

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

Former Officer X

Decision of Assistant Chief Constable Stephanie Parker

09 June 2026

Preliminary matters

1. I have today conducted an accelerated misconduct hearing at Unit A, Greater Manchester Police, and have given consideration to various breaches of the standards of professional behaviour as pertain to former officer X.
2. Having assessed the evidence I have determined that this hearing should be held in public but that former officer X's name be withheld and no publication of his name should be made. The relevant bodies have been informed of this decision and the former officer is to be referred to as former officer X. Open justice is a fundamental principle of the common law, is applicable to police disciplinary proceedings and there is a risk of damaging public confidence in the profession to derogate from that position however I am satisfied that the factors of this case warrant this compromise.
3. Former officer X was not in attendance.
4. Officer X has submitted a Regulation 54 response. Within it he accepts that his conduct was of an inappropriate nature but has

not specifically indicated if he accepts that his actions constitute gross misconduct for the standards alleged below :-

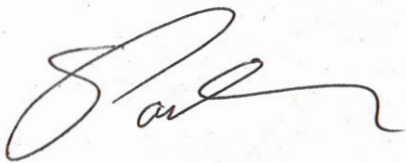
- Authority, Respect and Courtesy
- Equality and Diversity
- Discreditable Conduct

5. Former officer X resigned from GMP, his last day of service was 07th June 2026.
6. The hearing pertains to the allegations that former officer X between 02nd January 2025 and 21st January 2025, engaged in online communications with another individual during which former officer X participated in and encouraged discussion of the other individual being sexually violent towards and using coercive and controlling behaviour towards women
7. Having considered the evidence in the bundle and having heard submissions from the Appropriate Authority I have determined that the allegations are proven in respect of breaches of the standards of professional behaviour that relate to Authority, Respect and Courtesy, Equality and Diversity, Discreditable Conduct.
8. Former officer X's behaviour is solely responsible for the conduct and taking all the circumstances into consideration, I determined that the breaches are sufficiently serious to justify a finding of gross misconduct and therefore would constitute dismissal.

Outcome

9. In coming to a determination as to the most appropriate outcome, I received written and verbal submissions from the Appropriate Authority that the appropriate disciplinary outcome in this case, had the officer not resigned, would be dismissal without notice and the placing of his details onto the College of Policing's Barred List.
10. 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 have further appraised myself of the relevant legislation.
11. I adopted the "3 stage approach", namely to assess the seriousness of the misconduct, to keep in mind the purpose of imposing sanctions and to choose the sanction that most appropriately fulfils that purpose for the seriousness of the conduct in question.
12. In assessing the seriousness of the conduct, I firstly turned my attention to culpability. His actions were intentional, deliberate and planned. I am of the view that the former officer could reasonably have foreseen the risk of harm as a result of his behaviour. I therefore consider that former officer's X culpability must be regarded as **high**.
13. With regards to harm, I focused on reputational harm and harm to others. The behaviour exhibited by former officer X cannot fail to undermine public confidence in policing. The scale and depth of national concern with regards to Violence Against Women & Girls (VAWG) clearly has an impact when assessing harm. I assess the harm in this case as **high**.
14. With regard to the aggravating factors set out in the College of Policing's Guidance, the misconduct was deliberate and was for sexual gratification.
15. The core purpose of these proceedings is to sustain public confidence in the police. There is no doubt that the behaviour now found proven has the potential to diminish public trust and confidence in policing. For all the reasons above I consider that the level of seriousness in this case is **high**.

16. Former officer X has undoubtedly behaved in a manner that brings the profession of policing into disrepute. Greater Manchester Police expect the highest standards of professional behaviour from its officers and staff both on and off duty. I find that the only appropriate sanction in this case that fulfils the relevant purposes is that had former officer X not resigned, I would have dismissed him without notice.
17. I order that the former officer X's name is to be added to the College of Policing's Barred List.
18. This concludes today's hearing.



9.6.26

Stephanie Parker
Assistant Chief Constable