

Police Complaints Information Bulletin

Appropriate Authority: Hertfordshire

Reporting Period: 01 April 2022 - 31 March 2023 (Q4 2022/23)

Most Similar Force (MSF) Group: Avon And Somerset, Essex, Hampshire, Hertfordshire, Leicestershire, Staffordshire, Sussex, Thames Valley

About this bulletin

This bulletin presents information about complaints defined under the Police Reform Act 2002 (PRA 2002), as amended by the Police and Crime Act 2017. The legislation came into effect on 1 February 2020 (4 January 2021 for the British Transport Police).

It sets out performance against a number of measures and compares force results to their most similar force (MSF) group and with the overall result for all forces (national).

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Notes

Acronyms used in this bulletin

Force – year to date force numbers

IOPC – Independent Office for Police Conduct

Inc. – including

Ind – independent investigation

Loc – local investigation

LPB – local policing body

MSF – most similar force

Nat. – national

No. – number

PRA – the *Police Reform Act 2002*

RPRP – reflective practice review process

SPLY - Same period last year

UPP – unsatisfactory performance procedure

Section A1.1: Complaint cases logged and initial handling

This section presents information relating to the force's contact with customers and their initial handling of the complaint cases. It shows how long, on average, it takes from the customer's perspective from when they made the complaint and the force's performance of the initial handling from when it received the complaint.

Complaint cases with 'invalid dates' have been removed from timeliness measures. Please refer to the performance framework counting rules and calculations on the [IOPC website](https://www.iopcc.gov.uk) for explanations of customer perspective, initial handling and invalid dates.

To contact complainants

Average number of working days...	Customer perspective	Initial handling performance
Force	2	1
SPLY	2	1
MSF Average	5	5
National	5	4

To log complaint cases

Average number of working days...	Customer perspective	Initial handling performance
Force	2	1
SPLY	8	7
MSF Average	5	5
National	5	4

Please note: average times presented in the above tables are rounded to the nearest whole number. In comparison, the charts present the exact result.

Complaint cases logged

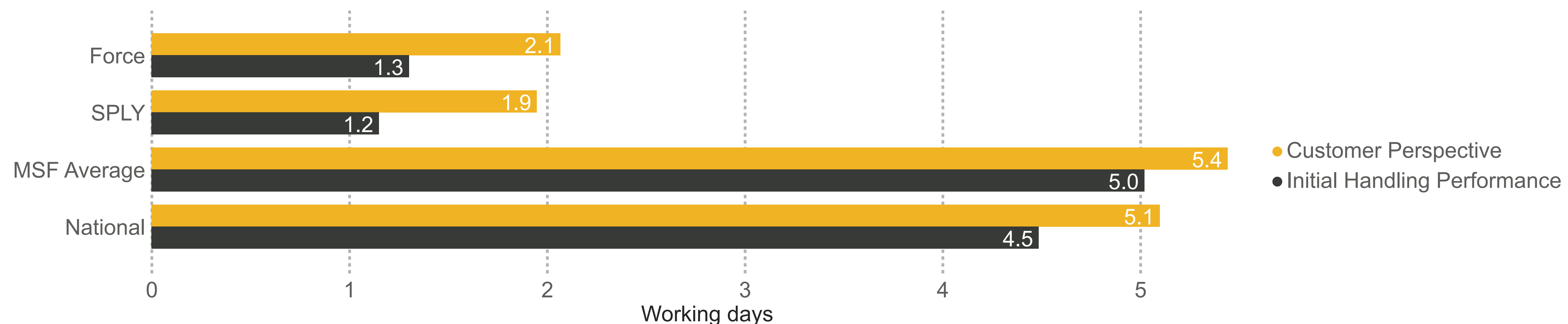
	Force	SPLY	MSF Average	National
Complaint cases logged	1,167	1,189	2,217	81,142
No. of complaint cases logged per 1,000 employees	272	283	387	329

Reasons complaint cases are recorded under Schedule 3 of the PRA 2002

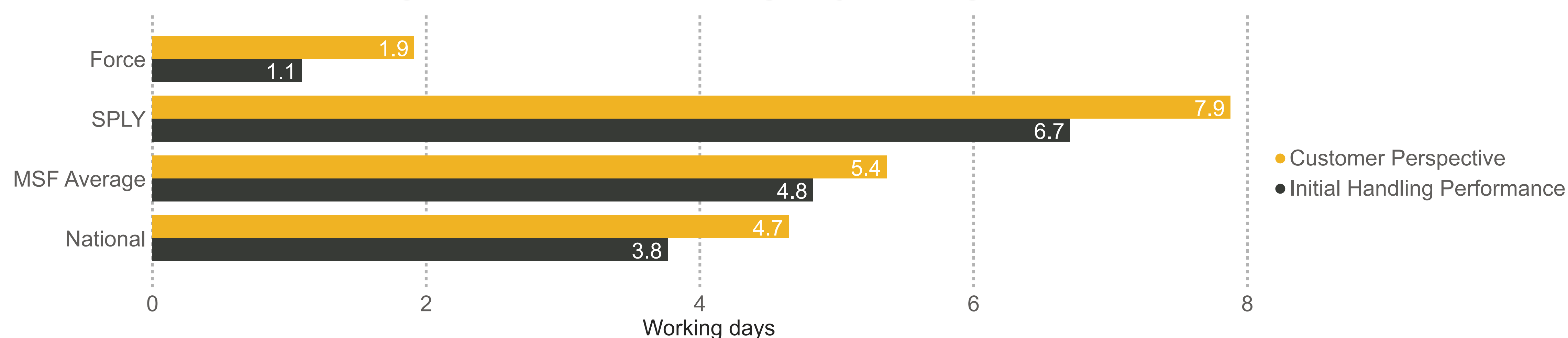
The below table presents the number of complaint cases handled under Schedule 3 of the PRA 2002 (formal handling) and the reasons why.

Reason complaint case recorded under Schedule 3	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
AA/body responsible for initial handling decides	83	20 %	85	19 %	456	46 %	13,120	41 %
Complainant wishes the complaint be recorded	44	10 %	50	11 %	165	13 %	7,333	23 %
Dissatisfaction after initial handling	113	27 %	116	27 %	152	20 %	4,849	15 %
Nature of the allegation(s) in the complaint	182	43 %	185	42 %	152	21 %	6,318	20 %

Average number of working days to contact complainants



Average number of working days to log complaint cases



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Section A1.2: Allegations logged - what has been complained about

This section presents information that shows what people complain about. Allegation categories capture the root of the dissatisfaction expressed in a complaint. A complaint case will contain one or more allegations and one category is selected for each allegation logged.

