MERSEYSIDE POLICE

WRITTEN DECISION OF ACCELERATED MISCONDUCT HEARING AND NOTIFICATION OF ENTITLEMENT TO POLICE APPEALS TRIBUNAL

Regulation 63 Police (Conduct) Regulations, 2020

Officer's Name: Thomas Edwards **Force No. 7312**

Rank: Constable (former)

This is to notify you that as a result of an investigation into whether your conduct may have breached the Standards of Professional Behaviour the Appropriate Authority (AA) has determined that the 'special conditions' as defined in Regulation 49(2)(a&b) of The Police (Conduct) Regulations 2020 are satisfied and has referred the matter to an Accelerated Misconduct Hearing (AMH).

The details of your conduct that it is alleged has breached the Standards of Professional Behaviour can be found below together with how that conduct is alleged to amount to gross misconduct.

Particulars of Fact

1. On Sunday 02nd February 2025, at approximately 03:38hrs, Merseyside Police received a report of a concern for safety. It was reported that you had a domestic altercation with your [redacted] and had left the address in your car.

2. The two officers deployed to the incident were: Constable's [redacted] and [redacted]

3. After conducting a negative area search to locate you, officers attended the address where you resided at that time. You answered the door to the officers and stated "NO, YOU'RE NOT COMING IN", slamming the door in Constable [redacted] face.

4. Due to your behaviour prior to Police arrival at scene and your deteriorating behaviour at scene, at 04:47 hours, Constable [redacted] placed you under arrest to prevent a breach of the peace.

5. Constable [redacted] and Constable [redacted] took a hold of you. You refused to place your hands behind your back to be placed in handcuffs and was positioned so that both officers were also vulnerable and stood restraining you at the top of a flight of stairs.

6. You then suddenly lunged down the stairs, breaking free from Constable [redacted] and dragged Constable [redacted] behind you causing her [redacted]

7. Constable [redacted] further arrested you for assaulting an emergency worker to which you replied "NO, NO, I'VE DONE NOTHING WRONG" and continued to use your bodily force to get towards the front door.

8. You were arrested for a total of 4 matters:

- Breach of the peace
- Assault of an emergency worker
- Resist Arrest
- [redacted]

9. Medical record/statement has been obtained and confirms the following in relation to the injuries sustained by Constable [redacted]

10. On 30/07/2025 CPS authorised the following charges against you:

- Assault by beating of an emergency worker (02/02/2025)
- Assault a constable in the execution of his / her duty (02/02/2025)
- Obstruct / resist a constable in execution of duty (02/02/2025)
- Obstruct / resist a constable in execution of duty (02/02/2025)

11. On 24/09/2025 you attended Manchester Magistrates Court where you pleaded guilty to the following charges:

- Assault by beating of an emergency worker (victim PC [redacted]
- Obstruct / resist a constable in execution of duty (victim PC [redacted]

12. You are due to attend Manchester Magistrates Court on 23/01/2026 for sentencing.

Particulars of misconduct

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

According to the Code of Ethics in relation to this standard, examples of meeting this standard include: remaining composed and respectful, even in the face of provocation and retaining proportionate self-restraint in volatile situations. You have failed to treat your colleagues with respect and courtesy in the execution of their duty. This has been evidenced by the officers' statements and their body worn video.

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 Code of Ethics in relation to this standard requires police officers to keep in mind at all times that the public expect them to maintain the highest standards of behaviour. They, therefore, must always think about how a member of the public may regard their behaviour, whether on or off duty. By assaulting your colleagues [redacted] this has the potential to massively discredit the police service and undermine public confidence in it. This is even more amplified by the fact that you worked within Professional Standards.

The finding(s) of the Special Case Hearing and the outcome(s) imposed of the breach(s) of the code of conduct if proven is as follows: -

Outcome	Indicate Below
Gross Misconduct Not Proven – Case dismissed	
Final Written Warning	
Would Have Been Dismissed If Still Serving	X

The reasons are shown below: -

In determining this case I have read the hearing bundle consisting of 51 pages.

I have had an opening note from the AA and have heard from D/Supt Reardon on behalf of the AA; the officer did not attend and was not represented.

