

**Avon and Somerset Constabulary
Misconduct Proceedings – Outcomes (2018)**

Date	Rank	Breach of Professional Standard	Summary	Misconduct/ Gross Misconduct	Outcome
09/01/2018	Constable	<ul style="list-style-type: none"> • Discreditable Conduct • Authority, Respect and Courtesy 	The officer made offensive comments on social media sites, specifically Facebook.	Misconduct (Meeting)	Written warning
11/01/2018	Inspector	<ul style="list-style-type: none"> • Authority, Respect and Courtesy • Equality and Diversity • Discreditable Conduct 	The officer made inappropriate comments towards a female colleague.	Misconduct (Meeting)	Management action
16-18/01/2018	Inspector	<ul style="list-style-type: none"> • Confidentiality • Honesty and Integrity • Discreditable Conduct. 	The officer performed a police system search, accessed a police intelligence report and informed a third party of the existence of the intelligence report for a non-policing purpose.	Gross Misconduct (Public Hearing)	Dismissal
21/02/2018	Police Staff	<ul style="list-style-type: none"> • Discreditable Conduct 	The staff member undertook a course of conduct which caused an individual to feel harassed.	Gross Misconduct (Hearing)	Final written warning
27/02/2018	Police Staff	<ul style="list-style-type: none"> • Work and Responsibilities • Honesty and Integrity • Discreditable Conduct 	<p>The staff member did not take steps to identify the owner of an item of found property or secure the item in accordance with Avon and Somerset Constabulary Found Property procedural guidance.</p> <p>The staff member took an item of found property to their home address without authority and in their written response to the allegations made an untruthful comment.</p>	Gross Misconduct (Hearing)	Final written warning for 24 months
28/02/2018	Constable	<ul style="list-style-type: none"> • Duties and Responsibilities 	The officer provided knowingly false information to a complainant.	Misconduct	Management advice

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		<ul style="list-style-type: none"> • Discreditable Conduct 		(Meeting)	
4-6/04/2018	Officer	<ul style="list-style-type: none"> • Authority, Respect and Courtesy • Honesty and Integrity • Discreditable Conduct 	In the early hours of 28/10/17, having become aware that their daughter had been stopped by two Special Constables (SC's) on suspicion of using her mobile phone whilst driving, the officer contacted the SC's concerned. He/she identified themselves as a police officer and thereafter sought first to cajole or persuade and subsequently to place pressure upon the SC's not to issue a summons in respect of the incident but rather to give words of advice. In doing so, the officer used or abused their position as a police officer.	Gross Misconduct (Public Hearing)	Dismissal
9-10/04/2018	Constable	<ul style="list-style-type: none"> • Confidentiality • Discreditable Conduct 	The officer accessed police held data for a non-policing reason and disclosed the information to a non-authorized recipient.	Gross Misconduct (Public Hearing)	Final Written Warning
11/04/2018	Sergeant	<ul style="list-style-type: none"> • Confidentiality • Challenging and Reporting Improper Conduct • Duties and Responsibilities 	<p>The officer used a police computer system for a non-policing purpose. The Sergeant obtained the 'officer in the case' (OIC) details relating to a case involving a staff member and passed the details on to the staff member.</p> <p>The Sergeant failed to identify, challenge or report breaches of confidentiality committed by the staff member or other unnamed officers.</p>	Misconduct (Meeting)	Management advice
11/04/2018	Constable	<ul style="list-style-type: none"> • Confidentiality • Duties and Responsibilities • Discreditable Conduct 	The officer disclosed and/or facilitated the disclosing of police information to their solicitors for a non-policing purpose.	Misconduct (Meeting)	Management advice

