

# Police dismissals (Home Office forces) 2023 to 2024

Numbers on the barred list between 1 April 2023 and 31 March 2024.

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## About this report

### Objective

This objective of this report is to:

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

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

## Figures in this report

The figures contained in this report relate to regular police officers, members of the Special Constabulary and police staff members who were placed on the [barred list](#) due to being dismissed between 1 April 2023 and 31 March 2024.

## Barred list information and legislation

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

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

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

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

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

## Barred list figures

### Police officers

#### Total police officer dismissals

Table 1: Regular officers placed on the Barred List between 1 April 2023 and 31 March 2024

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon and Somerset	5	5	0	10
Bedfordshire	3	9	0	12
Cambridgeshire	1	2	0	3

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Cheshire	1	9	0	10
City of London	1	1	1	3
Cleveland	3	6	1	10
Cumbria	6	1	1	8
Derbyshire	4	4	0	8
Devon and Cornwall	6	8	0	14
Dorset	1	3	0	4
Durham	1	1	0	2
Dyfed-Powys	0	0	0	0
Essex	9	15	1	25
Gloucestershire	1	3	1	5
Greater Manchester	18	17	1	36
Gwent	2	8	0	10
Hampshire	7	6	1	14

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Hertfordshire	4	7	0	11
Humberside	4	5	0	9
Kent	4	3	0	7
Lancashire	3	5	6	14
Leicestershire	3	9	0	12
Lincolnshire	2	3	1	6
Merseyside	10	12	0	22
Metropolitan	68	54	1	123
Norfolk	5	5	0	10
North Wales	2	3	0	5
North Yorkshire	2	2	0	4
Northamptonshire	4	6	0	10
Northumbria	13	5	1	19
Nottinghamshire	6	9	0	15
South Wales	3	11	0	14

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
South Yorkshire	6	10	0	16
Staffordshire	4	0	0	4
Suffolk	1	3	0	4
Surrey	1	3	0	4
Sussex	7	9	0	16
Thames Valley	5	7	0	12
Warwickshire	0	3	1	4
West Mercia	5	8	1	14
West Midlands	9	19	1	29
West Yorkshire	12	17	1	30
Wiltshire	3	2	0	5
<b>All forces</b>	<b>255</b>	<b>318</b>	<b>20</b>	<b>593</b>

In total, 2,098 regular police officers have been added to the barred list between its introduction on 15 December 2017 and the end of this reporting period on 31 March 2024.

Table 2: Regular police officers placed on the Barred List between 15 December 2017 and 31 March 2024

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
Avon and Somerset	1	9	9	13	8	8	10	58
Bedfordshire	0	7	4	5	5	5	12	38
Cambridgeshire	0	0	4	3	2	9	3	23
Cheshire	2	1	3	2	2	4	10	24
City of London	0	1	0	1	0	2	3	7
Cleveland	1	3	0	0	6	10	10	30
Cumbria	0	0	3	1	2	1	8	15
Derbyshire	2	4	3	4	0	1	8	22
Devon and Cornwall	2	7	1	10	10	9	14	53
Dorset	1	2	5	2	4	2	4	20
Durham	1	2	1	0	1	2	2	9
Dyfed-Powys	1	2	3	4	2	1	0	13

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
Essex	3	14	6	7	12	14	25	81
Gloucestershire	0	1	2	2	1	2	5	13
Greater Manchester	5	7	8	6	13	32	36	107
Gwent	2	6	1	7	1	6	10	33
Hampshire	1	1	2	11	7	0	14	36
Hertfordshire	2	4	2	10	12	11	11	52
Humberside	2	7	5	7	11	12	9	53
Kent	3	5	7	10	5	9	7	46
Lancashire	2	3	3	6	4	8	14	40
Leicestershire	0	7	6	3	9	7	12	44
Lincolnshire	1	4	3	3	3	5	6	25
Merseyside	2	6	5	3	13	9	22	60
Metropolitan	16	47	54	50	58	88	123	436
Norfolk	0	2	1	6	2	3	10	24

