

FOI Disclosures February 2023

Index

This month we have responded to questions relating to the following topics:

- [IOPC powers to bring disciplinary cases to an independent panel](#)
- [Career background of senior IOPC staff](#)
- [Referrals re sexual misconduct perpetrated by police officers against other officers](#)
- [IOPC correspondence with the BBC regarding Newsnight programme](#)
- [Investigation report following the death in custody of Andre Moura](#)
- [Complaints about MPS regarding strip searches of under 17s](#)
- [Complaints regarding stalking and harassment](#)
- [Complaints regarding sexual misconduct](#)
- [Matters relating to David Carrick](#)
- [Investigation report regarding MPS contact with Valerie Forde prior to her murder.](#)
- [IOPC Autism awareness training](#)

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>5023923</u> <u>Back to top</u> | <u>IOPC powers to bring disciplinary cases to an independent panel</u> |
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| <u>Request</u> | <p><i>This is a FOIA request for the following data relating to the IOPC exercising its new powers to bring discipline cases to an independent panel.</i></p> <p><i>Since the power came into force:</i></p> <p><i>How many cases have the IOPC brought against police officers?</i></p> <p><i>Please break down this figure for each case by</i></p> <ul style="list-style-type: none"><i>(a) number of officers taken to panel</i><i>(b) rank,</i><i>(c) their force</i><i>(d) the severity assessment</i><i>(e) brief description of type of offence alleged</i> |

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| | <i>(f) outcome for each officer</i> |
| <u>Response</u> | <p>We can confirm that the IOPC has exercised its power to present at a disciplinary hearing in four cases.</p> <p>In all four cases, the IOPC's severity assessment was that the conduct if proven would amount to gross misconduct.</p> <p>The other information we hold under your request is available on our website in regard to three out of four of these cases:</p> <p>IOPC upholds driver's racial profiling complaint against the Met Independent Office for Police Conduct (googleusercontent.com) Met Police officer given final written warning relating to strip search of woman Independent Office for Police Conduct Met officers to face gross misconduct hearings over Maida Vale stop and search Independent Office for Police Conduct</p> <p>In regard to the fourth case, we have prepared the following line in anticipation of media enquiries: "We received a complaint referral in Feb 2021 relating to the Tasing of a 10 year old girl in South London the previous month. Our investigation into this incident concluded in November 2021 and we found a Metropolitan Police Service (MPS) officer has a case to answer for gross misconduct for their use of force".</p> <p>We can confirm that this officer is a Police Constable.</p> <p>Please note that if, in requesting the severity assessment, you are seeking <i>the reasons</i> for the assessment, we would advise that this information is not accessible to the world at large under FOIA. This is because such information would attract the absolute exemption relating to personal data that would contravene the data protection principles if it was disclosed. Any refusal would have to take into account the highly restrictive conditions on the disclosure of 'criminal offence data' imposed by Article 10 UK GDPR and DPA 18.</p> |
| <u>Ref</u> <u>5023946</u> Back to top | <u>Career background of senior IOPC staff</u> |
| <u>Request</u> | <i>Would you kindly provide me a list of senior staff at the IOPC and indication of their past history of employment with the police.</i> |
| <u>Response</u> | Please find below a table showing the numbers of our staff with an ex-police background and confirming the numbers and proportions of staff who carry out operational (investigations) roles, separated by job title. |

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| <p><u>Response</u></p> | <p>Your request relates to allegations of sexual assault, sexual harassment and other misconduct perpetrated by police officers or PCSOs on other police officers or PCSOs. We would emphasise that most reports of wrongdoing by police officers and staff are administered by police forces internally and lie outside of our statutory responsibility. Therefore, the type of case you refer to would be unlikely to be notified to the IOPC because our remit does not extend to the vast majority of “internal complaints”. We would recommend that you contact police forces for information about this type of misconduct.</p> <p>Turning to the work that we would have to do to find any relevant cases, we can confirm that referral cases disclosing a particular allegation type cannot be identified from our case management system solely by means of an automated query. We do not consistently record allegations on our cases and are therefore unable to identify this information without manually searching the documents in each case to find out about the incident giving rise to the referral. Given that we receive four to five thousand referrals from police per year these searches would exceed the cost limit prescribed by section 12(1) of the FOIA by some considerable margin, with the result that we are not obliged to carry out this work.</p> |
| <p><u>Ref</u> <u>5023954</u> Back to top</p> | <p><u>IOPC correspondence with the BBC regarding Newsnight programme</u></p> |
| <p><u>Request</u></p> | <p><i>Your request is for the following information relating to BBC Newsnight report on 18 January 2023:</i></p> <p><i>(1) the drafts of this IOPC news release, and</i> <i>(2) copies of any communications with the BBC and or Newsnight about this story.</i></p> |
| <p><u>Response</u></p> | <p>Please find below the following documents:</p> <ul style="list-style-type: none"> • The statement made by the IOPC to the BBC with tracked changes showing how it was amended during the drafting process. |

