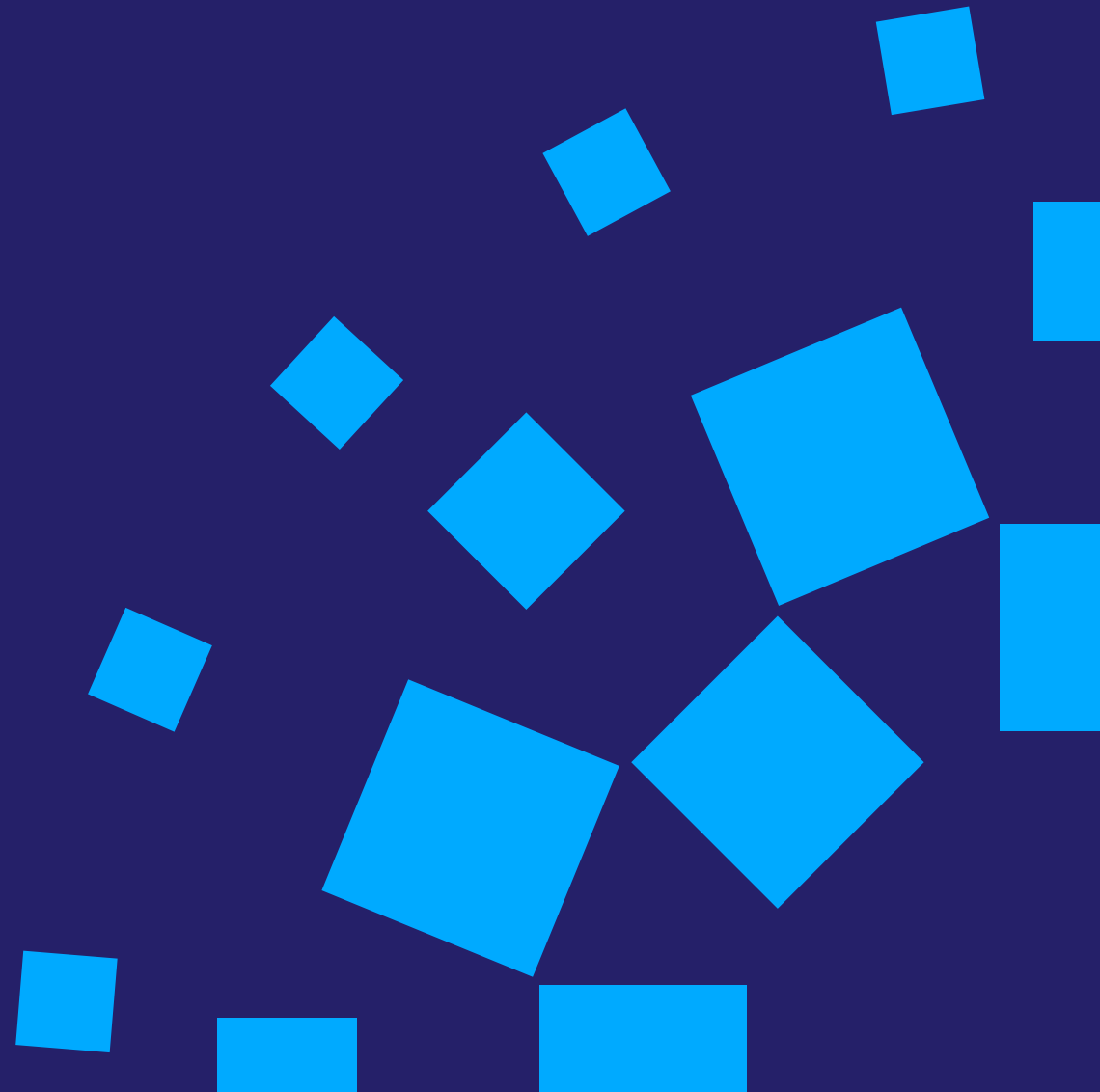


Police dismissals (Home Office forces)

Numbers of Barred list between
1 April 2020 – 31 March 2021



Contents

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Objective

To report on outcomes regarding dismissals for the most serious discipline matters investigated¹, as well as dismissals for unsatisfactory performance and attendance, therefore establishing opportunities to determine trends, inform wider learning and improve integrity and public confidence.

Information

The Barred list² was introduced by legislation effective from 15 December 2017, which replaced the previous College of Policing ('the College') Disapproved Register, which was established on 1 December 2013. The Barred list legislation does not apply to individuals barred from non-Home Office forces, so data from British

1 A gross misconduct investigation is one where, if the allegation is proven, it could result in dismissal.
2 The Police Barred list and Police Advisory list Regulations 2017.

