

In the matter of the Police (Conduct) Regulations 2020
and in the matter of

Former Officer X
Decision of Chief Resources Officer Lee Rawlinson MBE

Preliminary matters

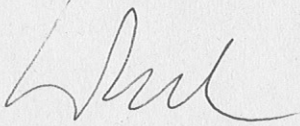
1. I have today conducted an accelerated misconduct hearing at Unit A, GMP Force Headquarters, and have given consideration to various breaches of the standards of professional behaviour as pertain to former Officer X.
2. The officer was invited to attend the hearing however he chose not to attend. In the hearing was the former officers police federation representative Mark Wood. The AA was represented by Theresa Lloyd and the IO was DS Sarah Oram.
3. The former officer had made requests to have the hearing heard in private and for his anonymity to be preserved. Having assessed the case and the evidence put forward I have determined that the case is in the public interest to be held in public however the former officers name is not to be published. I have set out my reasoning as appropriate with the relevant authorities.
4. The hearing pertains to allegations; that the former officer did in spring/summer 2024 send a naked picture of himself to Person A which was not requested, a further naked image was shared online and viewed by Person A and that over a number of years the Former Officer had repeatedly made inappropriate and misogynistic questions to person A regarding her body, objectifying and sexualising Person A.
5. It is further alleged Former Officer X went on to contact Person A's colleague to ask further inappropriate, sexualised and misogynistic questions.
6. It is alleged that these allegations breach the Standards of Professional Behaviour in regards to Authority, Respect and Courtesy and also in respect to Discreditable Conduct.
7. The former Police officer indicated in a statement read to the court on his behalf, that he accepts he has breached the standards and that such conduct amounts to Gross Misconduct

8. In making a determination in respect of whether the conduct alleged by the Appropriate Authority, evidence of which has been provided in the bundle served and supplemented in oral submissions, amounts to a breach of the Standards of Professional Behaviour and whether it amounts to gross misconduct, I have considered not only the evidence contained within the agreed bundle but also the submissions of the officer's representative provided in the hearing.
9. I am satisfied that former Police Officer X's conduct has breached the Standards of Professional Behaviour in relation to Authority Respect and Courtesy and Discreditable Conduct and that these breaches are so serious they amount to gross misconduct.
10. Para 4.40 of the college guidance advises us that "misconduct involving violence, intimidation or sexual impropriety is serious and can significantly undermine public trust in the profession. Para 4.41 also mentions it is more serious in cases where predatory behaviour is apparent motivated by the desire to establish a sexual or improper emotional relationship with a colleague. Facts that are pertinent in this case.
11. I also refer to the College of Policing Guidance at para 4.60 that reminds us that violence against women and girls refers to acts of violence or abuse that are known to disproportionately affect women and girls. Para 4.61 goes on to say that Policing has come under national scrutiny through high-profile cases where there has been a failing to prevent or protect women and girls from abuse and violence and/or violence has been perpetrated by those serving the police. It is imperative that policing makes it clear that misconduct of this nature is wholly unacceptable setting a clear expectation as to the seriousness to which these matters are treated.
12. In coming to a determination as to the most appropriate outcome, I have taken cognisance of the submissions of the appropriate authority as contained within the bundle of evidence submitted to me prior to this hearing, with elements of the same being amplified in invited verbal submissions by the representative of the appropriate authority.
13. I have also taken into consideration the submissions of the Former Officer and their representatives contained in the bundle of evidence accompanied by the verbal submissions given in the hearing.
14. In determining the appropriate outcome, I have had regard to the relevant provisions of the College of Policing's guidance on outcomes in misconduct hearings. I do recognise that it does not automatically follow that where breaches of the code of conduct are found to be so serious as to justify dismissal, that dismissal can be the only sanction implied. Nevertheless, it remains very powerfully the case that the principal objective in the conduct of these hearings must be to preserve public confidence in the police service.
15. At the forefront of my mind has been the purpose of misconduct proceedings - these are expressly set out in the College of Policing's Guidance. My approach has been to "adopt" the "3 stage approach" also referred to in the College of Policing's Guidance at point 4.2.
16. In terms of culpability, I have reference to the College of Policing Guidance paragraph 4.10 that the conduct was intentional and deliberate. The harm was entirely foreseeable as referenced in para 4.11 and as previously stated para 4.40 reminds us of the seriousness of sexual impropriety as mentioned and para 4.60 explicitly makes reference to the abuse of women and girls and high profile cases and national scrutiny in reference to violence against women and girls of which this behaviour falls under that category.