Draft with tracked changes

Attributable to an IOPC spokesperson:

IOPC decisions are made independently of the police, the government and any other group or individual. They are based solely on the available evidence.

We absolutely refute the suggestion that our decisions were influenced by anything other than the evidence during this investigation. As the result of that investigation and our direction to the MPS, five officers are now facing gross misconduct proceedings for potential breaches of professional standards including equality and diversity.

In 2021, an employee raised a concern that there had been improper political or external interference brought to bear on our investigation. We took that allegation very seriously and the matter was investigated by a number of senior individuals. We concluded that these serious allegations were without merit and found no evidence of any improper practice or interference in the investigation or our decision making.

The Director General is responsible and accountable for all IOPC operational decisions. The vast majority of those decisions are delegated from the Director General to our operational colleagues and as a result they may choose seek assurance that those decisions are appropriate in a range of ways, including by reviewing the evidence. This is not unusual or unique to this case.

Decision making during and at the end of investigations happens at different levels of the organisation depending on a variety of factors including the complexity of the case and its impact on public confidence. Given the significant community concerns and public confidence issues raised by this case Mr Naseem, our who as Regional Director is our most senior decision maker in London as well as our organisational lead on discrimination, chose to become the decision maker.

Legally we must share our draft severity assessments with the relevant police force and while we must consider any representations forces may make, the decisions are taken by independently by the IOPC. We keep our decisions constantly under review so it is not unusual or unique that they can be subject to change as the evidence develops.

Our priority is that the disciplinary proceedings in this matter are not jeopardised. It is vital, for both the complainants and the officers involved, that the gross misconduct hearing can run its course and those involved are accountable for their actions. We cannot risk jeopardising those proceedings by commenting on the evidence in advance of that hearing, which is likely to be held in public.

Statement in relation to Cressida Dick referral:

The IOPC received a voluntary referral from the Mayor's Office for Policing and Crime (MOPAC) in August 2020 of a complaint about public comments made by the Metropolitan Police Commissioner.

Within that referral there was no indication that the Commissioner may have committed a criminal offence or behaved in a manner which would justify the bringing of disciplinary proceedings so, after careful assessment, we sent the referral back to MOPAC to deal with in a reasonable and proportionate manner.

However, as part of its response, we invited MOPAC to consider and reflect with the Commissioner on the terms of the IOPC/NPCC media relations protocol which deals with comments made by the police service to the media during a live independent investigation

Statement into review following Michael Lockwood's resignation:

We are conducting a review to determine whether appropriate steps were taken at appropriate times. We are finalising the terms of reference for this review and who the reviewer will be. We will publish those details in due course.

- A redacted version of the emails between the IOPC and the BBC about this programme.

From: [redacted]
Sent: 16 January 2023 17:25
To: [redacted] Current Affairs <[redacted]@bbc.co.uk>
Subject: RE: Williams/dos Santos case

Here you go. Will give you a call shortly to see if there's any more I can clarify for you.

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From: [redacted] Current Affairs <[redacted]@bbc.co.uk>
Sent: 16 January 2023 17:30
To: [redacted] @policeconduct.gov.uk>
Subject: Re: Williams/dos Santos case

[Caution: This email originated from outside of the IOPC. Please protect our business by not opening any links or attachments unless you trust the origin of this email.]

