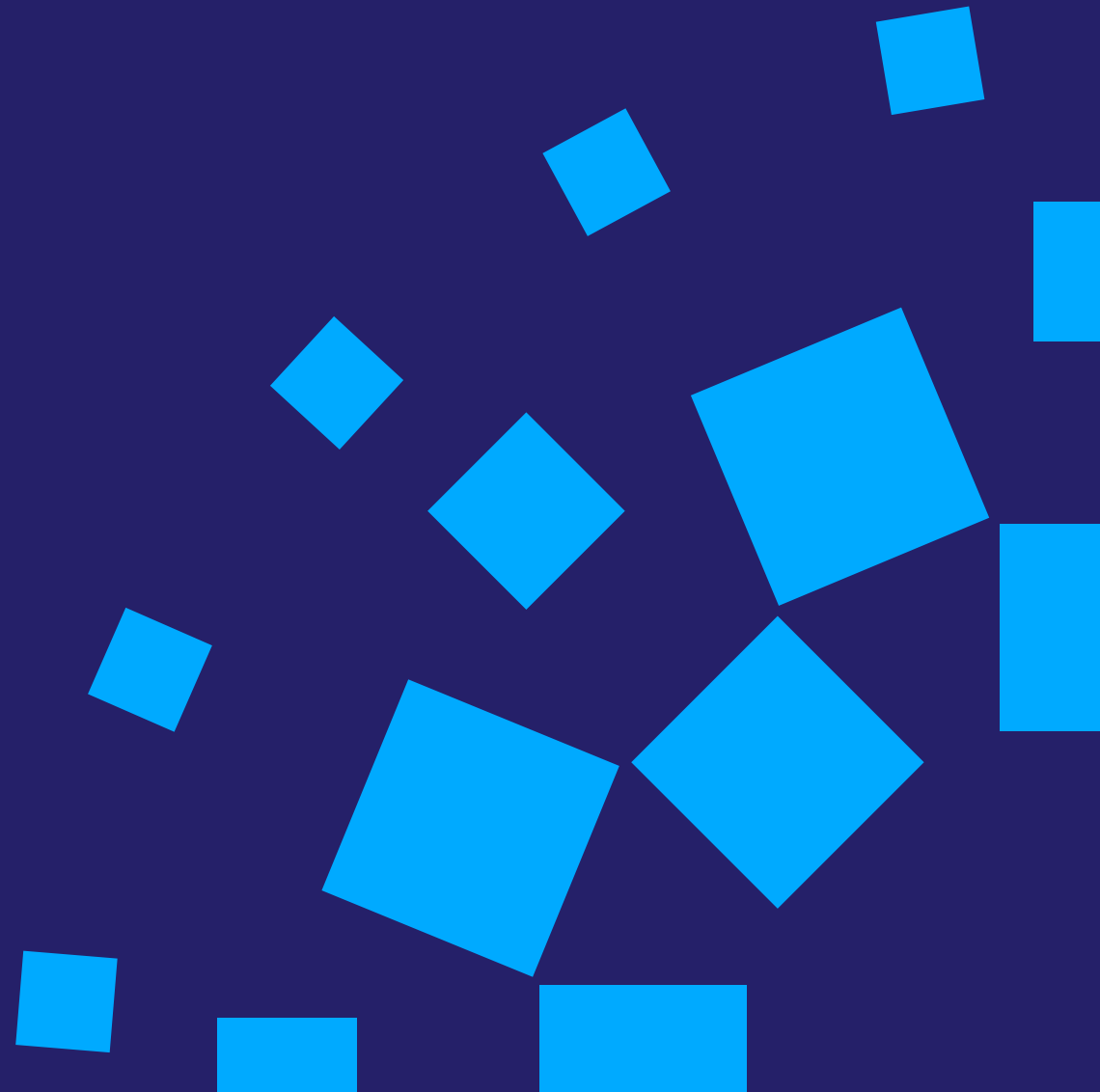


# Police dismissals (Home Office forces)

Numbers of Barred List between  
1 April 2019 – 31 March 2020



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# Objective

To report on outcomes regarding dismissals for the most serious discipline matters investigated (ie, gross misconduct<sup>1</sup>), 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 List<sup>2</sup>, which was introduced by legislation effective from 15 December 2017, replaced the previous College of Policing ('the College') Disapproved Register, which was established on 1 December 2013 and relied on forces voluntarily sharing information about dismissals. The Barred List legislation now compels Home Office forces to provide details

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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.

