



Heddlu Police

**DYFED-POWYS**

**PROFESSIONAL STANDARDS  
DEPARTMENT**

# **ANNUAL REPORT**



**2020/  
21**

# 2020/21

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# 01 INTRODUCTION

## Background

This report presents data on Complaints and Misconduct matters relating to Dyfed Powys Police officers and staff for the period **1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021**. The data referred to in this report has been recorded on the Dyfed Powys Police Complaints and Misconduct IT System.

### Complaints

Complaints are defined as reports of dissatisfaction made by members of the public either about the conduct of people serving with the police, or how a police force is run. All complaints are dealt with under the Police Reform Act 2002.

Police forces deal with the majority of complaints, with the Independent Office for Police Conduct (IOPC) handling only the most serious and sensitive cases.

If a person is unhappy with the way their complaint has been handled they can appeal the outcome using their right to request a review of the handling of their complaint. The Review is carried out by either the IOPC or the local Police and Crime Commissioner dependent on the circumstances of the complaint.

### Conduct

A conduct matter is any matter which is not and has not been the subject of a complaint, where there is an indication that a person serving with the police may have committed a criminal offence or behaved in a manner which would justify disciplinary proceedings.

### Misconduct Proceedings

If, as a result of a complaint or conduct investigation, an officer or member of staff is found to have a case to answer for misconduct or gross misconduct they may be referred to disciplinary proceedings.

A Misconduct Meeting is held when there may be a case to answer for misconduct and a Misconduct Hearing is held in the instances where there may be a case to answer for gross misconduct.

Misconduct Hearings are always held in public, although the Chair to proceedings may impose any restrictions on attendance or reporting. Misconduct Hearings are usually conducted by an independent Legally Qualified Chair, who is supported by one independent panel member and one police panel member.

### Referrals

Certain matters which come to the attention of the police force must be referred to the IOPC, who then decide whether they will investigate the matter themselves or refer the matter back to the force. Further details on referrals and an explanation of what should be referred to the IOPC is available on their website [here](#)

## Effect of 2020 legislation changes

On 1 February 2020, new legislation was introduced which brought about significant

changes to the complaints system and the way misconduct is handled.

Prior to the 2020 changes, complaints which were handled informally outside the scope of the Police Reform Act were not recorded on police systems. This has now changed and all complaints whether handled informally or formally are now recorded.

As a result the data for 2020/21 shows an increase in the number of complaints. This does not mean there are now more complaints, but rather the data now captures complaints, which were not previously recorded.

Due to these changes and the different processes that were introduced, the data in this report is not comparable to previous year's figures.

The changes also introduced the Reflective Practice Review Process, which is a new method used to address shortcomings in performance or behaviour, which did not necessitate formal proceedings.

Some of the data captured in this report relates to complaints or conduct matters that were recorded prior to the legislation changes. In some instances this data is presented separately in the report.

## 02 COMPLAINTS

### Number of Complaints Received

A single complaint may contain one or more allegations. For example, a person may allege that they were pushed by an officer and that the officer was rude to them. This would be recorded as two separate allegations forming one complaint case.

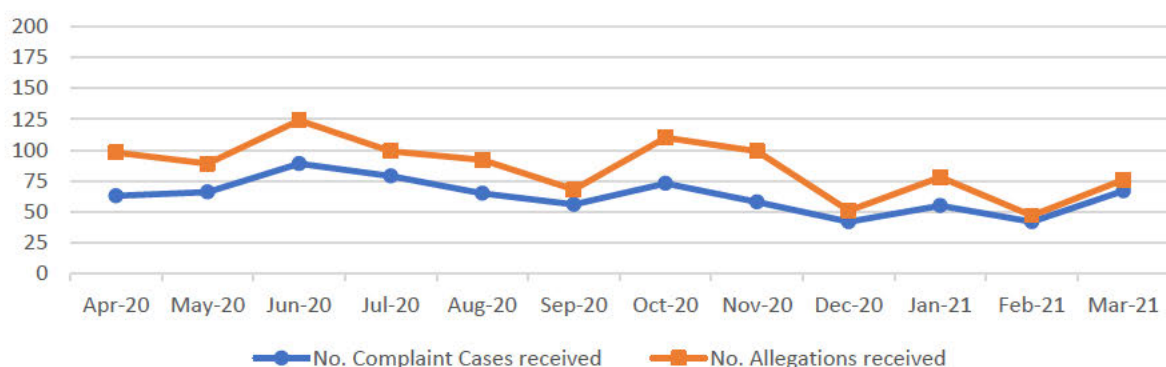
Therefore to fully understand the volume of complaints received we need to look at both

the number of complaint cases and the total number of allegations received.

The data produced below is based on the date the complaint was received in the force.

In 2020/21 Dyfed Powys Police recorded **755 complaints** comprising of a total of **1031 allegations**.

