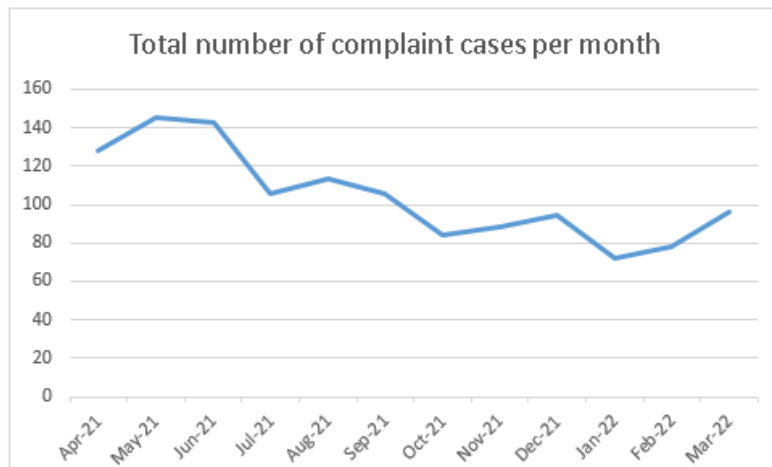


Professional Standards Department Quarterly Performance Report January - March 2022



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.



The across table shows the total number of complaints per month.

Complaints have decreased since July 2021. January 2022 has seen the lowest number of complaints over the last 12 months, however this has seen an increase in the last 2 months.

	April 21	May 21	June 21	July 21	Aug 21	Sept 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22
Cases recorded inside of Schedule 3	92	104	110	72	88	94	60	59	62	52	54	61
Cases logged outside of Schedule 3	35	39	33	34	25	12	24	29	32	20	24	35
Total number of cases recorded	128	145	143	106	113	106	84	88	94	72	78	96
Total number of allegations	205	190	215	165	185	161	135	153	156	135	89	101
% of cases by RP6	47%	47%	58%	42%	67%	71%	77%	42%	37%	34%	47%	38%
% of cases sent for Investigation	2.0%	2.0%	1.0%	1.0%	2.0%	2.0%	5.0%	0	2%	3%	0	0
% of sent Proportionate enqs	20%	21%	17%	22%	19%	22%	15%	15%	10%	15%	10%	12%

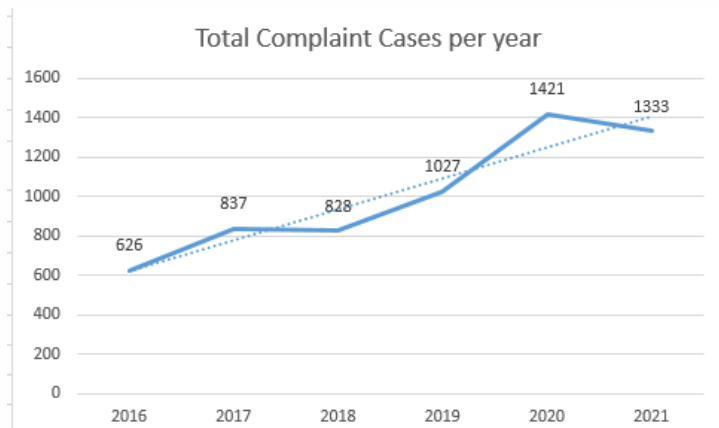


	April 21	May 21	June 21	July 21	Aug 21	Sept 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22
% of cases concluded in RPRP (sch3 & non Sch 3)	0	1%	2%	0	0	2%	8%	3%	5%	6%	6%	1%
% of allegations conclude by explanation (sch 3 % non sch 3)	63%	45%	60%	70%	70%	51%	78%	65%	62%	37%	45%	67%
% of cases recorded 10 days	99%	87%	99%	99%	96%	97%	100%	100%	100%	100%	97%	98%
% of letters sent within 5 days	97%	81%	72%	91%	100%	99%	100%	99%	100%	99%	100%	96%

In the period 1 January 2022 to 31 March 2022 the Professional Standards Department recorded:-

