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Date 2020	Officer /Staff member	Allegation Type	Allegation Details	Outcome	Source
January 2020  Misconduct Meeting	Staff	<b>Authority, Respect and Courtesy</b>	An allegation was made that a member of staff had produced a badge/card and instructed a driver to pull over, before informing the driver that they were an off duty police officer and gave them a warning for dangerous driving	An independent Chief Inspector found the case to be proven and the outcome was a Written Warning	Public Complaint
February 2020  Misconduct Hearing	An officer	<b>Discreditable Conduct / Orders and Instructions / Honesty and Integrity</b>	An officer was found to have entered the property store on a number of occasions and removed items from the destruction bin, stating that he had intended to use the items for training purposes, although no recent training had occurred. In addition, after the officer was suspended he returned to the police station, despite knowing that his suspension expressly forbid this.	The panel, chaired by a legally qualified chair, decided that both aspects of the conduct were proven, that there was no policing purpose to remove the items on three occasions and that this amounted to gross misconduct. The officer was dismissed without notice.	Internal Conduct
February 2020 Misconduct Hearing	Staff Member	<b>Honesty and Integrity and Discreditable Conduct</b>  <b>Code of Ethics- Policing Principles- Honesty- Integrity</b>	A member of staff was accused of removing Xbox games from an address, following which they took them to their own home address. The items did not belong to the staff member and they were taken to their home address without a legitimate policing purpose and with the intention of keeping them. The staff member failed to record the recovery of the Xbox Games and failed to book the items into the police property store. The member of staff resigned the day before the misconduct hearing.	A Misconduct Panel found the matters were proven and amounted to Gross Misconduct and that the staff member would have been dismissed if still serving.  The staff member has been placed on the Barred List with the College of Police	Internal Conduct

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February 2020 Misconduct Hearing	Staff Member	<b>Discreditable Conduct / Fitness for Work Code of Ethics- Policing Principles- Accountability – Selflessness</b>	A member of staff was accused of driving their motor vehicle to work, on a road, whilst over the prescribed limit. The staff member subsequently appeared at court and received a criminal conviction contrary to Section 5 of the Road Traffic Act 1988. The allegation was fully admitted by the staff member.	The Misconduct Panel found that the matter did amount to gross misconduct and the most appropriate outcome was for the staff member to be dismissed without notice.  The staff member will be placed on the Barred List with the College of Police.	Internal Conduct
May 2020 Misconduct Hearing	Staff Member	<b>Discreditable Conduct / Work and Responsibilities Code of Ethics- Policing Principles- Accountability- Integrity</b>	A member of staff admitted utilising the South Yorkshire Police computer system to access pornographic websites during work time, without legitimate reason or justification to do so.	A Misconduct panel found the matter did amount to gross Misconduct and decided that the most suitable outcome was dismissal without notice.  The staff member has been placed on the Barred List with the College of Policing	Internal Conduct
July 2020 Misconduct Hearing	An officer	<b>Orders and Instructions / Discreditable Conduct.</b>	An officer failed to notify South Yorkshire Police that a County Court Judgement was made against them in 2015, which is against the South Yorkshire Police Force Policy. In addition, the officer submitted an insurance claim regarding being off sick when at the time the claim was made, the officer not entitled to claim any further monies from the group insurance scheme.	The panel, chaired by a legally qualified chair, agreed that the two matters amounted to misconduct, which the officer admitted. The officer received a Final Written Warning.	Internal Conduct
July 2020 Misconduct Meeting	An Officer	<b>Orders and instructions/ Duties and responsibilities/ Discreditable conduct.</b>	An officer accepted that he had failed to take sufficient steps to further investigate a mobile phone used in a sexual assault. The officer also accepted that he failed to complete documentation to the CPS, which	The officer accepted that the conduct amounted to misconduct and the Chair determined that the most appropriate outcome was a Written Warning	Public Complaint

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		<p><b>Code of Ethics-Policing Principles-Accountability-Integrity-Objectivity</b></p>	<p>would have highlighted the importance of the mobile phone in relation to the sexual assault that, together with the evidence already available, could have resulted in the conviction of the perpetrator.</p> <p>The officer accepted that he had acted in breach of the professional standards regarding orders and instructions, duties and responsibilities and discreditable conduct.</p>		
<p>July 2020 Misconduct Hearing</p>	<p>Staff Member</p>	<p><b>Honesty and Integrity, Authority, Respect and Courtesy, Confidentiality and/or Discreditable Conduct</b></p> <p><b>Code of Ethics-Policing Principles-Accountability, fairness, leadership, objectivity, selflessness</b></p>	<p>A member of staff admitted to making contact with two members of the public he met through policing work. He has then used information obtained as a result of his policing work to make contact with the women, using his personal social media. He also accepted that this contact was inappropriate.</p>	<p>The Misconduct Panel found that the matter did amount to gross misconduct and the most appropriate outcome was for the staff member to be dismissed without notice.</p> <p>The staff member will be placed on the Barred List with the College of Police.</p>	<p>Internal Conduct</p>
<p>July 2020 Misconduct Meeting</p>	<p>An Officer</p>	<p><b>Confidentiality</b></p> <p><b>Code of Ethics-Policing Principles-Accountability</b></p>	<p>An officer appeared at a misconduct meeting on Wednesday 29<sup>th</sup> July 2020. The officer accepted that during an investigation he was conducting, he recorded footage relating to a live public order investigation and subsequently shared it via WhatsApp. The officer accepted his actions were wrong and that they breached the</p>	<p>The Chief Inspector chairing the meeting determined that in the circumstances provided to the meeting, the most appropriate outcome was Management Advice.</p>	<p>Internal Conduct</p>