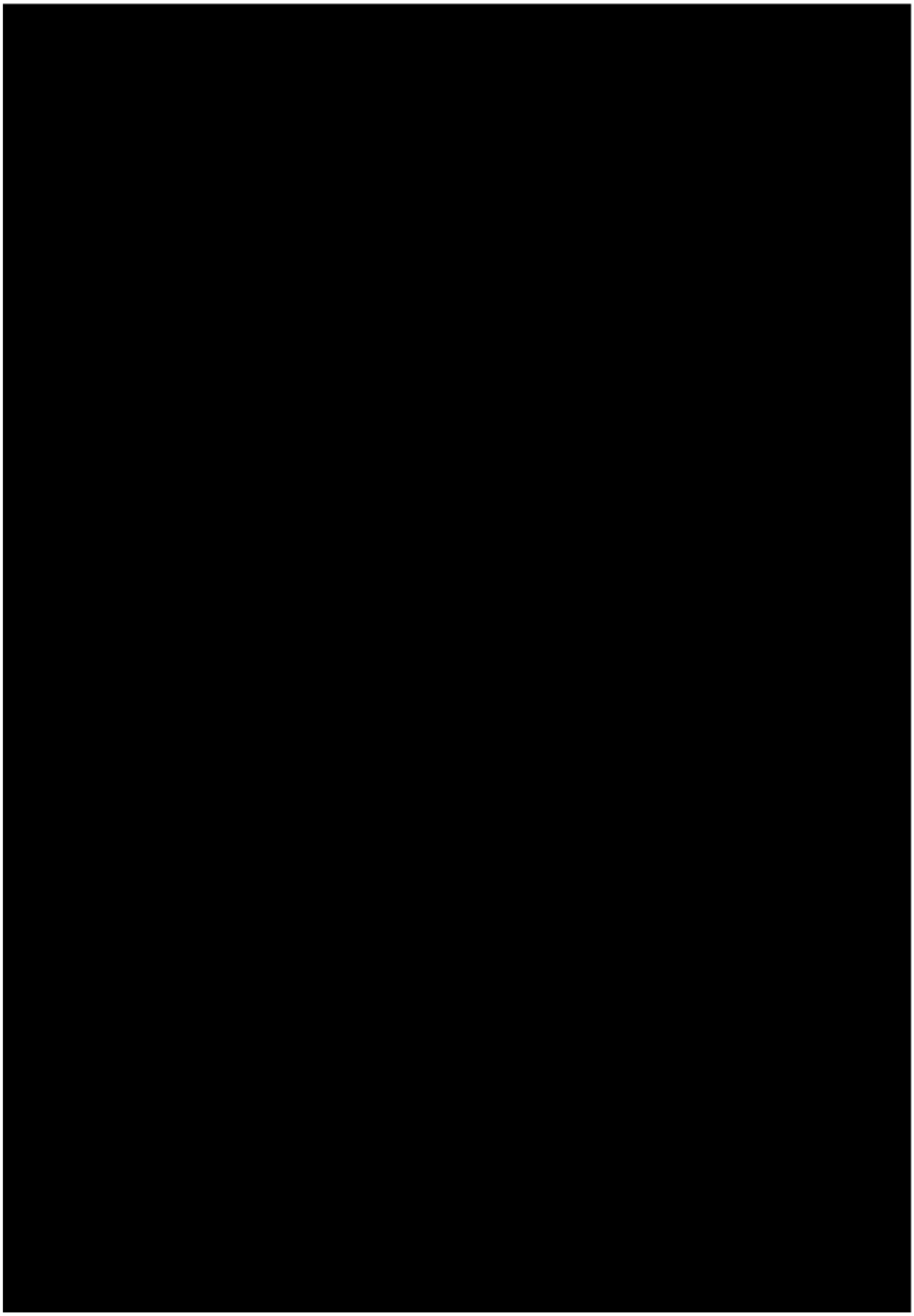
I am grateful to all for their care and attention to this matter.

Applications

The AA makes an application to proceed in the officer's absence. I have granted this application. I am satisfied that the officer has been served with the notice of hearing and knows that it is proceeding today.

Anonymity - former Constable Edwards

[redacted]



The Findings

I note that my first task is to make findings of fact and that my findings of fact are on the balance of probabilities.

