



Professional Standards Department Quarterly Performance Report January - March 2023

Methodology

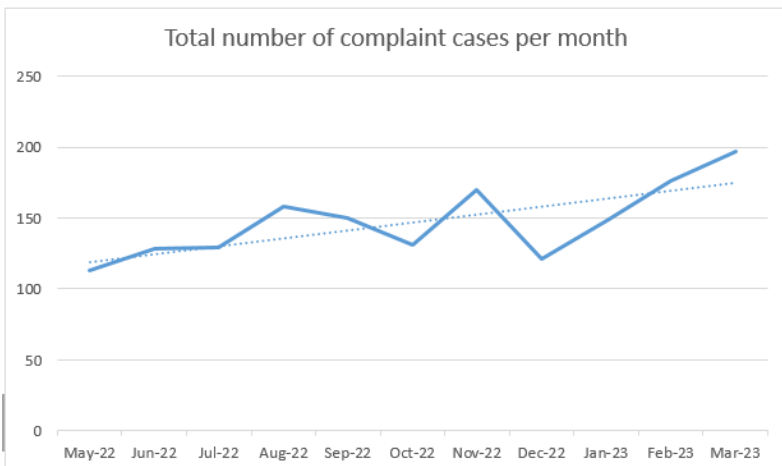
Data analysed within this assessment has been obtained from Centurion and abstracted using Crystal Reporting. Data has been manipulated using MS Excel and has also been utilised in the analysis of the data. A restriction of this report is that its accuracy is only as good as the initial data input onto the system.

Number of Complaint Cases Recorded Per Year



Percentage variance year on year	
2017 – 2018	= 10 % decrease
2018 – 2019	= 24% increase
2019 - 2020	= 28% increase
2020 – 2021	= 6% decrease
2021 – 2022	= 8% increase

Complaint Cases



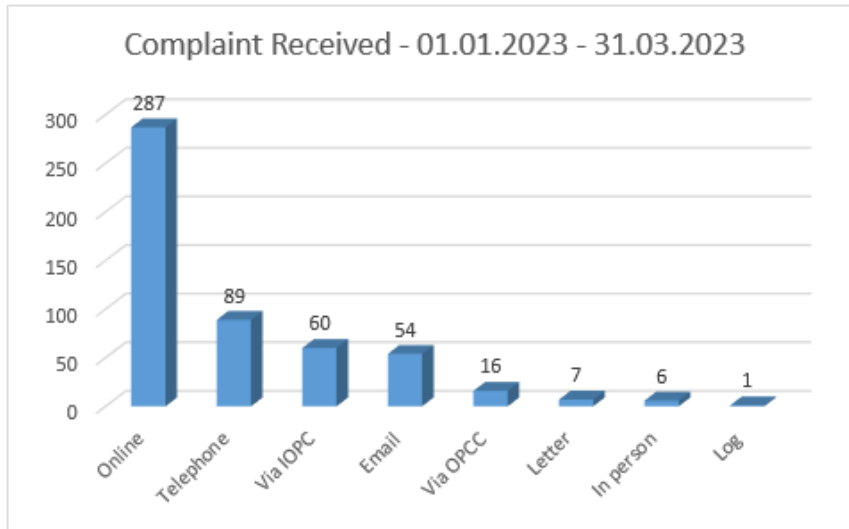
The across table shows the total number of complaints per month. Since December complaints have risen month on month

March has seen the highest number of recorded complaints received in PSD.

	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
Total number of complaint cases	113	128	129	158	150	131	170	121	148	176	197

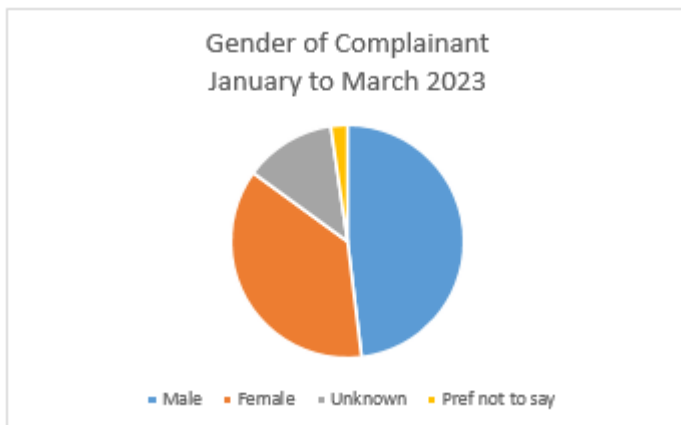


Complaints Received



Between 01.01.2023 and 31.03.2023 the most complaints have been received via online submissions.

