

FOI Disclosures May 2021

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If you require a full copy of any of the embedded attachments, please contact Requestinfo@policeconduct.gov.uk quoting the reference number from the relevant response.

<u>Ref</u> <u>1009190</u> Back to top	<u>MOI Referrals</u>
<u>Request</u>	<ol style="list-style-type: none">1. <i>The criteria adopted by the IOPC when making an MOI decision when considering whether to allow a police force to investigate one of its own officers on allegations of a serious sexual assault.</i>2. <i>Can the force request to undertake the investigation themselves?</i>3. <i>Is it the expectation of the IOPC that the police force would disclose ALL the offences being investigated if known at the time of making the request for MOI decision?</i>
<u>Response</u>	<ol style="list-style-type: none">1. Assessment Analysts take into account general guidance when assessing referrals and recommending MOI decisions. Our website provides information about assessing referrals including our 'Core Indicator Guidance – Assessing IOPC Referrals' document which came into effect in February 2020 following changes to legislation. The relevant website page and the Core Indicators Guidance are enclosed with this response.

	<p>Further information regarding referrals can be found at Chapter 9 of the Statutory Guidance which is also enclosed .</p> <p>It is important to note that assessment of referrals is not a precise science and involves a number of factors. Each case needs to be considered on its own merits and there is not a set formula or set of circumstances that would guarantee that a matter would warrant independent investigation. A mode of investigation decision is made taking into account all relevant factors and information and is based on knowledge and judgment of the case and the environment at the time. Our guidance and information covers general principles and considerations to be taken into account but is not tailored to the very specific situation that you describe. If a matter meets the mandatory criteria and is referred to the IOPC, then the mode of investigation decision lies with us.</p> <p>2. We are not influenced by the police force making the referral and we make our decisions independently based on the information contained in the referral form and any underlying supporting material.</p> <p>If a matter does not meet the mandatory referral criteria then the Professional Standards Department (PSD) of a police force can decide to investigate a matter as they see fit and without any intervention by the IOPC. Likewise if our MOI decision is to return a matter to the force for them to conduct their own local investigation, it is the PSD that will decide how the matter is to be investigated.</p> <p>3. Forces are only required to refer conduct matters that meet the mandatory referral criteria.</p>
<p>Ref 1009142 Back to top</p>	<p><u>Ethnicity and age profile breakdown of deaths in or following police custody</u></p>
<p><u>Request</u></p>	<ol style="list-style-type: none"> 1. <i>Can you provide a breakdown of data on deaths in custody cases you have investigated by ethnicity and whether the case involved someone in a mental health crisis. Within each ethnic category, I would like to know how many individuals are understood to have needed mental health support. I would like this data to be provided for every financial year starting from 2010/11. Can data for 2020/21 be provided up to date. I would like the data provided in a tabular format.</i> 2. <i>Can you provide a breakdown of data on deaths in custody cases you have investigated by ethnicity and whether the case involved use of restraint. Within each ethnic category, I would like to know how many individuals had restraint used on them. I would like this data to be provided for every financial year starting from 2010/11. Can data for 2020/21 be provided up to date. I would like the data provided in a tabular format.</i> 3. <i>Can you provide the age profiles of the deaths in custody investigations under your remit broken down by ethnicity. Please group the cases into the following buckets 0-3 months, 3-6 months , 6-9 month, 9-12 months, 12-15 months, 15-18 months, 18-21 months, 21-24 months, 24+ months. I would like the data provided in a tabular format.</i>

Response

Questions 1 and 2

The Independent Office for Police Conduct (IOPC) (and previously the Independent Police Complaints Commission) is responsible for producing annual national statistics on deaths during or following police contact in England and Wales. The statistics include deaths that have occurred across a number of circumstances that are grouped into five categories. We have used the category of '**deaths in or following police custody**' for your request.

The timeframe we have considered under your request is deaths occurring between 1 April 2010 and 31 March 2020. We have been unable to look at any more recent deaths as the reporting of deaths within this category would be included in our 2020/21 annual death report. These cases are still in the process of being verified and checked.

We have reported the ethnicity of individuals in line with the five ethnicity groups of White, Asian, Black, Mixed and Other. The ethnicity of 'Gypsy or Irish Traveller' is one of the categories reported within the broader White ethnic group, and as such we have not reported on this ethnicity separately. However, for clarity, none of those individuals recorded as 'White' have been identified as being 'White – Gypsy or Irish Traveller'.

Following changes to ethnicity classification by the Office for National Statistics, since 2015/16 the Asian ethnic group now includes Chinese. This was previously recorded under the 'Other' ethnic group. Data recorded for previous years, maintains the old classification where Chinese is included in the 'Other' ethnic group.

Please note that as per your request, only those cases subject to a completed independent investigation have been included in Tables 1 and 2. The data is therefore a count of the number of completed independent investigations into deaths falling within the deaths during or following police custody category, as opposed to a count of the number of fatalities within this category. Some deaths have been subject to more than one investigation; these are highlighted within the tables. Active investigations are not included within this data. The data within these tables is based on data recorded in our systems as at 31 March 2021.

For data relating to **point 1** of your request, please see Table 1 in the accompanying Excel [spreadsheet](#). Table 1 provides a breakdown of completed independent investigations into deaths during or following police custody by ethnicity and mental health, for the financial years 2010/11 to 2019/20.

During the process of compiling the annual statistics, we record information on whether **mental health** was identified as relevant to the individual who died. The mental health marker is selected on a case if the individual has been detained under the Mental Health Act, is a patient at a psychiatric hospital, or if the individual is reported as having current or historical mental health concerns. If the person is known to have previously attempted suicide or is reported to be suffering from depression, the mental health factor would also be selected. Information on mental health may be drawn from; information received from the police force at the point of referral; self-reported information by the deceased; or evidence provided by the medical staff or close associates of the deceased. We have used the mental health marker to

compile the data for point 1 of your request.

