

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

Former PC Aaqif Pervaz

Decision of Chief Resources Officer Lee Rawlinson MBE

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 Aaqif Pervaz.
2. The Appropriate Authority is represented by Mr Richard Black. The former Officer was not in attendance and had elected to have no representation, but it was confirmed he was aware of the hearing and had been given every opportunity to engage.
3. I am aware that prior to this hearing the officer has resigned from Greater Manchester Police.
4. Former PC Aaqif Pervaz had accepted that his behaviour has fallen below the standards alleged however he had not indicated whether he accepted that his conduct amounted to gross misconduct.
5. I am satisfied, having considered the submitted evidence that it is appropriate for me to determine whether the actions of the former PC Pervaz amount to misconduct / gross misconduct.
6. Having considered the evidence before me, I am satisfied that on the balance of probabilities, demonstrated through the facts presented and through admission, that the former officer's behaviour does indeed amount to a breach of the Professional Standards of Behaviour. The former officer in this case has accepted they were made aware of a potential domestic abuse incident and that they failed to report the domestic abuse of a colleague or otherwise handle a colleague's disclosure of harm appropriately. The behaviour of the officer therefore failed to

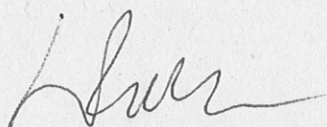
safeguard a vulnerable colleague. The former officer also actively encouraged that colleague to conceal a potentially criminal offence. Finally, the evidence shows that the former officer encouraged a colleague to fabricate a dishonest, alternative explanation of how they had sustained their injury.

7. I am satisfied these behaviours breach the following standards. Honesty and Integrity in that police officers are honest, act with integrity and do not compromise or abuse their position. The officer's behaviour was to encourage deceit over how the injury was caused and this could have led to a case of litigation against GMP. The officer's behaviour is both dishonest and lacks integrity.
8. Discreditable Conduct, Police officers behave in a manner which does not discredit the police service or undermine public confidence in it, whether on or off duty. I am satisfied the Appropriate Authority has demonstrated that the actions of the officer bring or have the potential to bring the reputation of policing into disrepute. They failed to protect a vulnerable victim of domestic abuse and attempted to cover up the cause of injury. If the public was aware of this then they would rightly be concerned over the behaviour and credibility of a police officer.
9. Duties and responsibilities: police officers are diligent in the exercise of their duties and responsibilities. Despite the obvious awareness of both a criminal offence may have been committed and that a colleague may be a victim of domestic abuse the officer failed to act upon or report matters through his chain of command.
10. I again note that in the former officers prepared statement he acknowledges his behaviour was inappropriate and he accepts his conduct breached the standards alleged.
11. I am therefore satisfied that these breaches are so serious that they amount to gross misconduct as this case carries implications for his ability to carry out his professional duties and has the serious potential to bring the police service into disrepute.
12. 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, with elements of the same being presented in invited verbal submissions by the representative of the appropriate authority. I have also taken into consideration the submissions of the former Officer in his prepared statement contained in the bundle of evidence.
13. I have had regard to the relevant provisions of the College of Policing guidance on outcomes in misconduct hearings. I recognise that the amendment to The Police (Conduct) Regulations 2020 brought about by The Police (Conduct, Performance and Complaints and Misconduct) (Amendment) Regulations 2025 mean that the default position on a finding of gross misconduct is dismissal and to consider anything less would require exceptional circumstances.

14. I have also scrutinised and taken into account former PC Pervaz's personal record.
15. 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.
16. 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.
17. My approach has been to "adopt" the "3 stage approach" also referred to in the College of Policing's Guidance.
18. I have assessed the seriousness of the conduct. I am satisfied that the seriousness of this misconduct should be regarded as high.
19. The officer's culpability must be regarded as high. His conduct was intentional and deliberate. Para 4.10 of the College of Policing Guidance sets out that conduct that was intentional will be generally more culpable than that that has unintended consequences. 4.11 reminds us that where harm is unintentional culpability will be greater if the officer could reasonably have foreseen the risk of harm in this case and acknowledged in the officers prepared statement, he wilfully avoided the considerations regarding a domestic abuse victim and encouraged a deceitful cover up of a potential crime.
20. The college guidance tells us under para 4.14 that operational dishonesty should be treated as particularly serious. Para 4.26 tells us that honesty and integrity are fundamental requirements for any police officer, and we must treat to conceal a criminal offence and fabricate a dishonest, alternative explanation as to how they had sustained their injury of particular concern.
21. With regards to harm there are two specific areas I would like to mention that I feel are pertinent in this case. Firstly, there was likely to be an increased harm to a victim of domestic abuse. Failure to report and act on the information of domestic violence potentially left the victim at risk of further harm from possible physical injury, damage to health and/or psychological stress all factors in the college guidance para 4.64.
22. Para 4.66 of the guidance covers the harm to public confidence in policing. I find in this case the harm to policing is significant as the public would rightly be seriously concerned to learn that a serving officer had been informed of a potential crime and rather than respond appropriately failed to act or acknowledge. If the public were aware of this behaviour, it has the serious ability to undermine public confidence in policing.
23. Therefore, Former PC Pervaz's actions do indeed bring the profession into disrepute and undoubtedly damages the trust that the public have a right to expect of their police service. As such Harm in this case must be regarded as high.

24. With regards to the aggravating factors set out in the College of Policing's Guidance, particularly para 4.76, I find the following are relevant considerations of aggravating factors in this case. Concealing wrongdoing, vulnerability of the victim in that there was a real concern here of a victim of domestic abuse, significant deviation from instructions in that the officer failed to report a potential crime and failure to raise concerns or seek advice from a colleague or senior officer. The Appropriate Authority rightfully points out that Para 4.76 is not an exhaustive list and the additional factor encouraging the victim to lie and claim she sustained her injury on a police training course could have led to a litigation case against GMP at a significant cost to the public purse.
25. As regards mitigating circumstances, of those set out in the College of Policing's Guidance, I have taken into account former PC Pervaz's record of service and his prepared statement of 30th January 2026. I acknowledge the remorse and regret the former officer has shown, and I accept this as genuine. I recognise in this case that the officer in hindsight knew he should have acted differently. I also acknowledge the context that the former officer was close friends with Officer A at the time and was told the information in confidence, and therefore the former officer did not want to breach this confidence by escalating the matter without Officer A's consent. I accept that this was a single incident and not necessarily a reflection on the officer's wider behaviour on the evidence seen in his case however the fact this core behaviour exists is a significant concern.
26. 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.
27. As such, and as I have not identified any exceptional circumstances that would suggest otherwise, had former PC Aaqif Pervaz not resigned I would have dismissed him from the force with immediate effect. I order that PC Pervaz's name be added to the College of Policing's Barred List.
28. This concludes today's hearing.

8th October 2026



Lee Rawlinson MBE
Chief Resources Officer