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
North Wales	1	1	4	3	2	5	5	21
North Yorkshire	1	1	0	3	7	5	4	21
Northamptonshire	1	6	5	2	3	13	10	40
Northumbria	0	5	5	4	7	8	19	48
Nottinghamshire	0	7	6	10	9	13	15	60
South Wales	1	8	8	11	10	7	14	59
South Yorkshire	0	6	4	5	3	7	16	41
Staffordshire	0	2	3	4	1	2	4	16
Suffolk	3	0	0	2	0	3	4	12
Surrey	1	4	5	2	7	7	4	30
Sussex	3	11	7	5	12	15	16	69
Thames Valley	5	19	12	9	13	11	12	81

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
Warwickshire	0	1	2	4	1	1	4	13
West Mercia	0	4	4	2	6	5	14	35
West Midlands	0	18	18	11	11	19	29	106
West Yorkshire	2	7	8	3	11	10	30	71
Wiltshire	0	1	0	1	3	3	5	13
<b>All forces</b>	<b>70</b>	<b>253</b>	<b>232</b>	<b>257</b>	<b>299</b>	<b>394</b>	<b>593</b>	<b>2,098</b>

## Dismissals by police officer rank

Table 3: Ranks of regular police officers placed on the Barred List between 1 April 2023 and 31 March 2024

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	223	284	12	519
Sergeant	21	23	4	48
Inspector	8	7	1	16

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Chief inspector	1	3	1	5
Superintendent	1	1	0	2
Chief superintendent	0	0	1	1
Chief officer	1	0	1	2
All ranks	255	318	20	593

## Breaches of standards of professional behaviour

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

The number of reasons recorded (1,339) was greater than the number of officers dismissed (593), 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 SPB by regular police officers placed on the Barred List between 1 April 2023 and 31 March 2024

Standards of professional behaviour breached	Number of instances
Authority, respect and courtesy	200

Standards of professional behaviour breached	Number of instances
Challenging and reporting improper behaviour	26
Confidentiality	73
Discreditable conduct	518
Duties and responsibilities	84
Equality and diversity	78
Fitness for work	22
Honesty and integrity	230
Orders and instructions	76
Unsatisfactory attendance	1
Unsatisfactory performance	3
Use of force	28
<b>Total</b>	<b>1,339</b>

## Reasons for police officer dismissals

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

The number of reasons recorded (912) was greater than the number of officers dismissed (593) because some categories overlapped into others. All categories were based on descriptions of the conduct that were reported to the College.

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

Table 5: Categories of dismissal for regular police officers placed on the Barred List between 1 April 2023 and 31 March 2024

Categories for dismissal	Number of instances
Absent without authority	14
Abuse of authority	33
Abuse of position for sexual purpose	33
Alcohol related behaviour	21
Animal cruelty	0
Assault (domestic)	12
Assault (other)	45
Assisting an offender	0
Breach of non molestation order	1
Breach of the peace	0
Bullying behaviour	0

Categories for dismissal	Number of instances
Child cruelty	0
Child protection failure	0
Child sexual offence	11
Coercive or controlling behaviour	10
Corruption	1
Criminal damage	4
Cruelty to an animal	1
Death by dangerous driving	1
Discriminatory behaviour	71
Discriminatory WhatsApp group	18
Dishonesty	125
Domestic abuse or harassment	14
Drink driving	29
Driving offences	10
Drug driving	1
Drugs	35

Categories for dismissal	Number of instances
Excessive use of force	5
Extreme pornography	2
Failure to declare a notifiable association	6
Failure to supervise or report wrongdoing	8
False imprisonment	1
Fraud or forgery	9
Gambling	1
Harassment (Other)	9
Harbouring a child	1
Inappropriate communications	49
Inappropriate relations	17
Indecent images of children	18
Kidnap	1
Malicious communications	0
Manslaughter	0
Member of proscribed organisation	0

Categories for dismissal	Number of instances
Misconduct in public office	10
Murder	0
Offensive weapon	0
Outraging public decency	1
Perverting or attempt to pervert the course of justice	4
Possession of firearm	0
Posting pornographic material onto internet	1
Powers/policies or procedures	87
Prohibited weapon	1
Public order offences	3
Rape	6
Refused lawful order	2
Sexual assault	1
Sexual communication with a child	1
Sexual offences or misconduct	74

Categories for dismissal	Number of instances
Sexual/inappropriate touching	4
Stalking	5
Theft	7
Threatening behaviour	1
Threats of violence	1
Unauthorised business interest	8
Unlawful access or disclosure of information	66
Unsatisfactory attendance	2
Unsatisfactory performance	0
Vetting failure	9
Voyeurism	1
<b>Total</b>	<b>912</b>