Selection of the mental health marker does not necessarily mean that the individual was in a mental health crisis during their contact with the police, or that they were receiving or had received formal support for a mental health concern.

For data relating to **point 2** of your request, please see Table 2 in the accompanying Excel [spreadsheet](#). Table 2 provides a breakdown of completed independent investigations into deaths during or following police custody by ethnicity and restraint, for the financial years 2010/11 to 2019/20.

During the process of compiling the annual statistics, we record information on whether **restraint** was used during the circumstances of the police contact and the person's death. Restraint includes the manual restraint of the deceased or the use of restraint equipment such as leg restraints; it does not include handcuffs. We have used the data variable on restraint to compile the table for point 2 of your request. We have broken the data down into deaths where no restraint was used, deaths where both physical restraint and restraint equipment were used, and deaths where physical restraint was used only.

Please note that in addition to cases involving police officers, we also select 'restraint' on a case where non-police officers have also been involved in restraining a person, for example, where security staff and police have either taken over or assisted with the restraint. In both circumstances, by noting that restraint has occurred does not necessarily mean that it contributed to the cause of death.

Cases where there is information to suggest that only members of the public were involved in the restraint of the individual have been highlighted within the table.

Question 3

Please refer to Table 3 in the attached Excel [spreadsheet](#). Table 3 provides the investigation age profiles broken down by ethnicity. The table includes completed investigations only. Our previous FOI response also included active investigations which have since moved on in terms of age profile and will continue to do so until they are completed. Some of the active investigations included in our previous response may have been completed.

In order to present this data in the most meaningful way, we have re-run the data as recorded on our systems at 31 Mar 2021 and we have removed any investigations which are currently active. This also aligns with the data provided in tables 1 and 2.

<p>Ref 1009185 Back to top</p>	<p><u>Operational guidance following legislation changes in February 2020</u></p>
<p><u>Request</u></p>	<p><i>We previously made a request for operational guidelines that was fulfilled in June of 2020.</i></p> <p><i>It seems that some new guidance or legislation has come into force since then that renders parts of that obsolete, as it is definitely not being adhered to anymore.</i></p> <p><i>We are trying to get a handle on what call handlers and assessors have to adhere to when considering appeals and complaints. Please can we make a fresh request for any new operational guidelines that have come into force post June 2020 to April 2021.</i></p>
<p><u>Response</u></p>	<p>In our email to you of 17 June 2020, we provided our operational guidance relating to appeals and stated:</p> <p>“Please note that as a result of legislative changes introduced by the Policing and Crime Act 2017 these procedures do not apply to complaints recorded on or after 1 February 2020. Our internal guidance relating to the new procedures is under development but our 2020 Statutory Guidance to police professional standards departments is based on the new rules.”</p> <p>The right of appeal was replaced by the right of review in respect of complaints recorded on or after 1 February 2020. Our operational guidance relating to reviews is now available and is included with this response. We attach the following documents:</p> <ul style="list-style-type: none"> • Complaints with insufficient information to determine whether an outcome was reasonable and proportionate • Remedies following upheld reviews • Reviews following other handling • Determinations following a review • Reviews following investigation <p>This is all of our guidance relating to reviews.</p> <p>Amendments have been made to the ‘Appeals against an investigation’ and ‘Appeals against failure to notify or non-recording’ documents that we sent to you on 17 June 2020. These are set out below.</p> <p><u>Appeals against an investigation</u></p> <p>Paragraph 4.9 (page 15 of the version of this document disclosed on 17 June 2020) now reads as follows:</p> <p>“4.9 What level of investigation should the re-investigation take? Having decided that a re-investigation is appropriate, you should decide what level the re-investigation should take. It may be appropriate to direct the appropriate authority to undertake a further local investigation; in such circumstances the person dealing with the appeal can make this decision. However, if the person dealing with the appeal considers the level of investigation should be supervised, managed, independent or local</p>

following a supervised investigation, this decision lies with the SAM in the Assessment unit. In such circumstances the referral work flow should be followed.

There may be circumstances where an investigation is so poor, that the confidence in the investigator or appropriate authority will be lost by the complainant (and possibly the IOPC). Also a complainant who sees their appeal upheld and sent back for reinvestigation on more than one occasion is likely to lose confidence in the complaints process.

These concerns should be discussed with the Senior Casework Manager. If the Senior Casework Manager agrees with the concerns, the Casework Manager should complete the MOI [redetermination minute](#) and send it to the [Senior Assessment Manager](#). The Senior Assessment Manager will review the MOI decision, which may result in the matter being redetermined. There is no requirement in this process to consult with a Casework Operations Manager, but they can be approached if further advice is needed.

If the matter is redetermined, as the case owner, the Casework Manager will be responsible for ensuring that the redetermination minute is completed and saved in the 'Documents' section on Perito, and informing the appropriate authority, and any complainants or interested persons, of the decision. The Casework Manager will also be responsible for completing the required steps on Perito."

Appeals against failure to notify or non-recording

Paragraph 5.1 (page 7 of the version of this document disclosed on 17 June 2020) has been revised and the new version is as follows:

"5.1 National Crime Agency

The National Crime Agency (NCA) came within the remit of the IOPC for the handling of complaint and conduct matters against its staff on 7 October 2013, having replaced the Serious Organised Crime Agency (SOCA). NCA cases are dealt with under the [National Crime Agency \(Complaints and Misconduct\) Regulations 2013](#).

As far as possible, these regulations reflect the system in place for dealing with complaints, conduct matters and DSI matters relating to the police. However, there are some differences. For example there is no right of appeal against non-recording where it relates to failure to notify or record by the Permanent Secretary to the Home Office . Please refer to the NCA overview guidance for full details."

No other amendments have been made to the guidance we disclosed to you on 17 June 2020.

We would emphasise that there are very likely to be further revisions to our guidance, especially in relation to reviews as this is a relatively new area of work on which we are developing our practice.

