



ACCELERATED MISCONDUCT HEARING

NOTIFICATION of OUTCOME

Regulation 63

Hearing of a case concerning	Constable 2512 Nicholas Lovatt
Date of Hearing	02 September 2026
Name of Person conducting	Chief Constable Simon Blatchly

The Decisions of the Hearing

Number	Alleged Misconduct (taken from Reg 51)	Plea	Outcome
1	It is alleged that your conduct has breached the standards of professional behaviour as follows: 1. Facts 1.1. At all relevant times, you were employed by Derbyshire Constabulary as a police constable, having commenced employment on 23 July 2001. 1.2. At all relevant times, you were the registered keeper of a motorbike [REDACTED] 1.3. At all relevant times, your motorbike had been registered as off the road. 1.4. At all relevant times, a personal acquaintance, Person A [REDACTED] was the registered keeper of a motor vehicle [REDACTED]		

- [REDACTED]
- 1.5. At all relevant times, Person A's motor vehicle had been registered as off the road (SORN).
 - 1.6. Person A's motor vehicle's MOT had expired on 24 August 2022.
 - 1.7. You knew that Person A's motor vehicle was SORN and that the MOT had expired.
 - 1.8. You drove that vehicle, knowing that the vehicle was SORN and that the MOT had expired on the following dates:
 - 1.8.1. 26 September 2025;
 - 1.8.2. 28 September 2025;
 - 1.8.3. 5 October 2025;
 - 1.8.4. 6 October 2025;
 - 1.8.5. 9 October 2025;
 - 1.8.6. 27 October 2025.
 - 1.9. You drove your motorbike, when the vehicle was SORN and you did not have valid insurance, on the following dates:
 - 1.9.1. 16 September 2025;
 - 1.9.2. 17 September 2025;
 - 1.9.3. 20 September 2025;
 - 1.9.4. 21 September 2025;
 - 1.9.5. 22 September 2025;
 - 1.9.6. 23 September 2025;
 - 1.9.7. 24 September 2025;
 - 1.9.8. 13 October 2025;
 - 1.9.9. 15 October 2025;
 - 1.9.10. 16 October 2025;
 - 1.9.11. 17 October 2025;
 - 1.9.12. 18 October 2025;
 - 1.9.13. 19 October 2025;
 - 1.9.14. 20 October 2025;
 - 1.9.15. 24 November 2025;
 - 1.9.16. 25 November 2025.
 - 1.10. You knew and/ or ought to have known that your motorbike was SORN and/ or that your motorbike was not insured.

- 1.11. On 25 November 2025, you insured your motorbike.
- 1.12. At approximately, 1437 hours on 26 November 2025, you were stopped by police officers whilst riding your motorbike. You confirmed that your motorbike was insured.
- 1.13. You further stated *It's not been on the road for ages* referring to your motorbike which was false and/ or deliberately misleading as you had ridden your motorbike on the dates as at paragraph 1.9 above and/ or 24 November 2025 and/ or 25 November 2025 without insurance.

2. Particulars of Misconduct

- 2.1. Your conduct at paragraphs 1.8, 1.9 and/ or 1.10 would undermine public confidence in the police service
- 2.2. Your conduct at paragraph 1.13
 - 2.2.1. was dishonest and/ or lacked integrity as you attempted to evade detection that you had ridden your motorbike without insurance
 - 2.2.2. would undermine public confidence in the police service

3. Your conduct, if proved amounts to gross misconduct for the following reasons:

- 3.1. Your conduct was repeated and sustained
- 3.2. Your conduct was deliberate
- 3.3. Your conduct was fundamentally dishonest
- 3.4. Your conduct amounted to the commission of road traffic offences

	3.5. Your conduct would undermine trust and confidence in you as a police officer and the police service as a whole 4. Standards of Professional Behaviour engaged: 4.1. Honesty and Integrity 4.2. Discreditable Conduct		
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The reasons for the decision as to finding:

Please see attached

The reasons for the decision as to outcome:

Please see attached

Signature of Chair:

(Chief Constable Simon Blatchly)

Date 2nd Sept 2026

Notification of finding, outcome and right of appeal to a police appeals tribunal

I confirm I have been notified of the decisions of the Accelerated Misconduct Hearing

I also confirm that I have been notified of my right of appeal to a Police Appeals Tribunal and have received a copy of Form PAT1

I am also aware that the above outcome (if applicable) may cause my vetting status to be reviewed.

