



Outcome

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

Former Police Constable Hasin Khan

Decision of Sir Stephen Watson, Chief Constable

6th March 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 Hassin Khan.
2. Mr Khan was not in attendance nor was he otherwise represented. Mr Khan in his Regulation 18 response, accepts that he has repeatedly accessed police systems without a lawful purpose. Notwithstanding his admissions, the former officer has not expressly accepted that he has misconducted himself. I, having heard the evidence have determined that the breaches alleged are proven and that they do amount to gross misconduct.
3. Mr Khan resigned from the service with effect from the 8th March 2024.
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 Wilkinson.

5. In assessing the seriousness of the misconduct found, it is a matter of fact that Mr Khan accessed police systems without a lawful purpose on several occasions between 22nd January 2022 and the 15th July 2022. Such access related to various incidents, vehicle details and crimes recorded by the force, some of which related to close family members as victims and in one case, where the former officer was recorded as the potential offender.

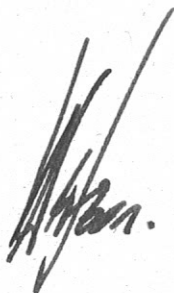
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6. In considering the appropriate disciplinary action to be imposed, I received written and verbal submissions from the AA that the appropriate disciplinary outcome in this case had the officer not resigned would have been dismissal without notice together with his details being entered onto the College of Policing's Barred List.
7. 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.
8. 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.

9. My approach has been to "adopt" the "3 stage approach" referred to in the same Guidance.
10. I have assessed the seriousness of the conduct. I consider that Mr Khan's culpability must be regarded as high. His actions were deliberate and carried out in circumstances which he knew, or ought to have known, were clearly unlawful and indefensible. Mr Khan accessed police systems without a lawful and legitimate policing purpose. Notwithstanding a decision not to prosecute him; his actions constitute a substantive criminal offence under section 1 of the Computer Misuse Act 1990.
11. With regard to the aggravating factors set out in the College of Policing's Guidance, I repeat my comments as to the fact that Mr Khan's actions were deliberate and unforced. Mr Khan failed to uphold the level of responsibility reposed in him. This misconduct was repeated and involved a deliberate breach of policy, procedure and instructions which make it abundantly clear to officers and staff that care and respect should always be afforded to information on police systems.
12. In respect of harm, the potential of harm to the reputation and standing of the service is self-evidently clearly established. The force legitimately holds vast amounts of personal and sensitive data upon its systems. This implies a reasonable expectation amongst our public; that the police can be trusted to respect the integrity of the same data. That an element of public trust and confidence in policing is likely to be lost as a consequence of this matter, constitutes a clear and regrettable harm.
13. With regard to mitigating circumstances set out in the College of Policing's Guidance, I take into account Mr Khan's record of service. I note that Mr Khan attributes his misconduct to poor judgment, failing to understand the gravity of his accessing police information without a lawful purpose and an innate

personal curiosity. These attributions do not serve in anyway to mitigate the seriousness of the misconduct under consideration. It is however to the officers credit that he has accepted personal accountability to his actions.

14. I reiterate the point that the core purpose of these proceedings is to sustain public confidence in the police. There can be no doubt that the facts of this case have the grave potential to diminish public confidence in the police. In conclusion, I consider that the level of seriousness in this case must be high.
15. Mr Khan's offending behaviour was simply unacceptable. His accessing confidential police data is a tangible manifestation of a distinct lack of judgement, discipline and common sense which puts him at odds with that expected of the office of constable. Notwithstanding Mr Khan's acceptance of his misconduct and a statement of personal remorse, any such regret must be firmly subordinated to the importance of sustaining public confidence in the force.
16. Had Mr Khan not resigned, I would have dismissed him from the service with immediate effect.
17. I order that Mr Khan's name be added to the College of Policing's Barred List.
18. This concludes today's hearing.

A handwritten signature in black ink, appearing to read 'S. Watson', with a stylized flourish extending upwards and to the right.

Sir Stephen Watson QPM
Chief Constable