

**Minister for Home Affairs  
Justice and Home Affairs**



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[REDACTED]  
States of Jersey Police  
Police Headquarters  
La Route de Fort  
St Helier  
JE2 4HQ

21 October 2019

Dear [REDACTED]

[REDACTED] vs [REDACTED]

On 11 October 2019 I received a letter from Mr Howard Cooper, Chairman of the Jersey Police Complaints Authority. Mr Cooper reported on the outcome of the Investigation Panel's [REDACTED]

[REDACTED], the Investigating Panel did not find any evidence [REDACTED] that would justify a criminal or disciplinary charge.

The Panel did not question the experience or integrity of the reviewing officers in forming a view and reaching their decision [REDACTED]. The Panel did not question the validity of the decisions made by those officers and acknowledged the discretion the States of Jersey Police has to determine which allegations and claims warrant further investigation. The Panel did not find any evidence that the matter had not received formal consideration and appropriate assessment.

Despite these positive findings, the Panel found that there was an absence of auditable records of the decision-making process and procedures which hindered that Panel's ability to assess the level or degree of analysis to which the complaint was scrutinised.

The Panel was clear that it would have expected to have seen an explanation and justification for the conclusion that was reached. The Panel was of the view that the SOJP [REDACTED] did not pay sufficient attention to documenting the decision-making process and communicating the rationale for the actions taken to the complainant.

These represent important lessons which need to be learnt.

Of particular importance is the need to ensure that auditable records of SOJP decision-making processes and procedures are kept; and that complainants receive a detailed and comprehensive

response to their complaint, clearly setting out and explaining the criteria by which the specific aspects of the complaint were measured and determined.

[REDACTED]

I accept the Investigating Panel's conclusion and recommendations.

I have taken the decision to share the Panel's findings with you in full so that you can ensure that the lessons highlighted in the report can be considered and implemented.

[REDACTED]

Yours sincerely

A handwritten signature in black ink, appearing to read 'Len Norman', with a stylized flourish at the end.

**Connétable Len Norman**  
**Minister for Home Affairs**