Complainant Characteristics



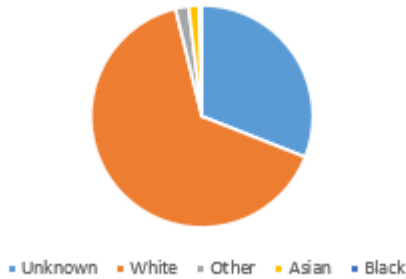
Gender of Complainant	Jan - March 2023
Male	250
Female	192
Unknown	66
Pref not to say	12
Total	520

As the above table shows, the highest gender of complainant is Male. This has been the pattern for the last 12 months.

In the last quarter there are 66 complainants where the gender is unknown, and these are majority from complaints submitted via email, letter and log where the complainant does not make reference to their gender.



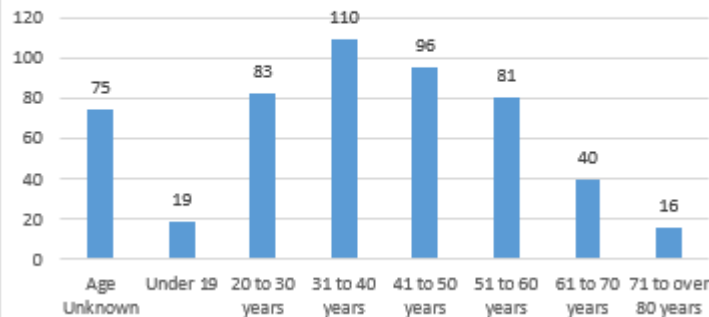
Ethnicity data January to March 2023



Ethnicity of Complainant	Jan - March 2023
Unknown	161
White	339
Other	10
Asian	8
Black	2
Total	520

During this quarter, 161 cases have ethnicity recorded as “unknown”. These complaints were mainly received via email and this does not make reference to their ethnicity. The highest recorded ethnicity is “White”.

Age Range of Complainant - January to March 2023



Age Range of Complainant	Jan - March 2023
Age Unknown	75
Under 19	19
20 to 30 years	83
31 to 40 years	110
41 to 50 years	96
51 to 60 years	81
61 to 70 years	40
71 to over 80 years	16
Total	520

As the above table shows, the majority of complainants are in the age range 31 to 40 years.

There are a high number of complainants where their age is unknown. These complaints were received via email, letter, and log where the complainant does not make reference to their age/date of birth.



Complaint Allegations

Between April 2022 to March 2023 there has been **2083** allegations recorded. (This figure includes both individual and organisational allegations).

Category A Delivery of Duties and Services still accounts for the highest single area of complaint.

The second highest allegation category is **Police Powers, Policies and Procedures**.

Complaint allegations recorded by type	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	TOTAL
A - Delivery of Duties and Services	80	67	95	94	107	110	112	116	64	76	125	129	1175
B - Police Powers, Policies and Procedures	25	43	29	29	31	31	28	25	34	39	42	29	385
Damage to Property/Premises	6	2	7	3	6	10	3	5	3	9	6	6	66
D - Access and/or Disclosure of Information	6	6	9	4	7	5	7	5	7	3	5	6	70
E - Use of Police Vehicles	3	2	3	2	4	2	4	1	3	1	2	2	29
F - Discriminatory Behaviour	2	2	4	3	2	0	3	5	2	0	1	1	25
G - Abuse of Position/Corruption	0	2	3	1	4	1	2	1	0	4	2	2	22
H - Individual Behaviours	15	23	28	17	20	25	22	22	13	26	18	26	255
J - Sexual Conduct	0	1	0	0	0	0	0	0	0	0	1	1	3
K - Discreditable Conduct	0	0	0	0	0	1	0	1	0	0	0	0	2
L - Other	1	4	2	2	6	2	1	5	3	5	9	11	51
TOTAL complaint allegations	138	152	180	155	187	187	182	186	129	163	211	213	2083

Please see Appendix 1 – a full breakdown of the allegation types.

Referrals to The IOPC

Between January to March 2023 Humberside Police have referred a total of **x 17 cases** to the Independent Office for Police Conduct. Out of the 17 cases: -

- **13 x Death or Serious Injury (DSI) cases.**
- **2 x Serious sexual offence cases**
- **1 x Serious corruption case**
- **1 x Abuse of authority for sexual gain case**



