

Police dismissals (Home Office forces) 2024 to 2025

Numbers on the barred list between 1 April 2024 and 31 March 2025.

First published 15 October 2025

About this report

Objective

The 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 2024 and 31 March 2025.

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 2024 and 31 March 2025

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon and Somerset	6	11	2	19
Bedfordshire	7	7	0	14
Cambridgeshire	5	5	0	10

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Cheshire	0	5	0	5
City of London	2	4	0	6
Cleveland	5	3	2	10
Cumbria	3	4	0	7
Derbyshire	2	5	0	7
Devon and Cornwall	9	11	0	20
Dorset	1	3	0	4
Durham	1	1	0	2
Dyfed-Powys	1	5	0	6
Essex	7	10	1	18
Gloucestershire	7	8	0	15
Greater Manchester	19	24	0	43
Gwent	1	3	0	4
Hampshire and Isle of Wight	5	12	3	20

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Hertfordshire	4	7	2	13
Humberside	2	10	1	13
Kent	7	4	0	11
Lancashire	3	13	0	16
Leicestershire	4	9	1	14
Lincolnshire	0	1	1	2
Merseyside	10	17	0	27
Metropolitan	123	57	3	183
Norfolk	2	7	0	9
North Wales	1	2	1	4
North Yorkshire	5	3	0	8
Northamptonshire	7	3	0	10
Northumbria	7	7	1	15
Nottinghamshire	2	3	1	6
South Wales	4	9	1	14

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
South Yorkshire	7	12	1	20
Staffordshire	7	2	1	10
Suffolk	4	2	2	8
Surrey	1	9	0	10
Sussex	4	1	0	5
Thames Valley	14	25	1	40
Warwickshire	1	3	1	5
West Mercia	3	3	0	6
West Midlands	12	23	2	37
West Yorkshire	15	16	0	31
Wiltshire	4	4	0	8
All forces	334	373	28	735

In total, 2,834 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 2025.

Table 2: Regular police officers placed on the barred list between 15 December 2017 and 31 March 2025

Force	Dec 2017						Total
	-	2020-21	2021-22	2022-23	2023-24	2024-25	
	Mar 2020						
Avon and Somerset	19	13	8	8	10	19	77
Bedfordshire	11	5	5	5	12	14	52
Cambridgeshire	6	3	2	9	3	10	33
Cheshire	6	2	2	4	10	5	29
City of London	1	1	0	2	3	6	13
Cleveland	4	0	6	10	10	10	40
Cumbria	3	1	2	1	8	7	22
Derbyshire	9	4	0	1	8	7	29
Devon and Cornwall	10	10	10	9	14	20	73
Dorset	8	2	4	2	5	4	25
Durham	4	0	1	2	2	2	11
Dyfed-Powys	6	4	2	1	0	6	19

Force	Dec 2017						Total
	-	2020-21	2021-22	2022-23	2023-24	2024-25	
	Mar 2020						
Essex	23	7	12	14	25	18	99
Gloucestershire	3	2	1	2	5	15	28
Greater Manchester	20	6	13	32	36	43	150
Gwent	9	7	1	6	10	4	37
Hampshire and Isle of Wight	4	11	7	0	14	20	56
Hertfordshire	8	10	12	11	11	13	65
Humberside	14	7	11	12	9	13	66
Kent	15	10	5	9	7	11	57
Lancashire	8	6	4	8	14	16	56
Leicestershire	13	3	9	7	12	14	58
Lincolnshire	8	3	3	5	6	2	27
Merseyside	13	3	13	9	22	27	87
Metropolitan	117	50	58	88	123	183	619

Force	Dec 2017	2020-21	2021-22	2022-23	2023-24	2024-25	Total
	- Mar 2020						
Norfolk	3	6	2	3	10	9	33
North Wales	6	3	2	5	5	4	25
North Yorkshire	2	3	7	5	4	8	29
Northamptonshire	12 hire	2	3	13	10	10	50
Northumbria	10	4	7	8	19	15	63
Nottinghamshire	13 re	10	9	13	15	6	66
South Wales	17	11	10	7	14	14	73
South Yorkshire	10	5	3	7	16	20	61
Staffordshire	5	4	1	2	4	10	26
Suffolk	3	2	0	3	4	8	20
Surrey	10	2	7	7	4	10	40
Sussex	21	5	12	15	16	5	74

