



Freedom of Information request ref 01/FOI/25/3833
We received your request on the 16/11/2025.

Request

You asked us:

Can you provide a breakdown of the total number of Gross Misconduct proceedings over the previous 5 and 10 years, and the the outcomes.

Also can you provide me with the total number of appeals against GM hearings over the previous 5 and 10 years, and a breakdown of what stage those appeals are at (i.e. 'appeal dismissed - at review stage', 'appeal granted - pending hearing', 'appeal upheld - *result*').

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

Our response:

Please find the information requested on the tables below.

GM Proceedings Outcomes

5-10 Years	
Proceedings Outcome	Count of Proceedings Outcome
Dismissal Without Notice	23
Final Written Warning	9
Proceedings Discontinued - Officer Resigned	6
Proceedings Discontinued	5
Would Have Been Dismissed	3
Written Warning	3
No Action	3
Management Advice	1
Grand Total	53

0-5 Years	
Proceedings Outcome	Count of Proceedings Outcome
Dismissal	49
Would Have Been Dismissed	25
Final Written Warning	14
Written Warning	7
Proceedings Discontinued	5
No Action	5

Case Dismissal	2
Grand Total	107

GM Proceedings Outcome Appeals

5 - 10 Years	
Appeal Outcome	Count of Appeal Outcome
Appeal Dismissed	7
Upheld - Original Sanction Reduced to Final Written Warning	2
Not Upheld - No Action	1
Grand Total	10

0 - 5 Years	
Appeal Outcome	Count of Appeal Outcome
Appeal Dismissed	13
Appeal Pending	6
Not upheld - No Action	1
Grand Total	20