

IN THE MATTER OF MISCONDUCT PROCEEDINGS UNDER THE POLICE
(CONDUCT) REGULATIONS 2020.

B E T W E E N:

THE CHIEF CONSTABLE OF POLICE
FOR GREATER MANCHESTER

Appropriate Authority

And

PS 16992 ADRIAN BICK

Allegation

PS 16992 ADRIAN BICK

In or around August 2023, whilst a police officer, serving with Greater Manchester Police, you were shown a photograph by PC 01699 Demi Green showing a suspect under investigation in relation to an alleged crime of fraud/theft [MT/01]. You remarked to PC Green that the person in the image was “PC Y's Mum,” making a comparison between the appearance of the suspect and PC Y. Your comparison between the image of the suspect and PC Y was made (at least in part) because the two had similar skin colour.

It is alleged that the conduct set out above constitutes a breach of the following Standards of Professional Behaviour:

a. Authority, Respect and Courtesy

Police officers act with self-control and tolerance, treating members of the public and colleagues with respect and courtesy.

Police officers do not abuse their powers or authority and respect the rights of all individuals.

b. Equality and Diversity

Police officers act with fairness and impartiality. They do not discriminate unlawfully or unfairly.

c. 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.

The breaches of the Standards of Professional Behaviour are so serious as to justify your dismissal from Greater Manchester Police and, therefore, have been assessed as amounting to gross misconduct.

The Evidence – (In relation to PS Bick)

1. The evidence was put forward in a 552-page bundle.
2. The panel had the benefit of a Note dated 8th August 2026 (12th August 2026), which outlined how the AA put its case.
3. The panel considered the bundle in its entirety.
4. The AA called oral evidence from PC Y, PC Azam, PC Green, and PC Cooper-Fox.
5. Each of the Officers were called to give oral evidence.

PC Y

6. PC Y confirmed the contents of her statements dated 13th December 2023, 20th December 2023, 29th July 2024 and an undated statement which appears to have been made on 8th August 2025. (Contained at pages 58, 63, 67 and 71 of the Bundle). Those statements stood as evidence in chief within these proceedings. The 4 statements provided by PC Y provided the basis for the allegations against each Officer as outlined above.
7. In relation to the photograph referred to by PS Bick, PC Y confirmed that it was PC Green who had told her what Sergeant Bick had said. PC Y confirmed that she had not heard PS Bick make the comment in relation to her mother, and that she had never heard him say anything else of concern.
8. In relation to the intervention by PC Stansfield, PC Y explained that when PC Stansfield intervened, he challenged PCs Rani and Granby, and said that if the bosses heard you, they would get into trouble. PC White could not recall their reaction.
9. In relation to the intervention by PC Azam, PC Y explained that that was in relation to PC Hill and Holt. When challenged by PC Azam, PC Y stated that FPC Holt blamed PC Hill, but PC Hill just laughed it off. As did they both, as if they had not been challenged or as if their conduct had not been serious.
10. PC Y did not think it was funny. She found it quite upsetting and stated that it made her uncomfortable and nervous. Although she may have laughed at the time, she explained that she tended to laugh when feeling anxious or uncomfortable and that was her standard reaction. However, she found it upsetting when others mimicked her and she did not like it, although she accepted that she would have laughed it off at the time.