Force	Dec 2017						Total
	-	2020-21	2021-22	2022-23	2023-24	2024-25	
	Mar 2020						
Thames Valley	36	9	13	11	12	40	121
Warwicksh	3	4	1	1	4	5	18
West Mercia	8	2	6	5	14	6	41
West Midlands	36	11	11	19	29	37	143
West Yorkshire	17	3	11	10	30	31	102
Wiltshire	1	1	3	3	5	8	21
All forces	555	257	299	394	594	735	2,834

Dismissals by police officer rank

Table 3: Ranks of regular police officers placed on the barred list between 1 April 2024 and 31 March 2025

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	289	329	22	640

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Sergeant	31	30	3	64
Inspector	11	8	1	20
Chief inspector	1	4	0	5
Superintendent	1	1	1	3
Chief superintendent	0	1	1	2
Chief officer	1	0	0	1
All ranks	334	373	28	735

Breaches of standards of professional behaviour

Table 4 presents the different breaches of the standards of professional behaviour (SPB), 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 (1,484) was greater than the number of officers dismissed (735), 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 2024 and 31 March 2025

Standards of professional behaviour breached	Number of instances
Authority, respect and courtesy	214
Challenging and reporting improper behaviour	22
Confidentiality	78
Discreditable conduct	614
Duties and responsibilities	90
Equality and diversity	105
Fitness for work	33
Honesty and integrity	224
Orders and instructions	72
Unsatisfactory attendance	0
Unsatisfactory performance	9
Use of force	23
Total	1,484

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 (1,149) was greater than the number of officers dismissed (735) 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 2024 and 31 March 2025

Categories of dismissal	Number of instances
Absent without authority	7
Abuse of authority	23
Abuse of position for sexual purpose	31
Alcohol-related behaviour	21
Animal cruelty	0
Assault (domestic)	18
Assault (other)	39
Assisting an offender	1
Breach of bail	0
Breach of non-molestation order	0

Categories of dismissal	Number of instances
Breach of the peace	0
Bullying behaviour	10
Child cruelty	0
Child protection failure	1
Child sexual offence	21
Coercive or controlling behaviour	11
Corruption	3
Criminal damage	2
Cruelty to an animal	0
Death by dangerous driving	0
Discriminatory behaviour	95
Discriminatory WhatsApp group	45
Dishonesty	126
Domestic abuse or harassment	26
Drink driving	23
Driving offences	18

Categories of dismissal	Number of instances
Drug driving	2
Drugs	44
Excessive use of force	19
Extreme pornography	6
Failure to declare a notifiable association	8
Failure to supervise or report wrongdoing	8
False imprisonment	0
Fraud or forgery	11
Gambling	0
Harassment (Other)	19
Harbouring a child	0
Inappropriate communications	81
Inappropriate relations	24
Indecent images of children	11
Keyboard jamming	0
Kidnap	0

Categories of dismissal	Number of instances
Malicious communications	2
Manslaughter	0
Member of proscribed organisation	0
Misconduct in public office	24
Murder	0
Offensive weapon	3
Outraging public decency	1
Perverting or attempt to pervert the course of justice	9
Possession of firearm	2
Posting pornographic material onto internet	3
Powers, policies or procedures	59
Prohibited weapon	1
Public order offences	7
Rape	5
Refused lawful order	3

Categories of dismissal	Number of instances
Sexual assault	11
Sexual communication with a child	2
Sexual offences or misconduct	72
Sexual or inappropriate touching	27
Stalking	11
Theft	10
Threatening behaviour	7
Threats of violence	3
Unauthorised business interest	9
Unlawful access or disclosure of information	82
Unsatisfactory attendance	3
Unsatisfactory performance	21
Vetting failure	17
Voyeurism	1
Total	1,149

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 2024 to 31 March 2025.

Table 6: Special Constabulary officers placed on the barred list between 1 April 2024 and 31 March 2025

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

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

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Metropolitan	4	1	0	5
Norfolk	1	0	0	1
North Wales	0	0	0	0
North Yorkshire	0	0	0	0
Northamptonshire	0	0	0	0
Northumbria	0	0	0	0
Nottinghamshire	0	1	0	1
South Wales	0	1	0	1
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	2	0	2
Warwickshire	0	4	0	4

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
West Mercia	0	0	0	0
West Midlands	1	0	0	1
West Yorkshire	0	0	1	1
Wiltshire	0	1	0	1
All forces	9	21	1	31

In total, 223 Special Constabulary have been added to the barred list between its introduction on 15 December 2017 and the end of this reporting period on 31 March 2025. 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						Total
	- Mar 2020	2020-21	2021-22	2022-23	2023-24	2024-25	
Avon and Somerset	2	3	1	2	0	1	9
Bedfordsh	1	1	0	2	0	1	5
Cambridge	0	1	3	0	0	0	4
Cheshire	1	0	0	1	1	1	4