Thanks for letting me know [redacted]

Sent from my iPhone

On 16 Jan 2023, at 17:00 [redacted] @policeconduct.gov.uk> wrote:

Apologies, so slightly late but will have something with you shortly and then will give you a call.

From: [redacted] Current Affairs <[redacted]@bbc.co.uk>
Sent: 13 January 2023 16:11
To: [redacted] @policeconduct.gov.uk>
Subject: RE: Williams/dos Santos case

[Caution: This email originated from outside of the IOPC. Please protect our business by not opening any links or attachments unless you trust the origin of this email.]

Thanks for your time on the phone [redacted]



<image001.png>

From: [redacted]@policeconduct.gov.uk
Sent: 13 January 2023 16:09
To: [redacted] Current Affairs [redacted]@bbc.co.uk
Subject: Williams/dos Santos case

Sorry I meant to ask if you'd been in touch with the complainants and/or their solicitor? Just asking because, if not, we would need to advise them that there may be publicity about their case.



Independent Office for Police Conduct

We welcome correspondence in Welsh. We will respond to you in Welsh and that this will not lead to delay.
Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn ymateb i chi yn Gymraeg ac na fydd hyn yn arwain at oedi.

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Gall y neges hon gynnwys gwybodaeth gyfrinachol, freintiedig neu hawffrânt. Dim ond y derbynnydd arfaethedig dylai eu defnyddio. Os ydych chi wedi derbyn y neges hon trwy ganymeriad, pedweth â dosbarthu, copio neu gynnwys unigwys gaeu sydd yn dibynnu ar y cynnwys. Yn lle, rhwng wybod i'r anfonwr ac wedyn ddelu'r neges yn barhaol os gwellwch yn dda. Barn yr awdur yn unig yw'r safbwynt a barn a fynegir hyn ac nid o'r dderbynydd yn cynrychioli barn yr IOPC. Dim ond staff penodol sydd ag awdurdod i wneud cytundebau rhwymol ar ran yr IOPC trwy e-bost. Nid yw'r IOPC yn derbyn unrhyw gyfrifoldeb am gyfundebau diawdurdod y dderbynydd iddynt gyda gweithwyr neu asiantau eraill. Ni all yr IOPC sicrhau dogfelloch yr e-bost hwn nac unrhyw atodol. Er bod e-byst yn cael eu sgani'n rheolaidd, ni all yr IOPC gynnwys unrhyw gyfrifoldeb am unrhyw ffin y gellir ei drosglwyddo gyda'i rhyngwydd. Mae systemau cyffwrddau IOPC yn cael eu monitro i'r graddau a ganiateir gan y gyfraith. O ganyriad, gall unrhyw e-bost a neu atodolau gael ei ddarllen gan staff monitro.

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From: [redacted] Current Affairs [redacted]@bbc.co.uk
Sent: 12 January 2023 18:57
To: IOPC Press Office <IOPCPressOffice@policeconduct.gov.uk>
Subject: RE: FAO London Office: BBC Newsnight seeking comment re: Bianca Williams Investigation

[Caution: This email originated from outside of the IOPC. Please protect our business by not opening any links or attachments unless you trust the origin of this email.]

Thank you very much.
Kind Regards,
[redacted]

From: IOPC Press Office <IOPCPressOffice@policeconduct.gov.uk>
Sent: 12 January 2023 17:56
To: [redacted] Current Affairs [redacted]@bbc.co.uk
Cc: IOPC Press Office <IOPCPressOffice@policeconduct.gov.uk>
Subject: RE: FAO London Office: BBC Newsnight seeking comment re: Bianca Williams Investigation

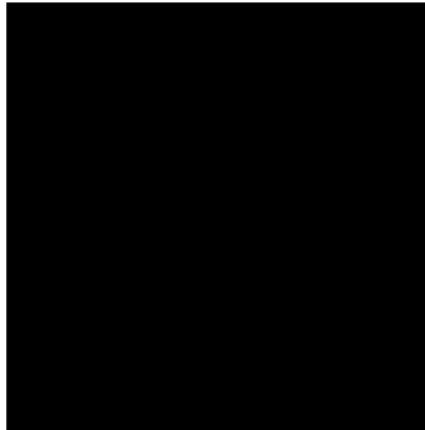
Just acknowledging that we've received your email. We'll come back to you in due course.

