



## Naming of Staff or Officers Dismissed from Surrey Police

### Policy

#### 1. Introduction

- 1.1 The purpose of this document is to detail the policy in relation to naming officers or staff who have been dismissed from Surrey Police after investigation by Professional Standards.

#### 2. Statement

- 2.1 Where a PSD investigation results in the dismissal of an officer or member of police staff it is important that details of the case are publicised in order that other officers and staff are aware of the reasons for the sanction and to ensure there is transparency in decision-making. By publicising more detail than was previously the case it is intended this will reinforce the standards expected within the organisation.
- 2.2 The name of the dismissed individual will also now be published. Again, this will ensure greater transparency and will also provide a clear account of exactly what led to the individual's dismissal. This will only happen once any appeal has been heard. Where a criminal case is ongoing, details will not be released until this process has concluded.

A dismissed individual's name will not be released if it is likely to have an adverse impact upon a victim (e.g. cases of sexual harassment).
- 2.4 Where it is known that the dismissed individual has a partner or close family member also employed by Surrey Police, they will be advised of the intention to publish details (and will be provided with a copy of the intended text) before publication. They will also be advised when the article will appear. This notification will be made by their line manager who should address any resultant welfare concerns.
- 2.5 In any cases where publication would have a significant detrimental impact upon an individual, any representations should be made in writing to the Head of Professional Standards who will be responsible for the final decision.