

Completed Misconduct Proceedings



Table of Completed Misconduct Proceedings 2022/23

Below is a table containing the details of the **23** police misconduct proceedings held by Surrey Police during financial year **2022/23**.

These proceedings were held in respect of 17 police officers and 6 police staff across 11 misconduct meetings, 6 gross misconduct hearings, and 6 accelerated gross misconduct hearings.

The proceedings resulted in 10 dismissals/resignations, 8 Final written warnings, 4 Written warnings, and one RPRP (Reflective Practice Review Process).

The top 5 standards of professional behaviour alleged to have been breached were ‘Duties and responsibilities’ (25.0%); ‘Discreditable conduct’ (23.2%) ‘Authority, respect and courtesy’ (17.8%); ‘Orders and instructions’ (14.2%); ‘Honesty and integrity’ (8.9%).

Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q1 2022/23 (5 proceedings)				
13/04/2022	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> Duties and responsibilities Orders and instructions 	Reflective Practice Review Process (RPRP).

PUBLIC VERSION - UPDATED 31/12/2025

03/05/2022	Gross Misconduct	STAFF	<ul style="list-style-type: none"> • Discreditable conduct • Duties and responsibilities • Equality and diversity 	Final written warning.
05/05/2022	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct • Duties and responsibilities • Orders and instructions 	Written warning.
23/06/2022	Gross Misconduct	OFFICER	<ul style="list-style-type: none"> • Duties and responsibilities • Honesty and integrity • Orders and instructions 	Would have been dismissed had they not already resigned.
29/06/2022	Gross Misconduct	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Duties and responsibilities • Honesty and integrity 	Would have been dismissed had they not already resigned.
Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q2 2022/23 (3 proceedings)				
01/08/2022	Accelerated Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct • Duties and responsibilities • Orders and instructions 	Would have been dismissed had they not already resigned.

PUBLIC VERSION - UPDATED 31/12/2025

05/08/2022	Accelerated Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct • Fitness for duty 	Dismissed without notice.
17/08/2022	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Duties and responsibilities 	Final written warning.
Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q3 2022/23 (8 proceedings)				
03/10/2022	Accelerated Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct 	Would have been dismissed had they not already resigned.
20/10/2022	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct • Duties and responsibilities • Use of force 	Final written warning.
03/11/2022	Misconduct Meeting	STAFF	<ul style="list-style-type: none"> • Duties and responsibilities 	Written warning.

PUBLIC VERSION - UPDATED 31/12/2025

07/11/2022	Accelerated Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct • Fitness for duty 	Would have been dismissed had they not already resigned.
01/12/2022	Misconduct Meeting	STAFF	<ul style="list-style-type: none"> • Authority, respect and courtesy 	Final written warning.
14/12/2022	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct 	Final written warning.
19/12/2022	Misconduct Meeting	STAFF	<ul style="list-style-type: none"> • Authority, respect and courtesy 	Written warning.
21/12/2022	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct • Duties and responsibilities • Orders and instructions 	Final written warning.
Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q4 2022/23 (7 proceedings)				

PUBLIC VERSION - UPDATED 31/12/2025

16/01/2023	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Honesty and integrity • Orders and instructions 	Would have been dismissed had they not already resigned.
02/02/2023	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Challenging and reporting improper conduct • Confidentiality • Discreditable conduct • Duties and responsibilities • Honesty and integrity • Orders and instructions 	Final written warning.
06/02/2023	Misconduct Meeting	STAFF	<ul style="list-style-type: none"> • Duties and responsibilities • Discreditable conduct 	Final written warning.
08/02/2023	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Orders and instructions 	Dismissed without notice.
21/02/2023	Accelerated Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Duties and responsibilities • Honesty and integrity 	Dismissed without notice.
21/02/2023	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct • Use of force 	Written warning.

07/03/2023	Accelerated Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct • Duties and responsibilities • Fitness for duty 	Dismissed without notice.
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[PTO FOR 2023/24 >>>](#)

Table of Completed Misconduct Proceedings 2022/23

Below is a table containing the details of the **33** police misconduct proceedings held by Surrey Police during financial year **2023/24**.

