

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



16th April 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 348/25 Police Officer Misconduct

I refer to your request for information received by Cumbria Constabulary on the 20th of March 2025. I note you seek access to the following information:

1. *The total number of police officers accused of misconduct*
2. *A breakdown in the gender and ethnicity of the accused officers*
3. *A breakdown of the rank of the officer, including their salary bands at the time of the alleged misconduct*
4. *A breakdown of the number that proceeded to a misconduct hearing*
5. *The outcomes of cases that proceeded to a misconduct hearing*
6. *A breakdown of the type of misconduct alleged, including but not limited to dishonesty, abuse of authority, discrimination, sexual abuse*
7. *The outcomes of hearings for each type of misconduct.*
8. *The number of officers who resigned before the proceedings were completed*
9. *The number of officers placed on paid vetting leave while awaiting a misconduct hearing or retrial, and the average duration of this leave*

I would like this data for the last four years, including 2025. However, if this time frame is too broad, I am happy to refine the scope to three years.

Your request for information has now been considered and I can confirm Cumbria Constabulary does not hold the information you have requested in an easily retrievable format. To locate and retrieve all the information you seek in question 3, it would be necessary to complete a manual review of 239 officer's records to establish which specific pay scale they were on at the time of the alleged misconduct.

I have estimated that the time required to complete a manual review to locate and extract all information relevant to your request would significantly exceed the "appropriate limit", as stated in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. 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 would 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, by virtue of Section 12(1).



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD
Proudly supporting those who serve.



However, as a gesture of goodwill and in keeping with the duty to provide advice and assistance under Section 16 of the Act, I can provide you with some information which has been retrieved within the 18hour limit.

The information below has been provided by the Constabulary's Professional Standards department and HR Department.

Question 1

2022 – 78 Police officers accused of misconduct
 2023 – 71 Police officers accused of misconduct
 2024 – 84 Police officers accused of misconduct
 2025 – 6 Police officers accused of misconduct (to 20/03/25)

Questions 2 – 8

Breakdown for Year 2022

Gender	Ethnicity	Rank	Allegation Type	Hearing	Outcome	Resigned prior to proceedings
Male	White	Constable	Discreditable Conduct	No	No Further action	No
Male	Asian	Inspector	Honesty and Integrity	No	No Further action	No
Male	White	Constable	Discreditable Conduct	No	Written Warning	No
Male	White	Constable	Discreditable Conduct	No	Written Warning	No
Male	White	Constable	Confidentiality	No	Practice	No
Female	White	Constable	Duties and Responsibilities	No	No Further action	No
Male	White	Constable	Duties and Responsibilities	No	Practice	No
Male	White	Constable	Confidentiality	No	Practice	No
Male	White	Constable	Confidentiality	No	Practice	No
Male	White	Constable	Confidentiality	No	Written Warning	No
Female	White	Constable	Discreditable Conduct	No	Practice	No
Female	White	Sergeant	Discreditable Conduct	No	Practice	No
Female	White	Constable	Honesty and Integrity	Yes	Dismissed	Yes
Female	White	Constable	Discreditable Conduct	No	No Further action	No
Male	White	Constable	Discreditable Conduct	No	Ongoing	No
Male	White	Constable	Confidentiality	No	Practice	No
Male	White	Constable	Honesty and Integrity	No	Practice	No
Male	White	Constable	Discreditable Conduct	No	No Further action	No



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD
Proudly supporting those who serve.



Male	White	Sergeant	Equality and Diversity	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Use of Police Vehicles	No	Reflective Practice	No
Female	White	Constable	Authority, Respect, and Courtesy	Yes	Dismissed	No
Female	White	Constable	Honesty and Integrity	No	No Further action	No
Female	White	Sergeant	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Responsibilities	No	Practice	No
Female	White	Constable	Discreditable Conduct	No	No Further action	No
Female	White	Constable	Authority, Respect, and Courtesy	No	No Further action	No
Male	White	Sergeant	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	No Further action	No
Male	White	Constable	Confidentiality	No	Reflective Practice	No
Male	White	Constable	Overbearing or harassing behaviour	No	No Further action	No
Male	White	Constable	Discreditable Conduct	Yes	Dismissed	Yes
Female	White	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	No Further action	No
Female	White	Sergeant	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Authority, Respect, and Courtesy	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	White	Inspector	Duties and Responsibilities	No	Practice	No
Male	White	Constable	Duties and Responsibilities	No	Written Warning	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Duties and Responsibilities	No	No Further action	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Use of Force	No	Written Warning	No
Male	White	Constable	Discreditable Conduct	Yes	Dismissed	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD
Proudly supporting those who serve.



