GREATER MANCHESTER POLICE

Outcome

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

Constable Tubah Hamid

Decision of Sir Stephen Watson, Chief Constable

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 Tubah Hamid. The hearing was held in private given the anticipated potential for further criminal proceedings in respect of PC Hamid.

2. PC Hamid was not in attendance nor was she otherwise represented. PC Hamid has failed to provide this hearing with an indication as to whether or not she accepts that she has breached the standards of professional behaviour. I, having heard the evidence have determined, on the balance of probabilities, that the breaches alleged; namely: Honesty and Integrity; Discreditable Conduct; Confidentiality; and Orders and Instruction are proven and that they do amount to gross misconduct.

3. 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, Ms Dzikira.

4. In assessing the seriousness of the misconduct found, it is a matter of fact that PC Hamid, at Liverpool Crown Court on 10th July 2025, pleaded guilty to four counts of computer misuse contrary to Sec 1 of the Computer Misuse Act 1990. The officer is yet to be sentenced.

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 case is dismissal without notice together with her details being entered onto the College of Policing's Barred List.

6. 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.

7. 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.

8. My approach has been to "adopt" the "3 stage approach" referred to in the same Guidance.

9. I have assessed the seriousness of the conduct. I consider that PC Hamid's culpability must be regarded as very high. She, having pleaded guilty to various matters, now stands convicted of several serious criminal offences. Her actions were deliberate, persistent and carried out in the full knowledge that they were unlawful and morally indefensible.

10. With regard to the aggravating factors set out in the College of Policing's Guidance, I repeat my comments as to the fact that PC Hamid

now stands convicted of various criminal offences. PC Hamid, then holding the rank of Constable, abused the position of responsibility reposed in her. This was not a single occurrence but rather multiple incidents which took place over a lengthy period. The misconduct 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.

11. In respect of harm, the harm to the reputation and standing of the service is self-evidently clearly established. Whilst not entirely of PC Hamid's doing, it cannot be ignored that public concern surrounding the professional behaviour of police officers is demonstrably at a particularly heightened state at present. These concerns do not imply the application of a different standard of judgement, but they do weigh very heavily in seeking to calculate the point at which public confidence in policing is affected.

12. With regard to mitigating circumstances set out in the College of Policing's Guidance, I take into account PC Hamid's record of service. I am unable to find any tangible mitigation in this matter whatsoever.

13. 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 very high.

14. PC Hamid's offending behaviour was simply unacceptable. Her unlawful accessing of police data is a tangible manifestation of a distinct lack of integrity and moral fibre which additionally point to her being manifestly unsuited to the office of constable. PC Hamid's brief career with GMP represents a deeply unimpressive episode. That her offending actions occurred within a relatively short period of her joining GMP, together with the fact that the officer has treated these proceedings with contempt, further amplify the fact that the public would be well served by her departure. I have every confidence, that when sentenced by the court in due course, PC Hamid will be properly confronted with the magnitude of her offending and the consequences that will flow therefrom.

15. It is my decision that PC Hamid should be dismissed from the service with immediate effect.

16. I order that Ms Hamid's name be added to the College of Policing's Barred List.

17. This concludes today's hearing.



Stephen Watson QPM
Chief Constable

26th August 2025