

FOI Disclosures November 2023

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This month we have responded to questions relating to the following topics:

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If you require a full copy of any of the embedded attachments, please contact Requestinfo@policeconduct.gov.uk quoting the reference number from the relevant response.

Ref 5024521 Back to top	<u>IOPC investigation into CC Nick Adderley</u>
<u>Request</u>	<p><i>It was widely reported and confirmed by an IOPC press release that an inquiry into CC Nick Adderley is ongoing.</i></p> <p><i>The case is simple, although its breadth unknown. It centres on whether Mr Adderley misrepresented his military service and an allegation of Misconduct in Public Office. Collaterally a number of police standards of professional behaviour allegations were added.</i></p> <p><i>Full copies and partial extracts of Mr Adderley's personal statement and CV have been circulated to local and national press outlets respectively. Within them, Mr Adderley claims the following:</i></p> <ul style="list-style-type: none">- <i>He was a Royal Navy Commander and took command of military personnel during active service</i>- <i>He studied at Britannia Royal Naval College Dartmouth</i>- <i>He studied at Portsmouth University</i> <p><i>Could you confirm whether the IOPC has sought to confirm or negate Mr Adderley's claim with:</i></p>

	<p>- The Royal Navy or Royal Navy Police - Portsmouth University</p>
<u>Response</u>	<p>You have made a request for information relating to an ongoing IOPC independent investigation relating to CC Nick Adderley as detailed in the following media statement; https://www.policeconduct.gov.uk/our-work/investigations/allegations-concerning-chief-constable-nick-adderley-northamptonshire . Your request seeks information regarding our investigative actions and processes.</p> <p>The IOPC does not publish detailed information about ongoing investigations to avoid potential prejudice to the investigation or any resulting proceedings. For the same reasons, and because disclosure under the Freedom of Information Act (FOIA) is effectively as if to 'the world at large', information from live investigations is usually exempt from disclosure under the FOIA.</p> <p>We understand the public interest in our work and therefore the IOPC aims to publish an account of its findings at the appropriate time when the investigation and all associated processes and proceedings are complete, in line with our Policy on the publication of final investigation reports and report summaries : https://www.policeconduct.gov.uk/publications/policy-publication-final-investigation-reports-and-report-summaries You should therefore continue to review our website for updates regarding this matter.</p>
<u>Ref</u> 5024536 Back to top	<u>Cost of investigation concerning Ricardo dos Santos and Bianca Williams</u>
<u>Request</u>	<p>In relation to the misconduct investigation concerning Ricardo dos Santos and Bianca William, you asked for the following information:</p> <p><i>“the full costs for the above investigation including staff salary / case preparation ('bundles') / travel and expenses / legal costs e.g. external counsel / witness support etc) from IOPC's first involvement through to the end of the misconduct panel hearing and any run issues to close the case. A single figure that covers the full amount spent would satisfy my request. ”</i></p>
<u>Response</u>	<p>We are unable to comprehensively confirm all costs associated with the investigation as we do not record precise breakdowns of costs for individual investigations.</p> <p>Operational staff time and items such as investigator time, organisational overheads, media handling or work undertaken after completion of the report is not separately recorded and it is not possible to account for this in the investigation costs. From April 2019 onwards we no longer attributed purchases and expenses to individual investigations.</p>

	<p>We hold legal costs on a separate system therefore we can confirm that <u>to date</u>, the legal costs are recorded for this case as £137,373.60.</p> <p>You should be mindful however that the figures provided are solely the known legal costs to date and are not fully representative of the true cost of the investigation</p>
<p><u>Ref</u> <u>5024551</u> Back to top</p>	<p><u>IOPC budget</u></p>
<p><u>Request</u></p>	<p><i>What was / was your budget for the last year for which figures are available?</i></p>
<p><u>Response</u></p>	<p>We publish our Annual report and statement of accounts annually. The latest report and figures available are available on our website here: Annual report and accounts 2021/22 Independent Office for Police Conduct (IOPC). Section 3 at page 114 onwards includes our financial statements. Budgetary information is also included in the Funding section of our Business Plan, the latest version of which is published on our website here: Business plan - 2022/23 Independent Office for Police Conduct (IOPC)</p>
<p><u>Ref</u> <u>5024527</u> Back to top</p>	<p><u>Investigator training relating to police pursuit driving and use of force</u></p>
<p><u>Request</u></p>	<ol style="list-style-type: none"> 1. <i>Please confirm the nature and extent of training provided to Investigators and Lead Investigators in relation to the investigations of allegations in relation to police driving, particularly pursuits. Particularly who provides the training, how long the training lasts and an outline of the nature of training in relation to each topic.</i> 2. <i>Please confirm the nature and extent of training provided to Investigators and Lead Investigators in relation to the investigations of allegations in relation to the use of force by police officers. Particularly who provides the training, how long the training lasts and an outline of the nature of training in relation to each topic.</i>
<p><u>Response</u></p>	<p>Question 1: Investigations into Road Traffic Incidents is a training module delivered as part of the core training for trainee Investigators. This is a one-day formal training event that is provided by the Investigations Delivery Team who are part of the Learning and Talent Development Team. The training is either delivered through two half day remote sessions or a one-day face to face session in the classroom. The training consists of a blend of trainer led delivery, power point, group discussion, case studies and media content.</p>