Transport Police, Ministry of Defence Police, Civil Nuclear Constabulary and States of Jersey Police are not included 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 2020 and 31 March 2021.

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 legislation³ now allows forces to continue conduct proceedings even when an officer has **left the force.**

3 The Police (Conduct, Complaints and Misconduct and Appeal Tribunal) (Amendment) Regulations 2017.

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.

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 2020 to 31 March 2021.

Table 1: Regular officers placed on the Barred list between 1 April 2020 and 31 March 2021

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon & Somerset	5	6	2	13
Bedfordshire	3	2	0	5
Cambridgeshire	3	0	0	3
Cheshire	1	1	0	2
City of London	1	0	0	1
Cleveland	0	0	0	0
Cumbria	1	0	0	1
Derbyshire	3	1	0	4
Devon & Cornwall	8	2	0	10
Dorset	1	1	0	2
Durham	0	0	0	0

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Dyfed-Powys	1	2	1	4
Essex	3	2	2	7
Gloucestershire	1	0	1	2
Greater Manchester	3	3	0	6
Gwent	4	3	0	7
Hampshire	4	5	2	11
Hertfordshire	8	1	1	10
Humberside	3	4	0	7
Kent	8	2	0	10
Lancashire	3	2	1	6
Leicestershire	0	3	0	3
Lincolnshire	1	2	0	3
Merseyside	2	1	0	3
Metropolitan	32	14	4	50
Norfolk	4	2	0	6
North Wales	2	1	0	3

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
North Yorkshire	3	0	0	3
Northamptonshire	1	1	0	2
Northumbria	2	2	0	4
Nottinghamshire	3	6	1	10
South Wales	5	6	0	11
South Yorkshire	1	3	1	5
Staffordshire	3	1	0	4
Suffolk	0	2	0	2
Surrey	2	0	0	2
Sussex	2	3	0	5
Thames Valley	3	5	1	9
Warwickshire	2	2	0	4
West Mercia	0	2	0	2
West Midlands	7	3	1	11
West Yorkshire	1	2	0	3
Wiltshire	1	0	0	1
Grand total	139	100	18	257

In total, since its introduction on 15 December 2017 to the 31 March 2021, 812 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 2021

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	Total
Avon & Somerset	1	9	9	13	32
Bedfordshire	0	7	4	5	16
Cambridgeshire	2	0	4	3	9
Cheshire	2	1	3	2	8
City of London	0	1	0	1	2
Cleveland	1	3	0	0	4
Cumbria	0	0	3	1	4
Derbyshire	2	4	3	4	13
Devon & Cornwall	2	7	1	10	20
Dorset	1	2	5	2	10
Durham	1	2	1	0	4
Dyfed-Powys	1	2	3	4	10
Essex	3	14	6	7	30
Gloucestershire	0	1	2	2	5

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	Total
Greater Manchester	5	7	8	6	26
Gwent	2	6	1	7	16
Hampshire	1	1	2	11	15
Hertfordshire	2	4	2	10	18
Humberside	2	7	5	7	21
Kent	3	5	7	10	25
Lancashire	2	3	3	6	14
Leicestershire	0	7	6	3	16
Lincolnshire	1	4	3	3	11
Merseyside	2	6	5	3	16
Metropolitan	16	47	54	50	167
Norfolk	0	2	1	6	9
North Wales	1	1	4	3	9
North Yorkshire	1	1	0	3	5
Northamptonshire	1	6	5	2	14
Northumbria	0	5	5	4	14

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	Total
Nottinghamshire	0	7	6	10	23
South Wales	1	8	8	11	28
South Yorkshire	0	6	4	5	15
Staffordshire	0	2	3	4	9
Suffolk	3	0	0	2	5
Surrey	1	4	5	2	12
Sussex	3	11	7	5	26
Thames Valley	5	19	12	9	45
Warwickshire	0	1	2	4	7
West Mercia	0	4	4	2	10
West Midlands	0	18	18	11	47
West Yorkshire	2	7	8	3	20
Wiltshire	0	1	0	1	2
Grand total	70	253	232	257	812

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 2020 to 31 March 2021.

