



memorandum

From:	Assistant Chief Constable Caroline Marsh
To:	Former PC 20357 Nick Peacock
Our Ref:	CM/26/24
Date:	14 th May 2025

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING for former PC 20357 Nick Peacock **14th May 2025: Hindlip Hall, Hindlip Police 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: Assistant Chief Constable Caroline Marsh

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

Firstly,
Between 9th May 2023 and 9th July 2023 while suspended as part of an unrelated investigation you undertook paid employment for Downstream Energy Ltd as a Heavy Goods Vehicle driver when you knew or ought to have known that such employment was not authorised by the Chief Constable and was contrary to West Mercia Police policy on business interests which require approval.

Secondly,
Between 8th January 2024 and your resignation in March 2024 while suspended as part of an unrelated investigation you undertook paid employment as a manager with Morrisons supermarket when you knew or ought to have known that such employment was not authorised by the Chief Constable and was contrary to West Mercia Police policy on business interests which require approval

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

1. Honesty and Integrity: in that you failed to declare a business interest and undertook paid employment while suspended from duty.

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2. Orders and Instructions: in that you failed to comply with West Mercia Police policy in relation to the declaration and approval of business interests.

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 following is a summary of the findings:

My finding is that Gross Misconduct is Proven in relation to both allegations:

All the evidence was contained within the investigating officers report and bundle provided to the chair – specifically the job applications and CV of former PC Peacock where he documented that he was a police officer until 2022. Additionally, the reference and email confirmation from Morrisons and Downstream Energy LDT confirming that the former officer was in paid employment with them between the alleged dates.

I have considered the 2023 College of Policing Guidance on Outcomes in Police Misconduct Proceedings.

I have taken the three-stage process to 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 as described by the AA.

There are no significant aggravating or mitigating factors.

In relation to personal mitigation, I have noted the former officers comments in his written response. There was no evidence of character provided by the officer. I have heard representations from Federation Representative, Lesley Williams, and read the officer's personal record who has served the public for 18 years.

As 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.

Disciplinary action to be imposed:

The outcome today is the former officer would have been dismissed without notice had he still been serving. Additionally, the dismissal will be entered on the Police 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.

Post Hearing Publication

Regulation 63 of the Conduct Regulations 2020 advise that the Appropriate Authority is required to publish notification of the outcome of Hearings. However, chair does have the

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power to dispense with this requirement. I see no reason to dispense with this requirement.

Signed:

Date: 14th May 2025

Assistant Chief Constable Caroline Marsh

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 Chairperson 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, dated 14th May 2024 of which this is a true copy.

Officer not present

Signed.....

Date.....