**Figure 1:** Complaint cases and allegations received in Dyfed Powys Police

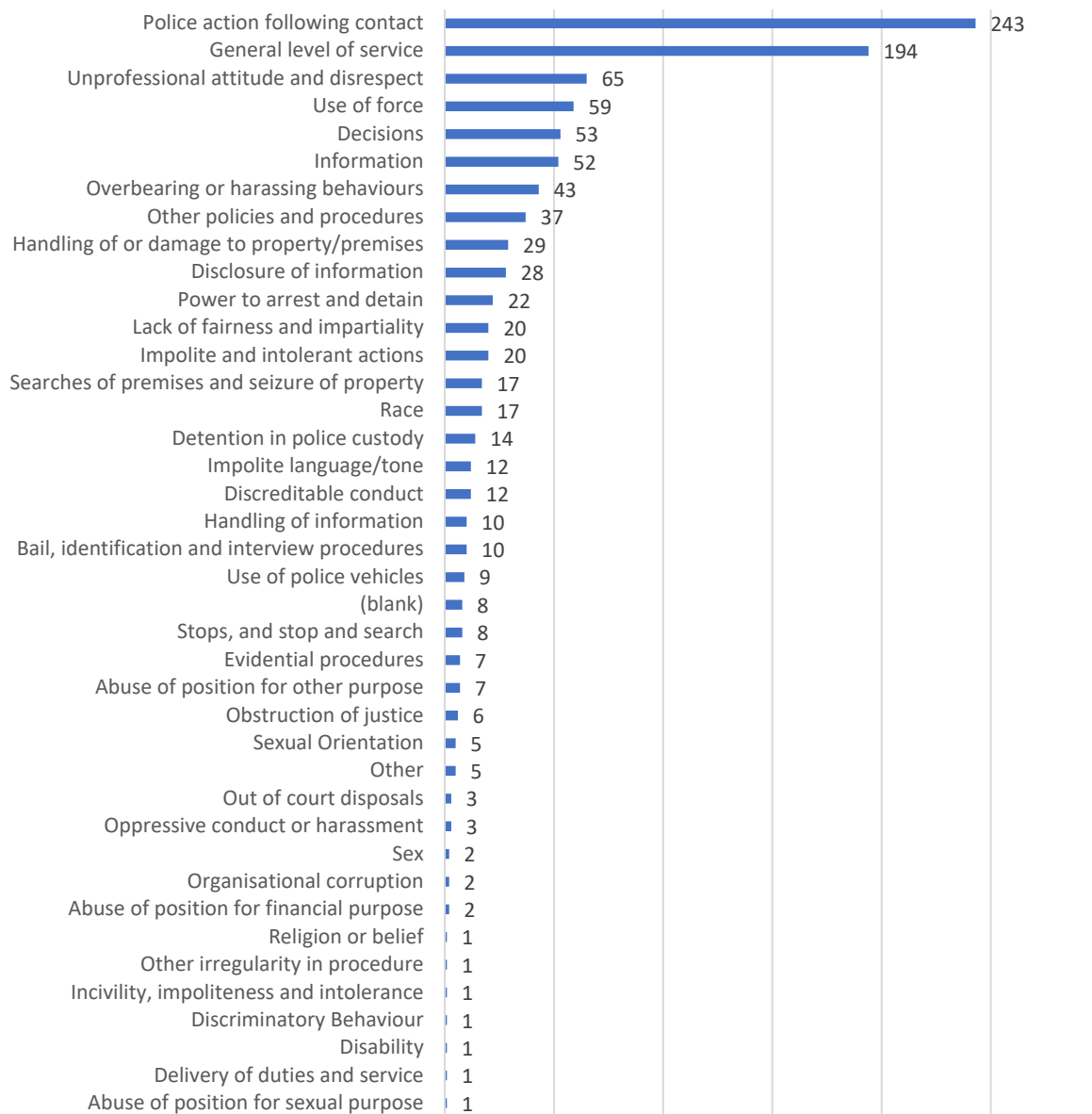


## Nature of complaints received

Each allegation is recorded and assigned an IOPC Complaint Allegation Category. One complaint may feature one or more of the categories.

The purpose of the categories is to capture the nature of the dissatisfaction expressed in a complaint.

**Figure 2: Nature of complaint allegations received between 1st April 2020 and 31st March 2021**

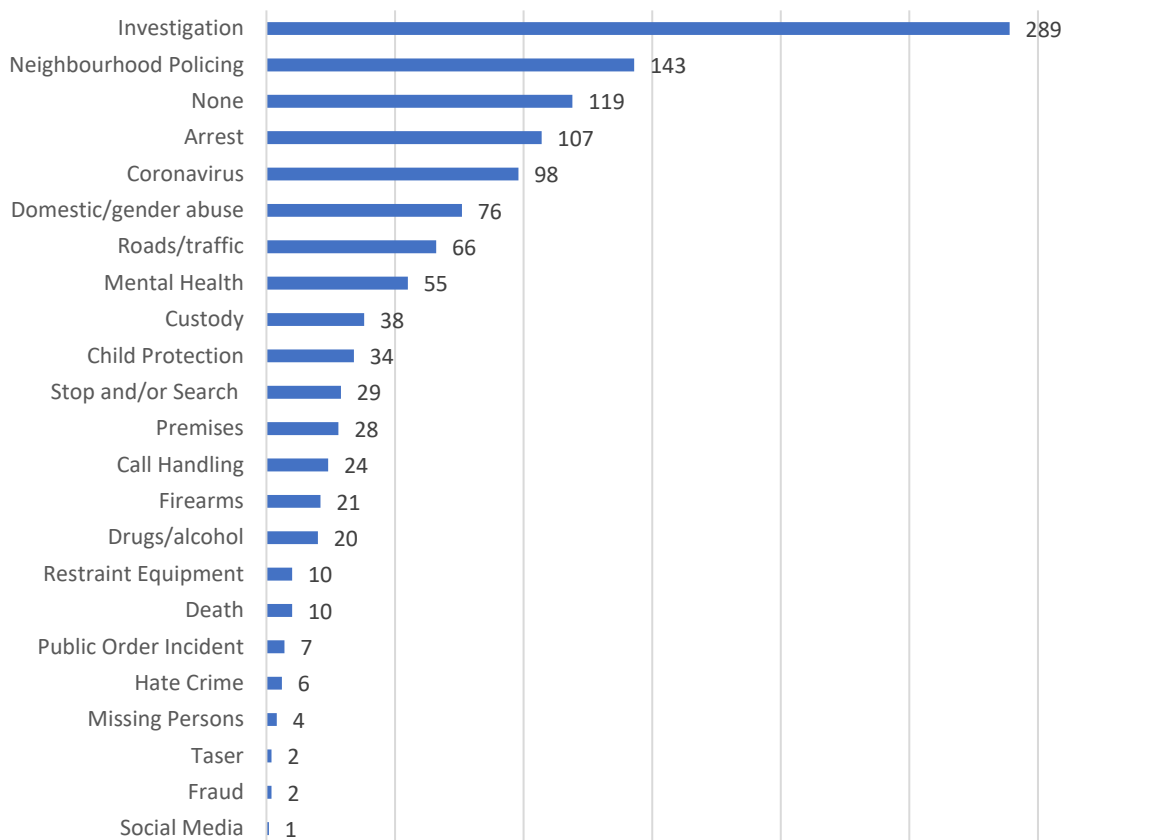


### National Complaint factors

In addition to using complaint categories to capture the nature of the dissatisfaction, national complaint factors are also used to capture the situational context of the complaint and provide a richer picture of

what people are complaining about. Unlike complaint allegation categories, multiple complaint factors can be selected for a single allegation. As a result, the sum of complaint factors will not equal the total allegations logged.

**Figure 3: Situational factors captured for complaint allegations received between 1st April 2020 and 31st March 2021**



### How complaints are handled

When a complaint is received the police force will quite often be able to resolve the complaint quickly without the need to formally record it under the provisions of Schedule 3 of the Police Reform Act 2002. This

type of service recovery or informal handling is referred to as being *Handled outside of Schedule 3*.

If a complaint needs to be looked into further or it is not suitable to be dealt with informally the police force will formally record the

matter and deal with it under Schedule 3 of the Police Reform Act 2002.

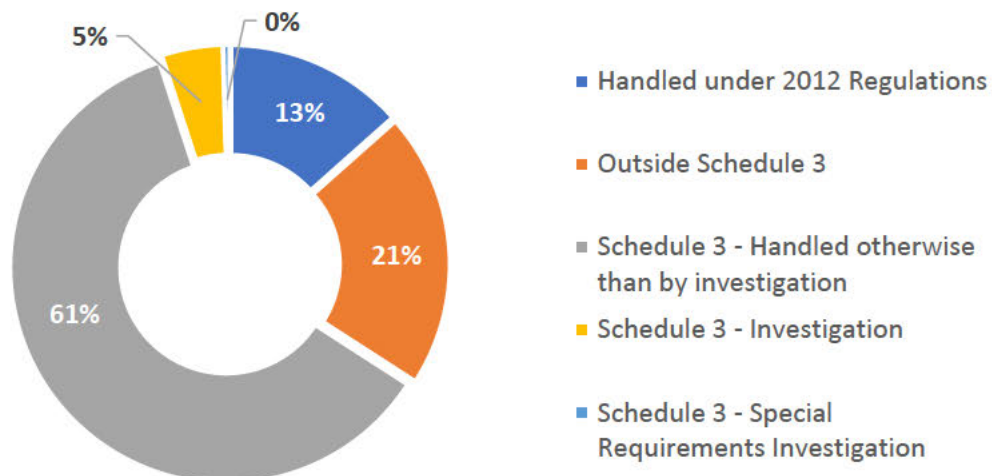
Most complaints will be handled without an investigation, however in some circumstances the police force will carry out an investigation into the complaint.

