

Our ref: 01/FOI/24/012987/F

Please quote our reference
number when responding

Thursday, 01 August 2024

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/012987/F

I write in connection with your request for information dated 24/07/2024, I note you seek access to the following information:

1. *What is the total number of staff in greater Manchester police? (Your total headcount)*
2. *Could you please provide data of the ethnicity of your staff?*
3. *How many internal investigations into the conduct of your officers carried out in 2020, 2021, 2022.*
4. *How many internal investigations were concluded without any charges for the accused officers and where the officers received any disciplinary action, could you please provide what specific actions were taken against the officers?*
5. *How many officers dismissed because of unacceptable conduct in the last 4 years?*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police to locate information relevant to your request. I can confirm that the information you have requested is held by Greater Manchester Police.

1. and 2. The exemption applicable to the information is **Section 21 - Information reasonably accessible by other means**. This is because the information is already freely available at:

<https://www.gov.uk/government/collections/police-workforce-england-and-wales#history>

3.

Caveats

- The data below is based on Internal Conduct cases that have gone to a full investigation by either PSD or the IOPC. Police Officers (and Specials) only.
- Cases can contain multiple allegations against more than one subject with different outcomes so the data is provided in the most accurate way at each of the points.
- We have taken Disciplinary Action to be anyone referred to Misconduct Proceedings. The allegation outcomes for Referral to Misconduct Proceedings will not match the Total Subjects in the Misconduct Proceedings Outcome table because one is at allegation level & one is at subject level.
- Some subjects may have been to more than one set of disciplinary proceedings.

2020 – total 156 cases containing 389 allegations

2021 – total 150 cases containing 334 allegations

2022 – total 210 cases containing 494 allegations

4. Of those part 3 data

Open and ongoing cases

Firstly, I have provided the data for closed and finalised cases only and any case under proceeding & ongoing investigation is exempt by the virtue of the following exemption:

- **Section 30(1)(2)(a) – Investigations and Proceedings Conducted by Public Authorities**

Section 30 is a class based qualified exemption; there is a requirement to carry out a public interest test, which can be found below.

Public Interest Test

Factors Favouring Disclosure on Section 30

To disclose the exempt information, into the public domain, would show GMP's accountability, and satisfy the public, that investigations into such incidents are being conducted correctly. It would also show GMP's use of public funds investigating incidents of this nature.

Factors Favouring Non-Disclosure on Section 30

Conversely to the factors in favour of disclosure, to publicly release the data that is from an investigation that remains open may seriously undermine GMP's ability to complete the investigation to a full and correct conclusion.

Balancing Test

When balancing the public interest Greater Manchester Police has to consider whether the information should be released into the public domain. Arguments need to be weighed against each other.

The most persuasive reason for disclosing the information would be openness. This needs to be weighed against the strongest reason for non-disclosure which may seriously undermine GMP's ability to complete the investigations to full and correct conclusions.

Having considered all the factors for and against disclosure it is my belief that in this case, the reason against disclosure outweighs the reason for disclosure and so the decision at this time to maintain the above exemption and withhold the information from disclosure.

Closed cases

Please refer to caveats on part 3

Allegation Outcome	2020 Total	2021 Total	2022 Total
Learning from Reflection	41	40	22
No Action	132	162	218
Referral to Misconduct Proceedings	100	73	92
Reflective Practice	106	52	90

Misconduct Proceedings Outcome	Total Subjects
Dismissal	59
Final Written Warning	13
Not Misconduct	7
Proceedings Discontinued	2
Refer to AA for RPRP	3
Written Warning	24

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<https://www.gmp.police.uk/foi-ai/af/accessing-information/published-items/?q=&dt=Misconduct+outcome>