

I will deliver my findings with brief reasons now. I have carefully considered all the written and material submitted, along with the submissions heard at the Hearing itself.

I have followed the staged approach as set out in the guidance. Firstly, to consider findings as to the facts.

FACTS

Notwithstanding the full admissions of the officer that she sent the messages and the alleged misconduct took place, I am also satisfied this is the case on the balance of probabilities. I therefore find the facts as presented by the AA to be proven.

1. PC Johnson, whilst a serving Police officer, behaved in a manner amounting to blackmail. By threatening to expose a male as a paedophile, unless he paid her. PC Johnson accepts she also agreed to purport to be a child aged 15yrs, when interacting with him. She accepts the behaviour but denies she did or would have carried out the threat when he didn't pay.
2. PC Johnson, whilst a serving Police officer, sent messages referring to individuals as "nonce," "retards," "downy," and "mental". She also share a video mocking individuals who suffered from downs syndrome.
3. PC Johnson, whilst a serving Police officer, sent messages detailing that being an officer had not matured her, and she would often turn a blind eye to things at work as an officer. Specifically relaying how she dismissed a woman at work who was crying & suffering with suicidal thoughts.
4. PC Johnson, whilst a serving Police officer, sent messages detailing fake accounts she'd created online, to bully and troll people and obtain money.
5. PC Johnson, whilst a serving Police officer, sent a message about an antisemitic joke.
6. PC Johnson, whilst a serving Police officer, sent messages stating she told people sometime daily, to kill themselves.

STANDARDS

After the findings of fact, I have then considered whether these amount to a breach of the Standards of Professional Behaviour. I find the following standards to have been breached:

- **Authority, Respect and Courtesy:**
 - The Standard sets out an expectation that officers must... "carry out their role and responsibilities in an efficient, diligent and professional manner ... to avoid any behaviour that might impair their effectiveness or damage either their own reputation or that of policing ... and, ensure their behaviour and language could not reasonably be perceived to be abusive, oppressive, harassing, bullying, victimising or offensive by the public or their policing colleagues"
 - I find this Standard to have been breached on multiple occasions. PC Johnson's conduct on all allegations 1 through 6 are a clear breach of this Standard.
- **Equality and Diversity:**
 - This Standard sets out an expectation that officers must... "uphold the law regarding human rights and equality... treat all people fairly and with respect, and ... treat people impartially"
 - Likewise, I find this Standard to be breached on multiple counts. The use of discriminatory language, the mocking of disabled persons and the antisemitic behaviour are a clear and fragrant failure to uphold this Standard.

- **Discreditable Conduct:**

- This Standard sets out an expectation that officers must ... “keep in mind at all times that the public expect you to maintain the highest standards of behaviour.”
- Similarly, I find that the behaviour of PC Johnson to have been discreditable. I find PC Johnson’s conduct on all allegations 1 through 6 to be a clear breach of this Standard.

In assessing the seriousness of these breaches, I note the following:

- The officer has a high level of culpability. The conduct was intentional and deliberate. The harm could reasonably have been foreseen, the conduct involved intimidation and sexual impropriety, the conduct was discriminatory in nature.
- The conduct has a high level of harm. Though no persons were physically harmed, the conduct has a significant potential for psychological distress and to harm public confidence in and the reputation of policing.
- There are significant aggravating factors; the conduct was predatory in nature, for malign intent; it was regular and repeated; it continued after the officer realised or ought to have realised that it was improper; it showed a significant deviation from policy and guidance, and the conduct involved multiple breaches of the standards.
- In mitigation I do note whilst the officer has admitted the messages and has suggested her intention was never to harm anybody.

Having considered the severity of the conduct, I find the breach of these standards to be individually and collectively at the level of Gross Misconduct.

OUTCOME

Following the findings, I have gone on to consider the most appropriate outcome for the misconduct. In addition to the written evidence supplied and the submissions at the Hearing itself, I have also considered the former officer’s service record.

In this matter, the I have followed the structured approach as set out in the College of Policing’s Guidance on Outcomes.

I reminded myself first of the purpose of imposing sanctions as set out in the College of Policing Guidance:

- 1) To uphold public confidence in and the reputation of the police service;
- 2) To uphold high standards in policing and deterring misconduct; and
- 3) To protect the Public.

I then reminded myself that, as per section 2.8 of the Guidance, any sanction imposed must be “... no more than is necessary to satisfy the purpose of the proceedings” and therefore less severe

outcomes must be considered before more severe outcomes. I note that PC Johnson has tendered her resignation and is in her 28 day notice period, limiting the sanctions available.

I then considered once more the severity assessment and the seriousness of the breaches with respect to:

- Culpability
- Harm
- Aggravating factors; and
- Mitigating factors

I find that no sanction below the dismissal of the officer would satisfy the purposes of imposing sanctions as set out in the guidance. Behaviour of this nature is incompatible with and has no place in policing, it not only brings discredit on the individual themselves but does considerable harm to the public's confidence in and the reputation of the Police Service.

As such PC Johnson, notwithstanding her resignation, is dismissed without notice and will be placed on the College of Policing Barred List.