Signed:

Constable 2512 Nicholas Lovatt
(Officer concerned)

Date 02/09/26 2026

Entitlement to a Police Appeals Tribunal

Where there has been a finding of gross misconduct and disciplinary action has been imposed under Regulation 62 you have a right of appeal to a Police Appeals Tribunal

Your request must be made in writing to:

Police and Crime Commissioner Nicole Ndiweni-Roberts
Derbyshire Constabulary HQ
Butterley Hall
Ripley
Derbyshire
DE5 3RS

before the end of **10** working days beginning with the first working day after you have been supplied with a written copy of the relevant decision.

IN THE MATTER OF THE POLICE (CONDUCT) REGULATIONS 2020
IN THE MATTER OF AN ACCELERATED MISCONDUCT HEARING

RE. POLICE CONSTABLE 2512 NICHOLAS LAVATT

DETERMINATION OF CHIEF CONSTABLE SIMON BLATCHLY

Preliminary matters

1. The accelerated misconduct hearing for Police Constable Nicholas Lavatt was held in public on 2nd September 2026 at Derbyshire Police Headquarters, Ripley. The Appropriate Authority was represented by Mr Ian Mullarkey of counsel. The Officer was not legally represented, but was represented by PC Chris Mills of the Police Federation today.
2. PC Lovatt attended the hearing. I had already determined an application made by him for a private hearing, and decided that the hearing ought to be held in public. PC Lovatt did not give evidence during the hearing. He provided an account in his misconduct interview and provided a Regulation 54 Response in which he gave the same account, which he confirmed remains his position today. No other preliminary matters needed to be dealt with at the outset.
3. PC Lovatt admitted the factual conduct in relation to the allegations, save that he did not admit to acting dishonestly or without integrity in any way. He admitted to breaching the Professional Standards with respect of Discreditable Conduct. He did not accept that his conduct breached the Professional Standard of Honesty and Integrity. He did not admit that his conduct amounted to gross misconduct. He made these admissions at the beginning of the hearing when I asked if he accepted any of the allegations.

Allegations

4. On 30th July 2026, the Officer was served with a Regulation 51 notice of accelerated misconduct hearing proceedings outlining the allegations, which if proven, were assessed as amounting to gross misconduct.
5. In summary, the allegations are:
 - (a) Being the registered keeper of a [REDACTED] motorbike and having registered the vehicle as being off the road ('SORN') and knowing that the motorbike was registered as being off the road not insured, he drove the vehicle on 16 occasions between 16th September 2025 and 25th November 2025. On 25th November 2025 the Officer insured his motorbike, however, when he was stopped by officers on 26th November 2025, whilst referring to his motorbike he said, "It's not been on the road for ages", which was false and/ or deliberately misleading as he had ridden the motorbike over the period set out, including on 24th November 2025 and 25th November 2025, without insurance;
 - (b) A close personal acquaintance of the Officer [Person A] was the registered keeper of a second vehicle, which had also been registered as SORN. The Officer knew that the vehicle was SORN and that the MOT had expired but nevertheless drove that vehicle on 26th and 28th September 2025, and 5th, 6th, 9th and 27th October 2025.
6. These allegations are said to amount to breach of the following four Standards of Professional Behaviour:
 - (a) Honesty and Integrity; and
 - (b) Discreditable Conduct.

These are said to amount to gross misconduct individually and cumulatively.

Determination of conduct

7. In making my determination, I have assessed all relevant information made available to me in the supplied bundle. It was confirmed that all parties had access to the same information. I have considered all representations made on behalf of the Appropriate Authority by Mr Mullarkey. The Officer chose not to give evidence, however PC Mills made submissions on the Officer's behalf. I have utilised the relevant sections of the College of Policing Document '*Guidance on Outcomes in Police Misconduct Proceedings*' in formulating the rationale for my determination.
8. Before making my determination, I reminded myself of the definition of misconduct and gross misconduct as prescribed by regulation 2.

Facts

9. My findings are that the allegations are proven, where admitted or otherwise, on the balance of probabilities, and that the Officer has breached the Professional Standards of:
 - (a) Discreditable Conduct; and
 - (b) Honesty and Integrity.
10. His conduct constitutes gross misconduct.
11. The basis for my finding that the allegations are proven is:
 - i. *Driving without insurance, road tax or MOT*
 - (a) With regards to driving his motorbike, knowingly, without insurance and whilst it was registered as SORN, the Officer admits to doing this on each of the 16 occasions between 16th September 2025 and 25th November 2025, as set out in the Regulation 51 Notice. He has also admitted this in interview and in his Regulation 54 Response, which he confirmed today remains his position.

