

JAOC INTELLIGENCE DOSSIER

UK Police Dismissals & Systemic Misconduct — Annual Analysis
Period: Year Ending 31 March 2025 | Jurisdiction: England & Wales + Scotland

AVAILABLE FOR IMMEDIATE PUBLIC RELEASE

1. EXECUTIVE SUMMARY — ROT AT THE HEART

735 officers dismissed and permanently barred across England & Wales — **UP 24% YEAR-ON-YEAR** (from 593). When including police staff and special constables, **1,046 individuals** were barred in total. **1,149 separate reasons** recorded for dismissals — the majority of dismissed officers committed multiple breaches.
One officer struck off every 12 hours. This is not "bad apples" — this is systemic criminality woven into the service.

Official data from the College of Policing and the Home Office reveals the second consecutive year of rising misconduct caseloads. A total of **15,843 misconduct allegations** involving police officers were finalised in 2024/25 — a 20% increase on the previous year. **8,031 distinct officers** (5.2% of the entire workforce) were subject to at least one allegation, up from 6,950 (4.4%) the year before.

The figures expose not isolated incidents, but a pattern of habitual, premeditated criminality — from data theft and fraud to sexual abuse and hate crimes — perpetrated by individuals sworn to protect the public.

2. COST TO THE PUBLIC — MILLIONS WASTED

Cost Category	Estimate	Notes
Training & recruitment per recruit	£2,700 – £5,400	Home Office modelling: 5–10% of average first-year salary cost (~£53,600 incl. on-costs)
Total first-year investment per recruit	£75,000 – £120,000	Incl. salary, pension, NI, recruitment, training, uniform, capital equipment & estate
Direct annual loss (735 officers)	£55 – £88 million	Conservative estimate based on full replacement cost
Hidden costs	Hundreds of millions	Legal payouts, ruined court cases, damaged investigations, lost public trust

Since the barred list was introduced in December 2017, a cumulative total of **2,834 officers, 223 special constables and 1,268 police staff** have been added — representing a massive, ongoing drain on public resources.

3. WHERE THE ROT IS WORST — ENGLAND & WALES

The College of Policing's force-level data reveals stark concentrations of dismissals. Four forces account for a disproportionate share of the national total.

Rank	Force	Dismissals	Alarm Context
1	Metropolitan Police	183	25% of all national cases. Commissioner Sir Mark Rowley acknowledges the force is engaged in the "biggest corruption clear-out in British policing history." Decades-old culture of impunity now exposed.
2	Greater Manchester Police	43	Highest outside London. Repeated failures in vetting and professional standards, compounded by high-profile cover-ups.

3	Thames Valley Police	40	146% increase in gross misconduct hearings (2024). Dismissals up 220%. Force identifies sexual misconduct and unauthorised data disclosure as primary corruption threats.
4	West Midlands Police	37	Persistent data misuse, dishonesty, and internal culture issues. 37 barred from a workforce of 7,991.
5	Merseyside Police	—	74 officers barred over the past 5 years; among the highest cumulative totals nationally. Serious organised crime infiltration concerns.

Source: College of Policing Barred List data 2024/25. Cumulative 5-year data also referenced where illustrative.

4. SCOTLAND — A SEPARATE, SLOWER CRISIS

Critical Note: Scotland does not yet operate an equivalent barred list. The Scottish Police Authority is currently legislating for barred and advisory lists under the Police Ethics, Conduct and Scrutiny Bill. Consequently, direct year-on-year comparisons with England & Wales are methodologically problematic.

Metric	Figure	Context
Misconduct hearings (gross misconduct)	34	Up from 18 in 2023/24
Officers dismissed	8	Up from 6 in 2023/24 (24% dismissal ratio vs 14% prior year)
Preliminary conduct assessments	417	Down 10.3% from prior year
Cases assessed as potential gross misconduct	23.3%	Of all assessments
Average investigation time	147 days	Up from 127 days
Average total proceeding time	262 days	Effectively unchanged
Officers retiring/resigning before hearing	44%	Of gross misconduct hearings did not proceed due to subject departure

Key issues in Scotland mirror those south of the border: misuse of intelligence systems, excessive force, off-duty criminality, and a worrying trend of officers resigning or retiring before hearings can conclude. The SPA has noted the forthcoming HMICS Assurance Review of Conduct and Discipline (expected 2025/26) as a critical accountability moment.

5. WHAT THEY WERE SACKED FOR

The 1,149 recorded reasons for dismissal paint a damning picture of habitual criminality. Many officers were dismissed for two or more serious categories simultaneously — proving premeditated, repeat behaviour rather than isolated lapses in judgment.