Ref 1009203 Back to top	<u>Hertfordshire Police complaints statistics</u>
<u>Request</u>	<p><i>The number of investigations into the actions of Hertfordshire Police officers. I would like this figure broken down by year for the past five years with the reason why they were investigated, conclusions from the investigation and the police force area the investigation happened including the police station closest to the officer investigated.</i></p>
<u>Response</u>	<p>We would emphasise that the IOPC becomes involved in only a small minority of the police complaints and misconduct cases that fall for consideration under the legislation (the Police Reform Act 2002). All complaints are recorded by the police in the first instance and only the most serious are investigated by the IOPC.</p> <p>The IOPC collects police complaints data from police forces and publishes an annual report 'Police Complaints: Statistics for England and Wales'. The data we hold in relation to your request is accessible on this page of our web site. This includes links to our current and previous annual statistical reports and force performance data.</p> <p>The information we publish includes the total number of complaints recorded by each police force and a breakdown of how these complaints have been handled, including data as to the nature of allegations recorded by police and how they are concluded.</p> <p>Our most recent report relates to the year 2019/20. Tables 2, 3 and 4 on pages 4 to 7 confirm the number of complaint cases and allegations recorded for each police force. Table 7 on page 10 confirms the means by which allegations were finalised separated by police force. As confirmed in our report, allegations may be finalised by investigation, withdrawal, disapplication or discontinuance. Table 9a 'Result of allegations finalised by investigation not subject to special requirements in 2019/20' contains data as to the allegations upheld or not upheld broken down by individual police force.</p> <p>We would refer you to 'Annex A: glossary of Terms' beginning on page 28 for an explanation of the terms used in our statistical reports.</p> <p>Similar data is available for previous years using the links on the 'Police complaints statistics' page on our web site. The data for the year to 31 March 2021 is not yet available and will be published later this year.</p> <p>As the information we hold in relation to your request is accessible to you from our web site we are not obliged to release it to you under the Freedom of Information Act.</p> <p>The complaint statistics we collect from the police service do not include the information you require as to "the reason why [officers] were</p>

	<p>investigated, conclusions from the investigation and the police force area the investigation happened including the police station”. Therefore, this information is not held by the IOPC and would have to be requested directly from Hertfordshire Police.</p> <p>While it would be for Hertfordshire Police to consider their FOIA obligations under your request, we would suggest that the scope of your request would be very likely to exceed the cost limit under section 12, meaning that they may not be obliged to comply. You may therefore wish to consider revising your request to capture a much smaller number of police complaint cases before contacting Hertfordshire Police.</p> <p>Further information about the police complaints system and the respective functions of the IOPC and police is available on our web site. Information about IOPC investigations, which account for only a very small proportion of the complaint investigations carried out each year, is available via our Investigations web page.</p>
<p><u>Ref</u> <u>1009227</u> Back to top</p>	<p><u>IOPC fleet vehicles</u></p>
<p><u>Request</u></p>	<p><i>A list of the vehicles operated by your organisation, including:</i></p> <ul style="list-style-type: none"> • <i>make and model (inc. year) OR if not available, the vehicle type (i.e. van, car etc.)</i> • <i>engine and fuel type</i> • <i>emissions class (i.e. whether it is ultra-low emissions) and the emissions in g/km of CO2, if possible</i> • <i>purchase date</i> • <i>the agency/unit/NDPB which operates the vehicle</i>
<p><u>Response</u></p>	

Year	Make	Model	Engine	Fuel	CO2	Purchase Date	Operator
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid Premium	102 g/km	25/02/2021	IOPC
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid Premium	102 g/km	25/02/2021	IOPC
2021	Toyota	Corolla Icon Tech Touring Sport	1.8 VVT-i	Hybrid/Petrol	103g/km	22/02/2021	IOPC
2021	Toyota	Corolla Icon Tech Touring Sport	1.8 VVT-i	Hybrid/Petrol	103g/km	22/02/2021	IOPC
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid Premium	102 g/km	09/03/2021	IOPC
2016	Toyota	Auris Icon	1.8	Hybrid Electric Petrol	83 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	17/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	17/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	17/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	17/03/2016	IOPC
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid Premium	102 g/km	09/03/2021	IOPC
2021	Renault	Clio Iconic E-Tech	1.6	Hybrid	99 g/km	23/03/2021	IOPC
2021	Renault	Clio Iconic E-Tech	1.6	Hybrid	99 g/km	23/03/2021	IOPC
2021	Renault	Clio Iconic E-Tech	1.6	Hybrid	99 g/km	23/03/2021	IOPC
2021	Renault	Clio Iconic E-Tech	1.6	Hybrid	99 g/km	30/03/2021	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	29/03/2016	IOPC
2016	Toyota	Auris Icon	1.8	Hybrid Electric Petrol	83 g/km	29/03/2016	IOPC
2016	Toyota	Auris Icon	1.8	Hybrid Electric Petrol	83 g/km	17/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	29/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	29/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Auris Icon	1.6	Diesel	108 g/km	17/03/2016	IOPC
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid Premium	102 g/km	25/02/2021	IOPC
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid Premium	102 g/km	25/02/2021	IOPC
2021	Toyota	Proace Verso	1.5	Diesel	169g/km	26/02/2021	IOPC
2021	Toyota	Corolla Icon Tech Touring Sport	1.8 VVT-i	Hybrid/Petrol	103g/km	26/02/2021	IOPC
2021	Toyota	Corolla Icon Tech Touring Sport	1.8 VVT-i	Hybrid/Petrol	103g/km	26/02/2021	IOPC
2021	Hyundai	Ionic 141 PS	1.6 GDI	Hybrid Premium	102 g/km	09/03/2021	IOPC
2021	Hyundai	Ionic 141 PS	1.6 GDI	Hybrid Premium	102 g/km	09/03/2021	IOPC
2021	Hyundai	Ionic 141 PS	1.6 GDI	Hybrid Premium	102 g/km	09/03/2021	IOPC
2021	Toyota	Corolla Icon Tech	1.8 VVT-i	Hybrid/Petrol	103g/km	09/03/2021	IOPC
2021	Toyota	Corolla Icon Tech	1.8 VVT-i	Hybrid/Petrol	103g/km	09/03/2021	IOPC
2016	Toyota	Auris Icon Estate	1.8	Hybrid Electric Petrol	83 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Auris Icon Estate	1.6	Diesel	108 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC

2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	21/03/2016	IOPC
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid Premium	102 g/km	25/02/2021	IOPC
2021	Toyota	Corolla Icon Tech Touring Sport	1.8 VVT-i	Hybrid/Petrol	103g/km	24/02/2021	IOPC
2016	Renault	Megan	1.4	Diesel	104 g/km	24/03/2016	IOPC
2016	Renault	Megan	1.4	Diesel	104 g/km	24/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	24/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	24/03/2016	IOPC
2016	Toyota	Auris Icon	1.8	Hybrid/Petrol	83 g/km	24/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	24/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	24/03/2016	IOPC
2016	Toyota	Auris Icon	1.6	Diesel	108 g/km	24/03/2016	IOPC
2016	Toyota	Yaris Icon	1.3	Petrol	114 g/km	24/03/2016	IOPC
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid/Petrol	102 g/km	25/02/2021	IOPC
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid/Petrol	102 g/km	25/02/2021	IOPC
2021	Toyota	Corolla Icon Tech Touring Sport	1.8 VVT-i	Hybrid/Petrol	103g/km	24/02/2021	IOPC
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid/Petrol	102 g/km	12/03/2021	IOPC
2021	Hyundai	Ionic 141 PS	1.4 Gdi	Hybrid/Petrol	102 g/km	12/03/2021	IOPC
2021	Toyota	Corolla Icon Tech Touring Sport	1.8 VVT-i	Hybrid/Petrol	103g/km	12/03/2021	IOPC
2021	Toyota	Corolla Icon Tech Touring Sport	1.8 VVT-i	Hybrid/Petrol	103g/km	12/03/2021	IOPC
2021	Toyota	Rav4 Design SUV AWD-I	2.5VVT-i	Hybrid/Petrol	131g/km	12/03/2021	IOPC
2016	Toyota	Yaris Icon Hatch 5dr	1.3	Petrol	114 G/KM	23/03/2016	IOPC
2016	Toyota	Yaris Icon Hatch 5dr	1.3	Petrol	114 G/KM	23/03/2016	IOPC
2016	Toyota	Auris Icon Estate 5dr	1.6	Diesel	108 G/KM	23/03/2016	IOPC
2016	Toyota	Yaris Icon Hatch 5dr	1.3	Petrol	114 G/KM	23/03/2016	IOPC
2016	Toyota	Auris Icon Estate 5dr	1.8	Hybrid/Petrol	83 G/KM	23/03/2016	IOPC
2016	Toyota	Yaris Icon Hatch 5dr	1.3	Petrol	114 G/KM	23/03/2016	IOPC
2011	Vauxhall	Corsa	1.2	Diesel	95 g/km	19/05/2011	IOPC
2011	Vauxhall	Corsa	1.2	Diesel	95 g/km	19/05/2011	IOPC
2011	Vauxhall	Corsa	1.2	Diesel	95 g/km	19/05/2011	IOPC
2011	Vauxhall	Corsa	1.2	Diesel	95 g/km	19/05/2011	IOPC
2011	Vauxhall	Corsa	1.2	Diesel	95 g/km	19/05/2011	IOPC
2011	Vauxhall	Corsa	1.2	Diesel	95 g/km	19/05/2011	IOPC

Ref 1009250 Back to top	<u>Apprenticeships</u>
<u>Request</u>	<i>You asked a number of questions regarding apprenticeships</i>
<u>Response</u>	<p><i>What is the annual Apprenticeship Levy?</i></p> <p>We cannot provide an exact figure for annual levy funding but this is estimated at £168,141 for the next 12 months.</p> <p><i>How much Levy do you currently use?</i></p>

	<p>Funds spent in the last year: £141,548.</p> <p><i>How many Apprentices do you currently have?</i> We currently have 34 apprentices.</p> <p><i>What training providers do you use?</i> We currently use the following providers for apprenticeship training: BC Arch, BPP, GP Strategies, Realise apprenticeships LTD, QA, WEAS (Westminster Adult Education Service)</p> <p><i>What Apprenticeship standards do you use?</i> The standards we currently use are Library and Archive Services Assistant Level 3, Data Analyst Level 4, HR Consultant/Partner Level 5, HR Support Level 3, L&D Consultant/Business Partner Level 5, L&D Practitioner Level 3, Business Administration Level 3, Solicitor Level 7, Associate Project Management Level 4, Digital and Technology Solutions Professional Level 6.</p> <p><i>How many IT Apprentices do you have?</i> We currently have 2 IT apprentices’</p> <p><i>Who is the best contact for Apprentices?</i> Please contact us using the details on our web site here. Your enquiry will be directed to the appropriate person.</p>
<p><u>Ref</u> <u>1009264</u> Back to top</p>	<p><u>Alternative Dispute Resolution process</u></p>
<p><u>Request</u></p>	<ol style="list-style-type: none"> 1. <i>How many cases regarding police complaints have the IOPC dealt with UK wide in the years 2020, 2019, 2018?</i> 2. <i>How many of these cases have been resolved using the Alternative Dispute Resolution (ADR) process?</i> 3. <i>How many ADR agencies has the IOPC had involvement with UK wide over the years 2020, 2019, 2018?</i>
<p><u>Response</u></p>	<p>You may not be aware that the majority of police complaint and misconduct cases are dealt with by the police without any IOPC involvement. The IOPC investigates only the most serious and sensitive cases and these account for only a very small proportion of the total number of complaints recorded and concluded in a single year. The IOPC is not involved in facilitating alternative dispute resolution.</p> <p>In terms of the data that we publish about the police complaints system, the IOPC collects police complaints data from police forces and publishes an annual report 'Police Complaints: Statistics for England and Wales'. We also produce quarterly bulletins. Our complaints data is accessible on this page of our web site. This includes links to our current and previous annual statistical reports and force performance data.</p> <p>Our most recent annual statistical report relates to the year 19/20. This does not include data about actions taken following a complaint; however, our 20/21 report will contain this data.</p>