## 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 2023 to 31 March 2024.

Table 6: Special Constabulary officers placed on the Barred List between 1 April 2023 and 31 March 2024

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon and Somerset	0	0	0	0
Bedfordshire	0	0	0	0
Cambridgeshire	0	0	0	0
Cheshire	0	1	0	1
City of London	0	0	0	0
Cleveland	1	1	0	2
Cumbria	0	0	0	0
Derbyshire	0	1	0	1
Devon and Cornwall	0	2	0	2
Dorset	1	0	0	1
Durham	0	0	0	0
Dyfed-Powys	0	1	0	1
Essex	0	3	0	3

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Gloucestershire	0	0	0	0
Greater Manchester	0	0	0	0
Gwent	0	0	0	0
Hampshire	0	0	0	0
Hertfordshire	0	1	0	1
Humberside	0	1	0	1
Kent	0	0	0	0
Lancashire	0	0	0	0
Leicestershire	0	0	0	0
Lincolnshire	0	0	0	0
Merseyside	1	0	0	1
Metropolitan	5	0	0	5
Norfolk	0	0	0	0
North Wales	1	2	0	3
North Yorkshire	1	0	0	1

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Northamptonshire	0	1	0	1
Northumbria	0	0	0	0
Nottinghamshire	0	2	0	2
South Wales	0	0	0	0
South Yorkshire	0	0	0	0
Staffordshire	0	1	0	1
Suffolk	0	0	0	0
Surrey	0	0	0	0
Sussex	0	0	0	0
Thames Valley	0	1	0	1
Warwickshire	0	0	0	0
West Mercia	0	0	0	0
West Midlands	0	1	0	1
West Yorkshire	0	1	0	1
Wiltshire	0	0	0	0

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
All forces	10	20	0	30

In total, since its introduction on 15 December 2017 to the end of this reporting period, 31 March 2024, 193 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	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
Avon and Somerset	0	1	1	3	1	2	0	8
Bedfordshire	0	0	1	1	0	2	0	4
Cambridgeshire	0	0	0	1	3	0	0	4
Cheshire	0	0	1	0	0	1	1	3
City of London	0	0	0	0	0	1	0	1
Cleveland	0	0	0	0	1	0	2	3
Cumbria	0	0	0	0	0	0	0	0
Derbyshire	0	1	0	0	1	0	1	3

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
Devon and Cornwall	0	2	2	0	2	2	2	10
Dorset	0	0	0	1	1	0	1	3
Durham	0	0	0	0	0	0	0	0
Dyfed-Powys	0	0	0	1	1	0	1	3
Essex	0	2	0	2	4	1	3	12
Gloucestershire	0	0	1	0	0	0	0	1
Greater Manchester	0	3	1	1	2	2	0	9
Gwent	0	0	0	0	0	0	0	0
Hampshire	0	1	0	1	1	0	0	3
Hertfordshire	0	0	0	1	0	0	1	2
Humbershire	0	2	1	1	1	0	1	6
Kent	0	1	1	2	0	0	0	4
Lancashire	0	0	0	1	0	0	0	1

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
Leicester	0	1	1	1	1	0	0	4
Lincolnshire	0	0	3	0	1	1	0	5
Merseyside	0	1	1	0	2	0	1	5
Metropolitan	1	9	8	2	5	9	5	39
Norfolk	0	0	0	0	1	0	0	1
North Wales	0	0	0	0	0	1	3	4
North Yorkshire	0	0	0	0	0	0	1	1
Northampton	0	1	4	3	2	3	1	14
Northumbria	0	1	0	0	0	0	0	1
Nottingham	0	0	0	3	2	0	2	7
South Wales	0	1	0	2	2	0	0	5
South Yorkshire	0	0	0	0	0	1	0	1
Staffordshire	1	0	1	0	0	0	1	3

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
Suffolk	0	0	0	0	0	0	0	0
Surrey	0	0	0	0	0	2	0	2
Sussex	0	0	0	0	0	0	0	0
Thames Valley	1	0	2	0	1	2	1	7
Warwickshire	0	0	0	2	1	0	0	3
West Mercia	0	0	0	0	0	0	0	0
West Midlands	0	0	0	0	0	0	1	1
West Yorkshire	0	1	2	0	0	2	1	6
Wiltshire	0	0	1	0	1	2	0	4
All forces	3	28	32	29	37	34	30	193

## Outcomes by Special Constabulary rank

Table 8: Ranks of Special Constabulary officers placed on the Barred List between 1 April 2023 and 31 March 2024

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	10	16	0	26
Sergeant	0	3	0	3
Inspector	0	0	0	0
Chief inspector	0	1	0	1
Superintendent	0	0	0	0
Chief Superintendent	0	0	0	0
Chief officer	0	0	0	0
All ranks	10	20	0	30

## Breaches of standards of professional behaviour

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

The number of reasons recorded (59) was greater than the number of officers dismissed (30), because several breaches of the standards of professional behaviour can be recorded for a single dismissal.

