



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

Former Police Constable Mohammed Ali Akbar Ryhan

**Decision of Chief Resources Officer Lee Rawlinson MBE
19th June 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 Police Constable Mohammed Ali Akbar Ryhan
2. The Appropriate Authority was represented by Mr Richard Black. Former PC Ryhan has chosen not to attend this hearing and has indeed resigned from Greater Manchester Police, with yesterday the 18th of June 2026, being his last day of service. Former PC Ryhan is aware that this hearing is taking place and has had opportunity to attend and make representation so I am satisfied it is appropriate for me to continue in his absence.
3. It was alleged that Former PC Ryhan on the 23rd October 2019 used his GMP mobile phone to contact an adult sex worker whilst on Duty and this was not for any policing purpose. On the 4th August 2023, he used his GMP mobile phone to contact an adult sex worker whilst reportedly off sick and this was not for any policing purpose. Finally it is alleged that on or between May 9th 2020 and March 23rd 2023 he used his GMP mobile phone to contact sixteen adult sex workers whilst off duty with no legitimate policing purpose. A total of 81 contacts to sex workers.
4. Former PC Ryhan has chosen not to engage with the investigation or this process so gave no indication as to whether he accepted the allegations, alleged breached the standards of behaviour for Discreditable conduct and Orders and instructions. Nor did Former PC Ryhan indicate if he accepted these allegations amounted to gross Misconduct or not.

5. I, having considered the evidence in the bundle and oral submissions from the Appropriate Authority, have determined it is appropriate for me to hear this case in that there are sufficient grounds as evidenced in the bundle that former PC Ryhan has breached the standards for professional behaviour in that he repeatedly and, over a long period of time, not only contacted sex workers but also used Greater Manchester Police equipment to engage with sex workers whilst he was on and off duty.
6. I also conclude that the breaches alleged are proven and that they are so serious that they do indeed amount to gross misconduct. It was evidenced that the standards are breached in that the former officer would have been or ought to have been aware of the risk as detailed in the "Guidance" on the use of commercial sex worker services and the police. I refer to the NPCC Sex Work National Police Guidance document version 2 February 2024, which clearly sets out that the use of sex workers is incompatible with the role of a police officer or police staff member. I refer also to the Chief Constable's Orders as published on 3rd July 2023 which relates to the use of sex workers which helps explain the risks although I acknowledge these offences took place before that order. However the breach is clearly a breach of the misuse of police equipment.

Outcome

7. In coming to a determination as to the most appropriate outcome, I have considered the submissions of the appropriate authority as contained within the bundle of evidence submitted to me prior to this hearing along with verbal submissions by the representative of the Appropriate Authority.
8. Former PC Ryhan, as stated, chose not to engage with the investigation or process and was not in attendance although was aware he could be, and there was no representation from the police federation or other representative on his behalf. Former PC Ryhan had not responded to the allegations and provided no regulation 54 response and as such gave no explanation, mitigation, or evidence.
9. 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.
10. It is a matter of fact that Former PC Ryhan's telephone records show repeated and regularly contact with known sex workers from his GMP issue mobile phone both on and off duty and also when he was allegedly off sick.

11. 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.
12. 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.
13. What is always paramount to me is the purpose of misconduct proceedings – these are expressly set out in the College of Policing's Guidance namely;
 1. To maintain public confidence in, and the reputation of the police service
 2. To uphold high standards in policing and deter misconduct
 3. To protect the public
14. My approach has been to "adopt" the "3 stage approach" also referred to in the College of Policing's Guidance. 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 bearing in mind the seriousness of the conduct in question.
15. In assessing the seriousness of the conduct, I consider that Former PC Ryhans culpability must be regarded as very high and the more blameworthy the conduct the more severe the likely outcome as highlighted in para 4.9 of the college guidance. His actions were intentional, deliberate, repeated and carried out in the full knowledge that his conduct was not befitting of a police officer and not aligned to national Guidance from the NPCC which he should have been aware of. His actions were patently not appropriate and not of the standards expected from a police officer with around 8 years service and would reasonably be expected to know this was wrong.
16. Paragraph 4.40 of the guidance tells us that misconduct involving sexual impropriety is serious and can significantly undermine public trust in the profession. This case is a clear example of sexual impropriety. Paragraph 4.43 further reminds us that the presence of any of these factors [Sexual misconduct] is likely to increase the seriousness of the misconduct.
17. With regards to Harm. The Appropriate Authority has highlighted the potential significant impact on the harm to the reputation of policing as demonstrated in paragraph 4.66 of the guidance.
18. Former PC Ryhans actions inevitably bring the policing profession into disrepute and undoubtedly damages the trust that the public have a right to expect of their police officers. Police officers are expected to act in a manner that does not discredit the police service or undermine public confidence in it, whether on or off duty. By