11. PC Y stated that as things got worse she went quiet as she became more uncomfortable when the mimicry happened every day. She stated that it got to a stage where they would copy whatever she said and would laugh about it.
12. PC Y confirmed that when the mimicry happened, it happened as a group and not as individuals. Relationships with the officers one on one was great and she confirmed that she had no issues with any of the officers one to one. However, she stated that because the mimicry occurred as a group, she felt like she was being bullied. PC Y confirmed that she had been referred to Talking Therapies and that she had received treatment because she had become quite stressed and her blood pressure had become high.
13. Under cross examination by Mr King on behalf of Sergeant Bick, PC Y confirmed that Sergeant Bick had been positive and supportive to her and that they had occasionally had one to one conversations to discuss various issues. PC Y confirmed that PS Bick had shared an interest in her welfare and her workload and that he had agreed to allow her to carry out flexible working hours to accommodate caring for her young child. Sergeant Bick was also supportive and helpful in relation to PC Y's diploma in trying to obtain opportunities for her to carry out the types of work necessary to complete the various modules of her diploma.
14. PC Y confirmed that she had not raised concerns about her colleagues to Sergeant Bick.
15. In relation to the photograph taken of a suspect, PC Y confirmed that the evidence against that suspect was so compelling that it was humorous to the other officers as the pictures clearly showed the suspect accepting stolen goods. However, PC Y did not hear the conversation between PC Green and Sergeant Bick, during which Sergeant Bick stated that the person in the photograph looked like "(PC Y's mum)".
16. PC King on behalf of the officers stated that Sergeant Bick was deeply sorry for that comment and that he accepted that it was not funny. PC Y confirmed that Sergeant Bick had not said this to her directly, and she confirmed that he had made no other disparaging comments about her.
17. She accepted that she believed that Sergeant Bick valued her as a police officer and that his comment was not representative of his view of her.
18. PC Y was cross examined on behalf of PC Green. PC Y accepted that the whole team had got on well and that sometimes went out for coffee and when PC Y was unable to go out for coffee, some of the team often brought her coffee back.

19. She agreed that some of the team thought of her as their “work mum” and that she supported them and had a good relationship with them.
20. In relation to the photograph of the suspect accepting a parcel, was put to PC Y that she also had curly hair and thick glasses at the time that the photograph was being shown around the team. PC Y could not remember whether she had curly hair at that time, but she stated that her glasses were not thick.

PS BICK

21. PS Bick confirmed the contents of his interview contained at page 82 of the bundle and his Regulation 31 Response at page 506 of the bundle confirming that the accounts contained therein were truthful and honest.
22. PS Bick told the panel that he was married with 2 children, that his wife was of mixed race, and that his parents-in-law were from were of Caribbean origin.
23. He outlined his career history to the panel and, in particular, that he had taken his Sgt's exam in March 2023 and had been appointed as acting sergeant on the DIT shortly thereafter. He said that at that time he was going through a particular difficult period because his father was ill and he had a young daughter born in November 2022. He stated that as PC Y had a young baby at the time, this was a topic of conversation that they discussed.
24. Sgt Bick outlined the layout of the office at Bury where the DIT worked. There were a number of teams working from the office, including DIT officers, Adult Safeguarding and Response teams.
25. Sgt Bick had joined the team in April 2023. He detailed that the role of the DIT was to interview live prisoners, investigate crimes and investigate volume crime. His role was to review the status of life prisoners assess risk and allocate to officers various crime files, arranging for transport and vehicles to and from custody officers. He also had to consider the welfare of the team and their progress with their work. He stated that his was a position which should have been shared with another Sgt but at that time he worked on his own. He stated that he was so busy that he developed a twitch in his eye due to his stress levels. He also stated that very police station was in special measures as an underperforming department, and therefore there was enhanced scrutiny upon his role. He stated that all of the officers which are involved in these proceedings were part of his team apart from PC Abid and PC Granby.

