Police Complaints Information Bulletin

West Mercia Police

01 April 2025 - 31 March 2026 (Q4 2025/26)

IOPC Independent Office for Police Conduct

About this bulletin

This bulletin presents information about complaints defined under the Police Reform Act 2002 (PRA 2002), as amended by the Police and Crime Act 2017. The legislation came into effect on 1 February 2020 (4 January 2021 for the British Transport Police).

It sets out performance against a number of measures and compares force results to their most similar force (MSF) group (where applicable)

Please note: Unless stated otherwise, tables within the bulletin consist of 'year-to-date' figures covering all matters being started or completed between the two dates.

Q1: 1 April to 30 June, Q2: 1 April to 30 September, Q3: 1 April to 31 December, Q4: 1 April to 31 March

Notes for this edition of the bulletin

Devon and Cornwall: Devon and Cornwall Police had a significant backlog of complaints, including complaints that showed as live but were only administratively awaiting finalisation. Following restructure and uplift of resourcing this queue is being reduced, and we believe this is directly impacting the duration of Complaints Finalised

De-recorded matters: A new data loading process has been introduced which removes matters that have been 'de-recorded' (meaning complaints and allegations recorded in error) from the figures. Figures may differ from those previously reported, particularly in 'same period last year' calculations

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Acronyms used in this bulletin

YTD – Year to date figures, **SPLY** - Same period last year, **MSF** - Most similar force, **LPB** - Local policing body, **PRA** - Police Reform Act 2002

Nat. – National, **RPRP** – Reflective Practice Review Process, **UPP** – Unsatisfactory Performance Procedure

Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

Complaints and allegations logged

A **complaint case** is formed of one or more **allegations**.

This bulletin contains data on complaints, allegations, referrals and reviews broken down in the following ways:

- **Force** - The police force and date range covered by the bulletin title
- **SPLY** - Data as above in the same period of the previous financial year
- **MSF Average** - Most Similar Force group* average for the period
- **National** - Total or average of all forces in this period

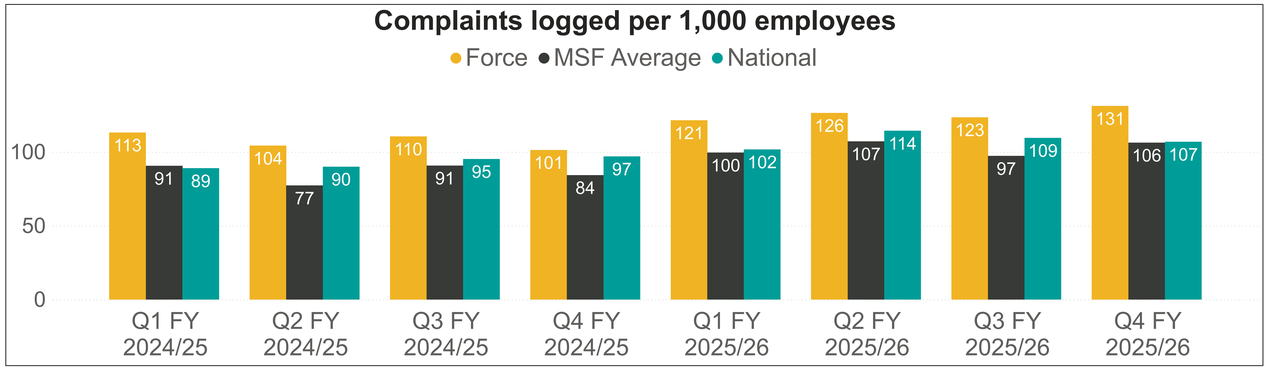
*Most Similar Force groups are specified by the Home Office and enable comparison between forces of similar size and demographics

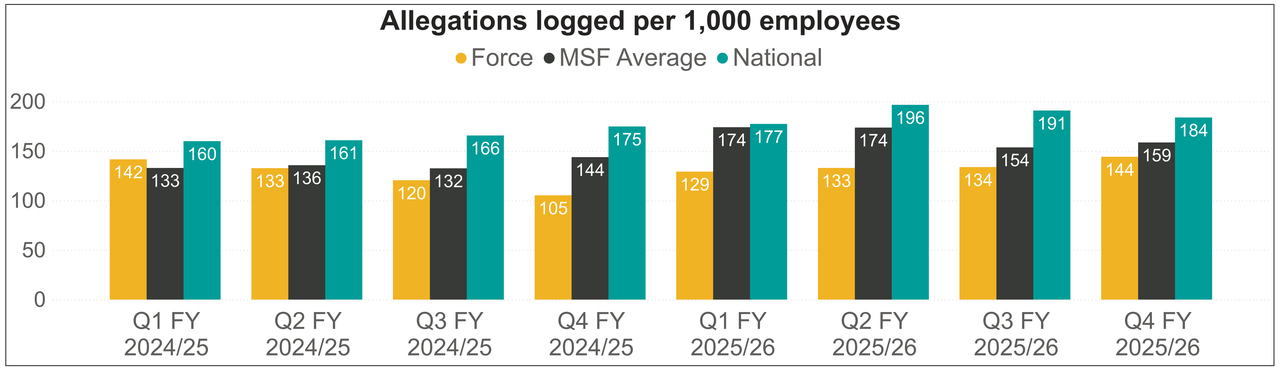
Measure	Complaints logged	Per 1,000 employees
Force	2,222	502
SPLY	1,923	429
MSF Average	1,415	410
National	108,988	432

Measure	Allegations Logged	Per 1,000 employees
Force	2,386	540
SPLY	2,238	500
MSF Average	2,310	660
National	188,600	748

Numbers per 1,000 employees are used to demonstrate how the number of complaints/allegations against a force compare to their most similar force group and national figures.

Note: Number of employees is a fixed number through the period, therefore complaints and allegations per 1,000 employees is higher for the full period (as in the table) than when broken down in to quarters (as per the charts)

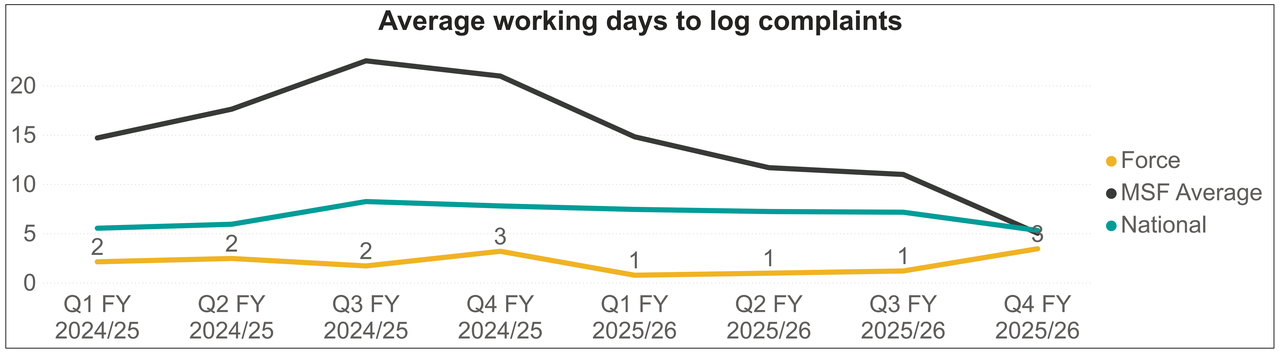


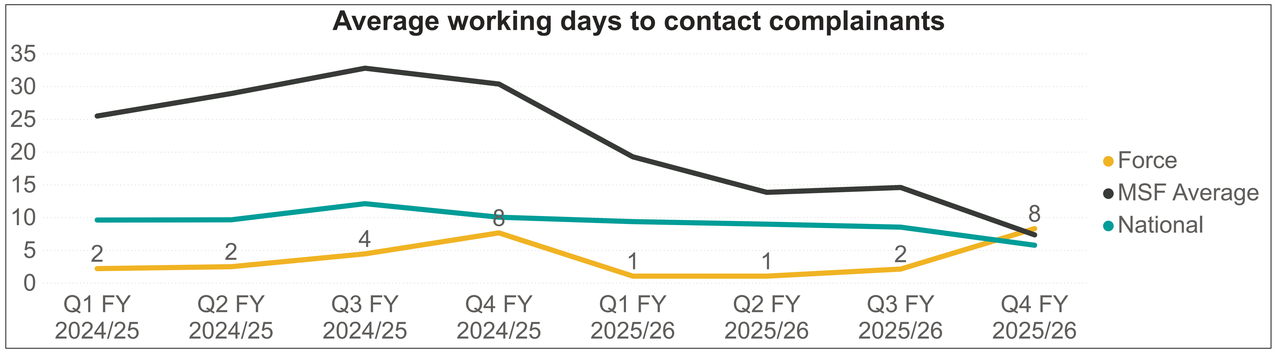


The force should **contact** the complainant and **log (record)** the complaint as soon as possible after the complaint has been raised. Average to log/contact is from the customer perspective.

Data labels in the above charts are those of the force

Measure	Average working days to contact complainants	Average working days to log complaints
Force	3	2
SPLY	4	2
MSF Average	14	11
National	8	7





For information on what has been complained about, see pages 2 to 5

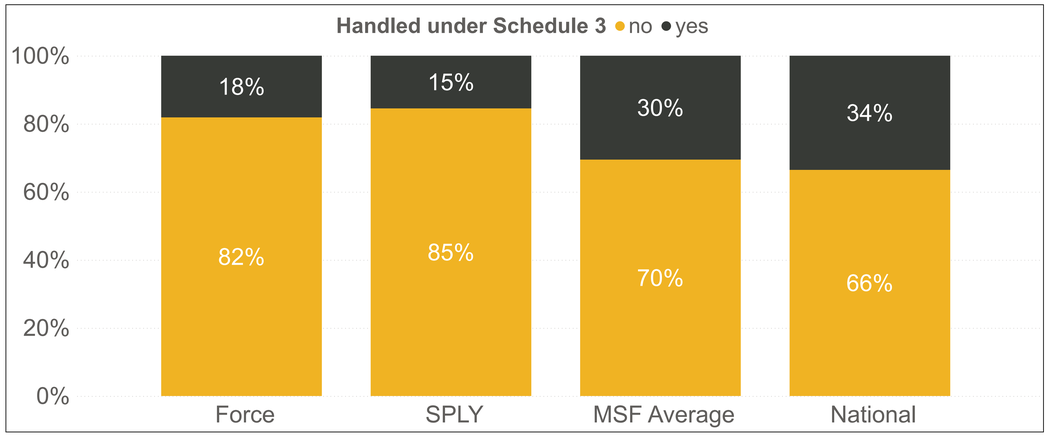
For information on allegations and complaints timeliness, see pages 6 and 7

Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

How complaints are being handled and what has been complained about

When a complaint is received by the force, the force can attempt to handle the complaint informally (outside of Schedule 3 of the Police Reform Act) or handle it formally (under Schedule 3). When deciding handle to complaint formally, the force should record the reason why

Measure type	Force		SPLY		MSF Average		National	
Reason complaint recorded under Schedule 3	Complaints	%	Complaints	%	Complaints	%	Complaints	%
AA/body responsible for initial handling decides	199	50%	157	53%	242	56%	13,438	37%
Complainant wishes the complaint be recorded	88	22%	69	23%	67	16%	6,263	17%
Dissatisfaction after initial handling	76	19%	63	21%	48	11%	6,430	18%
Nature of the allegation(s) in the complaint	39	10%	8	3%	74	17%	10,354	28%
Total	**402**	**100%**	**297**	**100%**	**431**	**100%**	**36,485**	**100%**

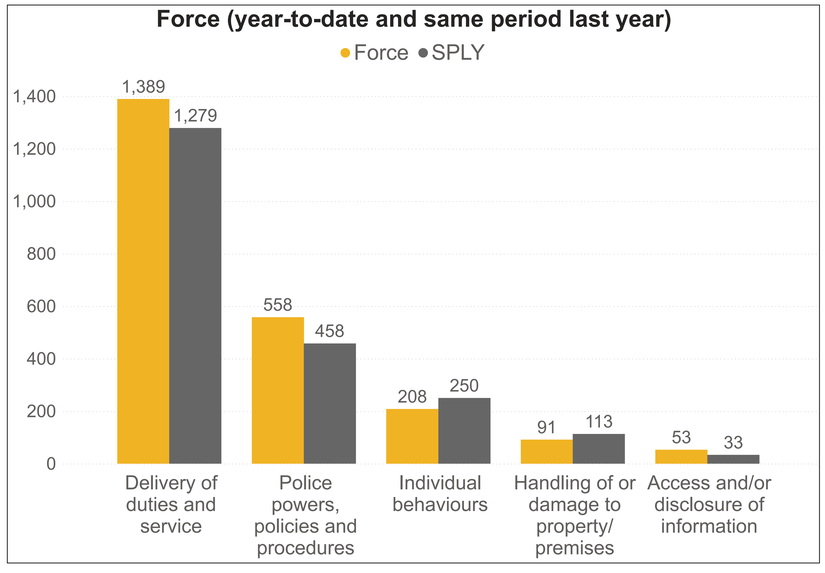


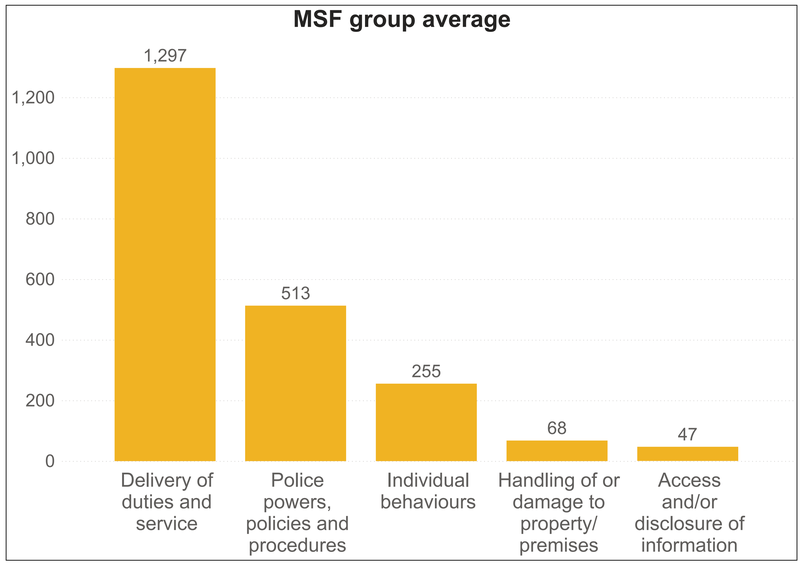
Allegations should have an allegation category applied to them which will identify the root of what the allegation is about. Most of these categories are broken down into subcategories which are detailed in the following pages. An allegation will have a single subcategory applied, a complaint can consist of numerous allegations, each with their own category

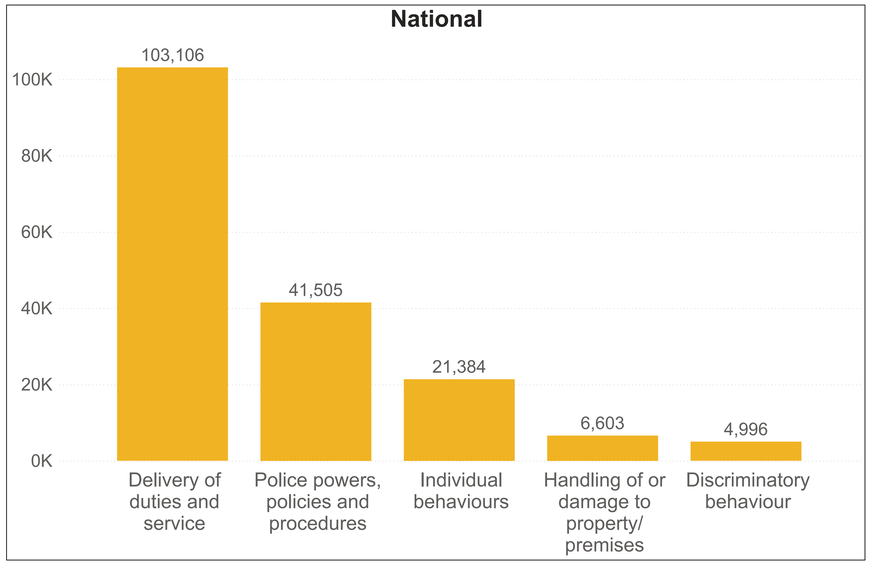
Allegation category	Delivery of duties and service	Police powers, policies and procedures	Handling of or damage to property/ premises	Access and/or disclosure of information	Use of police vehicles	Discriminatory behaviour	Abuse of position/ corruption	Individual behaviours	Sexual conduct	Discreditable conduct	Other	Total
Force	1,389	558	91	53	35	26	7	208	3	8	8	**2,386**
SPLY	1,279	458	113	33	28	44	6	250	4	14	9	**2,238**
MSF Average	1,297	513	68	47	31	37	22	255	5	14	23	**2,310**
National	103,106	41,505	6,603	4,098	2,025	4,996	1,507	21,384	336	1,167	1,871	**188,598**

Allegation category	Delivery of duties and service	Police powers, policies and procedures	Handling of or damage to property/ premises	Access and/or disclosure of information	Use of police vehicles	Discriminatory behaviour	Abuse of position/ corruption	Individual behaviours	Sexual conduct	Discreditable conduct	Other	Total
Force	58%	23%	4%	2%	1%	1%	0%	9%	0%	0%	0%	**100%**
SPLY	57%	20%	5%	1%	1%	2%	0%	11%	0%	1%	0%	**100%**
MSF Average	56%	22%	3%	2%	1%	2%	1%	11%	0%	1%	1%	**100%**
National	55%	22%	4%	2%	1%	3%	1%	11%	0%	1%	1%	**100%**

Top five most applied allegation categories







Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

Allegation subcategories

This section presents data on some of the most commonly recorded categories on allegations logged. For more information on allegation categories, see the IOPC website and links provided on page 14.

This category is about the service received from the police. Complaints in this category can be organisational or can be about individual behaviour

Delivery of duties and service	Force		SPLY		MSF Average		National	
Sub-category	Logged	%	Logged	%	Logged	%	Logged	%
General level of service	663	48%	707	55%	510	39%	31,306	30%
Police action following contact	401	29%	228	18%	466	36%	43,168	42%
Decisions	261	19%	210	16%	186	14%	16,853	16%
Information	64	5%	134	10%	135	10%	11,776	11%
Total	**1,389**	**100%**	**1,279**	**100%**	**1,297**	**100%**	**103,103**	**100%**

This concerns individual behaviours (language, actions and behaviour) that are not an abuse of position or discriminatory in nature

Individual behaviours	Force		SPLY		MSF Average		National	
Sub-category	Logged	%	Logged	%	Logged	%	Logged	%
Unprofessional attitude and disrespect	81	39%	97	39%	67	26%	6,001	28%
Impolite language / tone	50	24%	16	6%	61	24%	5,690	27%
Impolite and intolerant actions	36	17%	69	28%	35	14%	3,216	15%
Overbearing or harassing behaviours	27	13%	37	15%	48	19%	3,342	16%
Lack of fairness and impartiality	14	7%	31	12%	45	18%	3,135	15%
Total	**208**	**100%**	**250**	**100%**	**255**	**100%**	**21,384**	**100%**

This category is about the use of police powers, including where an available power has not been used, and police policies and procedures. Complaints in this category can be organisational or about individual behaviour

Police powers, policies and procedures	Force		SPLY		MSF Average		National	
Sub-category	Logged	%	Logged	%	Logged	%	Logged	%
Other policies and procedures	164	29%	84	18%	86	17%	5,037	12%
Power to arrest and detain	98	18%	67	15%	95	18%	7,174	17%
Use of force	94	17%	73	16%	97	19%	9,354	23%
Searches of premises and seizure of property	61	11%	48	10%	51	10%	5,528	13%
Evidential procedures	50	9%	62	14%	52	10%	3,715	9%
Detention in police custody	36	6%	49	11%	72	14%	5,441	13%
Stops, and stop and search	25	4%	22	5%	17	3%	1,981	5%
Bail, identification and interview procedures	21	4%	38	8%	35	7%	2,573	6%
Out of court disposals	9	2%	15	3%	8	1%	700	2%
Total	**558**	**100%**	**458**	**100%**	**513**	**100%**	**41,503**	**100%**

This includes any issue where an element of discrimination was involved or was perceived to be involved. It also includes any instances where the possible discriminatory behaviour is identified by the person receiving, recording, or investigating a complaint. Complaints in this category can be organisational or can be about individual behaviour.