Please refer to our [Guidance on capturing data about police complaints](#) for guidance on logging allegations and complaint category definitions.

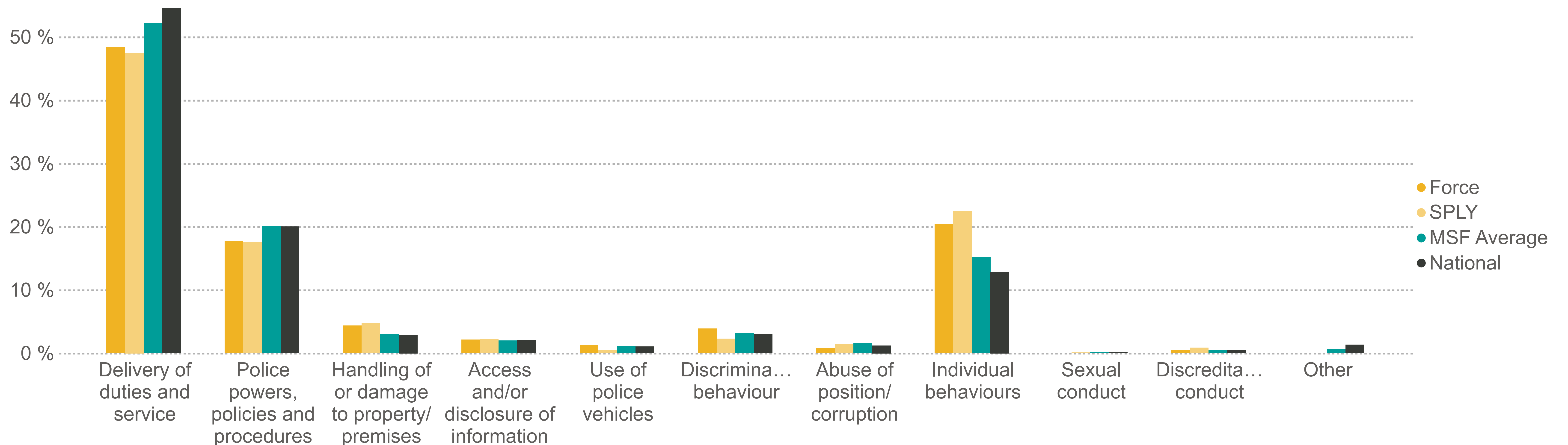
Due to some allegations not having a recorded category, the totals differ in the two tables.

Allegations logged

	Force	SPLY	MSF Average	National
Allegations Logged	2,253	2,129	3,977	134,952
No. of allegations logged per 1,000 employees	525	507	686	547

What has been complained about

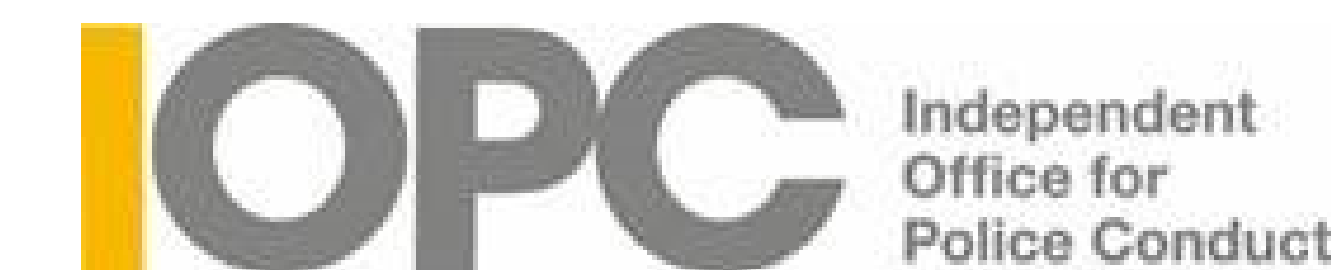
	Delivery of duties and service	Police powers, policies and procedures	Handling of or damage to property/premises	Access and/or disclosure of information	Use of police vehicles	Discriminatory behaviour	Abuse of position/corruption	Individual behaviours	Sexual conduct	Discreditable conduct	Other	Total
Force	1,092	400	99	49	30	88	19	462	2	12	0	2,253
SPLY	1,012	375	102	47	12	49	31	478	3	19	1	2,129
MSF Average	2,111	801	112	80	44	130	64	572	8	24	32	3,977
National	73,646	27,072	3,983	2,790	1,436	4,062	1,676	17,353	293	743	1,855	134,909
Force	48 %	18 %	4 %	2 %	1 %	4 %	1 %	21 %	0 %	1 %	0 %	100 %
SPLY	48 %	18 %	5 %	2 %	1 %	2 %	1 %	22 %	0 %	1 %	0 %	100 %
MSF Average	52 %	20 %	3 %	2 %	1 %	3 %	2 %	15 %	0 %	1 %	1 %	100 %
National	55 %	20 %	3 %	2 %	1 %	3 %	1 %	13 %	0 %	1 %	1 %	100 %



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Section A1.3: Allegations logged – what has been complained about – top five allegation categories and their subcategories

