

Date: 8th October 2025
Our ref: FOI/25/015610/M

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/25/015610/M

I write in connection with your request for information dated 07/10/2025, received by Greater Manchester Police (GMP) for the following information:

Please provide the chair's findings and outcome rationale for the misconduct hearing recorded in "GMP Misconduct Outcomes Oct-Dec 2024"(Inspector, 31/10/2024:"Pursued inappropriate relationship with subordinate colleague for several weeks through sexual messages and sexual encounters whilst on duty" - outcome: Final Written Warning.) This is a legal requirement to document and so the force should hold this information. I am not looking for information on who the officer was, just the circumstances which lead to the outcome.

Specifically:

- 1 - the full outcome determination(including aggravating/mitigating factors and any reference to the College of Policing outcomes guidance***
- 2- the duration of the final written warning***
- 3- any published outcome notice or anonymised decision document. if redactions are necessary please provide a redacted version rather than withhold in full.***

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information. I can confirm the information requested is held by GMP. However, I am not obliged to provide the information requested as exemption applies.

When refusing to provide such information because an exemption applies, Section 17(1) of the Freedom of Information Act 2000 requires GMP, to provide you - the applicant - with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption which applies to this request are:

Section 40(2) & (3A) (a) – Personal Information

As with any criminal or misconduct investigations there is an inherent sensitivity in any information that is collated for this purpose.

The personal information within misconduct reports may relate to other police officers, suspects, confidential sources and witnesses who are either directly or indirectly linked to the misconduct investigation.

The misconduct reports may also detail the HR history of the named officer. Greater Manchester Police believe the officer would not reasonably think their misconduct details/information to be released to the world through FOIA regardless of the outcome of the investigations as this is personal information to them therefore, they would have no expectation that Greater Manchester Police would make this information publicly available via FOIA in definitely.

Greater Manchester Police is of the opinion that any individuals that provide information to the police in order for them to investigate criminal or disciplinary matters would expect that information to be held in confidence. There would be an expectation that such information be treated confidentially and only shared with those that need to know professionally. Accordingly Greater Manchester Police contends that disclosure of the misconduct reports would be at variance with these expectations and thus unfair.

Unless the individuals were to make this information public themselves, the information requested would be held by Greater Manchester Police in the strictest confidence. Greater Manchester Police would not routinely disclose misconduct reports and information provided to us by witnesses, victims, confidential sources or suspects and would not look to do so in response to any FOIA requests.