

Chief Constable
T/Chief Constable Darren Martland
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



20 August 2025

Dear XXXXX

FREEDOM OF INFORMATION REQUEST – FOI 766/25

I refer to your request for information received by Cumbria Constabulary on 23 July 2025. I note you seek access to the following information:

1. Please can you tell me, calendar year by calendar year and by rank, how many officers have been placed on unsatisfactory performance & attendance procedures (UPP) over the past 10 years?
2. Please can you tell me the outcomes (by number) of these UPP proceedings? ie warning, final warning, dismissal or No Further Action?
3. How many are on UPP now?
4. Please can you tell me, calendar year by year and by rank, how many officers have been placed on misconduct proceedings over the past 10 years?
5. Please can you tell me the outcomes by number of these misconduct proceedings? ie warning, final warning, dismissal or No Further Action?
6. How many are on misconduct proceedings now?
7. Please can you tell me, calendar year by year and by rank, how many officers have been placed on gross misconduct proceedings over the past 10 years?
8. Please can you tell me the outcomes by number of these gross misconduct proceedings by calendar year? ie warning, final warning, dismissal or No Further Action?
9. How many are on gross misconduct proceedings now?
10. Please can you tell me, calendar year by year and by rank, how many officers have committed suicide over the past 10 years?
11. Please can you tell me, calendar year by year and by rank, how many officers have attempted suicide over the past 10 years?
12. Of those officers who committed suicide, please can you tell me, calendar year by year and by rank, how many were on unsatisfactory performance procedures, how many on misconduct and how many on gross misconduct proceedings?

Your request for information has now been considered and I can confirm the information you seek is held by Cumbria Constabulary. However, in order to answer questions 1 to 3, this



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information is not held in an easily retrievable format and would require a manual review of each personnel file for all officers to extract the relevant information.

I have estimated the time required to extract the relevant information required will exceed the "appropriate limit" as this would require a manual review of all relevant entries.

The "appropriate limit" is set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 and the current limit for police forces is set at £450, which equates to 18 hours of work.

Section 12(1) of the Freedom of Information Act does not oblige a public authority to comply with a request for information, if the authority estimates that the cost of complying with the request will exceed the appropriate limit. In view of this, and in accordance with Section 17(5) of the Act, this letter serves as a Refusal Notice for your request.

It should be noted that we are seeking to improve and rectify how our data is held regarding this area of information, and it is envisaged that further resources will be available in the future, and we are also looking to obtain a case management system which will assist.

Notwithstanding the above, in anticipation it will still be of interest to you, it is possible to provide you with some of the information requested in the remaining questions, as it was possible to retrieve this information directly. This is information I would otherwise have advised you under Section 16 of the Freedom of Information Act to submit a revised request to seek disclosure of in accordance with the duty to provide advice and assistance.

Please note we do not hold 10 years worth of data and have provided you with the information which is available.

Question 4

Year	Number of Officers subject to Misconduct Meetings (proceedings)
2020	8
2021	9
2022	10
2023	11
2024	12
2025 (to 01/08/25)	2

Question 5

Year	Outcome	Total	Rank
2020	Written Warning	6	Insp or above x 1, Constable x 5
	Final Written Warning	2	Constable x 2
2021	Reflective Practice	3	Sergeant x 1, Constable x 2
	Written Warning	6	Sergeant x 2, Constable x 4
2022	Reflective Practice	2	Constable x 2



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	Written Warning	8	Sergeant x 1, Constable x 7
2023	Reflective Practice	2	Constable x 2
	Written Warning	9	Constable x 9
2024	Reflective Practice	3	Constable x 3
	Written Warning	9	Inspector or above x 1, Constable x 8
2025 (to 01.08.25)	Written Warning	1	Constable x1
	Final Written Warning	1	Constable x 1

Question 6

There are currently no conduct cases waiting to go to Misconduct proceedings

Question 7

Year	Number of Officers that were subject to Gross Misconduct Hearings
2020	3
2021	2
2022	2
2023	9
2024	6
2025 (to 01/08/25)	1

Question 8

Year	Outcome	Total	Rank
2020	Dismissed without notice	2	Constable x 2
	Final Written Warning	1	Constable x 1
2021	Dismissed without notice	2	Constable x 2
2022	Resigned – would have been dismissed	2	Constable x 2
2023	No Further Action	1	Constable x 1
	Dismissed without notice	7	Inspector or above x 1, Sergeant x 1, Constable x 5
	Resigned – would have been dismissed	1	Constable x 1
2024	Dismissed	4	Constable x 4
	Resigned – would have been dismissed	2	Constable x 2
2025 (to 01.08.25)	Resigned – would have been dismissed	1	Constable x 1



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Question 9

There are currently 10 conduct cases waiting to go to Misconduct Hearings (gross misconduct)

Question 10 to 12

No information held

Complaint Rights

If you believe your request has not been properly handled, or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review.

In the first instance, please email freedomofinformation@cumbria.police.uk quoting the FOI reference number and explain why you are dissatisfied. Your complaint will be considered and a response will be provided to you after your complaint has been investigated.

If you remain dissatisfied following conclusion of the internal review, you have the right, under section 50 of the Freedom of Information Act, to complain directly to the Information Commissioner.

The address for the Information Commissioner can be found below:

The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Complaints to the Information Commissioner can also be made online:

[Make a complaint | ICO](#)

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary



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