



From Chief Constable Richard Cooper

To PC Lloyd Davies

Our Ref

Date 05 February 2026

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING

05 February 2026: 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. Chief Constable Richard Cooper

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

On 17 October 2024 while driving to work DC Davies was stopped by officers from West Midlands Police and asked to provide a breath test at the roadside He failed this breath test He was subsequently arrested and conveyed to Wolverhampton custody where he provided two evidential breath samples. The lowest of these samples was 40mg of alcohol per 100ml of breath Accordingly, he was charged with an offence under s5 of the Road Traffic Act 1988 which was subsequently discontinued by the CPS in error. The permitted levels of alcohol for a safety critical role per force policy is 13mg of alcohol per 100ml of breath.

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

Fitness for Duty in that you were unfit for duty on 17 October 2024 through the consumption of excess alcohol

Discreditable Conduct in that you bring discredit on West Mercia Police and undermine public confidence in it.

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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 in respect of discreditable conduct and fitness for duty

Disciplinary action to be imposed:

I have considered the 2023 College of Policing Guidance on Outcomes in Police Misconduct Proceedings and the Home Office Guidance concerning Conduct, Efficiency and Effectiveness

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.

DC Davies has broken the law having been entrusted to uphold it. He has not been convicted but it is accepted that is solely the case due to an error on the part of the CPS. That DC Davies did so by drink driving whilst on his way to commence work as a police officer adds to the seriousness of this case, as well as standing alone as a breach of the professional standard of being fit for duty.

No one else other than DC Davies is culpable for his actions. He had been drinking alcohol the previous evening and chose to drive early the following morning knowing that he would be going on duty as a police officer. I acknowledge the submission that DC Davies was unaware he would be over the legal limit, but his actions demonstrate a serious lapse in judgment and a significant lack of regard for public safety. I do not agree that his transgression is accurately described as inadvertent, but I do accept that this was not a deliberate breach of the law.

In respect of harm, no injuries occurred or arose from DC Davies's actions. This was not an intentional, targeted, or calculated attack on an individual, it does not represent an abuse of the officer's powers, nor does it involve operational dishonesty. The officer could, however, have reasonably foreseen the risk of harm from his actions. There is no indication from the arresting officers that DC Davies's vehicle was being driven in a dangerous manner, only that they observed it travelling approximately 10mph in excess of the speed limit. Drink driving is something that causes harm on our roads daily, and the potential harm associated with DC Davies's actions was high.

I have also considered the harm caused to public confidence in the police service. DC Davies has not been convicted of any offence. DC Davies was authorised to drive police vehicles and may well have been expected to do so on that morning. The extent to which public confidence in the police may have been damaged by an officer driving a police vehicle being above the legal limit and, potentially being involved in a collision causing injury to another, is significant.

Mitigation has been put forward on behalf of the officer. He cooperated with the investigation into his offence, has admitted his wrongdoing, and I commend his commitment to his work in the period that has elapsed since. He has taken clear steps to reduce the risk of recurrence.

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DC Davies's representative has described the deep regret he feels and his assumption of full responsibility for the seriousness of his actions. His actions since support the contention that he is a person who takes responsibility for what he has done.

I have also considered the sequence of events that led up to his misconduct, including the unusual hours worked and the pressure that is felt by many of those in policing. His action was not a sustained course of conduct and amounts to a single episode. In undertaking his journey to work though it was not a fleeting act.

At the time of the incident DC Davies had been an officer for over 26 years. I have read several character references that describe his professional knowledge and dedication as well as his achievements. I have taken account of this personal mitigation.

The example aggravating factors set out in the College of Policing Guidance are largely absent. The drink driving element is aggravated by the fact he was on his way to work as a police officer. The coercive powers we hold over our fellow citizens should be held humbly, and DC Davies could have been called upon to exercise them whilst unfit for duty.

I have reflected on the purpose of the misconduct regime. It exists not to be punitive but to:

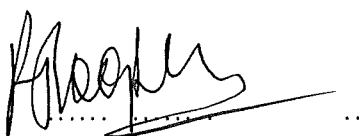
- maintain public confidence in, and the reputation of, the police service
- uphold high standards in policing and to deter misconduct
- to protect the public

In determining the outcome, it should be no more than is necessary to satisfy those purposes. The most important purpose of imposing disciplinary sanctions is to maintain public confidence in, and the reputation of, the policing profession as a whole. This dual objective must take precedence over the specific impact that the sanction has on the individual whose misconduct is being sanctioned.

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 who uphold the law. Other officers, and the integrity of the service overall, benefit from high standards of behaviour being maintained. Taking all the circumstances of this case together and applying my judgment to the guidance, I believe that dismissal is the necessary outcome to fulfil the purposes of the misconduct regime.

I take no pleasure in saying that the outcome today is that DC Davies is dismissed without notice. I am grateful for his service, but, as a consequence of this finding, DC Davies will be included on the barred list held by the College of Policing.

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: 5 February 2026

Chief Constable Richard Cooper

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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 Chairman 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, dated2026 of which this is a true copy.

Signed.....

Date.....