

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

Police Constable Kabir Hayat

Decision of Sir Stephen Watson, Chief Constable

5th 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 PC Kabir Hayat.
2. PC Hayat was in attendance and he was supported by Sgt Lawrenson, of the Police Federation. PC Hayat has accepted that he was responsible for the communication instances that comprise the substance of these allegations. He, in accepting that he has misconducted himself, has stated that he further accepts that his behaviour amounts to gross misconduct.
3. I have determined that the allegations are proven in respect of breaches of the standards of professional behaviour which relate to Discreditable Conduct; and Orders and Instructions. 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 Black.

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, should be dismissal without notice.
6. PC Hayat accepted that he had entered into the communications in evidence, albeit he asserts that he has no memory of the events [REDACTED]

[REDACTED]

[REDACTED] He states that his misconduct does not represent his true value set and expressed remorse at his actions.

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 College of Policing's Guidance:
10. I have assessed the seriousness of the conduct. It is a matter of fact that PC Hayat, during a period of time on the 4th June 2022, engaged in a significant number of communication instances (52) with persons (6) who had explicitly presented as adult sex workers. Despite his claiming to have no memory of the events; there can be no doubt that PC Hayat was fully aware of the nature of that being advertised and he must have at least retained the capacity and agency to have both researched and made contact with the sex workers in evidence.
11. I consider that PC Hayat's culpability must be regarded as high. His conduct was deliberate and repeated. PC Hayat knew or ought to have known that his conduct was reprehensible, and morally indefensible, and contrary to the standards and values of the Force.
12. 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. Whilst these breaches occurred on a single date, the conduct proven amounts to multiple breaches of the standards of professional behaviour over a relatively short period of time. This dynamic is factually distinct from the assertion that these breaches constitute a single isolated incident. It is rather the case that multiple breaches are made out albeit

over a compressed timescale. Accordingly, I consider the fact that multiple breaches have occurred to constitute an additional aggravating factor.

13. 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 PC Hayat'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.
14. This matter also engages a particular harm in that it is well known, particularly amongst experienced police officers, that adult sex workers are frequently vulnerable people; with complex needs who are often exploited by criminal third parties. That PC Hayat wilfully engaged in such contact ran the obvious risk of perpetuating the vulnerability of his contacts. Self-evidently, the police are here to safeguard vulnerable people not to add to the misery of their existence.
15. With regard to mitigating circumstances, as set out in the College of Policing's Guidance, I have taken into account PC Hayat's record of service. Whilst the officer has sought to explain his behaviour, I fully accept his assertion that he is genuinely sorry for the distress caused and that he is remorseful. [REDACTED]
[REDACTED] It is to his credit that PC Hayat has straightforwardly accepted that he has misconducted himself and he has not sought to excuse that which he recognises to be unacceptable behaviour. I am however unable to discover any mitigation which is sufficiently profound to fully account for his admitted misconduct.
16. 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 PC Hayat 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.
17. PC Hayat's conduct in this matter clearly falls far below the behaviours and standards that the public have every right to expect. Notwithstanding the officer's expressed remorse, the fact remains that he has, demonstrably and significantly, breached the standards of professional behaviour. His

behaviour represents a catastrophic misjudgement and a failure to sustain the required personal discipline for a police officer.

18. I have come to a clear view that any notion of retaining PC Hayat's services in policing, would be entirely incompatible with the primary objective of these proceedings which is to sustain public confidence in the police.
19. I have accordingly determined that had PC Hayat should be dismissed from the service with immediate effect.
20. I order that Mr Hayat's name be added to the College of Policing's Barred List.
21. This concludes today's hearing.

A handwritten signature in black ink, appearing to read 'S. Watson', with a large, stylized flourish above it.

Sir Stephen Watson QPM
Chief Constable