Force	Dec 2017						Total
	-	2020-21	2021-22	2022-23	2023-24	2024-25	
	Mar 2020						
City of London	0	0	0	1	0	0	1
Cleveland	0	0	1	0	2	0	3
Cumbria	0	0	0	0	0	0	0
Derbyshire	1	0	1	0	1	0	3
Devon and Cornwall	4	0	2	2	2	0	10
Dorset	0	1	1	0	0	2	4
Durham	0	0	0	0	0	0	0
Dyfed-Powys	0	1	1	0	1	0	3
Essex	2	2	4	1	3	0	12
Gloucestershire	1	0	0	0	0	1	2
Greater Manchester	4	1	2	2	0	0	9
Gwent	0	0	0	0	0	1	1

Force	Dec 2017						Total
	-	2020-21	2021-22	2022-23	2023-24	2024-25	
	Mar 2020						
Hampshire and Isle of Wight	1	1	1	0	0	0	3
Hertfordshire	0	1	0	0	1	2	4
Humberside	3	1	1	0	1	0	6
Kent	2	2	0	0	0	0	4
Lancashire	0	1	0	0	0	1	2
Leicestershire	2	1	1	0	0	2	6
Lincolnshire	3	0	1	1	0	0	5
Merseyside	2	0	2	0	1	1	6
Metropolitan	18	2	5	9	5	5	44
Norfolk	0	0	1	0	0	1	2
North Wales	0	0	0	1	3	0	4
North Yorkshire	0	0	0	0	1	0	1
Northamptonshire	5	3	2	3	1	0	14

Force	Dec 2017						Total
	-	2020-21	2021-22	2022-23	2023-24	2024-25	
	Mar 2020						
Northumbria	1	0	0	0	0	0	1
Nottinghamshire	0	3	2	0	2	1	8
South Wales	1	2	2	0	0	1	6
South Yorkshire	0	0	0	1	0	0	1
Staffordshire	2	0	0	0	1	1	4
Suffolk	0	0	0	0	0	0	0
Surrey	0	0	0	2	0	0	2
Sussex	0	0	0	0	0	0	0
Thames Valley	3	0	1	2	1	2	9
Warwickshire	0	2	1	0	0	4	7
West Mercia	0	0	0	0	0	0	0
West Midlands	0	0	0	0	1	1	2

Force	Dec 2017						Total
	-	2020-21	2021-22	2022-23	2023-24	2024-25	
Mar 2020							
West Yorkshire	3	0	0	2	1	1	7
Wiltshire	1	0	1	2	0	1	5
All forces	63	29	37	34	29	31	223

Outcomes by Special Constabulary rank

Table 8: Ranks of Special Constabulary officers placed on the barred list between 1 April 2024 and 31 March 2025

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	8	17	1	26
Sergeant	1	2	0	3
Inspector	0	2	0	2
Chief inspector	0	0	0	0
Superintendent	0	0	0	0
Chief Superintendent	0	0	0	0

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Chief officer	0	0	0	0
All ranks	9	21	1	31

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 (58) was greater than the number of officers dismissed (31), 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 2024 and 31 March 2025

Standards of professional behaviour breached	Number of instances
Authority, respect and courtesy	6
Challenging and reporting improper behaviour	1
Confidentiality	5
Discreditable conduct	26

Standards of professional behaviour breached	Number of instances
Duties and responsibilities	2
Equality and diversity	2
Fitness for work	0
Honesty and integrity	11
Orders and instructions	4
Unsatisfactory attendance	0
Unsatisfactory performance	0
Use of force	1
Total	58

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 (44) was greater than the number of officers dismissed (31) 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 2024 and 31 March 2025

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

Categories of dismissal	Number of instances
Child sexual offence	1
Coercive or controlling behaviour	0
Corruption	0
Criminal damage	1
Cruelty to an animal	0
Death by dangerous driving	0
Discriminatory behaviour	3
Discriminatory WhatsApp group	1
Dishonesty	6
Domestic abuse or harassment	0
Drink driving	1
Driving offences	1
Drug driving	1
Drugs	2
Excessive use of force	0
Extreme pornography	0