3 Police dismissals (Home Office forces)

to the College of those officers, members of the Special Constabulary and police staff who have been dismissed while serving, or after having retired or resigned.

In addition to data from Home Office forces in England and Wales, the Disapproved Register included data from British Transport Police, Ministry of Defence Police and States of Jersey Police. The Barred List legislation does not apply to individuals barred from non-Home Office forces, so data from British Transport Police, Ministry of Defence Police and States of Jersey Police are not included in this report.

The figures contained in this report relate to police officers, members of the Special Constabulary and police staff who were placed on the Barred List due to being dismissed between 1 April 2019 and 31 March 2020.

Previously, police regulations (since 12 January 2015) prevented officers from resigning or retiring while subject

to a gross misconduct investigation (excluding exceptional circumstances). Since 15 December 2017, at the same time as the introduction of the Barred List legislation, new legislation came into effect permitting officers to retire or resign while under gross misconduct investigation. The same legislation<sup>3</sup> now allows forces to continue conduct proceedings even when an officer has left the force.

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.

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

# Barred List figures – police officers

## Total dismissals

The figures in Table 1 refer to police officers (excluding members of the Special Constabulary) placed on the Barred List in the reporting period of 1 April 2019 to 31 March 2020.

**Table 1: Regular officers placed on the Barred List between 1 April 2019 and 31 March 2020**

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Avon and Somerset	5	4		9
Bedfordshire	3	1		4
Cambridgeshire	2	2		4
Cheshire	1	2		3
City of London				0
Cleveland				0
Cumbria	2	1		3
Derbyshire	2		1	3
Devon and Cornwall	1			1
Dorset	2	3		5
Durham	1			1

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Dyfed-Powys	1	2		3
Essex	4	2		6
Gloucestershire		2		2
Greater Manchester	5	3		8
Gwent		1		1
Hampshire	1	1		2
Hertfordshire	2			2
Humberside	3	2		5
Kent	5	1	1	7
Lancashire		3		3
Leicestershire		4	2	6
Lincolnshire	1	2		3
Merseyside	2	1	2	5
Metropolitan	32	20	2	54
Norfolk and Suffolk		1		1
North Wales	2	2		4

Force	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
North Yorkshire				0
Northamptonshire	2	3		5
Northumbria	4		1	5
Nottinghamshire	2	3	1	6
South Wales	5	2	1	8
South Yorkshire	2	2		4
Staffordshire	3			3
Surrey	4	1		5
Sussex	4	3		7
Thames Valley	7	5		12
Warwickshire	1	1		2
West Mercia	1	3		4
West Midlands	9	8	1	18
West Yorkshire	6	2		8
Wiltshire				0
<b>Total</b>	<b>127</b>	<b>93</b>	<b>12</b>	<b>232</b>

In total, since its introduction on 15 December 2017 to the end of this reporting period, 31 March 2020, 555 officers have been added to the Barred List. This is broken down by force in the table below. Please note that the first reporting period only covers part of the year from 15 December 2017 to 31 March 2018, whereas the other two periods run from 1 April to 31 March.

