

Professional Standards Directorate
Conduct Investigation



POLICE (CONDUCT) REGULATIONS 2020
Regulation 63

Ref No: CM/20/22

Officer: Billy LUETCHFORD

Chair: Commissioner Angela McLaren

SUBJECT: NOTIFICATION OF THE OUTCOME OF AN ACCELERATED MISCONDUCT HEARING

DETAILS AND OUTCOME OF ACCELERATED MISCONDUCT HEARING

On 03/08/2023 an accelerated misconduct hearing was convened by Commissioner Angela McLAREN

Chair's Report

The breaches of the Standards of Professional Behaviour alleged were as follows:

- 1. Discreditable Conduct: (Offensive Messages)** It is alleged that on 03/07/2021 LUETCHFORD sent a grossly offensive message by way of a public communications network. It is alleged that this action amounted to discreditable conduct.

I have reviewed the facts of this case in the correspondence provided.

In considering an appropriate outcome to impose I have considered the Investigators report, your letter including admission and apology, and your resignation of 27/02/2023.

I have also considered the 3-fold purpose of a police misconduct proceeding, those being.

1. Maintaining public confidence in and the reputation of the police service
2. Upholding high standards on policing and deterring misconduct
3. Protecting the public

I find that your conduct amounts to

gross misconduct.

My rationale for this is as follows:

Taken everything into consideration I find that your actions fell well below the standards expected, are not conducive to our values of professionalism, integrity and compassion.

The public rightly expect the highest standards from policing and your behaviours have discredited that.

Determination of Outcome

Your behaviours amounted to sending of grossly offensive messages:

Police officers have a duty to protect the public and the most vulnerable in society, you have betrayed the trust of not only the public but your fellow officers and staff.

Given the serious nature of the findings against you, the only appropriate sanction is:

Dismissal without notice – this also includes the added consequence of you being included on the College of Policing Barred List. Your standards of professional behaviour are so serious that dismissal is the only acceptable outcome.

Signed: Commisisoner McLaren:.....

RIGHT OF APPEAL

You have a right of appeal against the outcome under the following circumstances:-

- a) the finding or outcome was unreasonable;

- b) there is evidence that could not reasonably have been considered at the original hearing which could have materially affected the finding or decision on disciplinary action; or

- c) there was a breach of the procedures or other unfairness which could have materially affected the finding or decision on outcome.

Should you wish to appeal this must be done to the Police Appeals Tribunal by writing to the City of London Corporation **within ten working days** beginning with the day after receipt of