



memorandum

From: ACO Rachel Hartland Lane,
Director of Business
Services

To: Former Officer Liam Smith.

Our
Ref: CM/75/22

Date: 14th August 2025

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING – former Officer 21424 Liam Smith 14th August 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: ACO Rachel Hartland Lane

Appropriate Authority Representative: DC Sally Sliwiska, DS Mark Wilding, Professional Standards

Hearings Officer – Rebecca Matthews

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

It is alleged that on the 17th June 2024 at Worcester Crown Court former PC Smith was convicted after trial of one offence of sexual assault on a female contrary to Section 3 of the Sexual Offences Act 2003.

On the 18th July 2024 at Worcester Crown Court former officer Smith was sentenced to the following;

- Community order for 9 months with 20 days rehabilitation activity requirement
- 140 hours unpaid work
- Prosecution costs of £2000.00
- Victim surcharge of £114.00

The breaches of the Standards of Professional behaviour alleged are as

Follows:

- **Discreditable conduct.** The behaviour of former officer Smith has breached this standard in that an ordinary well-informed member of the public would regard the conduct as falling below that expected of a police officer. The behaviour therefore discredits the police service and reduces public confidence in the reputation of the profession

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 alleged amounts to Gross Misconduct.

The following is a summary of the reasons for the finding:

Former officer Smith did not submit a Regulation 54 response to any of the allegations. There were no further representations in the hearing from his Federation representative for me to consider.

The former officer appeared before Worcester Crown Court and received a sentence as detailed above.

In the circumstances, I find that the former officer has breached the Standards of Professional Behaviour, in respect of Discreditable Conduct and I am satisfied that the conduct amounts to Gross Misconduct.

Disciplinary action to be imposed:

In determining the appropriate outcome in this case, I have had specific regard to the College of Policing Guidance on Outcomes in Police Misconduct Proceedings.

Assessing the seriousness of the conduct lies at the heart of the decision on outcome. I have taken the three-stage approach as set out in the guidance at paragraph 4.2 in my decision making. 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.

The guidance makes it clear that it is entirely unacceptable for police officers who are responsible for enforcing the law to break it themselves. Former officer Smith, whilst off duty, behaved in a manner that is not befitting of a Police officer. This behaviour was deemed unacceptable to those who the behaviour was directed at and caused significant upset, as well as those witnessing such behaviour.

I therefore find there is **high culpability**.

The aggravating factors I wish to highlight are that the former officer abused his position as a police officer, finding it acceptable to behave in the manner he did towards his

RESTRICTED

colleagues. He continued to behave inappropriately even when told to stop. Officers are held in high regard to uphold the law and protect people, former officer Smith abused the trust of his colleagues.

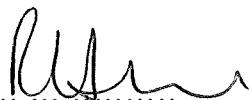
There is no personal mitigation offered by the Federation on behalf of the former officer and there is no response from the former officer to the Regulation 54. I have read the officer's personal record who has served the public for 4 years.

The College of Policing Guidance states, the purpose of the police misconduct regime is threefold: namely to maintain public confidence and the reputation of the police service; to uphold high standards in policing and deter misconduct; and thirdly to protect the public.

The conviction (and particularly the facts and circumstances of this case) have discredited West Mercia Police. This case was reported in the press and brought the actions of West Mercia Police officers under public scrutiny. As the College of Policing Guidance states – in relation to public confidence, where gross misconduct has been found and the behaviour caused most serious harm to an individual and public confidence in the police service, dismissal is likely to follow.

The disciplinary finding imposed is that former officer Smith would have been dismissed if he had not ceased to be a member of the West Mercia Police force. As a consequence of this finding, the officer's name 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 
ACO Rachel Hartland Lane

Date: 14th August 2025

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.

RESTRICTED

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

**I acknowledge receipt of this written notice of the misconduct proceedings,
dated 14th August 2025 of which this is a true copy.**

Signed.....

Date.....