



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

Former Constable Usman Ahmed

Decision of Sir Stephen Watson, Chief Constable

6th February 2026

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 PC Usman Ahmed.
2. Mr Ahmed was not in attendance nor was he otherwise represented. The former officer has tendered his resignation with effect from 4th February 2026. Mr Ahmed has elected not to engage with this process, has failed to submit a Regulation 54 response and thus; provided no indication as to whether or not he accepts the allegations of misconduct made against him.
3. I having considered the evidence have determined that the allegations are proven in respect of breaches of the standards of professional behaviour that pertain to Discreditable Conduct. I have determined that the proven breaches are sufficiently serious to justify dismissal thus I have found that they constitute gross misconduct.
4. 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, Mr Madgwick.

Outcome

5. In considering the appropriate disciplinary action to be imposed, I received written and verbal submissions from the AA that the appropriate disciplinary outcome in this matter, had Mr Ahmed not resigned, would have been dismissal without notice together with the placing of his name on the College of Policing's Barred List.

6. In determining the appropriate disciplinary action, I have had regard to the relevant provisions of the College of Policing's Guidance on Outcomes in Misconduct Proceedings. 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.
7. 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.
8. My approach has been to "adopt" the "3 stage approach" referred to in the College of Policing's Guidance:
9. I have assessed the seriousness of the conduct. I am presented with three distinct items of video footage which taken together; reveal incontrovertible evidence to show that Mr Ahmed wilfully engaged in consensual acts of a sexual nature. Such acts occurred whilst on duty both in a police vehicle and on one occasion within a police station. These acts took place variously between 15th January 2025 and 21st June 2025.
10. I consider that Mr Ahmed's culpability must be regarded as high. His conduct was persistent, repeated and occurred over a protracted period of time. Mr Ahmed knew or ought to have known that his conduct was reprehensible, professionally indefensible and contrary to the standards and values of the Force.
11. With regard to the aggravating factors set out in the College of Policing's Guidance, I have already pointed to the fact that the misconduct was deliberate and unforced. By definition, the breach clearly implies a significant deviation from that properly expected of a well conducted officer. That multiple breaches of the standards of professional behaviour have occurred, as opposed to a single isolated incident, constitutes an additional aggravating feature.
12. In respect of harm, I refer to the potential harm to the reputation and standing of the service. If the full facts of this case were to be fully understood by the general public, I consider that it would be inevitable that Mr Ahmed's conduct and actions would bring the profession into disrepute and damage the trust that the public have a right to expect of their police. In calibrating a sense of the public perception of this type of conduct; it would be wrong to deny the cumulative impact of similar cases

which have, and continue, to cause widespread concern as to the standards of conduct amongst police officers more generally.

13. With regard to mitigating circumstances, as set out in the College of Policing's Guidance, I have taken into account Mr Ahmed's record of service. I am unable to identify any mitigation in this matter whatsoever.
14. 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 grave potential to substantially diminish public confidence. The actions of the officer need to be viewed, in the context of holding the trusted and powerful office of constable, through the prism of sustaining public confidence in the police more generally. In conclusion, I consider that the level of seriousness in this case is high.
15. Mr Ahmed's conduct in this matter clearly falls far below the behaviours and standards that the public have every right to expect. He has, on multiple counts, demonstrably breached the standards of professional behaviour. That he has failed to express any form of apology to the public and his colleagues; together with a broader failure to engage with these proceedings does Mr Ahmed no credit at all. This episode reveals a lack of the moral fibre, professionalism and personal discipline required to retain the office of constable.
16. I consider that the maintenance of public confidence is likely to be incompatible with retaining the services of Mr Ahmed in any capacity.
17. I have determined that had Mr Ahmed not resigned, I would have dismissed him from the service with immediate effect.
18. I order that Mr Ahmed's name be added to the College of Policing's Barred List.
19. This concludes today's hearing.



Sir Stephen Watson QPM
Chief Constable