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			standards of Professional Behaviour in relation to Confidentiality, agreeing that the actions amounted to misconduct.		
Aug 2020 Misconduct Meeting	An Officer	<b>Confidentiality</b>  <b>Code of Ethics-Policing Principles-Accountability</b>	An officer appeared at a misconduct meeting on Thursday 13 <sup>th</sup> August 2020. The officer accepted that during an arrest, he recorded evidential footage which he failed to maintain the integrity of it. Furthermore, the officer discussed the arrest with persons outside of South Yorkshire Police without a policing purpose to do so. The officer accepted his actions were wrong and that they breached the standards of Professional Behaviour in relation to Confidentiality, agreeing that the actions amounted to misconduct.	The Chief Inspector chairing the meeting determined that in the circumstances provided to the meeting, the most appropriate outcome was Management Advice.	Public Complaint
August 2020 Misconduct Hearing	Staff Member	<b>Discreditable Conduct / Fitness for Work</b>  <b>Code of Ethics-Policing Principles-Accountability – Selflessness.</b>	A member of staff was subject to a 'with cause drug test', the result of which proved positive for cocaine. No response to the allegation was provided by the staff member and the staff member subsequently resigned whilst facing gross misconduct proceedings.	The Misconduct Panel found that the matter did amount to gross misconduct and the most appropriate outcome was 'would have been dismissed' if still serving.  The staff member will be placed on the Barred List with the College of Police	Internal Conduct
August 2020 Misconduct Hearing	A former officer	<b>Honesty and Integrity and Discreditable Conduct.</b>	The first allegation is that the former officer was found to have produced a witness statement purporting to have taken it from a resident of South Yorkshire, when in fact he had never met the said resident. The former	The hearing was chaired by the Chief Constable who decided that both aspects of the conduct were proven and amounted to gross misconduct. Had the officer still been a serving officer, he would	Internal Conduct

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		<b>Code of Ethics- Policing Principles- Accountability – Honest</b>	officer then provided a fictitious story to their supervisor regarding the statement, intending to mislead the supervisor. The second allegation is that on or around 50 occasions between April and December 2018, the former officer used South Yorkshire Police vehicles in circumstances where he had no legitimate policing purpose for doing so.	have been dismissed without notice.  The officer has been added to the Barred List.	
September 2020  Misconduct Meeting	Staff Member	<b>Authority, Respect and Courtesy</b>  <b>Code of Ethics- Policing Principles- Accountability</b>	A staff member appeared at a misconduct meeting on Thursday 24 <sup>th</sup> September 2020. The staff member was subject to three specific breaches of which consisted of inappropriate sexualised comments that had been made in the presence of a number of colleagues. The staff member accepted that they had breached the Standards of Professional Behaviour regarding authority, respect and courtesy	The staff member accepted that the conduct amounted to misconduct and the Chair determined that the most appropriate outcome was a Final Written Warning.	Internal conduct
September 2020  Misconduct Hearing	An officer	<b>Use of Force</b>  <b>Code of Ethics- Policing Principles- Accountability</b>	On 17/02/18, an officer attended at an address in Sheffield, accompanied by a number of other officers, in respect of a concern that a 3 year old child had been abducted. The child, his father and other family members were present and the child was being held by his aunt. It was alleged that the officer applied force to the person holding the child, which was not necessary, proportionate or reasonable in the circumstances. The behaviour caused alarm and distress	The panel, chaired by a legally qualified chair, found that the allegations against the officer were NOT proven and no misconduct was not found.	Public Complaint

