

Police Complaints Information Bulletin

Appropriate Authority: Essex

Reporting Period: 01 April 2023 - 30 June 2023 (Q1 2023/24)

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

Notes on this bulletin

Section titles (from Section B onwards) have been renamed following removal of a section.

Contents

Section A1.1: Complaint cases logged and initial handling

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

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

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

Section A2: Allegations timeliness

Section A3.1: How allegations were finalised and their decisions

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

Section B: Referrals

Section C1: Reviews received

Section C2: Reviews timeliness

Section C3: Decisions on LPB reviews

Section C4: Decisions on IOPC reviews

Section D1.1: Complaint cases timeliness outside of Schedule 3

Section D1.2: Complaint cases timeliness under Schedule 3

Section D2.1: Allegation actions – on complaint cases handled outside of Schedule 3

Section D2.2: Allegation actions – on complaint cases handled under Schedule 3

Notes

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

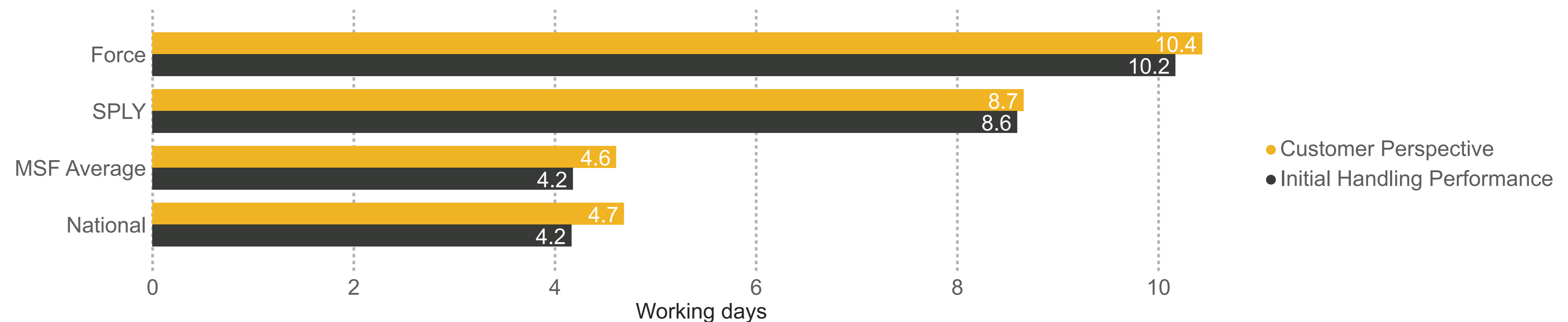
This section presents information relating to the force's contact with customers and their initial handling of the complaint cases. It shows how long, on average, it takes from the customer's perspective from when they made the complaint and the force's performance of the initial handling from when it 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	10	10
SPLY	9	9
MSF Average	5	4
National	5	4

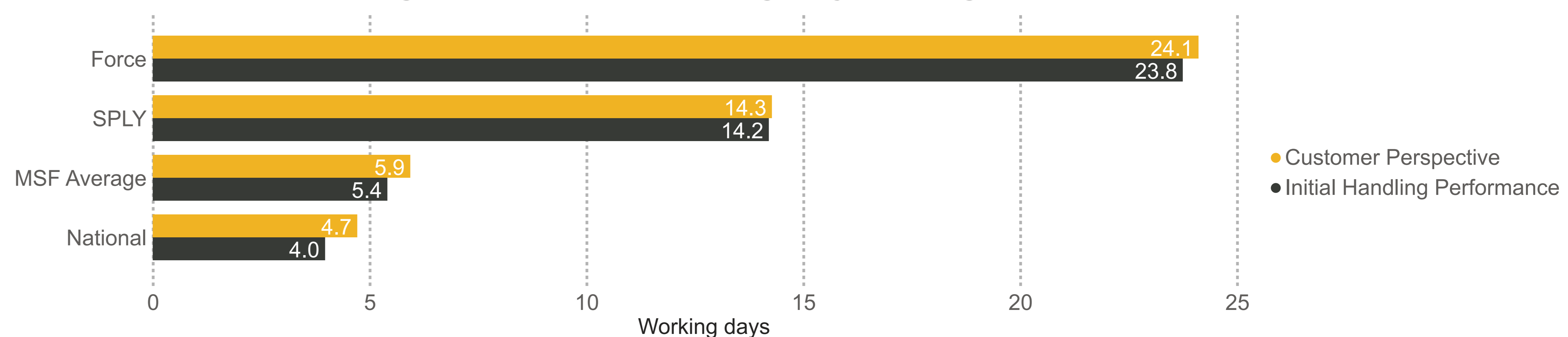
Average number of working days to contact complainants



To log complaint cases

Average number of working days...	Customer perspective	Initial handling performance
Force	24	24
SPLY	14	14
MSF Average	6	5
National	5	4

Average number of working days to log complaint cases



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	392	442	508	20,503
Complaint cases logged per 1,000 employees	61	68	100	81

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	388	99 %	298	95 %	130	48 %	3,253	44 %
Complainant wishes the complaint be recorded	3	1 %	8	3 %	27	11 %	1,615	22 %
Dissatisfaction after initial handling	0	0 %	3	1 %	31	19 %	921	12 %
Nature of the allegation(s) in the complaint	1	0 %	4	1 %	39	22 %	1,673	22 %

Police Complaints Information Bulletin

Appropriate Authority: Essex

Reporting Period: 01 April 2023 - 30 June 2023 (Q1 2023/24)

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.

