



# Police Workforce, England and Wales, 30 September 2016

Statistical Bulletin 02/17

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26<sup>th</sup> January 2017

## **Further information**

The biannual *Police Workforce, England and Wales* publication and other Home Office statistical releases are available from the <u>Statistics at Home Office</u> pages on the GOV.UK website.

The dates of forthcoming publications are pre-announced and can be found via the <u>GOV.UK</u> <u>publication hub</u>.

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### 1 Introduction

This release is a mid-year update of the annual <u>Police workforce</u>, <u>England and Wales</u>, <u>31 March 2016</u> publication, and contains statistics on the numbers of police officers, police staff, police community support officers (PCSOs), designated officers, traffic wardens and special constables in post on 30 September 2016 in the 43 police forces of England and Wales and the British Transport Police (BTP).

The workforce figures in this release are all presented on a full-time equivalent (FTE) basis unless indicated otherwise.

The <u>User Guide to Police Workforce Statistics</u> contains further information, including a glossary, conventions used, and other background information. The data in this release can be found in the <u>Police workforce, England and Wales, 30 September 2016: data tables.</u>

### New content in this release

In addition to containing information about the workforce as at 30 September 2016, this release also contains two new datasets that have not previously been published:

- 1. Age of the police workforce, as at 31 March 2016 (and previous years)
- 2. Misconduct and criminal investigations, year ending 31 March 2016

### **Experimental Statistics**

Data on misconduct and criminal investigations have been designated as Experimental Statistics, to acknowledge that further development will take place in the coming years. Data on workforce strength and the age of the workforce are National Statistics.

## 2 Key findings

### 2.1 Police workforce

In the year ending 30 September 2016, there were reductions across all police worker types in England and Wales compared with the previous year. Nationally, the volumes of workforce and change since 30 September 2015, there were:

- 122,859 police officers, a decrease of 2.2%.
- 60,815 police staff, a decrease of 3.1%.
- 10,551 PCSOs, a decrease of 10.7%.
- 3,990 designated officers, a decrease of 5.9%.
- 14,864 special constables, a decrease of 7.3%.

### 2.2 Age of the workforce

As at 31 March 2016:

- 4% of police officers were under 26 years old;
- 48% were aged 26 to 40 years old.
- 47% aged 41 to 55 years old.
- 1% over 55 years old.

Over the last ten years the proportion of police officers in older age groups has increased, while the proportion of officers aged under 26 has fallen, indicating a trend towards an older workforce.

The Special Constabulary had a younger age profile than paid ranks, with 44% of special constables being under 26 years old, compared with 11% of PCSOs and 6% of civilian staff.

### 2.3 Misconduct and criminal investigations

In the year ending 31 March 2016, the 43 territorial police forces in England and Wales assessed 48,729 cases following a public complaint or conduct allegation. Of these, 3,945 cases were investigated as misconduct or gross misconduct, and proceedings were brought in 1,844 cases:

- 1,115 were referred to a misconduct meeting.
- 729 required a misconduct hearing or special case hearing.

Following a hearing or special case hearing, there were a total of 359 dismissals in the year ending 31 March 2016, 259 relating to officers, and 100 to staff.

100 officers and 27 staff members were found guilty after a criminal investigation.

## 3 Police workforce, as at 30 September 2016

In the year ending 30 September 2016, there were reductions across all police worker types in England and Wales compared with the previous year (Table 3.1). There were 122,859 police officers, a decrease of 2.2% since 30 September 2015; in addition, there were 2,959 police officers employed by British Transport Police (BTP) and 434 police officers seconded to central services.

Table 3.1: Police workforce<sup>1, 2</sup> as at 30 September 2016, England and Wales

				Change in 12 months Sep-15 to Sep-16	
	30-Sep- 15	31-Mar- 16	30-Sep- 16	Volume	Percentage
Police officers	125,574	124,066	122,859	-2,715	-2.2%
Police staff <sup>3</sup>	62,780	61,668	60,815	-1,965	-3.1%
PCSOs	11,817	11,043	10,551	-1,267	-10.7%
Designated officers <sup>3</sup>	4,241	4,130	3,990	-251	-5.9%
Total workforce <sup>2</sup>	204,429	200,922	198,228	-6,201	-3.0%
Special constables (headcount)	16,042	15,996	14,864	-1,178	-7.3%

#### Table notes:

Source: Home Office, Workforce table 1

<sup>&</sup>lt;sup>1.</sup> Unless otherwise stated, figures are based on FTE figures for the 43 forces of England and Wales only. BTP are excluded from this table, along with officers seconded to central services.