An investigation is carried out if it is deemed the most reasonable and proportionate way to address a complaint, however certain complaints must always be investigated.

On occasion there will be an indication that the behaviour complained of may amount to a criminal offence or may justify misconduct proceedings. In these instances the complaint is investigated under *Special Requirements*.

The data produced below relates to all complaints that were finalised during 2020/21. Some of the complaints were received prior to February 2020 and were handled in accordance with the pre 2020 legislation.

**Figure 4: Handling of complaints, finalised between 1st April 2020 and 31st March 2021**



### Complaint Outcomes

The complaint outcome will be dependent on how the complaint was handled.

Any complaints handled outside Schedule 3 are either *Resolved* or *Not Resolved*. Any complaint handled formally under schedule 3 of the Police Reform Act must reach a determination of whether the service provided by the police was acceptable or not.

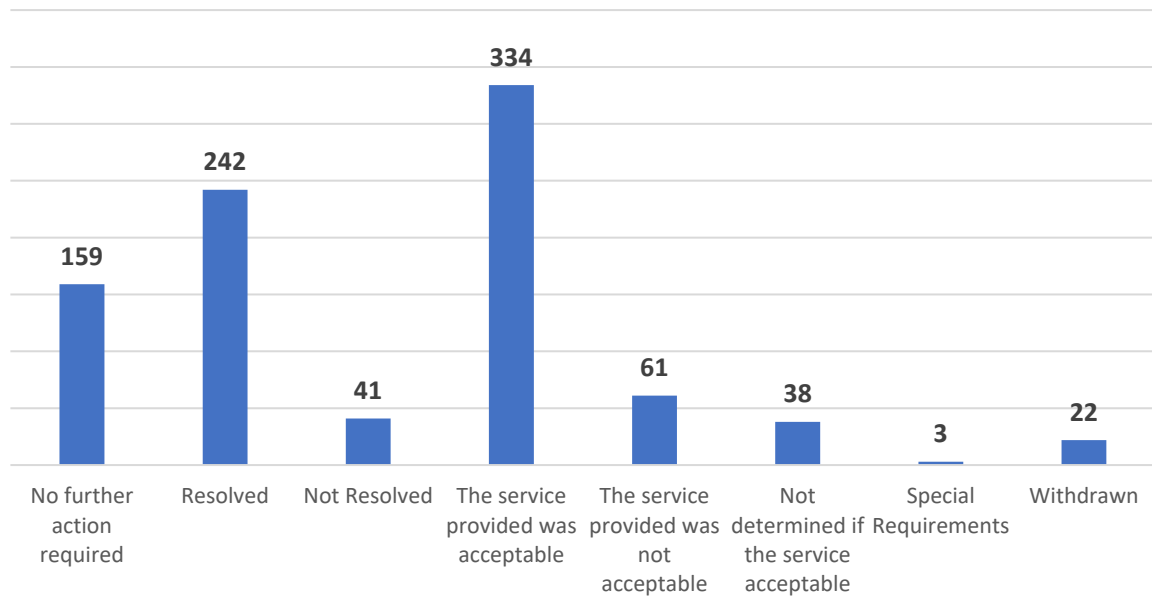
A separate outcome is logged for each allegation. Therefore one complaint could

have multiple outcomes dependent on the number of allegations recorded.

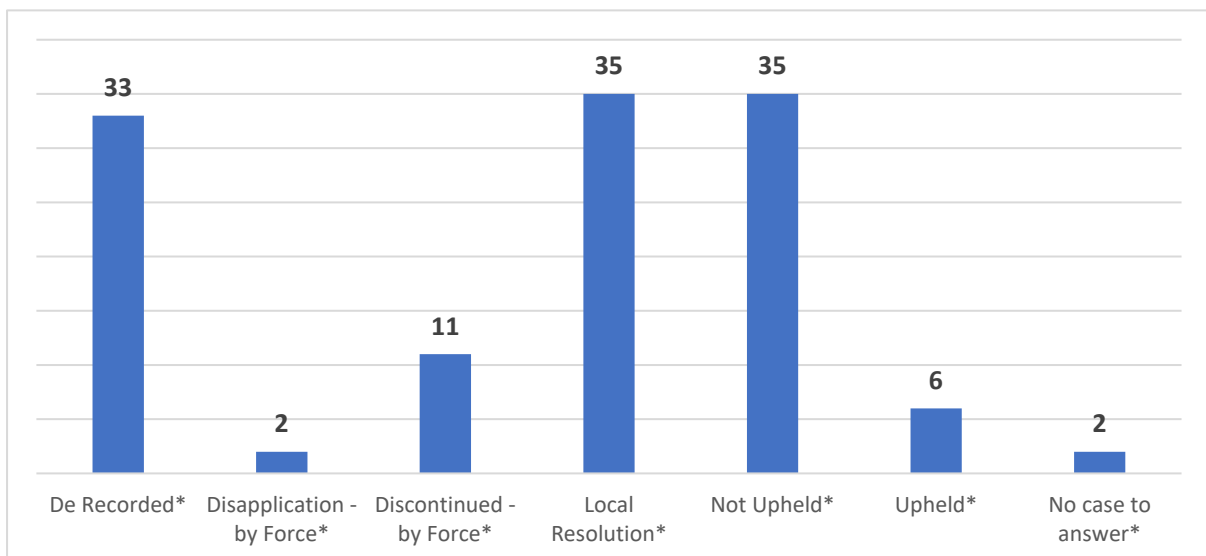
The data presented below is based on complaint allegations finalised during the period 2020/21.

Some of these complaints were received prior to February 2020 and were dealt with under the pre 2020 legislation where different outcomes were applied. For ease of understanding this data is presented in a separate chart.

**Figure 5: Outcomes of allegations finalised under 2020 Regulations between 1st April 2020 and 31st March 2021**



**Figure 6: Outcomes of allegations finalised under 2012 Regulations between 1st April 2020 and 31st March 2021**



## Complaint handling performance

### Timeliness

The timeliness figures below are based on the time it takes Dyfed Powys Police to handle a

person’s complaint from the date we receive the complaint to the date we provide the person making the complaint with the written outcome.