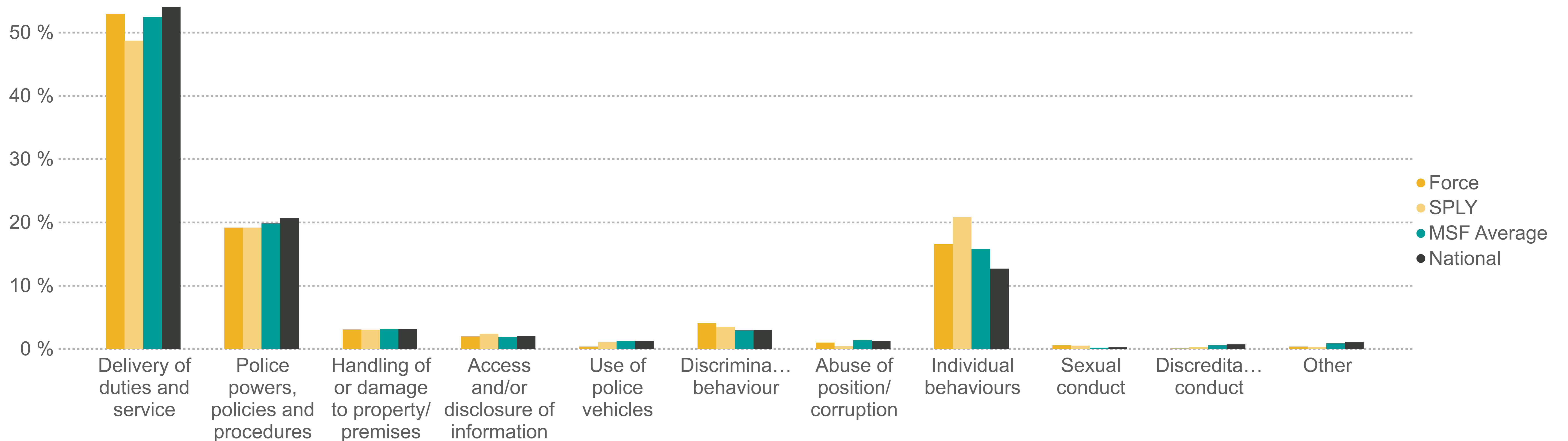
Please refer to our [Guidance on capturing data about police complaints](#) for guidance on logging allegations and complaint category definitions.

Allegations logged

	Force	SPLY	MSF Average	National
Allegations Logged	1,436	1,222	972	36,667
Allegations logged per 1,000 employees	222	189	188	145

What has been complained about

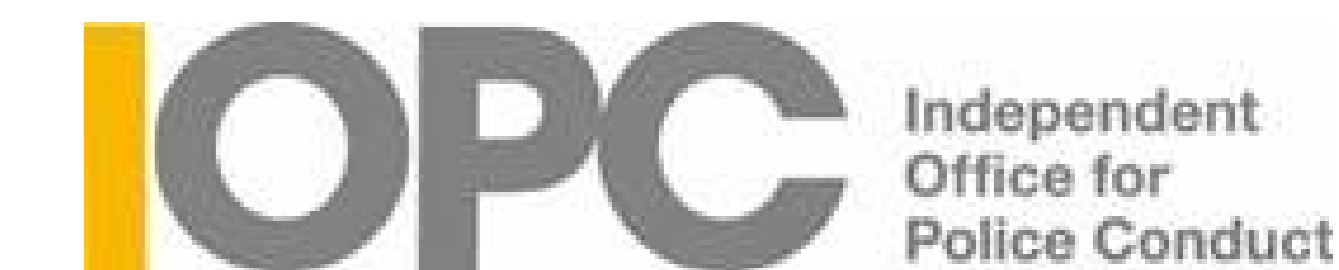
	Delivery of duties and service	Police powers, policies and procedures	Handling of or damage to property/premises	Access and/or disclosure of information	Use of police vehicles	Discriminatory behaviour	Abuse of position/corruption	Individual behaviours	Sexual conduct	Discreditable conduct	Other	Total
Force	760	275	44	28	5	58	14	238	8	1	5	1,436
SPLY	595	234	37	29	13	42	5	254	6	3	4	1,222
MSF Average	507	195	29	19	11	30	14	151	2	5	8	972
National	19,800	7,573	1,143	742	464	1,113	444	4,640	84	250	413	36,666
Force	53 %	19 %	3 %	2 %	0 %	4 %	1 %	17 %	1 %	0 %	0 %	100 %
SPLY	49 %	19 %	3 %	2 %	1 %	3 %	0 %	21 %	0 %	0 %	0 %	100 %
MSF Average	52 %	20 %	3 %	2 %	1 %	3 %	1 %	16 %	0 %	1 %	1 %	100 %
National	54 %	21 %	3 %	2 %	1 %	3 %	1 %	13 %	0 %	1 %	1 %	100 %



Police Complaints Information Bulletin

Appropriate Authority: Essex

Reporting Period: 01 April 2023 - 30 June 2023 (Q1 2023/24)



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

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. Allegations where the subcategory is 'none' are omitted from this table.