**Table 2: Regular officers placed on the Barred List by force per reporting periods**

Force	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Metropolitan	16	47	54	117
Thames Valley	5	19	12	36
West Midlands		18	18	36
Essex	3	14	6	23
Sussex	3	11	7	21
Greater Manchester	5	7	8	20
Avon and Somerset	1	9	9	19
South Wales	1	8	8	17
West Yorkshire	2	7	8	17
Kent	3	5	7	15
Humberside	2	7	5	14
Leicestershire		7	6	13

Force	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Merseyside	2	6	5	13
Nottinghamshire		7	6	13
Northamptonshire	1	6	5	12
Bedfordshire		7	4	11
Devon and Cornwall	2	7	1	10
Northumbria		5	5	10
South Yorkshire		6	4	10
Surrey	1	4	5	10
Derbyshire	2	4	3	9
Gwent	2	6	1	9
Dorset	1	2	5	8
Hertfordshire	2	4	2	8
Lancashire	2	3	3	8
Lincolnshire	1	4	3	8
West Mercia		4	4	8
Cambridgeshire	2		4	6



Force	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Cheshire	2	1	3	6
Dyfed-Powys	1	2	3	6
North Wales	1	1	4	6
Staffordshire		2	3	5
Cleveland	1	3		4
Durham	1	2	1	4
Hampshire	1	1	2	4
Cumbria			3	3
Gloucestershire		1	2	3
Norfolk and Suffolk	3	2	1	6
Warwickshire		1	2	3
North Yorkshire	1	1		2
City of London		1		1
Wiltshire		1		1
<b>Total</b>	<b>70</b>	<b>253</b>	<b>232</b>	<b>555</b>

## Dismissals by rank

Table 3 shows the rank of those officers placed on the Barred List in the reporting period of 1 April 2019 to 31 March 2020. Where ranks are not listed, there are no submissions to the list for officers of that rank in the reporting period.

**Table 3: Rank of officers placed on the Barred List between 1 April 2019 and 31 March 2020**

Rank	Dismissed while serving	Dismissed post-resignation	Dismissed post-retirement	Total
Constable	107	87	10	204
Sergeant	16	5		21
Inspector	2		1	3
Chief inspector	1	1		2
Superintendent	1			1
Chief superintendent			1	1
Chief officers				0
<b>Total</b>	<b>127</b>	<b>93</b>	<b>12</b>	<b>232</b>

## Reasons for dismissal

Table 4 presents the reasons that were recorded for the dismissal of officers. The number of reasons recorded (493) was greater than the number of officers dismissed (232) because multiple reasons could be recorded for each dismissal. In some cases, the officer's behaviour would have fallen into more than one category. In other instances, the circumstances would not have allowed use of a single category. All categories are based upon descriptions of the misconduct found at the hearing and reported to the College.

**Table 4: Categories of dismissal by police officers placed on the Barred List between 1 April 2019 and 31 March 2020**

Reason for dismissal	Instances
Abuse of position for other purpose	9
Abuse of position for sexual purpose	31
Assault	20
Business interest	6
Child sex offence	12
Data or system misuse	24
Domestic abuse, including harassment	11
Driving-related: alcohol or drugs	30
Driving-related: standard	4
Drug- or alcohol-related	17
Equality and diversity	27

Reason for dismissal	Instances
Excess force	6
Failure to act with respect and courtesy	15
Failure to perform duty	31
Fraud-related	7
Harassment towards a colleague	2
Honesty	59
Inappropriate disclosure of information	10
Inappropriate use of police vehicles	6
Indecent images	17
Integrity	85
Notifiable association	7
Other	20
Perverting the course of justice	11
Public order	1
Sexual conduct towards a colleague	13
Theft-related	11
Unsatisfactory performance (performance)	1
<b>Total</b>	<b>493</b>

The table below shows the number of dismissals per category over the three reporting periods. As before, the first reporting period only covers 15 December 2017 to 31 March 2018, whereas the other two periods run from 1 April to 31 March. It is worth noting that honesty and integrity were recorded as one category in the first reporting period but in subsequent years, this has been broken down into two separate categories.