<sup>&</sup>lt;sup>2.</sup> Total workforce includes a small number of traffic wardens. Figures for numbers of traffic wardens quoted in this release are very small as police forces have mostly transferred these duties to local authorities. Special Constables, as volunteers, have been excluded from this count.

<sup>&</sup>lt;sup>3.</sup> Some forces could not separately identify designated officers from police staff and so caution should be exercised when interpreting these figures. It is therefore likely that the figure for designated officers is an undercount, and the figure for police staff an over count.

Across the 43 territorial police forces in England and Wales, police officer numbers have fallen for each of the last 7 years (Figure 3.1).

160,000 140,000 144,353 142,232 141,850 141.284 135,838 131,839 Number of police officers 120,000 128,370 127,077 125,574 122,859 100,000 80,000 60,000 40,000 20,000 0 30 september 2001 yo september 2008 yo september 2010 yo september 2011 yo september 2013 yo september 2015 yo september 2016 As at...

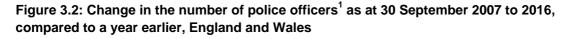
Figure 3.1: Number of police officers<sup>1</sup> as at 30 September 2007 to 2016, England and Wales

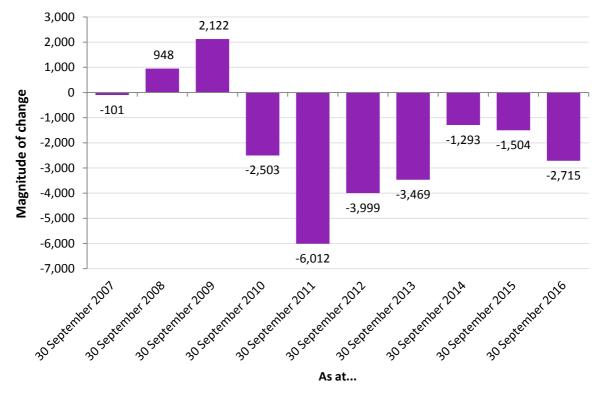
## Notes:

<sup>1.</sup> Based on FTE figures for the 43 forces of England and Wales only.

Source: <u>Home Office, Workforce table 6</u>

The decrease in the year ending September 2016 was the largest decrease in officer numbers in the last 3 years. Numbers of PCSOs and staff also fell by more between September 2015 and September 2016 than in the previous 3 years. In particular, PCSO numbers saw their largest fall in recent years (down by 1,267 compared with 30 September 2015), and are now at their lowest level since September 2006.





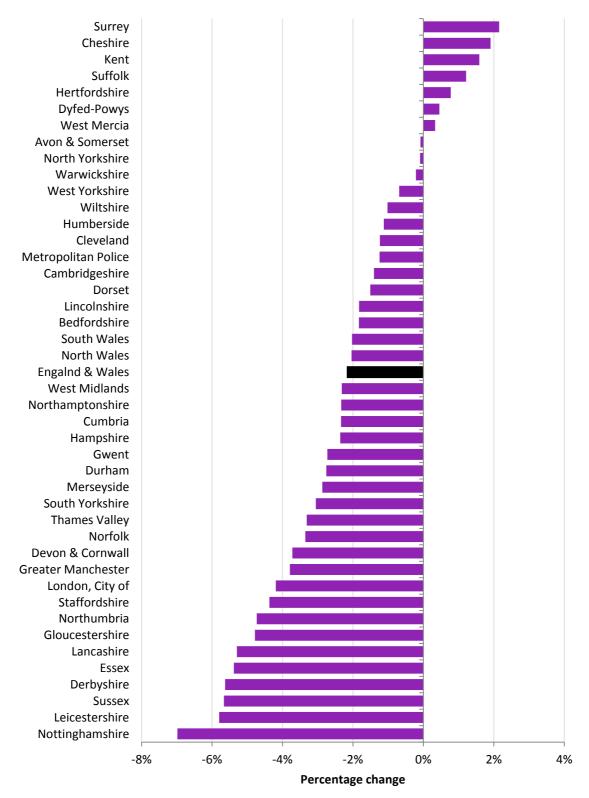
## Notes:

Source: Home Office, Workforce table 6

<sup>&</sup>lt;sup>1.</sup> Based on FTE figures for the 43 forces of England and Wales only.

Of the 43 territorial police forces in England and Wales, 36 recorded falls in police officer numbers in the year ending 30 September 2016 compared to 12 months earlier (Figure 3.3), and 31 recorded falls compared to 6 months earlier.