	<p>In accordance with paragraphs 7.17 and 7.18 (pages 18 and 19) of our Guidance on capturing data about police complaints, the options available to police forces for recording action taken following a complaint decision include ‘mediation or other remedial action’. These data categories apply only to complaints recorded on or after 1 February 2020 and were introduced following legislative change. There is no category for ‘alternative dispute resolution’.</p> <p>We anticipate that our 20/21 statistical report will be published around October this year.</p> <p>Further information about how and when mediation and other remedial action may be applied to complaints recorded from 1 February 2020 is available in Issue 18 of our ‘Focus’ series - ‘Reasonable and Proportionate Outcomes’ and our 2020 Statutory Guidance (for example paragraph 12.5 on page 79).</p>
<p>Ref 1009214 Back to top</p>	<p><u>Disclosure of body worn video and CCTV footage</u></p>
<p><u>Request</u></p>	<ol style="list-style-type: none"> 1. <i>The IOPC legal/policy frameworks and rationales that govern the release of police body camera and CCTV video footage when requested by a victim’s family or legal team;</i> 2. <i>The number of times you have provided access to police body camera and CCTV footage to a victim’s family or legal team whilst in the course of an active investigation over the last five years;</i> 3. <i>The times taken from the beginning of an IOPC investigation to a victim’s family being provided access to police body camera and CCTV footage.”</i>
<p><u>Response</u></p>	<p><u>Question 1</u></p> <p>Where an investigator seeks legal guidance in these circumstances, our lawyers provide advice based on the relevant regulations. The ability to disclose this type of data would be covered in Section 21 of the Police Reform Act 2002 and Regulation 13 of the Police (Complaints and Misconduct) Regulations 2012, as disclosure is ultimately decided in line with legislation rather than a policy.</p> <p>There is no formal policy framework covering these circumstances.</p> <p>The following is an extract from our Family Liaison Policy which provides guidance on the process of how to share footage appropriately with a family using the family liaison route following the death of a person. We should be clear however that the decision on whether to share footage lies with the relevant investigation team following advice from the legal team and consultation with the Coroner or other external parties where appropriate.</p> <p>This extract is included within our Operations Manual which is an internal resource for operational staff. It is annotated as content that requires review because it is old content, although it reflects current practices.</p>

	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;"> <p>Guidance regarding showing of CCTV to families</p> <p>It may be appropriate to allow the families of a person who has died to view CCTV footage that records evidence of the events prior to that person's death or, depending on the likely distress to be caused, the death itself.</p> <p>Before showing such footage checks should be made with Legal Services to ensure the viewing will not prejudice our investigation in anyway whatsoever. Checks should also be made with the police force or other agency concerned, for example the CPS and/or the Coroner in case they wish to make any representations regarding any adverse implications they foresee that are likely to arise from showing the footage.</p> </div> <p>Questions 2 and 3</p> <p>Providing access to CCTV or body worn video footage to families or their legal teams is considered on a case by case basis, taking into account a number of factors, and usually involves consultation with other parties such as the Coroner. We do not record data in such a way that we could conduct automated searches to locate information that falls within the scope of questions 2 and 3.</p> <p>We have concluded therefore that we have no reliable way of locating, extracting or retrieving this data without an extensive manual trawl of documents contained within case files. Such activities would far exceed the cost limit as prescribed by section 12 of the FOIA and associated regulations, which equates to 18 hours of work. Consequently we are not obliged to respond to questions 2 and 3 of your request.</p>
<p>Ref 1009128 Back to top</p>	<p><u>Complaints against South Wales Police</u></p>
<p><u>Request</u></p>	<ol style="list-style-type: none"> 1. <i>The exact number of complaints received by the IOPC towards South Wales Police in the last 10 years:</i> <ol style="list-style-type: none"> A. <i>Date received</i> B. <i>If they led to an investigation</i> C. <i>The outcome of those investigations</i> D. <i>Results of any prosecutions as a result of those investigations</i> 2. <i>The exact number of investigations carried out by the IOPC towards members of the South Wales Police for deaths following police contact in the last 10 years:</i> <ol style="list-style-type: none"> A. <i>Date the investigation started</i> B. <i>Date the investigation was closed</i> C. <i>The outcome</i>
<p><u>Response</u></p>	<p>In relation to part 1A and 1B of your request, complaints are recorded by the police force concerned in the first instance and the majority are handled without the need for any involvement by the IOPC; however they are required to refer certain incidents such as death or serious injury to the IOPC regardless of whether there has been a complaint. We have therefore understood your request to relate to the number of referrals received by the IOPC from South Wales Police and you clarified in your email of 13 April 2021 that this was an appropriate interpretation. You may wish to refer to the published complaints statistics that show the total number of complaints received and handled by South Wales Police.</p>

Parts 1A and B – Number of referrals, date received, mode of investigation

Between 01 April 2012 and 31 March 2020 we received 734 referrals from South Wales Police.

Once a referral is made to the IOPC we must determine whether the matter should be investigated.

If the IOPC decides that the matter should be investigated then it must determine the mode of investigation (MOI) by considering the seriousness of the case and the level of public interest.

125 of the referrals were assessed as requiring independent investigation by the IOPC.

The tables below breaks down the referrals by month received and the MOI decision made at the time.

