

Outcome

1. I have provided a stage 1 decision in this case. I now consider the appropriate outcome.
2. Since I have concluded that the former officer's action is Gross Misconduct, I can only consider two outcomes: disciplinary action or no disciplinary action. The only disciplinary action which could be imposed, is that the officer would have been dismissed if he was still a serving officer. No other sanctions can be imposed.
3. I firstly have to assess the severity of the conduct by considering the former officer's culpability, the harm caused and any aggravating and mitigating factors.

Culpability:

4. The former officer's overall conduct was intentional and deliberate and was sustained misconduct.
5. The first allegation concerned the former officer's use of unlawful drugs over a significant period of time. Her drug use occurred in May, September and December 2023. It involved a variety of drugs. Her use of drugs was a criminal activity.
6. The former officer also spoke positively to others about drug use. Officers should encourage others to be law-abiding and take positive steps to stop drug use. Officers should not encourage and promote illegal activity.

7. The second allegation related to deliberate and sustained dishonesty. She obtained compassionate leave by lying to her supervisor. She later lied when challenged by a colleague. The Guidance states that honesty and integrity are fundamental requirements for any police officer and it is necessary to treat seriously any evidence that an officer is dishonest or lacks integrity.
8. The third allegation involved the disclosure of confidential information. The Guidance makes clear that the misuse of police computer systems or confidential police information is a particular concern for the police service. It is both a public expectation and a legal requirement that information obtained during the course of policing duties should be treated in strictest confidence, properly protected and used only for legitimate policing purposes.
9. The Guidance states that where an officer has exercised their police powers at the behest of a friend this is very serious misconduct. The officer passed on information to a friend. This conduct also demonstrated a lack of integrity.
10. The officer's actions resulted in a criminal caution. A caution for a police officer is contrary to their role as an enforcer of the law. Officers should not break the law. The officer was specifically alerted by the caller that her actions in accessing the police system might be questionable. She also specifically considered whether her action was appropriate but still went on to access the system and obtain confidential information.

Harm

11. The former officer's action will undermine public confidence in policing. There has been dishonesty, the commission of a criminal offence and action which was criminal

in nature. It was sustained, inappropriate conduct by an officer. The public would be extremely concerned about a police officer acting in this manner.

Aggravating factors:

12. The Guidance includes a list of aggravating factors. I will repeat some matters here but will ensure I do not double count these factors. They include:

- premeditation and taking deliberate action
- continuing the behaviour after the officer realised, or should have realised, that it was improper. She repeatedly lied to colleagues. She was also warned by her friend that he was seeking information which it might not have been appropriate to provide but still went on to provide it.
- abuse of her position as an officer in obtaining confidential data for a friend.
- regular, repeated or sustained behaviour over a period of time, particularly in respect of drug use
- sustained inappropriate behaviour over a period of time
- significant deviation from force policy or national guidance
- multiple different breaches of standards.

Mitigating Factors:

13. Some mitigating factors are present in this case. The former officer primarily accepted the underlying conduct and made admissions about her conduct, but not in respect of her drug use.
14. The former officer has accepted she accessed the computer system and was open about her actions. She recognised that her actions were wrong. This action occurred on one occasion only and was brief in duration.
15. Overall, I consider that the conduct in this case is serious. Culpability and harm are high.

Outcome:

16. I have considered the former officer's record of service and the representations made on behalf of the AA and by the Federation.
17. The former officer joined the force on 2nd August 2021 and resigned on 4th January 2026. This included a career break of about 5 months. She worked on response in Wellingborough and then in Kettering and Corby.

18. The officer indicated that she had a passion for working with vulnerable people and wanted to continue to do so as she was good at her work. She also suffered from significant mental health issues.
19. I have taken into account this personal mitigation but have to remind myself that personal mitigation can only be given limited weight given the purpose of these proceedings.
20. I have also reminded myself of the purpose of these proceedings. There are three overarching purposes for police disciplinary proceedings: To maintain public confidence in, and the reputation of, the police service; to uphold high standards in policing and deter misconduct and to protect the public.
21. I have assessed the outcome that most appropriately fulfils the purpose of these proceedings and have considered any lesser option first.
22. I consider the only appropriate outcome is to impose disciplinary action. The officer would have been dismissed if she was still a serving officer. Her conduct was wholly unacceptable for an officer. She committed numerous acts of misconduct which were each individually so serious that dismissal was the only appropriate outcome.
23. The former officer will be placed on the barred list. I have granted anonymity to the former officer given her medical condition. This decision should be respected in considering the content of the entry on the barred list. The former officer has a right of appeal which will be notified to her.