These proceedings were held in respect of 22 police officers and 11 police staff across 15 misconduct meetings, 16 gross misconduct hearings, and 2 accelerated gross misconduct hearings.

The proceedings resulted in 11 dismissals/resignations, 6 Final written warnings, 10 Written warnings, 2 RPRP (Reflective Practice Review Process), and 4 no sanction/matters not proven.

The top 5 standards of professional behaviour alleged to have been breached were 'Discreditable conduct' (25.0%); 'Authority, respect and courtesy' (22.0%); 'Duties and responsibilities' (11.7%), 'Equality and diversity' (8.8%); 'Confidentiality' (5.88%); 'Honesty and integrity' (5.88%).

PUBLIC VERSION - UPDATED 31/12/2025

Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q1 2023/24 (4 proceedings)				
14/04/2023	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct • Equality and diversity 	Would have been dismissed had they not already resigned.
07/06/2023	Accelerated Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct • Honesty and integrity 	Dismissed without notice.
12/06/2023	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Equality and diversity 	One breach of ARC proven but breach did not amount to misconduct. Two breaches of ARC and EandD not proven.
22/06/2023	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Discreditable conduct 	Matters not proven, no sanction.
Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome

PUBLIC VERSION - UPDATED 31/12/2025

Q2 2023/24 (10 proceedings)				
05/07/2023	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct • Orders and instructions 	Written warning.
12/07/2023	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct 	Final written warning.
19/07/2023	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Confidentiality <p>Discreditable conduct</p>	Written warning for confidentiality matter.
11/08/2023	Accelerated Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct 	Would have been dismissed had they not already resigned.
14/08/2023	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct • Use of force 	Final written warning.
15/08/2023	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct 	Written warning.

PUBLIC VERSION - UPDATED 31/12/2025

16/08/2023	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> Discreditable conduct. 	Would have been dismissed had they not already resigned.
12/09/2023	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> Authority, respect and courtesy Discreditable conduct 	Written warning.
18/09/2023	Misconduct Meeting	STAFF	<ul style="list-style-type: none"> Confidentiality Equality and diversity 	Written warning.
25/09/2023	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> Authority, respect and courtesy Duties and responsibilities Honesty and integrity 	Written warning.
Date	Type	Officer / Staff	<ul style="list-style-type: none"> Standard/s of Professional Behaviour alleged to have been breached. 	Outcome
Q3 2023/24 (12 proceedings)				
13/10/2023	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> Discreditable conduct Duties and responsibilities Honesty and integrity 	Would have been dismissed had they not already resigned.

PUBLIC VERSION - UPDATED 31/12/2025

03/11/2023	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct 	Written warning.
06/11/2023	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct • Equality and diversity 	Written warning.
07/11/2023	Misconduct Meeting	STAFF	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct 	Final written warning.
13/11/2023	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Confidential • Discreditable conduct • Duties and responsibilities • Honesty and integrity (Integrity only) 	Would have been dismissed had they not already resigned.
27/11/2023	Gross Misconduct Hearing	STAFF	Authority, respect and courtesy	Dismissed without notice.
29/11/2023	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Use of force 	Reflective Practice Review Process (RPRP).

PUBLIC VERSION - UPDATED 31/12/2025

05/12/2023	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct • Duties and responsibilities • Use of force 	Dismissed without notice.
06/12/2023	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Duties and responsibilities 	Matters not proven.
07/12/2023	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Discreditable conduct 	Final written warning.
14/12/2023	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Duties and responsibilities 	Reflective Practice Review Process (RPRP).
14/12/2023	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Confidentiality • Duties and responsibilities 	Dismissed without notice.
Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q4 2023/24 (7 proceedings)				

PUBLIC VERSION - UPDATED 31/12/2025

19/01/2024	Misconduct Meeting	OFFICER	Discreditable conduct	Written warning.
29/01/2024	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct Equality and diversity	Would have been dismissed had they not already resigned.
01/02/2024	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Discreditable conduct • Fitness for duty 	Dismissed without notice.
05/02/2024	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct • Equality and diversity 	Written warning.
05/02/2024	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct 	Matters not proven.
23/02/2024	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct 	Final written warning.
22/03/2024	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Discreditable conduct • Duties and responsibilities Fitness for duty	Final written warning.