Regards,
[redacted]

From: [redacted] Current Affairs [redacted]@bbc.co.uk
Sent: 12 January 2023 16:41
To: IOPC Press Office <IOPCPressOffice@policeconduct.gov.uk>
Subject: FAO London Office: BBC Newsnight seeking comment re: Bianca Williams Investigation
Importance: High

[Caution: This email originated from outside of the IOPC. Please protect our business by not opening any links or attachments unless you trust the origin of this email.]
Dear Press Team

I am writing from BBC Newsnight to seek comment from the IOPC about the conduct of one of its investigations: that into the stop and search of Bianca Williams and Ricardo Dos Santos on 4th July 2020 in Maida Vale, London.



Please could you respond in writing no later than 16:30 on Monday 16th January.

I would be grateful if you could confirm receipt of this email. Thank you.

Kind Regards,



BBC Newsnight
New Broadcasting House, London W1A 1AA

NEWSNIGHT WEEKDAYS 22:30-04 4BC TWO

We welcome correspondence in Welsh. We will respond to you in Welsh and that this will not lead to delay.
Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn ymateb i chi yn Gymraeg ac na fydd hyn yn arwain at oedi.

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The statement on our website is a shortened version of the statement we emailed to the BBC on 16 January, as confirmed by the attached information.

We have decided that you are not entitled to the redacted information because it engages the exemptions under section 30(1)(a)(i) and 40(2) of the FOIA and because in the case of section 30(1)(a)(i), we have concluded that the public interest in maintaining the exemption outweighs the public interest in compliance.

As section 40(2) is an 'absolute' exemption we are not required to consider the balance of the public interest before refusing.

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| <u>Ref</u> <u>5023957</u> Back to top | <u>Investigation report following the death in custody of Andre Moura</u> |
| <u>Request</u> | <p><i>Please provide a copy of the IOPC investigation into the death in custody of Andre Moura</i></p> |
| <u>Response</u> | <p>We have decided that you are not entitled to the information at this time because it is exempt under section 40 of the FOIA.</p> <p>Some of the personal information is criminal offence data as defined in section 11(2) of the Data Protection Act 2018 (DPA). The sensitive nature of this data and the risk that erroneous disclosure would cause unwarranted damage or distress to the individuals involved means that it must be processed in accordance with additional conditions imposed by section 10(5) of the DPA. We do not consider that any of these legitimising conditions would support disclosure of the personal data in this instance.</p> <p>Disclosure under the FOIA must be the least intrusive means of achieving any legitimate aim in question. It is significant to note that we have made a level one publication decision in relation to this investigation in line with our publication policy. A version of the report is currently being prepared at which point a significant amount of information will be released in connection with this investigation.</p> <p>Our Publication Policy takes into account the level of public interest, the rights of individuals named in investigation reports and the need to provide clear and accessible information to website users. We consider this information will be a proportionate response to the legitimate public interest in transparency and accountability, taking into account the competing public interest in preserving the confidentiality of investigations and the persons to whom they relate. We find that there is no legitimate interest in bypassing or accelerating this publication process in response to this FOI request.</p> |
| <u>Ref</u> <u>5023964</u> Back to top | <u>Complaints about MPS regarding strip searches of under 17s</u> |
| <u>Request</u> | <p><i>I am making an FOI request concerning any investigation into complaints regarding strip searches of children under the age of 17 by London Metropolitan Police officers.</i></p> <ul style="list-style-type: none"> <i>I would like to know the number of complaints which have been received regarding strip searches of children by Met officers</i> <i>How many of those complaints have been investigated</i> <i>And lastly, if misconduct notices have been issued to any officers</i> <p><i>The timeline for this request runs from 25/01/2020 to 25/01/2023. I would like each complaint listed by date, location and the age of the child searched. Within that, I would like to know how many officers were involved and what the verdict of the investigation was if it has been concluded.</i></p> |
| <u>Response</u> | <p>We have interpreted your request as relating to the number of incidents of this type that have been referred to the IOPC by the MPS.</p> |