Categories of dismissal	Number of instances
Failure to declare a notifiable association	1
Failure to supervise or report wrongdoing	1
False imprisonment	0
Fraud or forgery	0
Gambling	0
Harassment (other)	2
Harbouring a child	0
Inappropriate communications	2
Inappropriate relations	2
Indecent images of children	2
Keyboard jamming	0
Kidnap	0
Malicious communications	0
Manslaughter	0
Member of proscribed organisation	0
Misconduct in public office	0

Categories of dismissal	Number of instances
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	1
Prohibited weapon	0
Public order offences	0
Rape	0
Refused lawful order	1
Sexual assault	0
Sexual communication with a child	0
Sexual offences or misconduct	4
Sexual or inappropriate touching	0

Categories of dismissal	Number of instances
Stalking	0
Theft	0
Threatening behaviour	0
Threats of violence	0
Unauthorised business interest	0
Unlawful access or disclosure of information	3
Unsatisfactory attendance	0
Unsatisfactory performance	0
Vetting failure	0
Voyeurism	0
Total	44

Police staff

Total police staff dismissals

Table 11: Police staff placed on the barred list between 1 April 2024 and 31 March 2025

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
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Avon and Somerset	7	11	2	20
Bedfordshire	2	2	0	4
Cambridgeshire	2	1	0	3
Cheshire	0	1	0	1
City of London	0	0	0	0
Cleveland	3	0	0	3
Cumbria	0	1	0	1
Derbyshire	3	1	0	4
Devon and Cornwall	3	2	0	5
Dorset	2	1	0	3
Durham	1	1	0	2
Dyfed-Powys	2	1	0	3
Essex	5	2	0	7
Gloucestershire	9	2	0	11
Greater Manchester	8	9	0	17

Gwent	1	1	0	2
Hampshire and Isle of Wight	7	4	0	11
Hertfordshire	3	3	0	6
Humberside	1	2	0	3
Kent	4	5	0	9
Lancashire	3	0	0	3
Leicestershire	2	3	0	5
Lincolnshire	5	1	0	6
Merseyside	3	4	0	7
Metropolitan	28	4	0	32
Norfolk	5	1	0	6
North Wales	3	0	0	3
North Yorkshire	1	0	0	1
Northamptonshire	0	1	0	1
Northumbria	8	4	0	12
Nottinghamshire	1	2	0	3

South Wales	5	5	0	10
South Yorkshire	2	0	0	2
Staffordshire	0	3	0	3
Suffolk	1	0	0	1
Surrey	6	3	0	9
Sussex	3	1	0	4
Thames Valley	3	5	0	8
Warwickshire	1	2	0	3
West Mercia	4	3	0	7
West Midlands	6	8	0	14
West Yorkshire	6	12	0	18
Wiltshire	3	4	0	7
All forces	162	116	2	280

In total, 1,268 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 2025. 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						Total
	- Mar 2020	2020-21	2021-22	2022-23	2023-24	2024-25	
Avon and Somerset	19	10	5	7	11	20	72
Bedfordshire	2	3	2	0	6	4	17
Cambridgeshire	2	1	1	0	1	3	8
Cheshire	2	4	3	3	4	1	17
City of London	1	1	0	0	2	0	4
Cleveland	1	1	0	3	2	3	10
Cumbria	3	3	0	1	1	1	9
Derbyshire	4	0	2	4	5	4	19
Devon and Cornwall	6	2	0	1	6	5	20
Dorset	2	2	3	8	2	3	20
Durham	2	0	0	2	1	2	7
Dyfed-Powys	2	0	0	1	2	3	8

Force	Dec 2017						Total
	-	2020-21	2021-22	2022-23	2023-24	2024-25	
	Mar 2020						
Essex	10	10	10	5	3	7	45
Gloucestershire	1	1	1	2	5	11	21
Greater Manchester	11	5	11	15	15	17	74
Gwent	1	0	0	1	1	2	5
Hampshire and Isle of Wight	9	4	6	3	2	11	35
Hertfordshire	8	2	3	4	4	6	27
Humberside	15	9	5	7	2	3	41
Kent	18	14	3	7	5	9	56
Lancashire	1	1	1	2	0	3	8
Leicestershire	13	1	0	5	4	5	28
Lincolnshire	2	2	4	2	8	6	24
Merseyside	12	8	8	4	10	7	49
Metropolitan	27	11	14	18	32	32	134