26. Occasionally he would have one to ones with PC Y, where they would discuss workloads and any other issues which may arise in the team. With within the team. He confirmed that PC Y had never complained of any issues in relation to the mimicking of her accent to him.
27. He described that he had a good working relationship with PC Y and that he assisted her when she requested flexible working hours to assist her with caring for her young child. He also assisted her with her diploma by arranging for opportunities for her to gain experience which would contribute to her diploma.
28. He outlined that on a day in August 2023, whilst he was working, PC Green had come to him with a file, and showed him the photograph (contained at page 81 of the bundle). He stated that the photograph showed a black female suspect who was holding a parcel. He was not aware of any humour to the situation that the team had discussed. He stated that he saw the picture out of the corner of its of his eye and thought that it was PC Y. This was due to the fact that she was a black woman with thick rimmed glasses and similar hair style, with the same build and as PC Y. Without thinking, he commented that it was PC Y. When it became clear that the photograph did not depict PC Y. He stated that it could be PC Y's mother. He stated that he had not intended it as a derogatory comment. He had not intended his comment to be racist.
29. PC Green then asked him about that case, and they discussed it. He stated that he had not considered the comment to be a joke but a reactionary comment. He had not instructed PC Green to tell anybody about that conversation.
30. Sgt Bick stated that when he found out later that PC Y had been upset by his comment, he was "gutted" and that he was "more than sorry". He stated that PC Y had never complained about the comment to him, but that if she had he would have apologised straightaway and taken it seriously. He did not consider his comments to represent a breach of equality and diversity, but had accepted that it was a breach of Authority Respect and courtesy because he accepted that PC Y had been upset by his comment.
31. Under cross examination, PS Bick confirmed that PC Y was the only black officer on the team. He accepted that his role as a Sgt was to lead by example and reiterated that when he had initially seen the photograph of the suspect, he had genuinely believed that it was PC Y and when he realised that it was not, he immediately corrected himself. He realised that the suspect was older than PC Y and therefore made the comment that it was PC Y's mum. He denied that he had made the comment simply because the suspect had black skin. He accepted that his comment could be perceived as racist, even though he had had no intention to make a racist comment. He had not expected PC Green to say anything to the rest

of the team and had not known anything about the incident until he had been served with papers which related to these allegations.

PC GREEN

32. PC Green confirmed that the contents of her interview with PSD and her Regulation 31 Response were truthful and honest. She outlined that she had joined the DIT in April 2023 for a couple of weeks and later joined in or around August 2023.
33. She stated that the culture on the team was that everybody got on with each other and that there were a lot of crimes to deal with. She said they liked to have a bit of a joke and a laugh as a coping mechanism for the hard work that they had to carry out. She stated that she had a Bolton accent and PC A had a strong northern accent and that PC Y and everyone on the team mimicked those accents.
34. In relation to the fraud file containing the photograph shown to Sergeant Bick, PC Green stated that she had discussed the file with the team and everybody found it humorous because the suspect who was the subject in the photograph had denied ever receiving stolen goods, but the picture showed her holding a box.
35. PC Green stated that she put the picture in front of Sergeant Bick and he stated that the person in the photograph looked like PC Y's mum. PC Green stated that at that stage she did not think anything of what the Sergeant had said, and that they had not laughed about the photograph. PC Green stated that she believed the photograph genuinely looked like PC Y, not only due to the colour of skin but due to her curly hair and build. She stated that they discussed the case further and she then returned to the team at which time she told the team what Sergeant Bick had said. PC Green stated that PC Y had laughed and whilst there were other members of the team there and possibly heard it, she could remember PC Y had laughed.
36. PC Green stated that if she had known that PC Y was upset she would have been upset herself.
37. PC Y stated that she did not consider her actions to be racist and that she had no intention to be racist, although she accepted that what she had said could be perceived as racist. She stated that that PC Y never raised it with her and never raised any issues about the team with her other than issues with her diploma.
38. PC Green stated that she had copied the way PC Y used the word "okay". She stated that PC Y said it in a high pitched way different to how she would normally speak. She said that it was not about the accent, it was the tone which was high pitched. She stated that she could not remember copying other words and

specifically could not remember copying the word “hello”. She stated that all of the team copied the word “okay” but stated that she did not believe that that isolated PC Y or that it was racist. She stated that they were all good friends with PC Y and wouldn’t have wanted to make her feel that way. She stated that she had never seen PC Y quiet or withdrawn, nor had PC Y told her to stop copying the word “okay”. She stated that if she had been told to stop, she would have stopped and was never made aware that PC Y was upset with it. She stated that she would have challenged others if she had known was upset, as PC Y was described as their “work mum”.

