

# Police Complaints Information Bulletin

**Appropriate Authority: Essex**

**Reporting Period: 01 April 2022 - 31 March 2023 (Q4 2022/23)**

**Most Similar Force (MSF) Group: Avon And Somerset, Derbyshire, Essex, Hampshire, Hertfordshire, Leicestershire, Staffordshire, Sussex**

## 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 and with the overall result for all forces (national).

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## Acronyms used in this bulletin

**Force** – year to date force numbers

**IOPC** – Independent Office for Police Conduct

**Inc.** – including

**Ind** – independent investigation

**Loc** – local investigation

**LPB** – local policing body

**MSF** – most similar force

**Nat.** – national

**No.** – number

**PRA** – the *Police Reform Act 2002*

**RPRP** – reflective practice review process

**SPLY** - Same period last year

**UPP** – unsatisfactory performance procedure

## Section A1.1: Complaint cases logged and initial handling

This section presents information relating to the force's contact with customers and their initial handling of the complaint cases. It shows how long, on average, it takes from the customer's perspective from when they made the complaint and the force's performance of the initial handling from when it received the complaint.

Complaint cases with 'invalid dates' have been removed from timeliness measures. Please refer to the performance framework counting rules and calculations on the [IOPC website](#) for explanations of customer perspective, initial handling and invalid dates.

### To contact complainants

Average number of working days...	Customer perspective	Initial handling performance
Force	11	11
SPLY	9	9
MSF Average	5	5
National	5	4

### To log complaint cases

Average number of working days...	Customer perspective	Initial handling performance
Force	20	20
SPLY	15	15
MSF Average	6	5
National	5	4

Please note: average times presented in the above tables are rounded to the nearest whole number. In comparison, the charts present the exact result.

### Complaint cases logged

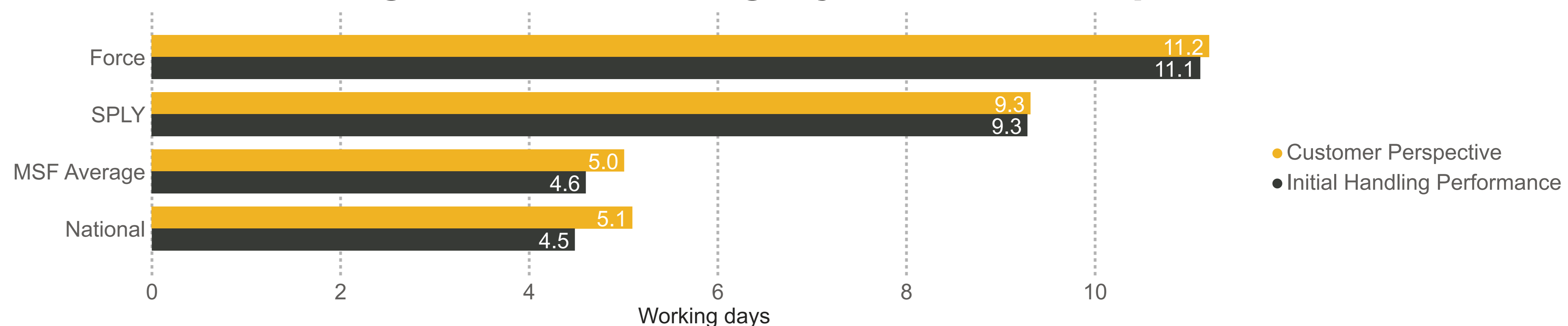
	Force	SPLY	MSF Average	National
Complaint cases logged	1,416	1,953	1,927	81,142
No. of complaint cases logged per 1,000 employees	219	307	385	329

### Reasons complaint cases are recorded under Schedule 3 of the PRA 2002

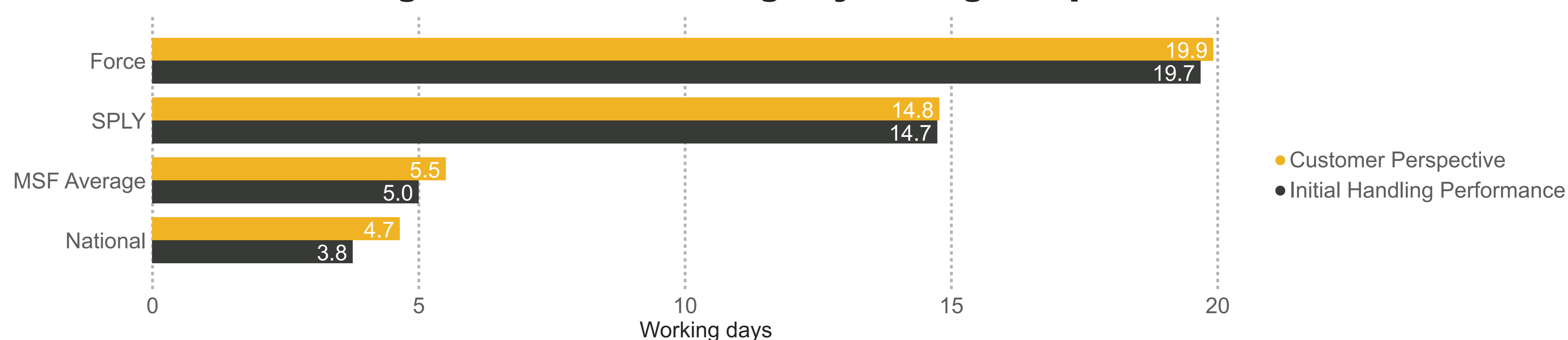
The below table presents the number of complaint cases handled under Schedule 3 of the PRA 2002 (formal handling) and the reasons why.

