



memorandum

From Chief Constable Richard Cooper

To Former PC James Sarkar

Our
Ref

Date 3 March 2026

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING – former PC James Sarkar

3 March 2026: Hindlip Hall, Hindlip Headquarters

In accordance with Regulation 63 of the Police (Conduct) Regulations 2020 (as amended), below listed are the findings 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 numerous occasions throughout August, September, October and December 2024, you left work prior to the end of your working shift without permission from line management. When challenged about this, it is suspected that you have been dishonest by providing differing accounts

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

1. Honesty and Integrity
2. Duties and Responsibilities
3. Discreditable Conduct

In accordance with Regulation 61, in conducting the accelerated misconduct hearing I have reviewed the facts of the case and decided on the balance of probabilities whether the conduct of the former officer amounts to gross misconduct.

Findings:

The conduct, on the balance of probabilities, does not amount to gross misconduct

The following is a summary of the finding:

In this instance I do not consider that the evidence adequately supports the allegation that on numerous occasions the former officer left work prior to the end of his working shift without permission from line management. On the material I have considered there is indication, supported by a partial acknowledgement by the former officer, of apparent early departure but with insufficient evidence either of the officer's scheduled duties or of this being routinely without permission.

I was supplied CCTV footage relating to 5 June 2024 (arrival at 2147 and departure at 0200) and 4 July 2024 (arrival at 1352 and leaving at 2259). These dates are not captured within the wording of the allegation, and no evidence was included of the scheduled shift times or of the absence of supervisory permission.

A table relating to dates in August 2024 was supplied, each with apparent scheduled working hours. Some of these have corresponding CCTV and some do not. The following dates indicate working hours that fell short of the scheduled times within the table:

6/8/24 Footage of JS leaving but not arriving, video saved as '1557' but no timestamp on leaving video. Table shows shift as 0900-1700.

7/8/24 Footage of JS leaving but not arriving, video saved as '1556' but no timestamp on leaving video. HO/1 shows shift as 0900-1700.

8/8/24 Footage of JS arriving but not leaving, video saved as '0941' but no timestamp on arriving video. HO/1 shows shift as 0900-1700.

There is an absence of timestamped video and an absence of evidence to substantiate the lack of supervisory knowledge or permission.

20/8/24 Footage of JS arriving at 0644 and leaving at 1544. HO/1 shows shift as 0700-1700.

21/8/24 Footage of JS arriving at 0655 and leaving at 1557. HO/1 shows shift as 0700-1700.

23/8/24 Footage of JS arriving at 0644 and leaving at 1544. HO/1 shows shift as 0700-1700.

30/8/24 Footage of JS arriving at 0648 and leaving at 1545. HO/1 shows shift as 0700-1700.

31/8/24 Footage of JS arriving at 0648 and leaving at 1558. HO/1 shows shift as 0700-1700.

These instances have timestamped video but there is an absence of evidence to substantiate the lack of supervisory knowledge or permission.

I was supplied with CCTV footage relating to three dates in September:

9/9/24 Footage of JS arriving at 0651 and leaving at 1558. No evidence of shift times or regarding supervisory permission.

10/9/24 Footage of JS arriving at 0653 and leaving at 1558. No evidence of shift times or regarding supervisory permission.

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12/9/24 Footage of JS arriving at 1347 and leaving at 2350 No evidence of shift times or regarding supervisory permission, albeit this would appear to be 10 hours in any case.

In each of the above cases there is an absence of evidence regarding the scheduled shifts to be worked and the lack of supervisory knowledge or permission

I was supplied with CCTV relating to several dates in October, some of which have supporting evidence to substantiate the shifts that should have been worked and the lack of supervisory permission.

9/10/24 – Laight says in a statement that JS had left by 1600 and should have been there till 1700 When subsequently spoken to, JS said that Hannah Orme had allowed an earlier finish to be made up the following day However, Orme says in her statement ‘as per HO/1, on 9/10/24 James left work prior to his scheduled finish time without explanation’ She further states that JS said to her that Laight had allowed an earlier finish to be made up the following day. In an email within HO/1, Evans (a supervisor) said that JS finished at approximately 1545 and that there was no conversation with him or other supervisors prior to departure. CCTV shows arrival at 0644 and departure at 1544. This appears on the balance of probabilities to show unauthorised departure an hour early and dishonesty towards supervisors.

12/10/24 Clements (supervisor) within HO/1 says JS went home without saying anything when should have been on till midnight. CCTV shows arrival at 1346 and departure at 2255, but there is no stated evidence substantiating the absence of supervisory knowledge or permission

20/10/24 There is an email from Evans (on 21/10/24) in HO/1 saying JS left at 1625 CCTV shows arrival at 0646 and departure at 1624 Evans’ email sets out the scheduled finish time was 1700. However, there is no information regarding the scheduled start time for that day, and Evans acknowledges he does not know if JS had a conversation with a supervisor prior to leaving.

22/10/24 Jheeta (supervisor) in HO/1 says JS departed 15 minutes early at 2345, and CCTV shows arrival at 1346 and departure at 2345 There is no evidence of the scheduled shift and whether arriving *and* departing 15 minutes early would be considered acceptable.

There are other instances on 10/10/24, 11/10/24 and 31/10/24 where I have been supplied footage of JS arriving and leaving but with no evidence of his scheduled shift times or regarding supervisory permission.

The same applies on 1/11/24 and 30/11/24 where I have been supplied footage of JS arriving and leaving but without evidence of his scheduled shift times or the absence of supervisory permission.

On 28/12/24 Laight refers to having been informed by supervisors that JS finished at 1618 when he should have been on duty until 1700 CCTV shows JS arriving at 0649 and departing at 1618 There is an inference within Laight’s statement that this was without supervisory permission but there is no confirmation of this

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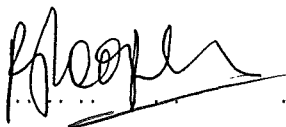
Where the person conducting or chairing the accelerated misconduct hearing finds that the conduct of the officer concerned does not amount to gross misconduct, they may—

(a) dismiss the case, or

(b) return the case to the appropriate authority to deal with in accordance with Part 4 of the Regulations.

Regulation 62 does *not* list criteria or factors for choosing between these two options. However, on the material I have considered there may be a case to answer for misconduct in respect of October 2024. There is evidence in the form of statements and CCTV of the former officer finishing his shift early without authorisation and there is also evidence that he may have lied to line managers about this.

Considering the level of culpability and harm I do not consider that the breach of the standards, if proven, would amount to gross misconduct therefore I return it to the AA to deal with under Part 4 of the Regulations.

Signed 

Date 3 March 2026

Chief Constable Richard Cooper

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.....