- (b) With regards to driving the second vehicle, knowingly, whilst it was SORN and the MOT had expired on 26th and 28th September 2025, 5th, 6th, 9th and 27th October 2025, again, he has admitted to doing this already in interview and in his Regulation 54 Response.
- (c) In any event, I accept the evidence presented by the AA that the Officer was recorded as driving these vehicles into work, on each of those dates which are set out in the Regulation 51 Notice. It is incontrovertible and a matter of record that a) with regards to the motorbike it was not insured and registered as SORN on those dates and b) with regards to the second vehicle whilst it was SORN and the MOT had expired.
- (d) I find this part of the case proven, both by admission and on balance or probabilities.

ii. Dishonest Statement

- (a) I have read the statement of PS Gould. I have not watched the body worn video footage of the Officer being pulled over as it has not been provided, however, I have seen a transcript provided by the Investigating Officer in the bundle, which has been reproduced in the AA's note which covers what was said in that footage. The Officer accepts that it is accurate and accepts he made the following comments:

PC 2512 Lovatt – I've only just got it back

Sgt 2446 Gould – What this (pointing to the Honda motorcycle)

PC 2512 Lovatt – Yeah yeah

Sgt 2446 Gould – Have you

PC 2512 Lovatt – Yeah its been off the road

Sgt 2446 Gould – I didn't even know you were a biker

PC 2512 Lovatt – It's not been on the road for ages

Sgt 2446 Gould – Right

PC 2512 Lovatt – It's cost me a grand to put it back on the road

Sgt 2446 Gould – When did you take insurance out then

PC 2512 Lovatt – 2 days ago when I got it back

12. Therefore, there is no dispute as to what was said by the Officer, but it is disputed by him that he was dishonest when he made the comments ~~underlined above~~, particularly: *"It's not been on the road for ages"*. He disputes he was dishonest when he gave an account in his interview, in his Regulation 54 Response and in his representative's submissions today. I note he did not give evidence on this point, himself, however.
13. I have received legal advice that the AA's presentation of the law regarding dishonesty in these proceedings, as set out at paragraphs 32 and following of the AA's opening note, is accurate. The Officer agrees and does not require me to consider any further authorities. I have not considered any other authorities.
14. I first must first ascertain (subjectively) the actual state of the Officer's knowledge or belief as to the facts and then determine whether his conduct was dishonest by applying the objective standards of ordinary decent people.
15. I have also been advised about good character, which the Officer puts forward by relying upon character references at this stage. I acknowledge that aside from these incidents, the Officer is of good character and is entitled to a direction, relating to credibility and propensity.
16. This Officer was told by PS Gould that he was pulled over because of intelligence that he was driving without insurance. The Officer knew this is a criminal offence. When the Officer was asked, pointedly, in a conversation about the vehicle being insured, and whilst this was being checked simultaneously on PNC by PS Gould's colleague, he told officers that he had "only just got it back ... Yeah it's been off the road... It's not been on the road for ages..." all of these comments deliberately and intentionally conveyed that the motorbike had not been on the road and therefore no insurance was required.

17. It is immaterial, in my decision, what the officer meant by the word "ages". The comments and impression he gave throughout that interaction was dishonest. He must have known the impression he was giving was dishonest as the Officer knew that he had used the vehicle without insurance on 16 different occasions in September, October and November 2025, not just since he got the motorbike back from the garage. The Officer also knew that he had used the vehicle the day before being pulled over whilst uninsured, as he discusses this at length in his interview, and again repeats the same today, explaining how he was unable to obtain insurance due to an issue with his new address on 24th November 2025.
18. The Officer also lied when asked when he took the insurance out, as he said: "2 days ago when I got it back", when he knew that a) he had taken the insurance out the day before, regardless of any issue with his address, and b) this was more than a day after the bike had been repaired (the evidence indicates it was three or four days later).
19. In my determination, the Officer intentionally sought to mislead by making the above statements. He did not tell the officers that he had been riding the motorbike the day before, or indeed throughout September or October.
20. Of course, such statements are objectively untrue and the ordinary, decent person would find them to be dishonest.
21. On balance, I find he acted dishonestly and without integrity in this interaction. I do not accept the Officer's account that this was not dishonest. I do not find his account credible on the matter because of what he said to PS Gould. I do not accept that he meant something different to the everyday language during that interaction, and in any event, the word "ages" is not determinative; the conversation as a whole and the impression he gave is.
22. Whilst I have already said that the Officer is entitled to a good character direction, I do not find this displaces my findings on honesty. The interaction was dishonest and whilst I can find the Officer more credible and less likely to have lied because