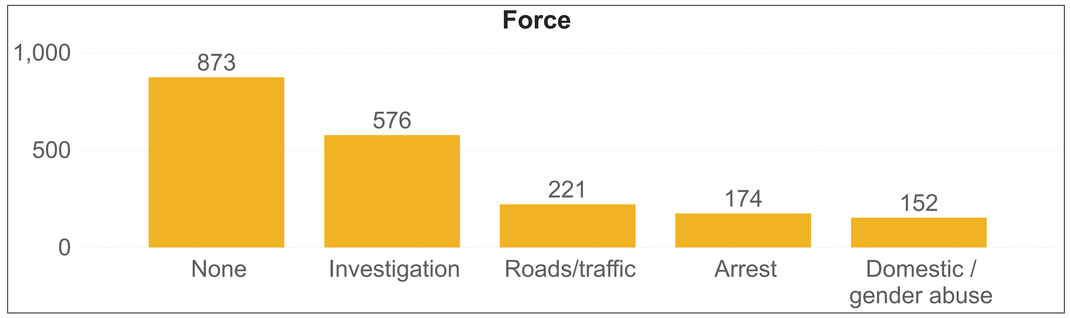
Discriminatory behaviour	Force		SPLY		MSF Average		National	
Sub-category	Logged	%	Logged	%	Logged	%	Logged	%
Race	9	35%	13	30%	14	38%	2,379	48%
Other	9	35%	1	2%	5	14%	376	8%
Disability	6	23%	15	34%	9	24%	1,107	22%
Religion or belief	1	4%			1	2%	157	3%
Sex	1	4%	8	18%	6	16%	723	14%
None					0	0%		
Age			1	2%	1	2%	63	1%
Gender reassignment			1	2%	0	1%	55	1%
Marriage and civil partnership					0	0%		
Pregnancy and maternity					0	0%	3	0%
Sexual orientation			5	11%	1	3%	133	3%
Total	**26**	**100%**	**44**	**100%**	**37**	**100%**	**4,996**	**100%**

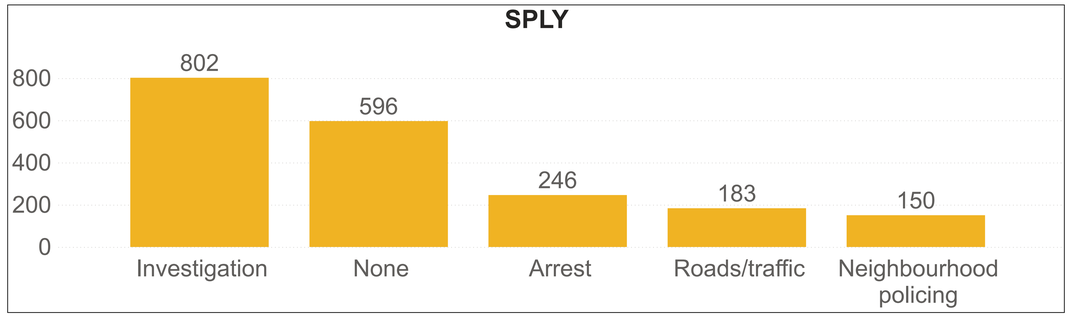
Factors applied to allegations logged

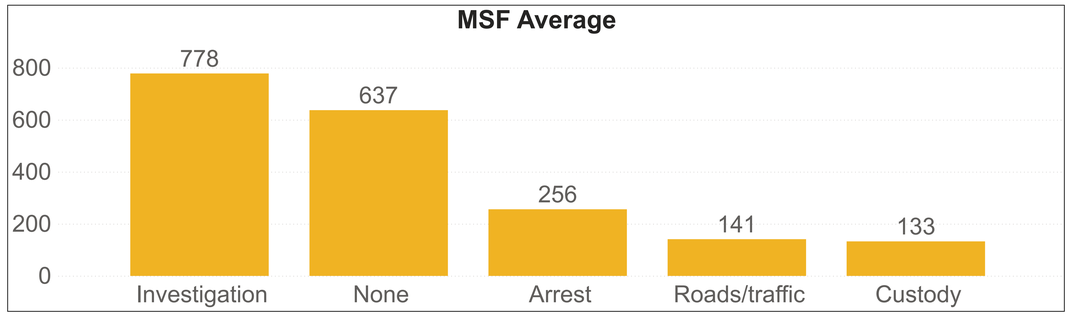
This section presents information that shows the situational context of the dissatisfaction expressed in a complaint.

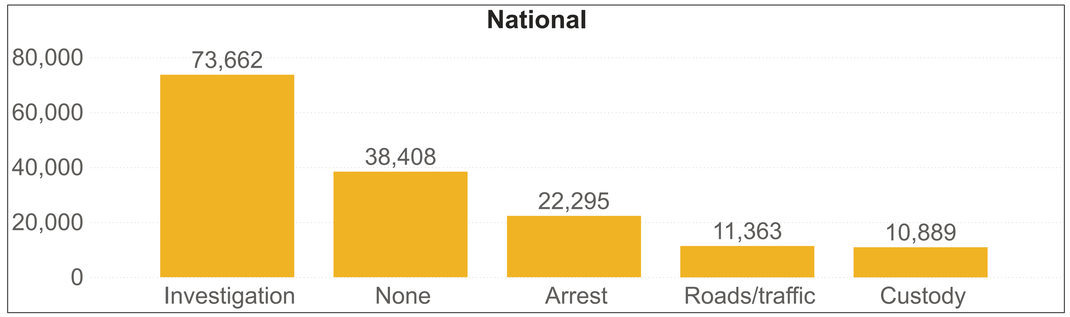
Each allegation should have a single category selected. However, multiple factors can be selected on a single allegation. Therefore, the sum of factors will not equal the total allegations logged in each category and the percentages here will add up to over 100%. Please refer to our guidance on capturing data about police complaints for definitions of categories and factors.

Measure type	Force		SPLY		MSF Average		National	
Factor	Logged	%	Logged	%	Logged	%	Logged	%
None	873	37%	596	27%	637	28%	38,408	20%
Investigation	576	24%	802	36%	778	34%	73,662	39%
Roads/traffic	221	9%	183	8%	141	6%	11,363	6%
Arrest	174	7%	246	11%	256	11%	22,295	12%
Domestic / gender abuse	152	6%	129	6%	127	6%	10,451	6%
VAWG - dissatisfaction handling	137	6%	95	4%	102	4%	8,335	4%
Neighbourhood policing	110	5%	150	7%	89	4%	8,198	4%
Call Handling	90	4%	123	5%	86	4%	8,178	4%
Custody	82	3%	117	5%	133	6%	10,889	6%
Mental health	80	3%	61	3%	45	2%	5,236	3%
Premises search	55	2%	68	3%	40	2%	4,979	3%
Child protection / CSA / CSE	47	2%	37	2%	75	3%	3,524	2%
Stop and/or search	34	1%	45	2%	29	1%	3,983	2%
Death	32	1%	21	1%	21	1%	1,617	1%
Drugs / alcohol	25	1%	38	2%	22	1%	1,998	1%
Hate Crime	21	1%	32	1%	9	0%	836	0%
Social media	20	1%	9	0%	9	0%	892	0%
Fraud	19	1%	25	1%	16	1%	1,448	1%
Firearms	17	1%	32	1%	14	1%	880	0%
	13	1%	2	0%	36	2%	1,637	1%
Missing persons	12	1%	5	0%	14	1%	1,198	1%
Public order incident	9	0%	2	0%	10	0%	1,350	1%
Restraint equipment	8	0%	10	0%	13	1%	1,759	1%
Serious injury	8	0%	1	0%	5	0%	352	0%
VAWG - police perpetrated	7	0%	11	0%	20	1%	828	0%
VAWG - police victim	2	0%			0	0%	161	0%
PPDA	1	0%			4	0%	168	0%
Covert policing			1	0%	1	0%	83	0%
Police dogs or horses			3	0%	1	0%	115	0%
PPDA - Police victim					0	0%	5	0%
Prejudicial and improper behaviour					0	0%	29	0%
Taser					1	0%	189	0%









Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

Factors on frequently applied allegation categories (force figures only)

This section presents information that shows what people are complaining about using a combination of allegation categories and factors against the police force.

Categories capture the root of the dissatisfaction expressed in a complaint. Factors capture the situational context of the dissatisfaction expressed in a complaint.

The combination of categories and factors provides a richer picture of what people are complaining about compared to the categories alone.

Each allegation should have a single category selected. However, multiple factors can be selected on a single allegation. Therefore, the sum of factors will not equal the total allegations logged in each category. Please refer to our guidance on capturing data about police complaints for definitions of categories and factors.

Category	Delivery of duties and service		Discriminatory behaviour		Individual behaviours		Police powers, policies and procedures	
Factors	Allegations Logged	Percent	Allegations Logged	Percent	Allegations Logged	Percent	Allegations Logged	Percent
None	550	40%	9	35%	72	35%	137	25%
Investigation	415	30%	6	23%	39	19%	97	17%
Roads/traffic	88	6%	2	8%	39	19%	52	9%
Arrest	26	2%	4	15%	6	3%	129	23%
Domestic / gender abuse	110	8%	2	8%	7	3%	31	6%
VAWG - dissatisfaction handling	112	8%	1	4%	5	2%	18	3%
Neighbourhood policing	73	5%	4	15%	21	10%	10	2%
Call Handling	68	5%			15	7%	5	1%
Custody	10	1%	3	12%	3	1%	62	11%
Mental health	27	2%	4	15%	9	4%	38	7%
Child protection / CSA / CSE	27	2%			4	2%	14	3%
Premises search	11	1%			3	1%	28	5%
Stop and/or search	2	0%			4	2%	27	5%
Death	21	2%			1	0%	7	1%
Drugs / alcohol	8	1%	1	4%			14	3%
Hate Crime	13	1%	2	8%	3	1%	3	1%
Fraud	16	1%					3	1%
Social media	11	1%	1	4%	2	1%	3	1%
Firearms	10	1%			1	0%	4	1%
	3	0%			1	0%	8	1%
Missing persons	7	1%			2	1%	3	1%
Public order incident	3	0%					5	1%
Restraint equipment							8	1%
Serious injury	2	0%			1	0%	3	1%
VAWG - police perpetrated	1	0%					5	1%
VAWG - police victim	1	0%						

How allegations have been handled and allegation timeliness

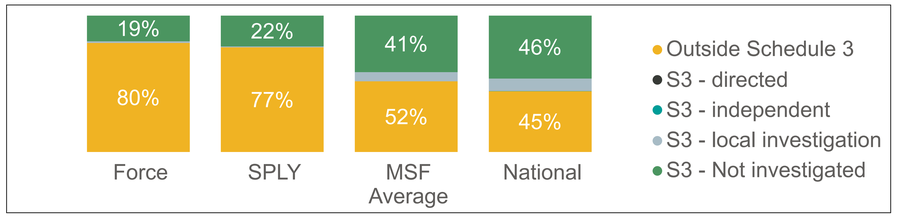
This section presents the time it takes the force to finalise allegations by how they were handled.