Category	Subcategory	Force		SPLY		MSF Average		National	
		No.	%	No.	%	No.	%	No.	%
Delivery of duties and service	Total	1,092	48 %	1,012	48 %	2,111	52 %	73,645	55 %
	Police action following contact	600	55 %	601	59 %	1,061	54 %	32,666	44 %
	Decisions	196	18 %	164	16 %	296	14 %	9,307	13 %
	General level of service	11	1 %	43	4 %	501	18 %	24,653	33 %
	Information	285	26 %	204	20 %	254	14 %	7,019	10 %
Police powers, policies and procedures	Total	400	18 %	375	18 %	800	20 %	27,071	20 %
	Stops, and stop and search	33	8 %	22	6 %	34	4 %	1,578	6 %
	Searches of premises and seizure of property	63	16 %	55	15 %	104	14 %	3,569	13 %
	Power to arrest and detain	72	18 %	46	12 %	140	18 %	4,388	16 %
	Detention in police custody	57	14 %	46	12 %	109	15 %	3,674	14 %
	Bail, identification and interview procedures	17	4 %	12	3 %	37	5 %	1,115	4 %
	Use of force	104	26 %	129	34 %	202	26 %	7,280	27 %
	Evidential procedures	20	5 %	15	4 %	55	6 %	1,967	7 %
	Out of court disposals	10	3 %	7	2 %	22	3 %	430	2 %
	Other policies and procedures	24	6 %	43	11 %	99	10 %	3,069	11 %
	Use of police systems	0	0 %	0	0 %	0	0 %	1	0 %
	Impolite and intolerant actions	0	0 %	0	0 %	0	0 %	0	0 %
	Use of force and detention in custody	0	0 %	0	0 %	0	0 %	0	0 %
	Total	49	2 %	47	2 %	80	2 %	2,790	2 %
	Access and/or disclosure of information	Use of police systems	4	8 %	3	6 %	5	6 %	189
Disclosure of information		36	73 %	39	83 %	59	73 %	1,934	69 %
Handling of information		8	16 %	3	6 %	13	16 %	564	20 %
Accessing and handling of information from other sources		1	2 %	2	4 %	3	5 %	103	4 %
Discriminatory behaviour	Total	88	4 %	49	2 %	130	3 %	4,062	3 %
	Age	0	0 %	0	0 %	2	1 %	42	1 %
	Disability	17	19 %	7	14 %	21	15 %	680	17 %
	Gender reassignment	0	0 %	0	0 %	2	1 %	42	1 %
	Marriage and civil partnership	0	0 %	0	0 %	0	0 %	5	0 %
	Pregnancy and maternity	0	0 %	0	0 %	0	0 %	3	0 %
	Race	52	59 %	32	65 %	70	56 %	2,266	56 %
	Religion or belief	0	0 %	2	4 %	2	3 %	98	2 %
	Sex	11	13 %	7	14 %	18	12 %	513	13 %
	Sexual orientation	3	3 %	1	2 %	3	3 %	112	3 %
	Other	5	6 %	0	0 %	11	9 %	301	7 %
Individual behaviours	Total	462	21 %	478	22 %	572	15 %	17,351	13 %
	Unprofessional attitude and disrespect	122	26 %	122	26 %	160	27 %	5,020	29 %
	Lack of fairness and impartiality	88	19 %	113	24 %	96	16 %	2,638	15 %
	Overbearing or harassing behaviours	95	21 %	85	18 %	116	20 %	3,089	18 %
	Impolite language / tone	133	29 %	130	27 %	133	25 %	4,517	26 %
	Impolite and intolerant actions	24	5 %	28	6 %	67	12 %	2,087	12 %

This section presents the five most commonly recorded categories for allegations that have been logged.

A complaint case will contain one or more allegations and one category (and sub-category, where available) is selected for each allegation logged.

Total % is of the total number of allegations logged.

Where the subcategory is 'None', this has been excluded from this table. For full counts please see section A1.2

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Section A1.4: Allegations logged – What has been complained about (category) and the situational context of complaints (factors)

Factors	Allegation category											
	Delivery of duties and service	Police powers, policies and procedures	Handling of or damage to property/premises	Access and/or disclosure of information	Use of police vehicles	Discriminatory behaviour	Abuse of position/corruption	Individual behaviours	Sexual conduct	Discreditable conduct	Other	Total
Arrest	47	128	14	2	3	12	2	42	0	1	0	251
Call Handling	129	2	3	0	0	1	0	41	0	0	0	176
Child protection / CSA / CSE	54	4	3	2	0	0	1	14	0	0	0	78
Custody	8	70	6	0	1	1	1	13	0	0	0	100
Death	14	0	7	0	0	0	0	1	0	0	0	22
Domestic / gender abuse	84	13	6	1	1	0	1	29	0	0	0	135
Drugs / alcohol	27	23	3	0	0	0	0	10	0	0	0	63
Firearms	7	5	3	0	0	0	0	1	0	0	0	16
Fraud	26	2	0	0	0	0	0	4	0	0	0	32
Hate Crime	11	2	0	0	0	0	0	3	0	0	0	16
Investigation	569	48	29	6	1	12	7	109	0	2	0	783
Mental health	80	30	4	2	0	6	2	37	0	0	0	161
Missing persons	12	1	0	0	0	0	0	2	0	0	0	15
Neighbourhood policing	113	14	2	2	2	7	0	71	0	0	0	211
None	151	42	25	32	5	41	7	148	0	5	0	456
Police dogs or horses	0	0	0	0	0	0	0	1	0	0	0	1
Premises search	14	47	16	0	0	1	0	14	0	1	0	93
Public order incident	21	10	0	0	0	1	0	9	0	0	0	41
Restraint equipment	2	44	1	0	0	2	0	5	0	0	0	54
Roads/traffic	70	22	4	2	21	4	0	27	0	1	0	151
Serious injury	4	1	0	0	0	0	0	2	0	0	0	7
Social media	15	0	1	2	0	0	0	3	0	1	0	22
Stop and/or search	15	47	1	0	0	6	0	21	0	0	0	90
Taser	1	3	0	0	0	0	0	0	0	0	0	4
VAWG - dissatisfaction handling	44	7	0	0	0	1	0	6	0	0	0	58
VAWG - police perpetrated	0	2	0	0	0	0	0	1	0	1	0	4
VAWG - police victim	0	0	0	0	0	0	0	1	0	0	0	1

This section presents information that shows what people are complaining about using a combination of allegation categories and factors. Categories capture the root of the dissatisfaction expressed in a complaint. Factors capture the situational context of the dissatisfaction expressed in a complaint. The combination of categories and factors provides a richer picture of what people are complaining about compared to the categories alone.

Each allegation should have a single category selected. However, multiple factors can be selected on a single allegation. Therefore, the sum of factors will not equal the total allegations logged in each category. Please refer to our [Guidance on capturing data about police complaints](#) for definitions of categories and factors.