Figure 3.3: Change in the number of police officers as at 30 September 2016, compared to 12 months earlier, by police force area



Source: Home Office, Workforce table 1

## 4 Age of the workforce

### 4.1 Introduction

The Home Office collects data on the age of the police workforce from the 43 territorial forces in England and Wales, plus British Transport Police. These data are collected on a headcount basis, and are broken down by worker type and rank, and banded age group. Data in this chapter relate to the age of the police workforce as at 31 March 2007 to 2016.

The data presented here may not always match the headcount data published in previous statistical bulletins. This is likely to be partly due to revisions made by forces, and partly due to small mismatches between total officer numbers in the age dataset and the total strength dataset. Where possible these mismatches have been resolved, but some minor discrepancies may remain. Figures on total strength should be taken from chapter 3 of this publication, and the associated data tables.

### 4.2 Police officers

As figure 3.1 shows, as at 31 March 2016 just over half (52%) of all police officers were aged 40 or under, with 4% of all officers aged under 26. The age profile varied by rank, with a large proportion of older officers in more senior ranks. For example, while all chief officers were over 40, only 41% of constables were.

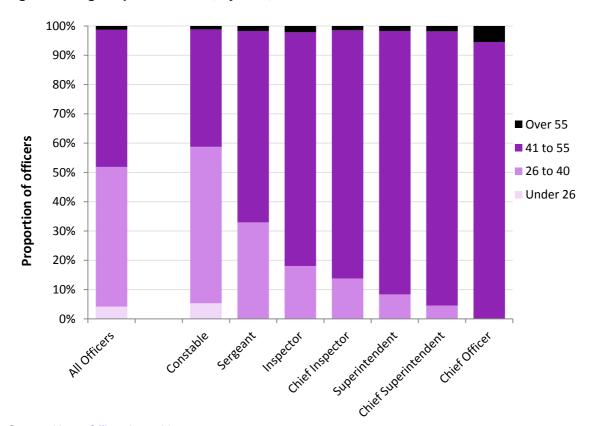


Figure 4.1: Age of police officers, by rank, as at 31 March 2016

Source: <u>Home Office, Age table 1</u>

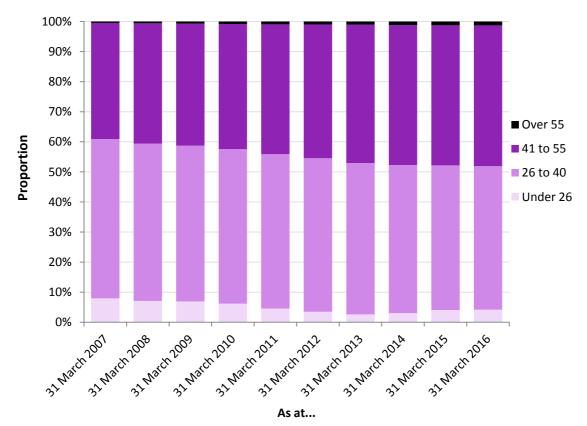
The age of police officers varied considerably by force, as shown in table 4.1. In the case of the Metropolitan Police and Surrey, both forces had relatively high levels of recruitment compared with other forces in the year to March 2016. This is likely to contribute to their relatively high proportion of officers under 26 and low proportion of officers over 40 respectively.

Table 4.1: Forces with the highest and lowest proportion of officers in particular age groups

	Highest	Lowest
Officers under 26	Metropolitan Police (8.2%)	Greater Manchester Police, Gwent Police (0.4%)
Officers over 40	Durham (60%)	Surrey (38%)

Figure 4.2 shows that in the last ten years the proportion of police officers in older age groups has increased. For example, the proportion of officers aged over 40 has increased from 39% in 2007 to 48% in 2016. Over the same period, the proportion of officers aged under 26 has fallen from 8% to 4%. This indicates a trend towards an older workforce in recent years, which is likely to partly reflect trends in recruitment and retention. This trend has been seen to some extent across all forces, although the change is more pronounced in some than others. The trend is also seen across all ranks, suggesting that the overall change is not driven mainly by a change in the rank structure.

Figure 4.2: Age of police officers, as at 31 March 2007 to 2016

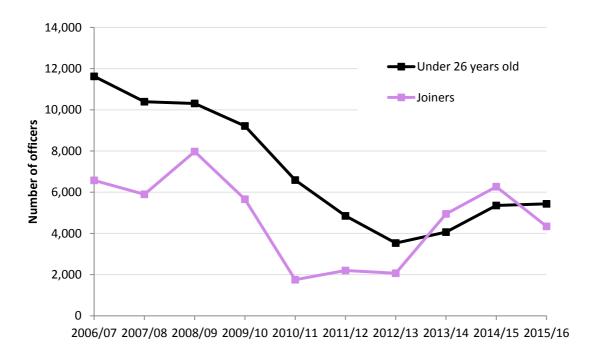


Source: <u>Home Office, Age table 2</u>

The age distribution of police officers differs to the working age population as a whole. In the year ending March 2016, the vast majority (94%) of police officers were between the ages of 26 and 55, with relatively few officers under the age of 26 or over the age of 55. This contrasts with the working-age population, where more individuals are under 26 or over 55.