**5**

Average number of working days to handle a complaint outside of Schedule 3

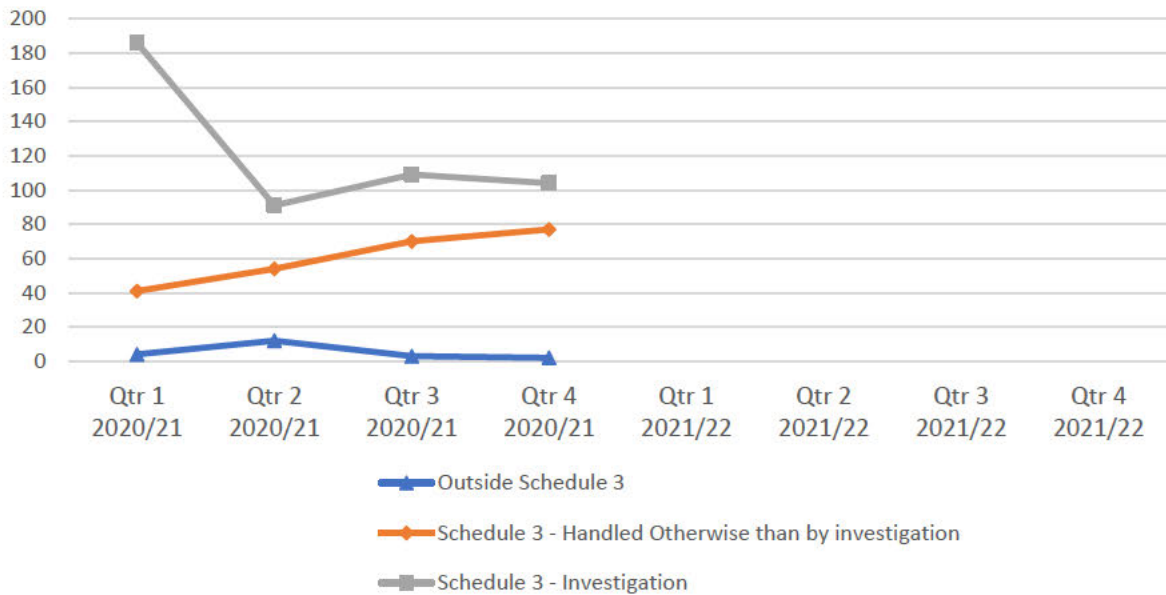
**61**

Average number of working days to handle a complaint otherwise than by investigation

**123**

Average number of working days to investigate a complaint

Figure 7: Average number of working days to finalise complaint allegations



## Reviews

To appeal the outcome of a complaint, the person who made the complaint must submit a request for a review to the relevant review body.

Depending on the circumstances of the complaint this will either be the Local Policing Body, which in Dyfed Powys Police is the

Police and Crime Commissioner, or it will be the IOPC.

The Relevant Review Body determine whether the outcome of the complaint was reasonable and proportionate or not.

The data provided below relates to Reviews received and finalised in 2020/21.

### LOCAL POLICING BODY REVIEWS

**47**

Number of  
Reviews finalised

**11**

Number upheld as  
not reasonable and  
proportionate

**23%**

As a  
percentage

### IOPC REVIEWS

**16**

Number of  
Reviews finalised

**0**

Number upheld as  
not reasonable and  
proportionate

**0%**

As a  
percentage

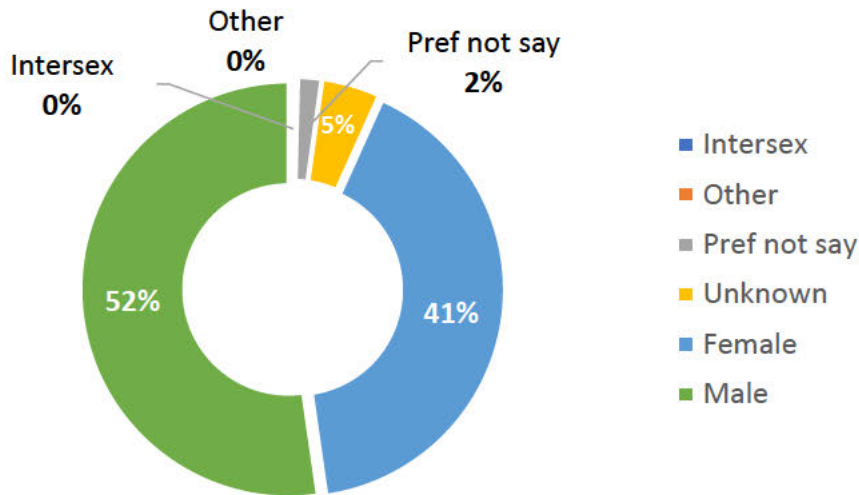
### Complainant Information

This section presents data on members of the public who submitted a complaint during 2020/21. In some instances more than one person may have made a complaint so the

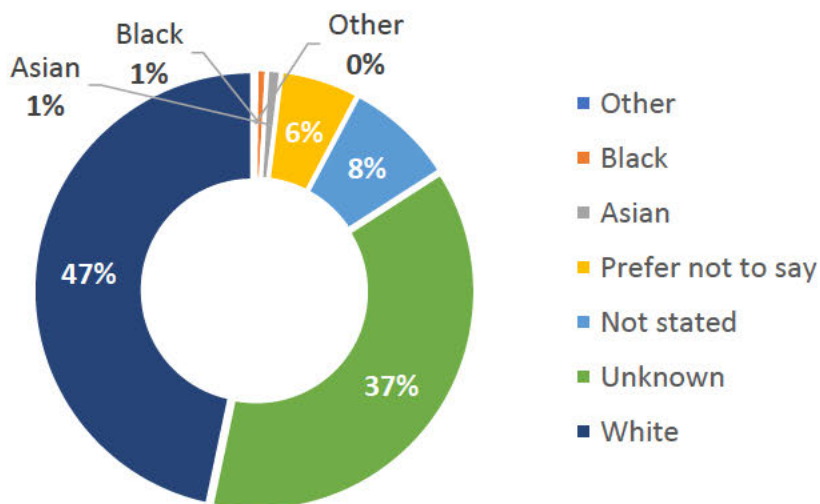
figures may differ from the number of complaints received.

The data is based on the information supplied to the force by the complainant.

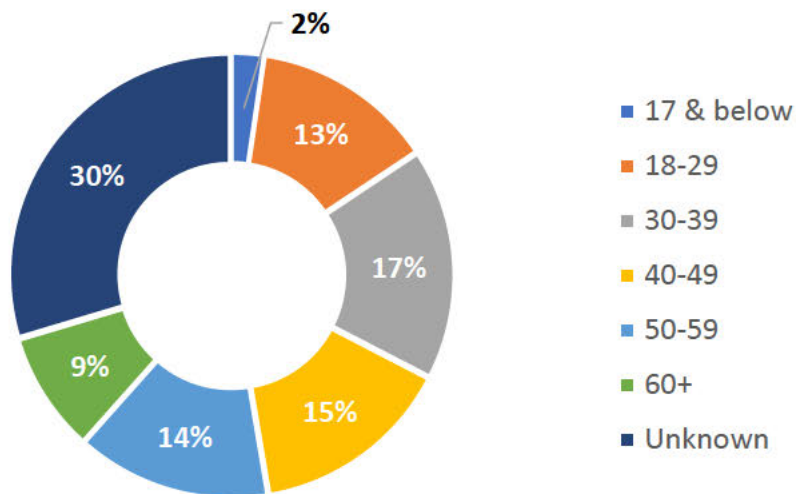
**Figure 8:** Gender of complainants, 1st April 2020 to 31st March 2021



**Figure 9:** Ethnicity of complainants, 1st April 2020 to 31st March 2021



**Figure 10: Age of complainants, 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021**



### Persons Complained About

This section presents data on the officers or staff who have been subject to a complaint received during 2020/21. Complaints may relate to a single person or multiple people. In

some instances the same person may have been subject to more than one complaint during the period, in which case they are only counted once.