Category	Subcategory	Force		SPLY		MSF Average		National	
		No.	%	No.	%	No.	%	No.	%
Police powers, policies and procedures	Total	275	19 %	234	19 %	195	20 %	7,568	21 %
	Stops, and stop and search	5	2 %	8	3 %	8	4 %	437	6 %
	Searches of premises and seizure of property	33	12 %	26	11 %	24	13 %	920	12 %
	Power to arrest and detain	55	20 %	42	18 %	35	18 %	1,249	16 %
	Detention in police custody	51	19 %	46	20 %	33	17 %	1,013	13 %
	Bail, identification and interview procedures	21	8 %	17	7 %	11	5 %	322	4 %
	Use of force	80	29 %	73	31 %	50	26 %	2,094	28 %
	Evidential procedures	20	7 %	13	6 %	12	5 %	550	7 %
	Out of court disposals	1	0 %	2	1 %	7	3 %	121	2 %
	Other policies and procedures	9	3 %	7	3 %	18	9 %	862	11 %
Delivery of duties and service	Total	760	53 %	595	49 %	507	52 %	19,799	54 %
	Police action following contact	451	59 %	421	71 %	262	52 %	8,710	44 %
	Decisions	132	17 %	58	10 %	77	15 %	2,575	13 %
	Handling of or damage to property/ premises	0	0 %	0	0 %	0	0 %	1	0 %
	Disclosure of information	0	0 %	0	0 %	0	0 %	1	0 %
	General level of service	48	6 %	26	4 %	97	18 %	6,577	33 %
	Information	129	17 %	90	15 %	72	15 %	1,935	10 %
Handling of or damage to property/ premises	Total	44	3 %	37	3 %	27	3 %	1,100	3 %
	Searches of premises and seizure of property	0	0 %	0	0 %	0	0 %	3	0 %
	Handling of or damage to property/ premises	44	100 %	37	100 %	27	93 %	1,097	96 %
Discriminatory behaviour	Delivery of duties and service	0	0 %	0	0 %	0	0 %	0	0 %
	Total	58	4 %	42	3 %	30	3 %	1,113	3 %
	Decisions	0	0 %	0	0 %	0	0 %	1	0 %
	Age	1	2 %	1	2 %	0	0 %	18	2 %
	Disability	11	19 %	9	21 %	7	23 %	181	16 %
	Gender reassignment	0	0 %	2	5 %	0	1 %	6	1 %
	Marriage and civil partnership	0	0 %	0	0 %	0	0 %	3	0 %
	Race	24	41 %	22	52 %	13	47 %	585	53 %
	Religion or belief	0	0 %	0	0 %	0	1 %	28	3 %
	Sex	7	12 %	6	14 %	5	14 %	160	14 %
	Sexual orientation	3	5 %	2	5 %	1	3 %	38	3 %
	Other	12	21 %	0	0 %	4	11 %	93	8 %
	Individual behaviours	Total	238	17 %	254	21 %	151	16 %	4,640
Police action following contact		0	0 %	0	0 %	0	0 %	2	0 %
Searches of premises and seizure of property		0	0 %	0	0 %	0	0 %	1	0 %
Use of force		0	0 %	0	0 %	0	0 %	3	0 %
General level of service		0	0 %	0	0 %	0	0 %	4	0 %
Unprofessional attitude and disrespect		78	33 %	73	29 %	40	26 %	1,316	28 %
Lack of fairness and impartiality		43	18 %	55	22 %	20	13 %	623	13 %
Overbearing or harassing behaviours		57	24 %	66	26 %	33	21 %	826	18 %
Impolite language / tone		42	18 %	39	15 %	37	26 %	1,220	26 %
Impolite and intolerant actions		18	8 %	21	8 %	20	14 %	645	14 %

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	10	38	1	0	1	0	0	8	0	0	0	58
Custody	0	25	0	0	0	0	0	0	0	0	0	25
Investigation	3	0	0	0	0	0	0	0	0	0	0	3
None	638	169	43	27	2	50	7	187	4	1	5	1,133
Premises search	1	5	0	0	0	0	0	0	0	0	0	6
Restraint equipment	0	1	0	0	0	0	0	0	0	0	0	1
Roads/traffic	1	0	0	0	2	0	0	1	0	0	0	4
Stop and/or search	0	2	0	0	0	0	0	0	0	0	0	2
Taser	1	0	0	0	0	0	0	0	0	0	0	1

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.