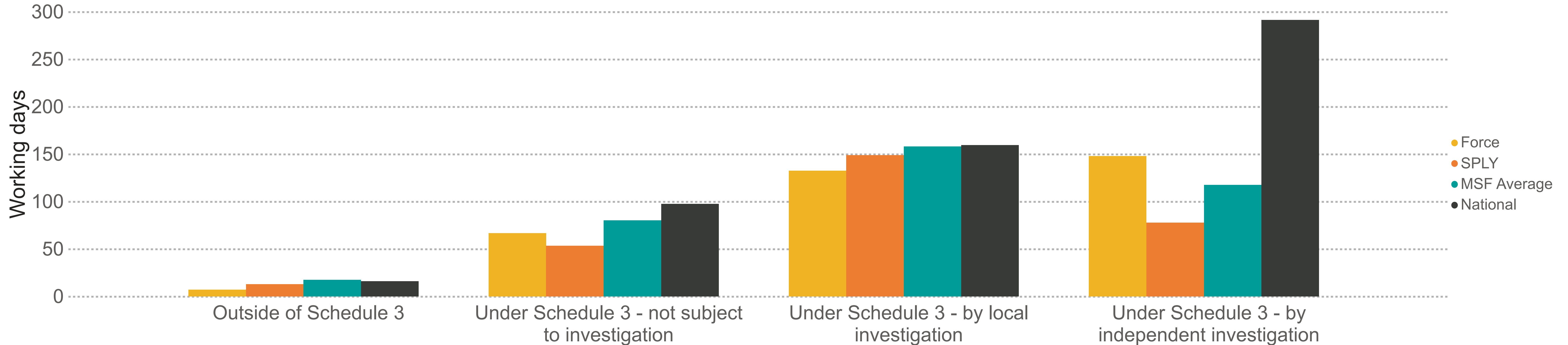
Section A2: Allegations timeliness

Average number of working days to finalise allegations	Force	SPLY	MSF Average	National
Outside of Schedule 3	7	13	18	16
Under Schedule 3 - not subject to investigation	67	53	80	98
Under Schedule 3 - by local investigation	132	149	158	159
Under Schedule 3 - by directed investigation	0	0	0	447
Under Schedule 3 - by independent investigation	148	78	118	292

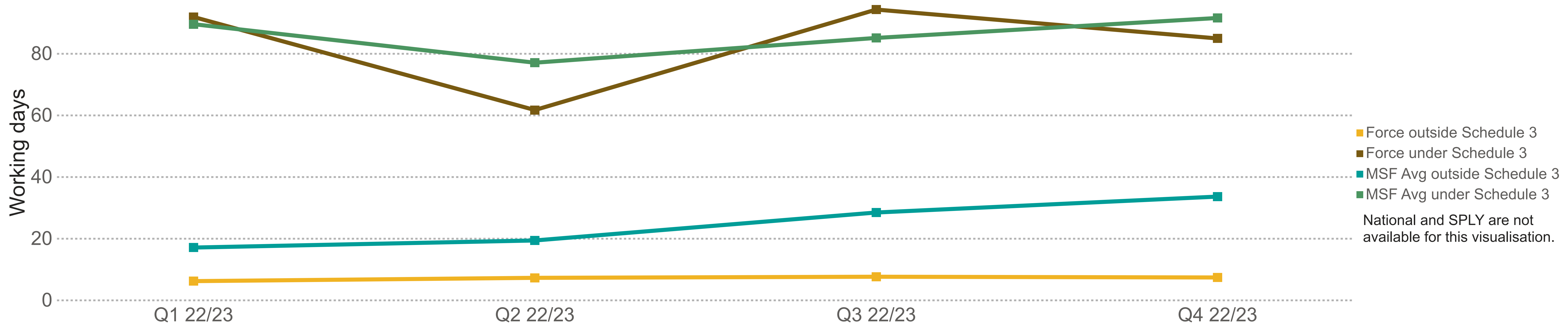
This section presents the time it takes the force to finalise allegations by how they were handled. It gives a breakdown of allegations handled informally outside of Schedule 3 and those that were handled formally by either by investigation or handled other than by investigation. Timeliness is calculated from the date the allegation was received by the force.

Allegations with 'invalid dates' have been removed from the data shown. Please refer to the performance framework counting rules and calculations on the [IOPC website](https://www.iopc.gov.uk/) for an explanation of invalid dates.

Average number of working days to finalise allegations



Average number of working days to finalise allegations



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Section A3.1: How allegations were handled and their decisions

This section presents a breakdown of how allegations were handled information and the decisions being given. An allegation decision is logged for each allegation finalised.

The allegation decision reflects how the complaint case has been handled, with different decisions available for the different means of handling. Both the allegation decisions and the subsequent actions available will depend on two things: firstly, whether the complaint case has been handled outside or under Schedule 3; and secondly, the means of handling where it has been dealt with under Schedule 3.

Please refer to our [Guidance on capturing data about police complaints](#) for details of allegation decisions.

How allegations were handled	Force No.	Force %	MSF Average No.	MSF Average %	National No.	National %
Under Schedule 3 investigated (not subject to special procedures)	236	11 %	727	16 %	15,536	12 %
Under Schedule 3 investigated (subject to special procedures)	12	1 %	29	1 %	1,562	1 %
Under Schedule 3 - not investigated	699	34 %	1494	44 %	54,707	43 %
Outside of Schedule 3	1,123	54 %	1538	40 %	55,524	44 %
Total	2,070	100 %	3787	100 %	127,329	100 %

Please note that figures presented in these tables may be under-representing the number of allegations finalised under Schedule 3 and investigated (not subject to special procedures), instead grouping some of these allegations as finalised under Schedule 3 and not investigated. This is because police forces were not able to consistently and accurately collect this data on their systems until the implementation of an upgrade from November 2020.