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

Table 9: Categories of the breaches of the SPB by Special Constabulary officers placed on the Barred List between 1 April 2023 and 31 March 2024

<b>Standards of professional behaviour breached</b>	<b>Number of instances</b>
<b>Authority / respect and courtesy</b>	6
<b>Challenging and reporting improper behaviour</b>	1
<b>Confidentiality</b>	5
<b>Discreditable conduct</b>	26
<b>Duties and responsibilities</b>	4
<b>Equality and diversity</b>	2
<b>Fitness for work</b>	1
<b>Honesty and integrity</b>	11
<b>Orders and instructions</b>	3
<b>Unsatisfactory attendance</b>	0
<b>Unsatisfactory performance</b>	0
<b>Use of force</b>	0
<b>Total</b>	59

## 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 (43) was greater than the number of officers dismissed (30) because some categories overlapped into others. All categories were based on descriptions of the conduct that were reported to the College.

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

Table 10: Categories of dismissal for Special Constabulary officers placed on the Barred List between 1 April 2023 and 31 March 2024

Categories of dismissal	Number of instances
Absent without authority	0
Abuse of authority	2
Abuse of position for sexual purpose	1
Alcohol related behaviour	1
Animal cruelty	0
Assault (domestic)	1
Assault (other)	2
Assisting an offender	0
Breach of non molestation order	0

Categories of dismissal	Number of instances
Breach of the peace	0
Bullying behaviour	0
Child cruelty	0
Child protection failure	0
Child sexual offence	1
Coercive or controlling behaviour	0
Corruption	0
Criminal damage	0
Cruelty to an animal	0
Death by dangerous driving	0
Discriminatory behaviour	2
Discriminatory WhatsApp group	1
Dishonesty	8
Domestic abuse or harassment	1
Drink driving	4
Driving offences	0

Categories of dismissal	Number of instances
Drug driving	0
Drugs	0
Excessive use of force	0
Extreme pornography	0
Failure to declare a notifiable association	0
Failure to supervise or report wrongdoing	1
False imprisonment	0
Fraud or forgery	0
Gambling	0
Harassment (other)	0
Harbouring a child	0
Inappropriate communications	1
Inappropriate relations	0
Indecent images of children	0
Kidnap	0
Malicious communications	1

Categories of dismissal	Number of instances
Manslaughter	0
Member of proscribed organisation	0
Misconduct in public office	0
Murder	0
Offensive weapon	1
Outraging public decency	0
Perverting or attempt to pervert the course of justice	0
Possession of firearm	0
Posting pornographic material onto internet	0
Powers/policies or procedures	4
Prohibited weapon	0
Public order offences	0
Rape	0
Refused lawful order	0
Sexual assault	0

Categories of dismissal	Number of instances
Sexual communication with a child	0
Sexual offences or misconduct	4
Sexual/inappropriate touching	0
Stalking	0
Theft	1
Threatening behaviour	0
Threats of violence	0
Unauthorised business interest	0
Unlawful access or disclosure of information	5
Unsatisfactory attendance	0
Unsatisfactory performance	0
Vetting failure	1
Voyeurism	0
<b>Total</b>	<b>43</b>

## Police staff

## Total police staff dismissals

Table 11: Police staff placed on the Barred List between 1 April 2023 and 31 March 2024

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon and Somerset	5	6	0	11
Bedfordshire	2	4	0	6
Cambridgeshire	1	0	0	1
Cheshire	0	4	0	4
City of London	2	0	0	2
Cleveland	2	0	0	2
Cumbria	1	0	0	1
Derbyshire	3	2	0	5
Devon and Cornwall	2	3	1	6
Dorset	0	2	0	2
Durham	1	0	0	1
Dyfed-Powys	0	1	1	2