- 246 Complaint cases
- 316 Individual allegations
- 65 Organisational allegations
- 24 Misconduct cases
- 34 Misconduct allegations

Number of Complaint Cases Recorded Per Year



Percentage variance year on year

2017 – 2018 = 10 % decrease

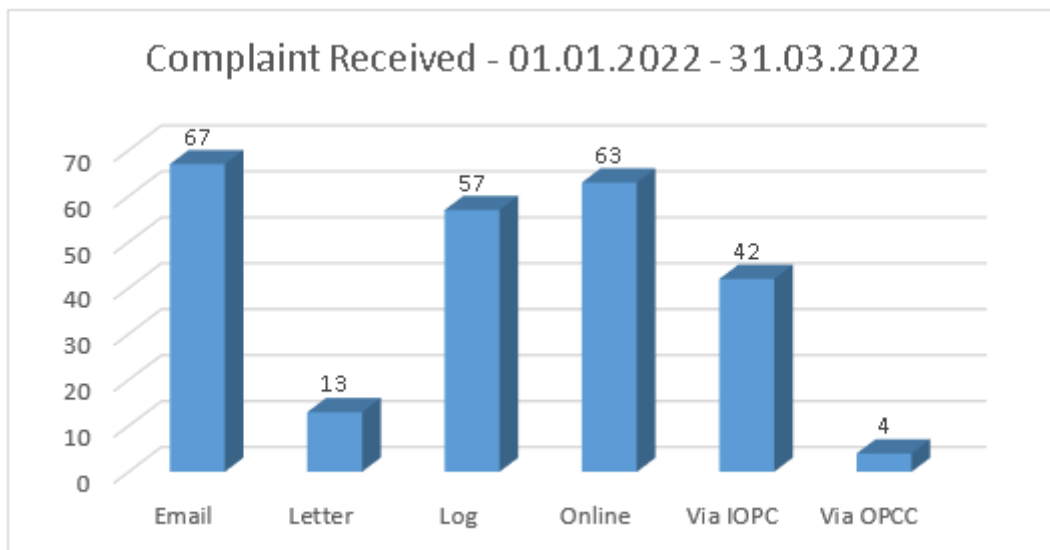
2018 – 2019 = 24% increase

2019 - 2020 = 28% increase

2020 – 2021 = 6% decrease



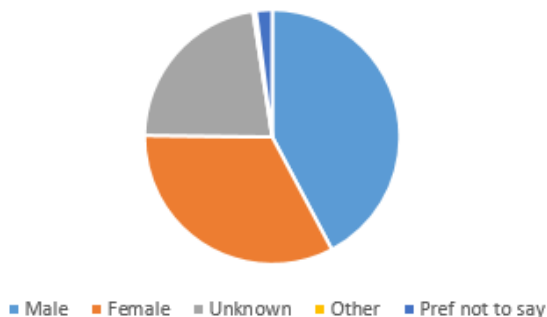
Complaints Received



Between 01.01.2022 and 31.03.2022 the most complaints have been received via email. This is followed by online submissions.

Complainant Characteristics

Gender of Complainant
January to March 2022



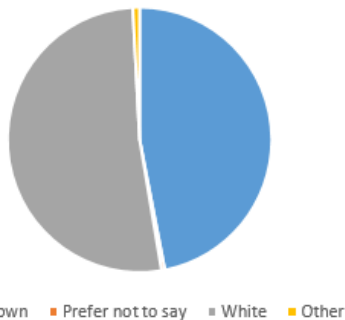
As the across table shows, the highest gender of complainant is Male. This has been the pattern for the last 12 months.

In the last quarter there are 55 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.



