



From T/DCC Rachel Jones

To Jamie Bunting

Our
Ref

Date 11th July 2025

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING – Former PC Jamie BUNTING

11th July 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: Temporary Deputy Chief Constable Rachel Jones

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

Between the 5th July 2021 and 30th July 2023 you made indecent images of children (Categories A, B & C) both moving and still.

On the 7th November 2024 at Shrewsbury Crown Court, and having pleaded guilty to three counts of making indecent images of children Category A, B and C, you were sentenced to terms of imprisonment of 10, 6 and 4 months respectively to run concurrently. The sentence was suspended for two years. You were also made subject to Notification Requirements and to a Sexual Harm Prevention Order to run for 10 years.

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

Discreditable conduct: in that you have been convicted of making indecent images of children and made subject to a Sexual Harm Prevention Order which was widely reported in the local and national press, brings discredit on West Mercia Police and undermines 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, as admitted by former PC Bunting

The following is a summary of the finding:

Former PC Bunting has admitted in his Regulation 54 response that his conduct amounts to gross misconduct. Having between:

- 5th July 2021 and 30th July 2023 made indecent images, namely 17 moving and 88 still Category C images of children,
- 7th February 2023 and 30th July 2023 made indecent images, namely 6 moving and 14 still Category B images of children and between
- 5th July 2021 and 30th July 2023 made indecent images, namely 18 moving and 6 still Category A images of children.

The former officer resigned in May 2024 and on 6th August 2024 pleaded guilty at Shrewsbury Crown Court to the above offences. He was later sentenced to 4,6, and 10 months of imprisonment to run concurrently, suspended for two years. Former officer Bunting is also subject to Notification Requirements and a Sexual Harm Prevention Order (SHPO) for a duration of 10 years.

I am satisfied that the conduct is indeed gross misconduct 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 PC Bunting has broken the law having been entrusted to uphold it. He has been convicted of 3 counts of making indecent images of children (Categories A to C). He is entirely culpable for his actions which he undertook repeatedly over a protracted period with no regard for the horrific long-term physical, psychological and emotional impact on the victims, namely the abused children.

In respect of harm, I have referenced the impact on the abused children. In obtaining these images, then PC Bunting, was creating a market for the ongoing abuse of others. As a serving officer, PC Bunting was charged with protecting the public, instead, he perpetuated the abuse of some of the most vulnerable individuals in society. The extent to which public confidence in the police may have been damaged by the actions of former PC Bunting, a serving officer making indecent images of children, is very significant.

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Mitigation has been put forward on behalf of the former officer Bunting. At the first instance of being formally interviewed he offered 'no comment' but pleaded guilty on first appearance at court. The written response pursuant to Regulation 54 references: the stress and anxiety arising from a criminal investigation he was subject to (later dropped) impacting his mental health; the effect of traumatic and distressing events during the course of his duties including multiple fatalities, an assault in October 2022 and a Road Traffic Collision in December 2022; symptoms of PTSD that the officer experiences; other medical matters; and steps taken by the former officer to address his offending behaviour.

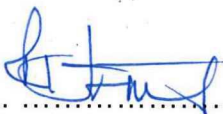
Whilst impacting former officer Bunting's wellbeing, these matters do not excuse or in any way justify his offending behaviour the first incidence of which appears to have preceded most of the events detailed in the mitigation.

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 either retained their position as a constable or the prospect was left open for them to become a serving officer in the future.

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 PC Bunting would have been dismissed without notice if he had not ceased to be a member of West Mercia Police. As a consequence of this finding, former PC Bunting 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: 

Temporary Deputy Chief Constable Rachel Jones

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

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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.

Signed.....

Date.....