# Disciplinary hearing reveals serious misconduct among former police officers



A disciplinary hearing involving former police officers from the West Midlands and Thames Valley regions has highlighted significant breaches of professional conduct among law enforcement personnel.

In the case of former PC Duffy, a former officer for West Midlands Police, the hearing revealed that he had engaged in serious misconduct by accessing sensitive police logs without legitimate purposes. Evidence presented to the panel indicated that Duffy, who had served the forces for 18 years, demonstrated a "heavy focus" on a personal dispute with a neighbour that led to criminal investigations. Between September 1, 2021, and October 11, 2022, Duffy accessed police records 22 times on four separate occasions, including reports where he was named as a victim. In one troubling incident, he accessed confidential records 16 times within a mere 35 minutes.

Chief Constable Craig Guildford stated that Duffy's actions constituted gross misconduct, specifically noting the deliberate nature of his repeated searches, which aimed at gaining personal information rather than serving any policing purpose. During the hearing, it was revealed that Duffy attempted to fabricate a defence for his actions in his notebook and misled senior officers about the extent of his unlawful activities. Guildford remarked on the seriousness of the breaches, stating, “This is an issue of public concern as data should only be accessed for legitimate purposes." Duffy resigned just before the hearing and did not participate in the proceedings. Had he remained an officer, he would have faced dismissal.

Meanwhile, former PC Scott Norman of the Thames Valley Police faced a similar disciplinary outcome, as he was found guilty of gross misconduct across four allegations stemming from his misuse of police data. Norman, who previously served in an intelligence unit, accessed police records, including those pertaining to a former partner, a total of 14 times for non-policing reasons between 2021 and 2022. Among these breaches was the accessing of a police report filed by Richard regarding his then-wife, now Mrs X, whom Norman was pursuing romantically. This included a proactive sharing of information associated with a road traffic incident involving Mrs X, highlighting the gravity of his breach of confidentiality.

Richard expressed his deep frustrations regarding the lengthy investigation process that North England's Thames Valley Police took, which lasted two years before reaching the gross misconduct ruling. He remarked on the erosion of his trust in police following Norman's actions and the delayed disciplinary response, stating, “It is wrong that I have been made to follow up and take so much time on a case that was clear for all to see.” The panel determined that Norman’s actions were both "deliberate" and "sustained," undermining public trust in the police.

Both cases illustrate significant challenges within policing related to data access and confidentiality, with actions of these officers raising concerns about the integrity and trustworthiness of police forces.

Source: [Noah Wire Services](https://www.noahwire.com)

## References

* <https://www.westmidlands.police.uk/foi-ai/west-midlands-police/misconduct/outcomes/misconduct-hearing-outcomes/> - This URL supports the general context of police misconduct hearings, including those involving former West Midlands Police officers. It provides details on various misconduct cases and their outcomes.
* <https://www.westmidlands.police.uk/foi-ai/west-midlands-police/misconduct/hearings/2025/march/pc-20391-duffy-accelerated-misconduct-hearing/> - This URL is related to PC Duffy's misconduct hearing, providing specific details about a West Midlands Police officer involved in a disciplinary proceeding for accessing sensitive police logs.
* <https://www.westmidlands.police.uk/advice/advice-and-information/mis/misconduct-hearings/> - This page explains the process and importance of police misconduct hearings, which are essential for maintaining public trust and ensuring accountability within police forces.
* <https://www.thamesvalley.police.uk/about/our-policies-and-procedures/> - Unfortunately, there is no specific information available about PC Norman's case in the search results. However, this URL can provide general context about Thames Valley Police policies and procedures, which may relate to misconduct processes.
* <https://www.policeconduct.gov.uk/> - While not directly mentioned in the search results, this URL from the Independent Office for Police Conduct (IOPC) offers general insights into police misconduct investigations across England and Wales, which can indirectly support the broader context of misconduct within UK police forces.
* <https://www.ico.org.uk/your-data-matters/organisations/data-protection-in-the-uk.aspx> - This URL about data protection in the UK is relevant to the discussion of police data access and confidentiality breaches. It provides context on the legal framework governing data handling by public bodies like the police.