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| | <p>Please note that a single incident can result in a number of referrals and a referral may not relate to a complaint.</p> <p>In August 2022 we issued a media release announcing that the IOPC had begun five independent investigations relating to child strip search cases involving officers from the MPS. IOPC recommendations to Met over strip searches of children Independent Office for Police Conduct</p> <p>The release also mentioned that we had received 11 referrals from the MPS following the Child Q case.</p> <p>Since issuing our release we have received another three referrals from the MPS, bringing the total number to 15 (including the Child Q case). However, the number of IOPC investigations remains the same. All referrals that did not result in an IOPC investigation were passed back to the MPS to carry out their own investigation.</p> <p>These 15 referrals appear to us to relate to 14 incidents. Only some of these referrals relate to complaints.</p> <p>One of the IOPC investigations has concluded and the other four, including the Child Q case, are ongoing with notices served in some of the cases. We have prepared the following media lines on these five investigations:</p> <p><u>Concluded investigation</u></p> <p>“Our investigation has concluded into complaints made against Metropolitan Police Service (MPS) officers into the arrest and subsequent strip search of a 16-year-old boy in Ilford, east London in January 2020.</p> <p>“We received a complaint referral regarding excessive use of force by officers against the child and his mother during his arrest, while a complaint was made related to the strip search, where there was no appropriate adult present.</p> <p>“We found that the child was detained by officers to be searched under the Misuse of Drugs Act. The child resisted officers and was arrested for assaulting an emergency worker. The child’s mother attended the scene and alleged she was pushed by an officer.</p> <p>“The child was transported to the custody suite at Ilford police station where he was strip searched.</p> <p>“A complaint was made to the force in January 2020, however the matter was only referred to us by the MPS in June 2022, after the force reviewed its outstanding child strip search complaints.</p> <p>“Our investigation concluded in December 2022 and the evidence did not indicate any force used was unnecessary or unreasonable in the circumstances and there was no evidence to suggest any officer had behaved in a manner that would justify bringing disciplinary proceedings or had committed a criminal offence.</p> <p>“We found that the strip search, which was carried out without an appropriate adult present, was conducted in line with force policy and practice and was within their powers under PACE (the Police and Criminal Evidence Act 1984 codes of practice).</p> |
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"We did find learning for an officer who did not follow steps in accordance with GOWISELY when exercising stop and search powers.

"During the investigation we obtained statements from the officers involved and obtained copies of the custody record. We also reviewed body worn video footage that had been retained by the force."

Ongoing investigations

"Our investigation is ongoing into the arrest and subsequent strip search of a 16-year-old boy at Bethnal Green Police Station by MPS officers in October 2020.

"Our investigation began in June 2022 after we received a complaint referral from the force.

"There is no indication at this stage that any of the officers involved may have breached police professional standards or committed a criminal offence, although we keep conduct matters constantly under review.

"All officers involved are being treated as witnesses."

"We can confirm, as part of our ongoing investigation into the strip search of a child by the Metropolitan Police Service, we have served misconduct notices on a custody sergeant and two detective constables.

"Our investigation began following a referral in April 2022.

"The serving of conduct notices does not necessarily mean disciplinary proceedings will follow.

"Due to the sensitivities surrounding this matter, we cannot provide any further information at this time."

"We can confirm that four Metropolitan Police Service (MPS) officers have been served misconduct notices as part of our ongoing investigation.

"A police sergeant and three police constables have been served notices in relation to the arrest and detention of the child, who was strip searched by MPS officers.

"Our investigation began following a referral in May 2022.

"The serving of misconduct notices does not necessarily mean disciplinary proceedings will follow. Due to the sensitivities surrounding this matter, we cannot provide any further information at this time."