The programme content is as follows:

Intro, learning outcomes

Definition of a pursuit, pre-planned pursuits, spontaneous and the term 'follow'

Why pursue

Armed pursuits

Role of the control room

Pursuit key roles

Pursuit phases

Tactical options

Vehicles lost from sight, suitable vehicles, prohibited vehicles, convoys

Pursuit of motorcycles

NDM

Officer training, suitable drivers,

Pursuit case study

Key considerations

Investigating RTI's, types of RTI's

Scene management

Specialist roles, roads policing SIO, collision investigator, vehicle examiner

FLM and charity support

Conducting RTI Investigations, police drivers, police driver exemptions

Police drivers at the scene

Scene scale

Disruption

Scene examination

Witness trace

Vehicle examination

Vehicle data

RTI Case study

Knowledge check

All levels of Investigator have an e-learning module available to them through the IOPC learning management system. This is self-directed learning entitled RTIs – Key Roles and considerations. The content of this training is as follows:

- **Introduction**
- **Scene management considerations**
- **Utilising specialist investigation roles**
- **Key pursuit considerations and roles**
- **Other key considerations – Criminal offences, Notices of Intended prosecution, Post incident procedures, App for mopeds / motorcycle pursuits, Stop and search and Utilising experts in your investigation**
- **Knowledge check**

Question 2: The National Decision Model & Use of Force' is a training module delivered as part of the core training for trainee Investigators. This is a one-

day formal training event that is provided by the Investigations Delivery Team who are part of the Learning and Talent Development Team. The training is either delivered through two half day remote sessions or a one-day face to face session in the classroom. The training consists of a blend of trainer led delivery, power point, group discussion, case studies and media content.

The programme content is as follows:

<i>Intro, learning objectives</i>
<i>Guidance/documents referred to throughout this training</i>
<i>*Bridge learning module</i>
<i>Code of Ethics</i>
<i>Gather intelligence and information</i>
<i>Assess threat and risk</i>
<i>Warning and danger signs</i>
<i>Develop working strategy</i>
<i>Powers</i>
<i>Impact factors</i>
<i>Options</i>
<i>Knowledge check</i>

***Bridge learning module**

All levels of Investigator have an e-learning module available to them through the IOPC learning management system. This is self-directed learning entitled 'National Decision Model'. The content of this training is as follows:

- **Code of Ethics**
- **Principles of Policing**
- **Standards of Professional Behaviour**
- **National Decision Model Components**
- **Recording what was done and why**
- **Using the NDM to review a decision**
- **Knowledge check**

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5024545
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Breakdown of Northamptonshire Police statistics

Request

Police complaints Statistics for England and Wales 2022/23 (Experimental statistics) <https://www.policeconduct.gov.uk/publications/police-complaints-statistics-england-and-wales-report-202223>

*'Table 14: Means by which allegations were finalised in 2022/23' reveals that:
334 allegations (21%) relating to Northamptonshire Police were finalised 'Under Schedule 3 - investigated'*

*'Table 16: Allegations finalised by investigation under Schedule 3 in 2022/23' reveals that:
267 were 'Investigated (not subject to special procedures)'
and that:
67 were 'Investigated (subject to special procedures)'.*

Please provide brief details of each of the 67 allegations in the latter category and the outcome of the investigations.

