

IOPC Performance Framework 2025/26 – February 2026

> Strategic Objective 1

Awareness and Confidence: People know about the complaints system and are confident to use it						
2024/25 Actual	Key Performance Indicators	2025/26 Target	2025/26 YTD Actual	12M Rolling	Current Period Actual	Previous Period Actual
68%	Increase public awareness in IOPC oversight of the police complaints system by 5% from 24/25 baseline	71%	62%	N/A	62% (Feb)	66% (Sep)
13 WD	Resolve complaints made against the IOPC within an average of 20 working days, counted from the day after receipt of complaint	20 WD	19 WD	18 WD	7 WD	10 WD
26,978	Increase our website monthly users by 5% from 24/25 baseline	28,327	27,294	26,947	25,073	28,914

> Strategic Objective 2

Accountability: The complaints system delivers evidence based, fair outcomes which hold police to account						
2024/25 Actual	Key Performance Indicators	2025/26 Target	2025/26 YTD Actual	12M Rolling	Current Period Actual	Previous Period Actual
71.7%	Complete 70% of core independent investigations in 12 months (rolling 12 months)	70%	70.7%	66.5%	63.6%	72.2%
31.3%	Complete 30% of core independent investigations in 6 months (rolling 12 months)	30%	31.2%	28.8%	31.8%	38.9%
133.29 WD	Complete IOPC review of police complaints process within an average of 50 working days (rolling 12 months)	50 WD	99.6 WD	104.2 WD	67.4 WD	74.6 WD
8.58 WD	Complete decision on mode of investigation for all referred cases within an average of 5 working days (rolling 12 months)	5 WD	4.5 WD	4.8 WD	6.1 WD	3.3 WD

> Strategic Objective 4

Leading Improvements: Our evidence and influence improves policing						
2024/25 Actual	Key Performance Indicators	2025/26 Target	2025/26 YTD Actual	12M Rolling	Current Period Actual	Previous Period Actual
18.9%	Strive to increase representation of people with an ethnic minority background in our overall workforce, (across all grades of the IOPC), to be reflective of the UK population.	19%	18.93%	N/A	18.93%	19.31%
	Strive to increase representation of disabled people in our overall workforce, (across all grades of the IOPC), to be reflective of the UK population.	11%	12.14%	N/A	12.14%	11.99%
6.12	Aim to achieve an average sickness absence rate of 8 days or less, per employee	8 Days	5.70	N/A	0.58	0.71
10.71%	Ensure that the employee turnover rate does not exceed 15% on a rolling 12-month basis	15%	11.11%	N/A	1.33%	1.01%

Achieving or exceeding target	Within 15% of target	More than 15% behind target
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