**Figure 11: Status of complaint subjects, 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021**

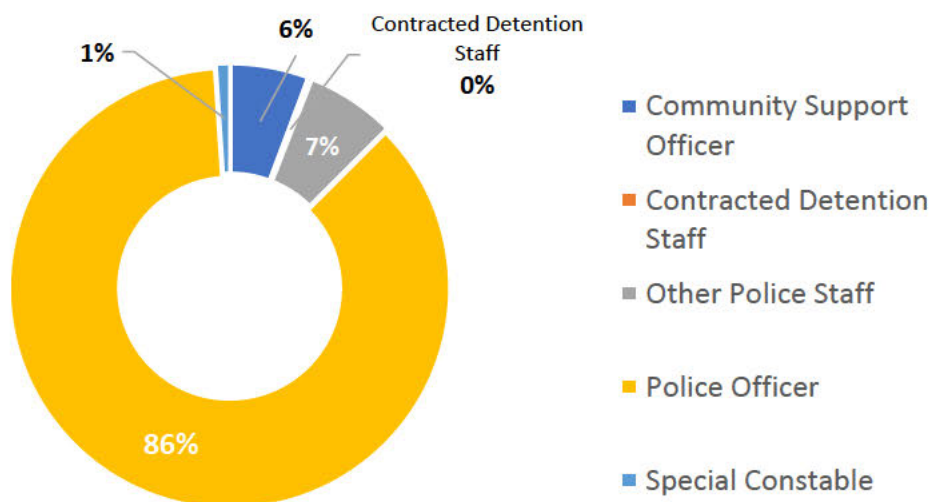


Figure 12: Gender of complaint subjects, 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021

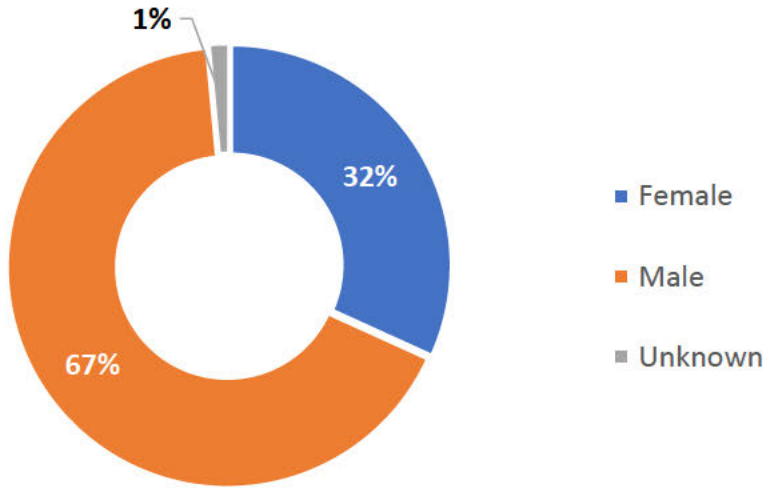
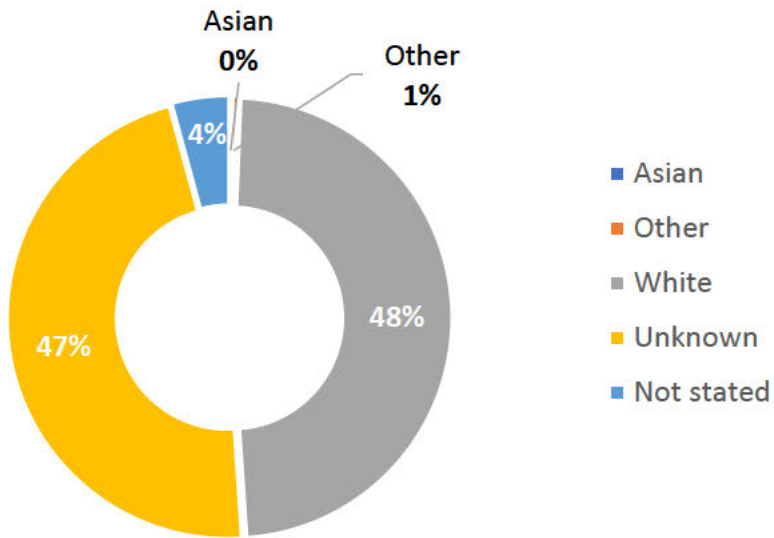


Figure 13: Ethnicity of complaint subjects, 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021



## 03 MISCONDUCT

### Conduct cases

When a conduct matter is referred to the force Professional Standards Department a Conduct case is created.

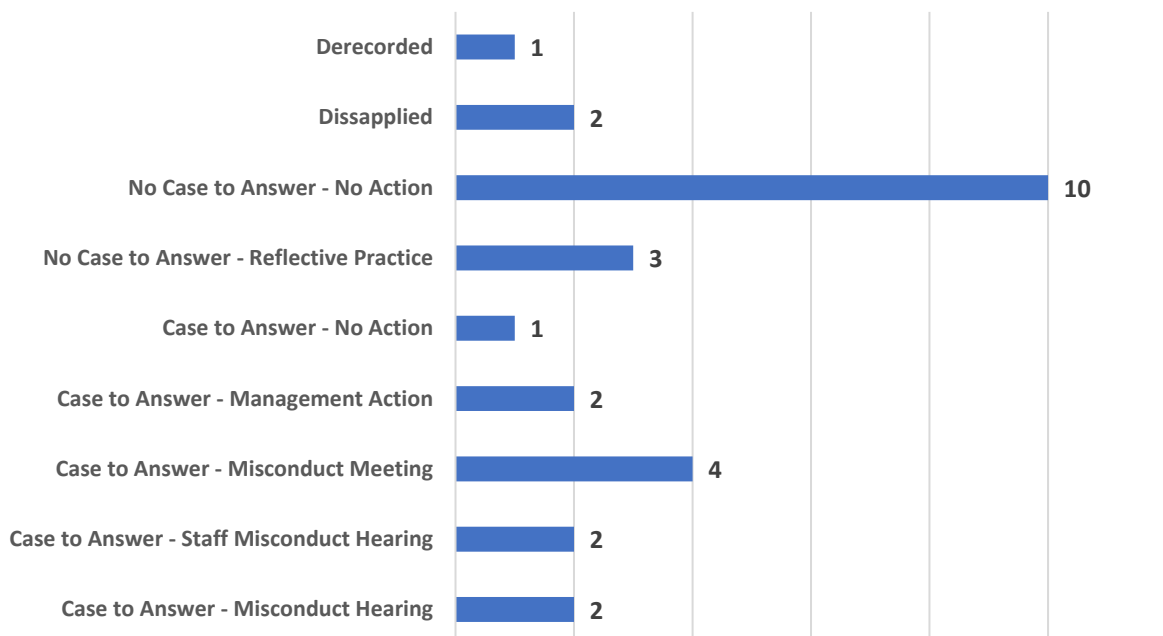
An initial assessment of the case is carried out to determine if there is an indication that the matter, if proven, would amount to misconduct or gross misconduct.