Male	White	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Unprofessional attitude and disrespect	No	Reflective Practice	No
Male	White	Constable	Orders and Instructions	No	No Further action	No
Female	White	Constable	Orders and Instructions	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	No Further action	No
Female	White	Sergeant	Discreditable Conduct	No	No Further action	No
Male	White	Constable	Discreditable Conduct	No	No Further action	No
Female	White	Constable	Discreditable Conduct	No	Written Warning	No
Female	White	Constable	Discreditable Conduct	No	Written Warning	No
Male	White	Constable	Honesty and Integrity	No	Reflective Practice	No
Female	White	Sergeant	Honesty and Integrity	No	No Further action	No
Male	White	Constable	Authority, Respect, and Courtesy	No	Written Warning	No
Male	White	Constable	Authority, Respect, and Courtesy	No	Written Warning	No
Male	White	Constable	Authority, Respect, and Courtesy	No	Written Warning	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Female	White	Constable	Discreditable Conduct	No	No Further action	No
Male	White	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Honesty and Integrity	No	Reflective Practice	No
Male	White	Constable	Confidentiality	No	Reflective Practice	No
Male	White	Sergeant	Confidentiality	No	Reflective Practice	No
Male	Unknown	Constable	Confidentiality	No	Reflective Practice	No
Male	White	Constable	Orders and Instructions	No	No Further action	No
Male	White	Sergeant	Confidentiality	No	Reflective Practice	No
Female	White	Sergeant	Confidentiality	No	Reflective Practice	No
Male	White	Constable	Authority, Respect, and Courtesy	No	Written Warning	No
Male	White	Constable	Honesty and Integrity	No	Reflective Practice	No
Male	White	Sergeant	Honesty and Integrity	No	Reflective Practice	No
Male	White	Constable	Honesty and Integrity	No	Reflective Practice	No



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.



Female	White	Sergeant	Honesty and Integrity	No	Reflective Practice	No
Male	White	Constable	Use of Force	No	No Further action	No
Male	White	Constable	Discreditable Conduct	No	No Further action	No

Breakdown for Year 2023

Gender	Ethnicity	Rank	Allegation Type	Hearing	Outcome	Resigned Prior to proceedings
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	Male	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	Male	Sergeant	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Authority, Respect and Courtesy	No	No Further Action	No
Male	White	Inspector or above	Discreditable Conduct	No	Reflective Practice	No
Female	White	Constable	Confidentiality	No	Written Warning	No
Female	White	Sergeant	Authority, Respect and Courtesy	No	Reflective Practice	No
Male	White	Constable	Use of Force	No	No Further Action	No
Male	White	Sergeant	Authority, Respect and Courtesy	No	Reflective Practice	No
Male	White	Sergeant	Duties and Responsibilities	No	Reflective Practice	No
Female	White	Inspector or above	Challenging and reporting Improper Behaviour	No	No Further Action	No
Female	White	Constable	Honesty and Integrity	No	Written Warning	No
Male	White	Constable	Discreditable Conduct	Yes	Dismissed	Yes
Male	White	Sergeant	Discreditable Conduct	No	No Further Action	No
Female	White	Constable	Confidentiality	No	Written Warning	No
Male	White	Constable	Discreditable Conduct	No	No Further Action	No
Female	White	Inspector or above	Confidentiality	No	Written Warning	No
Male	White	Constable	Honesty and Integrity	No	No Further Action	No
Female	White	Inspector or above	Discreditable Conduct	No	No Further Action	No
Male	White	Constable	Discreditable Conduct	Yes	Dismissed	Yes
Male	White	Constable	Discreditable Conduct	No	No Further Action	No
Female	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Female	White	Sergeant	Orders and Instructions	No	No Further Action	No
Male	White	Sergeant	Honesty and Integrity	No	No Further Action	No



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD
Proudly supporting those who serve.