Table 3: Ranks of regular police officers placed on the Barred list between 1 April 2020 and 31 March 2021

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	122	94	9	225
Sergeant	10	4	8	22
Inspector	5	1	1	7
Chief inspector	1	0	0	1
Superintendent	1	1	0	2
Chief superintendent	0	0	0	0
Chief officer	0	0	0	0
Total	139	100	18	257

Breaches of standards of professional behaviour

Table 4 presents for the first time 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 (660) was greater than the number of officers dismissed (257), because several breaches of the SPB 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 2020 and 31 March 2021

Standards of professional behaviour breached	Instances
Honesty and integrity	131
Authority, respect and courtesy	98
Equality and diversity	26
Use of force	0
Orders and instructions	50
Duties and responsibilities	76
Confidentiality	36
Fitness for work	15
Conduct/discreditable conduct	228
Challenging and reporting improper behaviour	0
Total	660

Regular police officer reasons for dismissal

Table 5 presents the categories that were recorded for the dismissal of regular police officers*. The number of reasons recorded (287) was greater than the number of officers dismissed (257) because some categories overlapped into others. All categories were based on descriptions of the conduct that were reported to the College.

Table 5: Categories of dismissal for regular police officers placed on the Barred list between 1 April 2020 and 31 March 2021**

Categories for dismissal	Instances
Abuse of authority	3
Abuse of position for sexual purpose	38
Assault (domestic)	1
Assault (other)	16
Assisting an offender	1
Child sexual offence	4
Discriminatory behaviour	13
Dishonesty	53
Domestic abuse/harassment	7
Drink drive	16
Drugs	19
Failure to supervise or report wrongdoing	3

Categories for dismissal	Instances
Fraud	7
Harassment (other)	4
Inappropriate communications	3
Inappropriate relationships (notifiable associations)	2
Indecent images of children	3
Manslaughter	1
Misconduct in public office	3
Other	5
Powers/policies/procedures	43
Prohibited weapon	1
Sexual offences/misconduct	20
Theft	5
Unlawful access/disclosure of information	16
Total	287

* Categories will change yearly based on the misconduct reported.

** Year-on-year breaches have not been added as categories change. Previous annual reports with this information are available on the College of Policing website.

Barred list figures – 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 2020 to 31 March 2021.

Table 6: Special Constabulary officers placed on the Barred list between 1 April 2020 and 31 March 2021

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

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

Force	Dismissed while serving	Dismissed post-resignation	Total
Northumbria	0	0	0
Nottinghamshire	0	3	3
South Wales	0	2	2
South Yorkshire	0	0	0
Staffordshire	0	0	0
Suffolk	0	0	0
Surrey	0	0	0
Sussex	0	0	0
Thames Valley	0	0	0
Warwickshire	0	2	2
West Mercia	0	0	0
West Midlands	0	0	0
West Yorkshire	0	0	0
Wiltshire	0	0	0
Grand total	7	22	29

In total, since its introduction on 15 December 2017 to the end of this reporting period, 31 March 2020, 61 members of the Special Constabulary have been added to the Barred list. This is broken down by force in the table below.

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	Total
Avon & Somerset	0	1	1	3	5
Bedfordshire	0	0	1	1	2
Cambridgeshire	0	0	0	1	1
Cheshire	0	0	1	0	1
City of London	0	0	0	0	0
Cleveland	0	0	0	0	0
Cumbria	0	0	0	0	0
Derbyshire	0	1	0	0	1
Devon & Cornwall	0	2	2	0	4
Dorset	0	0	0	1	1
Durham	0	0	0	0	0
Dyfed-Powys	0	0	0	1	1
Essex	0	2	0	2	4

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	Total
Gloucestershire	0	0	1	0	1
Greater Manchester	0	3	1	1	5
Gwent	0	0	0	0	0
Hampshire	0	1	0	1	2
Hertfordshire	0	0	0	1	1
Humberside	0	2	1	1	4
Kent	0	1	1	2	4
Lancashire	0	0	0	1	1
Leicestershire	0	1	1	1	3
Lincolnshire	0	0	3	0	3
Merseyside	0	1	1	0	2
Metropolitan	1	9	8	2	20
Norfolk	0	0	0	0	0
North Wales	0	0	0	0	0
North Yorkshire	0	0	0	0	0
Northamptonshire	0	0	4	3	7

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	Total
Northumbria	0	0	0	0	0
Nottinghamshire	0	0	0	3	3
South Wales	0	1	0	2	3
South Yorkshire	0	0	0	0	0
Staffordshire	1	0	1	0	2
Suffolk	0	0	0	0	0
Surrey	0	0	0	0	0
Sussex	0	0	0	0	0
Thames Valley	1	0	2	0	3
Warwickshire	0	0	0	2	2
West Mercia	0	0	0	0	0
West Midlands	0	0	0	0	0
West Yorkshire	0	1	2	0	3
Wiltshire	0	0	1	0	1
Total	3	26	32	29	90

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 2020 to 31 March 2021.

