



Professional Standards Department

Notification of Outcome of an Accelerated Misconduct Hearing under **Regulation 63** of The (Police) Conduct Regulations 2020

This report is submitted to the Appropriate Authority under Regulation 63 of The (Police) Conduct Regulations 2020 by the person conducting or chairing the accelerated misconduct hearing setting out:

- a) the finding of the person or persons conducting the accelerated misconduct hearing;
- b) the reasons for that finding;
- c) any disciplinary action imposed.

Case reference number: **CM/**/23**

Date of hearing: **18/12/24**

Officer subject to proceedings: **FORMER PC 838 Christopher Sanders**

Person conducting or chairing the hearing: **Chief Constable Dr Richard Lewis**

The findings and details of any disciplinary action to be imposed are as follows:

As Chief Constable of Dyfed-Powys Police, I chaired a special case hearing for Former PC Sanders who faced the following allegations:

1. On the 29th of February 2024 it was brought to the attention of Dyfed Powys Police Professional Standards Department that PC Sanders was engaging in other employment whilst signed off sick from his role with DPP, namely fitting a floor in a residential home.
2. PC Sanders was signed off work on sick leave from 8th November 2023 until 9th April 2024 and again from 2nd May 2024 until his resignation in August 2024
3. On the following occasions PC Sanders carried out paid work whilst signed off sick from his role with Dyfed Powys Police:
 - a. Floor fitting and odd jobs at Montrose Care Home – receiving two payments on the 12/12/2023 and 28/03/2024 totalling £450.00.
 - b. Tiling work for Carl Lavender – receiving two payments on the 04/03/2024 and 26/03/2024 totalling £410.00.
 - c. Painting of kitchen for E&S Strefford – receiving a payment of £360 on the 13/04/2024.
4. PC Sanders did not have an authorised business interest in place during this or any period during his employment.

It is alleged that this conduct amounts to a breach of the Standards of Professional Behaviour in respect of:

- **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).**
- **Honesty and Integrity – (Police Officers are honest, act with integrity and do not compromise or abuse their position).**

The facts in this case were not in dispute. Although not in attendance, by way of written submissions Former PC Sanders fully accepted the conduct as alleged *and* accepted that it amounted to gross misconduct. Therefore, the case was clearly proven, and consequently I made a formal finding of gross misconduct.

Following on from this, I determined that had the officer still been serving as a Dyfed-Powys Police Officer, I would have dismissed him immediately and without notice. My rationale for this is that the conduct was so serious and incompatible with the police service that dismissal was entirely justified.

In arriving at this decision, I considered what the public would expect, and I believe that any reasonable person would conclude that such conduct was unbecoming of a police officer. As such, I considered that my decision was important in reiterating the standards expected of all employees of the Force, and in retaining trust and confidence in the service.

In arriving at my decision, I was also cognisant of the Home Office Guidance on Outcomes in Police Misconduct Proceedings. I am satisfied that my decision is in line with the Guidance.

Therefore, Former PC Sanders will now be placed on the College of Policing Barred List. This will prevent him from re-entering the policing profession.

Date of determination:	18/12/2024
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Officer's Notice of Right to Appeal

You are entitled to request an appeal to the Police Appeals Tribunal in relation to the finding against you and/or the sanction(s) imposed as detailed above.

Your notice of appeal must be submitted in writing to the Office of the Police and Crime Commissioner for Dyfed-Powys within 10 working days beginning with the first working day after receiving this report.

Contact details for the Office of the Police and Crime Commissioner are available on their website
<https://www.dyfedpowys-pcc.org.uk/en/contact-us/>

The Chair's directions in respect of [Regulation 63 \(5-11\)](#) (Publication of this report):

I direct the appropriate authority to publish this report on their website as soon as practicable after the officer concerned is notified of the outcome of the accelerated misconduct hearing. The report must be published on the website for a period of not less than 28 days.

Prior to publication of this report the appropriate authority may, redact the document—

- a) in so far as the authority considers redaction is —
 - i. necessary for the purpose of preventing the premature or inappropriate disclosure of information that is relevant to, or may be used in, any criminal proceedings;
 - ii. necessary in the interests of national security;
 - iii. necessary for the purpose of the prevention or detection of crime, or the apprehension or prosecution of offenders;
 - iv. necessary for the purpose of the prevention or detection of misconduct by other police officers or police staff members or their apprehension for such matters;
 - v. necessary and proportionate for the protection of the welfare and safety of any informant or witness;
 - vi. otherwise in the public interest, and
- b) in line with any restrictions imposed on the disclosure of information during the course of the proceedings.

In making this decision I have had regard to any representations provided under regulation 53(3) or (5) and any representations made at the accelerated misconduct hearing.

This hearing was in public (albeit with no press or public in attendance) and so ultimately there are no private / restricted elements to consider.

Therefore, I direct the above decision is published in its entirety with no redactions.

**The Chair's directions to the appropriate authority in respect of [Regulation 42 \(16\)](#)
(Information the Chair considers ought to be included in the Police Barred List report):**

Detail here any information the Chair considers ought to be included in the barred list report relating to the officer concerned (information relating to whether exemptions to requirement to publish the barred list entry apply).

I would ask that Professional Standards Department discloses a full and accurate summary of the case to the College of Policing in line with existing practice.

In line with what is stated above, this hearing was held in public and so ultimately there are no private / restricted elements to consider.

Signature of the person conducting the Accelerated Misconduct Hearing:

I have made the above determinations in accordance with The Police (Conduct) Regulations 2020 and the College of Policing Guidance on outcomes in police misconduct proceedings.

	18/12/2024
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The appropriate authority must, as soon as practicable after receiving this report notify the officer concerned of the outcome by sending the officer a copy of the report. The appropriate authority must also send a copy of any report under this regulation (where applicable) to –

- the Director General, in any case where the Director General presented the case, or was entitled to attend to make representations, and
- the complainant and any interested person