



ACCELERATED MISCONDUCT HEARING

NOTIFICATION of OUTCOME

Regulation 63

Kashif

Hearing of a case concerning	Constable 31170 Khasif Saghir
Date of Hearing	07 July 2026
Name of Person conducting	Chief Constable David Sandall (Leicestershire)

The Decisions of the Hearing

Number	Alleged Misconduct (taken from Reg 51)	Plea	Outcome
	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 25 September 2023. 1.2. On 22 May 2026, at Leicester Crown Court, you were convicted after trial of one offence of misconduct in a public office. 1.3. On the same date, you were sentenced to a term of imprisonment of 9 months which was suspended for 12 months. You were also ordered to pay £2000 costs to Crown		

	Prosecution Service and to pay £187 victim surcharge. 2. Particulars of Misconduct 2.1. Your conduct at paragraphs 1.2 and / or 1.3 would undermine public confidence. 3. Your conduct if proved amounts to gross misconduct for the following reasons: 3.1. Your conduct amounted to a criminal offence 3.2. Your conduct would undermine trust and confidence in you as a police officer and in the wider police force 4. Standards of Professional Behaviour engaged: 4.1. Discreditable Conduct		
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The reasons for the decision as to finding:

I am invited to consider the allegations against PC Kashif Saghir which are set out in the Regulation 51 notice. I adopt the approach which is suggested by the Appropriate Authority in its Opening Note:

1. Whether the conduct is proved on the balance of probabilities or admitted?
2. If so, whether the conduct breached the standards of professional behaviour?
3. If so, whether it amounts to misconduct, gross misconduct, or neither
4. If so, whether the former officer would have been dismissed had he not resigned.

I will refer to PC Saghir as 'the officer'.

I have had regard to the contents of the regulation 51 notice, the bundle of supporting information and antecedent information, as well as the written and verbal submissions on behalf of the AA and the Officer.

Is the conduct proved on the balance of probabilities?

The conduct set out in the regulation 51 notice relates to the Officer's conviction for the criminal offence of misconduct in public office. This is a serious offence which can only be heard in the Crown Court. It related to his contact with a vulnerable female and her daughter. The Officer met the female (person A) in connection with his duties and

provided her with his personal mobile number. He established contact of a personal nature which was inappropriate, because police officers are prohibited from using their duty to establish. He developed this relationship with her and ingratiated himself with her and her daughter.

There is no evidence in the file which suggests that there was sexual behaviour or messages towards person A on the part of the Officer. However, I note that the initial contact between the Officer and person A which was in the course of his duty was because A explained she was the victim of domestic violence previously reported and that her husband was threatening her. A was therefore vulnerable to an abuse of position. In the course of the first visit, the Officer provided A with his personal mobile number. The relationship developed with the Officer visiting A's home and developing a relationship with her daughter, reading her bedtime stories and using affectionate language.

The College of Policing states that officers are strictly prohibited from forming relationships with vulnerable members of the public that they meet in the course of their duties. The reason is obvious. A person who feels they need police protection is vulnerable to the person who can offer protection, namely, the officer. There is a clear imbalance of power in the relationship and, for the Officer, a clear conflict of interest. For that reason the College of Policing has stated that a relationship is inappropriate whether it is sexual or emotional in nature.

The Officer has maintained that he did not deserve to be convicted of the offence of misconduct in public office. I disagree. Person A knew the relationship was wrong. The officer admitted to her in his text messages that he knew he could lose his job on account of the relationship. He expressed personal affection for person A which, although I am not required to adjudicate upon it, indicates to me that he was cultivating an inappropriate personal relationship with her.

The fact of the conviction is a matter of Court record. Accordingly, I find the allegation proved.

What standards of professional behaviour are engaged?

Discreditable Conduct – because any conviction for a criminal offence on the part of a police officer damages the reputation of policing collectively.

Does the conduct amount to misconduct or gross misconduct

The Officer accepts that a criminal conviction equates to gross misconduct on the part of a police officer.