Total Number of referrals received 2012/13 to 2019/20	Independent Investigation	Managed Investigation	Supervised Investigation	Local Investigation	Return to Force	Invalid *introduced in April 2017
734	125	8	23	445	128	5

2012/13	Independent Investigation	Managed Investigation	Supervised Investigation	Local Investigation	Return to Force	Grand Total
Apr	0	0	0	4	3	7
May	1	0	0	8	3	12
Jun	0	0	0	5	0	5
Jul	1	0	0	7	1	9
Aug	0	0	0	3	1	4
Sep	1	0	0	1	1	3
Oct	0	0	2	6	2	10
Nov	0	0	0	7	0	7
Dec	1	0	0	2	2	5
Jan	3	0	1	6	1	11
Feb	1	0	0	6	0	7
Mar	1	0	0	3	2	6
Total	9	0	3	58	16	86

2013/14	Independent Investigation	Managed Investigation	Supervised Investigation	Local Investigation	Return to Force	Grand Total
Apr	1	0	1	2	2	6
May	0	0	1	2	0	3
Jun	1	0	2	3	0	6
Jul	0	1	0	4	2	7
Aug	1	0	1	3	0	5
Sep	1	1	1	5	1	9
Oct	1	0	3	3	1	8
Nov	0	0	0	3	1	4
Dec	0	0	0	4	0	4
Jan	1	0	2	2	0	5
Feb	2	0	2	1	0	5
Mar	0	1	0	2	1	4
Total	8	3	13	34	8	66

2014/15	Independent Investigation	Managed Investigation	Supervised Investigation	Local Investigation	Return to Force	Grand Total
Apr	0	0	0	3	1	4
May	0	0	0	4	0	4
Jun	0	0	0	7	2	9
Jul	1	0	0	11	3	15
Aug	0	0	0	6	1	7
Sep	2	0	1	6	0	9
Oct	2	0	0	3	1	6
Nov	0	0	0	4	2	6
Dec	1	0	0	3	2	6
Jan	1	0	0	3	1	5
Feb	0	0	0	0	2	2
Mar	0	0	0	3	1	4
Total	7	0	1	53	16	77

2015/16	Independent Investigation	Managed Investigation	Supervised Investigation	Local Investigation	Return to Force	Grand Total
Apr	1	0	1	4	0	6
May	3	0	0	5	2	10
Jun	2	0	0	3	0	5
Jul	1	0	1	10	4	16
Aug	2	0	0	2	2	6
Sep	0	0	1	1	1	3
Oct	1	0	0	3	0	4
Nov	2	0	0	3	0	5
Dec	3	0	0	3	1	7
Jan	2	0	0	5	3	10
Feb	2	0	0	4	2	8
Mar	3	0	0	1	0	4
Total	22	0	3	44	15	84

2016/17	Independent Investigation	Managed Investigation	Supervised Investigation	Local Investigation	Return to Force	Grand Total
Apr	4	0	0	3	2	9
May	4	1	0	3	3	11
Jun	2	0	0	2	1	5
Jul	1	0	0	3	2	6
Aug	4	0	0	8	1	13
Sep	1	2	0	0	0	3
Oct	0	1	0	11	0	12
Nov	2	0	0	7	2	11
Dec	3	1	0	6	2	12
Jan	1	0	0	8	5	14
Feb	3	0	0	4	1	8
Mar	4	0	0	5	2	11
Total	29	5	0	60	21	115

2017/18	Independent Investigation	Managed Investigation	Supervised Investigation	Local Investigation	Return to Force	Invalid	Grand Total
Apr	0	0	0	4	2	0	6
May	0	0	0	4	2	1	7
Jun	1	0	0	4	0	0	5
Jul	1	0	0	6	1	0	8
Aug	4	0	0	6	2	0	12
Sep	1	0	0	3	0	0	4
Oct	1	0	0	4	1	0	6
Nov	2	0	0	10	0	0	12
Dec	1	0	1	6	1	0	9
Jan	2	0	1	8	0	0	11
Feb	1	0	0	3	1	0	5
Mar	2	0	0	3	1	0	6
Total	16	0	2	61	11	1	91

2018/19	Independent Investigation	Managed Investigation	Supervised Investigation	Local Investigation	Return to Force	Invalid	Grand Total
Apr	3	0	0	3	1	2	9
May	3	0	0	12	2	0	17
Jun	0	0	0	4	0	0	4
Jul	0	0	0	6	3	0	9
Aug	2	0	0	4	1	0	7
Sep	2	0	0	2	1	0	5
Oct	1	0	0	5	2	0	8
Nov	2	0	1	3	2	0	8
Dec	1	0	0	4	0	1	6
Jan	1	0	0	5	1	0	7
Feb	2	0	0	6	3	0	11
Mar	0	0	0	3	1	0	4
Total	17	0	1	57	17	3	95

2019/20	Independent Investigation	Managed Investigation	Supervised Investigation	Local Investigation	Return to Force	Invalid	Grand Total
Apr	4	0	0	7	1	0	12
May	0	0	0	9	2	0	11
Jun	0	0	0	6	5	0	11
Jul	1	0	0	4	5	0	10
Aug	1	0	0	9	3	1	14
Sep	2	0	0	5	4	0	11
Oct	2	0	0	4	1	0	7
Nov	0	0	0	7	0	0	7
Dec	0	0	0	5	0	0	5
Jan	3	0	0	8	2	0	13
Feb	3	0	0	10	0	0	13
Mar	1	0	0	4	1	0	6
Total	17	0	0	78	24	1	120

It should be noted that MOI decisions may not always be made in the same period that a referral was received. It should also be noted that the number of referrals completed with a MOI of independent investigation and the number of independent investigations started does not have a one to one relationship due to re-referrals of additional matters on the same case.

An investigation can be started following an appeal of a complaint previously dealt with by the force. An investigation can also subsequently be re-determined to another mode of investigation.

Independent investigations

105 independent investigations were started between 01 April 2012 and 31 March 2020.

Between 01 April 2012 and 31 March 2020 we completed 94 independent investigations.

It should be noted that some investigations will not investigate the conduct of a police officer or member of police staff. We also investigate matters where there is no 'subject' under investigation. For example, in investigating death and serious injury matters. Our aim is to find out what happened and whether police action caused or contributed to the death. It is not looking at the conduct of an officer or member of police staff although this may emerge as evidence is gathered.