Reason complaint case recorded under Schedule 3	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
AA/body responsible for initial handling decides	1,217	96 %	1,181	92 %	461	48 %	13,120	41 %
Complainant wishes the complaint be recorded	36	3 %	87	7 %	96	11 %	7,333	23 %
Dissatisfaction after initial handling	7	1 %	13	1 %	140	20 %	4,849	15 %
Nature of the allegation(s) in the complaint	10	1 %	3	0 %	145	21 %	6,318	20 %

### Average number of working days to contact complainants



### Average number of working days to log complaint cases



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## Section A1.2: Allegations logged - what has been complained about

This section presents information that shows what people complain about. Allegation categories capture the root of the dissatisfaction expressed in a complaint. A complaint case will contain one or more allegations and one category is selected for each allegation logged.

Please refer to our [Guidance on capturing data about police complaints](#) for guidance on logging allegations and complaint category definitions.

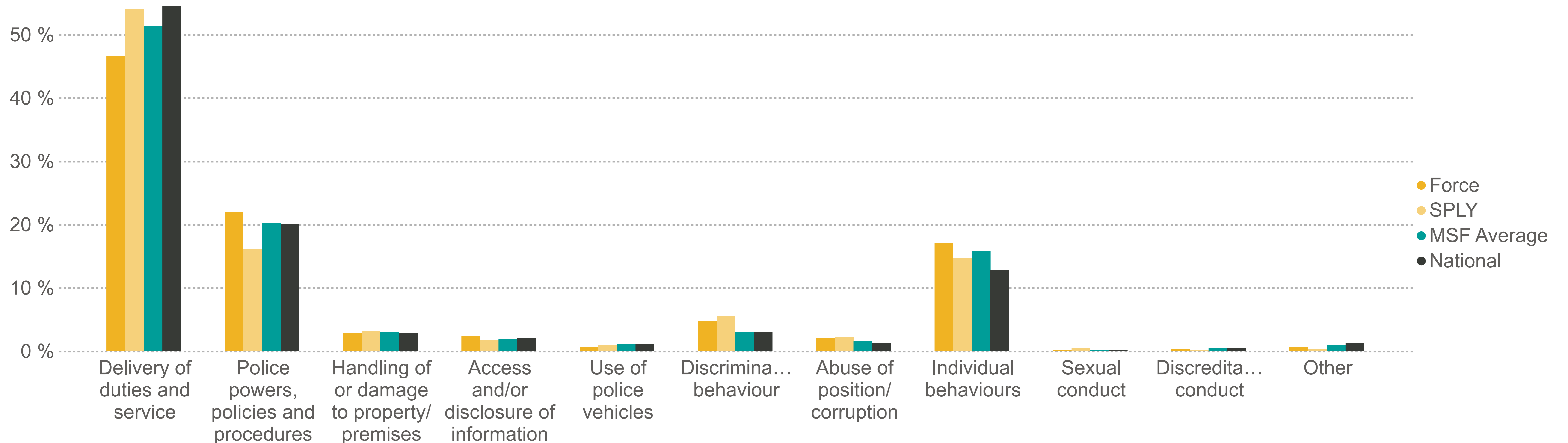
Due to some allegations not having a recorded category, the totals differ in the two tables.

### Allegations logged

	Force	SPLY	MSF Average	National
Allegations Logged	4,336	4,278	3,508	134,952
No. of allegations logged per 1,000 employees	671	672	696	547

### What has been complained about

	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	2,023	953	126	106	28	207	92	744	10	17	30	4,336
SPLY	2,317	689	136	79	43	240	98	630	19	10	17	4,278
MSF Average	1,803	729	102	71	40	105	59	540	6	19	35	3,508
National	73,646	27,072	3,983	2,790	1,436	4,062	1,676	17,353	293	743	1,855	134,909
Force	47 %	22 %	3 %	2 %	1 %	5 %	2 %	17 %	0 %	0 %	1 %	100 %
SPLY	54 %	16 %	3 %	2 %	1 %	6 %	2 %	15 %	0 %	0 %	0 %	100 %
MSF Average	51 %	20 %	3 %	2 %	1 %	3 %	2 %	16 %	0 %	1 %	1 %	100 %
National	55 %	20 %	3 %	2 %	1 %	3 %	1 %	13 %	0 %	1 %	1 %	100 %



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## Section A1.3: Allegations logged – what has been complained about – top five allegation categories and their subcategories

