

In the Police (Conduct) Regulations 2020

In the matter of former Special Constable Kirk ALLSOPP

Accelerated Misconduct hearing held on the 5th of February 2025.

Assistant Chief Constable Claire Armes

Background

This matter concerns allegations of gross misconduct against former Special Constable Kirk Allsopp.

It is alleged on twelve occasions between 24th August 2022 and 24th September 2022, whilst a serving Special Constable with Warwickshire Police, KIRK ALLSOPP accessed STORM incident logs when he was predominantly off duty without a policing purpose. These allegations came light in September 2022. Former Special Constable ALLSOPP resigned in March 2023.

The allegations are set out in the Regulation 51 Notice [3], as follows:

His conduct breached the following Standards of Professional Behaviour, as defined Schedule 2 to the Police (Conduct) Regulations 2020:

- Honesty and Integrity (Integrity only)
- Orders and Instructions
- Confidentiality
- And these amount to discreditable conduct

It is further alleged the conduct amounts to gross misconduct, as the behaviour of former Special Constable ALLSOPP, taken individually or cumulatively, was so serious a breach of the standards that dismissal would have been justified had they still been a serving Special Constable.

Former Special Constable ALLSOPP is not present at today's hearing, nor has he been represented or offered any mitigation to his actions or personal mitigation. He has not engaged with the process at all.

Findings:

In reaching my findings, I have considered:

- The allegations and evidence presented by the appropriate authority
- The Police (Conduct) Regulations 2020 and
- The Home Office Guidance on *Conduct, Efficiency and Effectiveness: Statutory Guidance on Professional Standards, Performance and Integrity in Policing*,
- The Police Code of Ethics.
- The College of Policing Guidance on Outcomes in police misconduct proceedings.
- The bundle of papers for the hearing provided to the hearing.

I am satisfied the Appropriate Authority has proven the allegations on the balance of probabilities therefore, I am satisfied the allegations are made out as alleged and that the conduct breaches the professional standards as mentioned.

Both the Appropriate Authority and my legal advisor stated that I should adopt a structured approach to my decision, using the College of Policing's guidance, which I have considered:

There are three stages to determining the appropriate sanction:

1. Assess the seriousness of the misconduct
2. Keep in mind the purpose of imposing sanctions
3. Choose the sanction that most appropriately fulfils that purpose for the seriousness of the conduct in question.

I should also assess the seriousness of the proven conduct, by reference to:

1. The officer's culpability for the misconduct
2. The harm caused by the misconduct
3. The existence of any aggravating factors
4. The existence of any mitigating factors

Having considered all those factors, I am satisfied the allegations as proved amount to **gross misconduct**. Namely conduct that is so serious it would justify a sanction of dismissal.

On culpability I am satisfied former Special Constable ALLSOPP knew that his actions breached:

- Honesty and Integrity (Integrity only)
- Orders and Instructions
- Confidentiality

The harm caused has got to be considered in the light of how this behaviour would be viewed by the public should it be known. I am satisfied should the public have known this behaviour it would harm the reputation of the former Special Constable and policing in general by undermining trust and confidence.

I am satisfied this has been aggravated by the fact the former Special Constable was fully trained, knew what he was doing and has shown no remorse for his actions.

I am not aware of any mitigating factors that would apply to the former Special Constables actions.

Outcome:

No personal mitigation has been offered by the officer

I have considered the former Special Constables record of service and antecedents.

However, upon a finding of gross misconduct the only disciplinary action available to me is to find that the former Special Constable would have been dismissed should he have still been a serving member of Warwickshire Police. This outcome has the additional consequence that the individual will be included on the barred list.

Former Special Constable ALLSOPP will be provided with a written notice of the findings and disciplinary action taken, and a summary of the reasons before the end of 5 working days, beginning with the first working day after conclusion of the hearing.

The hearing concluded at approximately 12.30hrs on Wednesday 5th February 2025.