Figure 4.3 shows that the number of officers aged under 26 in each of the last 10 years follows a similar pattern to the number of new joiners. The number of joiners presented excludes those who rejoined the police after a period away, and those who transferred from other forces. This suggests that periods of lower recruitment led to a reduction in the number of officers under 26.

Figure 4.3: Number of officers under 26, as at 31 March 2007 to 2016, and number of new joiners 2006/2007 to 2015/2016



### Notes:

<sup>1.</sup> Number of joiners excludes those who previously left the service but have since rejoined, and those who transferred in from other forces.

Source: <u>Home Office, Age OpenData</u>

Home Office, Police workforce, England and Wales, 31 March 2016

### 4.3 Other police workers

Figure 4.4 shows the variation in the age profile of different parts of the police workforce. Civilian staff tended to be older than other worker types, with 19% of staff over the age of 55, compared with just 1% of officers. The Special Constabulary also had a younger profile than the paid ranks, with 44% of special constables aged 25 and under, much higher than the next nearest worker type (PCSOs at 11%). It is possible that this may reflect a set of younger individuals who join the Special Constabulary with a view to applying for a paid role in the police service in future.

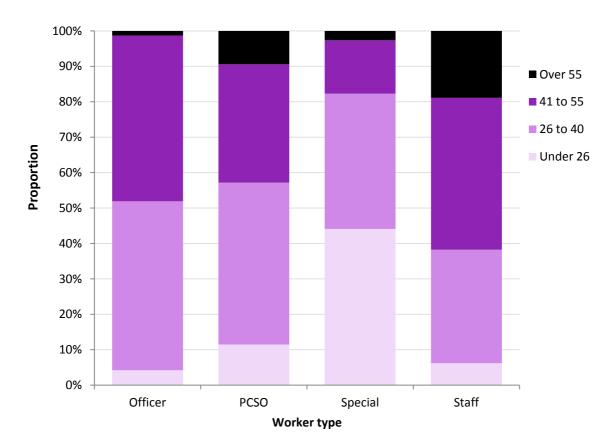


Figure 4.4: Age of police workers, by worker type, as at 31 March 2016

Source: Home Office, Age table 3

Figure 4.5 shows how the age mix of staff, PCSOs and special constables has changed over time. While the proportion of special constables aged over 40 has fallen from 24% to 18% over the period, this proportion has risen for all other worker types, again suggesting a trend towards an older workforce. In particular, the proportion of PCSOs aged over 40 has increased from just under a quarter (24%) as at 31 March 2007 to 43% as at 31 March 2016.

Figure 4.5: Proportion of workers aged over 40, by worker type, as at 31 March 2007 to 2016

Source: Home Office, Age OpenData

## 5 Experimental statistics: Misconduct and criminal investigations

In the year ending 31 March 2016, for the first time the Home Office collected data from the 43 territorial forces in England and Wales on the number of cases of police misconduct and criminal investigations involving officers and staff.

This chapter covers the number of cases received and assessed by forces in the year ending 31 March 2016, as well as the outcomes of misconduct and gross misconduct cases. Due to the provisional nature of this dataset and some known comparability issues, these statistics have been designated as **Experimental Statistics**, to acknowledge that further development will take place in the coming years.

### 5.1 Introduction

In carrying out their duties, police officers and police staff are expected to maintain the highest standards of professional behaviour. These standards are set out in the <a href="Police">Police</a> (Conduct) Regulations 2012 and apply to all police officers and special constables, with equivalents in local policy for police staff. The College of Policing's <a href="Code of Ethics">Code of Ethics</a> sets out the principles, values and behaviour expected of everyone who works in policing.

The Standards of Professional Behaviour are:

- 1. Honesty and Integrity
- 2. Authority, Respect and Courtesy
- 3. Equality and Diversity
- 4. Use of Force
- 5. Orders and Instructions

- 6. Duties and Responsibilities
- 7. Confidentiality
- 8. Fitness for Duty
- 9. Discreditable Conduct
- 10. Challenging and Reporting Improper Conduct

The police discipline system is designed to deal with circumstances where it is alleged the standards of professional behaviour are breached, arising from a complaint from a member of the public, an internal conduct allegation, or from an incident such as a death or serious injury. The system that deals with complaints made by members of the public and internal allegations against police officers is set out in legislation, and for staff in local policies within police forces.