Response

Please find attached a further breakdown of the 67 allegations investigated subject to special procedures in respect of Northamptonshire Police as recorded in table 14 of the 'Police complaints Statistics for England and Wales 2022/23 (Experimental statistics) Report'

It is recommended that you consider this data in conjunction with the ['Guidance on capturing data about police complaints'](#)

Allegation Result Grouping	Actions On Allegations Under Schedule 3	Investigation Type	Category	Subcategory	Factors
1					
2	Case to Answer	Misconduct proceedings	Local	Police powers, policies and procedures	Use of force
3	Case to Answer	Misconduct proceedings	Directed	Abuse of position/ corruption	Abuse of position for sexual purpose
4	Case to Answer	Misconduct proceedings	Directed	Abuse of position/ corruption	Abuse of position for sexual purpose
5	Case to Answer	Misconduct proceedings	Directed	Abuse of position/ corruption	Abuse of position for other purpose
6	Case to Answer	Learning from reflection	Local	Police powers, policies and procedures	Power to arrest and detain
7	Case to Answer	Learning from reflection	Local	Individual behaviours	Impolite language/ tone
8	Service provided - acceptable	Explanation	Local	Police powers, policies and procedures	Use of force
9	Service provided - acceptable	Explanation	Local	Discriminatory behaviour	Race
10	Service provided - acceptable	Explanation	Local	Discriminatory behaviour	Race
11	Service provided - acceptable	Explanation	Local	Individual behaviours	Impolite language/ tone
12	Case to Answer	Other actions following a case to answer decision	Local	Individual behaviours	Unprofessional attitude and disrespect
13	Case to Answer	Explanation	Local	Discriminatory behaviour	Race
14	Case to Answer	Referral to RPRP	Local	Discreditable conduct	Hate Crime
15	Case to Answer	Apology	Local	Handling of or damage to property/ premises	Public order incident
16	Service provided - acceptable	Explanation	Local	Police powers, policies and procedures	Handling of or damage to property/ premises
17	Service provided - acceptable	Explanation	Local	Police powers, policies and procedures	Use of force
18	Case to Answer	Explanation	Local	Discriminatory behaviour	Arrest
19	Service provided - acceptable	Explanation	Local	Individual behaviours	VAWG - police perpetrated, Arrest
20	Case to Answer	Explanation	Local	Access and/or disclosure of information	Race
21	Service provided - acceptable	Explanation	Local	Discriminatory behaviour	Lack of fairness and impartiality
22	Case to Answer	Explanation	Local	Police powers, policies and procedures	Investigation
23	Service provided - acceptable	Explanation	Local	Handling of or damage to property/ premises	Investigation
24	Case to Answer	Explanation	Local	Police powers, policies and procedures	Race
25	Case to Answer	Referral to RPRP	Local	Access and/or disclosure of information	Use of force
26	Case to Answer	Referral to RPRP	Local	Police powers, policies and procedures	Use of force
27	Service provided - acceptable	Explanation	Local	Police powers, policies and procedures	Evidential procedures
28	Case to Answer	Misconduct proceedings	Local	Police powers, policies and procedures	Use of force
29	Case to Answer	Referral to RPRP	Local	Abuse of position/ corruption	Abuse of position for other purpose
30	Case to Answer	Referral to RPRP	Local	Police powers, policies and procedures	Power to arrest and detain
31	Case to Answer	Referral to RPRP	Local	Police powers, policies and procedures	Power to arrest and detain
32	Case to Answer	Referral to RPRP	Local	Police powers, policies and procedures	Power to arrest and detain
33	Service provided - acceptable	Explanation	Local	Discriminatory behaviour	Race
34	Case to Answer	Referral to RPRP	Local	Police powers, policies and procedures	Use of force
35	Case to Answer	Misconduct proceedings	Local	Discreditable conduct	Public order incident
36	Service provided - acceptable	Explanation	Local	Delivery of duties and service	General level of service
37	Case to Answer	Explanation	Local	Individual behaviours	Lack of fairness and impartiality
38	Case to Answer	Referral to RPRP	Local	Abuse of position/ corruption	Abuse of position for other purpose
39	Case to Answer	Referral to RPRP	Local	Abuse of position/ corruption	Abuse of position for other purpose
40	Case to Answer	Misconduct proceedings	Local	Delivery of duties and service	General level of service
41	Case to Answer	Misconduct proceedings	Local	Delivery of duties and service	General level of service
42	Case to Answer	Explanation	Local	Individual behaviours	Impolite and intolerant actions
43	Case to Answer	Explanation	Local	Discriminatory behaviour	Race
44	Case to Answer	Explanation	Local	Discriminatory behaviour	Race
45	Case to Answer	Misconduct proceedings	Local	Police powers, policies and procedures	Use of force
46	Case to Answer	Referral to RPRP	Local	Discreditable conduct	Public order incident
47	Case to Answer	Explanation	Local	Discreditable conduct	Public order incident
48	Case to Answer	Misconduct proceedings	Directed	Abuse of position/ corruption	Abuse of position for other purpose
49	Case to Answer	Misconduct proceedings	Local	Police powers, policies and procedures	Use of force
50	Case to Answer	Other actions following a case to answer decision	Local	Delivery of duties and service	Decisions
51	Service provided - acceptable	Explanation	Local	Delivery of duties and service	Decisions
52	Service provided - acceptable	Explanation	Local	Discriminatory behaviour	Race
53	Case to Answer	Misconduct proceedings	Local	Discreditable conduct	Public order incident
54	Case to Answer	Explanation	Local	Discreditable conduct	Public order incident
55	Service provided - acceptable	Explanation	Local	Delivery of duties and service	General level of service
56	Service provided - acceptable	Explanation	Local	Delivery of duties and service	General level of service
57	Service provided - acceptable	Explanation	Local	Police powers, policies and procedures	Use of force
58	Case to Answer	Explanation	Local	Police powers, policies and procedures	Use of force
59	Service provided - acceptable	Explanation	Local	Police powers, policies and procedures	Detention in police custody
60	Service provided - acceptable	Explanation	Local	Police powers, policies and procedures	Detention in police custody
61	Service provided - acceptable	Explanation	Local	Police powers, policies and procedures	Detention in police custody
62	Service provided - acceptable	Explanation	Local	Police powers, policies and procedures	Detention in police custody
63	Service provided - acceptable	Explanation	Local	Delivery of duties and service	Police action following contact
64	Case to Answer	Explanation	Local	Individual behaviours	Lack of fairness and impartiality
65	Case to Answer	Explanation	Local	Discriminatory behaviour	Race
66	No further action	No further action	Local	Individual behaviours	Impolite and intolerant actions
67	Case to Answer	Misconduct proceedings	Local	Police powers, policies and procedures	Use of force
68	Case to Answer	Misconduct proceedings	Local	Police powers, policies and procedures	Use of force

