



memorandum

From: ACO Rachel Hartland Lane,
Director of Business
Services

To: Former Officer [REDACTED]

Our
Ref: CM/53/21

Date: 26th June 2025

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING – former Officer [REDACTED] 26th 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: ACO Rachel Hartland Lane

Appropriate Authority Representative: DS Lyndsey Hewitt, Professional Standards

Federation Representative: Inspector Lesley Williams

Hearings Officer – Rebecca Matthews

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

It is alleged that on the 25th October 2023, Former PC [REDACTED] appeared before Birmingham Crown Court where he entered a guilty plea to a charge of:

- Causing a computer to perform a function to allow unauthorised access to data (the charge related to unlawful searches conducted by former PC [REDACTED] on police systems in relation to himself and family members)

It is alleged that on the 19th December 2024 former PC [REDACTED] was convicted at Birmingham Crown Court following a trial of:

- Cause a computer to perform a function to allow unauthorised access to data (the charge related to unlawful searches on police systems in relation to a victim of alleged sexual offences)

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- Wilful misconduct in a public office (2 charges related to sending inappropriate messages to a victim of sexual offences and sharing intimate images and a video of a victim via WhatsApp with an unknown recipient)

On the 13th February 2025, former officer [REDACTED] appeared before Birmingham Crown Court where he was sentenced as follows:

- Cause a computer to perform a function to allow unauthorised access to data – 1 month imprisonment (current)
- Cause a computer to perform a function to allow unauthorised access to data – 2 months imprisonment (concurrent)
- Wilful misconduct in a public office – 8 months imprisonment (concurrent)
- Wilful misconduct in a public office – 8 months imprisonment (concurrent)

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

- **Authority, Respect and Courtesy.** The behaviour described shows no respect or courtesy to the victim of sexual offences who had to endure inappropriate messages and conduct. It was ultimately the conduct of former PC [REDACTED] towards the victim that dissuaded her from pursuing her criminal complaint against her former partner.
- **Confidentiality.** Former officer [REDACTED] forwarded intimate images and a video of the victim to an unknown recipient. The said images and video were provided to the former officer in confidence and to enable the police to investigate an allegation of revenge porn.
- **Discreditable conduct** The behaviour of former officer [REDACTED] 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 [REDACTED] did not submit a Regulation 54 response to any of the allegations. There were no further representations in the hearing from his Federation representative. However former officer [REDACTED] did enter a guilty plea to the charge of.

- i) Causing a computer to perform a function to allow unauthorised access to data (the charge related to unlawful searches conducted by the former officer on police systems in relation to himself and family member)

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The former officer appeared before Birmingham Crown Court and received a custodial sentence as detailed above

In the circumstances, I find that the former officer has breached the Standards of Professional Behaviour, in respect of Authority, Respect and Courtesy, Confidentiality and 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 [REDACTED] unlawfully accessed data relating to himself and his family. He also unlawfully accessed data relating to a victim of alleged sexual offences. He shared intimate images of a victim of alleged sexual offences with a third party and sent inappropriate messages to this same victim, thus significantly impacting the investigation and leading to the victim withdrawing their allegations.

I have read the victim's personal statement and the impact of this on her and her family. She was a vulnerable victim. She has lost trust and confidence in the police and she has passed this onto her children. I note the comments by the Judge who stated "you sought to prioritise your own needs for emotional and sexual satisfaction over that of your duties as a police officer". The victim chose to withdraw her allegations for fear of having to have contact with the former officer. 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 for his own gain when dealing with a vulnerable victim. Officers are held in high regard to uphold the law and protect the most vulnerable and former officer [REDACTED] abused this trust.

There is no personal mitigation offered by Inspector Williams on behalf of the 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 27 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.

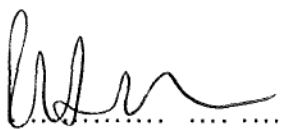
The conviction (and particularly the facts and circumstances of this case) have discredited West Mercia Police. This case was reported in the press and brought the actions of West Mercia Police officers under public scrutiny. As the College of Policing Guidance states – in relation to public confidence, where gross misconduct has been

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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 [REDACTED] 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: 26th June 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.

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

I acknowledge receipt of this written notice of the misconduct proceedings, dated 26th June 2025 of which this is a true copy.

Signed.....

Date.....