Female	White	Constable	Confidentiality	No	Written Warning	No
Female	White	Constable	Honesty and Integrity	No	Written Warning	No
Male	White	Constable	Discreditable Conduct	Yes	Ongoing	No
Male	White	Inspector or above	Orders and Instructions	No	Reflective Practice	No
Male	White	Inspector or above	Discreditable Conduct	No	Reflective Practice	No
Female	White	Constable	Discreditable Conduct	No	No Further Action	No
Male	White	Constable	Use of Police Vehicle	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	No Further Action	No
Male	White	Sergeant	Discreditable Conduct	Yes	Dismissed	No
Female	White	Inspector or above	Discreditable Conduct	No	Reflective Practice	No
Male	Unknown	Constable	Honesty and Integrity	No	Reflective Practice	No
Male	White	Constable	Honesty and Integrity	Yes	Dismissed	No
Male	Unknown	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	Yes	Dismissed	No
Male	White	Constable	Confidentiality	No	No Further Action	No
Male	White	Constable	Authority, Respect and Courtesy	Bo	Reflective Practice	No
Male	White	Constable	Equality and Diversity	No	No Further Action	No
Male	White	Constable	Discreditable Conduct	No	No Further Action	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Orders and Instructions	No	Reflective Practice	No
Female	White	Constable	Confidentiality	No	Reflective Practice	No
Male	Black	Constable	Discreditable Conduct	Yes	Dismissed	No
Male	White	Constable	Authority, Respect and Courtesy	No	Reflective Practice	No
Male	White	Constable	Duties and Responsibilities	No	No Further Action	No
Male	White	Constable	Discreditable Conduct	No	Written Warning	No
Male	White	Constable	Discreditable Conduct	No	No Further Action	No
Female	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Female	White	Constable	Duties and Responsibilities	No	No Further Action	No
Male	White	Constable	Authority, Respect and Courtesy	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	Yes	Dismissed	Yes
Female	White	Constable	Challenging and reporting Improper Behaviour	No	No Further Action	No
Female	White	Constable	Challenging and reporting Improper Behaviour	No	No Further Action	No
Female	White	Constable	Challenging and reporting Improper Behaviour	No	No Further Action	No



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD
Proudly supporting those who serve.



Female	White	Constable	Equality and Diversity	No	Written Warning	No
Male	White	Constable	Discreditable Conduct	No	No Further Action	No
Male	White	Sergeant	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Duties and Responsibilities	No	No Further Action	No
Male	White	Constable	Discreditable Conduct	No	No Further Action	No
Male	White	Constable	Authority, Respect and Courtesy	No	Reflective Practice	No
Male	White	Constable	Honesty and Integrity	No	Written Warning	No
Male	White	Constable	Honesty and Integrity	No	No Further Action	No
Male	White	Sergeant	Confidentiality	No	Reflective Practice	No
Male	White	Constable	Confidentiality	No	Reflective Practice	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	Reflective Practice	No

Breakdown for Year 2024

Gender	Ethnicity	Rank	Allegation Type	Hearing	Outcome	Resigned prior to proceedings
Male	White	Sergeant	Discreditable Conduct	No	No further action	No
Male	White	Sergeant	Authority, Respect and Courtesy	No	Ongoing	No
Male	White	Sergeant	Discreditable Conduct	No	No further action	No
Male	White	Constable	Orders and Instructions	No	Ongoing	No
Female	White	Constable	Discreditable Conduct	No	Ongoing	No
Male	White	Constable	Discreditable Conduct	No	Ongoing	No
Male	White	Sergeant	Discreditable Conduct	No	Ongoing	No
Male	White	Constable	Duties and Responsibilities	No	Ongoing	No
Male	Asian	Constable	Discreditable Conduct	No	Ongoing	No
Male	White	Inspector or above	Authority, Respect and Courtesy	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	No further action	No
Male	White	Constable	Honesty and Integrity	No	Ongoing	No
Female	White	Constable	Discreditable Conduct	No	No further action	No



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD
Proudly supporting those who serve.



Male	White	Constable	Discreditable Conduct	No	No further action	No
Male	White	Constable	Discreditable Conduct	No	No further action	No
Female	White	Constable	Honesty and Integrity	No	Ongoing	No
Male	White	Constable	Honesty and Integrity	No	Ongoing	No
Male	White	Constable	Authority, Respect and Courtesy	No	Ongoing	No
Female	White	Constable	Impolite Language/Tone	No	Reflective Practice	No
Male	White	Constable	Use of force	No	Reflective Practice	No
Female	White	Constable	Orders and Instructions	No	Final Written Warning	No
Male	White	Constable	Discreditable Conduct	No	Ongoing	No
Male	White	Sergeant	Authority, Respect and Courtesy	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	Ongoing	No
Female	White	Inspector or above	Challenging and Reporting Improper Conduct	No	No further action	No
Female	White	Constable	Challenging and Reporting Improper Conduct	No	Reflective Practice	No
Male	White	Constable	Challenging and Reporting Improper Conduct	No	Reflective Practice	No
Male	White	Constable	Challenging and Reporting Improper Conduct	No	Reflective Practice	No
Male	White	Constable	Challenging and Reporting Improper Conduct	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	No further action	No
Female	White	Constable	Honesty and Integrity	No	Ongoing	No
Female	White	Constable	Discreditable Conduct	No	No further action	No
Male	White	Constable	Authority, Respect and Courtesy	No	Reflective Practice	No
Male	White	Constable	Confidentiality	No	No further action	No
Male	White	Constable	Confidentiality	No	Reflective Practice	No
Male	White	Constable	Duties and Responsibilities	No	No further action	No
Male	White	Constable	Honesty and Integrity	No	Ongoing	No