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5024496
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IOPC recruitment

Request

You asked a number of questions about our recruitment.

Response

We changed the processing system for recording and reporting on recruitment data in August 2022, which means that data is held on two separate systems. This means that whilst we can provide some information in response to your questions, it is not possible to obtain other data easily via automated means. We have decided therefore that the activities required to locate, extract retrieve and verify other data from two different systems would exceed the cost limit as prescribed by the FOIA and associated regulations, which equates to 18 hours of

work. Consequently we are not obliged to respond to those questions. Our specific response to each question is outlined below.

You asked: *"1. How many new permanent hires joined your organisation in 2022?"*

We appointed 138 colleagues on a permanent basis

You asked: *"2. How many new permanent hires came through external providers in 2022?"*

This information is held on two separate systems and is not part of our standard reporting, consequently we would need to locate and extract it manually which we have decided would exceed the cost limit as prescribed at section 12 of the FOIA and associated regulations.

You asked: *"3. How many team members work in your Recruitment Team?"*

19

You asked: *"4. What is your time to hire from adverting to onboarding?"*

This information is not possible to obtain via automated means on two separate systems, therefore the cost limit applies to the activities involved in responding to this question.

You asked: *"5. What was your attrition rate in 2022?"*

We can provide this information in financial years as this was subject to annual reporting, however to convert this data to cover a calendar year timeframe would exceed the cost limit. Attrition rates for 2021/22 was 11% and for 2022/23 was 10.87%

You asked: *"6. What is your average cost per hire (including attraction and screening) in 2022?"*

This information is not possible to obtain via automated means on two separate systems, therefore the cost limit applies to the activities involved in responding to this question.

You asked: *"7. How much did you spend with external providers of permanent recruitment in 2022?"*

£181k was spent between 1 January 2022 and 31 December 2022.

