

**Warwickshire Police and West Mercia Police**  
**Professional Standards Department**  
**Misconduct Hearing Outcomes**  
**(01 April 2019 – 30 June 2019)**

Warwickshire Police and West Mercia Police share a single Professional Standards Department within our Strategic Alliance. As such the misconduct outcomes for both forces are included below, reflecting the shared approach to the investigation and management of these matters.

<b>Force</b>	<b>Date</b>	<b>Rank/Role</b>	<b>Breach of Standards</b>	<b>Hearing/ Meeting</b>	<b>Outcome</b>
West Mercia	08/04/19 and 09/04/19	Former DC 3702 Robert Hall	1) Honesty and Integrity. 2) Discreditable Conduct.	Hearing	Would have been dismissed if he hadn't resigned. Placed on the Barred list
Warwickshire	11/04/19	Retired PC 0205 Norman Stephens	1) Orders and Instructions. 2) Duties and responsibilities. 3) Discreditable Conduct. 4) Honesty and Integrity.	Special Case Hearing	Would have been dismissed if he hadn't resigned. Placed on the Barred list.
West Mercia	14/05/19	Former PC 2433 Laura Lawson	1) Use of Force. 2) Discreditable Conduct	Special case Hearing	Would have been dismissed if he hadn't resigned. Placed on the Barred list.
West Mercia	03/06/19 – 05/06/19	PC 3326 Angus Nairn	1) Orders and Instructions. 2) Confidentiality. 3) Discreditable conduct.	Hearing	Final Written Warning