Offence Category	Count	Examples of Criminality
Dishonesty & Fraud	126	Falsifying evidence, lying under oath, stealing public funds, fraudulent overtime claims
Discrimination & Hate	95	Racism, misogyny, homophobia, targeting minorities and protesters
Illegal Data Access / Disclosure	82	Selling PNC/intelligence to organised crime; checking private citizens for associates; 43% year-on-year increase in this allegation category nationally
Inappropriate Communication	81	Bullying, stalking, threatening victims and witnesses; abusive messaging
Sexual Offences & Misconduct	72	Preying on vulnerable victims; using uniform for coercion; abuse of position for sexual purpose (31 cases); child sexual offences (21 cases)

Critical: 21 officers were struck off for child sexual offences. A further 31 were dismissed where abuse of position for a sexual purpose was a contributing factor. These are not disciplinary lapses — they are predatory crimes committed by sworn officers.

6. CORRUPTION REACHES THE TOP

- **1 Chief Officer + 2 Chief Superintendents** barred — corruption and gross misconduct at command level.
- **640 Police Constables** (87% of dismissals) — demonstrating that the problem is not limited to senior ranks, but that commanders failed to act despite repeated warnings.
- Intelligence routinely leaked to organised crime groups; internal culture protects "one of our own."

- Senior ranks ignored, delayed, or actively covered up offences by subordinates — negligence or complicity.

7. THE SCALE OF THE MISCONDUCT CRISIS — OFFICIAL HOME OFFICE DATA

Beyond the barred list, the Home Office's own misconduct statistics reveal a system creaking under the weight of its own corruption.

Metric (Year to 31 Mar 2025)	Figure	YoY Change
Misconduct allegations finalised	15,843	+20%
Distinct officers subject to allegation	8,031	+16%
% of workforce facing allegations	5.2%	Up from 4.4%
Officers referred to misconduct proceedings	1,687	+29%
Found guilty of misconduct / gross misconduct	1,369	+24%
Found guilty of gross misconduct	790	+28%
Dismissed following proceedings	695	+23%
Police staff dismissed	253	—
Cases outstanding (>2 years old)	950	17% of backlog
Average case duration (outstanding)	302 days	Up from 262

Source: Home Office, Police Misconduct, England and Wales, Year Ending 31 March 2025.

8. WHY THIS IS SYSTEMIC

- **Vetting fails to catch past misconduct.** HMICFRS has repeatedly found that criminal behaviour is dismissed as a "one off"; applicants with links to extensive criminality in their families are hired; and warnings that prospective officers present a risk to the public are ignored.
- **Misconduct reports are buried or delayed.** 5,625 cases were still awaiting conclusion as of 31 March 2025. The average age of outstanding cases has risen to 302 days. Some forces take years to resolve even gross misconduct allegations.
- **Internal culture protects "one of our own."** The Casey Review, Angiolini Inquiry, and multiple HMICFRS inspections have identified deep-seated cultures of defensiveness, denial, and institutional self-protection.
- **The public pays for the salaries and the cleanup.** Forces expanded Professional Standards Departments by 54% between 2019 and 2023, and a further 8% since — yet timeliness has worsened, not improved.
- **Officers game the system.** In Scotland, 44% of gross misconduct hearings did not proceed because the officer resigned or retired first. In England & Wales, the barred list now captures those who would have been dismissed, but only after protracted legal battles.

9. LEGISLATIVE & REGULATORY CONTEXT

- **Police (Vetting) Regulations 2025** (effective 14 May 2025): For the first time, forces can dismiss officers who fail vetting — closing a loophole exposed by the High Court in *Lino di Maria* (2024).
- **Police (Conduct) Regulations 2020 (Amendment)** (effective May 2025): Introduces a presumption that an officer *shall* be dismissed where gross misconduct is proven, unless exceptional circumstances apply.
- **Hillsborough Law** (pending): Will impose a statutory duty of honesty and openness on all police officers

and staff.

- **Scottish Barred & Advisory Lists** (under the Police Ethics, Conduct and Scrutiny Bill): Will finally bring Scotland into line with England & Wales on preventing dismissed officers from re-entering policing.

10. PUBLIC TRUST — THE HIDDEN CASUALTY

Confidence in policing is in freefall. In October 2024, a YouGov survey found **52% of adults in Great Britain had "no" or "not very much" confidence** in the police to tackle crime locally — up from 39% in 2019. Just 54% believed the police were doing a good job, down from 72% five years earlier.

Every dismissal represents not just a failed officer, but a failed victim, a compromised investigation, and a further erosion of the consent upon which British policing is founded.

Conclusion: The 735 officers barred in 2024/25 are the ones who were caught. They represent the visible tip of an iceberg that HMICFRS, the Casey Review, and the Angiolini Inquiry have all warned is far larger. Until vetting is rigorous, misconduct is investigated swiftly, and commanders are held personally accountable for cover-ups, the rot will continue — and the public will continue to pay the price.

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SOURCES: College of Policing Barred List 2024/25; Home Office Police Misconduct Statistics (Year Ending 31 March 2025); Scottish Police Authority Complaints & Conduct Annual Report 2024/25; HMICFRS State of Policing 2024/25; HMICFRS Integrity Arrangements Inspections; Audit Scotland / SPA submissions.

CLASSIFICATION: UNCLASSIFIED — Available for Immediate Public Release.