of a good character direction, I cannot find that he is honest because the impression he gave in that interaction is fundamentally dishonest.

Breach

23. The basis for my finding that the Officer has breached the Discreditable Standard is that:

- (a) The Officer's actions significantly harm public trust and confidence. This Officer has, essentially, committed a large number of road traffic offences. He is an officer that dealt with road traffic for much of his career and he drove two vehicles when he was either uninsured or the vehicles were registered as SORN, i.e. not taxed or without an valid MOT. He will have dealt with many offenders on the roads throughout his policing career, who have put themselves and other road users at risk by committing such offences. For him to commit such misconduct himself is highly discreditable.

24. The basis for my finding that the Officer has breached the Honesty and Integrity Professional Standard is:

- (a) The conduct is fundamentally dishonest. It follows that by acting dishonestly, in this way, his behaviour was also fundamentally lacking in integrity. He fell far below the standards of honesty I expect of an Officer serving the public.
- (b) Any officer, or indeed member of the public, who acts in this way is acting dishonestly and without integrity.

Severity

25. I have considered the seriousness of the misconduct that gave rise to these proceedings, in accordance with the College of Policing Guidance on Outcomes.

Culpability

26. I have considered the Officer's culpability in this case, and I make the following observations:

Discreditable Conduct

- (a) The Officer acted deliberately and intentionally by driving without insurance, road tax or a valid MOT in respect of a second vehicle. The road traffic offences were repeated, and in my view, planned.
- (b) The commission of an offence is also given special emphasis in the Outcomes Guidance and is also described as particularly serious in all cases. Here there are numerous criminal offences which I do take into account, even though I have been told that they have not been pursued as a prosecution due to the statutory time limits applying.

27. I therefore assess his culpability as high.

Honesty and Integrity

- (a) Dishonesty is given special emphasis in the Outcomes Guidance and is described as particularly serious in all cases. In my view the dishonest statements were intentional and deliberate.
- (b) I am invited to conclude that the conduct here is operational dishonesty. I have considered this carefully and I note that at the time of the dishonest interaction, the Officer was not on duty but was travelling to work. He spoke to a colleague that he knew about a police investigation in which he was a suspect.
- (c) However, having considered the Outcomes Guidance carefully, I do not find this a case of operational dishonesty. The Officer was not on duty at the time. However, I find paragraph 4.32 of the Guidance particularly pertinent as, whilst this may not be operational dishonesty, it was very close to the

threshold, and is certainly a very serious example of non-operational dishonesty, such that I have to find that this behaviour is very serious.

Harm

28. I have considered the harm caused by the Officer's actions in this case and make the following observations:

- (a) I am centrally concerned that there would be serious harm to public trust and confidence in policing if a member of the public was aware of the full circumstances of this case, i.e. that a road traffic officer repeatedly drove into force headquarters in an uninsured vehicle and then lied about this when pulled over by colleagues.

29. I find, therefore, that the harm in this case is high.

Aggravating Factors

30. I have carefully considered the aggravating factors listed within the Guidance on Outcomes at paragraphs 4.76. I am careful not to double count any features already taken into account at the culpability stage. I find the following apply:

- (a) The driving offences were repeated and regular behaviour by the Officer, as demonstrated by the number of similar allegations. However, I am careful not to double count this.
- (b) An inescapable inference is that the Officer's actions bely a financial motivation, i.e. to avoid paying for road tax by driving vehicles declared as SORN.
- (c) The Officer ought to have known what he was doing was wrong, given his experience working in road traffic.

(d) There are multiple proven allegations and/or breaches of the Standards of Professional Behaviour here.

31. The presence of such aggravating features increases the seriousness of the conduct, in my view.

Mitigation

32. The purpose of mitigation is to reduce the seriousness of the conduct. There is a non-exhaustive list at paragraph 4.81 of the Guidance on Outcomes with regards to Mitigation.