Category	Subcategory	Force		SPLY		MSF Average		National	
		No.	%	No.	%	No.	%	No.	%
Delivery of duties and service	<b>Total</b>	<b>2,023</b>	<b>47 %</b>	<b>2,317</b>	<b>54 %</b>	<b>1,803</b>	<b>51 %</b>	<b>73,645</b>	<b>55 %</b>
	Police action following contact	1,417	70 %	1,928	83 %	946	54 %	32,666	44 %
	Decisions	185	9 %	151	7 %	276	15 %	9,307	13 %
	General level of service	82	4 %	45	2 %	316	15 %	24,653	33 %
	Information	339	17 %	193	8 %	265	16 %	7,019	10 %
Police powers, policies and procedures	<b>Total</b>	<b>953</b>	<b>22 %</b>	<b>689</b>	<b>16 %</b>	<b>729</b>	<b>20 %</b>	<b>27,071</b>	<b>20 %</b>
	Stops, and stop and search	29	3 %	32	5 %	27	4 %	1,578	6 %
	Searches of premises and seizure of property	99	10 %	76	11 %	97	14 %	3,569	13 %
	Power to arrest and detain	182	19 %	95	14 %	126	17 %	4,388	16 %
	Detention in police custody	199	21 %	140	20 %	112	16 %	3,674	14 %
	Bail, identification and interview procedures	68	7 %	52	8 %	34	5 %	1,115	4 %
	Use of force	287	30 %	249	36 %	182	26 %	7,280	27 %
	Evidential procedures	48	5 %	28	4 %	54	6 %	1,967	7 %
	Out of court disposals	10	1 %	7	1 %	22	3 %	430	2 %
	Other policies and procedures	31	3 %	10	1 %	76	8 %	3,069	11 %
	Use of police systems	0	0 %	0	0 %	0	0 %	1	0 %
	Impolite and intolerant actions	0	0 %	0	0 %	0	0 %	0	0 %
	Use of force and detention in custody	0	0 %	0	0 %	0	0 %	0	0 %
	<b>Total</b>	<b>126</b>	<b>3 %</b>	<b>136</b>	<b>3 %</b>	<b>95</b>	<b>3 %</b>	<b>3,759</b>	<b>3 %</b>
	Handling of or damage to property/ premises	126	100 %	136	100 %	95	93 %	3,759	94 %
Delivery of duties and service	0	0 %	0	0 %	0	0 %	0	0 %	
Discriminatory behaviour	<b>Total</b>	<b>207</b>	<b>5 %</b>	<b>240</b>	<b>6 %</b>	<b>105</b>	<b>3 %</b>	<b>4,062</b>	<b>3 %</b>
	Age	7	3 %	5	2 %	2	1 %	42	1 %
	Disability	39	19 %	52	22 %	18	16 %	680	17 %
	Gender reassignment	7	3 %	0	0 %	2	1 %	42	1 %
	Marriage and civil partnership	1	0 %	0	0 %	0	0 %	5	0 %
	Pregnancy and maternity	0	0 %	0	0 %	0	0 %	3	0 %
	Race	96	46 %	103	43 %	54	53 %	2,266	56 %
	Religion or belief	6	3 %	9	4 %	2	3 %	98	2 %
	Sex	30	14 %	41	17 %	15	13 %	513	13 %
	Sexual orientation	4	2 %	8	3 %	3	3 %	112	3 %
	Other	17	8 %	22	9 %	9	10 %	301	7 %
	<b>Total</b>	<b>744</b>	<b>17 %</b>	<b>630</b>	<b>15 %</b>	<b>540</b>	<b>16 %</b>	<b>17,351</b>	<b>13 %</b>
Unprofessional attitude and disrespect	218	29 %	157	25 %	141	25 %	5,020	29 %	
Lack of fairness and impartiality	175	24 %	102	16 %	86	16 %	2,638	15 %	
Overbearing or harassing behaviours	172	23 %	161	26 %	101	19 %	3,089	18 %	
Impolite language / tone	134	18 %	159	25 %	141	27 %	4,517	26 %	
Impolite and intolerant actions	45	6 %	51	8 %	72	14 %	2,087	12 %	

This section presents the five most commonly recorded categories for allegations that have been logged.

A complaint case will contain one or more allegations and one category (and sub-category, where available) is selected for each allegation logged.

Total % is of the total number of allegations logged.

Where the subcategory is 'None', this has been excluded from this table. For full counts please see section A1.2

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## Section A1.4: Allegations logged – What has been complained about (category) and the situational context of complaints (factors)

Factors	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
Arrest	76	305	11	4	2	20	1	42	2	0	1	464
Call Handling	22	0	0	0	0	0	0	14	0	0	0	36
Child protection / CSA / CSE	1	0	0	0	0	0	0	0	0	0	0	1
Coronavirus – other	1	0	0	0	0	0	0	1	0	0	0	2
Covert policing	0	1	0	0	0	0	0	0	0	0	0	1
Custody	15	162	4	1	0	3	2	20	1	0	0	208
Domestic / gender abuse	4	0	0	1	0	0	0	1	0	0	2	8
Drugs / alcohol	0	0	0	0	0	0	1	0	0	0	0	1
Fraud	1	0	0	0	0	0	0	0	0	0	0	1
Hate Crime	0	0	0	0	0	32	0	0	0	0	0	32
Investigation	440	52	8	13	0	12	9	99	1	3	1	638
Mental health	4	1	0	0	0	0	0	1	0	0	0	6
Missing persons	1	0	0	0	0	0	0	0	0	0	0	1
Neighbourhood policing	1	0	0	0	0	0	0	0	0	0	0	1
None	1,263	277	79	85	11	130	74	508	2	11	25	2,465
Premises search	14	60	18	0	0	0	0	13	0	0	0	105
Public order incident	0	0	0	0	0	0	0	1	0	0	0	1
Roads/traffic	37	3	4	0	15	2	1	20	0	1	0	83
Serious injury	0	1	0	0	0	0	0	0	0	0	0	1
Social media	0	0	0	1	0	0	0	0	0	0	0	1
Stop and/or search	4	26	1	0	0	1	0	2	1	0	0	35
Taser	0	1	0	0	0	0	0	0	0	0	0	1
Unknown	0	0	0	0	0	20	0	0	0	0	0	20
VAWG - dissatisfaction handling	117	3	0	0	0	3	0	12	0	0	0	135
VAWG - police perpetrated	0	6	0	0	0	0	0	1	2	1	0	10