If there is no indication, consideration is then given as to whether the matter should be treated as a performance issue instead or whether any further action should be taken.

If there is an indication that the matter may amount to misconduct or gross misconduct a Conduct Investigation is carried out. Upon completion of the investigation a further determination is made as to whether the person subject to the investigation has a case to answer for misconduct or gross misconduct.

The following chart shows the outcomes for all Conduct cases finalised during 2020/21.

**Figure 14: Outcomes of Conduct Cases finalised between 1<sup>st</sup> April 2020 and 31<sup>st</sup> March 2021**



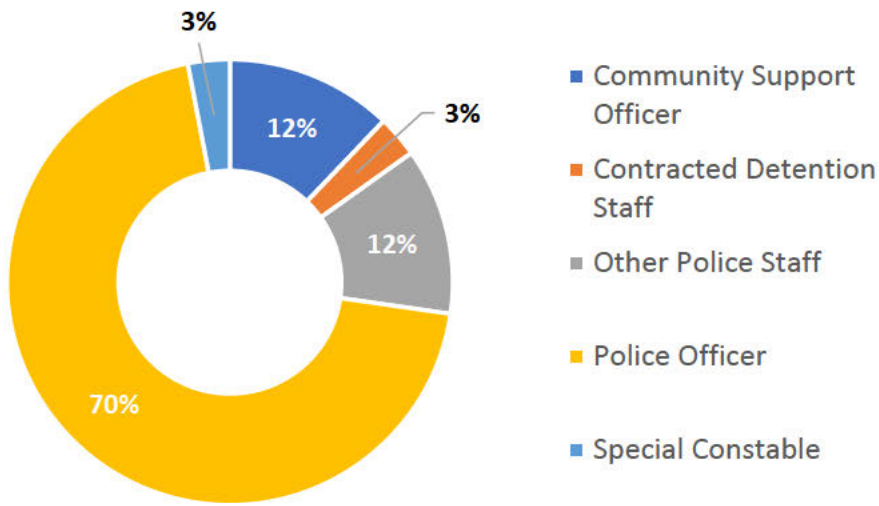
**Persons subject to a Conduct cases**

The section presents data on the officers or staff who have been subject to a Conduct case which has been referred to the Professional Standards Department during 2020/21. A

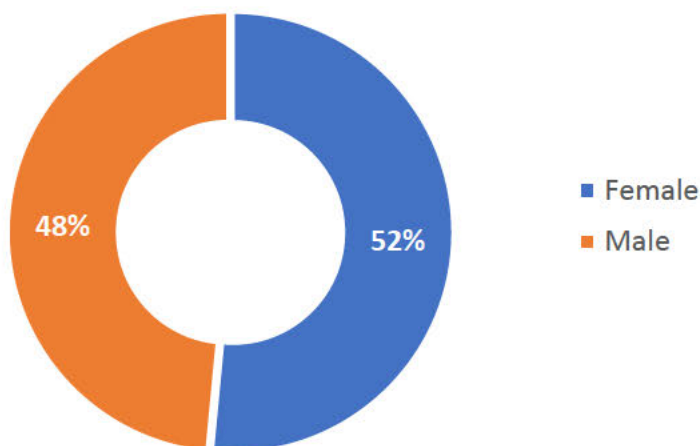
single person or multiple persons may be subject to one conduct case.

If the same person has been subject to more than one conduct case during 2020/21 they are only counted once.

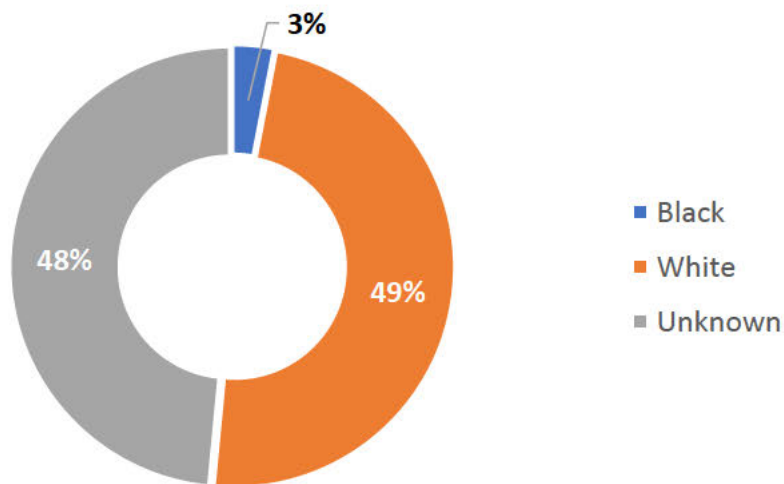
**Figure 15:** Status of persons subject to a conduct case, 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021



**Figure 16:** Gender of persons subject to a conduct case, 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021



**Figure 17:** Ethnicity of persons subject to a conduct case, 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021



#### Misconduct proceedings held in 2020/21

Following the completion of a Conduct investigation or Complaint investigation (which was subject to Special Requirements) a determination is made as to whether the person or persons subject to the investigation have a case to answer for misconduct or a case to answer for gross misconduct.

Misconduct is breach of the police Professional Standards of Behaviour. Gross Misconduct is a breach of the Standards of Professional Behaviour that is so serious as to justify dismissal.

If there is a case to answer for misconduct the officer concerned is referred to a Misconduct

Meeting, where the sanctions can extend to a final written warning.

If there is a case to answer for Gross Misconduct the officer will be referred to a Misconduct Hearing, which could result in dismissal.

There is a slightly different process for police staff as the Police Conduct Regulations apply to police officers only. Police staff, including PCSOs, are subject to the Dyfed Powys Police Staff Misconduct Policy.

The purpose of a Misconduct Meeting or a Misconduct Hearing is to determine whether the officer concerned did actually breach the standards of professional behaviour and if so what sanction they should receive.