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27/04/2018	Police Staff	<ul style="list-style-type: none"> • Authority, respect and courtesy 	<p>The staff member:</p> <ul style="list-style-type: none"> a) Sold products without an approved business interest b) Used force systems in the act of selling these products c) Failed to act with authority, dignity and respect in trying to sell these products to colleagues. 	Misconduct (Meeting)	Final written warning
01/05/2018	Police Staff	<ul style="list-style-type: none"> • Duties and Responsibilities 	<p>A staff member answered allegations that they failed in their duties and responsibilities to:</p> <ul style="list-style-type: none"> a) Conduct a thorough cell check on a detainee, b) To seek medical assistance and update the custody sergeant and c) Endorse the custody record with accurate information in respect of the detainee's condition. 	Misconduct (Meeting)	Verbal warning
02/05/2018 03/05/2018 28/06/2018	Inspector, Sergeants, Constable	<ul style="list-style-type: none"> • Duties and Responsibilities 	<p>Following an IPCC investigation into how Avon and Somerset Constabulary dealt with allegations of sexual abuse and exploitation involving a vulnerable female, a detective Inspector, two sergeants and a detective constable attended misconduct meetings. All the allegations were not proven.</p>	Misconduct Not proven	- Not proven
15/06/2018	Police Staff	<ul style="list-style-type: none"> • Honesty and Integrity • Authority, Respect and Courtesy • Equality and Diversity • Discreditable Conduct 	<p>The staff member made a number of derogatory comments to members of the public.</p>	Gross Misconduct (Hearing)	Dismissal (without notice)
20/06/18	Police	<ul style="list-style-type: none"> • Authority, Respect and 	<p>The staff member was convicted at Exeter</p>	Gross	Would have been

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	Staff	<ul style="list-style-type: none"> • Courtesy • Equality and Diversity • Discreditable Conduct 	<p>Magistrates Court for the offence of Malicious Communications.</p> <p>The staff member had a number of discriminatory WhatsApp messages on their personal mobile phone and sent a disablist message to a named individual.</p> <p>The staff member resigned.</p>	Misconduct (Hearing)	dismissed.
25-27/06/18	Officer	<ul style="list-style-type: none"> • Confidentiality • Orders and Instructions • Discreditable Conduct. 	It was alleged that the officer disclosed sensitive police information.	Not Proven (Private Hearing)	Not Proven
25/06/2018	Constable	<ul style="list-style-type: none"> • Authority, Respect and Courtesy • Duties and Responsibilities • Discreditable Conduct 	<p>The officer entered into a sexual relationship with a Special Constable (SC) and therefore acted unprofessionally in their role as tutor.</p> <p>On one occasion the officer sent inappropriate messages to the SC whilst on duty. On another occasion the officer (whilst on duty) picked the SC up from a night out and drove them home. During this time there were ongoing incidents that required deployment.</p> <p>The officer attempted to inappropriately influence the SC not to talk to the Professional Standards Department.</p>	Misconduct (Meeting)	Written warning
06/07/18	Police Staff	<ul style="list-style-type: none"> • Honesty and Integrity 	During a local attendance support meeting the staff member was dishonest with their line manager.	Gross Misconduct (Hearing)	Dismissal (without notice)
08/08/2018	Police	<ul style="list-style-type: none"> • Orders and Instructions 	The staff member was involved with an	Misconduct	Management

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	Staff		unauthorised business interest and misused force IT equipment to print flyers during working time.	(Meeting)	advice
14/08/2018	Police Staff	<ul style="list-style-type: none"> Honesty and Integrity 	The staff member was dishonest about their actions and on a separate occasion about information that had been provided by a witness. The staff member resigned from the Constabulary.	Gross Misconduct (Hearing)	Would have been dismissed
30/08/18	Former Constable	<ul style="list-style-type: none"> Discreditable Conduct 	The officer appeared before Swindon Crown Court where they pleaded guilty to the offence of Section 1 Computer Misuse Act 1990. The officer resigned from the Constabulary during the course of the investigation.	Gross Misconduct (Public Hearing)	Would have been dismissed
4-5/09/2018	Constable	<ul style="list-style-type: none"> Use of Force 	Following an incident on 14/01/17 involving the deployment of a Taser, it was alleged the officer used unnecessary, disproportionate and/or unreasonable use of force.	Not Proven (Public Hearing)	Not Proven
25/09/18	Former Special Constable	<ul style="list-style-type: none"> Discreditable Conduct 	The former special constable was sentenced at Bristol Crown Court for harassment, threatening behaviour and computer misuse. The officer resigned from the Constabulary during the course of the investigation.	Gross Misconduct (Public Hearing)	Would have been dismissed
05/10/2018	Former Constable	<ul style="list-style-type: none"> Discreditable Conduct Orders and Instructions 	The officer admitted to using Cannabis whilst holding the office of Constable. The officer resigned during the course of the investigation.	Gross Misconduct (Public Hearing)	Would have been dismissed