Different discipline systems exist for police officers and members of police staff. Both officers and special constables are subject to a regulated system of discipline and conduct as set out in the <u>Police (Conduct) Regulations 2012</u>. Members of police staff, however, are subject to local discipline systems set out in staff policies within each individual police force.

When a force receives a public complaint or a conduct matter comes to their attention, they make a decision as to whether the conduct could be a breach of the standards of professional behaviour set out in the regulations. Where behaviour falls short of these standards, it is the responsibility of the police force to conduct a formal investigation or refer the matter to the <u>Independent Police Complaints Commission (IPCC)</u>, depending on the nature of the case.

At the end of the investigation, the investigator will decide whether the individual has a case to answer for misconduct or gross misconduct, or that there is no case to answer. Where a decision is made that there is a case to answer, the appropriate authority also decides what form disciplinary proceedings will take. In misconduct cases, it may be that it is concluded that misconduct proceedings are not

warranted and as such management advice can be issued. Where misconduct proceedings are brought this will either be a referral to a misconduct meeting (in the case of misconduct) or a misconduct hearing (in the case of gross misconduct or where the officer already has a final written warning for misconduct). Misconduct hearings for police officers are usually held in public. Some cases are referred to special case hearings, which is a fast-tracked process in cases where the evidence is incontrovertible and it is in the public interest for the matter to be resolved without delay.

A decision is made at the end of the process as to whether the individual has been found to have committed misconduct or gross misconduct, and any associated attached sanctions are determined.

This chapter covers the number of cases assessed and recorded by forces, as well as the outcomes at misconduct meetings and hearings. A simplified flow chart of the misconduct process can be found on page 18.

Further information about complaints and the discipline system can be found in statutory guidance issued by the <u>Home Office</u> and the <u>IPCC</u>.

### 5.2 How to use these data

Data are collected by the Home Office from each of the 43 police forces in England and Wales. The IT systems are usually managed by the force's Professional Standards Department (PSD), whose responsibility it is to is to uphold and improve professional standards across the police, and investigate public complaints and internal conduct matters.

### Assessment and outcomes

The total number of outcomes may not always exactly match the total number of cases assessed. This can be for a range of reasons, such as the case being finally assessed twice but only one outcome given.

### Officer and staff data

Different discipline systems exist for police officers and police staff (which includes civilian staff, PCSOs, designated officers and traffic wardens). Police officers and special constables are subject to the regulations as set out in the <a href="Police">Police</a> (Conduct) Regulations 2012. However, members of police staff are not subject to the same regulations. Therefore, while misconduct and gross misconduct cases against police officers and special constables tend to be dealt with and recorded in a similar way by most forces (with some exceptions), there are often different processes and recording practices for staff cases of misconduct and gross misconduct. Data relating to staff cases in this chapter should therefore be used with caution; they may be incomplete and not directly comparable across forces.

### Local resolutions

When a force receives a public complaint, or when an internal conduct matter arises, they make a decision as to whether the conduct meets the requirements for a formal investigation. In the case of public complaints, some do not meet the criteria for an investigation and are resolved locally.

Some forces do not record a final assessment for cases that are resolved via a local resolution. Caution should therefore be taken when comparing the total number of cases arising from complaints across forces. Forces with higher numbers of final assessments may be those who record a final assessment for all cases received, or resolve fewer cases locally, rather than those who genuinely deal with more cases.

Similarly, care should be taken when comparing the way in which forces deal with the cases they receive. Forces appearing to send a greater proportion of cases to hearings and meetings may be those who locally resolve more of their cases (and do not record a final assessment for these).