This is reflected in the College of Policing guidance which states that, because police officers are expected to uphold the law, any conviction must be treated seriously (para 4.16).

Although not every conviction for a criminal offence will result in dismissal (see *Commissioner for Metropolis v PAT & Gatty*), it remains the case that dismissal must be considered.

In this case, the offence is a serious one which can only be tried by a Crown Court.

This is compounded by an offence which is committed in connection with the officer's service as a constable, in respect of a vulnerable female (para 4.40 & 4.44). Whilst I do not consider there is evidence of sexual impropriety, the conduct involved the officer promoting and developing an inappropriate personal relationship with Person A when she was vulnerable to an abuse of position.

This is reflected further in the seriousness that the Officer was sentenced to imprisonment, albeit that the sentence was suspended.

Accordingly, I find that the matter amounts to gross misconduct.

The reasons for the decision as to outcome:

Outcome

I propose to follow the approach suggested by the AA as reflected in the College of Policing Guidance. I bear in mind the intended purpose of outcomes in police misconduct proceedings which are:

- (a) Protect the public
- (b) Maintain high professional standards
- (c) Maintain public confidence

Culpability

I assess culpability as high. This was a serious criminal offence which attracted a sentence of imprisonment. The Officer has explained his lack of maturity and inexperience contributed to his conduct. However, I note from messages that he told person A that he knew he could lose his job for maintaining the relationship. Despite that, he persevered with the contact and the development of the relationship.

Harm

I assess harm (including potential harm) as high.

It always does serious damage to the reputation of policing where a police officer is convicted of an offence. There is national concern around the misconduct of police officers in contacting vulnerable victims of crime to develop relationships with them. It is likely to have diminished person A's trust in the Police that she knew what the officer was doing was wrong, but that he continued in any event.

Aggravating features

I take care not to double count, so do not include elements of the aggravating features which are included above.

Mitigating features

I acknowledge, as the officer has suggested, that there is no evidence of sexual impropriety occurring. However, my interpretation of that in the context of this case is that this merely represents the absence of the most serious aggravating feature that could have applied in these circumstances. As such, it does not really represent

mitigation. If I am wrong about that, then any mitigation that it does represent is minimal.

I balance these factors against the following:

Expression of remorse

Credit for the Officer's insight into his own conduct

Character evidence

Record of service

The Officer's remorse is clearly genuine. I recognise the Officer's deeply held feelings and his expression of emotion in the hearing.

However, the Officer maintains that it was unfair for him to be convicted of the offence and he believes the conviction is unjust. I therefore have to temper the credit that I could give him in light of those views. He still maintains that the underlying conduct would not have merited more than misconduct. I have to say that I fundamentally disagree with him in that respect.

I have not had any character evidence which I am content to take as merely a reflection of how young in service the Officer is.

I have not placed weight upon the content of the record of service and accept the advice I have been given that the record of service is intended to provide information of assistance to the officer about performance. On that basis, I treat the content of the document neutrally.

I recognise that the Officer has conducted himself in this hearing with dignity and take account of all his submissions.

Having carried out that balance, I am left to reflect on outcome.

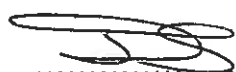
This is a serious criminal offence. The officer knew the conduct was wrong (although I accept he perhaps did not anticipate that he would be prosecuted criminally).

The public requires reassurance that police officers that abuse their position to advance personal interests are dealt with robustly. The Police Service serves the public with their consent and it is of vital importance that the public trust and confidence is maintained in the Police's professionalism and high standards of conduct.

For that reason the only outcome which I consider to be appropriate in this case is one of dismissal without notice.

The officer's name will be placed on the barred list accordingly. The Officer may appeal against this decision by notice in writing to the Office of the PCC within ten working days of today's date.

Signature of Chair

 T/CC David Sandall

(Chief Constable David Sandall)

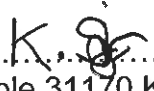
Date **7 July 2026**

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  (Officer concerned) Date 2026
(Constable 31170 Kashif Saghir)

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 Nicolle 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.