismissal	Number of instances
Driving offences	9
Drugs	9
Extreme pornography	1
Failure to supervise or report wrongdoing	3
Fraud or forgery	13
Harassment (other)	7
Inappropriate communications	7
Inappropriate relationships (notifiable associations)	3
Kidnap	1
Member of proscribed organisation	1
Misconduct in public office	5
Murder	1
Perverting or attempt to pervert the course of justice	10
Poor performance or attendance	1
Powers, policies or procedures	35

Categories for dismissal	Number of instances
Public order offences	2
Rape	1
Sexual offences or misconduct	33
Stalking	5
Theft	9
Unlawful access or disclosure of information	32
All categories of dismissal	397

Special Constabulary

Total Special Constabulary dismissals

The figures in this section relate to members of the Special Constabulary who were placed on the barred list in the reporting period of 1 April 2021 to 31 March 2022.

Table 6: Special Constabulary officers placed on the barred list between 1 April 2021 and 31 March 2022

Force	Dismissed while serving	Dismissed post-resignation	Total
Avon and Somerset	1	0	1
Bedfordshire	0	0	0

Force	Dismissed while serving	Dismissed post-resignation	Total
Cambridgeshire	3	0	3
Cheshire	0	0	0
City of London	0	0	0
Cleveland	0	1	1
Cumbria	0	0	0
Derbyshire	0	1	1
Devon and Cornwall	1	1	2
Dorset	0	1	1
Durham	0	0	0
Dyfed-Powys	0	1	1
Essex	1	3	4
Gloucestershire	0	0	0
Greater Manchester	0	0	0
Gwent	0	0	0
Hampshire	0	1	1

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

Force	Dismissed while serving	Dismissed post-resignation	Total
South Yorkshire	0	0	0
Staffordshire	0	0	0
Suffolk	0	0	0
Surrey	0	0	0
Sussex	0	0	0
Thames Valley	0	1	1
Warwickshire	1	0	1
West Mercia	0	0	0
West Midlands	0	0	0
West Yorkshire	0	0	0
Wiltshire	1	0	1
All forces	15	20	35

In total, since its introduction on 15 December 2017 to 31 March 2022, 125 members of the Special Constabulary have been added to the barred list. This is broken down by force in table 7.

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

Force	2017-18	2018-19	2019-20	2020-21	2021-22	Total
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Avon and Somerset	0	1	1	3	1	6
Bedfordshire	0	0	1	1	0	2
Cambridgeshire	0	0	0	1	3	4
Cheshire	0	0	1	0	0	1
City of London	0	0	0	0	0	0
Cleveland	0	0	0	0	1	1
Cumbria	0	0	0	0	0	0
Derbyshire	0	1	0	0	1	2
Devon and Cornwall	0	2	2	0	2	6
Dorset	0	0	0	1	1	2
Durham	0	0	0	0	0	0
Dyfed-Powys	0	0	0	1	1	2
Essex	0	2	0	2	4	8
Gloucestershire	0	0	1	0	0	1

Greater Manchester	0	3	1	1	0	5
Gwent	0	0	0	0	0	0
Hampshire	0	1	0	1	1	3
Hertfordshire	0	0	0	1	0	1
Humberside	0	2	1	1	1	5
Kent	0	1	1	2	0	4
Lancashire	0	0	0	1	0	1
Leicestershire	0	1	1	1	1	4
Lincolnshire	0	0	3	0	1	4
Merseyside	0	1	1	0	2	4
Metropolitan	1	9	8	2	5	25
Norfolk	0	0	0	0	1	1
North Wales	0	0	0	0	0	0
North Yorkshire	0	0	0	0	0	0
Northampton	0	0	4	3	2	9

Northumbria	0	0	0	0	0	0
Nottinghamshire	0	0	0	3	2	5
South Wales	0	1	0	2	2	5
South Yorkshire	0	0	0	0	0	0
Staffordshire	1	0	1	0	0	2
Suffolk	0	0	0	0	0	0
Surrey	0	0	0	0	0	0
Sussex	0	0	0	0	0	0
Thames Valley	1	0	2	0	1	4
Warwickshire	0	0	0	2	1	3
West Mercia	0	0	0	0	0	0
West Midlands	0	0	0	0	0	0
West Yorkshire	0	1	2	0	0	3
Wiltshire	0	0	1	0	1	2

Grand total	3	26	32	29	35	125
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Outcomes by Special Constabulary rank

Table 8 shows the ranks of Special Constabulary officers placed on the barred list in the reporting period 1 April 2021 to 31 March 2022.