Parts 1C and 1D - Outcomes

We explained that, because of changes in the way we collect data and the systems used, we would only be able to provide details of outcomes of investigations and results of any prosecutions from 2018/19 to 2019/20.

Specifically the changes involved the introduction of an outcomes tracker in 2015 which was intended to record the outcomes of our investigations. However we are aware of a number of issues with the quality of the data within this system. We

have undertaken an extensive data verification exercise in respect of the outcomes recorded and so far this has covered the financial years from 2018/19 onwards

There is general work ongoing to improve the quality of outcomes data but at this time, due to the accuracy and robustness of the older outcomes data, we are unable to provide outcomes information pre-2018/19.

The outcome of the investigation is the decision we make about whether an individual (subject) has a case to answer for misconduct or gross misconduct as a result of our independent investigation. While we consider the views of the appropriate authority about what should happen, we will make the final decision. It is the appropriate authority that carries out any disciplinary action.

It should be noted that although an investigation was completed in a financial year, the proceedings may not have necessarily taken place in the same financial year. For this reason, the completed investigations figures are not related to the misconduct proceedings as the proceedings are based on those that took place in 2018/19 and 2019/20.

2018/19

In 2018/19 we completed 19 independent investigations that involved 26 police officers or member of police staff. We determined that 6 of these had a case to answer for misconduct (4 for gross misconduct and 2 for misconduct).

We referred three people to the CPS and the CPS decided to prosecute one of the three people referred to them. The CPS brought criminal proceedings against one police officer/member of staff. This resulted in a not guilty verdict.

In 2018/19 misconduct proceedings were held for four police officers or members of police staff. Panels determined that gross misconduct was proven to one officer/member of staff and the officer/staff received a final written warning. Misconduct was proven for three officers/staff and all three received management advice.

2019/20

In 2019/20 we completed 17 independent investigations that involved 13 police officers or members of staff. We determined that four of these had a case to answer for misconduct.

There were no referrals to the CPS and therefore no officers faced a criminal trial. In 2019/20 misconduct proceedings were held for one police officer/member of staff. The panel determined that misconduct was not proven.

Parts 2A and 2B - Investigations for deaths following police conduct

In your email on 13 April 2021 you confirmed that you were interested in the categories of '*fatal shootings*', '*deaths in or following police contact*', '*apparent suicides following police custody*' and '*other deaths following police contact*'. All of these are categories within our annual report on deaths during or following police contact, with the exception of '*deaths in or following police contact*'.

We have interpreted this to be a reference to the category '*deaths in or following police custody*' and have therefore included this category of cases within our response in addition to the others requested.

Please note that the 'other deaths following police contact category' only includes those subject to an independent investigation. More information on these categories can be found in our guidance document

[Guidance IOPC Annual Death Report.pdf \(policeconduct.gov.uk\)](#)

From 2010/11 to 2019/20 there were 56 deaths categorised as either '*deaths in or following police custody*', '*apparent suicides following police custody*' or '*deaths in or following police contact*' that involved officers from South Wales Police.

There have been no fatal police shootings by officers from South Wales police during this time period. One of the '*other deaths following police contact*' involved officers from both South Wales Police and West Midlands Police.

Out of the 56 deaths falling within the categories requested, **37** deaths were independently investigated by the IOPC.

The following table provides the started and completed dates of the investigations:

Category	Investigation Type	Investigation Start Month	Investigation Start Financial Year	Investigation Completed Month	Investigation Completed Financial Year
Cat 4 - Other deaths following police contact	Independent	May	2010/11	Jul	2010/11
Cat 4 - Other deaths following police contact	Independent	Nov	2010/11	Feb	2010/11
Cat 4 - Other deaths following police contact	Independent	Jan	2010/11	Jun	2011/12
Cat 4 - Other deaths following police contact	Independent	Oct	2012/13	Mar	2012/13
Cat 4 - Other deaths following police contact	Independent	Jul	2013/14	Jul	2014/15
Cat 5 - Apparent suicide following custody	Independent	Sep	2013/14	Apr	2014/15
Cat 4 - Other deaths following police contact	Independent	Sep	2014/15	Apr	2015/16
Cat 4 - Other deaths following police contact	Independent	Oct	2014/15	Nov	2015/16
Cat 4 - Other deaths following police contact	Independent	Feb	2014/15	Oct	2015/16
Cat 4 - Other deaths following police contact	Independent	Jun	2015/16	Jul	2016/17
Cat 4 - Other deaths following police contact	Independent	Jun	2015/16	Apr	2016/17
Cat 4 - Other deaths following police contact	Independent	Jan	2015/16	Jul	2016/17
Cat 4 - Other deaths following police contact	Independent	Apr	2016/17	Dec	2016/17
Cat 4 - Other deaths following police contact	Independent	Dec	2015/16	Jul	2017/18
Cat 4 - Other deaths following police contact	Independent	Mar	2015/16	Jun	2017/18
Cat 4 - Other deaths following police contact	Independent	Jun	2016/17	May	2017/18
Cat 4 - Other deaths following police contact	Independent	Aug	2016/17	Nov	2017/18
Cat 5 - Apparent suicide following custody	Independent	Nov	2016/17	Dec	2017/18
Cat 4 - Other deaths following police contact	Independent	Dec	2016/17	Jul	2017/18
Cat 4 - Other deaths following police contact	Independent	Jan	2016/17	Aug	2017/18
Cat 4 - Other deaths following police contact	Independent	Feb	2016/17	Dec	2017/18
Cat 4 - Other deaths following police contact	Independent	Feb	2016/17	Oct	2017/18
Cat 4 - Other deaths following police contact	Independent	Dec	2017/18	Jan	2017/18
Cat 4 - Other deaths following police contact	Independent	Aug	2017/18	May	2018/19
Cat 4 - Other deaths following police contact	Independent	Nov	2017/18	Apr	2018/19
Cat 4 - Other deaths following police contact	Independent	Jan	2017/18	May	2018/19
Cat 4 - Other deaths following police contact	Independent	Mar	2017/18	May	2018/19
Cat 4 - Other deaths following police contact	Independent	May	2018/19	Nov	2018/19
Cat 4 - Other deaths following police contact	Independent	Jun	2018/19	May	2019/20
Cat 4 - Other deaths following police contact	Independent	Oct	2018/19	May	2019/20
Cat 4 - Other deaths following police contact	Independent	Apr	2019/20	Mar	2019/20
Cat 4 - Other deaths following police contact	Independent	Oct	2019/20	Jan	2019/20
Cat 4 - Other deaths following police contact	Independent	Apr	2019/20		
Cat 4 - Other deaths following police contact	Independent	Oct	2019/20		
Cat 4 - Other deaths following police contact	Independent	Feb	2019/20		
Cat 3 - in or following police custody	Independent	Feb	2019/20		
Cat 4 - Other deaths following police contact	Independent	Feb	2019/20		

