



memorandum

FINDINGS FORM

From: Chief Constable Pippa Mills

To: Former PC 22267 Samuel Sneade

Our Ref: CM/85/22

Date: 01/06/2023

ACCELERATED MISCONDUCT HEARING – Former PC 22267 Samuel SNEADE 1st June 2023 at Hindlip Headquarters

1. In accordance with Regulation 63, The Police (Conduct) Regulations 2020, 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 accelerated misconduct hearing.

Hearing members:

Chair: Chief Constable Pippa Mills

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

It is alleged:

- 1) On the 7th December 2022 Former Police Constable Samuel Sneade accepted a simple caution for common assault contrary to Section 39 of the Criminal Justice Act 1988.
- 2) The caution that was accepted was in relation to an incident that occurred on the 13th October 2022 whereby Former Constable Sneade assaulted a colleague by grabbing her around the throat.
- 3) The incident on the 13th October 2022 occurred while Former Constable Sneade was off duty in Shrewsbury Town Centre and while under the influence of alcohol.

The breach of the Standards of Professional Behaviour alleged is as follows:

Discreditable Conduct in that Former Constable Sneade's behaviour as set out in the Particulars of Alleged Conduct are likely to have discredited the Police Service and/or severely undermined 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 or not the conduct of the former officer concerned amounts to gross misconduct.

Finding

The conduct alleged amounts to gross misconduct

The following is a summary of the reasons for the finding:

Former Constable Sneade has admitted his conduct amounted to gross misconduct and that he was in breach of the Standards of Professional Behaviour in his Regulation 54 response document. Therefore in the circumstances I find that the breach of the Standards of Professional Behaviour is made out to the required standard and that the conduct amounts to gross misconduct.

Disciplinary action to be imposed:

I have considered the 2023 version of the College of Policing Guidance on Outcomes in Police Misconduct Proceedings. As the Guidance sets out- assessing the seriousness of the conduct lies at the heart of the decision on outcome.

I have taken the three stage approach listed in the Guidance. 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 the Guidance makes clear, it is unacceptable for police officers, who are responsible for enforcing the law, to break the law themselves. In terms of culpability Former PC Sneade accepted a caution and is clearly culpable. While his victim thankfully sustained only a minor injury I consider there are a number of aggravating factors in this case including the fact that his victim was actually his tutor who at the time of the assault was trying to help him and his degree of intoxication which effectively rendered him in a drunken stupor vomiting repeatedly on himself in front of other members of the public. It is also apparent that at some stage members of the group had identified themselves as off duty police officers to both a member of the public and nearby doorstaff.

Former PC Sneade has offered little in the way of mitigation, I note he has shown remorse and offered an apology to his victim and accepts that his behaviour has caused embarrassment to the Force. However he did offer no comment in his first interview and only admitted the offence when presented with unequivocal evidence in the form of CCTV video. While he seems to have been genuinely shocked by his behaviour this does not excuse it, consuming alcohol to this level such that he seems to have lost complete self control is bound to bring discredit on West Mercia Police and undermine public confidence in it.

Finally, the College of Policing Guidance confirms that 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.

Given the circumstances of this case the only outcome which is consistent with all of these aims is therefore a finding that Former PC Sneade would have been dismissed had he not ceased to be a member of a police force or a special constable. Additionally PC Sneade's full name and a description of the conduct 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 former officer's personal record was considered before a decision was reached on any disciplinary action to be imposed.

Chief Constable Pippa Mills

Signed:

Date: 01/06/2023

If you wish to receive a copy of the record of the proceedings, please contact the Professional Standards Department on extension 5083.

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 Former Officer subject of proceedings:

I acknowledge receipt of this written notice of the misconduct proceedings, dated 1st June 2023 of which this is a true copy.

Signed.....

Date.....