



From: Deputy Chief Constable
Damian Barratt

To: Former Officer
Simon Hallam

Our
Ref:

Date: 23rd September 2025

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING – Former Officer Simon Hallam

23 September 2025: Hindlip Hall, Hindlip Headquarters

In accordance with Regulation 63 of the Police (Conduct) Regulations 2020 (as amended), below listed are the findings and any disciplinary action imposed in the above case. This document must be supplied to you before the end of 5 working days beginning with the first working day after the conclusion of the misconduct proceedings.

Hearing members:

Chair: Deputy Chief Constable Damian Barratt

Details of the conduct alleged to have breached the Standards of Professional behaviour:

1. On Wednesday 17th April 2024 that you drove a Police vehicle, namely a marked Toyota Corolla VRM VX23 DGO, and that you drove at an excess speed on the motorway to Oxford without a valid exemption
2. On Wednesday 17th April 2024 that you drove a Police vehicle, namely a marked Toyota Corolla VRM VX23 DGO, and that you used the vehicle with blue lights activated & using driving exemptions to drive to Sainsburys in Oxford

The breaches of the Standards of Professional behaviour alleged are as Follows:

1. **Discreditable Conduct:** Former Officer Hallam's driving on blue lights without lawful exemptions to give a lift to a colleague would bring the service into disrepute should it become known.
2. **Authority, Respect and Courtesy:** Former Officer Hallam did not use his powers lawfully or proportionately.
3. **Orders and Instructions:** Former Officer Hallam did not comply with his training or policy.

In accordance with Regulation 61, the person conducting the accelerated misconduct hearing shall review the facts of the case and decide on the balance of probabilities whether the conduct of the officer amounts to misconduct, gross misconduct or neither.

Findings:

The conduct amounts to gross misconduct.

The following is a summary of the finding:

Former Officer Hallam has not provided a Regulation 54 response to the allegations and, having resigned from the service, has not further engaged in the process, other than to make an application for anonymity. I am satisfied that the conduct is indeed gross misconduct i.e. a breach of the professional standards so serious as to justify dismissal and therefore conclude that the allegations are proved to the required standard.

Disciplinary action to be imposed:

I have considered the 2023 College of Policing Guidance on Outcomes in Police Misconduct Proceedings.

I have adopted the three-stage process to assist my decision making today. The first of those three stages is assessing the seriousness of the proven conduct with reference to culpability, the harm caused and any aggravating and mitigating factors.

Former Officer Hallam drove a marked police vehicle from the West Mercia Police area to Oxford in order to attend a planned Court commitment. He took with him a student officer that he was responsible for, as their tutor. This was done with prior agreement from his Supervisor.

Whilst on the journey to Oxford, and whilst travelling on motorway roads, he drove for a prolonged period at speeds well in excess of the prevailing speed limits, including at speeds up to a maximum of 98 mph. He had no justification for driving at these speeds and was not acting in response to any lawful purpose.

After arriving at the Court in Oxford, Former Officer Hallam engaged with a former colleague from another force who was also required to attend Court in the same case. The other officer described a frustration at having to miss a personal appointment as a result of having to attend Court. This frustration was further emphasised when the defendant was not present for the hearing, resulting in an adjournment and all officers being released from the commitment. At this point Former Officer Hallam decided to take the colleague back to their car, in his marked police vehicle, whilst leaving his Student Officer at the Court. Taking all of the information available into account, this appears to be a conscious decision by the former officer. During this journey Former Officer Hallam utilised the vehicle's blue lights and sirens and again drove at excessive speeds, through red traffic lights and, on occasion, on the wrong side of the road. Having dropped his former colleague off, he returned to the court and collected his Student Officer before returning to the West Mercia area, again driving at excessive speeds, without a lawful purpose.

RESTRICTED

In relation to culpability, I find this to be extremely high. Former Officer Hallam was totally responsible for his decisions and actions. He demonstrated a blatant disregard for orders and instructions throughout a sustained period during the day. When subsequently interviewed, and presented with the incontrovertible vehicle telematics evidence, he tried to justify his actions and has since disengaged from the misconduct process. He has shown no insight, understanding or remorse for his actions. I also find that his culpability is emphasised by the fact that all of this occurred whilst he was responsible for a Student Officer. He held a responsibility to that Officer, West Mercia Police and the wider Police Service to set and demonstrate a high standard. Instead, he demonstrated a blatant disregard for the standards of professional behaviour.

In respect of harm, whilst no physical harm occurred as a result of his actions, I find the harm associated with a loss of confidence in Policing to be high. Roads policing enforcement is a contentious and sensitive area of policing and one where the public rightly expect the highest standards, and for police to conduct themselves in support of a policing purpose, and in a manner that is necessary and proportionate. Where an abuse of this is known it is highly likely to have a significant detrimental effect on confidence in the police to act appropriately.

In respect of aggravating factors, I do find that the conduct, in the context of the situation, and taking all of the information available into account, amounted to both an abuse of position and a significant deviation from instructions, force policy and national guidance.

No mitigation has been put forward on behalf of the officer. I have considered Former Officer Hallam's service history. The lack of any prior adverse history of service is counterbalanced by the huge error of judgment and lack of recognition or remorse demonstrated. Former Officer Hallam was a relatively experience constable, in a position of further responsibility, as a Tutor, and assumed the mature responsibilities that go with that privileged office.

I have reflected on the purpose of the misconduct regime. Police officers hold incredibly privileged powers over their fellow citizens and the public are rightly concerned that those powers are exercised by those of sound judgment. Taking all the circumstances of this case together I believe the public would lose confidence if someone responsible for such misconduct retained their position as a constable.

It is also important that other officers, the majority of whom work tirelessly to the highest of standards, see that such serious deviations from those standards are dealt with appropriately and proportionately. This further serves to protect the integrity of the police service.

I have weighed all the factors described and the outcome today is that former Officer Hallam is guilty of gross misconduct and would be dismissed without notice. As a consequence of this finding, former Officer Hallam will be included on the barred list held by College of Policing.

RESTRICTED

I confirm that the above is correctly recorded. I also confirm that the officer's personal record was considered before a decision was reached on any disciplinary action to be imposed.



Signed:

Date: 23rd September 2025

Deputy Chief Constable Damian Barratt

If you wish to receive a copy of the record of the proceedings, please contact the Professional Standards Department.

You have a right of appeal against the finding. Should you wish to exercise this right you must do so in writing to the Chair of the Police Appeals Tribunal within ten days of this notice. Please note that the tribunal can increase any outcome imposed as well as reduce or overturn the decision of the panel. You have the right to be legally represented at the appeal hearing.

Form of receipt to be completed by officer subject of proceedings:

I acknowledge receipt of this written notice of the misconduct proceedings, dated2025 of which this is a true copy.

Signed.....

Date.....