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD
Proudly supporting those who serve.



Male	White	Constable	Discreditable Conduct	No	Ongoing	No
Male	White	Constable	Discreditable Conduct	No	Ongoing	No
Male	White	Constable	Discreditable Conduct	No	Ongoing	No
Male	White	Constable	Discreditable Conduct	No	Ongoing	No
Male	White	Constable	Discreditable Conduct	No	Ongoing	No
Female	Unknown	Constable	Discreditable Conduct	No	Ongoing	No
Female	White	Constable	Discreditable Conduct	No	Ongoing	No
Female	White	Constable	Honesty and Integrity	No	Written Warning	No
Male	White	Constable	Authority, Respect and Courtesy	No	Ongoing	No
Female	White	Sergeant	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	General Level of Service	No	Reflective Practice	No
Female	White	Inspector or above	Discreditable Conduct	No	No further action	No
Male	White	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Honesty and Integrity	No	No further action	No
Male	White	Constable	Discreditable Conduct	No	No further action	No
Female	White	Constable	Honesty and Integrity	No	Reflective Practice	No
Female	White	Constable	Confidentiality	No	Reflective Practice	No
Male	White	Constable	Confidentiality	No	Ongoing	No
Male	White	Constable	Equality and Diversity	No	Reflective Practice	No
Male	White	Constable	Confidentiality	No	Written Warning	No
Male	White	Constable	Confidentiality	No	Reflective Practice	No
Female	White	Constable	Confidentiality	No	Reflective Practice	No
Female	White	Constable	Authority, Respect and Courtesy	No	Reflective Practice	No
Male	White	Sergeant	Discreditable Conduct	No	Reflective Practice	No
Female	White	Constable	Discreditable Conduct	No	Written Warning	No
Female	White	Constable	Confidentiality	No	No further action	No
Female	White	Constable	General Level of Service	No	Reflective Practice	No
Male	White	Sergeant	Use of force	No	Written Warning	No



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD
Proudly supporting those who serve.



Male	White	Constable	Authority, Respect and Courtesy	No	Reflective Practice	No
Female	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Duties and Responsibilities	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	Yes	Ongoing	No
Male	White	Inspector or above	Challenging and Reporting Improper Conduct	No	Reflective Practice	No
Female	White	Constable	Honesty and Integrity	Yes	Ongoing	No
Female	White	Constable	Use of force	No	Reflective Practice	No
Female	White	Constable	Use of force	No	Reflective Practice	No
Male	White	Constable	Authority, Respect and Courtesy	No	Reflective Practice	No
Female	White	Constable	Orders and Instructions	No	Reflective Practice	No
Female	White	Sergeant	Orders and Instructions	No	Reflective Practice	No
Male	White	Constable	Discreditable Conduct	No	No further action	No
Male	White	Sergeant	Orders and Instructions	No	No further action	No
Male	White	Constable	Honesty and Integrity	No	Ongoing	No
Male	White	Constable	Discreditable Conduct	No	Written Warning	No
Female	White	Sergeant	Discreditable Conduct	No	Ongoing	No

Breakdown for Year 2025

Gender	Ethnicity	Rank	Allegation Type	Hearing	Outcome	Resigned prior to proceeding
Male	White	Constable	Authority, Respect and Courtesy	No	Ongoing	No
Male	White	Constable	Duties and Responsibilities	No	Ongoing	No



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD
Proudly supporting those who serve.



Male	White	Constable	Duties and Responsibilities	No	Ongoing	No
Male	White	Constable	Conduct	No	Ongoing	No
Male	White	Constable	Conduct	No	Ongoing	No
Male	White	Constable	Duties and Responsibilities	No	Ongoing	No

Question 9

No information held. Cumbria Constabulary do not use paid vetting leave.

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.



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD
Proudly supporting those who serve.