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

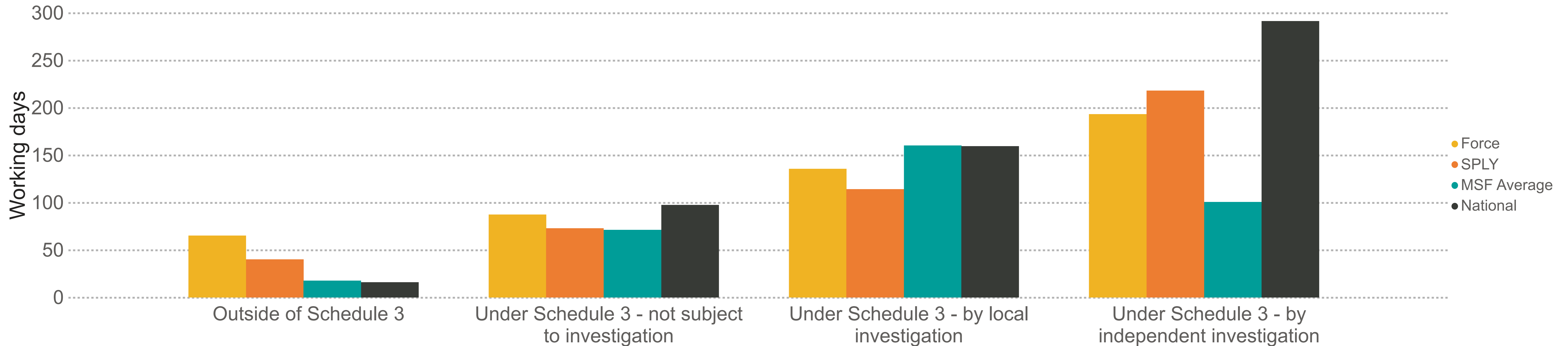
## Section A2: Allegations timeliness

Average number of working days to finalise allegations	Force	SPLY	MSF Average	National
Outside of Schedule 3	65	40	18	16
Under Schedule 3 - not subject to investigation	87	73	71	98
Under Schedule 3 - by local investigation	136	114	160	159
Under Schedule 3 - by directed investigation	0	0	0	447
Under Schedule 3 - by independent investigation	193	218	101	292

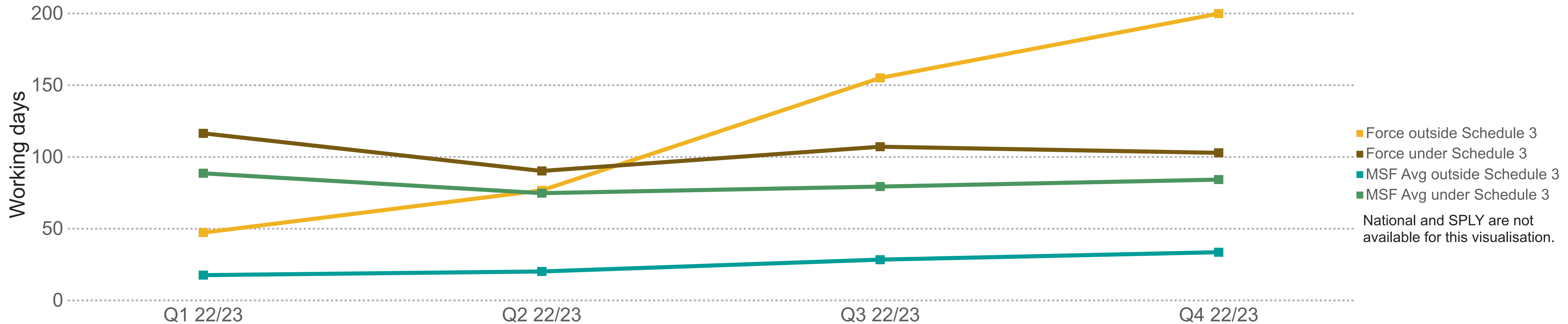
This section presents the time it takes the force to finalise allegations by how they were handled. It gives a breakdown of allegations handled informally outside of Schedule 3 and those that were handled formally by either by investigation or handled other than by investigation. Timeliness is calculated from the date the allegation was received by the force.

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.

### Average number of working days to finalise allegations



### Average number of working days to finalise allegations



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## Section A3.1: How allegations were handled and their decisions

This section presents a breakdown of how allegations were handled information and the decisions being given. An allegation decision is logged for each allegation finalised.

The allegation decision reflects how the complaint case has been handled, with different decisions available for the different means of handling. Both the allegation decisions and the subsequent actions available will depend on two things: firstly, whether the complaint case has been handled outside or under Schedule 3; and secondly, the means of handling where it has been dealt with under Schedule 3.

Please refer to our [Guidance on capturing data about police complaints](#) for details of allegation decisions.

How allegations were handled	Force No.	Force %	MSF Average No.	MSF Average %	National No.	National %
Under Schedule 3 investigated (not subject to special procedures)	1,119	30 %	283	9 %	15,536	12 %
Under Schedule 3 investigated (subject to special procedures)	51	1 %	25	1 %	1,562	1 %
Under Schedule 3 - not investigated	2,219	60 %	1693	52 %	54,707	43 %
Outside of Schedule 3	306	8 %	1342	38 %	55,524	44 %
<b>Total</b>	<b>3,695</b>	<b>100 %</b>	<b>3342</b>	<b>100 %</b>	<b>127,329</b>	<b>100 %</b>

Please note that figures presented in these tables may be under-representing the number of allegations finalised under Schedule 3 and investigated (not subject to special procedures), instead grouping some of these allegations as finalised under Schedule 3 and not investigated. This is because police forces were not able to consistently and accurately collect this data on their systems until the implementation of an upgrade from November 2020.