The particulars of facts in the regulation 51 notice are highlighted above:-

I note from the former officer's Regulation 54 notice that there is a dispute over some of the facts here. However, the key facts that are admitted and are incontrovertible are as follows:

1. That the former officer's wife called the police as he had left home and she was concerned for his safety.
2. That the former officer was arrested by Constable [redacted] to prevent a breach of the peace.
3. That the former officer lunged down the stairs causing Constable [redacted] harm.

These facts are admitted by the former officer in the reg 54 and are evidenced in the statement of Constable [redacted] (p24-29) the statement of Constable [redacted] (p30-36) from the pictures of Constable [redacted] (p39-42) and the medical statement (p37).

The other key facts in this case are that the former officer was charged with assault by beating of an emergency worker (2.2.25), assault a constable in the execution of his/her duty (2.2.25), obstruct/resist a constable in execution of duty (2.2.25) (p43-49) and that at the magistrates court on 24 September 2025 he entered guilty pleas to assault by beating of an emergency worker (victim PC [redacted] and obstruct/resist a constable in execution of duty (victim PC [redacted] (p50-510).

I have considered the regulation 54 notice and note all of the points that the former officer raises. However, these do not detract from the fact that he entered a guilty plea to the offences as outlined above and that he has assaulted one colleagues and obstructed another one.

[redacted]

When his wife answered the door, it is clear from Constable [redacted] and Constable [redacted] evidence that at the time she was fearful of him.

The former officer, Constable [redacted] and [redacted] were aware that there was a report that the former officer had thrown a chair across the room, and that his wife reported to Constable [redacted] and [redacted] that just before she opened the door the former officer has said "there's going to be fight" this evidence is not challenged by the former officer and is certainly an indication that a breach of the peace was imminent.

The former officer did not engage with his colleagues, he stated that they had no powers under [redacted] which was in fact correct, his behaviour was such that the arrest for breach of the peace was in my view appropriate.

It was within the range of options available to the attending officers, had further interventions been necessary or appropriate these could be addressed in custody.

This information does not detract from the key fact here that leads me to my conclusion (below) that the former officer has a conviction for assaulting a colleague and obstructing another colleague.

I am invited to consider this as a breach of the standards of professional conduct of Authority, Respect and Courtesy and Discreditable Conduct.

I have considered those standards, and this incontrovertible and admitted conduct clearly breaches those standards.

The former officer has admitted assaulting a colleague and obstructing another colleague in the execution of her duty. This is wholly inconsistent with the values and behaviours that should be demonstrated by a police officer in today's police service.

I find that the conduct admitted by the officer amounts to gross misconduct, i.e. conduct so serious that dismissal is justified.

The former officer is wholly culpable for this conduct. His actions were plainly deliberate, and this can be nothing other than gross misconduct.

The Outcome

I turn now to outcome. I have found the facts in this case and assessed the level of seriousness.

I remind myself that the purpose of disciplinary proceedings is to maintain public confidence in and the reputation on the police service, uphold high standards in policing and deter misconduct, protect the public.

It is clear from the evidence that the officer was wholly culpable for his acts. He has admitted the same. The harm caused I high.

Officers are to uphold the Standards of Professional behaviour and the police in accordance with the Code of Ethics.

The aggravating fact is that the officer's actions were deliberate. It is inconceivable that a person who has a conviction for assault and obstruction still serves as a police officer.

The officer has provided some mitigation. This I not however, supported by any medical evidence.
It I therefore of limited assistance. However, I note that the former officer has resigned. That in my view was the correct thing to do.

I find that the only appropriate outcome to impose there is that of dismissal without notice should the officer have still been serving.

I now direct the former officer to be added to the College of Policing Barred List.

Rob Carden

Chief Constable

17 December 2025

Appeal rights.

You have the right of appeal to the Police Appeals Tribunal against any finding of gross misconduct made by the Chief Constable at this hearing unless that finding was made following acceptance by you that your conduct amounted to gross misconduct.

You also have the right of appeal to the Police Appeals Tribunal against any disciplinary action imposed as a result of that finding. The Tribunal can increase any outcome imposed as well as reduce or overturn the decision of the special case hearing.