- An allegation can be handled informally (outside of Schedule 3 of the Police Reform Act 2002) or formally handled under Schedule 3
- Schedule 3 allegations can handled without investigation or by investigation.
- Where handled by investigation this may be subject to 'special procedures' (meaning that a finding of a case to answer for misconduct may be found)
- If not subject to special procedures, a finding of the service provided being acceptable or unacceptable may be found.

For more information on allegation findings and actions, please see pages 8 - 10

Handling method	Outside of Schedule 3		Under Schedule 3 - not subject to investigation		Under Schedule 3 - by local investigation		Under Schedule 3 - by directed investigation		Under Schedule 3 - by independent investigation		Total	
Number finalised	Allegations Finalised	%	Allegations Finalised	%	Allegations Finalised	%	Allegations Finalised	%	Allegations Finalised	%	Allegations Finalised	%
Force	1,779	80%	418	19%	29	1%					**2,226**	**100%**
SPLY	1,880	77%	551	22%	19	1%					**2,450**	**100%**
MSF Average	1,103	52%	880	41%	143	7%	0	0%	0	0%	**2,126**	**100%**
National	82,446	45%	85,168	46%	16,974	9%	1	0%	315	0%	**184,904**	**100%**

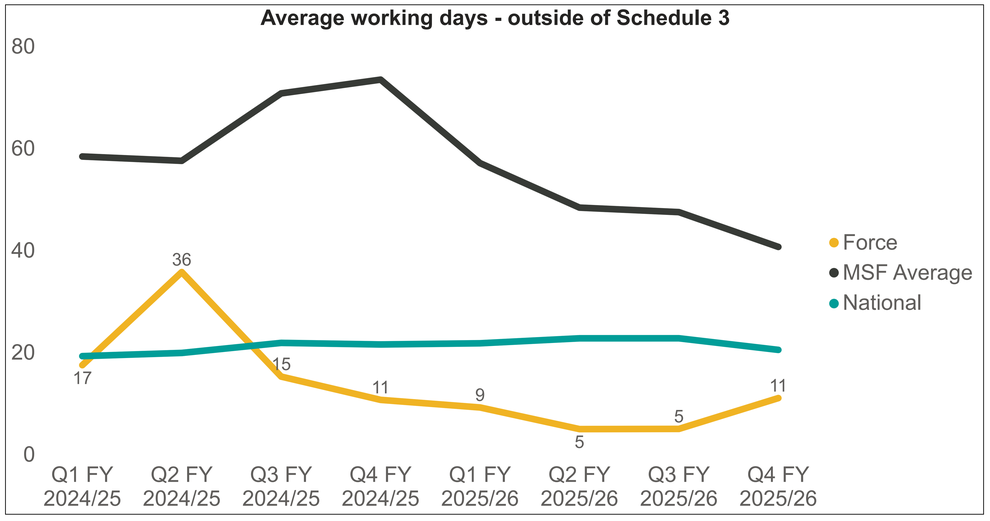
.	Not special procedures		Special procedures		Total	
Local investigation	Finalised	%	Finalised	%	Finalised	%
Force	22	76%	7	24%	**29**	**100%**
SPLY	17	89%	2	11%	**19**	**100%**
MSF Average	125	87%	18	13%	**143**	**100%**
National	15,386	91%	1,588	9%	**16,974**	**100%**

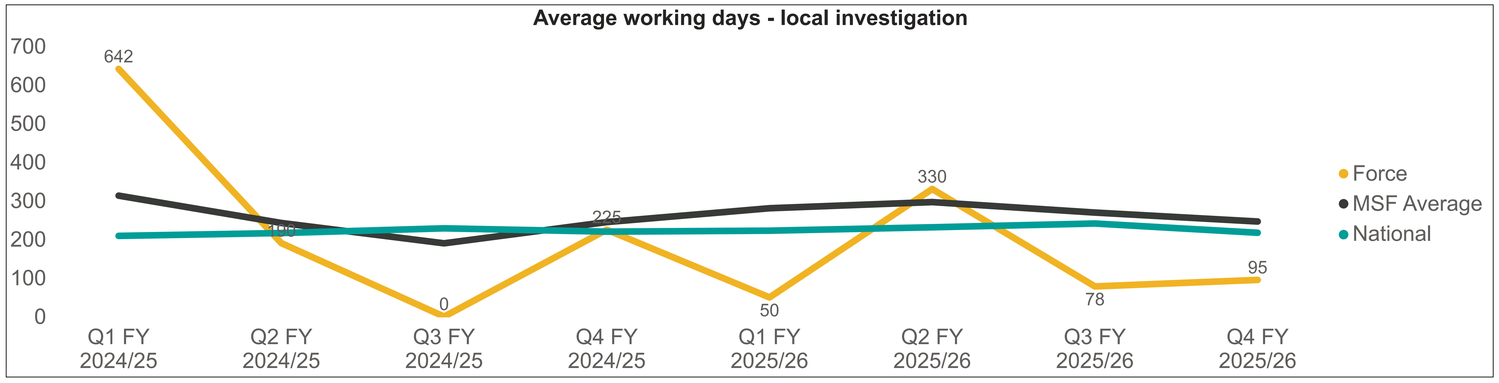


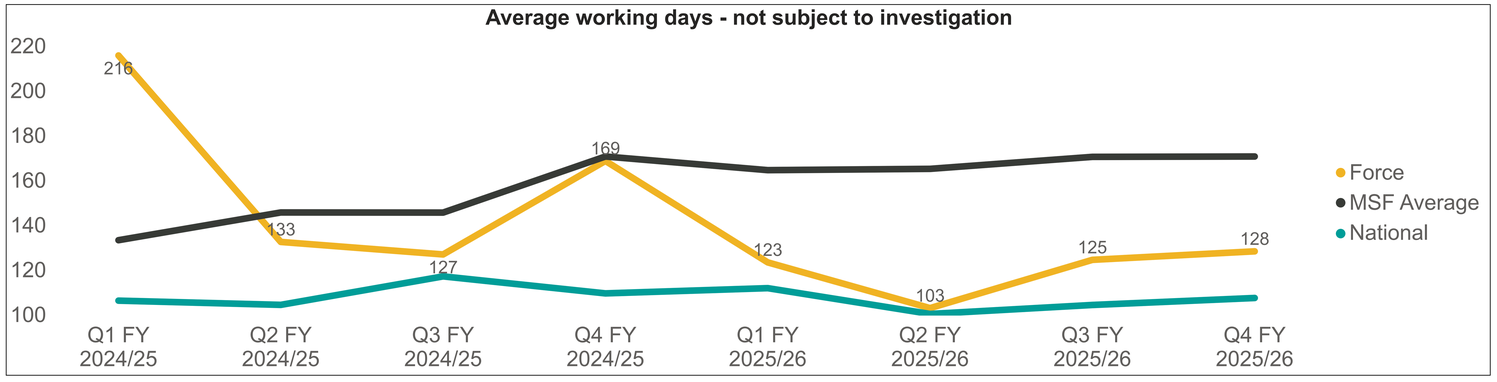
Timeliness is calculated from the date the allegation was received by the force to the day the complainant is informed of the allegation decision.

Allegations with 'invalid dates' have been removed from the data shown. Please refer to the performance framework counting rules and calculations on the IOPC website for an explanation of invalid dates.

Handling method	Force	SPLY	MSF Average	National
Outside of Schedule 3	7	21	49	22
Under Schedule 3 - not subject to investigation	119	160	170	106
Under Schedule 3 - by local investigation	184	289	294	228
Under Schedule 3 - by directed investigation	0	0	6	48
Under Schedule 3 - by independent investigation	0	0	0	338







Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

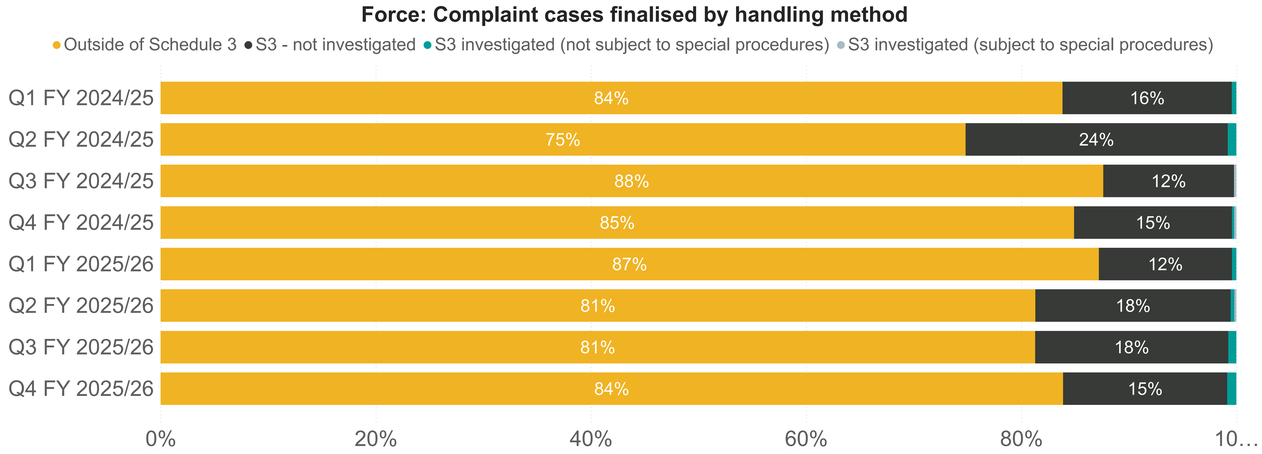
Complaint timeliness

This section shows the time it takes the force to finalise complaint cases from the customer's perspective. Timeliness is calculated from the date the complaint was made. On cases under Schedule 3, the below figures include the time a case may spend suspended due to criminal matters.