**Table 5: Categories of dismissal by police officers placed on the Barred List per reporting periods**

Reason for dismissal	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Integrity	Not recorded	110	85	195
Honesty	11	69	59	139
Failure to perform duty	8	46	31	85
Abuse of position for sexual purpose	8	36	31	75
Data or system misuse	6	30	24	60
Assault	4	29	20	53
Driving-related: alcohol or drugs	5	16	30	51
Failure to act with respect and courtesy	1	33	15	49
Equality and diversity		15	27	42
Drug- or alcohol-related	4	12	17	33

Reason for dismissal	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Child sex offence	8	12	12	32
Indecent images	1	14	17	32
Other	1	9	20	30
Domestic abuse, including harassment		18	11	29
Sexual conduct towards a colleague	2	14	13	29
Inappropriate disclosure of information	2	14	10	26
Notifiable association	1	17	7	25
Fraud-related	1	13	7	21
Theft-related	7	2	11	20
Abuse of position for other purpose	1	9	9	19
Excess force	2	11	6	19
Business interest	1	10	6	17
Perverting the course of justice	1	5	11	17
Driving-related: standard	1	9	4	14
Inappropriate use of police vehicles	2	4	6	12
Harassment towards a colleague		8	2	10

Reason for dismissal	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Public order	2	2	1	5
Unsatisfactory performance (attendance)	2	2		4
Driving-related: documents	1	2		3
Unsatisfactory performance (performance)		1	1	2
Damage to property	1			1
<b>Total</b>	<b>84</b>	<b>572</b>	<b>493</b>	<b>1149</b>

# Barred List figures – Special Constabulary

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 2019 to 31 March 2020.

**Table 6: Members of the Special Constabulary placed on the Barred List between 1 April 2019 and 31 March 2020**

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



Force	Dismissed while serving	Dismissed post-resignation	Total
Essex			0
Gloucestershire		1	1
Greater Manchester		1	1
Gwent			0
Hampshire			0
Hertfordshire			0
Humberside	1		1
Kent		1	1
Lancashire			0
Leicestershire	1		1
Lincolnshire		3	3
Merseyside	1		1
Metropolitan	6	2	8
Norfolk and Suffolk			0
North Wales			0
North Yorkshire			0

Force	Dismissed while serving	Dismissed post-resignation	Total
Northamptonshire	1	3	4
Northumbria			0
Nottinghamshire			0
South Wales			0
South Yorkshire			0
Staffordshire		1	1
Surrey			0
Sussex			0
Thames Valley		2	2
Warwickshire			0
West Mercia			0
West Midlands			0
West Yorkshire		2	2
Wiltshire	1		1
<b>Total</b>	<b>12</b>	<b>20</b>	<b>32</b>

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. Please note that the first reporting period only covers part of the year from 15 December 2017 to 31 March 2018, whereas the other two periods run from 1 April to 31 March.

**Table 7: Members of the Special Constabulary officers placed on the Barred List by force per reporting periods**

Force	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Metropolitan	1	9	8	18
Devon and Cornwall		2	2	4
Greater Manchester		3	1	4
Northamptonshire			4	4
Humberside		2	1	3
Lincolnshire			3	3
Thames Valley	1		2	3
West Yorkshire		1	2	3
Avon and Somerset		1	1	2
Essex		2		2
Kent		1	1	2
Leicestershire		1	1	2

Force	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Merseyside		1	1	2
Staffordshire	1		1	2
Bedfordshire			1	1
Cheshire			1	1
Derbyshire		1		1
Gloucestershire			1	1
Hampshire		1		1
South Wales		1		1
Wiltshire			1	1
Cambridgeshire				0
City of London				0
Cleveland				0
Cumbria				0
Dorset				0
Durham				0
Dyfed-Powys				0

Force	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Gwent				0
Hertfordshire				0
Lancashire				0
Norfolk and Suffolk				0
North Wales				0
North Yorkshire				0
Northumbria				0
Nottinghamshire				0
South Yorkshire				0
Surrey				0
Sussex				0
Warwickshire				0
West Mercia				0
West Midlands				0
<b>Total</b>	<b>3</b>	<b>26</b>	<b>32</b>	<b>61</b>

## Outcome by rank

**Table 8: Members of the Special Constabulary by rank placed on the Barred List between 1 April 2019 and 31 March 2020**

Rank	Dismissed while serving	Dismissed post-resignation	Total
Constable	9	18	27
Sergeant	2	2	4
Inspector	1		1
Senior officer			0
<b>Total</b>	<b>12</b>	<b>20</b>	<b>32</b>

## Reasons for dismissal

Table 9 presents the reasons that were recorded for the dismissal of members of the special constabulary. The number of reasons recorded (51) was greater than the number of individuals dismissed (32) because multiple reasons could be recorded for each dismissal. In some cases, the individual's behaviour would have fallen into more than one category. In other instances, the circumstances would not have allowed use of a single category. All categories are based upon descriptions of the misconduct found at the hearing and reported to the College.