39. PC Green said that PC Y was not quiet and was a confident officer, and that she would have expected PC Y to tell her if she was upset.
40. PC Green was not aware of any apology from any members of the team to PC Y and outlined that when PC Y had moved teams, she had said that she had missed working with the DIT.
41. Under cross examination by Mr King, PC Green confirmed that Sergeant Bick had not instructed her to tell other members of the team.
42. Under cross examination PC Green again confirmed that she had only copied the word “okay” and had only mimicked the high pitched tone of voice and that when PC Y had said the word “okay” she had said it in a different way to how she usually spoke.
43. However, PC Green accepted that when PC Y spoke her accent was always present. Although stated that when she said the word “okay” she was putting on a false voice.
44. When asked if PC Y was telling lies about the mimicking, PC Green replied that she was. She again accepted that she had been good friends with PC Y and that whenever they had copied the word “okay” she had laughed with them. PC Green indicated that they had mimicked PC A and the way in which he said “file”, and that meant that PC Y was not singled out.
45. PC Green denied bullying and that PC Y had ever told her to stop copying her words. PC Green stated that she did not believe that she should have challenged Sergeant Bick in relation to his words about the photograph and repeated that when she had said it to PC Y she had laughed. PC Green denied that she was a racist or a bully.

Findings

46. The Panel considered its findings having taken into account the fact that none of the officers had any previous disciplinary findings against them, and that all officers were of good character.
47. The Panel recognised that the onus of proving of any of the allegations was the responsibility of the AA, and the allegations must be proven on the balance of probabilities. The Panel was clear that it was not for any of the officers to show why things might or might not have been said by a witness.
48. The Panel took account of the agreed facts as produced and agreed by Counsel in this case.
49. The Panel also took account of the legal directions, submissions and guidance contained in the submissions made by officers' Counsel and the legal submissions on behalf of the AA.
50. The allegations before the Panel all relate to the officers' and former officers' behaviour towards PC Y. The allegations can be broken into 3 separate parts, namely the allegations in relation to the mimicking of PC Y's accent by all of the officers involved, apart from PC Abid and Sergeant Bick, and the discreet allegations in relation to the photograph of a suspect involving PS Bick and PC Green and an allegation in relation to an alleged comment by PC Abid in relation to PC Y's hair.
51. This was a case in which the complainant, PC Y, had not formally complained about any of the officers' and former officers' behaviour, or raised it with senior officers, until she underwent a "Stay Team Interview" in November 2023. PC Y had made it clear in her statement that she did not want anybody to lose their job but wanted the officers educating about the effects of their behaviour.
52. All the officers and former officers apart from PC Abid have accepted that their behaviour breached the Standards of Professional Behaviour in relation to Authority, Courtesy and Respect and Discreditable Conduct. However, none of the officers accept that their behaviour breached the Professional Standard of Equality and Diversity or the requirement to Challenge and Report Improper Behaviour.

The Findings

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53. It was alleged that in or around August 2023, Sgt Bick was shown a photograph by PC Green showing a suspect under investigation in relation to an alleged

crime of fraud/theft, and that he remarked to PC Green that the person in the image was PC Y's Mum, making a comparison between the appearance of the suspect and PC Y. It was alleged that his comparison between the image of the suspect and PC Y was made (at least in part) because the two had the same skin colour.

54. The Officer has accepted that his conduct amounted to a breach of the Standards of Professional Behaviour in respect of 'Authority, Respect and Courtesy' and 'Discreditable Conduct'. He denied that his conduct amounted to a breach of 'Equality and Diversity'. Whilst he accepted that his conduct amounted to a breach of the standards, he denied that his conduct amounted to Misconduct or Gross Misconduct.
55. PS Bick provided written and oral evidence in which he accepted that he had made the comment as alleged. He explained that he had been working at his desk when PC Green had placed the photograph (page 81) in front of him. He stated that it was his genuine belief at first glance that the picture was of PC Y. However, upon closer examination he accepted that he realised that it was not PC Y and had commented that it might have been PC Y's mother. PS Bick accepted that his comment was inappropriate and had apologised, in his evidence, to PC Y for any offence caused.
56. PC Green, in her evidence, had accepted that she had placed the photograph before Sergeant Bick whilst he was working. She had also confirmed that when they had discussed the photograph there had been no laughter or joking between them.
57. The Panel noted that PC Y, in her second statement, had commented that upon learning what PS Bick had said, she had not believed that he had "*meant anything bad by saying it.*" But she had also said that she did not think the comment was "*funny or appropriate*".
58. The Panel noted that at that time PS Bick was an Acting Sergeant, and therefore in a position of authority on the team. The Panel noted that PS Bick had accepted that he had made the comment from the start and had never sought to minimise it in any way.
59. The Panel found Sergeant Bick's comments to be thoughtless and insensitive. However, the Panel found that Sergeant Bick's comments had not been intended as a joke and neither officer laughed.
60. PS Bick had accepted in oral evidence that his comment could be perceived to be racist.