You asked: *"8. How many unique agency contractors/temps/interims did you use in 2022?"*

	<p>26</p> <p>You asked: “9. How much did you spend on agency contractors/temps/interims in 2022?”</p> <p>£539k was spent between 1 January 2022 and 31 December 2022.</p> <p>You asked: “10. Are you meeting your diversity targets? (yes or no)”</p> <p>We do not operate diversity targets. Our Equality Diversity and inclusion Strategy and staff diversity data are published on our website.</p> <p>You asked: “11. How many candidates applied for roles in 2022? What is your candidate drop-out rate?”</p> <p>7325 candidates applied for roles in 2022. We do not hold information regarding dropout rate in a way that would allow us to extract it via automated means. The manual activities required to interrogate the two different systems to allow collation of this data would exceed the cost limit by a significant margin with the result that we are not obliged to carry out this work.</p> <p>You asked: “12. Which systems do you use for your permanent recruitment process?”</p> <p>We have used Tribepad since 31 August 2022.</p>
<p><u>Ref</u> <u>5024517</u> Back to top</p>	<p><u>Equality Diversity and Inclusion breakdowns and training</u></p>
<p><u>Request</u></p>	<p>Current Staff</p> <ol style="list-style-type: none"> 1. A breakdown of current staff by <i>Ethnicity</i> (ONS 18+1 if possible), <i>Gender</i>, <i>1st language status</i>, <i>Religion/faith</i> and <i>Disability status</i> 2. With regard to the recruiting of new investigators in the past 3 years: Applications, broken down by <i>Ethnicity</i> (ONS 18+1 if possible), <i>Gender</i>, <i>1st language status</i>, <i>Religion/faith</i> and <i>Disability status</i> Appointments made broken down by <i>Ethnicity</i> (ONS 18+1 if possible), <i>Gender</i>, <i>1st language status</i>, <i>Religion/faith</i> and <i>Disability status</i> 3. Training Details of any Equality, Diversity and Inclusion training provided to new investigators (duration and content). 4. Testing

	<p><i>The results of any Ethnicity or Gender Bias Testing carried out on any IOPC</i></p> <p>5. Conduct <i>The number of complaints received about the behaviour of IOPC staff (internal and external complaints) related to Race (ethnicity) in the past 3 years.</i> <i>staff</i></p>
<p><u>Response</u></p>	<p>1. Information regarding ethnicity and gender breakdown of our staff is published annually on our website in the Staff Diversity Data report. The latest report available can be found here: Staff Diversity data 2022/23 Independent Office for Police Conduct (IOPC).</p> <p>We do not record information regarding first language status.</p> <p>Information regarding the religion/faith and disability is not normally reported on, and although these questions are asked of staff, completion is not mandatory meaning that any data provided may not be fully representative as staff may choose not to complete the fields. We are currently looking at the quality of this data to establish if it is possible to provide a snapshot of this information</p> <p>2. It would not be possible to retrieve this data within the cost limit as prescribed by section 12 of the FOIA and associated regulations. We changed our system for recording recruitment information on August 2022, therefore we would need to interrogate two separate systems to obtain this data. The reports within the different systems are not linked and we would have to undertake manual activities to extract, collate and then cross reference and verify the information to accurately respond to your questions. Due to the volume of applications received, we have decided that these activities would exceed the cost limit which equates to 18 hours of work.</p> <p>3. All new staff members (including investigators) are required to complete the e-learning course “Understanding equality and IOPC expectations” as part of the corporate induction. (40 minutes)</p> <p>All new investigators then proceed to undertake their operational (“core”) training, which includes:</p> <ul style="list-style-type: none"> a. E-learning entitled Introduction to the Equality Act and Investigating Allegations of Discrimination (90 minutes) b. An instructor-led session on the subject of Discrimination (5 hours 30 minutes) <p><u>Content summary Understanding equality and IOPC expectations</u></p> <ul style="list-style-type: none"> 1. The Equality Act <ul style="list-style-type: none"> a. What is discrimination? b. Overview of the Equality Act

- c. How we apply the Equality Act as a public organisation
- d. Unlawful vs unfair discrimination
- e. Protected characteristics + quiz

2. Unlawful discrimination

- a. Direct discrimination
- b. Discrimination by association
- c. Discrimination by perception
- d. Harassment
- e. Victimisation
- f. Indirect discrimination
- g. Discrimination arising from disability.
- h. Failure to make reasonable adjustments for disabled persons.

3. Duty to make reasonable adjustments

- a. Organisational duties
- b. Understanding disability as a protected characteristic
- c. Physical impairments, mental impairments, substantial effect, long-term, day-to-day activities.

4. When are reasonable adjustments required?

- a. When the duty arises
- b. The anticipatory duty
- c. Where the duty applies
 - i. Premises
 - ii. Auxiliary Aids
 - iii. Policies/practices

5. Assessing reasonable adjustments

- a. Factors to consider

6. Bias and stereotyping

- a. Background to unconscious bias and stereotyping
- b. Iceberg effect – unconscious and conscious mind
- c. Evidence that discriminatory bias is a predictor of behaviour
- d. Acknowledging biases – optional unconscious preference test

7. Knowledge check

Summary of Introduction to the Equality Act and Investigating Allegations of Discrimination

Learning outcomes

- Describe the different protected characteristics and types of prohibited conduct under the equality act.

