



Response Date:02/04/2025

2025/328 - Police misconduct hearings

In response to your recent request for information regarding;

All of the force's police misconduct hearings from the last two years:

- 1) Full name of police officer subject to misconduct hearing**
- 2) Regulation 30 notice in the case**
- 3) The date of the hearing**
- 4) The findings of the hearing**
- 5) The outcome of the hearing, including any disciplinary action.**
- 6) Confirmation of whether the case was decided by misconduct panel, chief constable, or other (in which case the role of the other should be specified).**

Number	Date of Hearing	Officer	Finding	Outcome	Chair	Proceedings
1	03/04/2024	PC 3689 Matthew Roberts	Proven	Would have been dismissed	LQC	Hearing
2	29/04/2024	PC 3695 Terence Flanagan	Proven	Would have been dismissed	Chief Constable	Accelerated Hearing
3	29/04/2024	PC 3520 Kenneth Iwan Williams	Proven	Would have been dismissed	Chief Constable	Accelerated Hearing
4	20/05/2024	PC 3210 Daniel Jones	Not proven	No further action	LQC	Hearing
5	12/08/2024	PC 3352 Owain Lewis	Proven	Dismissed	LQC	Hearing
6	11/12/2024	PC 2237 Vincent Jones	Not proven	Referred back under Part 4	Chief Constable	Accelerated Hearing

We are unable to provide you with the full Regulation 30 as it lists full detail of the actions of the officer which is class as personal data. To disclose this would be a breach of the Data Protection Act and therefore exempt under Section 40 (2) of the Freedom of Information Act.

We have provided the relevant Police Standards of Professional Behaviour which has been breached.

Therefore, in accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice under section 17 (1) of the legislation.

However, please find below the information we are able to provide:

1.

Relevant Police Standards of Professional Behaviour:

In sharing such footage you have:

- i. abused your position, thereby showing a lack of integrity in breach of the standards of professional behaviour in relation to Honesty and Integrity.
- ii. Failed to treat members of the public with respect and courtesy in breach of the standards of professional behaviour in relation to Authority, Respect and Courtesy.
- iii. Failed to treat images of members of the public with respect by disclosing it otherwise than in the proper course of police duties in breach of the standard of professional behaviour in relation to Confidentiality.
- iv. Failed to act diligently in the exercise of your duties and responsibilities in breach of the standards of professional behaviour in relation to Duties and Responsibilities.
- v. Behaved in a manner which discredits the police service or undermine public confidence in it in breach of the standards of professional behaviour in respect of Discreditable Conduct.

Such conduct is deemed to amount to gross misconduct in that it is so serious a breach of the standards of professional behaviour as to justify your dismissal.

2.

Relevant Police Standards of Professional Behaviour:

Standard 2 – Authority, Respect and Courtesy

14. By your actions you have shown no respect or courtesy towards not only a member of the public who had called police for assistance following what he saw as a domestic incident, but your own colleagues too.

Standard 3 – Equality and Diversity

15. Mr A had contacted the police due to the fact he needed assistance following a domestic dispute. Rather than recognising that some individuals who come into contact with the police are vulnerable and may require additional support and assistance, both you and your colleague mimicked and made derogatory comments about him.

Standard 9 – Discreditable Conduct

16. During the Body Worn Video footage you made derogatory and misogynistic comments not only about members of the public but your colleagues too. Should the public become aware of this type of behaviour by North Wales Police officers then it would surely undermine their confidence in not only North Wales Police but policing.

Standard 10 - Challenging and reporting improper behaviour.

17. Although you were making as many derogatory and misogynistic comments as your colleague at no time did you challenge him about the comments he was making.

3.

Relevant Police Standards of Professional Behaviour:

Standard 2 – Authority, Respect and Courtesy

12. By your actions you have shown no respect or courtesy towards not only a member of the public who had called police for assistance following what he saw as a domestic incident, but your own colleagues too.

Standard 3 – Equality and Diversity

13. Mr A had contacted the police due to the fact he needed assistance following a domestic dispute. Rather than recognising that some individuals who come into contact with the police are vulnerable and may require additional support and assistance, both you and your colleague mimicked and made derogatory comments about him.

Standard 9 – Discreditable Conduct

14. During the Body Worn Video footage you made derogatory and misogynistic comments not only about members of the public but your colleagues too. Should the public become aware of this type of behaviour by North Wales Police officers then it would surely undermine their confidence in not only North Wales Police but policing.

Standard 10 - Challenging and reporting improper behaviour.

15. Although you were making as many derogatory and misogynistic comments as your colleague at no time did you challenge him about the comments he was making.

4.

Relevant Police Standards of Professional Behaviour:

6. Having taken into consideration of the evidence available to the Appropriate authority it is alleged that your behaviour falls below standards of behaviour expected which are,

Standard 2 -Authority Respect and Courtesy

7. I will act with self-control and tolerance, treating members of the public and colleagues with respect and courtesy. I will use my powers and authority lawfully and proportionately and will respect the rights of all individuals.

Standard 9 -Conduct

8. I will behave in a manner, whether on or off duty, which does not bring discredit on the police service or undermine public confidence in policing.

5.

Relevant Police Standards of Professional Behaviour:

Particulars of Misconduct

PC Lewis, it is alleged that you have breached the Standards of Professional Behaviour and, in particular the standards relating to:

(1) Discreditable Conduct

Your behaviour as set out in the Background Facts at paragraphs 9, 13, 14, 16 – 20, and 22 - 24 above has breached this Standard.

Your actions have discredited the police service and/or undermined public confidence in it.

It is alleged that these matters individually and/or collectively amount to gross misconduct, namely a breach of the Standards of Professional Behaviour that, if proved, is so serious that your dismissal would be justified.

6.

Relevant Police Standards of Professional Behaviour:

Standard 2 Authority respect and courtesy.

Police Officers act with self-control and tolerance, treating member of the public with respect and courtesy.

It is alleged that you lacked self-control when you punched a member of public off duty.

Standard 9 Conduct.

Police officers behave in a manner, whether on or off duty, which does not bring discredit on the police service or undermine public confidence in policing.

It is alleged that whilst off duty you have punched a member of public to his without any overt justification for doing so.

If the reported behaviour is proven, then the conduct, whether on duty or off, is not what is expected by a serving police officer towards a member of public.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 21/03/2025