17. I have considered the harm in this case. Para 4.64 of the guidance pertains to the following which are apparent in this case. Sexual abuse, psychological stress to Person A, as well as the reputational harm to policing,
18. 4.66 of the guidance denotes "Harm will likely undermine public confidence in policing. Harm does not need to be suffered by a defined individual or group to undermine public confidence." If the circumstances of this case were known to the public this would harm public confidence. 4.74 also reminds us violence against women and girls whilst on or off duty will always harm public confidence in policing and the standing and reputation of the profession as a whole will carry the greatest importance.
19. With regard to aggravating factors, I am satisfied there is sufficient evidence to meet criteria set in para 4.76 of the guidance including premeditation and planning and targeting or taking deliberate or predatory steps. The actions were regular and repeated although I acknowledge that the officer refutes that it was as frequent as stated.
20. As regard to mitigating factors, I acknowledge the officer's statement where he expressly wishes to apologise to Person A and to Greater Manchester Police where he accepts his behaviour has fallen short of the high standards Greater Manchester Police expects of its staff and officers
21. Therefore I am satisfied on the balance of probabilities the former officer has indeed undertaken the activities alleged and these do indeed amount to gross misconduct in that he has subjected Person A to sexual harassment. Police officers are in an absolute position of trust and to abuse that trust can have wide ranging consequences in the crucial role of building and maintaining public trust in the profession as a whole.
22. I reiterate the point that the core purpose of these proceedings is to sustain public confidence in the police. As articulated above, there is no doubt that the facts of this case have the obvious potential to seriously and substantially diminish public confidence.
23. Greater Manchester Police has a zero tolerance to any form of discrimination and views cases of this nature with the highest level of seriousness. There is no place in policing for such behaviour and officers who behave in this way will always face the most serious of consequences.
24. As such had the officer not already resigned, I would have dismissed him from the force with immediate effect, and I order that former officer X's name be added to the College of Policing's Barred List.
25. Regarding the issues of officer anonymity and the name being added to college of policing barred list. I have considered *The Police Barred List and Police Advisory List Regulations 2017*, it is clear that GMP must provide certain information to the COP for the purposes of inclusion on the Barred List. This information includes the name, DOB and reasons for dismissal. GMP can also include any information which it considers that the COP should be aware of, to enable them to make a determination.
26. Regulation 10(4) provides that in certain limited circumstances an entry on the list may be exempt from the publication requirement (although the name of the officer would still remain on the list itself). These circumstances, in so far as they may be relevant to this matter, are that the COP should not publish any of the specified information in relation to the officer if it would result in a significant risk of harm to any person including the officer. Ultimately it will be a decision for the COP.

27. Finally I have received representations from the media regarding the anonymity of the officer. These representations have been given due consideration and I have considered the competing interests as regards this issue. It remains the case that the starting point is that misconduct proceedings should be in public for reasons of transparency and accountability and it was for this reason that I refused the application for a private hearing. However, there may be circumstances in which it is not appropriate for an officer to be named and I am satisfied having received evidence from the officer's team that there is a substantial risk to welfare of individuals related to this case should he be named and I remain of the view that his anonymity should be preserved for these reasons.
28. This concludes today's hearing.

12th February 2026

A handwritten signature in black ink, appearing to read 'Lee Rawlinson', written in a cursive style.

Lee Rawlinson MBE
Chief Resources Officer