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Essex	2	1	0	3
Gloucestershire	2	3	0	5
Greater Manchester	8	7	0	15
Gwent	1	0	0	1
Hampshire	2	0	0	2
Hertfordshire	2	2	0	4
Humberside	1	1	0	2
Kent	1	4	0	5
Lancashire	0	0	0	0
Leicestershire	2	2	0	4
Lincolnshire	6	2	0	8
Merseyside	7	3	0	10
Metropolitan	26	6	0	32
Norfolk	4	2	0	6

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
North Wales	1	1	0	2
North Yorkshire	0	0	0	0
Northamptonshire	2	0	0	2
Northumbria	5	1	0	6
Nottinghamshire	1	3	0	4
South Wales	2	4	1	7
South Yorkshire	3	1	0	4
Staffordshire	1	1	0	2
Suffolk	5	3	0	8
Surrey	6	2	0	8
Sussex	9	4	0	13
Thames Valley	4	3	0	7
Warwickshire	0	2	0	2
West Mercia	1	2	0	3
West Midlands	4	8	0	12

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
West Yorkshire	2	5	0	7
Wiltshire	2	4	0	6
All forces	131	99	3	233

In total, 988 members of police staff have been added to the barred list between its introduction on 15 December 2017 and the end of this reporting period on 31 March 2024. This is broken down by force in table 12.

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

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
Avon and Somerset	1	8	10	10	5	7	11	52
Bedfordshire	0	2	0	3	2	0	6	13
Cambridgeshire	0	1	1	1	1	0	1	5
Cheshire	0	0	2	4	3	3	4	16
City of London	1	0	0	1	0	0	2	4
Cleveland	0	0	1	1	0	3	2	7

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
Cumbria	1	2	0	3	0	1	1	8
Derbyshire	0	2	2	0	2	4	5	15
Devon and Cornwall	2	2	2	2	0	1	6	15
Dorset	0	0	2	2	3	8	2	17
Durham	0	2	0	0	0	2	1	5
Dyfed- Powys	0	0	2	0	0	1	2	5
Essex	2	3	5	10	10	5	3	38
Gloucestershire	0	0	1	1	1	2	5	10
Greater Manchester	1	1	9	5	11	15	15	57
Gwent	0	1	0	0	0	1	1	3
Hampshire	1	5	3	4	6	3	2	24
Hertfordshire	2	0	6	2	3	4	4	21
Humberside	3	4	8	9	5	7	2	38

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
Kent	2	6	10	14	3	7	5	47
Lancashire	0	0	1	1	1	2	0	5
Leicester	1	3	9	1	0	5	4	23
Lincolnshire	0	2	0	2	4	2	8	18
Merseyside	2	8	2	8	8	4	10	42
Metropolitan	1	12	14	11	14	18	32	102
Norfolk	1	2	0	1	0	1	6	11
North Wales	1	0	2	2	1	0	2	8
North Yorkshire	0	2	1	1	0	0	0	4
Northamptonshire	0	3	0	3	3	3	2	14
Northumbria	1	3	3	6	4	3	6	26
Nottinghamshire	2	4	2	9	6	3	4	30
South Wales	1	1	2	2	2	7	7	22

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Total
South Yorkshire	0	2	6	5	4	3	4	24
Staffords	0	0	1	3	0	1	2	7
Suffolk	2	6	0	2	1	2	8	21
Surrey	0	0	2	4	1	1	8	16
Sussex	0	3	8	6	9	3	13	42
Thames Valley	1	4	4	6	3	9	7	34
Warwickshire	0	1	1	4	3	1	2	12
West Mercia	0	7	3	2	3	4	3	22
West Midlands	0	1	2	11	13	10	12	49
West Yorkshire	1	5	4	4	5	10	7	36
Wiltshire	1	2	1	1	5	4	6	20
<b>All forces</b>	<b>31</b>	<b>110</b>	<b>132</b>	<b>167</b>	<b>145</b>	<b>170</b>	<b>233</b>	<b>988</b>

## Breaches of standards of professional behaviour

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

The number of reasons recorded (435) was greater than the number of staff members dismissed (233), 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 2023 and 31 March 2024

Standards of professional behaviour breached	Number of instances
Authority / respect and courtesy	59
Challenging and reporting improper behaviour	4
Confidentiality	29
Discreditable conduct	172
Duties and responsibilities	31
Equality and diversity	21
Fitness for work	7
Honesty and integrity	69
Orders and instructions	30
Unsatisfactory attendance	7

Standards of professional behaviour breached	Number of instances
Unsatisfactory performance	5
Use of force	1
<b>Total</b>	<b>435</b>

## 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 (319) was greater than the number of police staff dismissed (233) because some categories overlapped into others. All categories were based on descriptions of the conduct that were reported to the College.