OPCC Reviews

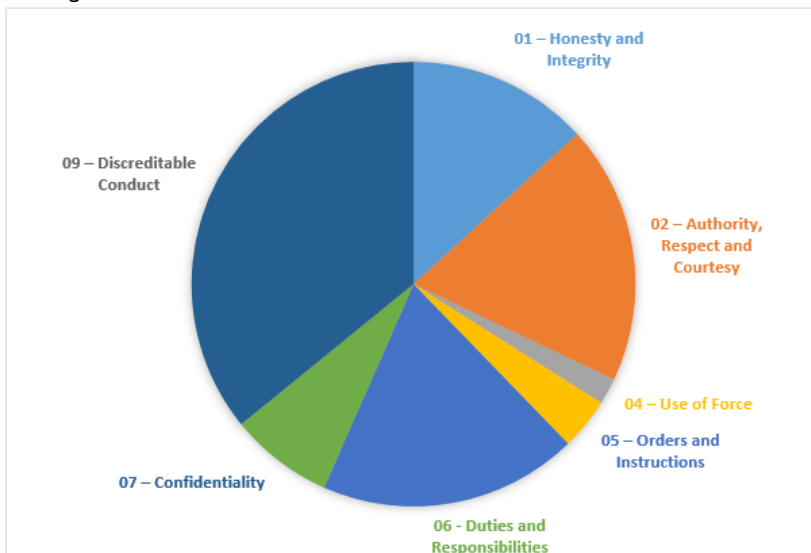
Between January to March 2023, 30 reviews in relation to complaints have been concluded by the Office of the Police and Crime Commissioner. The outcomes are: -

Reviews OPCC				
2023	Jan-23	Feb-23	Mar-23	Total
Outcome of complaint reasonable and proportionate	4	11	10	25
Outcome of complaint not reasonable and proportionate	0	3	1	4
Invalid	0	1	0	1
Grand Total	4	15	11	30

Conduct Matters

Between 1 January 2023 and 31 March 2023, the Professional Standards Department have recorded **33** conduct cases resulting in 57 allegations. The details of the allegations are listed below:

These figures are correct at the time of writing; however, they are subject to change as more allegations will be identified as the investigation continues.



January to March 2023	
01 - Honesty and Integrity	7
02 - Authority, Respect and Courtesy	10
03 - Equality and Diversity	1
04 - Use of Force	1
05 - Orders and Instructions	2
06 - Duties and Responsibilities	10
07 - Confidentiality	4
08 - Fitness for Duty	0
09 - Discreditable Conduct	19
10 - Challenging and Reporting improper conduct	3
Total	57



The below chart outlines the misconduct hearing/meetings held between January – March 2022.

Misconduct Meetings held January to March 2023			
Meeting Type	Police Officer	Staff Member	Total
Accelerated Hearing	1	0	1
Misconduct Hearing	5	1	6
Misconduct Meeting	3	0	3
Total	9	1	10

The outcome following these Hearings/Meetings have resulted in: -

- **3 x Final warnings**
- **6 x Would have been dismissed if not had already resigned**
- **1 x Dismissed without notice.**

Please note the information contained in this document is accurate at the point which the reports are generated, the figures may change on a daily basis.



Appendix 1

Allegation Types	
A - Delivery of duties and services	A1 - Police action following contact
	A2 - Decisions
	A3 - Information
	A4 - General level of service
B - Police powers, policies and procedures	B1 - Stops and stop and search
	B2 - Searches of premises and seizure of property
	B3 - Power to arrest and detain
	B4 - Use of force
	B5 - Detention in police custody
	B6 - Bail, identification and interview procedures
	B7 - Evidential procedures
	B8 - Out of court disposals
	B9 - Other policies and procedures
C - Handling of or damage to property/premises	
D - Access and/or disclosure of information	D1 - Use of police systems
	D2 - Disclosure of information
	D3 - Handling of information
	D4 - Accessing and handling of information from other sources
E - Use of police vehicles	
F - Discriminatory behaviour	F1 - Age
	F2 - Disability
	F3 - Gender reassignment
	F4 - Pregnancy and maternity
	F5 - Marriage and civil partnership
	F6 - Race
	F7 - Religion
	F8 - Sex
	F9 - Sexual orientation
	F10 - Other
G - Abuse of position/corruption	G1 - Organisational corruption
	G2 - Abuse of position for sexual purpose
	G3 - Abuse of position for the purpose of pursuing an inappropriate emotional relationship
	G4 - Abuse of position for financial purpose
	G5 - Obstruction of justice
	G6 - Abuse of position for other purpose



Allegation Types	
H - Individual behaviours	H1 - Impolite language/tone
	H2 - Impolite and intolerant actions
	H3 - Unprofessional attitude and disrespect
	H4 - Lack of fairness and impartiality
	H5 - Overbearing or harassing behaviours
J - Sexual conduct	J1 - Sexual assault
	J2 - Sexual harassment
	J3 - Other sexual conduct
K - Discreditable conduct	
L - Other	