

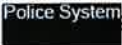
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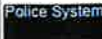
Accelerated Misconduct Hearing Regulation 63 – Notification of Outcome

Officer:	PC 25257 Ali
Date:	2 July 2026
Chair:	Julia Debenham

The Decisions of the Hearing

Allegation No.	Allegations (See Regulation 51 Notice)	Finding Proven / Not Proven	Outcome
	It is alleged that you breached the Standards of Professional Behaviour in that you misused Force computer systems by accessing and using policing systems outside the proper course of your duties. Between the dates 27 August 2021 and 05 April 2024, you conducted searches on Police System [REDACTED] and Police System [REDACTED] to access confidential information in respect of yourself [REDACTED] 1. Between 27 August 2021 and 05 April 2024, it is alleged you accessed Police system Police System and conducted the following searches:		

2. Between 13 August 2023 and 25 January 2024, it is alleged you accessed Police system  and conducted the following searches:

3. On 13 August 2023 it is alleged you accessed Police system  and conducted the following searches:

	It is alleged that your conduct has breached the Standards of Professional Behaviour relating to Confidentiality and Discreditable Conduct: Confidentiality – you failed to treat sensitive policing information with respect, and you did not access it for policing purposes in the proper course of your duties. Discreditable Conduct – your conduct has brought discredit on you as a police officer and policing generally. You have abused your position as a police officer which gave you privileged access to confidential policing information. Accessing such information without a policing purpose is a significant breach of trust, causing a loss of public trust and confidence in the profession. Your conduct is considered so serious as to amount to gross misconduct.		
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The reasons for the decision as to Finding:

At the start of proceedings, the officer was not present. He does have a duty to attend these proceedings. His Federation representative, Ds Davies has confirmed that the officer has asked for an update following proceedings. There has been no application for adjournment. The AA has confirmed their case that the proceedings should go ahead.

I am satisfied that the officer has absented themselves voluntarily from proceedings today. They are aware that the hearing is taking place. The officer is represented and I have their Reg 18 and Reg 54 response to rely on. I am satisfied that I can continue with a fair hearing and that it is in the public interest to do so.

I have drawn no inference from the fact that the officer is not present.

I am asked to consider this in two stages is around the facts of the case and whether they amount to misconduct or gross misconduct or neither.

The allegations relate to 17 different dates between 27th August 2021 and 5th April 2024 where Pc Ali conducted searches on Police System and Police System Hi activity on those dates amounted to hundreds of searches. He accessed confidential information in respect of himself

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Pc Ali had no lawful or legitimate policing purpose in accessing these systems.

I am satisfied that the evidence is incontrovertible. It is provided through audits of force systems and it is also admitted by the officer.

I am satisfied that the officer had received training in relation to the use of police systems and that he ought to have known that this use was not in accordance with a legitimate policing purpose.

The officer has accepted that the behaviour amounts to Gross Misconduct.

I find that the behaviour represents a breach of the standard of professional behaviour of Confidentiality. The public expect their sensitive and confidential data to be treated with confidentiality and not to be reviewed for the purposes of general curiosity or personal gain.

I find that the behaviour also breaches the standard of professional behaviour of Discreditable Conduct. The officer has abused his power as a police officer on a number of occasions over a sustained period by accessing information when he had no right to do so. This is a significant breach of public trust.

I find these behaviours amount individually and cumulatively to Gross Misconduct.

The reasons for the decision as to Outcome:

The second stage of these proceedings is to consider the outcome.

In considering the outcome, I have listened carefully to the representations made by the AA and to Ps Davies. I have taken into account the purpose of the misconduct regime which is threefold:

- 1) to maintain public confidence in, and the reputation of, the police service
- 2) to uphold high standards in policing and to deter misconduct
- 3) to protect the public.

I have consulted the College Of Policing "Guidance on Outcomes in Police Misconduct Hearings" and the Home Office Guidance.

In determining the appropriate outcome, I note the three stages which are

- 1) Assessing the seriousness of the misconduct
- 2) Keeping in mind the purpose of imposing sanctions and
- 3) Choosing the sanction that most appropriately fulfils the purpose of the seriousness of the conduct in question.

In assessing the outcome I have considered Culpability, Harm, Aggravating factors and Mitigating factors.

In terms of **culpability**, I find the officer's culpability to be high.

His actions were deliberate and intentional and took place on seventeen occasions, amounting to hundreds of checks, over a period of years. It was regular and repeated behaviour.

The officer abused his position in accessing this data for curiosity [REDACTED]
 [REDACTED] This information was not available to the general public.

The misuse of police systems is always a serious matter.
 The officer's culpability is **high**.

In terms of **harm**, the officer persistently accessed confidential information about members of the public when he was not entitled to do so. This caused harm to them through the invasion of their rights to confidentiality.

The potential impact on public confidence of an officer accessing information in this way can be significant. Officers must be capable of being trusted to use police systems only for legitimate policing purposes. In this case, the officer abused that trust over a significant period and the potential impact in terms of harm is significant.

The harm is **high**.

In terms of **aggravating** factors, I am careful not to double count. I have considered the potential factors listed at 4.76 of the guidance and consider the following as aggravating factors:

- I believe the officer accessed systems for his own personal advantage – to find out information relating to himself [REDACTED]
- Continuing behaviour that he knew was improper
- Significant deviation from instructions

In terms of **mitigating** factors, I find :

- The officer has made admissions
- The officer has shown remorse

In terms of personal mitigation, I have reviewed the service history provided. I recognise that this can have only limited weight to my decision.

I remind myself of the presumption of dismissal where Gross Misconduct has been found, unless there are "exceptional circumstances" which justify a final written warning.

Sgt Davies has not proposed any "exceptional circumstances" that he believes could apply in this case.

I do not believe there are any exceptional circumstances that apply to this case.

On that basis, and reminding myself again of the purpose of the police misconduct regime, the only appropriate outcome in this case is that **Pc Ali will be dismissed without notice and will be placed on the police barred list.**

Reg 63(2) Right of Appeal:

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You have a right of appeal against the outcome under the following circumstances: -

- a) the finding or outcome was unreasonable;
- b) there is evidence that could not reasonably have been considered at the original hearing which could have materially affected the finding or decision on disciplinary action; or
- c) there was a breach of the procedures or other unfairness which could have materially affected the finding or decision on outcome.

Should you wish to appeal this must be done to the Police Appeals Tribunal by writing to the Police and Crime Commissioner, West Midlands Office for Policing and Crime **within ten working days** beginning with the day after receipt of this notice. Please note that the tribunal can increase any outcome imposed as well as reduce or overturn the decision of the chair. You have the right to be legally represented at the appeal hearing.

Decision on Publication:

Publish details of outcome in the normal way.

Chair's Signature:



Date: 2nd July 2026