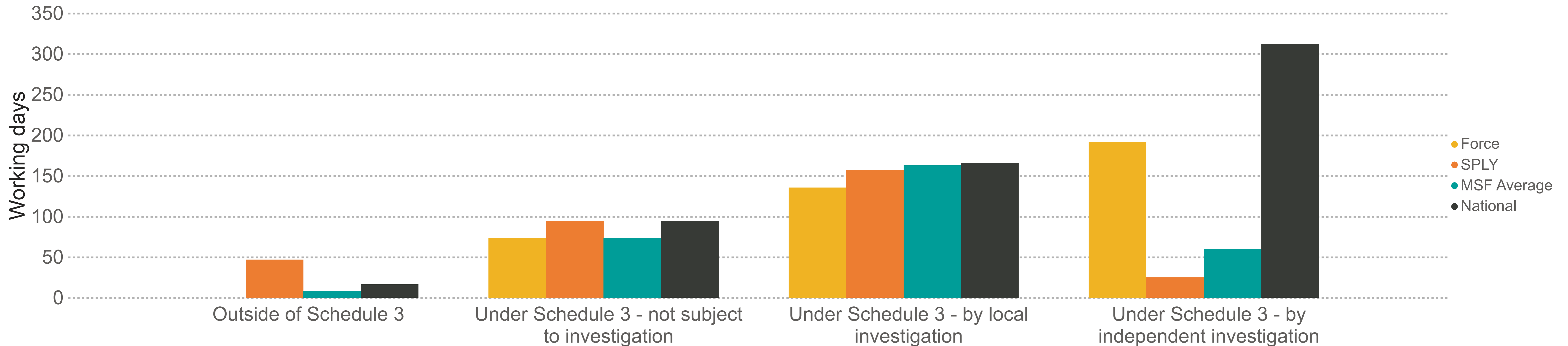
Section A2: Allegations timeliness

Average number of working days to finalise allegations	Force	SPLY	MSF Average	National
Outside of Schedule 3	0	47	9	17
Under Schedule 3 - not subject to investigation	74	94	73	94
Under Schedule 3 - by local investigation	136	157	163	166
Under Schedule 3 - by directed investigation	0	0	0	0
Under Schedule 3 - by independent investigation	192	25	60	312

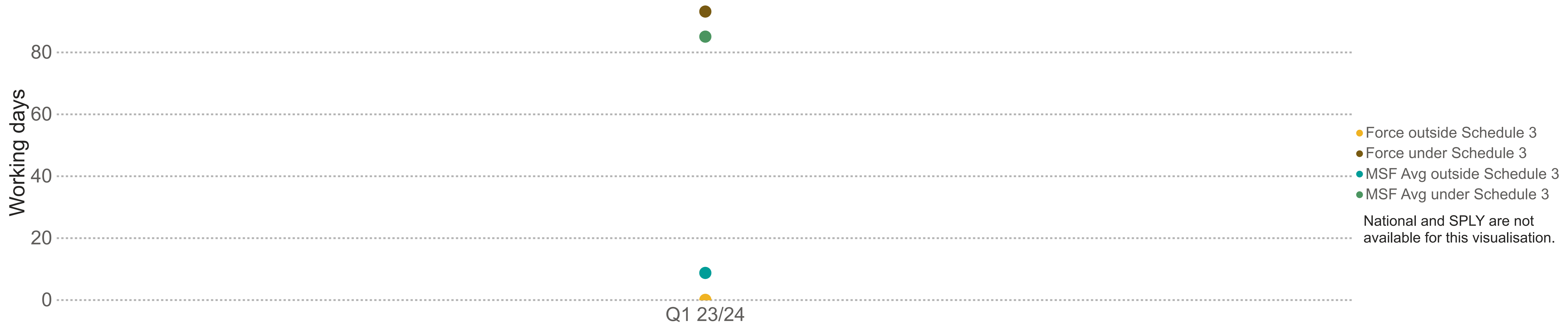
This section presents the time it takes the force to finalise allegations by how they were handled. It gives a breakdown of allegations handled informally outside of Schedule 3 and those that were handled formally by either by investigation or handled other than by investigation. Timeliness is calculated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



Police Complaints Information Bulletin

Appropriate Authority: Essex

Reporting Period: 01 April 2023 - 30 June 2023 (Q1 2023/24)

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)	173	31 %	62	8 %	3,793	12 %
Under Schedule 3 investigated (subject to special procedures)	1	0 %	3	0 %	296	1 %
Under Schedule 3 - not investigated	390	69 %	443	55 %	13,614	43 %
Outside of Schedule 3	0		326	36 %	14,274	45 %
Total	564	100 %	834	100 %	31,977	100 %

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					23 %	91	9 %	1,260			1 %	2	2 %	4	3 %	109
Regulation 41 applies							0 %	6			1 %	2			1 %	27
Service provided - unable to determine					6 %	23	8 %	1,026			2 %	7	10 %	17	8 %	294
Service provided - not acceptable					18 %	69	13 %	1,767	100 %	1	5 %	14	14 %	25	12 %	447
Service provided - acceptable					46 %	180	67 %	9,148			20 %	58	73 %	126	74 %	2,824
Not Resolved			7 %	1,006												
Resolved			93 %	13,268												
No Case to Answer											47 %	138				
Case to Answer											24 %	70				
Withdrawal					7 %	27	3 %	406			2 %	5	1 %	1	2 %	92
Total			45 %	14,274	69 %	390	43 %	13,613	0 %	1	1 %	296	31 %	173	12 %	3,793