How allegations were handled	Outside of Schedule 3				Under Schedule 3 - not investigated				Under Schedule 3 investigated (subject to special procedures)				Under Schedule 3 investigated (not subject to special procedures)			
	Force %	Force No.	Nat. %	Nat. No.	Force %	Force No.	Nat. %	Nat. No.	Force %	Force No.	Nat. %	Nat. No.	Force %	Force No.	Nat. %	Nat. No.
No further action					11 %	76	9 %	4,797			1 %	20	0 %	1	5 %	727
Regulation 41 applies							0 %	53							1 %	92
Service provided - unable to determine			0 %	1	7 %	47	7 %	3,776			1 %	12	10 %	23	6 %	921
Service provided - not acceptable					13 %	93	14 %	7,640			4 %	66	12 %	28	12 %	1,909
Service provided - acceptable					68 %	472	67 %	36,437			21 %	321	72 %	169	74 %	11,422
Not Resolved	3 %	33	8 %	4,590												
Resolved	97 %	1090	92 %	50,931												
No Case to Answer									58 %	7	47 %	736				
Case to Answer									42 %	5	24 %	372				
Withdrawal					2 %	11	4 %	1,988			2 %	34	6 %	15	3 %	458
Total	54 %	1123	44 %	55,522	34 %	699	43 %	54,691	1 %	12	1 %	1,561	11 %	236	12 %	15,529

Section A3.2: Allegation decisions by what was complained about (category)

This section presents information about allegations handled both informally and formally, grouped by the allegation decision and the category selected on each allegation. Each allegation has a single category selected.

Allegation category												
Allegation decisions	Delivery of duties and service	Police powers, policies and procedures	Handling of or damage to property/premises	Access and/or disclosure of information	Use of police vehicles	Discriminatory behaviour	Abuse of position/corruption	Individual behaviours	Sexual conduct	Discreditable conduct	Other	Total
No further action	49	6	5	1	0	0	0	15	0	1	0	77
Regulation 41 applies	0	0	0	0	0	0	0	0	0	0	0	0
Service provided - unable to determine	17	11	5	2	0	6	4	24	0	1	0	70
Service provided - not acceptable	67	28	4	4	1	0	0	15	0	2	0	121
Service provided - acceptable	214	171	29	31	1	54	7	127	0	7	0	641
Not Resolved	20	0	2	1	0	1	1	8	0	0	0	33
Resolved	665	121	52	1	24	0	0	227	0	0	0	1,090
No Case to Answer	2	1	0	0	0	3	0	1	0	0	0	7
Case to Answer	0	1	0	1	0	0	0	2	0	1	0	5
Withdrawal	8	10	0	3	0	2	1	2	0	0	0	26

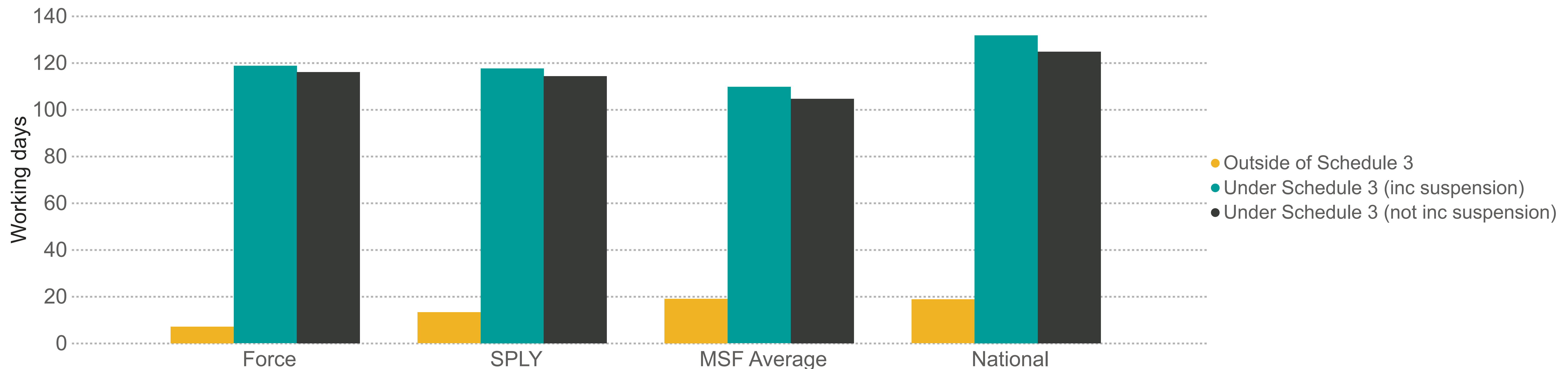
Section A4: Complaint cases finalised - timeliness

Average number of working days to finalise complaint cases	Force	SPLY	MSF Average	National
Outside of Schedule 3	7	13	19	19
Under Schedule 3 (inc suspension)	119	118	110	132
Under Schedule 3 (not inc suspension)	116	114	105	125

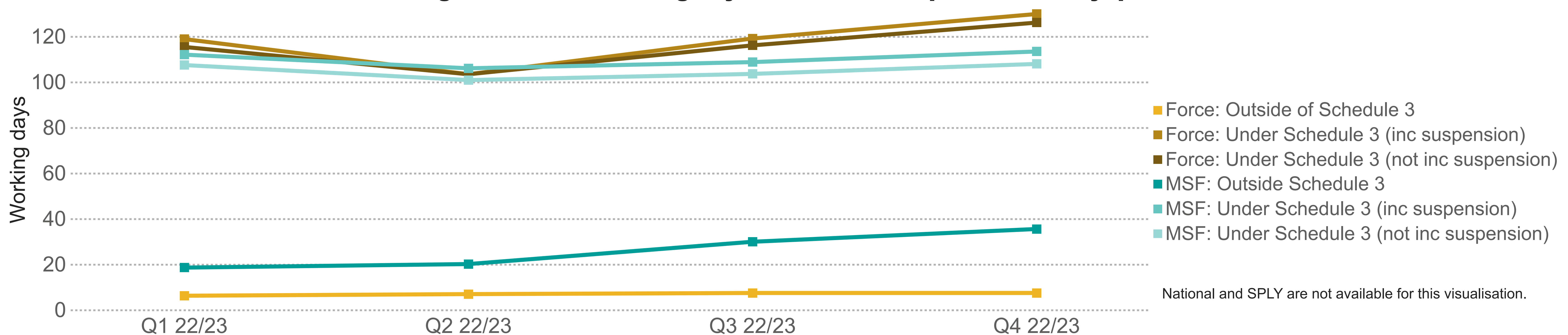
This section shows the time it takes the force to finalise complaint cases from the customer's perspective. It gives a breakdown of the time taken to finalise complaint cases handled informally and those that are handled formally under Schedule 3. Timeliness is calculated from the date the complaint was made.