Your appeal must be based on one or more of the following grounds:

- That the finding or decision to impose disciplinary action was unreasonable

- That there is evidence that could not reasonably have been considered at the special case hearing which could have materially affected the finding or decision on disciplinary action, or

- That there was a breach of procedures set out in The Conduct Regulations, the Complaints and Misconduct Regulations or Part 2 of the 2002 Act or unfairness which could have materially affected the finding or decision on disciplinary action.

You have **10 working days** beginning with the first working day after the day you have been served with this notice to provide the Police and Crime Commissioner with written notice of appeal. Application outside this period can be considered by the Chair of the Police Appeals Tribunal under Rule 9 of the Police Appeals Tribunal Rules 2020.

Should you wish to request a transcript of the misconduct proceedings (or part of the proceedings) then this should be made in your notice of appeal.

On receipt of your appeal notice the Police and Crime Commissioner will as soon as practicable supply the respondent (The Chief Constable), and in the case of a 'specified appeal' the IOPC, with a copy of the notice of appeal. The respondent shall then within 15 working days of receipt of the notice of appeal supply to the Police and Crime Commissioner a copy of this hearing decision notice, any documents made available to the panel who conducted your hearing and a copy of any transcript of the proceedings requested by you. A copy of any such transcript shall at the same time be supplied to you.

You are also required to provide to the Police and Crime Commissioner a statement of the relevant decision and your grounds for appeal, and any supporting documents.

If your appeal is based on the ground that there is evidence that could not reasonably have been considered at the misconduct hearing which could have materially affected the finding or decision on disciplinary action, then you must also supply a list of any proposed witnesses as defined in Rule 13(5)(c) and a witness statement from each of those witnesses. If you consent to the appeal being determined without a hearing, then this consent must be given in writing.

These documents shall be supplied before the end of 20 working days from the day on which you are supplied with a copy of the transcript, or if no such transcript was requested before the end of 35 working days from the day you gave notice of appeal to the Police and Crime Commissioner. The Police and Crime Commissioner shall then supply a copy of those documents provided to the respondent as soon as practicable.

The respondent then has 20 working days from receipt of those documents to supply the Police and Crime Commissioner with a statement of response to the appeal, any supporting documents, and a list of any proposed witnesses as defined in Rule 13(9)(c) together with a witness statement from each proposed witness. The respondent must also give in writing any consent for the appeal to be determined without a hearing.

At the same time as supplying the above documents to the Police and Crime Commissioner the respondent shall provide you with a copy of those documents save in the case of the supporting documents a list of those documents only need be supplied. The Police and Crime Commissioner will then provide to the Chair a copy of all documents supplied to it under these Rules.

Both you or the respondent may apply to the Police and Crime Commissioner for an extension to a relevant period as defined in Rule 14(1). This application must set out the reason for such application and the period of extension required. A copy of the application will be supplied to the other party who will be asked if they consent to the extension. If the other party does not consent, then the application will be forwarded to the Chair who will determine if an extension shall be granted and for how long.

Under Rule 15, on receipt of the supplied documents the Chair shall determine whether the appeal should be dismissed on the basis that either the appeal has no real prospect of success or there is no other compelling reason why the appeal should proceed. If the Chair considers that the appeal should be dismissed, before making his determination, he shall give you and the respondent notice in writing of his view together with the reasons for that view. You and the respondent may make written representations in response to the Chair before the end of 10 working days and the Chair shall consider any such representations before making his determination. The Chair shall give you, the respondent and the relevant Police and Crime Commissioner notice in writing of his determination. Where the Chair determines that the appeal should be dismissed the notification shall include the reasons for the determination.

Where an appeal has not been dismissed under Rule 15, the Chair must determine whether the appeal should be dealt with at a hearing. The Chair may determine that the appeal should be dealt with without a hearing, but only if you have so consented. Where the appeal is to be dealt with at a hearing the Chair shall give you and the respondent his name and contact details.

At any time following the provision of the documents mentioned in Rule 13(5) and (9), you or the respondent (the "requesting party") may apply to the Chair for disclosure of any document by the other party which is relevant to the appeal. The Chair may request the disclosure of any such document by the other party and where it is disclosed, a copy must be given to the Chair and to the requesting party. Where a party does not comply with a request to disclose under paragraph (2), the party must give the Chair and the requesting party his reasons for non-disclosure in writing.