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			to both the child and the person holding him.		
October 2020 Misconduct Hearing	Staff Member	<b>Discreditable Conduct / Fitness for Work</b>  <b>Code of Ethics- Policing Principles- Accountability – Selflessness.</b>	A member of staff was accused of driving their motor vehicle to work, on a road, whilst over the prescribed limit. The staff member subsequently appeared at court and received a criminal conviction contrary to Section 5 of the Road Traffic Act 1988. The allegation was fully admitted by the staff member.	The Misconduct Panel found that the matter did amount to gross misconduct and the most appropriate outcome was for the staff member to be dismissed without notice. The staff member will be placed on the Barred List with the College of Police	Internal Conduct
October 2020 Misconduct Hearing	An officer	<b>Confidentiality</b>  <b>Code of Ethics- Policing Principles- Accountability</b>	An officer was found to have accessed information through South Yorkshire Police systems without having a legitimate policing purpose for doing so, on 22 <sup>nd</sup> March 2015, 2 <sup>nd</sup> July 2015 and on 10 <sup>th</sup> June 2016. Further, the panel found that in or around 2018, the officer had possession of confidential police information on their personal mobile phone and that this wasn't being treated with the necessary respect.	The panel, which was chaired by a legally qualified person and included a senior police officer and an independent panel member, decided that the most appropriate outcome was a Final Written Warning.	Internal Conduct
November 2020 Misconduct Hearing	An officer	<b>Discreditable Conduct.</b>  <b>Code of Ethics- Accountability &amp; Integrity</b>	A misconduct Hearing was held for a Former Officer to answer the following allegations: That between March 2010 and September 2012, the former officer engaged in an inappropriate relationship and/or communications with a person that the former officer	The panel, which was chaired by an independent Legally Qualified Chair, and included a senior police officer and a member of the public, determined that the allegation was proven resulting in gross misconduct for breaching the Standards of Professional	Public Complaint

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			came into contact with in the course of his duties.	Behaviour for Discreditable Conduct. It was determined that had the officer still been a serving officer he would have been dismissed from service.  The ex-officer has been placed on the College of Policing barred list.	
November 2020  Misconduct Hearing	An officer	<b>Authority, Respect and Courtesy and Discreditable Conduct.</b>  <b>Code of Ethics-Accountability &amp; Integrity</b>	A misconduct Hearing was held for an Officer to answer the following allegations: That between April 2015 and July 2018, the Officer established and pursued an improper relationship with a person whom they came into contact with during the course of their work and who may have been vulnerable to an abuse of power or trust.  That on 29 January 2019, having established and pursued an improper relationship with a person whom the Officer came into contact with during the course of his work, the officer engaged in inappropriate conduct/behaviour with that person whilst on duty in uniform, in a public place.	The panel, which was chaired by an independent Legally Qualified Chair, and included a senior police officer and a member of the public, found that the allegation was proven and determined that the most appropriate outcome was a Final Written Warning	Internal Conduct
December 2020  Misconduct Hearing	Staff member	<b>Discreditable Conduct.</b>  <b>Code of Ethics-Accountability &amp; Policing Principles</b>	A member of staff was convicted of "Battery" contrary to Section 39 Criminal Justice Act 1988 at Leeds Magistrates Court on 3 February 2020. The assault occurred at McDonalds restaurant, Leeds Train Station on 5 October 2019 whilst the person was serving member of South Yorkshire	The Misconduct Panel found that the matter did amount to gross misconduct and the most appropriate outcome was for the staff member to be dismissed without notice.	Internal Conduct

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			Police staff. The member of staff subsequently appeared at a gross misconduct hearing.	The staff member will be placed on the Barred List with the College of Policing	
December 2020  Misconduct Hearing	Staff Member	<b>Confidentiality Code of Ethics- Policing Principles- Accountability &amp; Respect</b>	A member of staff was found to have accessed police systems to view records without a lawful policing purpose. The staff member subsequently appeared at a misconduct hearing where they admitted the allegation.	The Misconduct Panel found that the matter amounted to gross misconduct and the most appropriate outcome in the circumstances provided was that the staff member would receive a final written warning.	Internal Conduct
Dec 2020 Misconduct Meeting	Staff Member	<b>Discreditable Conduct Code of Ethics- Policing Principles – Accountability &amp; Respect</b>	A staff member appeared at a misconduct meeting on Monday 21 <sup>st</sup> December 2020. The staff member admitted that they acted inappropriately whilst taking a call in relation to a violent domestic incident in March 2020 and the manner in which they handled the call had the potential to undermine the confidence of that and other victims of domestic abuse in South Yorkshire Police and the police service as a whole. The staff member accepted their actions were wrong and that they breached the standards of Professional Behaviour in relation to Discreditable Conduct.	The Chief Inspector chairing the meeting determined that in the circumstances provided to the meeting, the most appropriate outcome was a final written warning	Internal Contact
Dec 2020  Special Case Misconduct Hearing	An Officer	<b>Discreditable Conduct  Code of Ethics– Accountability &amp; Respect</b>	A Special Case Hearing was held, chaired by Chief Constable Watson, in relation to an allegation of Discreditable Conduct. The officer concerned was alleged to have made numerous inappropriate sexualised comments to a female colleague.	The officer had already resigned but Chief Constable Watson decided that the officer would have been dismissed without notice, if still serving.	Internal Conduct

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				The officer will be placed on the College of Policing barred list	
Dec 2020 Accelerated Misconduct Hearing	An Officer	<b>Discreditable Conduct</b>  <b>Code of Ethics– Accountability &amp; Selflessness</b>	An Accelerated Misconduct Hearing was held, chaired by Chief Constable Watson, in relation to an allegation of Discreditable Conduct. The officer concerned was convicted at court of an offence of driving a motor vehicle on a road whilst over the prescribed limit..	The officer had already resigned but Chief Constable Watson decided that the officer would have been dismissed without notice, if still serving  The officer will be placed on the College of Policing barred list	Internal Conduct