Gender of Complainant	Jan-22	Feb-22	Mar-22	TOTAL
Male	32	39	33	104
Female	26	22	33	81
Unknown	13	15	27	55
Other	0	1	0	1
Pref not to say	1	1	3	5
Total	72	78	96	246

Ethnicity data January to March 2022

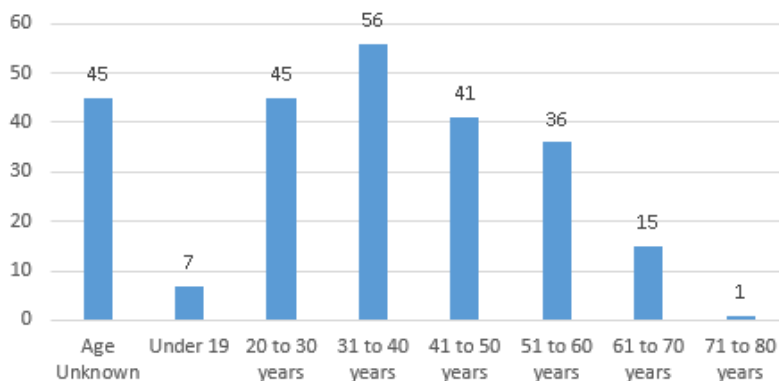


Ethnicity of Complainant	Jan-22	Feb-22	Mar-22	TOTAL
Unknown	26	39	50	115
Pref not to say	0	1	0	1
White	45	38	44	127
Other	1	0	1	2
Asian	0	0	0	0
Black	0	0	1	1
Total	72	78	96	246

During this quarter, 115 cases have ethnicity recorded as “unknown”. These complaints were mainly received via email and this does not make reference to their ethnicity. For the 35 complaints received via log, it is dependent on the call taker requesting this information. The ethnicity field is only mandatory on the HP online complaint form.

Received Means (Ethnicity unknown)	Jan-22	Feb-22	Mar-22	Total
Email	10	21	22	53
Letter	4	3	4	11
Log	9	13	13	35
Online	1	1	3	5
Via IOPC	2	1	5	8
Via OPCC	0	0	3	3
Grand Total	26	39	50	115

Age Range of Complainant - January to March 2022



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

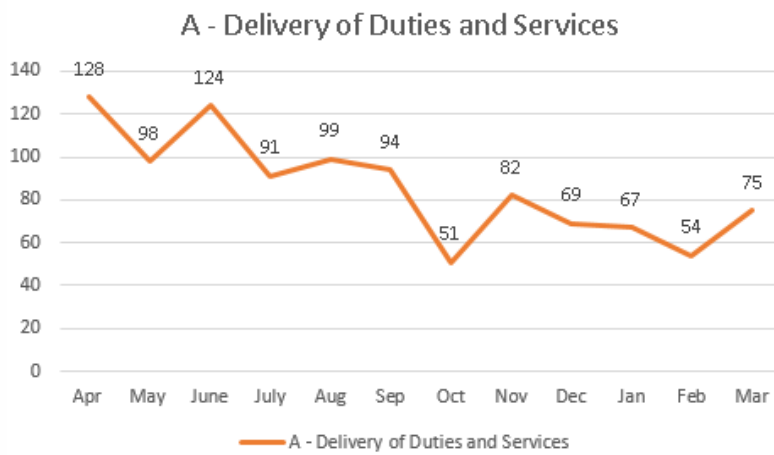
There are a high number of complainants where their age is unknown. These complaints were received via email, letter and log where the complainant does not make reference to their age/date of birth.

Without accurate and consistent data it is impossible to analyse ages.



Complaint Allegations

Between April 2021 to March 2022 there has been **1951** 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**, this has shown a further small decrease in Feb and March 2022.

Complaint allegations recorded by type	Apr 21	May 21	June 21	July 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22	Total
Post Feb 20 allegations – were SJ	0	0	2	0	0	0	0	0	0	0	0	0	2
A - Delivery of Duties and Services	128	98	124	91	99	94	51	82	69	67	54	75	1050
B - Police Powers, Policies and Procedures	21	31	32	21	34	25	34	20	55	25	23	23	361
C - Handling of/or Damage to Property/Premises	2	8	3	8	3	3	5	3	3	10	3	1	55
D - Access and/or Disclosure of Information	3	3	8	7	5	3	1	2	4	1	5	5	48
E - Use of Police Vehicles	4	0	3	1	1	4	2	4	0	1	1	4	25
F - Discriminatory Behaviour	2	1	8	4	6	3	4	2	5	1	5	3	42
G - Abuse of Position/Corruption	8	4	5	4	6	5	8	9	1	8	5	3	68
H - Individual Behaviours	31	36	26	26	23	22	27	26	15	14	12	15	283



