

## We are the Independent Office for Police Conduct.

We are the police complaints watchdog. We are not the police and are completely independent of them.

We set the standards for the police complaints system and make sure the police investigate properly when the public complain about them. We investigate deaths or serious injuries following police contact, along with the most serious and sensitive incidents involving police.

Through our work, we hold the police to account when things go wrong, recommend changes to prevent the same mistakes happening again and promote high standards of policing. We use our evidence to drive improvements in police practices for the benefit of the public and the police.

## The IOPC at a glance...

### We make evidence-based decisions:



Our investigations look into complaints of those affected, the circumstances of an incident and take into account the skills and training of the police officers involved.



In reviews, our caseworkers consider whether the outcome to a complaint was reasonable and proportionate. We upheld 32% of our investigation reviews last year.



In half of our independent investigations - often involving death or serious injury - no one is investigated for wrongdoing. Our job is to find out what happened, not point a finger of blame.



In 24 investigations into fatal police firearms incidents in the last 10 years, four officers have been investigated as subjects; two have been referred to the CPS for a decision and one has been charged. Two have had a case to answer for gross misconduct; one is to be determined.



Where we do investigate for misconduct or criminality, we find no case to answer for anyone in half of those cases.

### We are getting quicker:



of our core independent investigations are completed within a year, and 34% within six months.



Following a build-up of a backlog in our casework, we have reduced the average time taken to consider a review from 142 to 114 days.

### We are effective:



of misconduct proceedings following IOPC independent investigations had a case proven last year.



of 156 recommendations made to improve policing in 2022/23 were accepted by police forces and other bodies.

### We are part of a wider system:



We work with the CPS, Coroners, HMICFRS, the College of Policing and policing itself to deliver fair outcomes for complainants and improve policing practice.



We also work alongside local communities. Last year, we held 240 community events and our Youth Panel delivered 24 workshops bringing together young people and police officers to build trust and understanding.

### Our people:



We have 1,000 staff who come from a range of backgrounds. By law, our Director General cannot have worked for the police. A fifth of our staff have a police background. Women comprise 63% of our workforce and men 27%. People of colour comprise 17% and we are committed to improving our ethnic diversity at all levels of the IOPC. More than two thirds of our staff are based outside London. Our operating budget is about £70m.

## We are committed to improve

Since we were formed in 2018 we've made significant improvements compared to when we were the IPCC, but we recognise we have more to do and are committed to continue to get better.

- The recent **Cabinet Office-commissioned independent review** of the IOPC made 93 recommendations, 73 of which were for the IOPC.
- We welcome the review and have accepted the vast majority of the recommendations.
- Many of its findings reflected what we knew and what stakeholders had told us.
- Reassuringly we had already started work in areas identified by the recommendations before the review was published.
- We're also developing a major transformation programme to improve our processes.
- We welcomed the government's **accountability review** and support its aim to provide clarity and confidence in the accountability system – and recognise the part we play.
- When it was announced last year we submitted a response with practical immediate and longer term steps that could be taken to make improvements.
- This included three changes to the law which will help with pace and clarity and we are pleased the government accepted them.
- We're also looking forward to providing our input into the consultation process which will follow the publication of the accountability White Paper.