

## Accelerated Misconduct Hearing

### Regulation 63 – Notification of Outcome

|                 |                              |
|-----------------|------------------------------|
| <b>Officer:</b> | Former PC 22433 Liam Bradley |
| <b>Date:</b>    | 3 <sup>rd</sup> July 2026    |
| <b>Chair:</b>   | Julia Debenham               |

### The Decisions of the Hearing

| Allegation No. | Allegations (See Regulation 51 Notice)                                                                                                                                                                                                                                           | Finding Proven / Not Proven | Outcome |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|---------|
|                | <p>1. An Offence [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>                                                                                                                                                                          |                             |         |
|                | <p>2. The facts of the offence are stated [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>                                                                         |                             |         |
|                | <p>3. For this offence, [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>                                                                                                                                                 |                             |         |
|                | <p>4. Your conduct has brought discredit on you, West Midlands Police and the police service generally and has seriously undermined public confidence and trust in policing. Your conduct is a breach of the Discreditable Conduct Standard and amounts to gross misconduct.</p> |                             |         |

**RESTRICTED**

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**The reasons for the decision as to Finding:**

**RESTRICTED**

I am asked to consider this in two stages – the first is a finding of facts and whether the facts amount to a breach of the standards of professional behaviour.

The former officer is not present today and is not represented. I have drawn no inference from that.

I am satisfied that there is incontrovertible evidence which is that former officer Bradley [REDACTED]

Former officer Bradley [REDACTED]

The former officer has not provided a Regulation 54 response.

I am satisfied that the facts that are recorded at point 2 that led to the conviction and sentence are made out.

I am satisfied that these facts amount to a breach of the standard of behaviour of Discreditable Conduct. [REDACTED]

[REDACTED]. Former officer Bradley had brought discredit on himself, on West Midlands Police and on the Profession in general.

I am satisfied that this misconduct clearly meets the threshold of 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, especially in relation to the impact on the victim. 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.

As these proceedings relate to a former officer, I can only find the outcomes available to me are that there is no disciplinary action or that I take disciplinary action. The action that is available to me is that the former officer would have been dismissed if still serving.

I have considered Culpability, Harm, Aggravating factors and Mitigating factors.

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

[REDACTED]

[REDACTED]

[REDACTED]

In terms of **mitigating factors**, I find no mitigation.

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 turn to outcome and to the decision around taking disciplinary action or not.

In this case, there is a very clear requirement to take disciplinary action. The only outcome in this case is that, had he still been serving, former officer Bradley would have been dismissed and his name will be placed on the barred list.

**Reg 63(2) Right of Appeal:**

**RESTRICTED**

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:**

**Chair's Signature:**



**Date:**