Complaint cases with 'invalid dates' have been removed from the data shown. Please refer to the [IOPC website](#) performance framework counting rules and calculations on the for an explanation of invalid dates.

Average number of working days to finalise complaint cases



Average number of working days to finalise complaint cases by quarter

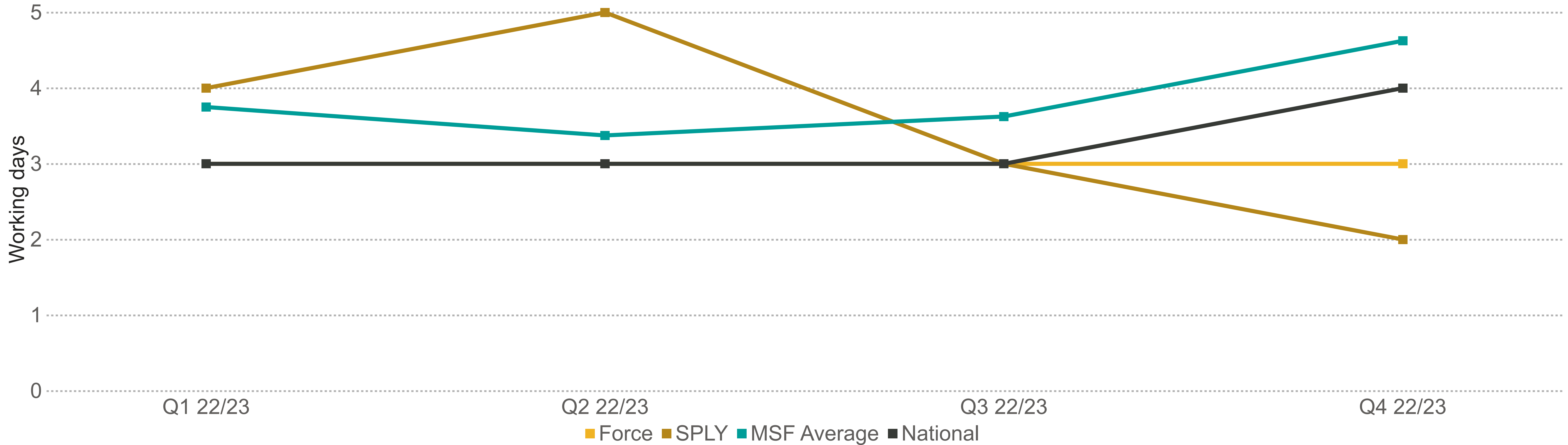


National and SPLY are not available for this visualisation.

Section C: Referrals

	Force	Force %	SPLY	MSF Average	MSF Average %	National	National %
Number referrals received	49		86	138		6,083	
Number referrals completed	49		86	138		6,088	
Decision: Independent Investigation	1	2%	8	8	6%	420	7%
Decision: Directed Investigation	1	2%	0	0	0%	58	1%
Decision: Local Investigation	37	76%	55	88	64%	3,852	63%
Decision: Return to Force	10	20%	23	40	29%	1,679	28%
Decision: Invalid	0	0%	0	2	1%	75	1%

Average number of working days to complete referrals by quarter



The figures presented in this section include all referrals that the force makes to the IOPC (received), not just those arising from complaints.

When the IOPC receives a referral from the force, it reviews the information they have provided. The IOPC decides whether the matter requires an investigation, and the type of investigation.

Referrals may have been completed in a different period to when they were received.

Where a referral is made by the force on a mandatory basis but does not meet the mandatory referral criteria, the matter may not fall within the IOPC's remit to assess and will be determined invalid.

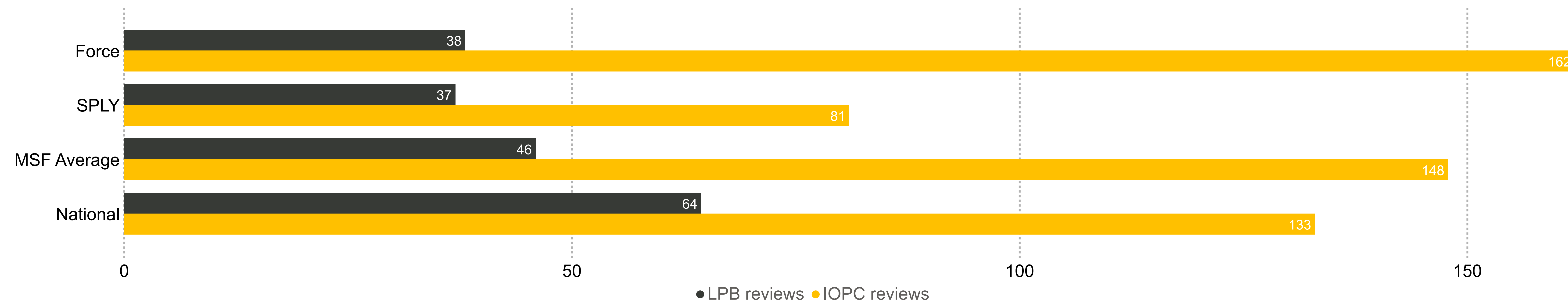
The sum of decisions may not match the number of referrals completed. This is because some matters referred may have come to the attention of the appropriate authority before 1 February 2020 and have investigation type decisions of either managed or supervised.

Section D1: Reviews received

	Complaint cases finalised under Schedule 3	Reviews received	Reviews received as proportion of complaint cases finalised under Schedule 3	Number LPB reviews received - investigation	Number LPB reviews received - non-investigation	Number IOPC reviews received - investigation	Number IOPC reviews received - non-investigation
Force	351	77	22 %	1	53	17	6
SPLY	496	117	24 %	1	65	47	4
MSF Average	922	177	20 %	41	88	22	26
National	30,521	6,357	21 %	486	3,880	803	1,188

Section D2: Reviews timeliness

	Force	SPLY	MSF Average	National
Average number of working days to complete Local Policing Body reviews	38	37	46	64
Average number of working days to complete IOPC reviews	162	81	148	133



Where a complaint has been recorded under Schedule 3 to the *Police Reform Act 2002*, the complainant has a right to apply for a review. A person can apply for review if they are unhappy with the way their complaint was handled, or with the outcome. This applies whether the complaint has been investigated by the appropriate authority or handled otherwise than by investigation (non-investigation). The application for a review will be considered either by the local policing body or the IOPC; the relevant review body depends on the circumstances of the complaint.