Force	Dec 2017	2020-21	2021-22	2022-23	2023-24	2024-25	Total
	- Mar 2020						
Norfolk	3	1	0	1	6	6	17
North Wales	3	2	1	0	2	3	11
North Yorkshire	3	1	0	0	0	1	5
Northamptonshire	3	3	3	3	2	1	15
Northumbria	7	6	4	3	6	12	38
Nottinghamshire	8	9	6	3	4	3	33
South Wales	4	2	2	7	7	10	32
South Yorkshire	8	5	4	3	4	2	26
Staffordshire	1	3	0	1	2	3	10
Suffolk	8	2	1	2	8	1	22
Surrey	2	4	1	1	8	9	25
Sussex	11	6	9	3	13	4	46

Force	Dec 2017						Total
	-	2020-21	2021-22	2022-23	2023-24	2024-25	
	Mar 2020						
Thames Valley	9	6	3	9	7	8	42
Warwicksh	2	4	3	1	2	3	15
West Mercia	10	2	3	4	3	7	29
West Midlands	3	11	13	10	12	14	63
West Yorkshire	10	4	5	10	7	18	54
Wiltshire	4	1	5	4	6	7	27
All forces	273	167	145	170	233	280	1,268

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 (533) was greater than the number of staff members dismissed (280), 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 2024 and 31 March 2025

Standards of professional behaviour breached	Number of instances
Authority, respect and courtesy	80
Challenging and reporting improper behaviour	5
Confidentiality	38
Discreditable conduct	186
Duties and responsibilities	28
Equality and diversity	37
Fitness for work	17
Honesty and integrity	91
Orders and instructions	30
Unsatisfactory attendance	11
Unsatisfactory performance	8
Use of force	2
Total	533

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 (397) was greater than the number of police staff dismissed (280) 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 2024 and 31 March 2025

Categories of dismissal	Number of instances
Absent without authority	2
Abuse of authority	3
Abuse of position for sexual purpose	11
Alcohol-related behaviour	8
Animal cruelty	0
Assault (domestic)	7
Assault (other)	16
Assisting an offender	0
Breach of bail	0
Breach of non-molestation order	0

Categories of dismissal	Number of instances
Breach of the peace	0
Bullying behaviour	13
Child cruelty	0
Child protection failure	0
Child sexual offence	5
Coercive or controlling behaviour	2
Corruption	0
Criminal damage	6
Cruelty to an animal	1
Death by dangerous driving	0
Discriminatory behaviour	31
Discriminatory WhatsApp group	9
Dishonesty	42
Domestic abuse or harassment	6
Drink driving	10
Driving offences	4

Categories of dismissal	Number of instances
Drug driving	0
Drugs	15
Excessive use of force	1
Extreme pornography	0
Failure to declare a notifiable association	9
Failure to supervise or report wrongdoing	2
False imprisonment	0
Fraud or forgery	3
Gambling	0
Harassment (other)	5
Harbouring a child	0
Inappropriate communications	29
Inappropriate relations	7
Indecent images of children	4
Keyboard jamming	0
Kidnap	0

Categories of dismissal	Number of instances
Malicious communications	1
Manslaughter	0
Member of proscribed organisation	0
Misconduct in public office	2
Murder	0
Offensive weapon	3
Outraging public decency	1
Perverting or attempt to pervert the course of justice	3
Possession of firearm	1
Posting pornographic material onto internet	0
Power, policies or procedures	17
Prohibited weapon	2
Public order offences	2
Rape	1
Refused lawful order	0

Categories of dismissal	Number of instances
Sexual assault	2
Sexual communication with a child	0
Sexual offences or misconduct	18
Sexual or inappropriate touching	9
Stalking	2
Theft	6
Threatening behaviour	3
Threats of violence	2
Unauthorised business interest	1
Unlawful access or disclosure of information	40
Unsatisfactory attendance	14
Unsatisfactory performance	11
Vetting failure	5
Voyeurism	0
Total	397

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 2024 and 31 March 2025.

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 2024 and 31 March 2025

Ethnicity	Police officers and Special Constabulary		Total
	Special Constabulary	Police staff	
Black/black British or other minority ethnic background	125	40	165
White background	641	240	881
Total	766	280	1,046

Table 16: The gender of those placed on the barred list between 1 April 2024 and 31 March 2025

Gender	Police officers and Special Constabulary		Total
	Special Constabulary	Police staff	
Prefer to self- describe	1	0	1
Female	133	99	232
Male	632	181	813

Gender	Police officers and Special Constabulary	Police staff	Total
Total	766	280	1,046

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 of that information:

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

Of the 766 regular police officers and members of the Special Constabulary placed on the barred list in this reporting period following a gross misconduct dismissal, 24 officers were granted exemptions relating to the points above.

23 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