- Recognise the difference between unlawful versus unfair discrimination.
- Explain the concept of inherent/unconscious bias and how to analyse it in an investigation.
- Explain the history and concepts behind the IOPC Discrimination Guidelines.
- Apply the guidelines when investigating allegations of discrimination.

1. What is discrimination (overt/unconscious)

- a. The controversy around unconscious bias

2. Equality act overview

- a. How we apply the Equality Act and IOPC discrimination guidelines.
- b. Police standards of professional behaviour
- c. Police code of ethics
- d. Unlawful/unfair discrimination
- e. Applying discrimination to criminal investigations
- f. Hate crimes and hate incidents
- g. What can an investigation into discrimination achieve?
- h. Protected characteristics
- i. Overview of internal guidance on the Welsh language
- j. Prohibited conduct
 - i. Direct discrimination
 - ii. Discrimination by association
 - iii. Discrimination by perception
 - iv. Harassment
 - v. Victimisation
 - vi. Indirect discrimination
 - vii. Discrimination arising from disability.
 - viii. Failure to make reasonable adjustments for disabled persons.
- k. Duty to make reasonable adjustments
 - i. Organisational duties
 - ii. Understanding disability as a protected characteristic
 - iii. Physical impairments, mental impairments, substantial effect, long-term, day-to-day activities.
- l. When are reasonable adjustments required?
 - i. When the duty arises
 - ii. The anticipatory duty
 - iii. Where the duty applies
 1. Premises
 2. Auxiliary Aids
 3. Policies/practices

- m. Assessing reasonable adjustments
 - i. Factors to consider
- 3. Inherent bias
 - a. Background to inherent/unconscious bias
 - b. Iceberg effect – unconscious and conscious mind
- 4. Investigating bias
 - a. Distinguishing conscious from inherent (unconscious) bias
 - b. Evidence that inherent / unconscious bias is a predictor of behaviour
 - c. Acknowledging biases – optional unconscious preference test
- 5. Impact of inherent bias in policing (racial disproportionality)
- 6. Analysing and investigating inherent bias
- 7. Introduction to applying the discrimination guidelines
- 8. Limitations of current guidance and 2020 update
- 9. Knowledge check

Summary of instructor-led training on Discrimination

Aim: At the end of this session delegates will understand: The key concepts behind the Equality Act and IOPC Discrimination Guidelines

Learning outcomes: On completion of this session delegates will be able to:

- Describe the different protected characteristics and types of prohibited conduct under the equality act
- Explain the history and concepts behind the IOPC Discrimination Guidelines.
- Recognise the difference between unlawful versus unfair discrimination
- Explain the concept of unconscious bias and how to analyse it in an investigation
- Apply the guidelines when investigating allegations of discrimination.

Topics

1. How we apply the Equality Act, Protected Characteristics, Prohibited Conduct
2. Applying discrimination law
3. Unconscious bias exercise and implications
4. Applying Guidelines – Understanding allegations, terms of reference and case study
5. Terms of reference Exercise, Engaging with Complainant / Assessing Factors / Interview Planning
6. Findings & Outcomes

4. As part of both e-learning courses, learners are invited to take an optional online test “Implicit Association Test”, on the Harvard University website. [About Us \(harvard.edu\)](#) Learners are not required to take this test to pass the courses and investigators can choose to share any outcomes at the instructor-led Discrimination session. This test is hosted by an external website and the results of the tests are not available to the IOPC. They are only available to the individuals who take them.
5. We have the following information recorded in relation to external allegations made about

Period	No. complaints (racial discrimination)
Nov 20-Oct 21	3
Nov 21-Oct 22	5
Nov 22-Oct 23	9

In relation to internal complaints (i.e. staff allegations against staff), we do not retain information where there has been found to be no substance to allegations, therefore we do not hold comprehensive data from which we could fully respond to this part of your request.

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5024524

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IOPC independent investigations involving road traffic accidents

Request

You asked a number of questions relating to independent investigations involving road traffic accidents.

Response

We have interrogated our systems by building queries to identify independent investigations where the case factor ‘Road traffic incident’ was applied. The definition of this factor is as follows:

This factor covers all road traffic incidents involving the police, including fatal and non-fatal. This factor is only applicable to cases in which the police were directly involved in the road traffic incident and does not apply to cases in which the police are responding to a road traffic incident which has already occurred.