Table 8: Ranks of Special Constabulary officers placed on the barred list between 1 April 2021 and 31 March 2022

Rank	Dismissed while serving	Dismissed post-resignation	Total
Constable	12	16	28
Sergeant	3	3	6
Inspector	0	0	0
Chief inspector	0	0	0
Chief officer	0	1	1
All ranks	15	20	35

Breaches of standards of professional behaviour

Table 9 presents the different breaches of the standards of professional behaviour, as given in [Schedule 2 of the Police \(Conduct\) Regulations 2020](#), that were recorded for the dismissal of Special Constabulary officers.

The number of reasons recorded (87) was greater than the number of officers dismissed (35) because several breaches of the standards of professional behaviour can be recorded for a single dismissal.

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

Table 9: Categories of the breaches of the standards of professional behaviour by Special Constabulary officers placed on the barred list between 1 April 2021 and 31 March 2022

Standards of professional behaviour breached	Number of instances
Authority, respect and courtesy	4
Challenging and reporting improper behaviour	1
Conduct or discreditable conduct	30
Confidentiality	8
Duties and responsibilities	5
Equality and diversity	6
Fitness for work	1
Honesty and integrity	22
Orders and instructions	10
All standards of professional behaviour breached	87

Reasons for Special Constabulary dismissals

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

The number of reasons recorded (56) was greater than the number of officers dismissed (35). All categories were based on descriptions of the conduct that were reported to the College.

Year-on-year breaches have not been added as categories change. [Previous annual reports with this information are available on the College website.](#)

Table 10: Categories of dismissal for Special Constabulary officers placed on the barred list between 1 April 2021 and 31 March 2022

Categories for dismissal	Number of instances
Abuse of position for sexual purpose	1
Discriminatory behaviour	6
Dishonesty	16
Drink driving	1
Driving offences	6
Drugs	4
Fraud or forgery	3
Harassment (other)	1
Inappropriate communications	5
Powers, policies or procedures	1
Sexual offences or misconduct	3

Categories for dismissal	Number of instances
Threats to kill	1
Unlawful access or disclosure of information	8
All categories for dismissal	56

Police staff

Total police staff dismissals

The figures in this section relate to members of police staff who were placed on the barred list in the reporting period 1 April 2021 to 31 March 2022.

Table 11: Police staff placed on the barred list between 1 April 2021 and 31 March 2022

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

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Cumbria	0	0	0	0
Derbyshire	0	2	0	2
Devon and Cornwall	0	0	0	0
Dorset	1	2	0	3
Durham	0	0	0	0
Dyfed-Powys	0	0	0	0
Essex	5	5	0	10
Gloucestershire	1	0	0	1
Greater Manchester	5	6	0	11
Gwent	0	0	0	0
Hampshire	3	3	0	6
Hertfordshire	2	1	0	3
Humberside	3	2	0	5
Kent	1	2	0	3

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Lancashire	1	0	0	1
Leicestershire	0	0	0	0
Lincolnshire	1	2	1	4
Merseyside	3	5	0	8
Metropolitan	10	3	1	14
Norfolk	0	0	0	0
North Wales	0	1	0	1
North Yorkshire	0	0	0	0
Northamptonshire	1	2	0	3
Northumbria	2	2	0	4
Nottinghamshire	3	3	0	6
South Wales	2	0	0	2
South Yorkshire	4	0	0	4
Staffordshire	0	0	0	0
Suffolk	1	0	0	1

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Surrey	1	0	0	1
Sussex	5	3	1	9
Thames Valley	0	3	0	3
Warwickshire	2	1	0	3
West Mercia	2	1	0	3
West Midlands	7	6	0	13
West Yorkshire	2	3	0	5
Wiltshire	4	1	0	5
All forces	77	64	4	145

In total, since its introduction on 15 December 2017 to 31 March 2022, 575 members of police staff have been added to the barred list. This is broken down by force in the table below.

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

Force	2017-18	2018-19	2019-20	2020-21	2021-22	Total
Avon and Somerset	1	8	10	10	5	34
Bedfordshire	0	2	0	3	2	7

Force	2017-18	2018-19	2019-20	2020-21	2021-22	Total
Cambridgeshire	0	1	1	1	1	4
Cheshire	0	0	2	4	3	9
City of London	1	0	0	1	0	2
Cleveland	0	0	1	1	0	2
Cumbria	1	2	0	3	0	6
Derbyshire	0	2	2	0	2	6
Devon and Cornwall	2	2	2	2	0	8
Dorset	0	0	2	2	3	7
Durham	0	2	0	0	0	2
Dyfed-Powys	0	0	2	0	0	2
Essex	2	3	5	10	10	30
Gloucestershire	0	0	1	1	1	3
Greater Manchester	1	1	9	5	11	27
Gwent	0	1	0	0	0	1