The Chair must cause you and the respondent to be given written notice of the date, time and place of the hearing at least 20 working days, or such shorter period as may with the agreement of both parties be determined, before the date of the hearing. Where you or the respondent (or both) have proposed witnesses under rule 13, the Chair must determine which, if any, witnesses may give evidence at the hearing. No witness may give evidence at the hearing unless the Chair reasonably believes that it is necessary for the witness to do so, in which case the Chair must where the witness is a police officer, cause that person to be ordered to attend the hearing; and in any other case, cause the witness to be given notice that his attendance is necessary and of the date, time and place of the hearing.

You have the right to be represented at a hearing by a relevant lawyer or a police friend.

Where you are represented at the hearing by a relevant lawyer, you may also be accompanied at the hearing by a police friend. If you choose not to be represented, the hearing may take place and the appeal may be determined without you being represented. The respondent has the right to be represented at a hearing by a relevant lawyer or by an officer of the police force or by the chief executive of the relevant Police and Crime Commissioner.

Subject to these Rules, the procedure at a hearing shall be determined by the tribunal. The tribunal may proceed with the hearing in the absence of either party, whether represented or not, if it appears to be just and proper to do so and may adjourn it from time to time if it appears necessary to do so. Unless the tribunal determines otherwise, the evidence adduced by you must be given first. Witnesses giving evidence at the hearing may be subject to questioning and cross-questioning. Any question as to whether any evidence is admissible, or whether any question should or should not be put to a witness, shall be determined by the tribunal.
A verbatim record of the evidence given at the hearing must be taken and the relevant Police and Crime Commissioner must keep such record for a period of at least two years from the date of the end of the hearing.

The hearing shall be held in private, however, the tribunal may allow a person to attend all or part of the hearing as an observer for the purposes of training. In certain circumstances as prescribed in the Rules, the complainant, an interested party, or a representative of the IOPC shall also be allowed to attend the hearing.

The tribunal must determine whether the ground or grounds of appeal on which you rely have been made out. The determination of the tribunal must be based on a simple majority but must not indicate whether it was taken unanimously or by a majority. The Chair must prepare a written statement of the tribunal's determination of the appeal and of the reasons for the decision. As soon as reasonably practicable after the determination of the appeal the Chair shall cause you, the respondent and the Police and Crime Commissioner to be given a copy of the written statement, but, in any event, you must be given written notice of the decision of the tribunal before the end of 3 working days beginning with the first working day after the day on which the appeal is determined.

Any request for an appeal must be forwarded to:

Police and Crime Commissioner for Merseyside.

Vetting of individuals is critical to manage risks to the Force, and to ensure the integrity of everyone who works for Merseyside Police. Vetting is completed in line with the Vetting Code of Practice and its associated National Guidelines, APP on Vetting 2021. Section 8.50.1 of APP on Vetting 2021 states that following the conclusion of a misconduct hearing or meeting where the officer, special constable or member of staff is not dismissed but has been issued with a written warning or a final written warning, a review of vetting clearance should be carried out. The review includes a consideration of the applicant's suitability to maintain the level of clearance held and to continue in the post they occupy.

I have been served with a copy of this notice:-

Signed: _____

Date: _____

I have been served with a copy of the R –v- Edwards notice:-

Signed: _____
Date: _____

CHIEF CONSTABLE'S MEMORANDUM

Regina –v- EDWARDS
Disclosure of Disciplinary Convictions

I refer to Merseyside Police Special Order Dated 30th June 1993, regarding the above. The detail of the misconduct conviction recorded against you has already been served upon you.

You must reveal the **full details of the wording of the charge(s)** relating to these convictions to the Crown Prosecution Service in accordance with the instructions contained in Chapter 18 of the Disclosure Manual (see Merlin). Failure to reveal your disciplinary record and/or any criminal convictions recorded against you may render you liable to further disciplinary proceedings.

The earliest date of expunction from your personal record of these convictions is in line with the Police (Amendment) Regulations 2008. At the appropriate time the Personnel Department will arrange for the conviction to be expunged from your personal record. You should inform the Crown Prosecution Service accordingly, when this has been done.

If you have any queries regarding this matter, the staff in the Professional Standards Department will be pleased to assist you.