How allegations were handled	Outside of Schedule 3				Under Schedule 3 - not investigated				Under Schedule 3 investigated (subject to special procedures)				Under Schedule 3 investigated (not subject to special procedures)			
	Force %	Force No.	Nat. %	Nat. No.	Force %	Force No.	Nat. %	Nat. No.	Force %	Force No.	Nat. %	Nat. No.	Force %	Force No.	Nat. %	Nat. No.
No further action					19 %	412	9 %	4,797	2 %	1	1 %	20	4 %	42	5 %	727
Regulation 41 applies							0 %	53					0 %	1	1 %	92
Service provided - unable to determine			0 %	1	7 %	166	7 %	3,776			1 %	12	8 %	91	6 %	921
Service provided - not acceptable					16 %	359	14 %	7,640			4 %	66	15 %	166	12 %	1,909
Service provided - acceptable					52 %	1151	67 %	36,437	8 %	4	21 %	321	71 %	797	74 %	11,422
Not Resolved	21 %	65	8 %	4,590												
Resolved	79 %	241	92 %	50,931												
No Case to Answer									59 %	30	47 %	736				
Case to Answer									31 %	16	24 %	372				
Withdrawal					6 %	131	4 %	1,988			2 %	34	2 %	22	3 %	458
<b>Total</b>	<b>8 %</b>	<b>306</b>	<b>44 %</b>	<b>55,522</b>	<b>60 %</b>	<b>2219</b>	<b>43 %</b>	<b>54,691</b>	<b>1 %</b>	<b>51</b>	<b>1 %</b>	<b>1,561</b>	<b>30 %</b>	<b>1119</b>	<b>12 %</b>	<b>15,529</b>

## Section A3.2: Allegation decisions by what was complained about (category)

This section presents information about allegations handled both informally and formally, grouped by the allegation decision and the category selected on each allegation. Each allegation has a single category selected.

Allegation category												
Allegation decisions	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
No further action	234	72	10	16	2	11	38	49	3	3	17	455
Regulation 41 applies	0	1	0	0	0	0	0	0	0	0	0	1
Service provided - unable to determine	105	20	9	15	2	6	3	96	0	0	1	257
Service provided - not acceptable	350	54	15	20	2	11	1	71	0	1	0	525
Service provided - acceptable	801	534	51	40	18	142	18	336	7	1	4	1,952
Not Resolved	47	6	5	1	0	0	0	5	0	0	1	65
Resolved	171	12	10	1	4	0	0	43	0	0	0	241
No Case to Answer	0	2	0	10	0	2	1	6	2	6	1	30
Case to Answer	0	2	0	5	0	1	1	2	1	4	0	16
Withdrawal	68	43	3	1	0	13	5	19	0	0	1	153



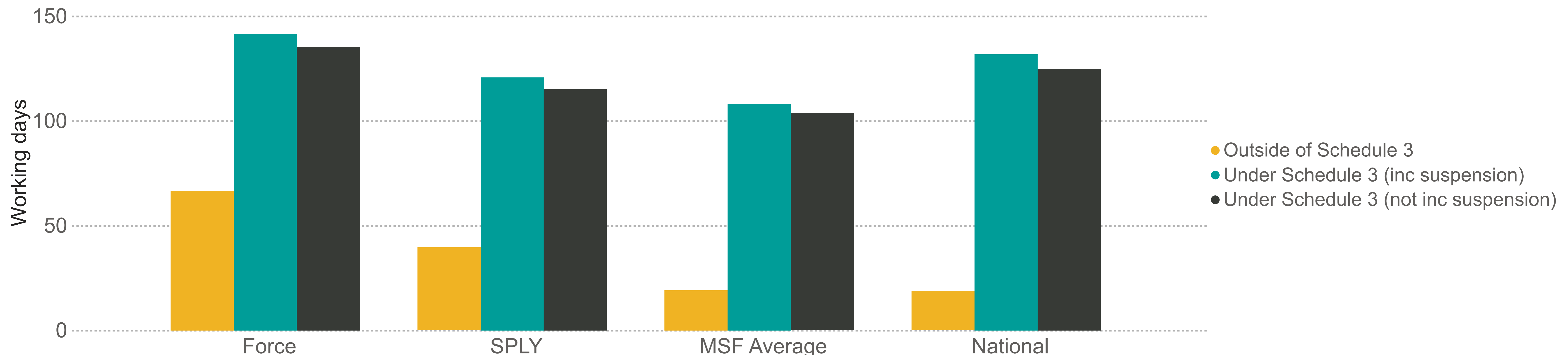
## Section A4: Complaint cases finalised - timeliness

Average number of working days to finalise complaint cases	Force	SPLY	MSF Average	National
Outside of Schedule 3	67	40	19	19
Under Schedule 3 (inc suspension)	142	121	108	132
Under Schedule 3 (not inc suspension)	135	115	104	125

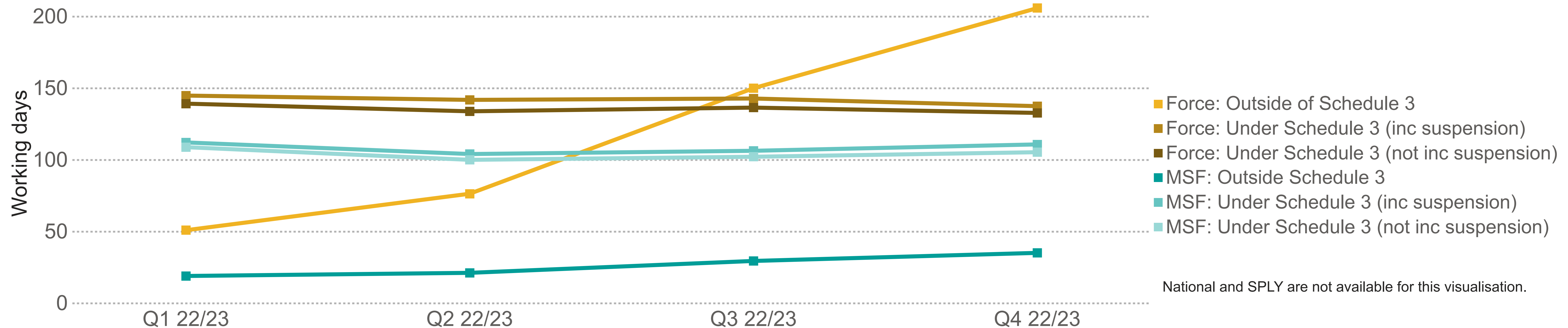
This section shows the time it takes the force to finalise complaint cases from the customer's perspective. It gives a breakdown of the time taken to finalise complaint cases handled informally and those that are handled formally under Schedule 3. Timeliness is calculated from the date the complaint was made.

