

ITEM 6

JOINT INDEPENDENT ETHICS COMMITTEE

MEETING TO BE HELD ON MONDAY, 3 MARCH 2025 AT 09:30AM IN
COMMITTEE ROOM D, COUNTY HALL

POLICE DISMISSALS

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EXECUTIVE SUMMARY

The Joint Independent Ethics Committee is requested to consider the dilemma put forward for consideration around police dismissals.

A verbal presentation will be provided to the committee at the meeting to provide additional context.

Background sources are outlined at Section 3 of this report concerning this topic.

1. Background

- 1.1 On the 5th November 2024, the College of Policing (COP) published a report on police dismissals between 1 April 2023 and 31 March 2024. It was reported that in Lancashire, 14 regular officers were placed on the Barred List between 1 April 2023 and 31 March 2024, which is almost double the amount of officers in comparison to 2022/23 and is the highest recorded number of dismissals since December 2017. Nationally, it was reported that the number of regular police officers (excluding members of the Special Constabulary) placed on the list was 593, compared with 394 the previous year.
- 1.2 The report attracted much media attention and highlighted the issues faced by police forces, in particularly Professional Standards Departments, in regard to the culture in UK Policing. Whilst some argue that the increase in dismissals can be owed to the robust procedures in place to deal with officer misconduct, the impact such figures have on public trust and confidence cannot be ignored.
- 1.3 The report was published in the wake of a number of inquiries into cases of serious misconduct and criminality committed by police officers, including the Angiolini Inquiry.
- 1.4 The Angiolini Inquiry was established in the wake of a high-profile incident in the Metropolitan Police. In part 1 of the report, 16 recommendations were made to forces covering a number of areas of policing for improvement, including the policing of sexual activity and offending, recruitment and vetting, and workplace culture.

2. Dilemma

The Committee is asked to:-

- a. Consider how police officer dismissals, especially those related to misconduct and criminality, affect public trust in the police force.
- b. Discuss the importance of transparency in the handling of such cases to help maintain and restore public trust and confidence in internal police culture.
- c. Discuss the importance of vetting, ethics training and preventive measures to reduce instances of misconduct that could lead to dismissals.

3. Background Papers

3.1 [COP Report](#)

3.2 [Sky News](#)

3.3 [BBC News](#)

3.4 [The Angiolini Inquiry](#)