This section presents information about applications for review handled by both local policing bodies and the IOPC.

Information about the right of review and who is the relevant review body is available in [chapter 18 of the IOPC's Statutory Guidance on the police complaints system \(February 2020\)](#).

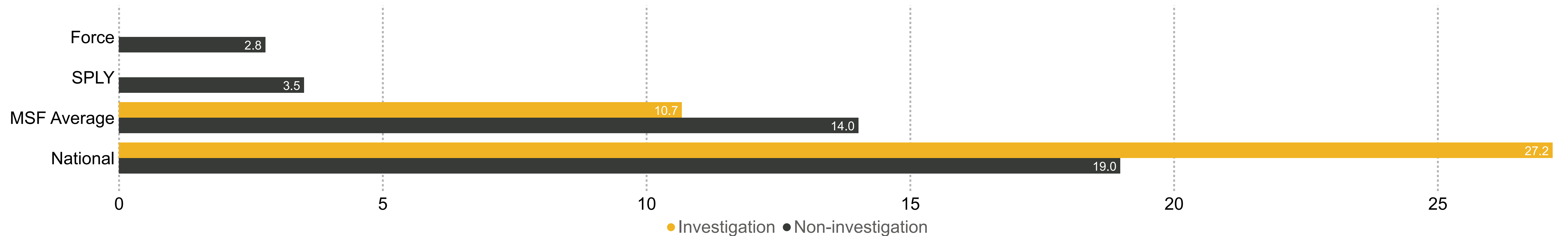
Reviews with 'invalid dates' have been removed from reviews timeliness. Please refer to the performance framework counting rules and calculations on the IOPC website for an explanation of invalid dates.

Section D3: Decisions on LPB reviews

This section presents information about the decisions made on reviews including the proportion of reviews that found the outcome of the complaint was not reasonable and proportionate, those which resulted in a recommendation and, if necessary, a direction to the appropriate authority in respect of any person serving with the police. Please note: Numbers are not available for the MSF Average - % only

LPB reviews found not reasonable and proportionate

	Investigation			Non-investigation		
	Valid completed reviews	Found not reasonable and proportionate	% found not reasonable and proportionate	Valid completed reviews	Found not reasonable and proportionate	% found not reasonable and proportionate
Force	0		0	36	1	3
SPLY	1		0	57	2	4
MSF Average			11			14
National	574	156	27	4,093	777	19



LPB reviews resulting in recommendations

	Investigation			Non-investigation		
	Found not reasonable and proportionate	Resulting in recommendations	% resulting in recommendations	Found not reasonable and proportionate	Resulting in recommendations	% resulting in recommendations
Force			0	1		0
SPLY			0	2		0
MSF Average			37			79
National	156	144	92	777	695	89

Section D4: Decisions on IOPC reviews

This section presents information about the decisions made on reviews including the proportion of reviews that found the outcome of the complaint was not reasonable and proportionate, those which resulted in a recommendation and, if necessary, a direction to the appropriate authority in respect of any person serving with the police.

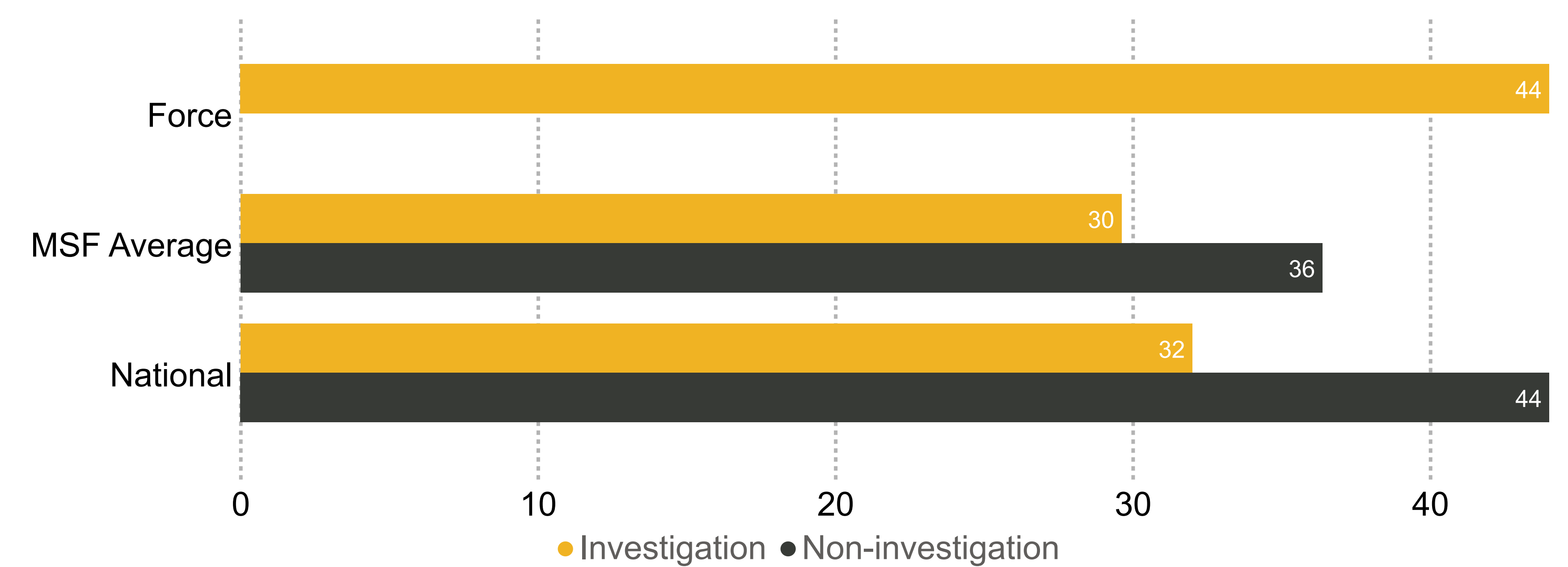
IOPC reviews found not reasonable and proportionate

Note: Number of IOPC reviews in these tables is a new measure, therefore Same Period Last Year is not available.