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.

### Average number of working days to finalise complaint cases



### Average number of working days to finalise complaint cases by quarter



National and SPLY are not available for this visualisation.

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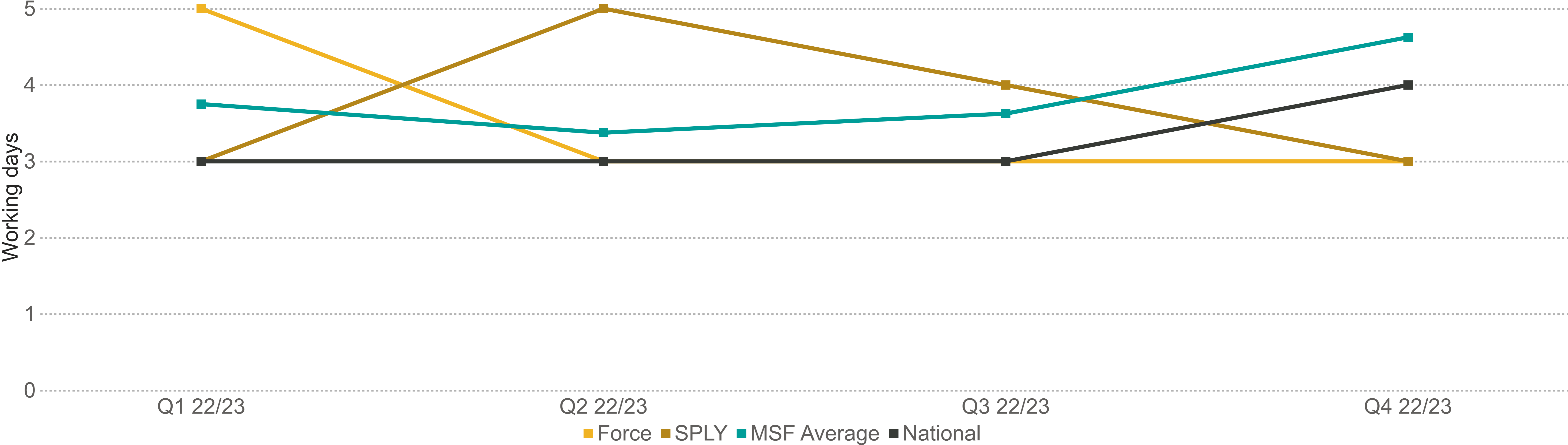
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## Section C: Referrals

	Force	Force %	SPLY	MSF Average	MSF Average %	National	National %
Number referrals received	206		261	130		6,083	
Number referrals completed	205		260	130		6,088	
Decision: Independent Investigation	14	7%	14	8	7%	420	7%
Decision: Directed Investigation	0	0%	2	1	1%	58	1%
Decision: Local Investigation	122	60%	169	81	61%	3,852	63%
Decision: Return to Force	69	34%	75	38	29%	1,679	28%
Decision: Invalid	0	0%	0	2	1%	75	1%

**Average number of working days to complete referrals by quarter**



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.

Where a referral is made by the force on a mandatory basis but does not meet the mandatory referral criteria, the matter may not fall within the IOPC’s remit to assess and will be determined invalid.

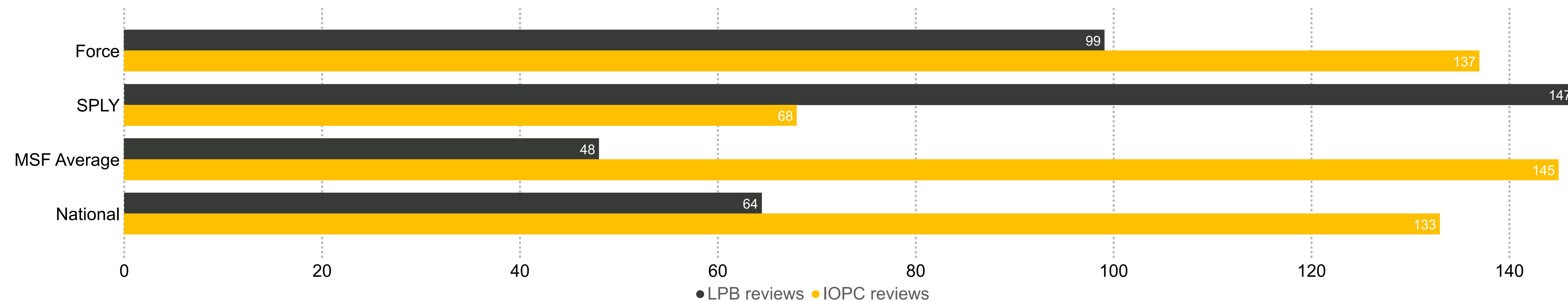
The sum of decisions may not match the number of referrals completed. This is because some matters referred may have come to the attention of the appropriate authority before 1 February 2020 and have investigation type decisions of either managed or supervised.