"Our investigation into complaints that Child Q was inappropriately strip searched remains ongoing. In June 2022, we advised that four Metropolitan Police Service (MPS) officers have been served with misconduct notices, with four constables notified they are being investigated for potential breaches of the police standards of professional behaviour at the level of gross misconduct. The serving of notices does not necessarily mean that disciplinary proceedings will follow."

| <u>Ref</u> <u>5023967</u> Back to top | <u>Complaints regarding stalking and harassment</u> |
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| <u>Request</u> | <p><i>Over the past five years - broken down per year, how many complaints has the IOPC had about the handling of stalking cases.</i></p> <ul style="list-style-type: none"> <i>Of these, how many have been upheld (have found in favour of the complainant/victim)</i> <p><i>Over the past five years - broken down per year - how many complaints has the IOPC had about individual police officers engaging in stalking and harassment</i></p> <ul style="list-style-type: none"> <i>of these how many of the victims/complainants were female</i> |
| <u>Response</u> | <p>The IOPC does not hold detailed information about the circumstances of all complaints against police. Complaints against police must be made to the relevant police force or local policing body who decide whether the complaint should be recorded under Schedule 3 to the Police Reform Act 2002, or if it can be resolved outside of Schedule 3. Most of these complaints are dealt with by the police themselves, or by the local policing body.</p> <p>We hold more detailed information about police complaints only when they are brought to our attention as required by the legislation, for example in the form of a referral of a more serious matter or a request for an IOPC review by a complainant. These case types account for only a small minority of the total complaints recorded by police forces. Regrettably, we do not consistently record allegations on IOPC cases and are therefore unable to identify relevant cases without a manual trawl that would exceed the FOIA cost limit by a significant margin.</p> <p>Based on the data provided to us by police, we produce annual statistics on the complaints logged by forces and how they deal with them. We would refer you to IOPC Police Complaints Statistics 2021/22 (policeconduct.gov.uk). Table 7 on page 23 lists the allegations logged by police during 2021/22 separated by sub-category and our previous statistical reports include similar tables.</p> <p>For the definitions of the different allegation sub-categories we would refer you to Appendix A of our Guidance on capturing data about police complaints. None of these allegation categories identify the particular complaint types in your request.</p> <p>The sub-categories under 'delivery of duties and service' would be likely to include police failures to investigate or respond appropriately to reports of stalking or harassment but we do not hold information from which we could identify the cases you want to know about from within this category</p> <p>In regard to the second part of your request, stalking and harassment alleged to have been perpetrated by police would be likely to be included under the category of 'J Sexual Conduct', in particular the sub-categories 'J2 sexual harassment' or 'J3 other sexual conduct'. Other forms of harassment would probably be included under 'H5 overbearing or harassing behaviours'. Again we do not hold any information from which we could identify the cases of interest to you.</p> |

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| | <p>Please note that a single allegation can be made against multiple officers, meaning that the data relating to allegations logged should not be understood as confirming the number of officers against whom they were made.</p> <p>Data about allegations upheld or not upheld following investigation was amongst the data we reported on in annual statistics up to our 2019/20 report. This data is available by nature of allegation for 2017/18, 2018/19 and 2019/20 (please see for example table 10a on page 15 of our 2019/20 report) but only complaints not subject to 'special requirements' could result in an upheld/not upheld decision.</p> <p>As you may be aware, significant changes to the police complaints system were introduced by the Policing and Crime Act 2017 and came into effect on 1 February 2020. These have affected the way we report allegation results.</p> <p>Our most recently published statistical report relates to 2021/22 and is available on our website here. Table 18 of our 2020/21 report and Table 19 in our 2021/22 report relate to decisions on allegations and are the equivalent under the current legislation of Tables 10 and 10a in the 2019/20 report.</p> <p>We can provide a breakdown of allegation decisions by nature of allegation for the data in table 19 of our 2021/22 report if required.</p> <p>We cannot provide the same breakdown for table 18 in our 2020/21 report as recording and reporting systems were then under development and this data was not extracted at the time.</p> <p>All of our police complaints statistics can be accessed via this page of our website.</p> <p>In addition to our published data, we could cross-reference the relevant allegation categories with the national factor 'VAWG – Police perpetrated'. This factor was only introduced on force systems in March 2022, but forces were asked to review past cases back to January 2021 and apply the factor retrospectively.</p> <p>National factor definition: VAWG – Police perpetrated (see below for definition of VAWG) This concerns any complaint matter arising from or relating to a VAWG incident where the alleged perpetrator (of any gender) is a police employee. If a police employee is also the victim, the 'VAWG – police victim' factor should also be selected. The complainant does not have to be the victim of the VAWG incident. <i>The Home Office definition of Violence Against Women and Girls (VAWG) is: "The term 'violence against women and girls' refers to acts of violence or abuse that we know disproportionately affect women and girls. Crimes and behaviour covered by this term include rape and other sexual offences, domestic abuse, stalking, 'honour'-based abuse (including female genital mutilation forced marriage, and 'honour' killings), as well as many others, including offences committed online."</i></p> <p>Owing to the experimental nature of the data and issues with our systems, we would be confident in reliably disaggregating allegations according to the VAWG factor only in respect of our 2021/22 statistics.</p> |
| <p>Ref 5023970</p> | <p><u>Complaints regarding sexual misconduct</u></p> |