33. I accept that with regards to discreditable conduct, the Officer accepted his conduct immediately when he was interviewed. He has not, however, accepted at any stage that he acted dishonestly and therefore I cannot give him credit for this. Similarly, he has expressed genuine remorse for his actions in relation to the road traffic offending, which I do bear in mind.

34. In the circumstances, I do not find the present mitigating features lessen the seriousness of the conduct to any great degree. However, whilst culpability and harm remain high, the above does balance some of the aggravating features.

35. I have not considered personal mitigation at this stage.

36. Therefore, my basis for my finding of gross misconduct is:

(a) The Officer's actions were deliberate, purposeful and repeated.

(b) Any example of dishonesty and lack of integrity is extremely serious, as is the commission of a criminal offence, and it is unacceptable for a serving officer to behave in this way, as the College of Policing Guidance on Outcomes makes clear. Officers are meant to uphold the law, not break it themselves.

- (c) His actions significantly harm public trust and confidence. The officers of Derbyshire Constabulary work hard to keep the roads safe and to investigate crimes such as these. For a serving officer to act in this way and fall so far short of what is expected of every road user, particularly when on his way to and from duty, is completely unacceptable.
- (d) Indeed, individually and cumulatively, these breaches exceed the threshold of purely unacceptable or improper behaviour and reach the threshold of being so serious that they justify dismissal.

Determination of outcome

- 37. Having determined that these proven allegations constitute gross misconduct, I invited representations from the Appropriate Authority and the Officer on the appropriate outcome in this matter. I received a copy of the Officer's Record of Service and I have already considered the character references provided by the Officer at Stage 1 of these proceedings. I heard from both the Officer and PC Mills on his behalf in mitigation, in particular I was impressed by the Officer's candour and willingness to speak to me directly during the hearing and to reflect on his 25 years of service.
- 38. I was addressed by the AA with regards to the update to the Regulations provided by the Police (Conduct, Performance and Complaints and Misconduct) (Amendment) Regulations 2025. The Parties agree, and I was legally advised, that if I find gross misconduct is made out at Stage 1 of these proceedings, where the behaviour postdates the coming into force of the new Regulations, as this does, there is a presumption that I find the outcome to be dismissal without notice, unless I find there are exceptional circumstances to the contrary.
- 39. In any event, I proceed through the staged process in relation to outcome and address exceptional circumstances below.
- 40. I make clear: Derbyshire Constabulary holds itself to the highest standards in respect of the rule of law, the Code of Ethics and the Standards of Professional

Behaviour, but also the standards expected by every member of our community that the police will operate with a higher level of trust as it is their duty to protect people. When an officer compromises that, it is important that a full and thorough investigation occurs, and an appropriate sanction is imposed that helps to restore any lost trust and confidence.

41. Any action I take today has been to balance the Officer's rights proportionately with the requirement to maintain public confidence, and the public interest that may be served by retaining an officer.
42. Having found earlier at stage one of proceedings that the conduct constitutes gross misconduct, a presumption of dismissal arises unless I determine that there are exceptional circumstances meaning I can deviate from this. I have not been addressed on any particular exceptional circumstances by either the AA or the Officer. The AA say there are no exceptional circumstances. There were no specific exceptional circumstances put forward by the Officer in mitigation.
43. Whilst I am conscious that this is a very good Officer who has a very good career behind him, I do not find that his case is an exceptional one. There are no reasons put before me to say it is. An Officer committing a criminal offence is extremely serious indeed, as is any example of dishonesty. This Force, like every police force, is committed to preventing crimes such as these and routing out dishonesty. For an officer to demonstrate both, it has to be treated extremely seriously.
44. I have received legal advice as to what constitutes exceptional circumstances. There is no Home Office Guidance or College of Policing Guidance on this topic. It is not addressed in the current Guidance and there has been no update to that Guidance since the changes in the Regulations came into force in May 2025. I take the view that I must consider all the circumstances in this case and the Officer's circumstances and make a decision as to whether there is any exceptionality to them. Neither the facts of this case, nor the Officer's circumstances, from what I know of them, allow me to move them into the

exceptional range. I have taken all of the circumstances into account when making my decision about this.

