



Date: 10/03/2026
Our ref: 01/FOI/26/016380/Q

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/26/016380/Q

I write in connection with your request for information dated 12/02/2026, received by Greater Manchester Police (GMP) for the following information:

Under the Freedom of Information Act 2000, I request the following information from Greater Manchester Police.

Time period: March 2020 to March 2022 (calendar years), and where relevant, current policy.

- 1. Any policies, guidance, or written procedures in force during this period which set out how breaches of COVID-19 regulations by serving police officers were to be categorised, including whether such breaches could be treated as misconduct or gross misconduct.*
- 2. Any guidance or policy documents in force during this period which describe how admitted or substantiated breaches of COVID-19 regulations by police officers were ordinarily managed (for example, through misconduct proceedings, reflective practice processes, or other remedial action).*
- 3. Whether, as a matter of standard practice during this period, such policies and procedures were intended to be applied consistently to all serving officers, regardless of rank or role.*
- 4. Any policies, guidance, or vetting criteria in force during this period which required admitted or substantiated breaches of COVID-19 regulations by police officers to be considered as part of vetting when officers transferred into Greater Manchester Police from other forces.*

5. *Whether any such vetting policies or criteria were intended to apply to all transferring officers, and whether evidence of remedial or reflective action was ordinarily required before acceptance on transfer.*
6. *For the same period (March 2020 to March 2022), the total number of serving police officers within Greater Manchester Police who were recorded as having breached COVID-19 regulations, and a breakdown of how those breaches were disposed of (for example: no action, reflective practice, misconduct proceedings, gross misconduct proceedings, or other management action).*
7. *Whether Greater Manchester Police has any policy, guidance, or standard practice setting out what action, if any, is taken where information comes to light after an officer has transferred into GMP that a breach of COVID-19 regulations by that officer was admitted or later substantiated by another police force or oversight body.*
8. *If such post-transfer information is received, whether GMP's standard practice includes any form of review, vetting reassessment, misconduct consideration, or management action, regardless of whether the conduct occurred prior to the officer's transfer.*

For clarity, I am not requesting information about any named individual, any specific misconduct case, or any personal data. This request relates solely to general policy, standard practice, and aggregate data within Greater Manchester Police.

Result of Searches

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

1. No policies were created. Please see the attached redacted copies of emails that were circulated in relation to misconduct matters relating to Covid regulation breaches.
2. Please see the attached redacted emails.
3. Please see the attached redacted emails.
4. GMP do not have separate vetting policy and complied with the Vetting Code of Practice and it's Vetting Authorised Professional Practice at the time. Further information can be found on the College of Policing website: <https://www.college.police.uk/app/professional-standards/vetting>
5. GMP do not have separate vetting policy and complied with the Vetting Code of Practice and it's Vetting Authorised Professional Practice at the time. Further information can be found on the College of Policing website: <https://www.college.police.uk/app/professional-standards/vetting>
6. There were 73 allegations made against 70 officers.

No Action	22
Referral to RPRP	21
Reflective Practice	16
Proceedings	12
Not Resolved - NFA	1
Learning from Reflection	1

7. If any information about misconduct by an officer came to light once they had transferred into GMP, be it with GMP or a previous force that allegation would be dealt with by Professional Standards Directorate (PSD) in line with the attached emails and not recruitment, if this was not picked up within the recruitment process.
8. Again, this would be reviewed by PSD in line with the attached emails It would be down to them to make any recommendations on further misconduct proceedings if again this was not picked up in the recruitment process.

From: [REDACTED]
To: [#PSBISTAFF](#)
Subject: FW: Covid breaches by officers/ staff
Date: 27 January 2021 14:03:22
Attachments: [image001.png](#)

Good afternoon,

Please see below guidance from [REDACTED] regarding COVID breaches.

The majority come through as a conduct matter however I have dealt with one recently which came through as a public complaint. Please review the below when completing a severity assessment.

If you are allocated any CO files relating to officer breaches, please speak to myself for consistency.

Regards

[REDACTED]
Detective Chief Inspector
Professional Standards Branch
Greater Manchester Police

From: [REDACTED]
Sent: 21 January 2021 16:19
To: #Superintendents; [REDACTED]

Cc: [REDACTED]

Subject: Covid breaches by officers/ staff

Afternoon Everybody,

My staff have been asked by a number of you regarding what should and should not be referred into PSB in relation to the above.

This isn't a particularly simple issue as you will appreciate but having spoken with [REDACTED] we have come up with the following :

If there is a breach of Legislation/ Regulation ie. a breach of the law then we expect the matter to be referred in. Each case will be treated on it's merits but it is likely these will be considered as gross misconduct in the first instance. There is also an expectation that consideration has been given by the relevant District staff to issuing a fixed penalty notice to the staff concerned.

Referral to the PSB is via email to the Discipline and Complaints email address.

If there is a breach of Covid guidelines then we rely on your professional judgment as to whether you refer to PSB. We are obviously aware that breaches of guidelines will occur accidentally at times due to ignorance or carelessness. If these are one offs then I am happy that they are dealt with locally. However if breaches are repeat, planned or deliberate then consideration should be given to referral.

Due to the changing nature of Covid regulations if you are unsure at any point if the actions are a breach of regulations or guidance please seek the advice of Supt [REDACTED] from the Covid Coordination Hub who will be able to advise appropriately. If needed the Covid Coordination Hub can also provide evidence of similar behaviour by a member of the public where we have issued an FPN to help with rationale.

[REDACTED]
[REDACTED]
Detective Chief Superintendent
Head of Professional Standards Branch
Greater Manchester Police



North West Mass Fatalities Lead

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Covid Breach Investigations
Date: 13 May 2021 09:25:05
Attachments: [image002.png](#)

Good Morning

Hope you are well

I have been asked to review our consistency regarding covid investigations.

Can you all review your teams investigations regarding covid breaches and provide me with an overview of how consistent your IO reports are , consistency regarding restrictions, and consistency regarding outcomes.

I have asked [REDACTED] to provide you all with a list of cases to assist you.

I would ask that this is completed by end next week.

Detective Chief Inspector [REDACTED]

Professional Standards Branch

Greater Manchester Police

Central Park , Northampton Road, Manchester, M40 5BP

Tel: [REDACTED]

Mobile: [REDACTED]

[REDACTED]
Police Integrity Line (Crime Stoppers) 0800 111 4444 www.policeintegrityline.co.uk

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To access the Professional Standards Branch Privacy Notice, please use the link below

<https://www.gmp.police.uk/r/psb/fpnmgp/privacy-notice/>

[REDACTED]