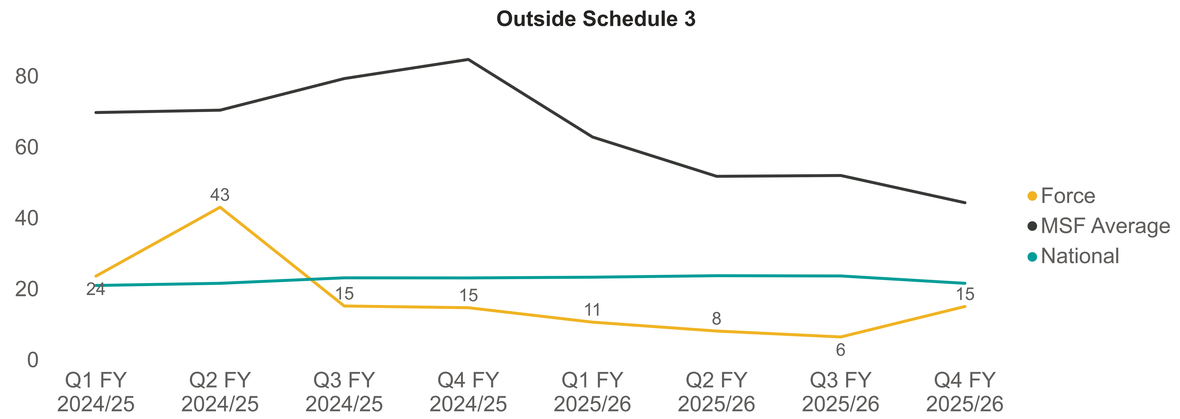
Complaint cases with 'invalid dates' have been removed from the data shown. Please refer to the IOPC website performance framework counting rules and calculations on the for an explanation of invalid dates.

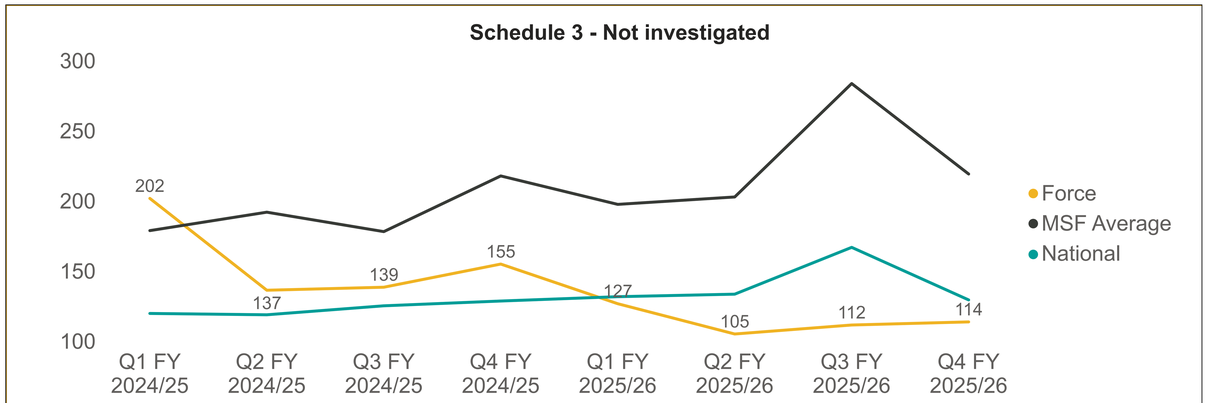
.	Outside of Schedule 3		Schedule 3 - not investigated		Schedule 3 investigated (not subject to special procedures)		Schedule 3 investigated (subject to special procedures)		Total	
Measure type	Finalised	%	Finalised	%	Finalised	%	Finalised	%	Finalised	%
Force	1,736	83%	335	16%	12	1%	1	0%	**2,084**	**100%**
SPLY	1,700	82%	357	17%	8	0%	2	0%	**2,067**	**100%**
MSF Average	923	64%	479	33%	44	3%	8	1%	**1,453**	**100%**
National	70,061	65%	32,002	30%	4,930	5%	634	1%	**107,627**	**100%**

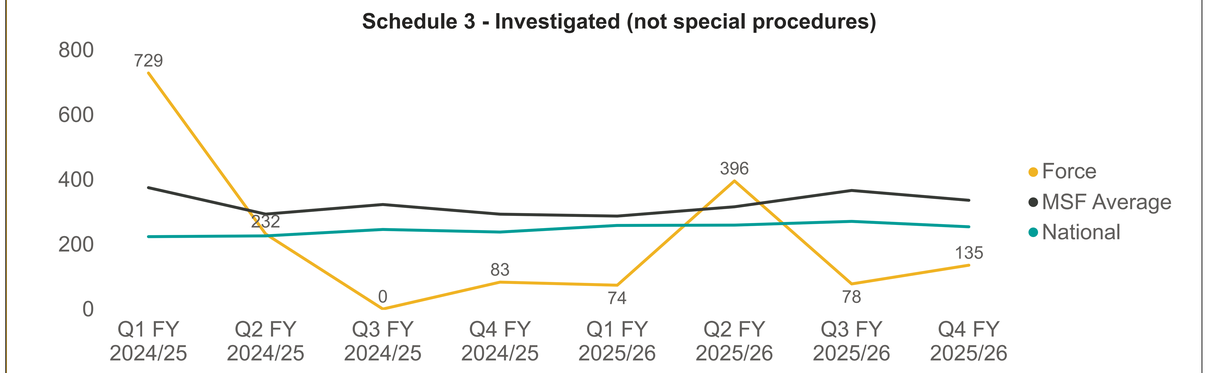
.	Schedule 3 - not investigated		Schedule 3 investigated (not subject to special procedures)		Schedule 3 investigated (subject to special procedures)	
Measure type	Finalised	Average days to finalise	Finalised	Average days to finalise	Finalised	Average days to finalise
Force	335	113	12	149	1	131
SPLY	357	155	8	337	2	376
MSF Average	479	235	44	317	8	355
National	32,002	142	4,930	261	634	349

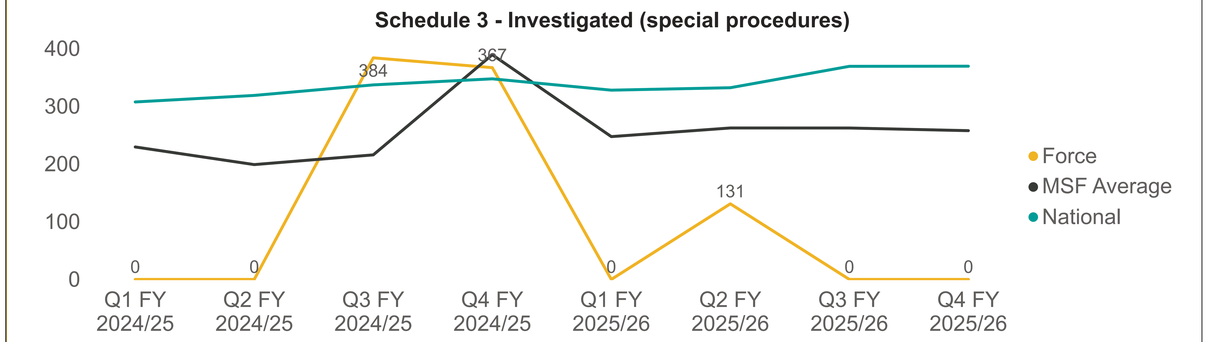


Outside of Schedule 3	Finalised	Average days to finalise
Force	1,736	10
SPLY	1,700	25
MSF Average	923	53
National	70,063	23









Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

Findings and actions on Outside Schedule 3 allegations

This section presents information about what happened as a result of the allegation (action). Actions are captured at allegation level and multiple actions can be selected, where appropriate, on single allegation. The figures shown in this section are based on allegations that resulted in the corresponding action. As more than one action can be selected for a single allegation, the sum of all percentages will not equal 100%.

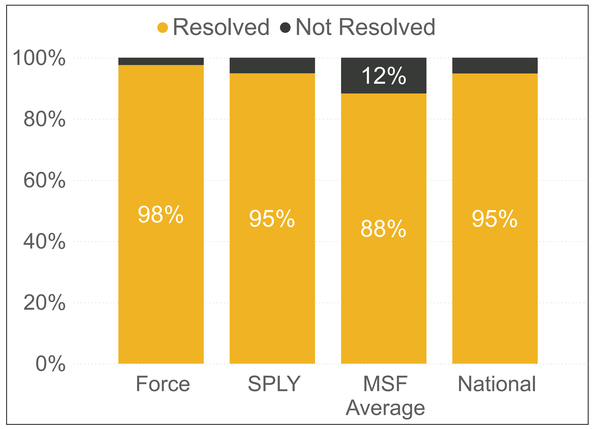
The actions available once an allegation is finalised depend on how the complaint case has been handled. Please refer to our guidance on capturing data about police complaints for details of actions available (link available on page 14)

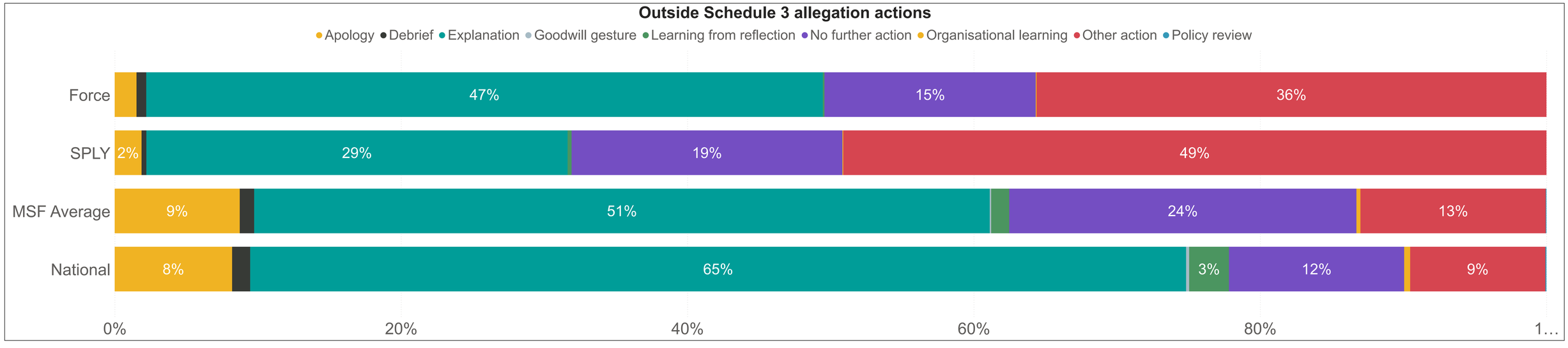
When an allegation is handled outside of Schedule 3 it will result in a finding of Resolved or Not Resolved - (an allegation not resolved may be moved to Schedule 3 or finalised without additional action)

Outside Schedule 3 result	Force	SPLY	MSF Average	National
Resolved	1,737	1,785	974	78,219
Not Resolved	42	95	128	4,224
Total	**1,779**	**1,880**	**1,103**	**82,443**

Figures may differ in the two tables where actions have not yet been decided or not yet recorded

Measure	Force		SPLY		MSF Average		National	
Actions on allegations outside of Schedule 3	Allegations finalised	Percent	Allegations finalised	Percent	Allegations finalised	Percent	Allegations finalised	Percent
Explanation	836	47%	532	29%	562	51%	53,668	65%
Other action	630	36%	888	49%	142	13%	7,759	9%
No further action	261	15%	342	19%	265	24%	10,054	12%
Apology	27	2%	34	2%	96	9%	6,733	8%
Debrief	12	1%	6	0%	11	1%	1,041	1%
Learning from reflection	2	0%	5	0%	14	1%	2,278	3%
Organisational learning	1	0%	1	0%	3	0%	337	0%
Goodwill gesture					1	0%	178	0%
Policy review					1	0%	56	0%
Total	**1,769**	**100%**	**1,808**	**100%**	**1,095**	**100%**	**82,104**	**100%**





Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

Findings on Schedule 3 allegations

This section presents information about what happened as a result of the allegation (action). Actions are captured at allegation level and multiple actions can be selected, where appropriate, on single allegation. The figures shown in this section are based on allegations that resulted in the corresponding action. As more than one action can be selected for a single allegation, the sum of all percentages will not equal 100%.

