



From: Chief Constable Richard Cooper

Ref: [REDACTED]

Our Ref:
No:

Date: 2 March 2026

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING – [REDACTED]

2 March 2026: 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 [REDACTED] 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:

In the early hours of 10 October 2024, you have been arrested on suspicion of sexual assault following an incident at the [REDACTED]. This followed you slapping the buttocks of a dancer. You have then identified yourself as an off-duty police officer.

The breaches of the Standards of Professional behaviour alleged are:

Authority, respect and courtesy
Discreditable conduct

Findings:

The conduct amounts to gross misconduct.

The following is a summary of the finding:

[REDACTED] accepted that [REDACTED] actions amounted to gross misconduct, and I agree that the conduct amounts to gross misconduct. In making that judgment I have made no

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finding in respect of [REDACTED] identifying [REDACTED] as a police officer as is set out in the allegation. It is act [REDACTED] committed as a police officer that was incompatible with the standards of professional behaviour and is discreditable, not [REDACTED] honest acknowledgment of [REDACTED] occupation.

Disciplinary action to be imposed:

The outcome I have reached is that [REDACTED] will be dismissed without notice

I have considered the 2023 College of Policing Guidance on Outcomes in Police Misconduct Proceedings and the Home Office Guidance concerning Conduct, Efficiency and Effectiveness.

I have adopted the three-stage process to assist 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.

[REDACTED] is entirely culpable for his actions. No one else was involved and [REDACTED] is solely responsible for what took place, as [REDACTED] has acknowledged. It was an intentional and deliberate act, albeit one committed whilst drunk and without targeting or planning.

The CCTV of what took place shows a prima facie case of sexual assault but [REDACTED] has not been cautioned or convicted of any offences. That is a fact. There is no operational dishonesty or misuse of powers, but this is an act of sexual violence towards a woman engaged in lawful employed activity. I have considered comments made by [REDACTED] representative regarding the absolute clarity about consent but am not persuaded this is any other than a non-consensual act [REDACTED] had been subject to clear instruction that physical contact was not permitted but forcefully slapped her buttocks. The woman in question was facing away from [REDACTED] at the time of the striking and in no way was she culpable.

In respect of harm, this was not committed whilst on duty. There was no criminal complaint from the victim, albeit it is reasonable to surmise that a level of physical harm was caused. The extent to which public confidence in the police is damaged by an officer slapping a woman in these circumstances is very significant. I do not doubt such things happens from time to time in such an environment, but we are police officers, who are rightly expected to behave with self-restraint and respect for others. The non-consensual sexually motivated assault on the woman could have caused serious harm to public confidence in the police service. I judge that based on the act itself rather than the extent to which it attracted public attention, which is a matter outside [REDACTED] control.

Aggravating factors are largely absent, other than this being a form of violence against women and girls – which is specifically listed within the Guidance on Outcomes in Police Misconduct Proceedings

I have considered in full the mitigation submitted. [REDACTED]

[REDACTED] I have given full consideration to the Regulation 54 response. There is evidence of genuine remorse. I have also taken account of [REDACTED] service before the incident as evidence in [REDACTED] character bundle and [REDACTED] approach subsequently.

I have reflected on the purpose of the misconduct regime. It exists not be punitive but to:

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- maintain public confidence in, and the reputation of, the police service
- uphold high standards in policing and to deter misconduct
- to protect the public

In determining the outcome, it should be no more than is necessary to satisfy those purposes. I have considered the options of a reduction in rank or a final written warning. The most important purpose of imposing disciplinary sanctions is to maintain public confidence in, and the reputation of, the policing profession as a whole. This dual objective must take precedence over the specific impact that the sanction has on the individual whose misconduct is being sanctioned.

It is also important that other officers, most of whom work to the highest of standards, see that such serious deviation from those standards is dealt with appropriately and proportionately. This protects the integrity of the police service.

This was off duty conduct with high culpability and high harm, [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Taking all the circumstances of this case together and applying my judgment to the guidance, I believe that dismissal is the necessary outcome to fulfil the purposes of the misconduct regime. I do not believe that a final written warning is sufficient because of the level of culpability and the level of harm arising from this isolated act of gross misconduct.

As a consequence of this finding, [REDACTED] will be included on the barred list held by College of Policing. It is deeply sad that a career in policing has come to an end in these circumstances and, notwithstanding my decision on dismissal, I am grateful for [REDACTED] service.

I have also considered restrictions on the publication of matters relating to the hearing, as set out in Regulation 59 of the Police Regulations. I heard this case in public, in line with the presumption of openness and transparency. It is important that the police are open about misconduct and the sanctions imposed. I will however set a restriction that nothing from the hearing that identifies the former officer should be published.

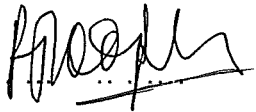
I have considered the Home Office Guidance provisions, [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] The officer has not been cautioned or convicted of any offences and I am also cognisant of the likely impact on [REDACTED] were to be named. Taking account of the totality of the circumstances, I believe that the public interest is served by the facts being reported without enabling identification of the officer's name. No representations to the contrary have been made by any member of the public or media.

I therefore impose a restriction that the officer's name and references to their health history should not be published.

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.

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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, dated2025 of which this is a true copy.

Signed.....

Date.....

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