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

Table 14: Categories of dismissal for police staff placed on the Barred List between 1 April 2023 and 31 March 2024

Categories for dismissal	Number of instances
Absent without authority	8
Abuse of authority	6
Abuse of position for sexual purpose	7
Alcohol related behaviour	7

Categories for dismissal	Number of instances
Animal cruelty	0
Assault (domestic)	4
Assault (other)	9
Assisting an offender	0
Breach of non-molestation order	0
Breach of the peace	1
Bullying behaviour	1
Child cruelty	2
Child protection failure	2
Child sexual offence	3
Coercive or controlling behaviour	0
Corruption	0
Criminal damage	2
Cruelty to an animal	0
Death by dangerous driving	0

Categories for dismissal	Number of instances
Discriminatory behaviour	31
Discriminatory WhatsApp group	1
Dishonesty	45
Domestic abuse or harassment	2
Drink driving	14
Driving offences	5
Drug driving	0
Drugs	11
Excessive use of force	0
Extreme pornography	0
Failure to declare a notifiable association	4
Failure to supervise or report wrongdoing	4
False imprisonment	0
Fraud or forgery	3
Gambling	0

Categories for dismissal	Number of instances
Harassment (other)	6
Harbouring a child	0
Inappropriate communications	15
Inappropriate relations	5
Indecent images of children	3
Kidnap	0
Malicious communications	1
Manslaughter	0
Member of proscribed organisation	1
Misconduct in public office	3
Murder	0
Offensive weapon	0
Outraging public decency	0
Perverting or attempt to pervert the course of justice	2
Possession of firearm	1

Categories for dismissal	Number of instances
Posting pornographic material onto internet	1
Powers/policies or procedures	20
Prohibited weapon	0
Public order offences	1
Rape	0
Refused lawful order	0
Sexual assault	0
Sexual communication with a child	0
Sexual offences or misconduct	26
Sexual/inappropriate touching	1
Stalking	1
Theft	9
Threatening behaviour	1
Threats of violence	1
Unauthorised business interest	1

Categories for dismissal	Number of instances
Unlawful access or disclosure of information	37
Unsatisfactory attendance	6
Unsatisfactory performance	3
Vetting failure	2
Voyeurism	0
<b>Total</b>	<b>319</b>

## Ethnicity and gender of dismissed officers and staff

The figures presented in the following tables summarise the information sent by police forces to the College on the protected characteristics of officers and staff placed on the barred list between 1 April 2023 and 31 March 2024.

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

Table 15: The ethnicity of those placed on the Barred list between 1 April 2023 and 31 March 2024

Ethnicity	Police officers and Special Constabulary		Total
	Police officers and Special Constabulary	Police staff	
Black/black British or other minority ethnic background	79	36	115

Ethnicity	Police officers and Special Constabulary	Police staff	Total
Not recorded	14	5	19
White background	530	192	722
<b>Total</b>	<b>623</b>	<b>233</b>	<b>856</b>

Table 16: The gender of those placed on the Barred list between 1 April 2023 and 31 March 2024

Gender	Police officers and Special Constabulary	Police staff	Total
Prefer to self-describe	1	1	2
Female	97	81	178
Male	491	142	633
Prefer not to say	34	9	43
<b>Total</b>	<b>623</b>	<b>233</b>	<b>856</b>

## Publication of information

The legislation requires the College to publish specified information in relation to officers and former officers (including members of the Special Constabulary) who are dismissed for gross misconduct, as outlined in [The Police Barred List and Police Advisory List Regulations 2017](#). The legislation

does not provide for the publication of specified information relating to police staff members who are similarly dismissed.

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

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

Of the 2,093 regular police officers and members of the Special Constabulary placed on the barred list following a gross misconduct dismissal, 51 officers were granted exemptions relating to the points above. Most of these names will be published in the future following the conclusion of criminal or civil proceedings where there is no longer a risk of prejudice to ongoing investigations.

## Tags

Barred list