



Date: 23/01/2026
Our ref: 01/FOI/26/016169/P

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/26/016169/P

I write in connection with your request for information dated 14/01/2026, received by Greater Manchester Police (GMP) for the following information:

I am making a request under the Freedom of Information Act 2000.

Please provide copies of any current policies, guidance, procedures, manuals, briefing documents or training materials that relate to:

1. *The process by which gross misconduct hearings are conducted, including procedural stages before, during and after a hearing.*
2. *Guidance, instructions, training or expectations issued to gross misconduct panels and/or panel chairs, including (but not limited to):*
 - *how hearings are to be run;*
 - *how evidence is to be considered;*
 - *how decisions are to be reached;*
 - *matters panels must or must not take into account; standards of reasoning, fairness, or consistency to be applied.*
3. *Copies of any presentation(s) or equivalent online training materials provided to senior leaders / panel members which relate to gross misconduct proceedings, panel decision-making, or the application of the Police (Conduct) Regulations 2020.*
4. *Any internal guidance, policy or documentation that explains how the Police (Conduct) Regulations 2020 are to be applied in practice by your police service, including:*
 - *force-specific interpretations or implementation guidance;*

- panel member briefings or induction materials;
- Professional Standards Department operating procedures relevant to gross misconduct hearings.

- a. Any checklists, decision-making frameworks, or procedural flowcharts used by panel members or chairs in gross misconduct proceedings.

If parts of the requested material are exempt from disclosure, please provide the non-exempt portions and cite the specific FOIA exemption(s) relied upon for any redactions or withheld information.

I am content to receive the information electronically.

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 some of the information you have requested is not held by Greater Manchester Police.

The misconduct process for Police Officers is governed by the [Police \(Conduct\) Regulations 2020](#). Guidance on outcomes is contained in the [College of Policing Guidance on Outcomes in Misconduct Proceedings](#).

Panels and Chairs are not employed or appointed by GMP, therefore GMP are not responsible for their training. Panels and Chairs will be given training via the College of Policing. Please contact the College of Policing directly for more information on this.

Legally Qualified Advisors are appointed by the Greater Manchester Combined Authority (GMCA). Please contact GMCA directly for details of any qualifications or other requirements they require.

GMP do not provide panel members with any such frameworks or similar documents. This is the responsibility of the Legally Qualified Advisor. Whatever methods panels choose to use is a matter for them individually.