Table 8: Ranks of Special Constabulary officers placed on the Barred list between 1 April 2020 and 31 March 2021

Rank	Dismissed while serving	Dismissed post-resignation	Total
Constable	5	20	25
Sergeant	0	0	0
Inspector	1	0	1
Chief inspector	1	0	1
Senior officer	0	1	1
Total	7	22	29

Breaches of standards of professional behaviour

Table 9 presents for the first time 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 dismissal of Special Constabulary officers. The number of reasons recorded (57) was greater than the number of officers dismissed (29) because several breaches of the SPB 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 SPB by Special Constabulary officers placed on the Barred list between 1 April 2020 and 31 March 2021

Standards of professional behaviour breached	Instances
Honesty and integrity	9
Authority, respect and courtesy	9
Equality and diversity	6
Use of force	0
Orders and instructions	3
Duties and responsibilities	0
Confidentiality	6
Fitness for work	0
Conduct/discreditable conduct	21
Challenging and reporting improper behaviour	3
Total	57

Reasons for Special Constabulary dismissals

Table 10 presents the categories that were recorded for the dismissal of Special Constabulary officers*. The number of reasons recorded (29) equalled the number of officers dismissed (29). All categories were based on descriptions of the conduct that were reported to the College.

Table 10: Categories of dismissal for Special Constabulary officers placed on the Barred list between 1 April 2020 and 31 March 2021**

Categories for dismissal	Instances
Abuse of position for sexual purpose	2
Assault (domestic)	1
Assault (other)	2
Discriminatory behaviour	3
Dishonesty	2
Domestic abuse (not assault or harassment)	2
Drink drive	1
Drugs	1
Fraud	2
Inappropriate communications	5
Indecent images of children	1

Categories for dismissal	Instances
Other	1
Sexual offences/misconduct	2
Theft	1
Unlawful access/disclosure of information	3
Total	29

* Categories will change yearly based on the misconduct reported.

** Year-on-year breaches have not been added as categories change. Previous annual reports with this information are available on the College of Policing website.

Barred list figures – 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 2020 to 31 March 2021.

Table 11: Police staff placed on the Barred list between 1 April 2020 and 31 March 2021

Force	Dismissed while serving	Dismissed post-resignation	Total
Avon & Somerset	3	7	10
Bedfordshire	1	2	3
Cambridgeshire	1	0	1
Cheshire	2	2	4
City of London	1	0	1
Cleveland	1	0	1
Cumbria	2	1	3
Derbyshire	0	0	0
Devon & Cornwall	2	0	2
Dorset	1	1	2
Durham	0	0	0

Force	Dismissed while serving	Dismissed post-resignation	Total
Dyfed-Powys	0	0	0
Essex	6	4	10
Gloucestershire	1	0	1
Greater Manchester	5	0	5
Gwent	0	0	0
Hampshire	3	1	4
Hertfordshire	2	0	2
Humberside	3	6	9
Kent	8	6	14
Lancashire	1	0	1
Leicestershire	0	1	1
Lincolnshire	1	1	2
Merseyside	6	2	8
Metropolitan	11	0	11
Norfolk	1	0	1
North Wales	0	2	2

Force	Dismissed while serving	Dismissed post-resignation	Total
North Yorkshire	1	0	1
Northamptonshire	2	1	3
Northumbria	6	0	6
Nottinghamshire	7	2	9
South Wales	1	1	2
South Yorkshire	4	1	5
Staffordshire	2	1	3
Suffolk	1	1	2
Surrey	3	1	4
Sussex	2	4	6
Thames Valley	2	4	6
Warwickshire	1	3	4
West Mercia	1	1	2
West Midlands	7	4	11
West Yorkshire	2	2	4
Wiltshire	1	0	1
Total	105	62	167

In total, since its introduction on 15 December 2017 to 31 March 2021, 440 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	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	Total
Avon & Somerset	1	8	10	10	29
Bedfordshire	0	2	0	3	5
Cambridgeshire	0	1	1	1	3
Cheshire	0	0	2	4	6
City of London	1	0	0	1	2
Cleveland	0	0	1	1	2
Cumbria	1	2	0	3	6
Derbyshire	0	2	2	0	4
Devon & Cornwall	2	2	2	2	8
Dorset	0	0	2	2	4
Durham	0	2	0	0	2
Dyfed-Powys	0	0	2	0	2
Essex	2	3	5	10	20
Gloucestershire	0	0	1	1	2

