



From: Chief Constable Richard Cooper

To: PC Liam Williams.....

Our Ref:

Date: 30 June 2025

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING – PC Liam Williams

30 June 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: Chief Constable Richard Cooper

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

On 18 February 2025 a vehicle driven by you collided with a wall on Deansway, Worcester as you were travelling to Worcester Police Station to report for duty.. You were breathalysed and provided two specimens of breath the lowest of which showed 50 micrograms of alcohol per 100 millilitres contrary to Part 2, Paragraph 5 of Home Secretary's Determination 11/2012 which states there is a presumption that a person is unfit for work if the level exceeds 13 micrograms. You were therefore unfit for duty.

On 28 April 2025 at Birmingham Magistrates Court, you pleaded guilty to the charge of driving with excess alcohol above the prescribed limit contrary to Section 5(1)(a) of the Road Traffic Act 1988, you were disqualified from driving for 12 months, ordered to undertake a driver re-training course, fined £250.00 and ordered to pay prosecution costs of £100.00.

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

Fitness for Duty in that you were unfit for duty on 18 February 2025 through the consumption of excess alcohol.

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Discreditable Conduct in that you have been convicted of a criminal offence which was reported in the local press and national press, brings discredit on West Mercia Police and undermines public confidence in it.

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 PC Williams.

The following is a summary of the finding:

PC Williams has admitted in his Regulation 54 response that his conduct amounts to gross misconduct. His Police Federation representative has confirmed that remains the case. Having been involved in a road traffic collision on his way to work he provided a breath sample reading of 50mcg of alcohol in 100ml of breath, exceeding the legal limit of 35mcg. The officer later pleaded guilty at Magistrates' Court and received a driving disqualification and a fine. 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.

PC Williams has broken the law having been entrusted to uphold it. He has been convicted of drink driving. He is entirely culpable for his actions. He had been drinking alcohol the previous evening and chose to drive some seven hours later knowing that he would be going on duty as a police officer, with all the responsibility and decision-making that the role entails. This demonstrates a serious lapse in judgment and a disregard for public safety.

In respect of harm, whilst no injuries occurred, the officer was involved in a collision with a wall having lost control of his vehicle. This clearly could have resulted in serious harm. PC Williams was authorised to drive police vehicles to a basic level and may 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 marked 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, having initially given an explanation suggesting his brakes may have been faulty. At the first instance of being formally interviewed he took responsibility for what he had done.

PC Williams did not flee the scene but proceeded on his way to work on foot. I view this more as the absence of aggravation rather than as mitigation.

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PC Williams suffered a family bereavement just over three months before the incident in question and was also supporting another family member who was experiencing health difficulties. This provides some context for his drinking but, as he acknowledges via his representative, is not an excuse for his actions. The West Mercia Police policy on drug and alcohol misuse encourages officers to seek help and support at an early stage. PC Williams had not done so. The matters I have referred to in his personal life provide only fractional mitigation.

At the time of the incident PC Williams had been an officer for approximately 10 months. He has no adverse history of misconduct, but the 'unblemished record' referred to in his Regulation 54 submission must be seen in this context of a short career. He does not have a long record of meritorious service to counterbalance this huge error of judgment. He is a very young man, but one who had taken his attestation as a constable and assumed the mature responsibilities that go with that privileged office.

His conviction is aggravated by the fact that his impaired driving led to a collision in which an innocent person might have been injured, and by his driving whilst over the prescribed limit taking place whilst he was on his way to work as a police officer. He was unfit for duty.

Sergeant Butler has described the deep regret PC Williams feels and his assumption of full responsibility for the seriousness of his actions. I am asked not to interpret his absence today as contemptuous. PC Williams, like every officer, is rightly entitled to a fair hearing and to retain their position until that point. He has chosen to remain serving following his conviction despite seemingly forming the view that dismissal is inevitable but has chosen not to attend today. His non-appearance at these proceedings does nothing to support the claim that he is a person who takes responsibility for his actions. It shows a lack of courage and character which, whilst having no bearing on my judgment today, is nonetheless disappointing.

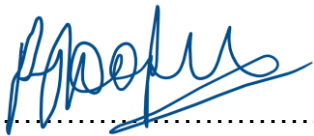
I have reflected on the purpose of the misconduct regime. Police officers hold incredibly privileged powers over their fellow citizens and the public are rightly concerned that those powers are exercised by those of sound judgment. Taking all the circumstances of this case together I believe the public 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 PC Williams is dismissed without notice. As a consequence of this finding, PC Williams will be included on the barred list held by College of Policing.

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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: 30 June 2025

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, dated2024 of which this is a true copy.

Signed.....

Date.....