If the road traffic incident resulted in a fatality, then the ‘Death’ factor should also be applied, or in cases where there is a serious injury, the ‘Serious injury’ factor.

Examples:

- *The police pursue a vehicle and the pursued vehicle crashes causing injuries to its occupants*
- *A police car is responding to an emergency call when it hits a pedestrian.*

- *While on standard patrol a police vehicle is involved in a collision with another vehicle.*

We record case factors on our cases which are broad themes applied by operational staff that may apply in a number of circumstances, but do not necessarily reflect what the allegations are. The case factors provide us with a starting point to identify potential themes and a case requires further scrutiny to validate that it falls within the scope of that theme. It is important to note that application of these factors is subjective and may be subject to change throughout the lifecycle of a case. The application of factors is reliant on correct data entry by operational staff, therefore there may be some omissions. The following data has been checked at source for cases where the factor has been applied; however should be used with caution.

In response to your questions we have provided the number of investigations started and completed within the relevant timeframe where the road traffic incident case factor was applied.

You asked: "1. Confirm the number of matters referred to the IOPC by way of an independent investigation involving officers in the Metropolitan Police Service involved in road traffic accidents whilst on duty between January 1 2022 to December 31 2022"

We understand this question to be for the number of independent investigations with the road traffic incident case factor.

Investigations started: 8; Investigations completed: 9

You asked: "2. Confirm the number of matters referred to the IOPC by way of an independent investigation involving officers in the Metropolitan Police Service involved in road traffic accidents whilst on duty between January 1 2023 to June 31 2023"

Investigations started: 4; Investigations completed: 3

You asked: "3. In relation to the investigations referred to in points 1 and 2, confirm the number of cases referred to the Crown Prosecution Service for consideration for prosecution within each time frame."

Investigations with at least one criminal interview

2022 – 2
2023 – 0

Investigations with at least one CPS referral

2022 – 1
2023 – 0

	<p>Investigations with at least one CPS to prosecute</p> <p>2022 – 1 2023 – 0</p> <p>You asked: <i>“4. In relation to the cases referred to in all previous points, confirm the number of cases where a criminal prosecution thereafter followed in relation to offences of:</i> <i>a) causing death by dangerous driving</i> <i>b) causing serious injury by dangerous driving</i> <i>c) driving without due care and attention”</i></p> <p>One investigation had two subjects and both were charged with dangerous driving.</p> <p>You asked: <i>“5. In relation to the prosecutions referred to in point 4, confirm the number of cases resulting in criminal conviction.”</i></p> <p>One investigation had two subjects. One was convicted for causing death by dangerous driving, one was convicted of careless driving.</p> <p>You asked: <i>“6. In relation to the cases referred to in point 4, confirm the number of cases where the IOPC, thereafter, recommended to the Appropriate Authority that proceedings contrary to the Police (Conduct) Regulations 2020 should follow, either after conviction to where there was a determination that there will be no criminal prosecution, or an acquittal.”</i></p> <p>None. The force agreed with our findings.</p> <p>You asked: <i>“7. In relation to the cases referred to in points 1 and 2, please confirm the number of cases where the length of investigation from commencement to submission of any Report to the Appropriate Authority or the CPS exceeded six months.”</i></p> <p>Five of the 2022 cases took longer than six months to complete.</p> <p>Of investigations started in the requested period, six remain active and two have outstanding post investigation actions, as such the figures quoted above may increase as these are completed.</p>
<p><u>Ref</u> 5024526 Back to top</p>	<p><u>IOPC independent investigations involving use of force</u></p>
<p><u>Request</u></p>	<p>You asked a number of questions relating to independent investigations</p>

