



From	Deputy Chief Constable Damian Barratt
To	Former Officer Rory Gulliver
Our Ref	
Date	11th February 2026

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING – Former Officer Rory Gulliver

11th February 2026: Held on MS Teams

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 the 30th June 2025 at Birmingham Magistrates Court you were convicted after trial of one offence of possessing an offensive weapon in a public place contrary to section 1(1) of the Prevention of Crime Act 1953 and received the following sentence
 - Fine £900
 - Victim Surcharge £360
 - Prosecution costs £240

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

- 1 Discreditable Conduct. Your behaviour as set out in the factual allegations at paragraph 1 above breached this standard in that an ordinary well-informed member of the public would regard your conduct as falling far below that expected of a Police Officer. Your behaviour therefore discredits the police service and reduces public confidence in the reputation of the profession

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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

The following is a summary of the finding:

Former Officer Gulliver has not provided a Regulation 54 response to the allegations and, having resigned from the service, has not further engaged in the process. The former officer was convicted at Magistrates' Court and received a fine. 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 Gulliver has broken the law having been entrusted to uphold it. Having been convicted of possession of an offensive weapon in a public place, the circumstances relate to a situation in which he and other off-duty police officers attended a licensed premises during a night out. During the evening one of the others present became engaged in a disagreement with another person. This disagreement continued in an area immediately outside the premises. In close proximity to this, the former officer was captured on CCTV initially drinking beer from a bottle and then smashing this bottle in order to create a weapon and holding this in a manner that suggested he was preparing to use it against the person that his off-duty colleague was engaging with. This behaviour was observed by a member of door staff who intervened and removed the broken bottle from the former officer, confirming what it was.

Former Officer Gulliver is entirely culpable for his actions. He had likely been drinking alcohol prior to the offence and was likely to be intoxicated.

In respect of harm, whilst no lasting injuries occurred, and the broken bottle was not used, the fact that a serving police officer should conduct himself in this way represents a serious breach of standards of behaviour that would have a very detrimental effect on public trust and confidence in policing, where the public expect police officers to demonstrate restraint.

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 a deliberate or gratuitous threat of violence, with a weapon.

No mitigation has been put forward by or on behalf of the officer.

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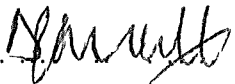
At the time of the incident former officer Gulliver was a Student Officer with around 17 months service and had not been confirmed as a Constable. The lack of any prior adverse history of service is counterbalanced by this huge error of judgment. He was a young man at the time, but one who had taken his attestation as a constable 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 convicted of such offences in such circumstances 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 deviation from those standards is 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 Gulliver would be dismissed without notice. As a consequence of this finding, former Officer Gulliver will be included on the barred list held by 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. 11th February 2026

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, dated2024 of which this is a true copy.

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Signed.....

Date.....

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