

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



27 May 2025

Dear XXXXXX

FREEDOM OF INFORMATION REQUEST – FOI 507/25

I refer to your request for information received by Cumbria Constabulary on 8 May 2025. I note you seek access to the following information:

1 - How many officers and staff have been found guilty of gross misconduct in 2025 up to 14/04/25?

Please also list the number for 2024, 2023, 2022, 2021 and 2020 and make clear if they were officers or staff.

2 - Please could you differentiate between the number of officers and staff dismissed and those who would have been dismissed, had they not already left the force.

3 - Please could you also list the reason(s) for their dismissal

Your request for information has now been considered and I can confirm Cumbria Constabulary does hold information relevant to your request and I have today decided to disclose this to you.

Question 1

2020 – 4 (2 x officers and 2 x staff)
2021 – 3 (2 x officers and 1 x staff)
2022 – 4 (2 x officers and 2 x staff)
2023 – 8 (8 x officers)
2024 – 8 (6 x officers and 2 x staff)
2025 – 1 (1 x officer)

Question 2 and 3

Year of hearing	Allegation Type	Officer/Staff	Outcome
2020	Confidentiality	Officer	Dismissed
2020	Discreditable Conduct, Confidentiality	Officer	Dismissed
2020	Discreditable Conduct	Staff	Dismissed
2020	Discreditable Conduct	Staff	Dismissed
2021	Honesty and Integrity x2,	Staff	Dismissed



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	Confidentiality x 4, Discreditable Conduct		
2021	Discreditable Conduct	Officer	Dismissed
2021	Confidentiality	Officer	Dismissed
2022	Discreditable Conduct	Staff	Dismissed
2022	Honesty and Integrity	Officer	Would have been dismissed - Resigned
2022	Discreditable Conduct	Staff	Dismissed
2022	Discreditable Conduct, Orders and Instructions	Officer	Would have been dismissed - Resigned
2023	Discreditable Conduct – APSP	Officer	Would have been dismissed - Resigned
2023	Discreditable Conduct	Officer	Dismissed
2023	Discreditable conduct x 2, Confidentiality	Officer	Dismissed
2023	Authority, Respect and Courtesy, Honesty and Integrity, Orders and Instructions	Officer	Dismissed
2023	Discreditable Conduct, Honesty and Integrity	Officer	Dismissed
2023	Discreditable Conduct	Officer	Dismissed
2023	Honesty and Integrity	Officer	Dismissed
2023	Discreditable Conduct x 5, Confidentiality, Honesty and Integrity	Officer	Dismissed
2024	Discreditable Conduct, Orders and Instructions	Officer	Would have been dismissed - Resigned
2024	Honesty and Integrity	Officer	Dismissed
2024	Discreditable Conduct x 2, Confidentiality	Officer	Dismissed
2024	Discreditable Conduct x 3	Officer	Dismissed



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2024	Honesty and Integrity x 2, Duties and Responsibilities x3	Officer	Dismissed
2024	Discreditable Conduct x 2, Honesty and Integrity x 2	Officer	Would have been dismissed - Resigned
2024	Discreditable Conduct x 3	Staff	Would have been dismissed - Resigned
2024	Confidentiality x2, Honesty and Integrity x3	Staff	Final Written Warning
2025	Discreditable Conduct x 3, Confidentiality	Officer	Would have been dismissed - Resigned

The above information has been obtained from our Professional Standards Department.

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.

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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