45. In any event, and for the sake of completeness, I stand by the seriousness assessment, in line with the Guidance on Outcomes, that I have already completed at Stage 1 of these proceedings. Culpability and harm are high, aggravated mainly by the fact that this Officer was a very experience road traffic officer who ought to have known better than how he behaved repeatedly in 2025.
46. I make it clear that, had I been able to find exceptional circumstances, there would be two options available to me: a final written warning and dismissal without notice. I keep in mind the threefold nature and purpose of police misconduct proceedings in making my determination and that in my approach to outcome, I must consider the least serious sanction first. In this case that would be a final written warning, through to dismissal without notice.

Personal Mitigation

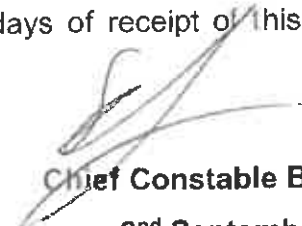
47. I have taken account of what the Guidance on Outcomes says about personal mitigation and the decision in *R (on the application of Williams) v Police Appeals Tribunal and another* [2016] EWHC 2708, which the Guidance references, as to the weight to be given to personal mitigation in police misconduct proceedings.
48. I have been provided with a substantial number of very good quality character references. I note the very positive things said about this officer in his what is an otherwise unblemished career serving the public on behalf of this Force. Clearly, the Officer was well liked and well respected across the teams he has worked in. I note in particular the positives he has made to several high profile investigations and where he has acted above and beyond the usual duties of an officer. I note his record of service shows that he took minimal time off throughout the majority of his career, which demonstrates his dedication. I accept what the Officer said to me when he spoke on his own behalf in mitigation, that he has been dedicated to his role, even to the detriment to his family.

49. I have heard submissions on personal mitigation from the Officer's representative, and I had read what is said in his Regulation 54 Response. I note that the /Officer references taking mental health medication in his interview, albeit I have been provided with little information about this. I still bear this in mind and determine it is relevant.
50. I note that this behaviour came at a very stressful time for the Officer, during the breakdown of his marriage and subsequent separation. Of course, it goes without saying that this is an extremely stressful time for anyone to go through and I am sympathetic and take it into account as far as I can. I note from the circumstances of this case and the Officer's record of service that even during this time of difficulty, he still turned up for duty and carried out his role, albeit he did so by committing various criminal offences.
51. I have considered carefully all of the mitigating material about this Officer. However, in my view, because of the importance of maintaining public confidence in and respect for the police service, the potential of any mitigation is necessarily limited. This is a case which significantly threatens the public's confidence in, and respect for, the police service. This is because the conduct was dishonest and in breach of the laws that the public expects officers to uphold. His mitigation, whilst powerful is not so much so that it moves into the exceptional range, as I have already said.

Determination

52. I keep in mind the nature and purpose of police misconduct proceedings in making my determination.
53. I find that the appropriate outcome in this case must be dismissal because:
- (a) There is a presumption that I dismiss this officer where there are no exceptional circumstances.

- (b) I find that this behaviour was deliberate, dishonest and lacked integrity. He committed numerous criminal offences knowingly and lied about it to a fellow officer. It would seriously damage confidence in and the reputation of the police service if a member of the public knew about this. I find that culpability and harm in this case are high. It is aggravated by the repeated nature of the conduct. It is only slightly mitigated by the Officer's admissions and remorse. I do not find the Officer's personal circumstances, whilst relevant, can reduce the seriousness.
- (c) No other outcome than dismissal would be adequate to uphold public confidence in policing and maintain the high standards that I expect of officers of Derbyshire Constabulary.
- (d) I am concerned to ensure that it is plain that such serious discreditable conduct by officers of Derbyshire Constabulary will not be tolerated, and to deter future misconduct by other officers. I consider that dismissal would help to prevent future misconduct. I need to send a very clear message that officers cannot break the law themselves, nor be dishonest about it. I cannot endorse this behaviour with anything less than the most serious sanction.
- (e) I have also considered the need to prevent this Officer from committing future misconduct. That can only be achieved by dismissing him without notice.
54. As a consequence of the above, the Officer's details should be included within the Police Barred List (Regulation 3(2) of the Police Barred List and Police Advisory List Regulations 2017).
55. I am aware of the Officer's right to appeal in accordance with the Police Appeals Tribunal Rules 2020. The Officer should provide notice of his intention to appeal to the Appropriate Authority within 10 working days of receipt of this written determination.



Chief Constable Blatchly

2nd September 2026