Force	2017-18	2018-19	2019-20	2020-21	2021-22	Total
Hampshire	1	5	3	4	6	19
Hertfordshire	2	0	6	2	3	13
Humberside	3	4	8	9	5	29
Kent	2	6	10	14	3	35
Lancashire	0	0	1	1	1	3
Leicestershire	1	3	9	1	0	14
Lincolnshire	0	2	0	2	4	8
Merseyside	2	8	2	8	8	28
Metropolitan	1	12	14	11	14	52
Norfolk	1	2	0	1	0	4
North Wales	1	0	2	2	1	6
North Yorkshire	0	2	1	1	0	4
Northamptonshire	0	3	0	3	3	9
Northumbria	1	3	3	6	4	17
Nottinghamshire	2	4	2	9	6	23

Force	2017-18	2018-19	2019-20	2020-21	2021-22	Total
South Wales	1	1	2	2	2	8
South Yorkshire	0	2	6	5	4	17
Staffordshire	0	0	1	3	0	4
Suffolk	2	6	0	2	1	11
Surrey	0	0	2	4	1	7
Sussex	0	3	8	6	9	26
Thames Valley	1	4	4	6	3	18
Warwickshire	0	1	1	4	3	9
West Mercia	0	7	3	2	3	15
West Midlands	0	1	2	11	13	27
West Yorkshire	1	5	4	4	5	19
Wiltshire	1	2	1	1	5	10
All forces	31	110	132	167	145	585

Breaches of standards of professional behaviour

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

The number of reasons recorded (196) was greater than the number of staff members dismissed (145), because several breaches could have been recorded for each dismissal. All categories are based on descriptions of the misconduct found at the hearing and reported to the College.

Table 13: Categories of the breaches of the standards of professional behaviour by police staff placed on the barred list between 1 April 2021 and 31 March 2022

Standards of professional behaviour breached	Number of instances
Authority, respect and courtesy	17
Challenging and reporting improper behaviour	1
Conduct or discreditable conduct	77
Confidentiality	19
Duties and responsibilities	12
Equality and diversity	8
Fitness for work	3
Honesty and integrity	34
Orders and instructions	18
Unsatisfactory attendance	5

Standards of professional behaviour breached	Number of instances
Unsatisfactory performance	2
Use of force	0
All standards of professional behaviour breached	196

Reasons for police staff dismissals

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

The number of reasons recorded (177) was greater than the number of police staff dismissed (145) because some categories overlapped into others. All categories are based on descriptions of the conduct that were reported to the College.

Year-on-year breaches have not been added. [Previous annual reports with this information are available on the College website.](#)

Table 14: Categories of dismissal for police staff placed on the barred list between 1 April 2021 and 31 March 2022

Categories for dismissal	Number of instances
Abuse of authority	1
Abuse of position for sexual purpose	4
Alcohol-related behaviour	2
Arson	1

Categories for dismissal	Number of instances
Assault (domestic)	2
Assault (other)	6
Blackmail	2
Burglary	2
Child sexual offence	6
Coercive or controlling behaviour	1
Criminal damage	2
Discriminatory behaviour	15
Dishonesty	19
Domestic abuse or harassment	5
Drink driving	8
Driving offences	3
Drugs	14
Fraud or forgery	4
Harassment (other)	3
Inappropriate communications	6

Categories for dismissal	Number of instances
Inappropriate relationships (notifiable associations)	2
Offensive weapon	1
Perverting or attempting to pervert the course of justice	3
Poor performance or attendance	6
Powers, policies or procedures	10
Sexual offences or misconduct	13
Stalking	2
Theft	5
Unlawful access or disclosure of information	27
Vetting withdrawal	2
All categories for dismissal	177

Ethnicity and gender of dismissed officers and staff

The figures presented in the tables below summarise the information sent by police forces to the College on the protected characteristics of officers and staff placed on the barred list between 1 April 2021 and 31 March 2022.

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

Table 15: The ethnicity of those placed on the barred list between 1 April 2021 and 31 March 2022

Ethnicity	Police officers and Special Constabulary		
	Police officers and Special Constabulary	Police staff	Total
Black/Black British or other minority ethnic background	38	24	62
White background	281	119	400
Not recorded	15	2	17
All data	334	145	479

Table 16: The gender of those placed on the barred list between 1 April 2021 and 31 March 2022

Gender	Police officers and Special Constabulary		
	Police officers and Special Constabulary	Police staff	Total
Male	272	86	358
Female	60	58	118
Not known	2	1	3
All data	334	145	479

Publication of information

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

The College must not publish any of the specified information, if to publish some or all that information:

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

Of the 334 regular police officers and members of the Special Constabulary placed on the barred list in this reporting period following a gross misconduct dismissal, nine officers were granted exemptions relating to the points above.

Some of these names will be published in the future following the conclusion of criminal/civil proceedings where there is no longer a risk of prejudice.

Tags

Barred list