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	64	12	2	2	0	1	3	9	2	0	0	95
Regulation 41 applies	0	0	0	0	0	0	0	0	0	0	0	0
Service provided - unable to determine	20	3	0	0	0	0	0	17	0	0	0	40
Service provided - not acceptable	66	8	2	4	0	0	0	15	0	0	0	95
Service provided - acceptable	131	74	12	4	3	30	4	45	1	0	2	306
Not Resolved	0	0	0	0	0	0	0	0	0	0	0	0
Resolved	0	0	0	0	0	0	0	0	0	0	0	0
No Case to Answer	0	0	0	0	0	0	0	0	0	0	0	0
Case to Answer	0	0	0	0	0	0	0	0	0	0	0	0
Withdrawal	13	8	2	2	0	1	0	2	0	0	0	28

Police Complaints Information Bulletin

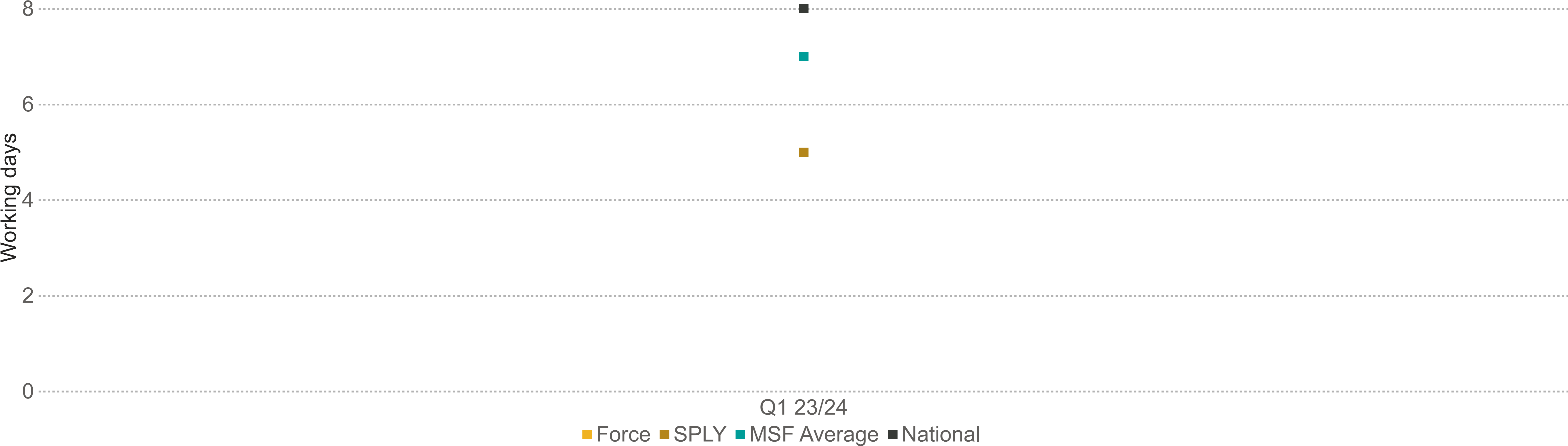
Appropriate Authority: Essex

Reporting Period: 01 April 2023 - 30 June 2023 (Q1 2023/24)

Section B: Referrals

	Force	SPLY	MSF Average	National
Number referrals received	57	64	35	1,785
Number referrals completed	49	65	31	1,558
Decision: Independent Investigation	6	4	3	120
Decision: Directed Investigation	1	0	0	9
Decision: Local Investigation	27	37	18	990
Decision: Return to Force	15	24	9	417
Decision: Invalid	0	0	0	22

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.

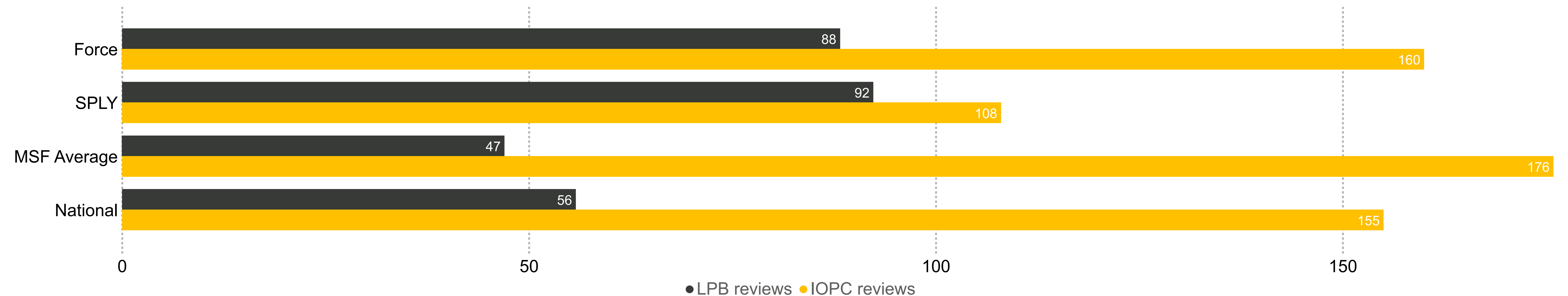
The sum of decisions may not match the number of referrals completed. This is because some matters referred may have come to the attention of the appropriate authority before 1 February 2020 and have investigation type decisions of either managed or supervised.