## Section D1: Reviews received

	Complaint cases finalised under Schedule 3	Reviews received	Reviews received as proportion of complaint cases finalised under Schedule 3	Number LPB reviews received - investigation	Number LPB reviews received - non-investigation	Number IOPC reviews received - investigation	Number IOPC reviews received - non-investigation
Force	1,305	245	19 %	1	109	68	67
SPLY	1,198	220	18 %	0	139	55	26
MSF Average	812	156	19 %	13	96	21	27
National	30,521	6,357	21 %	486	3,880	803	1,188

## Section D2: Reviews timeliness

	Force	SPLY	MSF Average	National
Average number of working days to complete Local Policing Body reviews	99	147	48	64
Average number of working days to complete IOPC reviews	137	68	145	133



Where a complaint has been recorded under Schedule 3 to the *Police Reform Act 2002*, the complainant has a right to apply for a review. A person can apply for review if they are unhappy with the way their complaint was handled, or with the outcome. This applies whether the complaint has been investigated by the appropriate authority or handled otherwise than by investigation (non-investigation). The application for a review will be considered either by the local policing body or the IOPC; the relevant review body depends on the circumstances of the complaint.

This section presents information about applications for review handled by both local policing bodies and the IOPC.

Information about the right of review and who is the relevant review body is available in [chapter 18 of the IOPC's Statutory Guidance on the police complaints system \(February 2020\)](#).

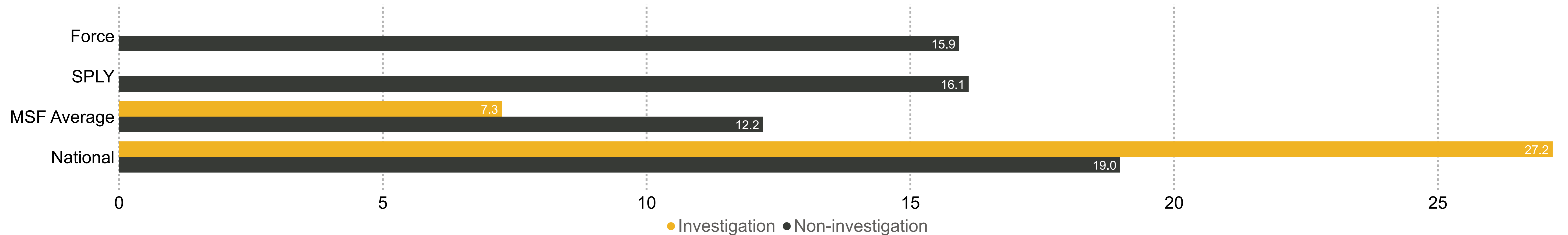
Reviews with 'invalid dates' have been removed from reviews timeliness. Please refer to the performance framework counting rules and calculations on the IOPC website for an explanation of invalid dates.

## Section D3: Decisions on LPB reviews

This section presents information about the decisions made on reviews including the proportion of reviews that found the outcome of the complaint was not reasonable and proportionate, those which resulted in a recommendation and, if necessary, a direction to the appropriate authority in respect of any person serving with the police. Please note: Numbers are not available for the MSF Average - % only

### LPB reviews found not reasonable and proportionate

Force	Investigation			Non-investigation		
	Valid completed reviews	Found not reasonable and proportionate	% found not reasonable and proportionate	Valid completed reviews	Found not reasonable and proportionate	% found not reasonable and proportionate
Force	1		0	113	18	16
SPLY	1		0	149	24	16
MSF Average			7			12
National	574	156	27	4,093	777	19



### LPB reviews resulting in recommendations

Force	Investigation			Non-investigation		
	Found not reasonable and proportionate	Resulting in recommendations	% resulting in recommendations	Found not reasonable and proportionate	Resulting in recommendations	% resulting in recommendations
Force			0	18	8	44
SPLY			0	24	19	79
MSF Average			24			76
National	156	144	92	777	695	89

## Section D4: Decisions on IOPC reviews

This section presents information about the decisions made on reviews including the proportion of reviews that found the outcome of the complaint was not reasonable and proportionate, those which resulted in a recommendation and, if necessary, a direction to the appropriate authority in respect of any person serving with the police.

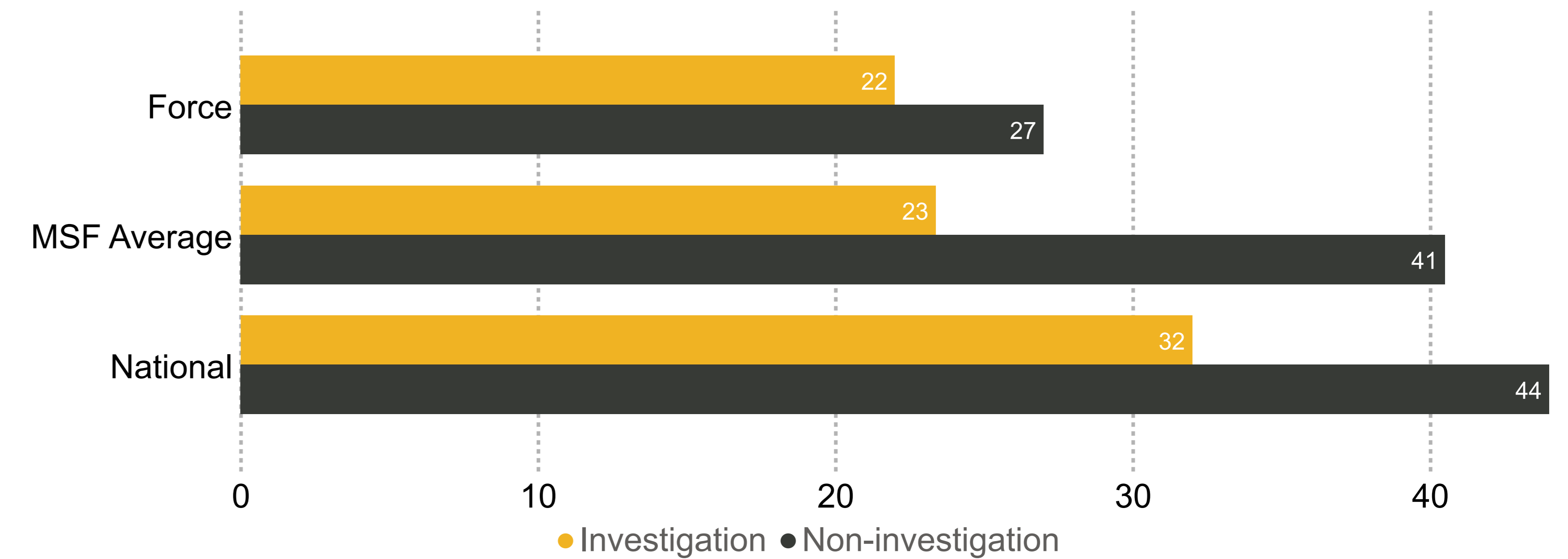
### IOPC reviews found not reasonable and proportionate