The actions available once an allegation is finalised depend on how the complaint case has been handled. Please refer to our guidance on capturing data about police complaints for details of actions available.

When an allegation is handled under Schedule 3 (not investigated or investigated not subject to special procedures), it will typically result in a finding of:

The service provided was acceptable

The service provided was not acceptable

Unable to determine whether service provided was acceptable

Measure type	Force		SPLY		MSF Average		National	
Not investigated	**Finalised**	**%**	**Finalised**	**%**	**Finalised**	**%**	**Finalised**	**%**
No further action	10	2%	39	7%	72	8%	5,708	7%
Regulation 41 applies					5	1%	262	0%
Service provided - acceptable	318	76%	414	75%	555	63%	58,464	69%
Service provided - not acceptable	62	15%	60	11%	129	15%	11,005	13%
Service provided - unable to determine	6	1%	9	2%	72	8%	7,657	9%
Withdrawal	22	5%	29	5%	48	5%	2,069	2%

Measure type	Force		SPLY		MSF Average		National	
Not subject to special procedures	**Finalised**	**%**	**Finalised**	**%**	**Finalised**	**%**	**Finalised**	**%**
Case to Answer					0	0%		
No further action	9	41%	2	12%	5	4%	504	3%
Regulation 41 applies					3	2%	218	1%
Service provided - acceptable	10	45%	10	59%	89	71%	10,707	69%
Service provided - not acceptable	3	14%	2	12%	14	11%	2,102	14%
Service provided - unable to determine			3	18%	10	8%	1,531	10%
Withdrawal					4	3%	429	3%

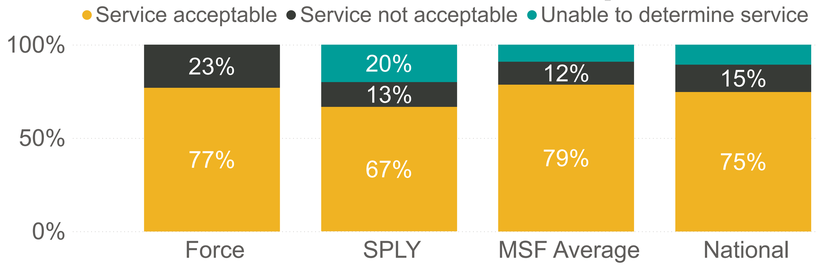
An allegation investigated (subject to special procedures) should not result in a service finding but some have been recorded with that outcome

Such allegations should result in a Case to Answer or No Case to Answer for misconduct

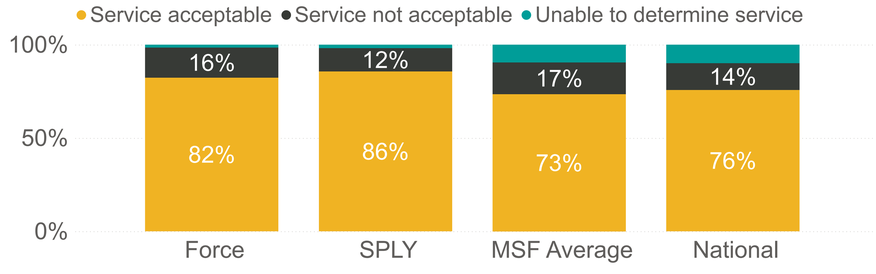
In addition, an allegation can be withdrawn, finalised following criminal proceedings or subject to no further action. No further action here means that the allegation could not be progressed, for example due to being unable to engage with the complainant. This is different from the force deciding to take no further action after looking into an allegation

Measure type	Force		SPLY		MSF Average		National	
Subject to special procedures	**Finalised**	**%**	**Finalised**	**%**	**Finalised**	**%**	**Finalised**	**%**
Case to Answer	1	14%	1	50%	3	17%	397	22%
No Case to Answer	6	86%			8	46%	886	49%
No further action					0	2%	31	2%
Regulation 41 applies					0	0%	7	0%
Service provided - acceptable					3	15%	285	16%
Service provided - not acceptable					1	3%	81	5%
Service provided - unable to determine					0	1%	43	2%
Withdrawal			1	50%	3	14%	69	4%

Schedule 3 allegations (not investigated)



Schedule 3 allegations (investigated - not subject to special procedures)



Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

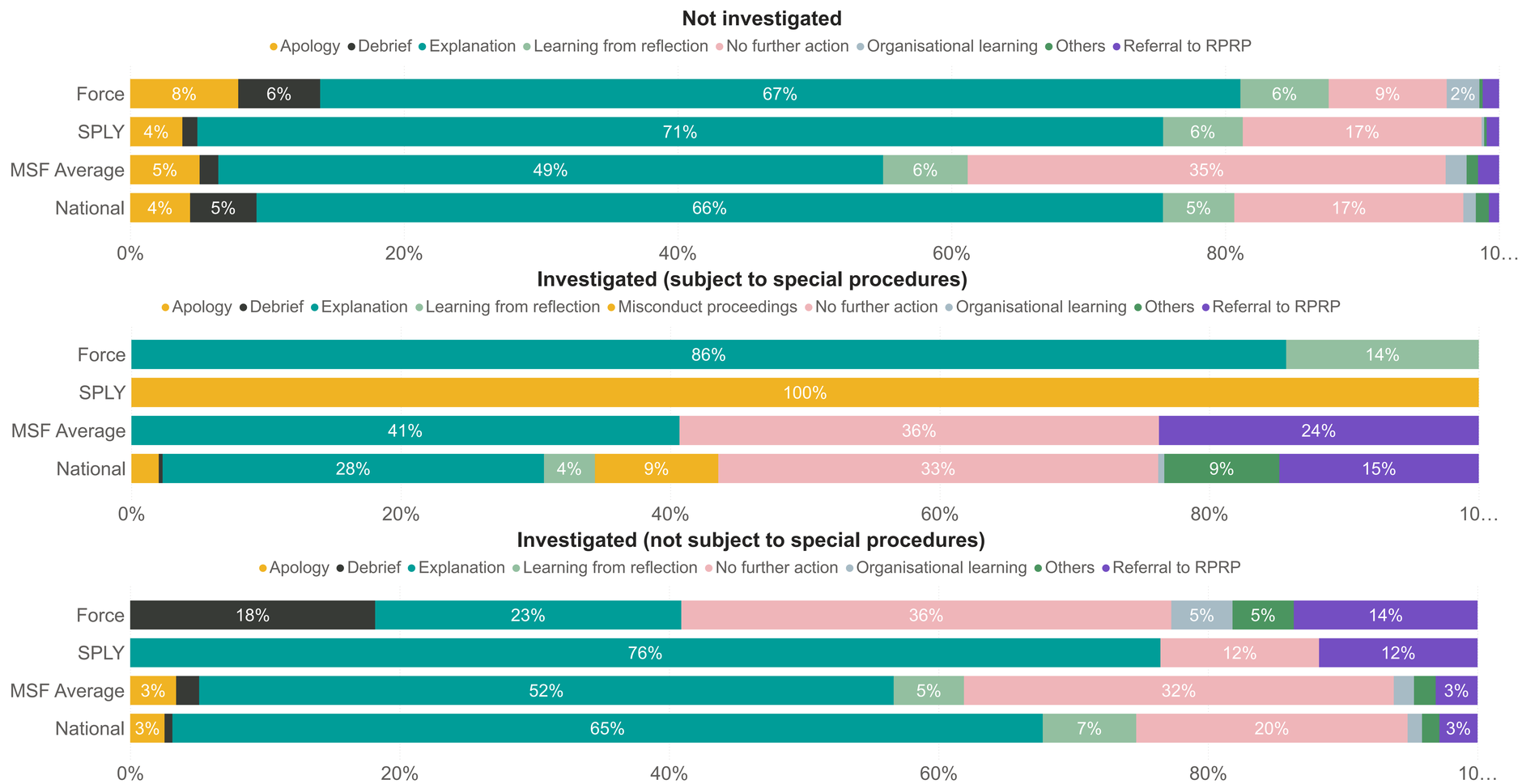
Actions on Schedule 3 allegations

This section presents information about what happened as a result of the allegation (action). Actions are captured at allegation level and multiple actions can be selected, where appropriate, on single allegation. The figures shown in this section are based on allegations that resulted in the corresponding action.

The actions available once an allegation is finalised depend on how the complaint case has been handled. Please refer to our guidance on capturing data about police complaints for details of actions available.

