

Date 2019	Officer /Staff member and District	Allegation Type	Allegation Details	Outcome	Source
January 2019 Misconduct Meeting	PC x 3	3 x PC's – Authority, Respect & Courtesy & 1 PC – Use of Force – Code of Ethics- Policing Principles- Accountability & Respect	Three officers admitted that they had used foul and abusive language towards a complainant during an arrest. A further allegation against one of the officers in relation to excessive use of force was not proven.	An independent Detective Superintendent found that the allegations in relation to Authority Respect & Courtesy were found, but NFA would take place and the allegation in relation to use of force was not proven.	Public Complaint
January 2019 Misconduct Hearing	Former PCSO	Honesty, Integrity, Orders, and Instructions. Code of Ethics - Honesty Integrity and Accountability	A former PCSO failed to seek authorisation before completing what appeared to be paid work as a Hypnotherapist and had also conducted that business whilst reporting to her employer that she was too ill to work.	An independent panel decided that the conduct amounted to gross misconduct and that the former PCSO would have been dismissed, if still employed by South Yorkshire Police.	Internal Conduct
February 2019 Misconduct Meeting	PC	Discreditable Conduct – Code of Ethics- Policing Principles- Accountability & Openness	An officer admitted that during an interview, he made it appear that the Appropriate Adult was not present and ensured those present went along with this pretence. Whilst this was due to issues with the Connect system and was not dishonest, it is clear that the officer should have sought help.	An independent Chief Inspector found the matter amounted to misconduct and Management Advice was the sanction	Internal Conduct

<p>February 2019</p> <p>Misconduct Hearing</p>	<p>Police Staff</p>	<p>Discreditable Conduct – Code of Ethics- Policing Principles- Accountability & Openness and Integrity</p>	<p>3 different women made allegations over a period of 18 years that a member of police staff sexually assaulted them. An independent panel decided that on the evidence presented at the hearing that it is more likely than not that the incidents reported did take place. In view of this, the panel decided the conduct amounted to gross misconduct and the only appropriate sanction was dismissal without notice.</p>	<p>An independent panel decided the conduct amounted to gross misconduct and the only appropriate sanction was dismissal without notice.</p> <p>The member of staff appealed the decision and a separate independent panel was convened, which upheld the original sanction of dismissal without notice.</p>	<p>Internal Conduct</p>
<p>February 2019</p> <p>Misconduct Hearing</p>	<p>Police Officer and Former Police Officer</p>	<p>Honesty and Integrity, Duties and Responsibilities and Discreditable Conduct – Code of Ethics- Policing Principles- Accountability & Openness</p>	<p>One serving and one former police officer were subject of a misconduct hearing in relation to using the force helicopter on various dates between August 2007 and July 2012 to obtain inappropriate footage of members of the public. It was further alleged that they failed to report the misuse of the force helicopter and gave untruthful accounts when interviewed.</p>	<p>The independent panel, chaired by a Legally Qualified Chair found that the allegations were not proven in relation to the former officer, but the behaviour of the serving officer amounted to gross misconduct in relation to an allegation relating to Duties and Responsibilities. The serving officer received a final written warning in relation to the standards of professional</p>	<p>Internal Conduct</p>

				behaviour relating to Duties and Responsibilities.	
March 2019 Special Case Misconduct Hearing	Police Officer	Discreditable Conduct – Code of Ethics- Policing Principles- Accountability and Integrity	A former officer was represented by his federation friend at a Special Case Hearing chaired by Chief Constable Watson in relation to an allegation of Discreditable Conduct. The officer was convicted of an offence of driving a motor vehicle on a road whilst over the prescribed limit. The officer appealed the conviction but his appeal was subsequently dismissed at court.	Chief Constable Watson decided that the officer 'would have been Dismissed without Notice' if he was still a serving Police Officer. The officer will be placed on the College of Policing barred list.	Internal Conduct
March 2019- Misconduct Hearing	Police Officer	Discreditable Conduct – Code of Ethics- Policing Principles- Accountability and Integrity	On various dates between March 2007 and August 2017, a police officer placed covert listening devices in the complainant's home and secretly listened through the devices. On some of these occasions the officer was on duty as a Police Officer with South Yorkshire Police	The police officer admitted his behaviour amounted to gross misconduct and the independent panel dismissed the officer without notice. The officer will be placed on the College of Policing barred list.	Internal Conduct

May 2019- Special Case Hearing	Police Officer	Discreditable Conduct- Code of Ethics- Policing Principles- Accountability and Integrity	A police constable attended a Special Case Hearing with her legal representative chaired by Chief Constable Watson in relation to an allegation of Discreditable Conduct. The officer was convicted at court of an offence of driving a motor vehicle on a road whilst over the prescribed limit.	Chief Constable Watson dismissed the officer without notice. The officer will be placed on the College of Policing barred list.	Internal Conduct
May 2019- Police Staff Misconduct Hearing	Police Staff	Discreditable Conduct- Code of Ethics- Policing Principles- Accountability and Integrity	A member of police staff attended a Misconduct Hearing with her Union representative before an independent panel in relation to an allegation of Discreditable Conduct. The member of staff was convicted at court for being drunk in charge of a child under the age of 7 years and failing to provide a sample of breath whilst they were in charge of a motor vehicle.	Outcome - The member of staff was dismissed without notice by the hearing panel and will be placed on the College of Policing barred list.	Internal Conduct
June 2019 Misconduct Meeting	Detective Constable	Duties & Responsibilities and Confidentiality Code of Ethics- Policing Principles- Accountability & Integrity	An officer admitted that over a number of years, he had taken documentation and property to his home address and had failed to return them, thus failing to adhere to SYP policy and procedures. An independent Chief Inspector found the matter amounted to Misconduct and issued the officer with a written warning.	An independent Chief Inspector found the matter amounted to misconduct and a Written Warning was the sanction	Internal Conduct
June 2019	Police Staff	3 allegations of Authority, Respect and Courtesy.	A number of allegations were made by 3 female employees, that over an 11-year period a male member of police staff behaved in an inappropriate manner towards them. An independent panel decided that on the evidence presented	An independent panel decided the conduct amounted to gross misconduct and the only appropriate sanction was	Internal Conduct

