

FINDING AND OUTCOME
ACCELERATED MISCONDUCT HEARING

21 October 2021

FORMER PC 20939 HULLAND

Finding

The Chief Constable made a finding that the former officer's conduct amounted to gross misconduct and was a breach of the Standards of Professional Behaviour relating to Discreditable Conduct. The Chief Constable further decided to impose disciplinary action against the former officer for the reasons set out below.

Outcome

I have reviewed this case following the College of Policing's Guidance on Outcomes in Police Misconduct Hearings.

The Police Conduct Regime exists to maintain the confidence in and the reputation of the police service, uphold high standards in policing and deter misconduct and protect the public.

In assessing sanction the guidance asks panels:

To assess the seriousness of the misconduct, keep in mind the purpose of imposing sanctions, choose the sanction which fulfils that purpose for the seriousness of the conduct in question.

In assessing seriousness I have looked first at the officer's culpability.

The officer is convicted of a criminal offence of theft by shoplifting. The College of Policing Guidelines are very clear it is unacceptable for police officers to break the law that they are asked to uphold. The offence is also one of dishonesty. The College of Policing Guidance is clear that a case where operational dishonesty is present makes the case serious. The police carry out a vital function and dishonesty tarnishes the reputation of the force. Culpability is high.

There is harm in this case. Public confidence is harmed where members of the public to be aware of this case as it would diminish confidence in policing. Harm would have been occasioned by loss of property had this crime succeeded.

I find no additional aggravating factors in this case. I can see no evidence of mitigating factors.

There is no response put forward by the officer under regulation 54.

I am aware from the case file of medical challenges that the officer has faced which I have considered as personal mitigation.

However having assessed the factors and the serious nature of them, had the officer remained serving there is only one outcome I believe to be suitable which would be dismissal without notice. The officer will accordingly be added to the barring register.