	involving Assault/ use of force.
<u>Response</u>	<p>e have interrogated our systems by building queries to identify independent investigations where the case factor 'Use of force' was applied. The definition of this factor covers a number of circumstances and includes sub factors. The full description is as follows:</p> <p>Use of force <i>This factor related to any complaint or allegation where a police officer has used force through either the use of police equipment or physical force. Where more than one type of force has been used during the encounter all relevant factors should be selected.</i></p> <p>Sub-factors</p> <p><u>AEP/Baton round</u> <i>Any incident that involves the deployment of an AEP (Attenuating Energy Projectile) or the threat to use such equipment; AEP replaced the baton gun/round.</i></p> <p><u>Baton</u> <i>Any complaint or allegation relating to the use of, or the threat to use, a police baton.</i></p> <p><u>CS spray/pepper</u> <i>Any complaint or allegation that relates to the use of, or the threat to use, CS spray or pepper spray by an officer.</i></p> <p><u>Firearm – conventional</u> <i>Any incident in which a conventional firearm is discharged by a police officer during an incident, whether the outcome was fatal or non fatal. Conventional firearms exclude AEP and TASER.</i></p> <p><u>Handcuffs</u> <i>Any complaint or allegation that relates to the use of handcuffs or other wrist restraints - e.g. flex-cuffs (plastic handcuffs). This should be applied even if the complaint indirectly relates to handcuff usage.</i></p> <p><u>Physical restraint (change from 1 April 2017)</u> <i>Any complaint or allegation relating to physical restraint used by police officers. If restraint equipment is also applicable, the 'Restraint equipment' sub-factor should also be selected.</i></p> <p><u>Restraint equipment (NEW from April 2017, previously included under 'Physical restraint')</u> <i>Any complaint or allegation relating to the use of restraint equipment by police officers. This includes, use of leg-restraints, body restraints such as VIPERS (Violent Person Emergency Restraint System), ERB's (Emergency Restraint Belt) and contamination hoods (spit hood). This factor should NOT be selected for the use of handcuffs. If there was also an element of physical holding and restraint, the 'Physical restraint' sub-factor should also be selected.</i></p> <p><u>Police dog/horse</u> <i>Any complaint or allegation where a person alleges they were bitten by a police dog during an incident, injured by a police horse or if either animal is used during the contact with the member of the public.</i></p> <p><u>TASER</u> <i>Any incident that involves the deployment of TASER, including instances where it is drawn and the individual is 'red-dotted' or if used in stun mode.</i></p>

Other use of force Any complaint or allegation involving any other use of force not specified in the factor category list.

We record case factors on our cases which are broad themes applied by operational staff that may apply in a number of circumstances, but do not necessarily reflect what the allegations are. The case factors provide us with a starting point to identify potential themes and a case requires further scrutiny to validate that it falls within the scope of that theme. It is important to note that application of these factors is subjective and may be subject to change throughout the lifecycle of a case. The application of factors is reliant on correct data entry by operational staff, therefore, there may be some omissions. The following data has been checked at source for cases where the factor has been applied however should be used with caution.

In response to your questions we have provided the number of investigations started and completed within the relevant timeframe where the 'use of force' case factor was applied.

You asked: *"1. Confirm how many incidents involving the on duty use of force/assault by a police officer in the Metropolitan Police Service were subject to an independent investigation by the IOPC between January 1 2022 and December 31 2022."*

Investigations where the 'use of force' case factor was applied: Started 19; Completed 15

You asked: *"2. Confirm how many incidents involving the on duty use of force/assault by a police officer in the Metropolitan Police Service were subject to an independent investigation by the IOPC between January 1 2023 to June 31 2023."*

Investigations started 1; investigations completed: 14
Completed 14

Note: The 14 investigations completed were not the same as the 14 investigations started.

You asked: *"3. In relation to the matters referred to in points 1 and 2, confirm in how many cases in due course criminal proceedings were brought against any officer in relation to an allegation of assault within those two time periods, specifically as follows:*

- a) grievous bodily harm*
- b) assault occasioning actual bodily harm*
- c) common assault"*

Investigations with at least one criminal interview

2022 – 3
2023 - 1

Investigations with at least one CPS referral

2022 – 0

2023 - 2

Investigations with at least one CPS to prosecute

2022 – 0

2023 - 1

You asked: “4. In relation to the prosecutions referred to in point 3, confirm how many officers were convicted of any allegation of assault and how many were acquitted, or there were cases where the CPS in due course offered no evidence.”

One subject officer was found guilty of common assault

You asked: “5. Confirm, in relation to the cases brought before the criminal Courts outlined above, on how many occasions the Report of the IOPC investigator were submitted to the Crown Prosecution Service within six months of the event to which it related.”

The report was submitted within 6 months

You asked: “6. In relation to the criminal cases referred to above, within each time frame, confirm the number of cases where at the conclusion of any criminal proceedings, whether resulting in a conviction or acquittal, the IOPC thereafter recommended to the Appropriate Authority that proceedings contrary to the Police (Conduct) Regulations 2020 should follow.”

None. The force agreed with our findings.

Of investigations started in the requested period, nineteen remain active and eleven have outstanding post investigation actions, as such the figures quoted above may increase as these are completed.