Back to top

Request

I am familiar with the annual police complaints statistics published by yourselves and the information I am requesting seeks further information not contained within these.

<https://www.policeconduct.gov.uk/research-and-learning/statistics/police-complaints-statistics>

Please can I request:

1) Broken down by police force, the number of complaints about alleged sexual assault finalised in the financial year 2021/22 which were:

a) Finalised outside Schedule 3 of the Police Reform Act (i.e. informally)

b) Finalised under Schedule 3 but without investigation

c) Finalised under Schedule 3 after an investigation

2) Broken down by police force, the number of complaints about alleged sexual harassment finalised in the financial year 2021/22 which were:

a) Finalised outside Schedule 3 (i.e. informally)

b) Finalised under Schedule 3 but without investigation

c) Finalised under Schedule 3 after an investigation

2) Broken down by police force, the number of complaints about other sexual conduct finalised in the financial year 2021/22 which were:

a) Finalised outside Schedule 3 (i.e. informally)

b) Finalised under Schedule 3 but without investigation

c) Finalised under Schedule 3 after an investigation

4) Broken down by police force, the number of complaints about abuse of position for a sexual purpose finalised in the financial year 2021/22 which were:

a) Finalised outside Schedule 3 (i.e. informally)

b) Finalised under Schedule 3 but without investigation

c) Finalised under Schedule 3 after an investigation

Response

Please find below an Excel table containing the data you have requested. These figures align with those published in our 2021/22 annual complaint statistics.

| Allegations finalised in 2021/22 in the specified categories | | | | |
|--|--------------------|-------------------------------|---------------------------|-------|
| Table 1: Totals for the period | | | | |
| Allegation subcategory | Outside Schedule 3 | Schedule 3 - Not investigated | Schedule 3 - Investigated | Total |
| Abuse of position for sexual purpose | 7 | 16 | 26 | 49 |
| Sexual assault | 13 | 66 | 72 | 151 |
| Sexual harassment | 3 | 11 | 6 | 20 |
| Other sexual conduct | 7 | 20 | 23 | 50 |

Source: 2021/22 Annual Police Complaint Statistics

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| <p><u>Response</u></p> | <p>For the reasons explained in our statement, the IOPC has not carried out an investigation of its own in relation to David Carrick with the result that no officers have been served with disciplinary notices by the IOPC relating to concerns surrounding his offending. We refer in our statement to two former Metropolitan Police officers whose handling of an allegation in 2002 could have amounted to misconduct. Neither of these officers held the rank of Chief Officer at the time.</p> <p>As no Chief Officers have been identified as subjects or potential subjects of an IOPC investigation into these matters we do not hold any information under your request.</p> |
| <p><u>Ref</u> <u>5023981</u> Back to top</p> | <p><u>Investigation report regarding MPS contact with Valerie Forde prior to her murder.</u></p> |
| <p><u>Request</u></p> | <p><i>You have requested the full IPCC report relating to its investigation into contact by the Metropolitan Police with Valerie Forde prior to her murder in 2014.</i></p> |
| <p><u>Response</u></p> | <p>The IOPC holds this information but we are refusing to release it after concluding that it engages the exemption under section 40(2) of the FOIA, which relates to personal information. Our reasons are as follows.</p> <p>We consider that the report also engages the FOIA exemption relating to investigations under section 30(1)(a)(i) and that the public interest in maintaining this exemption outweighs the public interest in disclosure.</p> |
| <p><u>Ref</u> <u>5023986</u> Back to top</p> | <p><u>IOPC Autism awareness training</u></p> |
| <p><u>Request</u></p> | <ol style="list-style-type: none"> <i>Can you confirm what training IOPC caseworkers have had regarding autism awareness ? If they have received autism awareness training ,</i> <ul style="list-style-type: none"> <i>what training took place</i> <i>how many employees received training?</i> <i>a breakdown of number of caseworkers who have received training by job title</i> <i>Do you have a specialist case worker to deal with complex cases regarding autism? if so how many?</i> <i>If they haven't received training please can you advise if there are future plans for autism awareness training?</i> |
| <p><u>Response</u></p> | <ol style="list-style-type: none"> There is no course on the specific subject of autism or autism-spectrum conditions. However learning on this subject is covered in three IOPC e-learning courses. These are listed below together with the course summary for our staff. <ul style="list-style-type: none"> Neurodiversity - Language and communications: This module will provide you with a guide to appropriate use of language surrounding neurodiversity and how to communicate with neurodivergent people. |