Section C1: 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	287	51	18 %	0	20	16	15
SPLY	311	52	17 %	0	28	13	11
MSF Average	196	40	23 %	0	28	5	7
National	6,941	1,511	22 %	94	939	190	288

Section C2: Reviews timeliness

	Force	SPLY	MSF Average	National
Average number of working days to complete Local Policing Body reviews	88	92	47	56
Average number of working days to complete IOPC reviews	160	108	176	155



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 \(February 2020\)](#).

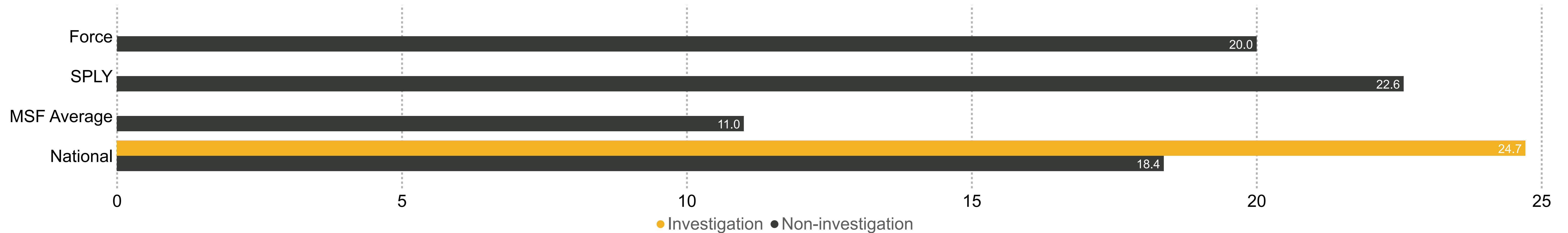
Reviews with 'invalid dates' have been removed from reviews timeliness. Please refer to the performance framework counting rules and calculations on the IOPC website for an explanation of invalid dates.

Section C3: 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

	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	0		0	10	2	20
SPLY	0		0	31	7	23
MSF Average			0			11
National	89	22	25	909	167	18



LPB reviews resulting in recommendations

	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	2		0
SPLY			0	7	5	71
MSF Average			0			70
National	22	21	95	167	145	87

Section C4: Decisions on IOPC reviews

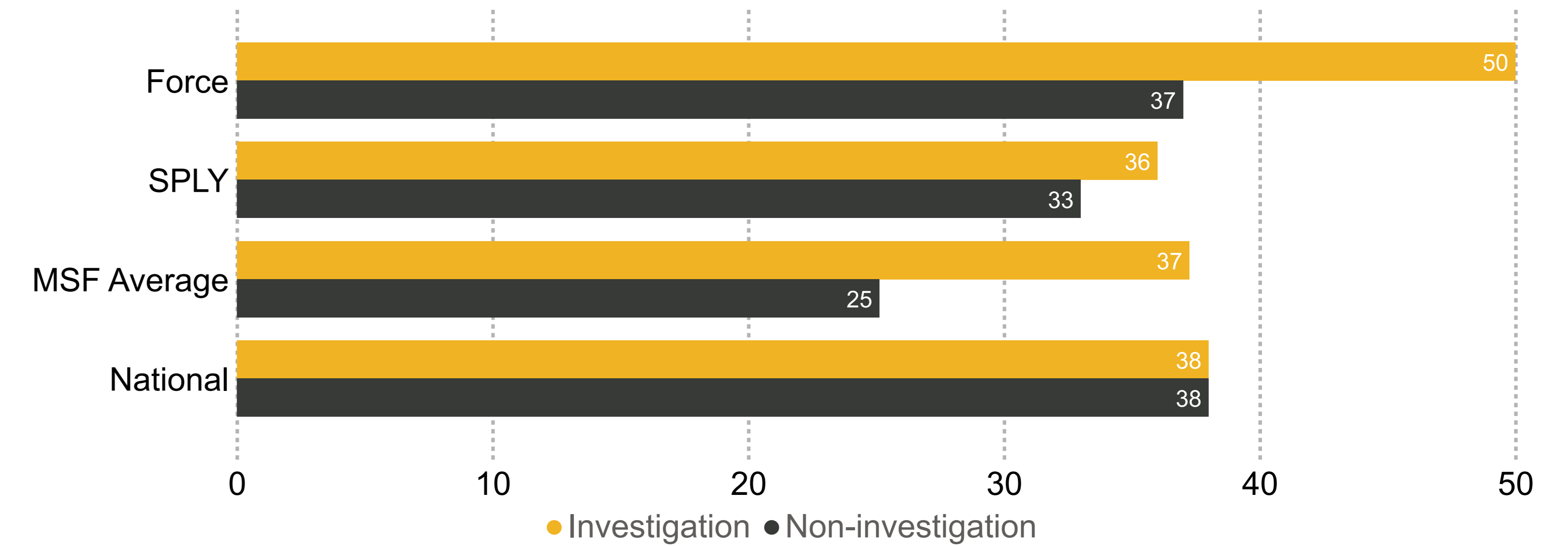
This section presents information about the decisions made on reviews including the proportion of reviews that found the outcome of the complaint was not reasonable and proportionate, those which resulted in a recommendation and, if necessary, a direction to the appropriate authority in respect of any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