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	Total
Greater Manchester	1	1	9	5	16
Gwent	0	1	0	0	1
Hampshire	1	5	3	4	13
Hertfordshire	2	0	6	2	10
Humberside	3	4	8	9	24
Kent	2	6	10	14	32
Lancashire	0	0	1	1	2
Leicestershire	1	3	9	1	14
Lincolnshire	0	2	0	2	4
Merseyside	2	8	2	8	20
Metropolitan	1	12	14	11	38
Norfolk	1	2	0	1	4
North Wales	1	0	2	2	5
North Yorkshire	0	2	1	1	4
Northamptonshire	0	3	0	3	6
Northumbria	1	3	3	6	13

Force	Dec 2017 - Mar 2018	2018-19	2019-20	2020-21	Total
Nottinghamshire	2	4	2	9	17
South Wales	1	1	2	2	6
South Yorkshire	0	2	6	5	13
Staffordshire	0	0	1	3	4
Suffolk	2	6	0	2	10
Surrey	0	0	2	4	6
Sussex	0	3	8	6	17
Thames Valley	1	4	4	6	15
Warwickshire	0	1	1	4	6
West Mercia	0	7	3	2	12
West Midlands	0	1	2	11	14
West Yorkshire	1	5	4	4	14
Wiltshire	1	2	1	1	5
Grand total	31	110	132	167	440

Breaches of standards of professional behaviour

Table 13 presents for the first time the different breaches of the standards of professional behaviour (SPB), 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 (255) was greater than the number of staff members dismissed (167), 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 SPB by police staff placed on the Barred list between 1 April 2020 and 31 March 2021

Standards of professional behaviour breached	Instances
Honesty and integrity	45
Authority, respect and courtesy	32
Equality and diversity	9
Use of force	0
Orders and instructions	24
Duties and responsibilities	19
Confidentiality	32
Fitness for work	6
Conduct/discreditable conduct	88
Challenging and reporting improper behaviour	0
Total	255

Reasons for police staff dismissals

Table 14 presents the categories that were recorded for the dismissal of police staff*. The number of reasons recorded (170) was greater than the number of police staff dismissed (167) because some categories overlapped into others. All categories are based on descriptions of the conduct that were reported to the College.

Table 14: Categories of dismissal for police staff placed on the Barred list between 1st April 2020 and 31st March 2021**

Categories for dismissal	Instances
Abuse of position for sexual purpose	5
Assault (other)	4
Attendance	8
Blackmail	1
Burglary	1
Child abuse	1
Child sexual offences	5
Discreditable conduct	7
Discriminatory behaviour	10
Dishonesty	13
Domestic abuse (not assault or harassment)	1

Categories for dismissal	Instances
Drink drive	13
Drugs	13
Failure to supervise or report wrongdoing	1
Firearms	1
Fraud	3
Inappropriate communications	7
Inappropriate relationships (notifiable associations)	2
Indecent images of children	4
Poor performance/attendance	11
Powers/policies/procedures	4
Sexual misconduct	11
Theft	4
Unlawful access/disclosure of information	40
Total	170

* Categories will change yearly based on the misconduct reported.

** Year-on-year breaches have not been added due to space. Previous annual reports with this information are available on the College of Policing website.

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 2020 and 31 March 2021. 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 2020 and 31 March 2021

Ethnicity	Police officers and Special Constabulary	Police staff	Total
Black/Black British or other minority ethnic background	24	15	39
White background	162	107	269
Not recorded	100	45	145
Grand total	286	167	453

Table 16: The gender of those placed on the Barred list between 1 April 2020 and 31 March 2021

Gender	Police officers and Special Constabulary	Police staff	Total
Male	159	80	239
Female	29	51	80
Not known	98	36	134
Grand total	286	167	453

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 of any civil proceedings
- would result in a significant risk of harm to any person

Of the 286 regular police officers and members of the Special Constabulary placed on the Barred list in this reporting period following a gross misconduct dismissal, 27 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.

About the College

We're the professional body for the police service in England and Wales.

Working together with everyone in policing, we share the skills and knowledge officers and staff need to prevent crime and keep people safe.

We set the standards in policing to build and preserve public trust and we help those in policing develop the expertise needed to meet the demands of today and prepare for the challenges of the future.

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