Misconduct Hearing		Code of Ethics- Policing Principles- Accountability & Respect	at the hearing that it is more likely than not that the incidents reported did take place. In view of this, the panel decided the conduct amounted to gross misconduct and the only appropriate sanction was dismissal without notice.	dismissal without notice	
June 2019 Misconduct Hearing	Police Staff	Discreditable Conduct. Code of Ethics- Policing Principles- Accountability and Integrity	A member of police staff attended a Misconduct Hearing with her Union representative before an independent panel in relation to an allegation of Discreditable Conduct. The member of staff was convicted at court for driving a motor vehicle on a road whilst over the prescribed limit. The staff member was found guilty of breaching the Standards of Professional Behaviour relating to discreditable conduct, however a decision was taken by the panel that no further action would be taken due to the exceptional circumstances associated with the case.	The Independent panel decided the staff member was guilty of breaching the Standards of Professional Behaviour relating to discreditable conduct, however a decision was taken by the panel that no further action would be taken due to the exceptional circumstances associated with the case	Internal Conduct
July 2019 Misconduct Meeting	Police Officer	Discreditable Conduct Code of Ethics- Policing Principles- Accountability & Integrity	An officer admitted that whilst working a planned operation during a nightshift on overtime, he drove home in a marked police vehicle and stayed home for a period in excess of a permitted rest period. The officer subsequently failed to be available for duty, causing another officer to fulfil those duties. Despite this, the officer submitted an overtime form covering the full duty period.	An independent Detective Chief Inspector found the matter amounted to Misconduct and a Written Warning was the sanction	Internal Conduct

			An independent Detective Chief Inspector found the matter amounted to Misconduct and a Written Warning was the sanction		
August 2019 Misconduct Meeting	Police Officer	Duties & Responsibilities and Authority, Respect and Courtesy Code of Ethics- Policing Principles- Accountability & Respect	It was alleged that an officer had caused injury to a prisoner who was placed in the rear of a police vehicle, handcuffed to the rear, by failing to ensure his seatbelt was secure. It was alleged the officer had conducted an emergency stop, causing injury, before then telling the prisoner not to mention the incident to anyone or he would be kept in custody longer.	An independent Chief Inspector found the matter proven and amounted to Misconduct. A Final Written Warning was the sanction	Public Complaint
Oct 2019 Misconduct Hearing	Police Officer	Use of Force / Honesty and Integrity Code of Ethics- Policing Principles- Honesty & Respect	An officer initially denied that he was responsible for using force on a detainee. The officer could provide a clear explanation of being off the CCTV camera at the time. Following enhancement of the CCTV the officer accepted that he was responsible for the force, but stated he could now not remember and therefore was unable to provide an explanation / justification regarding this particular use of force.	An independent panel, chaired by a legally qualified chair, decided that both aspects of the conduct were proven and amounted to gross misconduct. The officer was dismissed without notice for both the breach of the Use of Force and the breach of Honesty and Integrity.	Public Complaint
Nov 2019- Special Case	Police Officer	Equality and Diversity / Honesty and Integrity / Discreditable Conduct	Whilst an officer was in a close personal relationship with a suspect, he deliberately influenced the direction and outcome of the criminal investigation to protect the suspect. The officer also	CC Watson, whom chaired the Special Case Hearing, decided that all aspects of the	Public Complaint

Misconduct Hearing		Code of Ethics- Policing Principles- Honesty, Integrity, Fairness, Respect and Selflessness	failed to conduct appropriate investigations in relation to a mobile phone handed to him in a separate matter, which was believed to have evidence of drug dealing.	conduct were proven and amounted to gross misconduct. The officer had already resigned but CC Watson decided that the officer would have been dismissed without notice, if still serving.	
Nov 2019- Special Case Misconduct Hearing	Police Officer	Honesty and Integrity Code of Ethics- Policing Principles- Honesty & Integrity,	An officer informed a complainant, the supervisor and other police colleagues on several occasions that a victim's case was with the Crown Prosecution Service (CPS), but that they had decided not to charge the offender. At that stage, the CPS had not been sent the case to consider and therefore they had not made any charging decisions. The officer accepted this allegation and that it amounted to gross misconduct.	CC Watson, whom chaired the Special Case Hearing, agreed that this allegation did amount to gross misconduct. The officer had already resigned but CC Watson decided that the officer would have been dismissed without notice, if still serving.	Public Complaint
November 2019 Misconduct Meeting	Police Officer	Discreditable Conduct & Failing to Challenge and Report Code of Ethics- Policing Principles- Accountability & Integrity	An officer admitted that he had made inappropriate comments on a WhatsApp group forum consisting of work colleagues. The officer further admitted failing to challenge inappropriate comments made by work colleagues within that forum	An independent Chief Inspector found the matter amounted to Misconduct and Management Advice was the sanction	Internal Conduct
November 2019	PCSO	Authority, Respect & Courtesy and	A member of staff was accused of making inappropriate comments to colleagues on 5 separate occasions. He	A Misconduct Panel found the matters proven amounted to	Internal Conduct

Misconduct Hearing		Discreditable Conduct Code of Ethics- Policing Principles- Fairness and Respect	admitted that he had made these comments on 3 of the 5 occasions but denied the other 2.	Misconduct only and the outcome was a Written Warning	
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