Note: Number of IOPC reviews in these tables is a new measure, therefore Same Period Last Year is not available.

Investigation	Valid completed reviews	Outcome found not reasonable and proportionate
Force	41	9
MSF Average	15	4
National	551	178

Non-investigation	Valid completed reviews	Outcome found not reasonable and proportionate
Force	33	9
MSF Average	18	6
National	949	421

### % IOPC reviews found outcome not reasonable and proportionate



MSF average in this chart is calculated as an average of each force's % found not reasonable and proportionate and is not a calculation of figures in the left hand table.

### IOPC review recommendations and directions

Investigation	Outcome found not reasonable and proportionate	Recommendations made	Directions made	% resulting in direction
Force	9	0	7	78
MSF Average	4	0	3	
National	178	15	111	63

Percentages not available for MSF group average

Non-investigation	Outcome found not reasonable and proportionate	Directions made	% resulting in direction
Force	9	6	67
MSF Average	6	4	
National	421	318	75

Percentages not available for MSF group average

# Police Complaints Information Bulletin

Appropriate Authority: Essex

Reporting Period: 01 April 2022 - 31 March 2023 (Q4 2022/23)

## Section E1.1: Allegation actions - on complaint cases handled outside of Schedule 3

Actions following outside of Schedule 3 complaint cases	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
Organisational learning	0	0 %	1	0 %	5	1 %	173	0 %
Learning from reflection	0	0 %	3	0 %	37	4 %	1064	2 %
Policy review	0	0 %	1	0 %	1	0 %	35	0 %
Goodwill gesture	0	0 %	1	0 %	6	2 %	150	0 %
Apology	0	0 %	2	0 %	72	7 %	4546	9 %
Debrief	0	0 %	4	1 %	6	0 %	433	1 %
Explanation	23	10 %	82	13 %	762	63 %	27778	58 %
No further action	97	43 %	250	39 %	134	14 %	9943	21 %
Other action	0	0 %	6	1 %	43	3 %	3781	8 %

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 on finalised complaint cases 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.

Please note: not all of the available actions arising from the complaint handling are shown. The actions presented in this section are those that focus on putting an issue right and preventing it from happening again by encouraging those involved to reflect on their actions and learn.

## Section E1.2: Allegation actions - on complaint cases handled under Schedule 3

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 on finalised complaint cases 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. Please note: not all of the available actions arising from the complaint handling are shown. The actions presented in this section are those that focus on putting an issue right and preventing it from happening again by encouraging those involved to reflect on their actions and learn.

### All complaint cases handled under Schedule 3

Complaint cases resulting in below actions	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
Organisational learning	29	2 %	17	1 %	14	2 %	547	2 %
Apology	71	5 %	77	6 %	55	7 %	1876	6 %
Debrief	1	0 %	0	0 %	1	0 %	343	1 %
Explanation	0	0 %	0	0 %	321	47 %	14021	46 %
Unsatisfactory Performance Procedure (UPP)	0	0 %	2	0 %	0	0 %	18	0 %
No further action	1070	82 %	950	79 %	357	39 %	12107	40 %
Other action	243	19 %	187	16 %	33	3 %	567	2 %
Learning from reflection	133	10 %	99	8 %	96	12 %	3415	11 %
Referral to RPRP	48	4 %	44	4 %	16	2 %	998	3 %

### Misconduct, UPP and RPRP on complaints investigated under Schedule 3 (subject to Special Procedures)

Complaint cases handled under Schedule 3 that are investigated and subject to Special Procedures can result in misconduct proceedings

Complaint cases resulting in below actions	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
Misconduct proceedings	3	27 %	0	0 %	3	43 %	113	24 %
Unsatisfactory Performance Procedure (UPP)	0	0 %	0	0 %	0	0 %	6	1 %
Other actions following a case to answer decision	0	0 %	0	0 %	1	13 %	24	5 %
Referral to RPRP	7	64 %	3	60 %	2	17 %	113	24 %

## Notes

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### 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 and City of London Police do not have an MSF group. A list of the MSF groups is available on the [IOPC website](#).
- Figures for City of London include complaint cases logged in relation to 'Action Fraud'. Action Fraud is the UK's national reporting centre for fraud and cybercrime. The service is run by the City of London Police, which is the national policing lead for economic crime.

### 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 \(February 2020\)](#).