**Table 9: Categories of dismissals by members of the Special Constabulary placed on the Barred List between 1 April 2019 and 31 March 2020**

Reason for dismissal	Instances
Abuse of position for other purpose	6
Abuse of position for sexual purpose	2
Assault	3
Child sex offence	2
Data or system misuse	4
Domestic abuse, including harassment	3
Driving-related: alcohol or drugs	1
Driving-related: documents	1
Driving-related: standard	1
Equality and diversity	1

Reason for dismissal	Instances
Failure to act with respect and courtesy	2
Failure to perform duty	2
Fraud-related	1
Honesty	5
Inappropriate disclosure of information	2
Indecent images	3
Integrity	5
Notifiable association	2
Other	2
Sexual conduct towards a colleague	2
Theft-related	1
<b>Total</b>	<b>51</b>



The table below shows the number of dismissals per category over the three reporting periods. As before, the first reporting period only covers 15 December 2017 to 31 March 2018, whereas the other two periods run from 1 April to 31 March. It is worth noting that honesty and integrity were recorded as one category in the first reporting period but in subsequent years, this has been broken down into two separate categories. Where categories are not included, there have been no dismissals of members of the Special Constabulary over the three reporting periods featuring these themes.

**Table 10: Categories of dismissal of members of the Special Constabulary placed on the Barred List per reporting periods**

Reason for dismissal	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Honesty	1	7	5	13
Integrity		7	5	12
Domestic abuse, including harassment	1	4	3	8
Indecent images		5	3	8
Assault		4	3	7
Abuse of position for other purpose			6	6
Child sex offence		4	2	6
Data or system misuse		1	4	5
Notifiable association		2	2	4
Theft-related		3	1	4

Reason for dismissal	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Abuse of position for sexual purpose		1	2	3
Other	1		2	3
Sexual conduct towards a colleague		1	2	3
Driving-related: alcohol or drugs		1	1	2
Driving-related: standard		1	1	2
Drug- or alcohol-related		2		2
Equality and diversity		1	1	2
Failure to act with respect and courtesy			2	2
Failure to perform duty			2	2
Fraud-related		1	1	2
Inappropriate disclosure of information			2	2
Business interest		1		1
Driving-related: documents			1	1
Harassment towards a colleague	1			1
<b>Total</b>	<b>4</b>	<b>46</b>	<b>51</b>	<b>101</b>

## Protected characteristics of police officers and members of the Special Constabulary

Given the small number of members of the Special Constabulary dismissals, the protected characteristics of regular officers and members of the Special Constabulary have been combined.

Of the 234 cases where gender of officers and members of the Special Constabulary placed on the Barred List was recorded, 201 (85.9%) were male and 33 (14.1%) were female.

In the 228 cases where ethnicity was recorded, 34 (14.9%) involved officers and members of the Special Constabulary who identified as being from a Black, Asian or minority ethnic group. The reported ethnicities<sup>4</sup> of officers and members of the Special Constabulary placed on the Barred List in the relevant reporting period are shown in Table 11.

**Table 11: Ethnicity of police officers and members of the Special Constabulary placed on the Barred List between 1 April 2019 and 31 March 2020**

Ethnicity	Dismissed while serving	Dismissed post-resignation or retirement	Total
Black, Asian or minority ethnic	21	13	34
White (including all subsets)	98	96	194
Not stated	20	16	36
<b>Total</b>	<b>139</b>	<b>125</b>	<b>264</b>

<sup>4</sup> Due to the limited numbers involved, ethnicity groupings have been collapsed to either White or Black, Asian or minority ethnic.

# Barred List figures – police staff

The figures in this section relate to police staff who were placed on the Barred List in the reporting period of 1 April 2019 to 31 March 2020.

