



**Freedom of Information request ref 01/FOI/25/3560**  
**We received your request on the 23/07/2025.**

**Request**

**You asked us:**

- 1. Please can you tell me, calendar year by calendar year and by rank, how many officers have been placed on unsatisfactory performance & attendance procedures (UPP) over the past 10 years?**
- 2. Please can you tell me the outcomes (by number) of these UPP proceedings? ie warning, final warning, dismissal or No Further Action?**
- 3. How many are on UPP now?**
- 4. Please can you tell me, calendar year by year and by rank, how many officers have been placed on misconduct proceedings over the past 10 years?**
- 5. Please can you tell me the outcomes by number of these misconduct proceedings? ie warning, final warning, dismissal or No Further Action?**
- 6. How many are on misconduct proceedings now?**
- 7. Please can you tell me, calendar year by year and by rank, how many officers have been placed on gross misconduct proceedings over the past 10 years?**
- 8. Please can you tell me the outcomes by number of these gross misconduct proceedings by calendar year? ie warning, final warning, dismissal or No Further Action?**
- 9. How many are on gross misconduct proceedings now?**

**10. Please can you tell me, calendar year by year and by rank, how many officers have committed suicide over the past 10 years?**

**11. Please can you tell me, calendar year by year and by rank, how many officers have attempted suicide over the past 10 years?**

**12. Of those officers who committed suicide, please can you tell me, calendar year by year and by rank, how many were on unsatisfactory performance procedures, how many on misconduct and how many on gross misconduct proceedings?**

***We have handled your request under the Freedom of Information Act (FOIA)***

**Our response:**

Data for this response has been collated following searches carried out within our Professional Standards and People Services departments and relates to police officers as specified in the request (so would not include police staff or PCSOs).

Where ranks are specified, this is the rank as recorded at the time and includes detective ranks, probationers and temporary/acting ranks at each level as well as Special Officers at those ranks.

**Questions 1-3**

UPP outcome data is shown on the table below.

|                           | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---------------------------|------|------|------|------|------|------|------|------|------|------|------|
| Informal Satisfactory PC  | 6    | 5    | 22   | 28   | 13   | 3    | 2    | 6    | 12   | 8    | 3    |
| Informal Satisfactory PS  | 1    |      | 3    | 2    | 1    |      |      |      | 1    | 1    |      |
| Informal Satisfactory Ins |      |      |      |      | 1    |      |      |      |      |      |      |
| Stage 1 Satisfactory PC   | 17   | 6    | 2    | 5    | 1    | 1    | 3    | 20   | 20   | 15   | 7    |
| Stage 1 Satisfactory PS   |      | 1    | 1    |      |      |      |      | 1    |      | 2    |      |
| Stage 2 Satisfactory PC   |      | 2    | 1    |      |      |      |      | 4    | 3    | 1    | 3    |
| Stage 2 Satisfactory PS   |      |      |      |      |      |      |      | 1    |      |      |      |
| Stage 3 Satisfactory PC   |      |      |      |      |      |      | 1    |      |      |      |      |

OFFICIAL

|                             |  |    |    |    |    |    |    |  |   |    |    |
|-----------------------------|--|----|----|----|----|----|----|--|---|----|----|
| No Case Result Recorded PC  |  | 31 | 17 | 47 | 39 | 41 | 20 |  | 2 | 23 | 18 |
| No Case Result Recorded PS  |  | 3  | 1  | 5  | 2  | 4  | 1  |  |   |    |    |
| No Case Result Recorded Ins |  |    |    | 1  |    |    |    |  |   |    |    |

Leavers UPP Data is shown on the table below.

|                                  | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|
| Dismissal Unsatisfact Perform PC |      | 1    |      |      |      |      |      |      |      |      |      |
| Dismissal UPP – Misconduct PC    |      |      |      |      |      |      |      |      |      | 1    |      |
| Dismissal UPP – Performance PC   |      |      |      |      |      | 1    | 1    |      |      |      |      |
| Dismissal UPP Misconduct PS      |      |      |      |      |      |      |      |      | 1    |      |      |
| Dismissal UPP Performance PS     |      |      |      |      |      |      |      |      |      | 1    |      |
| Dismissal UPOP Misconduct PC     |      |      |      |      |      |      |      | 2    | 6    | 6    | 1    |
| Dismissal UPOP Performance PC    |      |      |      |      |      | 1    | 2    | 1    | 2    | 2    | 2    |
| Dismissal UPOP Vetting           |      |      |      |      |      |      |      |      | 1    |      |      |
| Resignation – Pending UPP PC     |      |      |      |      |      |      |      |      | 1    |      |      |
| Resignation – Pending UPOP PC    |      |      |      |      |      |      | 3    | 9    | 6    | 4    | 4    |

**Question 4 and 5**

Misconduct outcome data is shown on the table below.

|                       | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|-----------------------|------|------|------|------|------|------|------|------|------|------|------|
| Case Dismissal        |      |      |      |      |      |      |      |      |      | 1    |      |
| Final Written Warning |      | 2    | 3    | 2    | 4    |      | 2    |      |      | 2    | 7    |
| Management Advice     | 5    | 12   | 3    | 5    | 3    | 6    | 6    | 2    |      |      |      |
| No Action             | 2    | 3    | 1    | 2    | 4    | 3    | 2    | 1    |      |      | 1    |
| Not Proven            |      | 1    | 9    |      |      |      | 3    | 2    |      |      |      |
| Refer to AA for RPRP  |      |      |      |      |      |      |      | 1    |      |      |      |
| Written Warning       | 3    | 3    | 4    | 3    | 8    | 3    | 6    | 9    | 11   | 6    | 9    |

**Question 6**

There are 24 officers under a live misconduct investigation.

**Questions 7 & 8**

Gross misconduct outcome data is shown on the table below.

|                           | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---------------------------|------|------|------|------|------|------|------|------|------|------|------|
| Case Dismissal            |      |      |      |      |      |      | 1    |      |      |      |      |
| Dismissal                 |      |      |      |      |      |      | 1    | 9    | 13   | 9    | 7    |
| Dismissal Without Notice  | 1    | 4    | 6    | 4    | 3    | 1    | 8    |      |      |      |      |
| Final Written Warning     |      | 2    | 3    |      | 1    | 3    | 2    |      | 2    | 1    | 2    |
| Management Advice         |      |      |      |      |      | 1    |      |      |      |      |      |
| No Action                 | 6    | 1    |      |      |      |      |      | 1    |      |      |      |
| Not Proven                |      |      |      |      |      |      | 6    | 1    |      |      |      |
| Proceedings Discontinued  | 1    |      | 2    | 3    | 3    | 1    |      |      |      |      |      |
| Would Have Been Dismissed |      |      |      |      | 3    |      | 2    | 5    | 5    | 5    | 3    |
| Written Warning           |      |      | 1    | 1    |      |      |      |      |      |      |      |

**Question 9**

There are 82 officers under a live gross misconduct investigation.

**Questions 10 & 11**

Our HR Department has confirmed that this level of information is not held within our employee files.

Whilst an employee's death in service would be recorded, a verdict of suicide would be a matter for the Coroner carrying out an inquest.

**Question 12**

Our Professional Standards Department have confirmed the answer is, zero, therefore, no information held.