Measure	Force		SPLY		MSF Average		National	
Actions on Schedule 3 allegations	Allegations finalised	Percent	Allegations finalised	Percent	Allegations finalised	Percent	Allegations finalised	Percent
Explanation	293	65%	401	70%	496	49%	66,745	65%
No further action	44	10%	98	17%	351	34%	17,908	18%
Apology	33	7%	21	4%	49	5%	4,154	4%
Debrief	29	6%	6	1%	14	1%	4,219	4%
Learning from reflection	29	6%	32	6%	61	6%	5,564	5%
Organisational learning	11	2%	1	0%	15	2%	948	1%
Referral to RPRP	8	2%	7	1%	21	2%	1,333	1%
Others	2	0%	2	0%	10	1%	1,158	1%
Misconduct proceedings			1	0%	1	0%	162	0%
Total	**449**	**100%**	**569**	**100%**	**1,019**	**100%**	**102,191**	**100%**

Please note: A finding for misconduct can only be made where the allegation is investigated subject to special procedures

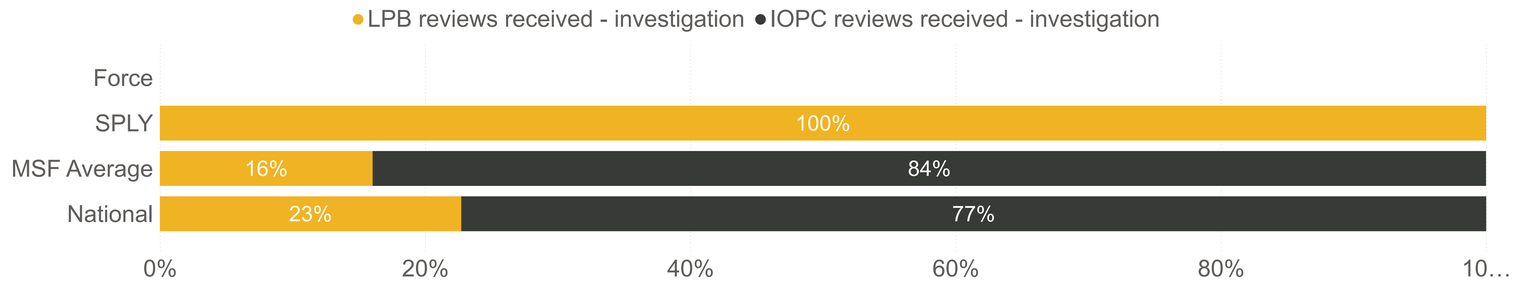


Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

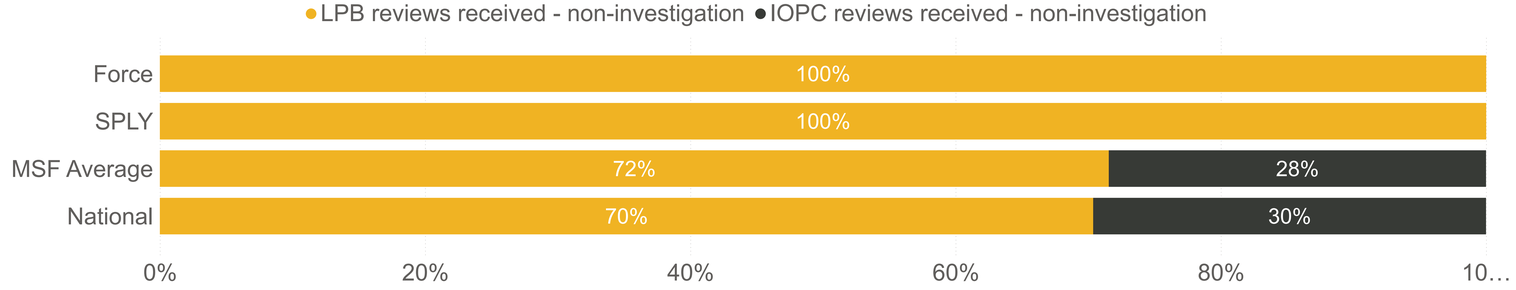
Reviews received

This section presents data on the number of reviews received about this force by the IOPC and by the local policing body. The charts enable you to see the proportion of each review type being received by the two bodies. The IOPC handle the majority of reviews where the complaint was handled by investigation. For information on when the IOPC should be the review body, please see our Statutory Guidance

LPB reviews	Investigation	Non-investigation
Force	0	49
SPLY	1	55
MSF Average	2	51
National	275	5,002

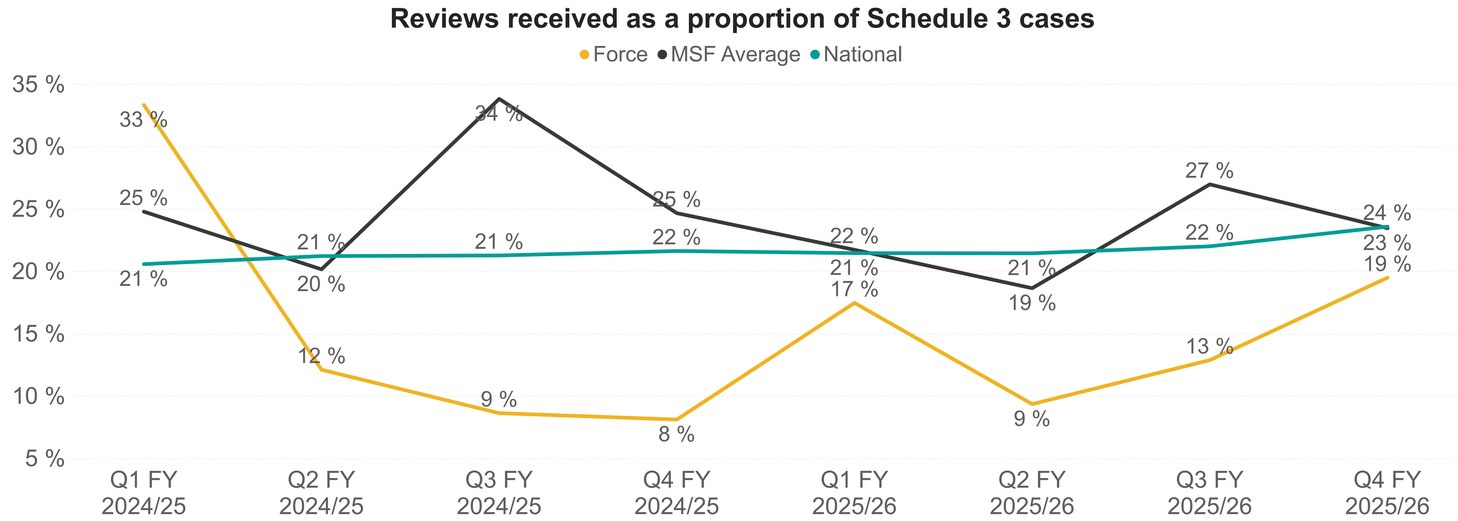


IOPC Reviews	Investigation	Non-investigation
Force	0	
SPLY		0
MSF Average	9	20
National	935	2105



Complaints are not finalised until after any reviews are completed. However, this measure helps to provide an indication of how often reviews are made in comparison to the number of complaints completed.

Measure	Reviews Received	Complaint cases finalised under Schedule 3
Force	49	348
SPLY	56	367
MSF Average	81	530
National	8,317	37,566



Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

Reviews outcomes and timeliness

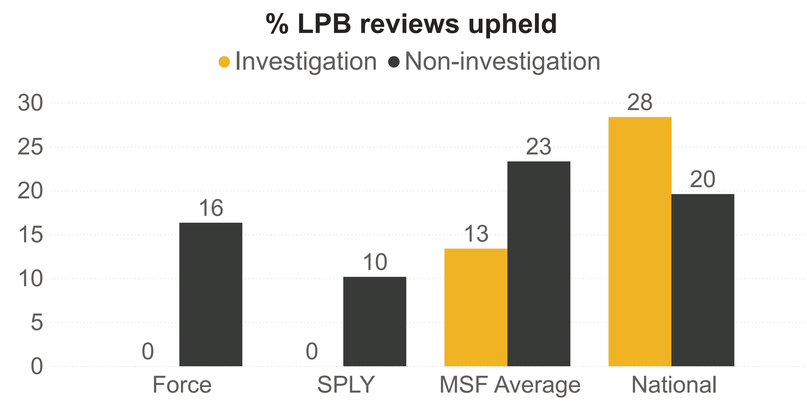
LPB Reviews

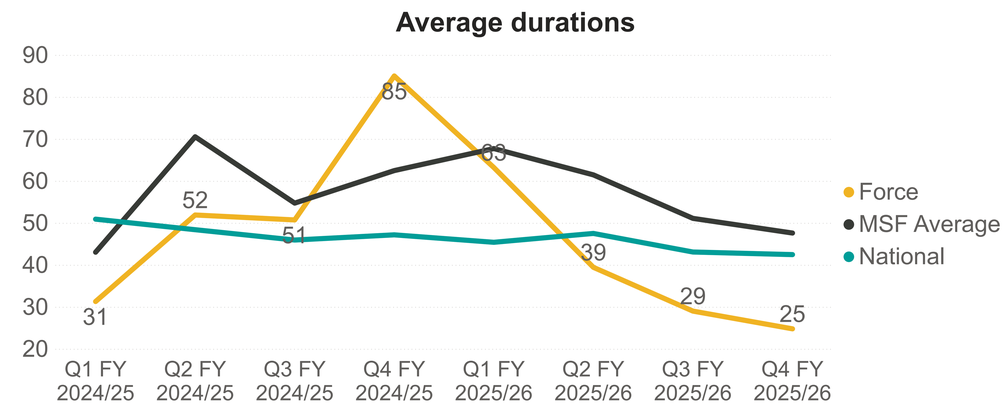
This section presents information about the decisions made on reviews and how long reviews are taking to finalise.