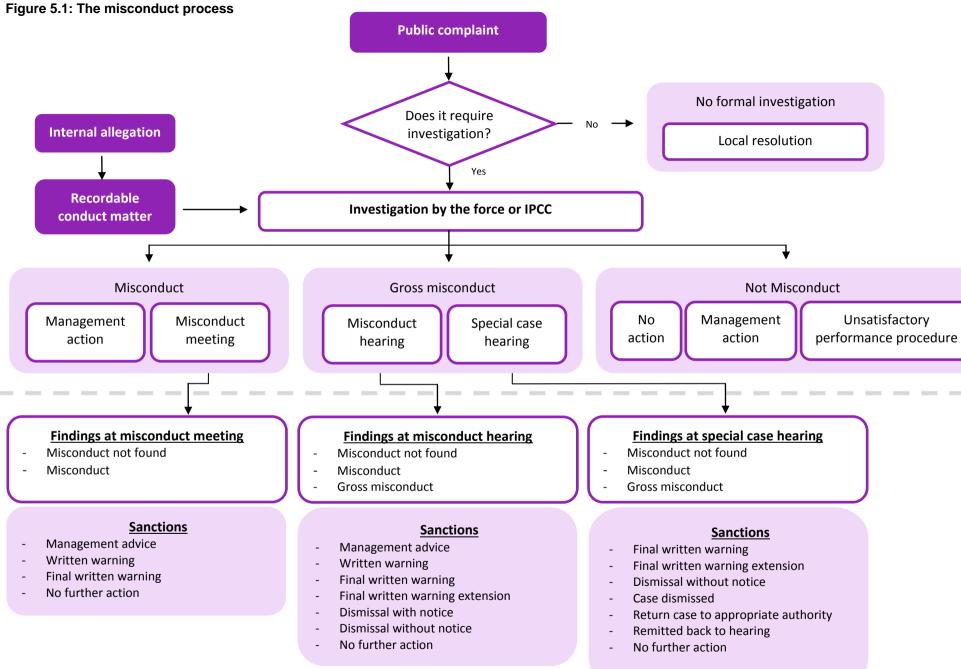
### 5.3 Other data sources

For the reasons mentioned above, data on cases relating to public complaints in this chapter should not be used to measure the total volume of complaints received by the police in England and Wales. A more reliable data source for the total volume of complaints is published by the <a href="IPCC">IPCC</a>.

The IPCC collect and publish data on complaints against the police in England and Wales; however, this is collected on a different basis to the data covered in this chapter. The IPCC data cover the number of complaints, whereas data in this chapter relate to number of workers. For example, in the event of one complaint being made against three officers, the IPCC would count one complaint, whereas three cases would be counted in the Home Office data. The opposite is also true, if four complaints were made about the same incident involving one officer, four complaints would be counted by the IPCC but just one case recorded in the Home Office statistics.

The latest IPCC publication can be found here: <a href="https://www.ipcc.gov.uk/page/annual-police-complaints-statistics">https://www.ipcc.gov.uk/page/annual-police-complaints-statistics</a>.





### 5.4 Glossary

**Misconduct:** Misconduct is a breach of the Standards of Professional Behaviour (http://www.legislation.gov.uk/uksi/2012/2632/schedule/2/made).

**Gross misconduct:** Gross misconduct means a breach of the Standards of Professional Behaviour so serious that dismissal would be justified.

**Unsatisfactory performance procedure:** Unsatisfactory performance procedures are used in cases where an individual's performance or attendance does not meet a satisfactory standard or level.

**Misconduct meeting:** A <u>misconduct meeting</u> is held for cases where there is a case to answer in respect of misconduct and where the maximum outcome would be a final written warning.

**Misconduct hearing:** A <u>misconduct hearing</u> is held for cases where there is a case to answer in respect of gross misconduct or where the police officer has a live final written warning and there is a case to answer in respect of a further act of misconduct. The maximum outcome at this hearing would be dismissal from the police service without notice.

**Special case hearing:** A special case hearing is a fast-tracked misconduct hearing where the force considers there are already sufficient evidence and public interest grounds for the officer to be dismissed without delay.

**Professional Standards Department:** Every force has a Professional Standards Department (PSD) whose responsibility it is to uphold and improve professional standards across the police. They are also responsible for investigating public complaints, investigating serious misconduct, managing risk, rebuilding public confidence and organisational learning.

Management advice: Action or advice intended to improve the conduct of the officer concerned.

**Written warning:** A written warning, given to the officer, stating that action will be considered if there is not a satisfactory improvement or if there is any further misconduct or poor performance. A written warning lasts for 12 months.

**Final written warning:** A final written warning is issued if the misconduct is sufficiently serious to warrant only one written warning but insufficiently serious to justify dismissal. A final written warning lasts for 18 months.

**Final written warning extension:** An extension may be granted to a final written warning where exceptional circumstances are found. A final written warning may be extended on one occasion only.

**Remitted back to hearing:** There is power for the appropriate authority to remit the case to be dealt with under the standard procedures at any time prior to the start of the special case hearing.

Case returned to appropriate authority: In special case hearings, the person conducting may return the case to the appropriate authority to deal with under the normal misconduct procedure.

**Appropriate authority:** The appropriate authority is the chief officer with direction and controls over the individual in question or, where the individual is a chief officer or acting chief officer themselves, the local policing body for the area.