Complaint allegations recorded by type	Apr 21	May 21	June 21	July 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22	Total
J – Sexual Conduct	1	0	0	0	0	1	2	0	0	2	0	2	6
K – Discreditable Conduct	0	2	0	1	3	0	0	0	2	1	0	2	8
L - Other	5	5	4	2	4	1	1	5	2	5	3	1	47
TOTAL complaint allegations	205	190	215	165	185	161	135	153	156	135	111	134	1995

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

Referrals to the IOPC

Between January to March 2022 Humberside Police have referred a total of **x 16 cases** to the Independent Office for Police Conduct. Out of the 16 cases, **14 x Death or Serious Injury (DSI)** cases. Also, **2 x cases were in relation to Abuse of authority for sexual gain.**

OPCC Reviews

Since the Police Complaint and Misconduct Act 2020 came in to being 198 reviews have been concluded by the Office of the Police and Crime Commissioner. The details are:-

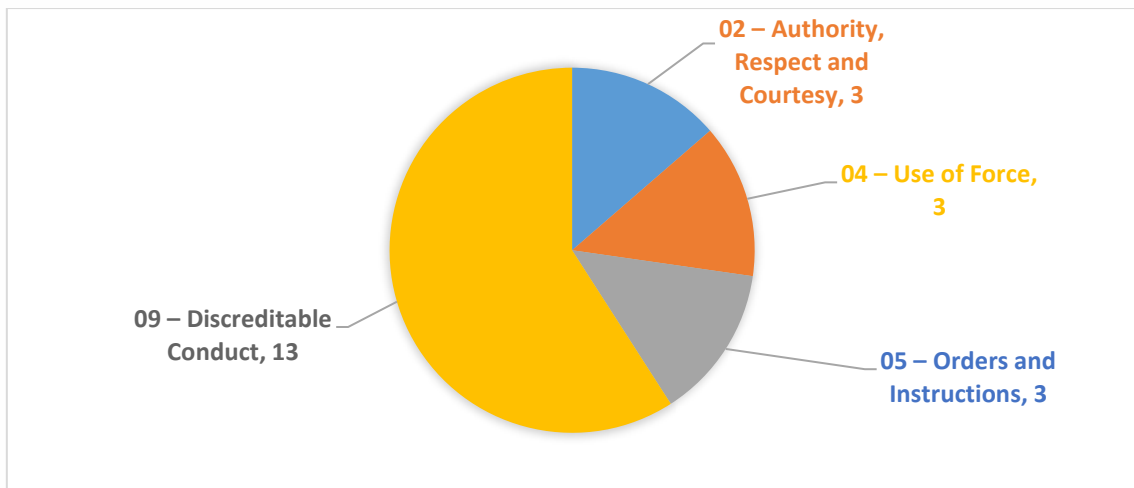
Not valid	2
Outcome of complaint not reasonable and proportionate	35
Outcome of complains was reasonable and proportionate	154
Still under review	2
TOTAL	198



Conduct Matters

Between 1 January 2022 and 31 March 2022 the Professional Standards Department have recorded **18** conduct cases. The details of the allegations within these cases is as follows: **27**

The highest category for conduct cases is 09 – Discreditable Conduct.



01 – Honesty and Integrity	0
02 – Authority, Respect and Courtesy	3
03 – Equality and Diversity	0
04 – Use of Force	3
05 – Orders and Instructions	3
06 – Duties and Responsibilities	0
07 – Confidentiality	0
08 – Fitness for Duty	0
09 – Discreditable Conduct	13
10 – Challenging and Reporting improper conduct	0



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

Misconduct Meetings held January to March 2022			
Meeting Type	Police Officer	Staff Member	Total
Gross Misconduct Hearing	2	0	2
Misconduct Hearing	6	0	6
Total	8	0	8

The outcomes following these meetings have resulted in **5 x written warnings, 2 x would have been dismissed if not had already resigned and 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	



<u>Allegation Types</u>	
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
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	