IOPC reviews found not reasonable and proportionate

Investigation	Valid completed reviews	Outcome found not reasonable and proportionate
Force	12	6
SPLY	11	4
MSF Average	6	2
National	184	69

Non-investigation	Valid completed reviews	Outcome found not reasonable and proportionate
Force	27	10
SPLY	9	3
MSF Average	8	3
National	311	117

% 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	6	0	5	83
SPLY	4	0	4	100
MSF Average	2	0	1	
National	69	6	47	68

Percentages not available for MSF group average

Non-investigation	Outcome found not reasonable and proportionate	Directions made	% resulting in direction
Force	10	4	40
SPLY	3	2	67
MSF Average	3	1	
National	117	77	66

Percentages not available for MSF group average

Section D1.1: Complaint cases finalised outside of Schedule 3 - timeliness

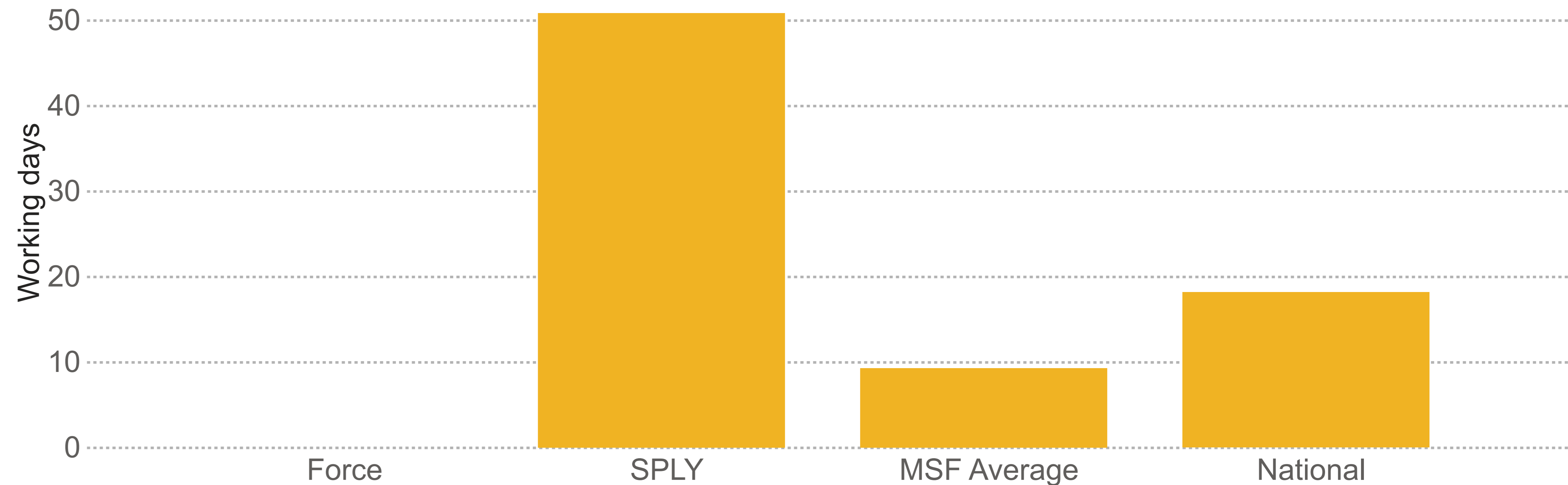
Average number of working days to finalise complaint cases

Force	SPLY	MSF Average	National
0	51	9	18

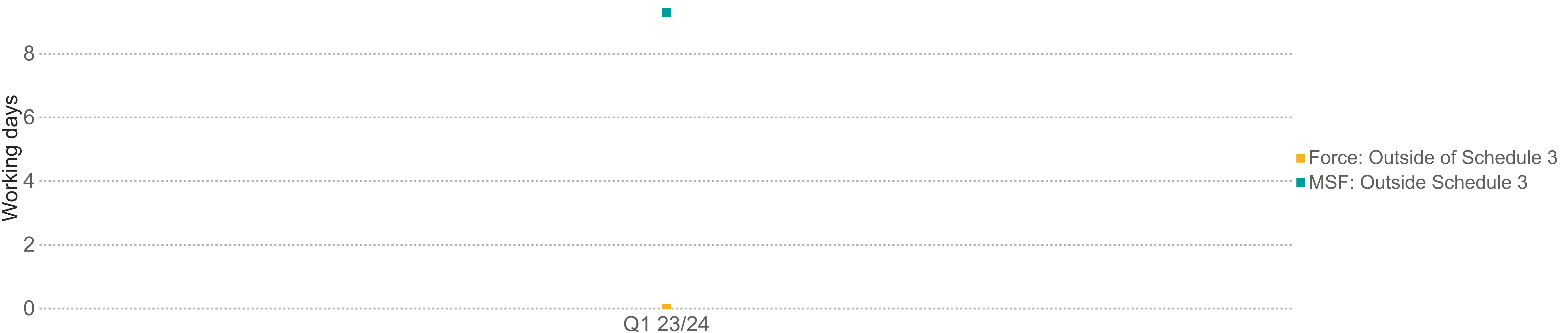
This section shows the time it takes the force to finalise complaint cases from the customer's perspective. It gives a breakdown of the time taken to finalise complaint cases handled informally and those that are handled formally under Schedule 3. Timeliness is calculated from the date the complaint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