When a review finds that the outcome of the complaint was not reasonable and proportionate, that review is considered to be 'upheld'

Review type	Complete with outcome	Upheld
Investigation		
Force	0	0
SPLY	1	0
MSF Average	2	1
National	282	80
Non-investigation		
Force	49	8
SPLY	59	6
MSF Average	42	11
National	4429	868

Review type	Average duration
Investigation	
Force	0
SPLY	25
MSF Average	39
National	57
Non-investigation	
Force	37
SPLY	49
MSF Average	62
National	44





IOPC Reviews

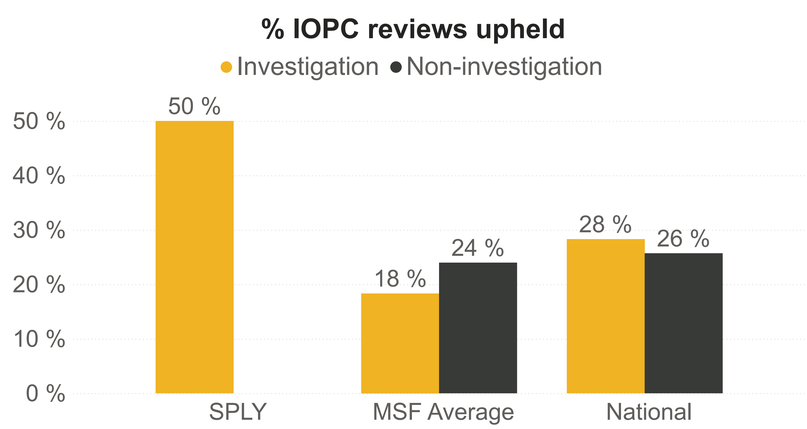
The IOPC will be the review body on complaints that meet certain criteria, including mandatory referral criteria (see page 16)

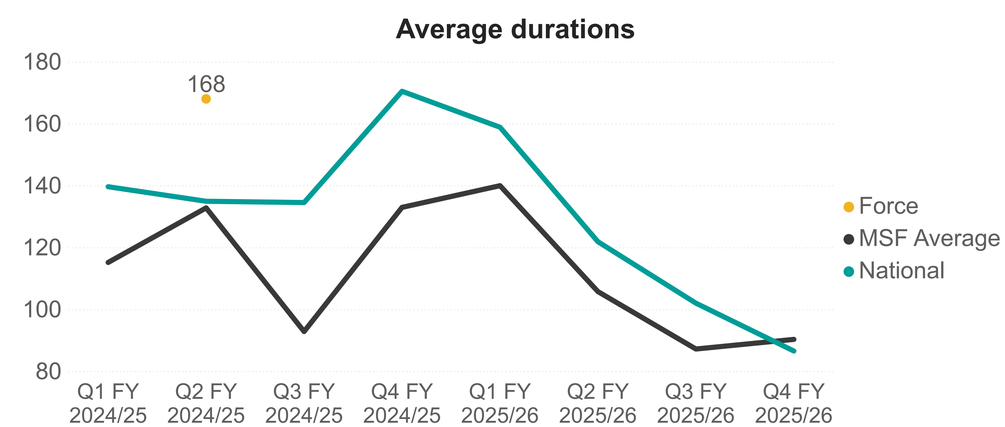
When a complaint is referred to the IOPC, the IOPC automatically becomes the review body.

There has been a significant backlog in the number of reviews handled by the IOPC which means the average durations are typically longer than those on reviews where the relevant review body is the local policing body

IOPC review	Investigation	Upheld	Non-investigation	Upheld
SPLY	2	1		
MSF Average	10	3	21	6
National	1,152	327	2,121	555

Measure	Average duration
SPLY	168
MSF Average	104
National	115





Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

Referrals to the IOPC

The force should refer certain matters to the IOPC for the IOPC to decide how they should be handled. The figures presented in this section include all referrals that the force makes to the IOPC (received), not just those arising from complaints.

When the IOPC receives a referral from the force, it reviews the information they have provided. The IOPC decides whether the matter requires an investigation, and the type of investigation.

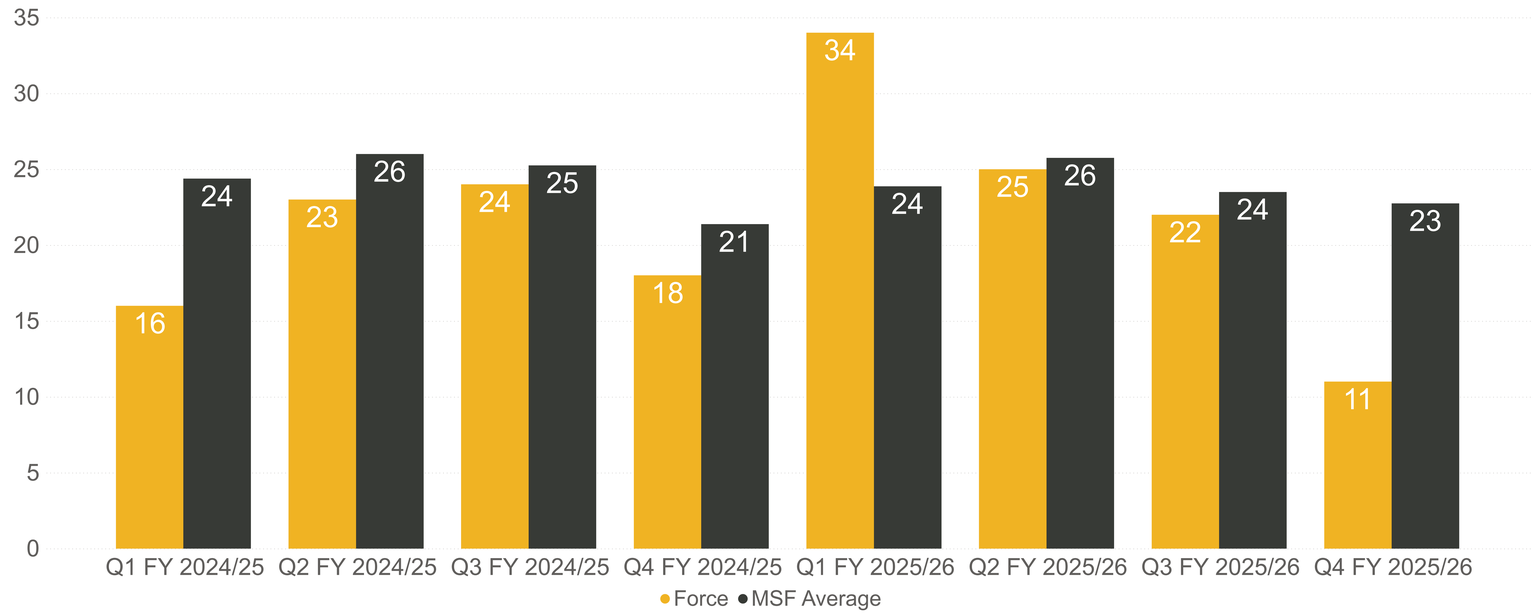
Referrals may have been completed in a different period to when they were received.

A referral may be made invalid if the matter does not fall within the IOPC's remit

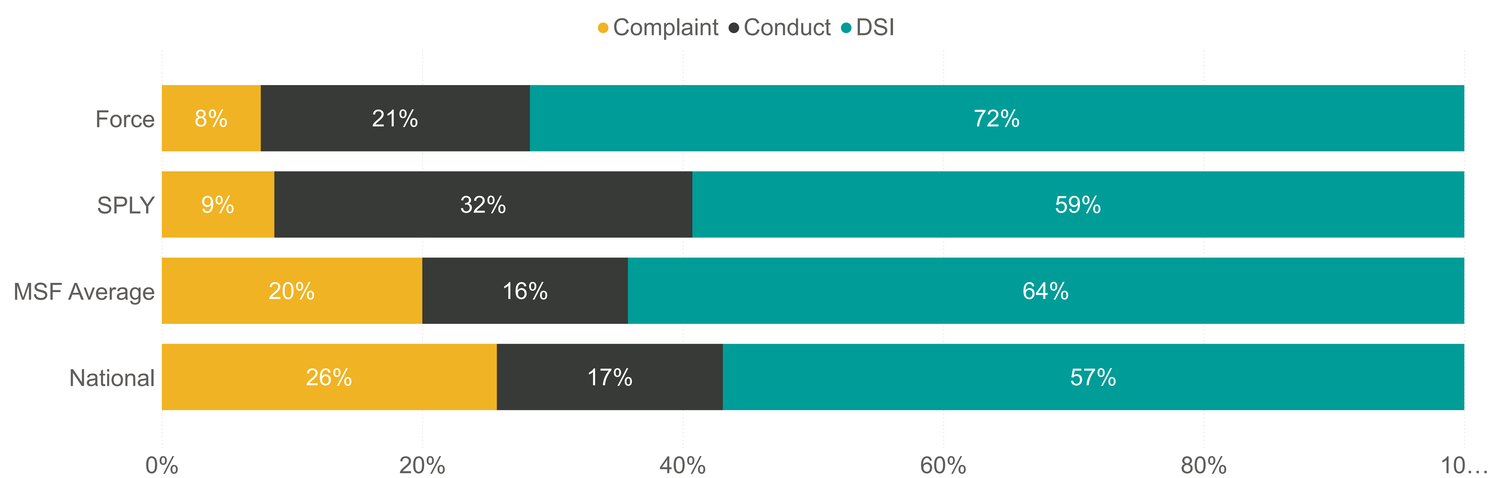
The sum of decisions may not match the number of referrals completed. This is because some matters referred may have come to the attention of the appropriate authority before 1 February 2020 and have investigation type decisions of either managed or supervised.

	Force	SPLY	MSF Average	National
Number Referrals Received	92	81	96	6,942
Number referrals completed	94	83	98	7,017
Decision: Directed Investigation			1	24
Decision: Independent Investigation	7	4	6	400
Decision: Invalid	2	2	2	98
Decision: Local Investigation	46	47	48	3,513
Decision: Return to Force	39	30	42	2,980

Force and MSF Group referrals received



Referral type	Force	SPLY	MSF Average	National
Complaint	7	7	19	1,786
Conduct	19	26	15	1,204
DSI	66	48	61	3,952
Total	**92**	**81**	**96**	**6,942**



Most Similar Force (MSF) Group: Devon & Cornwall Police, Gloucestershire Constabulary, Norfolk Constabulary, North Yorkshire Police, Suffolk Constabulary, Warwickshire Police, West Mercia Police, Wiltshire Police

Notes

Data sources

- Data in this bulletin is taken from XML data submissions made by forces to the IOPC every quarter except for IOPC performance data which is taken from the IOPC case management system.
- Police force employee numbers are taken from the latest police workforce England and Wales statistics published by the Home Office.
- The most similar force (MSF) groups used for the calculation of the MSF averages in this bulletin are those determined by HMICFRS. Please note that the British Transport Police, Report Fraud and City of London Police do not have an MSF group. A list of the MSF groups is available on the IOPC website.

Performance Framework counting rules and calculation

- The counting rules and calculations used to produce the data shown in this bulletin can be found on the IOPC website.
- Average times are presented in working days and do not include weekends or bank holidays.
- Some percentages may add up to more or less than 100% due to rounding.
- Complaint cases and allegations with invalid start/end dates have been removed from average time calculations. Therefore, the numbers of complaint cases and allegations used in the average time calculations may be lower than the total number of complaint cases and allegations logged or finalised.

Data constraints

- The data is sourced from live case management systems and provides a snapshot of information as it was at that time. Therefore, there may be variances between the information in this bulletin and information reported at a later date.

Further Information

- A glossary providing a full list of definitions used in this bulletin, can be found on the IOPC website.

- Additional information about the recording of police complaints, including the definitions of the complaint categories, can be found in appendix A of the IOPC's Guidance on capturing data about police complaints.

- Information about how the police complaints system operates, who can complain and how reviews are dealt with can be found in the IOPC's Statutory Guidance on the police complaints system (February 2020).