



From Chief Constable Richard Cooper
To Former... *PC Slade*
Our Ref
Date *27 June 2025*

FINDINGS and OUTCOME FORM

ACCELERATED MISCONDUCT HEARING – former PC Mark Slade

27 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 25 September 2023 at Folkestone Magistrates Court former PC Slade was convicted after pleading guilty to 5 offences of sexual assault by touching females over the age of 16.

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

Discreditable conduct in having been convicted of criminal offences that undermine public trust and confidence in West Mercia Police and show a clear failure to treat people with dignity and respect.

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

The following is a summary of the finding:

Former PC Slade has provided no response, and the Police Federation representative has confirmed that they had not been instructed to provide a response on his behalf

Former PC Slade has been convicted of five serious offences. I find that he 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:

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

Former PC Slade has broken the law having been entrusted to uphold it

He has been convicted of five offences of sexual touching following guilty pleas. He is entirely culpable for his actions, with the offences being committed over the course of several hours against multiple victims.

The nature of the offending is such that it will have caused a high level of harm to the victims, and in terms of discreditable conduct it will also have a high impact on public trust in their police force

No mitigation has been put forward on behalf of the former officer. I have though still considered the circumstances in their entirety. The offences were committed off duty and under the influence of alcohol, but this only serves as the absence of aggravation rather than as mitigation. Former PC Slade pleaded guilty to all offences, which will have spared his victims from having to give evidence

In terms of antecedents, former PC Slade served for several years and there are no adverse findings in his history.

Secondly, 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 if those warranted powers are held by those who may seek to exploit them at the expense of others. Whilst the offences were not committed on duty, I am sure that the public would lose confidence if someone convicted of such offences retained their position as a constable

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It is also important that other officers, the majority of whom work tirelessly to the highest of standards, see that such egregious deviation from those standards is dealt with appropriately. This further serves to protect the integrity of the police service

Finally, I have considered the proportionality of any sanction that I might impose. I note at this point that the former officer has not yet been sentenced regarding the offences but consider that the sentence would not have a bearing on my decision here.

The outcome today is that former officer Mark Slade would have been dismissed if he had not ceased to be a member of West Mercia Police force. As a consequence of this finding, former PC Slade will be included on the barred list held by 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: ... 

Date. 27 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.....