Investigation	Valid completed reviews	Outcome found not reasonable and proportionate
Force	27	12
MSF Average	15	4
National	551	178

Non-investigation	Valid completed reviews	Outcome found not reasonable and proportionate
Force	3	0
MSF Average	17	6
National	949	421

% IOPC reviews found outcome not reasonable and proportionate



MSF average in this chart is calculated as an average of each force's % found not reasonable and proportionate and is not a calculation of figures in the left hand table.

IOPC review recommendations and directions

Investigation	Outcome found not reasonable and proportionate	Recommendations made	Directions made	% resulting in direction
Force	12	2	8	67
MSF Average	4	1	3	-
National	178	15	111	63

Percentages not available for MSF group average

Non-investigation	Outcome found not reasonable and proportionate	Directions made	% resulting in direction
Force	0	0	0
MSF Average	6	4	-
National	421	318	75

Percentages not available for MSF group average

Police Complaints Information Bulletin

Appropriate Authority: Hertfordshire

Reporting Period: 01 April 2022 - 31 March 2023 (Q4 2022/23)



Section E1.1: Allegation actions - on complaint cases handled outside of Schedule 3

Actions following outside of Schedule 3 complaint cases	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
Organisational learning	17	2 %	17	2 %	6	1 %	173	0 %
Learning from reflection	105	14 %	73	10 %	38	4 %	1064	2 %
Policy review	1	0 %	2	0 %	1	0 %	35	0 %
Goodwill gesture	2	0 %	3	0 %	5	2 %	150	0 %
Apology	93	12 %	56	8 %	145	10 %	4546	9 %
Debrief	7	1 %	4	1 %	10	1 %	433	1 %
Explanation	559	75 %	535	72 %	845	61 %	27778	58 %
No further action	18	2 %	78	10 %	143	13 %	9943	21 %
Other action	23	3 %	20	3 %	64	4 %	3781	8 %

This section presents information about what happened as a result of the allegation (action). Actions are captured at allegation level and multiple actions can be selected, where appropriate, on single allegation. The figures shown in this section are based on allegations on finalised complaint cases that resulted in the corresponding action. As more than one action can be selected for a single allegation, the sum of all percentages will not equal 100%.

The actions available once an allegation is finalised depend on how the complaint case has been handled. Please refer to our [Guidance on capturing data about police complaints](#) for details of actions available.

Please note: not all of the available actions arising from the complaint handling are shown. The actions presented in this section are those that focus on putting an issue right and preventing it from happening again by encouraging those involved to reflect on their actions and learn.

Section E1.2: Allegation actions - on complaint cases handled under Schedule 3

This section presents information about what happened as a result of the allegation (action). Actions are captured at allegation level and multiple actions can be selected, where appropriate, on single allegation. The figures shown in this section are based on allegations on finalised complaint cases that resulted in the corresponding action. As more than one action can be selected for a single allegation, the sum of all percentages will not equal 100%.

The actions available once an allegation is finalised depend on how the complaint case has been handled. Please refer to our [Guidance on capturing data about police complaints](#) for details of actions available. Please note: not all of the available actions arising from the complaint handling are shown. The actions presented in this section are those that focus on putting an issue right and preventing it from happening again by encouraging those involved to reflect on their actions and learn.

All complaint cases handled under Schedule 3

Complaint cases resulting in below actions	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
Organisational learning	3	1 %	4	1 %	16	2 %	547	2 %
Apology	9	3 %	10	2 %	60	6 %	1876	6 %
Debrief	0	0 %	0	0 %	2	0 %	343	1 %
Explanation	214	61 %	101	20 %	309	43 %	14021	46 %
Unsatisfactory Performance Procedure (UPP)	0	0 %	0	0 %	1	0 %	18	0 %
No further action	111	32 %	358	72 %	454	42 %	12107	40 %
Other action	0	0 %	0	0 %	35	3 %	567	2 %
Learning from reflection	57	16 %	71	14 %	92	11 %	3415	11 %
Referral to RPRP	18	5 %	32	6 %	26	3 %	998	3 %

Misconduct, UPP and RPRP on complaints investigated under Schedule 3 (subject to Special Procedures)

Complaint cases handled under Schedule 3 that are investigated and subject to Special Procedures can result in misconduct proceedings

Complaint cases resulting in below actions	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
Misconduct proceedings	2	29 %	1	7 %	4	42 %	113	24 %
Unsatisfactory Performance Procedure (UPP)	0	0 %	0	0 %	0	0 %	6	1 %
Other actions following a case to answer decision	2	29 %	0	0 %	1	13 %	24	5 %
Referral to RPRP	1	14 %	10	67 %	2	20 %	113	24 %

Notes

Data sources

- Data in this bulletin is taken from XML data submissions made by forces to the IOPC every quarter except for IOPC performance data which is taken from the IOPC case management system.
- Police force employee numbers are taken from the latest [police workforce England and Wales statistics](#) published by the Home Office.
- The most similar force (MSF) groups used for the calculation of the MSF averages in this bulletin are those determined by HMICFRS. Please note that the British Transport Police and City of London Police do not have an MSF group. A list of the MSF groups is available on the [IOPC website](#).
- Figures for City of London include complaint cases logged in relation to 'Action Fraud'. Action Fraud is the UK's national reporting centre for fraud and cybercrime. The service is run by the City of London Police, which is the national policing lead for economic crime.

Performance Framework counting rules and calculation

- The counting rules and calculations used to produce the data shown in this bulletin can be found on the [IOPC website](#).
- Average times are presented in working days and do not include weekends or bank holidays.
- Some percentages may add up to more or less than 100% due to rounding.
- Complaint cases and allegations with invalid start/end dates have been removed from average time calculations. Therefore, the numbers of complaint cases and allegations used in the average time calculations may be lower than the total number of complaint cases and allegations logged or finalised.

Data constraints

- The data is sourced from live case management systems and provides a snapshot of information as it was at that time. Therefore, there may be variances between the information in this bulletin and information reported at a later date.

Further Information

- A glossary providing a full list of definitions used in this bulletin, can be found on the [IOPC website](#).
- Additional information about the recording of police complaints, including the definitions of the complaint categories, can be found in appendix A of the IOPC's [Guidance on capturing data about police complaints](#).
- Information about how the police complaints system operates, who can complain and how reviews are dealt with can be found in the IOPC's [Statutory Guidance on the police complaints system \(February 2020\)](#).