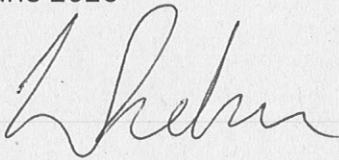
engaging with adult sex workers for a non policing purpose, he breached this standard and by engaging with adult sex workers he undermines public confidence in himself and policing in general.

19. It is well known that adult sex workers are frequently vulnerable people with complex needs and are often exploited by criminal third parties. He rightfully should have known he should be safeguarding vulnerable people and not supporting their situation. The Appropriate Authority further, rightfully, highlights the additional risks of potential exploitation or corruption or even the possibility an officer could turn a blind eye to activities they themselves are undertaking. All of which gives serious concern and harms public trust in policing.
20. 4.69 of the guidance reminds us to consider how such behaviour would be or has been, perceived by the public to be relevant whether or not the behaviour was known about at the time. And 4.74 tells us that where gross misconduct has been found and the behaviour has caused or could have caused serious harm to individuals the community and/or public confidence in the police service, dismissal is likely to follow. A factor of greatest importance is the impact of the misconduct on the standing and reputation of the profession as a whole.
21. Former PC Ryhan also failed to follow orders and instructions in that his behaviour is not mindful of NPCC Sex Work National Police Guidance, (issued February 2024 following first publication in January 2019) which clearly set out that the use of sex workers is incompatible with the role of a police officer or police staff member. In addition, his behaviour does not follow GMP policies in respect of the appropriate use of electronic communications and information systems and the appropriate use of information and technology. Therefore, I find that his actions demonstrate he has failed to abide by regulations, force policies and lawful orders.
22. With regard to the aggravating factors set out in the College of Policing's Guidance, and with reference to Paragraph 4.76 of the guidance the misconduct had malign intent (sexual gratification), was regular, repeated and sustained over a substantial period of time, the behaviour continued after the officer realised or should have realised that it was improper, was, as described, a serious deviation from instruction. I am also very conscious that there is significant national concern over sexual misconduct of police officers and this case can undoubtedly be further harming that confidence.
23. With regard to personal mitigation and mitigating circumstances, of those set out in the College of Policing's Guidance, I have taken into account Former PC Ryhan's record of service. Former PC Ryhan has chosen not to engage with this process, and I am therefore unable to consider any further mitigations I could consider using the college guidance paragraph 4.81, in the hearing.
24. 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. In conclusion, I consider that the level of seriousness in this case is very high.

25. Greater Manchester Police expects the highest standards of professional behaviour from its officers and staff both on and off duty. The behaviour of Former PC Rhyhan was totally unacceptable and not befitting of a police officer.
26. I am reminded that the presumption in cases of gross misconduct is dismissal and in this case I have heard no appropriate evidence to suggest deviation from that presumption. Had Former PC Ryhan not resigned, I would have dismissed him from the service with immediate effect.
27. I also order that Former PC Ryhans name be added to the College of Policing's Barred List.
28. This concludes today's hearing.

19th June 2026

A handwritten signature in black ink, appearing to read 'Lee Rawlinson', written over a horizontal line.

Lee Rawlinson MBE
Chief Resources Officer