61. The Panel found that when making the comment, PS Bick had displayed a lapse of judgement. The words he used were inappropriate. However, the Panel accepted Sergeant Bick's explanation that his comments had not been intentionally or unintentionally racist, but had been based upon his genuine belief that when he had seen the photograph out of the corner of his eye, he had believed that the picture was of PC Y and/or her mother.
62. In the circumstances the Panel found that Sergeant Bick had breached the Professional Standards of Authority, Respect and Courtesy and Discreditable Conduct, but the Panel were not satisfied that Sergeant Bick had breached the Professional Standard of Equality and Diversity.
63. The Panel found that PS Bick's conduct amounted to misconduct, but not gross misconduct.

Sanction

64. In determining outcome the panel have adopted the structured 3 stage approach outlined in the Guidance on Outcomes in Police Misconduct Proceedings.

The Purposes of Imposing Disciplinary Action

65. The panel reminds itself that the primary purpose of imposing disciplinary action is to protect the public confidence in the reputation of policing. When considering outcome the panel must remember that the most important purpose of imposing disciplinary sanctions is to maintain public confidence in, and the reputation of, the policing profession as a whole.
66. The panel understands its duty when imposing disciplinary action in police misconduct proceedings, to maintain high professional standards by demonstrating to other officers that misconduct of a certain kind and /or of certain seriousness will be dealt with by disciplinary action.
67. The panel must consider the appropriate sanction in the particular circumstances in each case.
68. The panel had regard to PC Y's wishes in relation to sanction when considering the officer's outcome.
69. The panel also considered that there was clear local and national concern about racist or discriminatory behaviour within the Police Force, and that any race

related misconduct whether intentional or not, would severely damage its reputation.

The Seriousness of the Misconduct

Culpability

70. The panel found that the officer was entirely culpable for his actions. The panel found on the balance of probabilities that:
- He was a Supervisor in an Acting Sergeant's role
 - His comment was unintentional, inappropriate unplanned thoughtless, but it was not a joke,
 - He had been talking to a junior officer
 - His comments had the potential to be perceived as racist

71. The panel considered the officer's culpability to be at a medium level.

Harm

72. the panel found that as a result of the officer's misconduct there had been harm caused to PC Y as she was upset by the comment and did not find it funny, but no significant harm was caused by his comment.
73. The panel found that the public trust in policing will have been damaged by the officer's comment and that there will have been some reputational damage caused.
74. The panel found that although the harm caused was not intentional, in this case it was foreseeable.

Aggravating Features

75. The panel did not find any aggravating factors in relation to Sgt Bick's misconduct.

Mitigating Features

76. The panel found that PS Bick's comment was a single thoughtless, unplanned spur of the moment comment. He had made admissions from start. Through his admissions and apologies, he had shown genuine remorse.

Personal Mitigation

77. The panel took account of the officer's previous impeccable record, commendations and excellent police work during his time as a police officer.
78. The panel had regard to the character references put forward in the officer's behalf. In particular, the panel noted the comments within the references provided by Chief Inspectors Wright and Whitehead and Inspectors Wright and Weedon.
79. The panel accepted that the officer had not come to the attention of PSD prior to these matters, had not been suspended during the time prior to this hearing and had been allowed to carry out operational duties.

Seriousness

80. The panel found, after considering the officer's culpability, the harm caused and the potential for harm, the aggravating and mitigating features that the officer's misconduct was serious, though at the lower end of seriousness.

Appropriate Disciplinary Action in this Case

81. It found that the most appropriate sanction in this case and that which reflected the evidence, the officer's culpability and the relatively serious nature of these findings, the panel found that a **written warning** was the most appropriate outcome in relation to PS Bick.