Section D1.2: Complaint cases finalised under Schedule 3 - timeliness

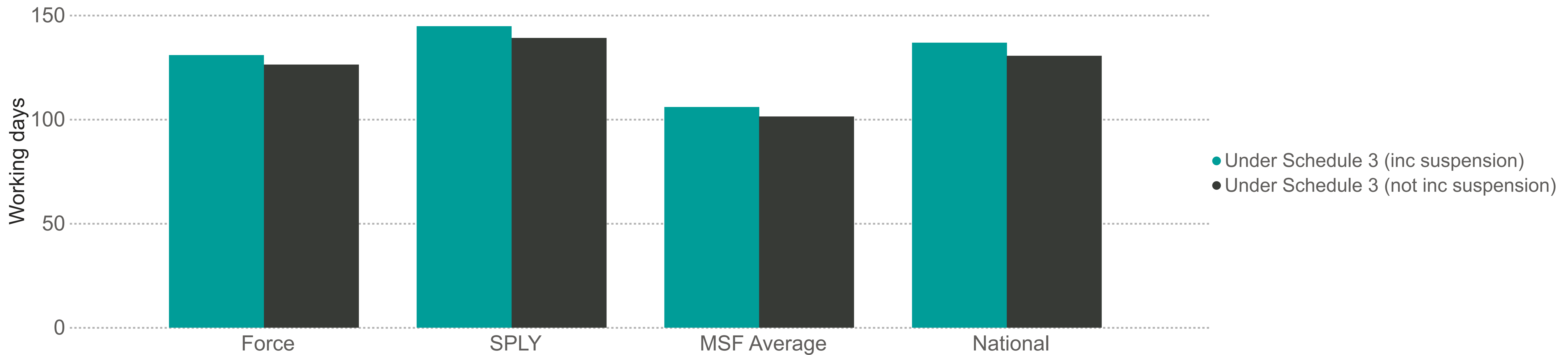
Average number of working days to finalise complaint cases

	Force	SPLY	MSF Average	National
Under Schedule 3 (inc suspension)	131	145	106	137
Under Schedule 3 (not inc suspension)	126	139	101	131

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



Police Complaints Information Bulletin

Appropriate Authority: Essex

Reporting Period: 01 April 2023 - 30 June 2023 (Q1 2023/24)



Section D2.1: 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 %	0	0 %	1	1 %	38	0 %
Learning from reflection	0	0 %	0	0 %	10	5 %	273	2 %
Policy review	0	0 %	0	0 %	0	0 %	6	0 %
Goodwill gesture	0	0 %	0	0 %	3	2 %	48	0 %
Apology	0	0 %	0	0 %	19	6 %	1108	9 %
Debrief	0	0 %	0	0 %	1	0 %	99	1 %
Explanation	0	0 %	18	13 %	195	63 %	6967	58 %
No further action	0	0 %	48	34 %	21	7 %	1902	16 %
Other action	0	0 %	0	0 %	13	4 %	974	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 D2.2: 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	3	1 %	6	2 %	4	2 %	160	2 %
Apology	2	1 %	16	5 %	7	4 %	394	6 %
Debrief	0	0 %	0	0 %	1	0 %	117	2 %
Explanation	0	0 %	0	0 %	98	55 %	3942	57 %
Criminal proceedings	0	0 %	0	0 %	0	0 %	1	0 %
Unsatisfactory Performance Procedure (UPP)	0	0 %	0	0 %	0	0 %	4	0 %
No further action	240	84 %	253	81 %	65	32 %	2059	30 %
Other action	75	26 %	47	15 %	10	4 %	148	2 %
Learning from reflection	32	11 %	31	10 %	25	13 %	787	11 %
Referral to RPRP	8	3 %	18	6 %	4	2 %	211	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	100 %	1	14 %	1	23 %	37	32 %
Criminal proceedings	0	0 %	0	0 %	0	0 %	1	1 %
Unsatisfactory Performance Procedure (UPP)	0	0 %	0	0 %	0	0 %	2	2 %
Other actions following a case to answer decision	0	0 %	0	0 %	0	13 %	8	7 %
Referral to RPRP	0	0 %	5	71 %	1	33 %	40	34 %

Notes

Data sources

- Data in this bulletin is taken from XML data submissions made by forces to the IOPC every quarter except for IOPC performance data which is taken from the IOPC case management system.
- Police force employee numbers are taken from the latest [police workforce England and Wales statistics](#) published by the Home Office.
- The most similar force (MSF) groups used for the calculation of the MSF averages in this bulletin are those determined by HMICFRS. Please note that the British Transport Police 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 \(February 2020\)](#).