### 5.5 Cases received and finally assessed

In the year ending 31 March 2016, the 43 territorial police forces in England and Wales assessed 43,827 cases involving officers (and special constables) that related to complaints or conduct matters, and 4,902 cases involving police staff. These figures are likely to be an undercount since some forces do not record a final assessment for cases where the conduct does not constitute misconduct, and therefore resulted in no action or was resolved locally outside of the <a href="Police (Conduct) Regulations 2012">Police (Conduct) Regulations 2012</a>.

Caution should therefore be taken when comparing the total number of cases arising from complaints across forces. Forces with higher numbers of final assessments may be those who record a final assessment for all cases received, or resolve fewer cases locally, rather than those who genuinely deal with more cases.

Data on the number of cases that lead to a final assessment relating to misconduct or gross misconduct are more reliable and potentially comparable, as these figures relate to the outcome of an investigation or the conclusion of the process of dealing with the complaint or conduct matter. Where there has been an investigation into the conduct of an individual arising from a public complaint or internal allegation, at the conclusion of the investigation a 'Case to Answer' decision is made to determine whether the individual should face any disciplinary proceedings and, if so, what form the proceedings should take. Forces are required to record these decisions on their IT systems under the regulations.

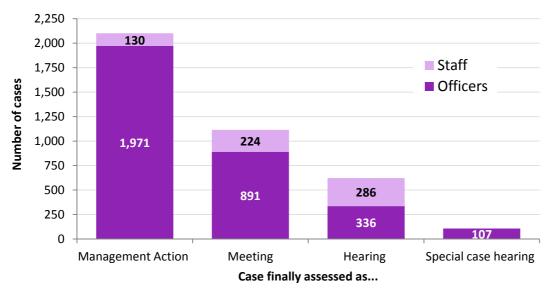
Of the complaint and conduct matter cases received by the 43 territorial police forces in England and Wales in the year ending March 2016, 3,945 (8.1%) were finally assessed as relating to misconduct or gross misconduct.

### Of these 3,945 cases:

- Misconduct proceedings were brought in 1,844 cases:
  - 1,115 were assessed as misconduct and referred to a misconduct meeting.
  - 729 required the bringing of a misconduct hearing or special case hearing (where
    the force considers there are sufficient evidence and public interest grounds for
    the officer to be dismissed without delay) as they related to matters that could
    lead to the dismissal of the individual.
- The remaining 2,101 did not require the bringing of misconduct proceedings but required 'management action' which is 'action or advice intended to improve the conduct of the officer concerned'

Figure 5.2 shows the number of cases that resulted in management action, meetings or hearings (including special case hearings), for both officers and staff.

Figure 5.2: Number of cases received and finally assessed as relating to misconduct or gross misconduct, year ending 31 March 2016



### 5.6 Outcomes of misconduct meetings and hearings

### Misconduct meetings

A misconduct meeting is held where there is a case to answer in respect of misconduct, and where the maximum outcome would be a final written warning. In the year ending 31 March 2016 there were a total of 1,103 misconduct meetings for officers and staff.

The most common outcome at a misconduct meeting, for both officers and staff, was a written warning, with 36% of meetings involving officers and 62% of those involving staff resulting in this outcome. The second most common outcome for both officers and staff was management advice (32% of officer cases and 23% of staff cases). The maximum outcome at a misconduct meeting is a final written warning. In the year ending 31 March 2016, 13% of officer cases and 7% of staff cases resulted in this outcome.

For officers, there was also a noticeable difference between the outcomes of cases following a public complaint and cases following a conduct matter. Conduct matters were more likely to result in more serious action, such as written warnings, whereas public complaints most frequently resulted in management advice.

In 17% of all cases, the outcome was either no action, the accusations were not proven, or the proceedings were discontinued (Figure 5.3).

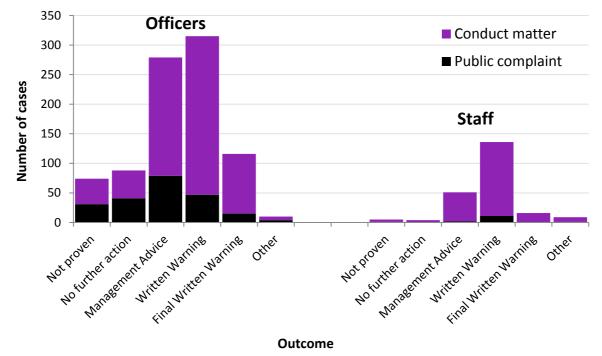


Figure 5.3: Outcomes of misconduct meetings, year ending 31 March 2016<sup>1</sup>

Notes:

Source: Home Office, Misconduct table 4

<sup>&</sup>lt;sup>1.</sup> 'Other' includes proceedings discontinued (13 cases) and final written warning extensions (6 cases).

