



Reply to: Leah Smith
Telephone: 01953 424455
Date: 10 March 2026

Dear Member of Public,

RE: Freedom of Information Request FOI/OPCCN/263

I am writing in connection with your email dated 17 February 2026, in which you requested the following information:

- 1. List of police officers dismissed or who have resigned from the local force following a conviction of a crime since 01/01/2018, that the PCC has been made aware of for the purposes of pension forfeiture consideration.**
- 2. For each officer listed in your answer to Q1, itemise them to show if they were dismissed or resigned, gender, offence(s), year of conviction, pension worth at time of leaving and if their pension has been forfeited (if so, include % forfeited).**

I have reviewed our records and can advise the following:

Whilst information is held, Section 31(1)(g) exempts information whose disclosure would, or would be likely to, prejudice the exercise of a public authority's functions for the purposes set out in Section 31(2). In this case:

- Section 31(2)(a) – the administration of justice, and
- Section 31(2)(c) – the purposes of ascertaining a person's fitness or competence in relation to the exercise of a public function, including regulatory and disciplinary functions.

The information you have requested concerns the internal consideration of whether pension forfeiture is appropriate following the conviction and dismissal of a former officer. Pension forfeiture is a statutory, quasi-judicial process that requires the organisation to:

- gather and assess relevant information,
- undertake internal regulatory and disciplinary assessments,

- ensure procedural fairness, including notifying the former officer, and
- make a final determination in accordance with the Police Pensions Regulations.

This process is ongoing and has not yet been concluded or communicated to the individual concerned.

Premature disclosure of the information you have requested would be likely to prejudice the integrity and fairness of that process. It would:

- risk influencing or constraining the organisation's decision-making,
- interfere with the proper administration of justice where related criminal or misconduct matters remain active or subject to review, and
- undermine the organisation's ability to carry out its statutory regulatory and disciplinary functions effectively.

For these reasons, Section 31 is engaged.

Section 31 is a qualified exemption, so the organisation must consider whether the public interest in disclosure outweighs the public interest in withholding the information.

Public interest arguments in favour of disclosure

- Promoting transparency and accountability in the handling of police pensions and public funds.
- Enhancing public understanding of how misconduct and criminal convictions can affect police pension entitlements.

Public interest arguments in favour of withholding

- There is a strong public interest in ensuring pension forfeiture decisions are carried out fairly, lawfully, and without external pressure.
- Disclosure before the process is complete would prejudice the organisation's regulatory and disciplinary functions, contrary to the public interest.
- Disclosure would undermine the administration of justice, particularly where there may be ongoing legal, appeal, or regulatory considerations.
- Individuals affected by such decisions have a legitimate expectation that they will be informed before any public release of information relating to their pension rights.

On balance, the public interest in maintaining the exemption outweighs the public interest in disclosure. The information is therefore withheld.

Yours sincerely

L. Smith

Leah Smith

Complaints and Compliance Manager and FOI Decision Maker
Office of the Police and Crime Commissioner for Norfolk

Internal Review

If you think we have not supplied information in accordance with Section 1 (the General Right of Access) of the Freedom of Information Act 2000, or you are dissatisfied with the way in which your request has been handled, then you should write within 40 calendar days of the date of the response to:

Mark Stokes
Chief Executive
Office of the Police and Crime Commissioner for Norfolk
Building 7
Falconers Chase
Wymondham
Norfolk
NR18 0WW

Telephone: 01953 424455

Email: opccn@norfolk.police.uk

If you are dissatisfied in any way with our response or the way we have handled your request, you can contact us by phone, email or in writing. We may, in the first instance, try and resolve your complaint informally. However, at any stage you can request, or we may decide to treat your complaint formally under our internal review process.

An internal review is conducted by the Chief Executive who will review the request and response, taking account of your complaint(s), and will respond in writing as soon as possible. The Information Commissioner's Office recommends that a response should be made in 20 working days. If we are unable to respond in this timeframe, we will inform you and provide a date by which you should expect to receive our response.

If, after the internal review, you remain dissatisfied then you can complain to the Information Commissioner's Office, the government regulator for the Freedom of Information Act. Details of how to contact the Information Commissioner's Office can be found at www.ico.org.uk