One of these investigations from 2019/20 was a dual force investigation involving both South Wales Police and West Midlands Police.

Part 2C - Outcomes

In relation to outcomes we can provide details of the cases completed in 2018/19 and 2019/20.

In 2018/19 we completed five independent investigations. No police officers or members of staff were investigated and so there is no outcome in relation to misconduct.

In 2019/20 we completed four independent investigations. Two of which investigated subject police officers/members of police staff. In total three

	officers/staff were investigated. It was determined that none had a case to answer for misconduct and therefore there is no outcome in relation to misconduct.
<p><u>Ref</u> <u>1009235</u> Back to top</p>	<p align="center"><u>Complaints involving BAME complainants</u></p>
<p><u>Request</u></p>	<p><i>I'd like to formally request information on the following with regards to police conduct complaint cases brought to the IOPC involving BAME complainants:</i></p> <p><i>(1). In general, what is the evidence base and/or criterion used by the IOPC in police conduct complaint cases involving BAME complainants for determining that there exist "no indication that racial discrimination played a factor" in these cases? If these exist can these criteria be published/disclosed?</i></p> <p><i>(2). In the Benjamin Kemp case in particular can the specific evidence base or criteria used to arrive at the conclusion that there was "no indication that racial discrimination played a factor" in the beating of a vulnerable 17-year-old Black girl, likewise be published/disclosed?</i></p>
<p><u>Response</u></p>	<p><u>Question 1</u> Your request specifically references 'these cases' by which we understand you to be referring to the complaints made about PC Kemp as cited in our press release. There were no allegations of racial discrimination made within any of the complaints received, which explains the phrasing of our statement.</p> <p>In the event that your question relates to more general guidance and criterion that is considered when assessing cases that may include allegations or indications of discrimination, we can refer you to various sources of published information on this theme.</p> <p>This includes the discrimination guidelines which set the standards that complainants should expect when allegations of discrimination are made against the police. They are also the standards that we will hold police forces to when we make decisions on appeals and are those that we will apply when we carry out our own investigations into allegations of discrimination.</p> <p>The College of Policing Code of Ethics sets out the principles that underpin the existing procedures and regulations for ensuring standards of professional behaviour for police officers and staff. Section three covers Equality and Diversity.</p> <p>The decision maker in an investigation will also refer to the College of Policing 'Guidance on Outcomes in Police Misconduct Proceedings' when assessing the circumstances and evidence of a case. Section 4.51 of this guidance covers the handling of discrimination allegations.</p> <p><u>Question 2</u> This is effectively a request for the underlying evidence that was examined as part of the investigation. We have decided that you are not entitled to this information because it is exempt under sections 30 and 40 of the FOIA.</p>

	In the case of information falling within the terms of section 30, we are refusing your request because the public interest in maintaining the exemption outweighs the public interest in disclosure.
<u>Ref</u> <u>1009234</u> Back to top	<u>Investigation involving SWP's recovery of the body of Christopher Kapessa</u>
<u>Request</u>	<i>Any reports, updates, minutes or information held either in paper or electronic format, in relation to the investigation into South Wales police's investigative steps to recover the body of Mr Christopher Kapessa from the river Cynon.</i>
<u>Response</u>	<p>The IOPC launched an independent investigation into this matter following a complaint from the family of Christopher Kapessa. Your request effectively covers underlying evidence and material relating to our investigation.</p> <p>We have decided to refuse your request because the material engages exemptions under sections 30 and 40 of the FOIA.</p> <p>In the case of information falling within the terms of section 30, we are refusing your request because the public interest in maintaining the exemption outweighs the public interest in disclosure.</p>
<u>Ref</u> <u>1009236</u> Back to top	<u>IOPC employee background</u>
<u>Request</u>	<p><i>How many employees are serving police officers or previous serving police officers at IOPC now and in the past?</i></p> <p><i>How many IOPC employees are solicitors, ex-solicitors or have legal training/qualifications eg law degree? Now and in the past?</i></p>
<u>Response</u>	<p>We do not have any employees that are also serving police officers. The number of employees who were previously employed by the police, either as serving officers or civilian staff is published annually on our website and can be found at pages 11 onwards in the Staff Diversity Information report which can be found on this page of our website.</p> <p>We do not hold comprehensive career background and qualifications of all our employees and we do not routinely collate or report on this information. This means that we are unable to confirm the number of IOPC staff with a legal background or qualifications via automated means and the only way to assess the extent to which any relevant information is held would be to conduct a manual search of employee files.</p> <p>Section 12 of the FOIA allows the IOPC to refuse a request when the estimated cost of carrying out certain activities exceeds £450, or 18 hours at £25 per hour. We employ over 1000 staff and in order to locate and retrieve the information requested, or even to understand the extent to which this information is held, we would need to manually assess each file. We conservatively estimate that it would take an average of 10-15 minutes per file to locate, retrieve and extract any relevant information with the result that</p>

	<p>the work involved would exceed the cost limit under section 12 of the FOIA by a considerable margin. We are therefore not obliged to comply with this part of your request.</p>
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