**Table 12: Police staff placed on the Barred List between 1 April 2019 and 31 March 2020**

Force	Dismissed while serving	Dismissed post-resignation	Total
Avon and Somerset	2	8	10
Bedfordshire			0
Cambridgeshire	1		1
Cheshire	2		2
City of London			0
Cleveland	1		1
Cumbria			0
Derbyshire	2		2
Devon and Cornwall	2		2
Dorset	2		2
Durham			0
Dyfed-Powys	2		2

Force	Dismissed while serving	Dismissed post-resignation	Total
Essex	4	1	5
Gloucestershire	1		1
Greater Manchester	3	6	9
Gwent			0
Hampshire	2	1	3
Hertfordshire	6		6
Humberside	7	1	8
Kent	4	6	10
Lancashire	1		1
Leicestershire	3	6	9
Lincolnshire			0
Merseyside	1	1	2
Metropolitan	14		14
Norfolk and Suffolk			0
North Wales		2	2
North Yorkshire	1		1

Force	Dismissed while serving	Dismissed post-resignation	Total
Northamptonshire			0
Northumbria		3	3
Nottinghamshire	1	1	2
South Wales		2	2
South Yorkshire	5	1	6
Staffordshire		1	1
Surrey	2		2
Sussex	5	3	8
Thames Valley	1	3	4
Warwickshire	1		1
West Mercia	2	1	3
West Midlands	1	1	2
West Yorkshire	4		4
Wiltshire	1		1
<b>Total</b>	<b>84</b>	<b>48</b>	<b>132</b>

Since its introduction on 15 December 2017 to the end of this reporting period, 31 March 2018, 273 members of police staff have been added to the Barred List. This is broken down by force in the table below. Please note that the first reporting period only covers part of the year from 15 December 2017 to 31 March 2020, whereas the other two periods run from 1 April to 31 March.

**Table 13: Members of police staff placed on the Barred List by force per reporting periods**

Force	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Metropolitan	1	12	14	27
Avon and Somerset	1	8	10	19
Kent	2	6	10	18
Humberside	3	4	8	15
Leicestershire	1	3	9	13
Merseyside	2	8	2	12
Greater Manchester	1	1	9	11
Sussex		3	8	11
Essex	2	3	5	10
West Mercia		7	3	10
West Yorkshire	1	5	4	10
Hampshire	1	5	3	9

Force	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Thames Valley	1	4	4	9
Hertfordshire	2		6	8
Nottinghamshire	2	4	2	8
South Yorkshire		2	6	8
Suffolk	2	6		8
Northumbria	1	3	3	7
Devon and Cornwall	2	2	2	6
Derbyshire		2	2	4
South Wales	1	1	2	4
Wiltshire	1	2	1	4
Cumbria	1	2		3
Norfolk	1	2		3
North Wales	1		2	3
North Yorkshire		2	1	3
Northamptonshire		3		3
West Midlands		1	2	3



Force	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Bedfordshire		2		2
Cambridgeshire		1	1	2
Cheshire			2	2
Dorset			2	2
Durham		2		2
Dyfed-Powys			2	2
Lincolnshire		2		2
Surrey			2	2
Warwickshire		1	1	2
Cleveland			1	1
Gloucestershire			1	1
Gwent		1		1
Lancashire			1	1
City of London	1			1
Staffordshire			1	1
<b>Total</b>	<b>31</b>	<b>110</b>	<b>132</b>	<b>273</b>

## Reasons for dismissal

Table 14 presents the reasons that were recorded for the dismissal of members of police staff. The number of reasons recorded (233) was greater than the number of individuals dismissed (132) because multiple reasons could be recorded for each dismissal. In some cases, the individual's behaviour would have fallen into more than one category. In other instances, the circumstances would not have allowed use of a single category. All categories are based upon descriptions of the misconduct found at the hearing and reported to the College.