Table of Completed Misconduct Proceedings 2024/25

Below is a table containing the details of the **23** police misconduct proceedings held by Surrey Police during financial year **2024/25**.

These proceedings were held in respect of 18 police officers and 7 police staff across 6 misconduct meetings, 15 gross misconduct hearings, and 4 accelerated gross misconduct hearings.

The proceedings resulted in 12 dismissals/resignations, 4 Final written warnings, 5 Written warnings, 2 no sanction/matters not proven, and 1 reduction in rank.

The top 5 standards of professional behaviour alleged to have been breached were 'Discreditable conduct' (17.0%); 'Duties and responsibilities' (13.8%); 'Honesty and integrity' (11.1%); 'Authority, respect and courtesy' (11.1%); 'Orders and instructions' (8.3%).

Date	Type and PSD Ref	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q1 2024/25 (3 proceedings)				

PUBLIC VERSION - UPDATED 31/12/2025

18/04/2024	Misconduct Meeting	STAFF	<ul style="list-style-type: none"> • Duties and responsibilities • Honesty and integrity • Orders and instructions 	Final written warning.
09/05/2024	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Discreditable conduct. 	Dismissed without Notice.
26/06/2024	Accelerated Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct 	Dismissed without Notice.
Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q2 2024/25 (7 proceedings)				
01/07/2024	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Honesty and integrity. 	Would have been dismissed had not already resigned.
18/07/2024	Gross Misconduct Hearing	2 X OFFICERS	<ul style="list-style-type: none"> • Challenging and reporting improper conduct) • Discreditable conduct • Duties and responsibilities • Honesty and integrity 	Would have been dismissed had not already resigned.

PUBLIC VERSION - UPDATED 31/12/2025

24/07/2024	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Orders and instructions 	Written warning.
25/07/2024	Gross Misconduct Hearing	2 X OFFICERS	<ul style="list-style-type: none"> • Discreditable conduct 	Would have been dismissed had not already resigned.
03/09/2024	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Duties and responsibilities • Orders and instructions 	Written warning.
06/09/2024	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct. 	Reduced in rank.
11/09/2024	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Honesty and integrity 	Dismissed without notice.
Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q3 2024/25 (4 proceedings)				

PUBLIC VERSION - UPDATED 31/12/2025

21/10/2024	Gross Misconduct Hearing	2 X OFFICERS	<ul style="list-style-type: none"> Discreditable conduct 	PC 1 – Final written warning. Ex PC 2 – Allegation dismissed.
30/10/2024	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> Discreditable conduct 	Final written warning.
04/11/2024	Accelerated Hearing	OFFICER	<ul style="list-style-type: none"> Discreditable conduct 	Would have been dismissed had they not already resigned.
06/11/2024	Gross Misconduct Hearing, CO/2116/20	OFFICER	<ul style="list-style-type: none"> Discreditable conduct. 	Would have been dismissed had they not already resigned.
Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q4 2024/25 (9 proceedings)				
02/01/2025	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> Discreditable conduct 	Dismissed without notice.

PUBLIC VERSION - UPDATED 31/12/2025

06/01/2025	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct 	Final written warning.
09/01/2025	Accelerated Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct 	Would have been dismissed had they not already designed.
09/01/2025	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Authority, respect and courtesy 	Written warning.
10/01/2025	Gross Misconduct Hearing	STAFF	<ul style="list-style-type: none"> • Discreditable conduct • Duties and responsibilities • Fitness for duty 	Dismissed without notice.
13/01/2025	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct 	Allegations not proven; case dismissed.
30/01/2025	Gross Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct • Duties and responsibilities • Use of force 	Written warning.
26/02/2025	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct 	Written warning.

28/02/2025	Accelerated Hearing	OFFICER	<ul style="list-style-type: none"> Discreditable conduct 	Would have been dismissed had they not already resigned.
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PTO FOR 2025/26 >>>

Table of Completed Misconduct Proceedings 2025/26

Below is a table containing the details of the police misconduct proceedings held by Surrey Police during financial year **2025/26**.

Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q1 2025/26 (4 proceeding)				

PUBLIC VERSION - UPDATED 31/12/2025

08/04/2025	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, respect and courtesy • Discreditable conduct • Equality and diversity 	Written warning.
24/04/2025	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Authority, courtesy and respect • Confidentiality 	Written warning.
12/05/2025	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Duties and responsibilities 	Allegations not proven – case dismissed.
20/05/2025	Misconduct Meeting	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct 	Written warning.
Date	Type	Officer / Staff	Standard/s of Professional Behaviour alleged to have been breached.	Outcome
Q2 2025/26 (12 proceedings)				
03/07/2025	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Authority, courtesy and respect • Discreditable conduct 	Would have been dismissed had they not already resigned.

PUBLIC VERSION - UPDATED 31/12/2025

07/07/2025	Gross Misconduct Hearing	OFFICER	<ul style="list-style-type: none"> • Confidentiality • Discreditable conduct • Duties and instructions • Duties and responsibilities 	Dismissed without notice.
08/07/2025	Misconduct Meeting	OFFICERS x 4	<ul style="list-style-type: none"> • Confidentiality • Discreditable conduct • Duties and instructions • Duties and responsibilities 	RPRP x 1 / Final written warning x 2 / Written warning x 1
11/07/2025	Accelerated Hearing	OFFICER	<ul style="list-style-type: none"> • Discreditable conduct 	Dismissed without notice
14/07/25 - 17/07/25 & 04/08/25 - 06/08/25	Gross Misconduct Hearing	Officer	Discreditable Conduct; Authority, Respect & Courtesy.	Appealed - Would have been dismissed
11/08/25	Misconduct Meeting	Staff	Confidentiality; Duties & responsibilities; Authority, Respect & Courtesy.	Written Warning
19/08/25	Misconduct Meeting	Officer	Equality & Diversity; Authority, Respect & Courtesy.	RPRP
20/08/25	Misconduct Meeting	Officer	Confidentiality; Duties & Responsibilities; Authority, Respect & Courtesy.	Written Warning

PUBLIC VERSION - UPDATED 31/12/2025

03/09/25 and 04/09/25	Gross Misconduct Hearing	Officer (Special Constabulary)	Honesty and Integrity; Discreditable Conduct.	Final Written Warning
08/09/25	Misconduct Meeting	Officer	Equality & Diversity; Authority, Respect & Courtesy.	Written Warning
09/09/25	Misconduct Meeting	Officer	Discreditable Conduct.	Final Written Warning
10/09/2025	Gross Misconduct Hearing	Staff	Authority, Respect & Courtesy.	Final Written Warning
Q3 2025/26 (10 proceedings)				
09/10/25	Misconduct Meeting	Officer	Duties & responsibilities; Discreditable Conduct.	Not Proven
16/10/25	Misconduct Meeting	Officer	Equality & Diversity; Confidentiality; Authority, Respect & Courtesy.	Not proven

PUBLIC VERSION - UPDATED 31/12/2025

21/10/25	Misconduct Meeting	Officer	Duties & Responsibilities.	Not proven - RPRP
23/10/25	Gross Misconduct Hearing	Staff	Discreditable Conduct.	Would have been dismissed
24/10/25	Gross Misconduct Hearing	Staff	Discreditable Conduct, and Authority, Respect & Courtesy; Duties & Responsibilities	Would have been dismissed
04/11/25 - 10/11/25	Gross Misconduct Hearing	Officer	Honesty and Integrity; Confidentiality; Orders and Instructions.	Would have been dismissed
05/11/25	Accelerated Hearing	Officer	Honesty and Integrity; Discreditable Conduct; Duties & Responsibilities.	Appealed -Dismissed without Notice
17/11/25	Misconduct Meeting	Officer	Authority, Respect & Courtesy; Discreditable Conduct.	Appealed - Final Written Warning
18/11/25	Misconduct Meeting	Staff	Discreditable Conduct; Authority, Respect & Courtesy; Equality & Diversity.	Written Warning

PUBLIC VERSION - UPDATED 31/12/2025

19/11/25 - 21/11/25	Gross Misconduct Hearing	Officer	Discreditable Conduct.	Not Proven
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