### Misconduct hearings

A misconduct hearing is held when there is a case to answer in respect of gross misconduct, or where the police officer has a live final written warning and there is a case to answer in respect of a further act of misconduct. There were 310 officer and 243 staff misconduct hearings in the year ending March 2016.

For both officers and staff, conduct matters led to misconduct hearings far more frequently than public complaints. Over half (52%) of all officer misconduct hearings resulted in dismissal, and a further 19% resulted in a final written warning. For staff, 41% of hearings resulted in dismissal, and 35% in a final written warning (Figure 5.4).

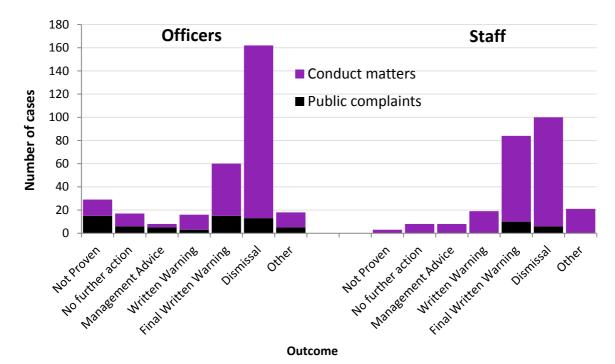


Figure 5.4: Outcomes of misconduct hearings, year ending 31 March 2016<sup>1</sup>

### Notes:

1. 'Other' includes proceedings discontinued (35 cases) and final written warning extensions (4 cases).

Source: <u>Home Office, Misconduct table 5</u>

### Special case hearings

A special case hearing is fast-tracked misconduct hearing where the force considers that there is already sufficient evidence and public interest grounds for the officer to be dismissed without delay. There were 103 special case hearings held in the year to 31 March 2016, all of which related to officer misconduct, with 97 (94%) leading to dismissal. Four cases resulted in a final written warning and the remaining two cases were discontinued.

In total, in the year ending 31 March 2016, 259 officers and 100 staff members were dismissed following a hearing or special case hearing.

### 5.7 Criminal investigations

The Home Office also collects data on the number of criminal investigations involving officers and staff. In the year ending March 2016 there were 206 criminal investigations, 166 of which related to police officers, and 40 to police staff. The majority of these followed an internal conduct allegation.

Criminal investigations and proceedings are distinct from misconduct proceedings, as there are different tests and thresholds applied. For example, whilst criminal prosecution relies on a burden of proof beyond all reasonable doubt, misconduct proceedings are in line with civil proceedings and rely on the balance of probabilities. This means that in some criminal cases which do not result in conviction or are unsuitable for criminal prosecution, the individual can still be subject to misconduct proceedings and potentially be dismissed. In addition, where cases do result in criminal conviction, the individual can also be subject to misconduct proceedings. However, these are often paused whilst criminal proceedings are ongoing in order to avoid any potential prejudice to the proceedings.

Of the criminal investigations involving officers, 60% resulted in the officer being found guilty, and a further 22% resulted in a not guilty verdict. For staff, 68% of cases resulted in the individual being found (or pleading) guilty, and 28% not guilty (Figure 5.5).

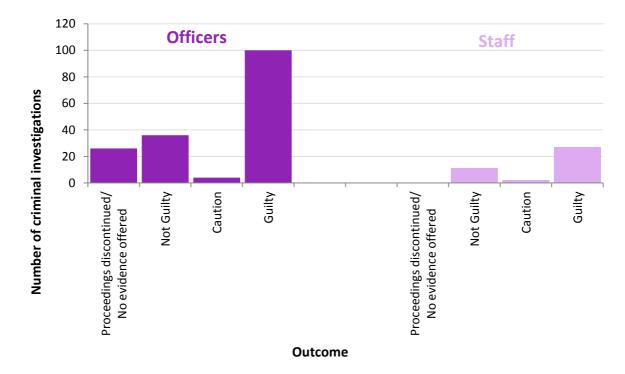


Figure 5.5: Outcomes of criminal investigations, year ending 31 March 2016<sup>1</sup>

Source: Home Office, Misconduct table 7

Statistical Bulletins are prepared by staff in Home Office Statistics under the National Statistics Code of Practice and can be downloaded from GOV.UK:

https://www.gov.uk/government/organisations/home-office/about/statistics

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