**Figure 18: Details of Misconduct Proceedings held in 2020/21**

Date	Meeting/ Hearing	Rank / Role	Details	Standards of Professional Behaviour breached	Finding	Outcome
May 2020	Special Case Hearing	PC	Engaged in sexual activity with a colleague whilst on duty	Discreditable Conduct, Duties & Responsibilities	Gross Misconduct	Would have been dismissed*
May 2020	Meeting	PC	Behaved in an aggressive manner to other road users while off duty. Initially denied the incident when later queried by a supervisor.	Discreditable Conduct	Misconduct	Final Written Warning
June 2020	Special Case Hearing	PC	Unreasonable and excessive use of force, including use of PAVA spray on a handcuffed detainee.	Use of force, Authority Respect & courtesy, discreditable conduct	Gross Misconduct	Would have been dismissed*
July 2020	Meeting	PC	Whilst off duty, breached the Coronavirus Regulations	Discreditable Conduct	Misconduct	Written Warning
September 2020	Meeting	PC	On numerous occasions refused to abide with a lawful order and was disrespectful to senior officers	Authority Respect & Courtesy, Orders and Instructions, Duties & Responsibilities	Misconduct	Written Warning
September 2020	Meeting	DC	Whilst off duty, breached the Coronavirus Regulations	Discreditable Conduct	Misconduct	Written Warning
November 2020	Special Case Hearing	DS	Whilst off-duty assaulted their spouse and also assaulted a colleague	Discreditable Conduct	Gross Misconduct	Final Written Warning
December 2020	Hearing	PC	Displayed Coercive & Controlling Behaviour in a relationship and made threats towards their spouse and another family member	Authority Respect & Courtesy, Equality & Diversity, Discreditable Conduct	Gross Misconduct	Dismissal without notice
February 2021	Hearing	PC	Conducted searches on police systems without a lawful purpose and then later unlawfully disclosed this information	Confidentiality	Gross Misconduct	Would have been dismissed*

\*The officer had resigned prior to the Misconduct Hearing

## 04 IOPC REFERRALS

A referral is made to the IOPC if a complaint or conduct matter relates to an incident that has resulted in a death or serious injury or if the complaint or conduct matter relates to a matter which falls within the mandatory referral criteria<sup>1</sup>.

A referral must also be made for all death or serious injury (DSI) matters.

Once a referral is made, the IOPC decides whether the matter should be investigated and if so what form of investigation should take place.

In some instances the IOPC will investigate the matter themselves in other instances they will pass back to the force to investigate.

**Figure 19:** Complaint cases referred to the IOPC, 2020/21

Referral reason	IOPC Decision		
	Force to Deal	Local investigation	Total
Abuse of authority for sexual gain		1	1
Criminal offence or discriminatory behaviour likely to lead to discipline	1		1
Death or serious injury		4	4
Serious assault		1	1
Serious corruption		3	3
<b>Total</b>	<b>1</b>	<b>9</b>	<b>10</b>

**Figure 20:** Conduct cases referred to the IOPC, 2020/21

Referral reason	IOPC Decision		
	Independent investigation	Local investigation	Grand Total
Abuse of authority for sexual gain	3		3
Called In	1		1
Criminal offence or discriminatory behaviour likely to lead to discipline		3	3
Death or serious injury	1		1
Serious corruption		1	1
Voluntary		2	2
<b>Total</b>	<b>5</b>	<b>6</b>	<b>11</b>

<sup>1</sup> The mandatory referral criteria is specified in Regulation 4 and 7, Police (Complaints and Misconduct) Regulations 2020

**Figure 21:** DSI referrals, 2020/21

Referral Reason	IOPC Decision			Grand Total
	Force Deal	Independent investigation	Local investigation	
Death or serious injury	6	1	6	13

## 05 DATA TABLES

**Table 1:** Number of Complaint Cases and complaint allegations received 01/04/2020 to 31/03/2021

	No. Complaint Cases received	No. Allegations received
Apr-20	63	98
May-20	66	89
Jun-20	89	124
Jul-20	79	99
Aug-20	65	92
Sep-20	56	68
Oct-20	73	110
Nov-20	58	99
Dec-20	42	51
Jan-21	55	78
Feb-21	42	47
Mar-21	67	76
<b>Total</b>	<b>755</b>	<b>1031</b>

**Table 2:** Complaint Allegation Categories 01/04/2020 to 31/03/2021

Category	Sub-Category	Count
Delivery of duties and service	Police action following contact	243
	Decisions	53
	Information	52
	General level of service	194
	<b>Total</b>	<b>542</b>
Police powers, policies and procedures	Stops, and stop and search	8
	Searches of premises and seizure of property	17
	Power to arrest and detain	22
	Use of force	59
	Detention in police custody	14
	Bail, identification and interview procedures	10
	Evidential procedures	7
	Out of court disposals	3
Other policies and procedures	37	

	<b>Total</b>	<b>177</b>
Handling of or damage to property/premises	Handling of or damage to property/premises	29
	Delivery of duties and service	1
	Oppressive conduct or harassment	3
	<b>Total</b>	<b>33</b>
Access and/or disclosure of information	Disclosure of information	28
	Handling of information	10
	<b>Total</b>	<b>38</b>
Use of police vehicles	Use of police vehicles	9
	<b>Total</b>	<b>9</b>
Discriminatory behaviour	Discriminatory Behaviour	1
	Disability	1
	Race	17
	Religion or belief	1
	Sex	2
	Sexual Orientation	5
	Organisational corruption	2
	<b>Total</b>	<b>29</b>
Abuse of position/corruption	Abuse of position for sexual purpose	1
	Abuse of position for financial purpose	2
	Obstruction of justice	6
	Abuse of position for other purpose	7
	<b>Total</b>	<b>16</b>
Individual behaviours	Impolite language/tone	12
	Impolite and intolerant actions	20
	Unprofessional attitude and disrespect	65
	Lack of fairness and impartiality	20
	Overbearing or harassing behaviours	43
	<b>Total</b>	<b>160</b>
Discreditable conduct	Discreditable conduct	12
	<b>Total</b>	<b>12</b>
Other	Other	7
	<b>Total</b>	<b>7</b>
	Blank	8
<b>Grand Total</b>		<b>1031</b>

**Table 3: National Complaint Factors 01/04/2020 to 31/03/2021**

<b>National Factor</b>	<b>Count</b>
Arrest	107
Call Handling	24
Child Protection	34
Coronavirus	98
Custody	38
Death	10
Domestic/gender abuse	76
Drugs/alcohol	20
Firearms	21
Fraud	2
Hate Crime	6
Investigation	289
Mental Health	55
Missing Persons	4
Neighbourhood Policing	143
Premises	28
Public Order Incident	7
Restraint Equipment	10
Roads/traffic	66
Social Media	1
Stop and/or Search	29
Taser	2
None	119
<b>Total</b>	<b>1189</b>

**Table 4: Handling of Complaints 01/04/2020 to 31/03/2021**

<b>Method of Handling</b>	<b>Count</b>
2012 Regulations	115
Outside Schedule 3	177
Schedule 3 - Handled otherwise than by investigation	521
Schedule 3 - Investigation	39
Schedule 3 - Special Requirements Investigation	4
<b>Total</b>	<b>856</b>