**Table 14: Categories of dismissals by police staff placed on the Barred List between 1 April 2019 and 31 March 2020**

Reason for dismissal	Instances
Unsatisfactory performance (attendance)	7
Unsatisfactory performance (performance)	6
Abuse of position for other purpose	5
Abuse of position for sexual purpose	5
Assault	4
Business interest	3
Child sex offence	8
Data or system misuse	30
Domestic abuse, including harassment	6

Reason for dismissal	Instances
Driving-related: alcohol or drugs	6
Driving-related: documents	1
Driving-related: standard	1
Drug- or alcohol-related	14
Equality and diversity	7
Excess force	1
Failure to act with respect and courtesy	8
Failure to perform duty	15
Fraud-related	5
Honesty	25
Inappropriate disclosure of information	11
Indecent images	8
Integrity	32
Notifiable association	3
Other	4
Perverting the course of justice	3

Reason for dismissal	Instances
Public order	1
Sexual conduct towards a colleague	4
Theft-related	10
<b>Total</b>	<b>233</b>

The table below shows the number of dismissals per category over the three reporting periods. As before, the first reporting period only covers 15 December 2017 to 31 March 2018, whereas the other two periods run from 1 April to 31 March. It is worth noting that honesty and integrity were recorded as one category in the first reporting period but in subsequent years, this has been broken down into two separate categories.

**Table 15: Categories of dismissal of police staff placed on the Barred List per reporting periods**

Reason for dismissal	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Honesty	4	33	25	62
Integrity		24	32	56
Data or system misuse	5	20	30	55
Failure to perform duty	4	16	15	35
Drug- or alcohol-related	3	4	14	21
Inappropriate disclosure of information	1	9	11	21
Theft-related	1	9	10	20
Unsatisfactory performance (attendance)	3	6	7	16
Failure to act with respect and courtesy		8	8	16
Indecent images		7	8	15

Reason for dismissal	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Driving-related: alcohol or drugs	4	4	6	14
Equality and diversity		7	7	14
Child sex offence		5	8	13
Unsatisfactory performance (performance)	2	3	6	11
Abuse of position for sexual purpose		5	5	10
Domestic abuse, including harassment		4	6	10
Fraud-related		3	5	8
Sexual conduct towards a colleague		4	4	8
Abuse of position for other purpose		2	5	7
Notifiable association		4	3	7
Other	2	1	4	7
Assault		2	4	6
Business interest		3	3	6
Driving-related: standard		4	1	5

Reason for dismissal	Dec 2017 - Mar 2018	2018-19	2019-20	Total
Excess force	3		1	4
Driving-related: documents		2	1	3
Inappropriate use of police vehicles	2	1		3
Perverting the course of justice			3	3
Public order	1		1	2
Harassment towards a colleague		1		1
Damage to property				0
<b>Total</b>	<b>35</b>	<b>191</b>	<b>233</b>	<b>459</b>

## Protected characteristics of police staff

Of the 125 cases where gender of members of staff placed on the Barred List was recorded, 67 (53.6%) were male and 58 (46.4%) were female.

In the 120 cases where ethnicity was recorded, 16 (13.3%) involved members of staff who identified as being from a Black, Asian or minority ethnic group. The reported ethnicities<sup>5</sup> of members of police staff placed on the Barred List in the relevant reporting period are shown in Table 16.

**Table 16: Ethnicity of police staff placed on the Barred List between 1 April 2019 and 31 March 2020**

Ethnicity	Dismissed while serving	Dismissed post-resignation or retirement	Total
Black, Asian or minority ethnic	11	5	16
White (including all subsets)	65	39	104
Not stated	8	4	12
<b>Total</b>	<b>84</b>	<b>48</b>	<b>132</b>

<sup>5</sup> Due to the limited numbers involved, ethnicity groupings have been collapsed to either White or Black, Asian or minority ethnic



# Publication of information

The legislation also 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. 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 of any civil proceedings
- would result in a significant risk of harm to any person

Of the 264 police officers and members of the Special Constabulary placed on the Barred List in this reporting period following a gross misconduct dismissal, nine (3.4%) were granted an exemption from publication. This has reduced from the 5.6% granted an exemption in the previous period.

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## 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.

[college.police.uk](https://college.police.uk)



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