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30th October 2018

Our Ref: FOI2018/05545

**REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2018/05545**

I write in connection with your request for information received on 2nd October. I note you seek access to the following information:

**FOI 1: I would like to know how many of your police officers have being found to have 'committed gross misconduct' by an Officer Misconduct Hearing due to, or involving, a sexual misconduct, in the last 3 years, from the date of reply.**

**FOI 2: I would also like to know how many of the above instances resulted in the following possible outcomes:**

- Dismissal without notice
- Final written warning
- Extension added to a final written warning
- Written warning
- Management advice
- No further action

**For instance, if 10 officers were found to have committed gross misconduct, how many were dismissed, how many had a final warning, etc.**

I am required by the Freedom of Information Act 2000 (The Act) to handle all requests in a manner that is blind to the identity of the requestor. Any information released in response to a request is regarded as being published and therefore, in the public domain without caveat.

Following enquiries within the Constabulary please see our response below.

**Response**

**FOI 1** – Please see the below tables detailing the information you have requested.

Year	Number of Officers
2017	2
2016	3

**FOI 2** – 4 Dismissed and 1 Final Written Warning

The numerical data presented in this response is an un-audited snapshot of un-published data sourced from "live" systems and is subject to the interpretation of the original request by the individual extracting the data.

Should you have any further enquiries concerning this matter please do not hesitate to contact me quoting the above reference number.

Yours sincerely

James Hodson  
Information Rights

Hertfordshire Constabulary provides you the right to request an independent review of this response under its review procedure. If you require such a review you must notify us within two months from the date of this letter. After lodging a complaint with Hertfordshire Constabulary if you are still dissatisfied with the decision you may make an application to the Information Commissioner. For information on how to make a complaint please visit their website at <https://ico.org.uk/concerns/> or contact them on 0303 123 1113.