
STATUTORY INSTRUMENTS

2020 No. 3

The Police (Performance) Regulations 2020

PART 4

Second stage

Circumstances in which a second stage meeting may be required without a first stage meeting

- 24.**—(1) This regulation applies where—
- (a) regulation 32 does not apply, and
 - (b) conditions A and B are satisfied.
- (2) Condition A is that the appropriate authority assesses under regulation 23(5)(b) or 27(2)(a)(iii) of the Conduct Regulations that a matter should be referred to be dealt with under these Regulations.
- (3) Condition B is that the appropriate authority—
- (a) considers that there are reasonable grounds, based on evidence from an investigation under Schedule 3 to the 2002 Act or an investigation or misconduct proceedings under the Conduct Regulations, to conclude that the officer concerned has demonstrated a serious inability or serious failure to perform the duties of the officer's rank or the role the officer is currently undertaking to a satisfactory standard or level, such that a referral to a second stage meeting is appropriate, and
 - (b) having consulted the officer and the line manager, or second line manager, of the officer, is satisfied that the officer has been given a reasonable opportunity to address that inability or failure to perform, but has failed to make a sufficient improvement.
- (4) The appropriate authority must as soon as reasonably practicable give the officer concerned and the line manager of the officer a written notice of the matters set out in paragraph (5) where this regulation applies.
- (5) Those matters are—
- (a) that the appropriate authority is of the view mentioned in paragraph (3);
 - (b) the reasons why the performance of the officer concerned is assessed as unsatisfactory;
 - (c) the reasons why it is considered appropriate for the matter to be referred to a second stage meeting;
 - (d) summary evidence in support of the conclusion that the performance is unsatisfactory, and
 - (e) that the officer is required to attend a meeting (in these Regulations referred to as a second stage meeting) to consider the officer's performance.
- (6) Where notice has been given in accordance with paragraph (4), the line manager must require the officer concerned to attend a second stage meeting.
- (7) Where a police officer is required to attend a second stage meeting under this regulation, regulations 23 and 25 to 29 apply with the following modifications—

Changes to legislation: *There are currently no known outstanding effects for the The Police (Performance) Regulations 2020, Section 24. (See end of Document for details)*

- (a) omit regulation 23(2);
- (b) in regulation 25(6), omit the words from “during the period” to “specified period”;
- (c) in regulation 27(2)(c), for “line manager” substitute “appropriate authority”;
- (d) in regulation 27(4)(a), for the words from “as the meeting” to the end substitute “as the conclusions of the appropriate authority under regulation 24(3) were unreasonable”.

Commencement Information

II Reg. 24 in force at 1.2.2020, see [reg. 1](#)

Changes to legislation:

There are currently no known outstanding effects for the The Police (Performance) Regulations 2020, Section 24.