• **Neurodiversity at the IOPC:** In this module you'll find out about the benefits of a neurodiverse workplace, listen to the lived experiences of neurodivergent colleagues at the IOPC and reflect on your understanding of 'disability' and 'difference'. The module will help build awareness and understanding of neurodiversity and how neurodiverse individuals can be affected.

• **Neurotypes:** This module describes some of the more common neurotypes along with the assumptions and challenges they face in day-to-day society and the workplace. The module will also highlight the benefits of different neurotypes in the workplace.

There are also ad-hoc awareness events and communications covering these topics. These are hosted by our staff networks. The IOPC recently invited an external organisation specialising in Neurodiversity in the workplace to provide a training and awareness session to all staff (May). This session covered awareness of neurodiversity, terminology and language related to neurodiversity, neurodiversity and the Equality Act, the strengths and benefits of recruiting and supporting neurodivergent people in the workplace, and best practice on supporting neurodiverse people and people with a physical disability in the workplace. We also provided colleagues with support materials including; how to empower neurodiversity in the workplace; a workplace assessments guide, information to support line managers working with neurodivergent employees, and signposting to where further support can be obtained.

We also have a dedicated staff network who have led our activities on World Autism Acceptance Week and Mental Health Awareness Week. To support this work we have a cultural knowledge accountability approach to the work we undertake and in development of our workplace. This means that whilst we don't have a formal training programme, the organisation provides access to materials and events such as those set out above. We place a duty on our staff to seek out the knowledge they require to ensure inclusivity in the workplace and to ensure excellence in their work. Therefore, minimising and ultimately seeking to remove disadvantages suffered by people due to their protected characteristics.

In terms of your question about how many employees have received training, we have interpreted this to relate to the number of IOPC employees who are caseworkers.

There have been 37 enrolments in the three courses described by IOPC caseworkers. An enrolment is an intention to complete the course, and they are at varying stages of completion.

The breakdown by caseworker job role is as follows;

Neurodiversity - Language and Communication

9 completions, broken down by role as:-

6 x Casework manager
1 x Management Support Officer
1 x Deputy Senior Casework Manager
1 x Casework Change and Information Officer

Additionally there is 1 Casework Manager enrolled on the course, but who has not yet completed it.

Neurotypes

10 completions, broken down by role as:-

8 x Casework manager
1 x Deputy Senior Casework Manager
1 x Casework Change and Information Officer

Additionally there are 8 Casework Managers enrolled on the course, but who have not yet completed it.

Neurodiversity at the IOPC

5 completions, broken down by role as:-

2 x Casework Manager
1 x Management Support Officer
1 x Deputy Senior Casework Manager
1 x Casework Change and Information Officer

Additionally there are 4 Casework Managers enrolled on the course, but who have not yet completed it.

2. We do not have specialist case workers. We place a duty on our staff to seek out the knowledge they require to ensure inclusivity in the workplace and to ensure excellence in their work. As well as the training described above, staff have access to legal advice and advice from IOPC subject matter networks and operational practitioner groups.
3. We do not have any other courses available specifically relating to autism within the delivery plan for this year at the moment although we are developing initiatives involving equality, diversity and inclusivity.