**Table 5: Outcomes of complaint allegations handled under 2012 Regulations 01/04/2020 to 31/03/2021**

<b>Outcome</b>	<b>No. allegations</b>
De Recorded	33
Disapplication - by Force	2
Discontinued - by Force	11
Local Resolution	35
Not Upheld	35
Upheld	6
No case to answer	2
<b>Total</b>	<b>124</b>

**Table 6: Outcomes of complaint allegations handled under 2020 Regulations 01/04/2020 to 31/03/2021**

<b>Outcome</b>	<b>No. allegations</b>
No further action required	159
Resolved	242
Not Resolved	41
The service provided was acceptable	334
The service provided was not acceptable	61
Not determined if the service acceptable	38
Special Requirements	3
Withdrawn	22
<b>Total</b>	<b>900</b>

**Table 7: Outcomes of complaint allegations handled under 2020 Regulations, by category 01/04/2020 to 31/03/2021**

Category	De Recorded	Disapplication - by Force	Discontinued - by Force	Local Resolution - by Division	Local Resolution - by PSD	No case to answer	No further action required	Not determined if the service acceptable	Not Resolved - NFA	Not Upheld - by Division	Not Upheld - by PSD	Resolved	Special Requirements	The service provided was acceptable	The service provided was not acceptable	Upheld - by PSD	Withdrawn	Withdrawn - by Force	Grand Total
Abuse of position for financial purpose														1					1
Abuse of position for other purpose								1						3	1				5
Abuse of position for sexual purpose														1					1
Bail, identification and interview procedures														3					3
Breach Code C PACE			3													1			4
Corrupt practice											1								1
Decisions	2						11	1	4			15		17	3				53
Delivery of duties and service														1					1
Detention in police custody							1					1		5	1				8
Disclosure of information							2	3				1		13	1		2		22
Discreditable conduct	1						5	1	1			1		2					11
Discriminatory Behaviour											3								3
Evidential procedures							2	1				1		2					6
General level of service	12						21	1	17			103		16	6		2		178

Handling of information							1	1						5	1		1		9
Handling of or damage to property/premises	2						6	2				5		12	3				30
Impolite and intolerant actions							1	4				8		2	1				16
Impolite language/tone							1					10		2	1		1		15
Improper disclosure of information				1	1					1	2								5
Incivility, impoliteness and intolerance			1	2	3						1							1	8
Information							15	4	1			16		12	10				58
Irregularity in evidence/perjury											1								1
Lack of fairness and impartiality	1	1	1				1		2		2	3		11	1	1			24
Mishandling of property										1									1
Obstruction of justice							1		1										2
Oppressive conduct or harassment											3		1						4
Oppressive conduct or harassment					3					4	3					2			12
Organisational corruption							1							1					2
Other	1						2		1			1							5
Other assault			1							1	3		2						7
Other irregularity in procedure				1	4						5								10
Other neglect or failure in duty		1	4	11	9						3					2		1	31
Other policies and procedures							6		1			2		18	1		1		29

Out of court disposals							1					1			1				3
Overbearing or harassing behaviours	1						4	3				3	18	2		2			33
Police action following contact	9						48	7	7			53	78	19		4			225
Power to arrest and detain							2					13				1			16
Race	1						3	1				2	6	2		1			16
Religion or belief												1							1
Searches of premises and seizure of property	1						2	1	1				8	2					15
Serious non-sexual assault											1								1
Sex												2							2
Sexual Orientation							2					1	2						5
Stops, and stop and search							1					1	4						6
Unlawful/unnecessary arrest or detention			1																1
Unprofessional attitude and disrespect	2						4	5	3			13	28	5		2			62
Use of force						2	12						43			2			59
Use of police vehicles								2	2			1	2						7
(blank)							3						2			1			6
<b>Grand Total</b>	<b>33</b>	<b>2</b>	<b>11</b>	<b>15</b>	<b>20</b>	<b>2</b>	<b>159</b>	<b>38</b>	<b>41</b>	<b>7</b>	<b>28</b>	<b>242</b>	<b>3</b>	<b>334</b>	<b>61</b>	<b>6</b>	<b>20</b>	<b>2</b>	<b>1024</b>

**Table 8:** Average time to complete complaint handling (working days) 01/04/2020 to 31/03/2021

	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Total
Outside Schedule 3	4	12	3	2	5
Schedule 3 - Handled Otherwise than by investigation	41	54	70	77	61
Schedule 3 - Investigation	186	91	109	104	123

**Table 9:** Reviews received and finalised, 01/04/2020 to 31/03/2021

	Outcome not reasonable and proportionate		Outcome reasonable and proportionate		Withdrawn		Total
	No.	As %	No.	As %	No.	As %	No
LPB Reviews	11	23%	36	77%	0	0%	47
IOPC Reviews	0	0%	14	88%	2	13%	16

**Table 10:** Gender of complainants, 01/04/2020 to 31/03/2021

Intersex	1
Other	2
Prefer not to say	14
Unknown	35
Female	317
Male	404

**Table 11:** Ethnicity of complainants, 01/04/2020 to 31/03/2021

Other	1
Black	6
Asian	8
Prefer not to say	45
Not stated	63
Unknown	289
White	361

**Table 12:** Age of complainants, 01/04/2020 to 31/03/2021

17 & below	18
18-29	103
30-39	131
40-49	114
50-59	110
60+	68
Unknown	229

**Table 13:** Status of persons subject to a complaint, 01/04/2020 to 31/03/2021

Community Support Officer	27
Contracted Detention Staff	1
Other Police Staff	31
Police Officer	408
Special Constable	5
<b>Total</b>	<b>472</b>

**Table 14:** Gender of persons subject to a complaint, 01/04/2020 to 31/03/2021

Female	150
Male	315
Unknown	7
<b>Total</b>	<b>472</b>

**Table 15:** Ethnicity of persons subject to a complaint, 01/04/2020 to 31/03/2021

Asian	1
Other	2
White	228
Unknown	221
Not stated	20
<b>Total</b>	<b>472</b>

**Table 16:** Outcomes of Conduct Cases finalised 01/04/2020 to 31/03/2021

Case to Answer - Misconduct Hearing	2
Case to Answer - Staff Misconduct Hearing	2
Case to Answer - Misconduct Meeting	4
Case to Answer - Management Action	2
Case to Answer - No Action	1
No Case to Answer - Reflective Practice	3
No Case to Answer - No Action	10
Dissapplied	2
Derecorded	1
<b>Total</b>	<b>27</b>

**Table 17:** Status of persons subject to a conduct case, 01/04/2020 to 31/03/2021

Community Support Officer	4
Contracted Detention Staff	1
Other Police Staff	4
Police Officer	23
Special Constable	1
<b>Total</b>	<b>33</b>

**Table 18:** Gender of persons subject to a conduct case, 01/04/2020 to 31/03/2021

Female	17
Male	16
<b>Total</b>	<b>33</b>

**Table 19:** Ethnicity of persons subject to a conduct case, 01/04/2020 to 31/03/2021

Black	1
White	16
Unknown	16
<b>Total</b>	<b>33</b>