# Former Norfolk police officer found guilty of gross misconduct over sexual assault and inappropriate behaviour



A former Norfolk police officer has been found guilty of gross misconduct following allegations of sexual assault and inappropriate behaviour while on duty. The officer, who has not been named and resigned from the force in January 2024 after the allegations surfaced, was subject to a disciplinary panel which concluded that his actions warranted dismissal had he remained an active officer.

The misconduct hearing, chaired by Norfolk Assistant Chief Constable Nicholas Davison and held last month at Norfolk police headquarters, revealed that the former officer sexually assaulted a female colleague, also employed by Norfolk police, on two occasions in April 2020. Assistant Chief Constable Davison described the gravity of the case as “extremely high,” highlighting the severity of the officer’s conduct.

The panel found that the officer had “conducted himself in a sexualised and forceful way towards a colleague without consent and whilst on duty.” They stated that such behaviour undermined public trust and confidence both in his role and the wider police authority. Despite a further allegation that the officer sent an inappropriate sexualised video to the same female colleague, this claim was found not proved.

In addition to these findings, the panel determined the former officer had engaged in several sexually explicit WhatsApp conversations with members of the public between January and June 2023, during hours he was expected to be on duty. The messages were deemed in breach of the force’s social media guidelines, being “neither professional nor appropriate,” according to the panel’s findings.

A criminal investigation into the allegations was conducted by Norfolk Constabulary, but no further legal action was pursued.

The former officer was identified only as ‘Former Officer Z’ during the hearing after the chairman ruled that his identity should remain protected, following representations made on his behalf. While he did not give evidence at the hearing, he had previously denied the sexual assault allegations but admitted that the WhatsApp conversations were “inappropriate” to have taken place during working hours.

This case is among several recent misconduct hearings in Norfolk involving police officers accused of inappropriate sexual behaviour or relationships. Notably, a previous case involved a sergeant dismissed for showing explicit photos to a junior female colleague, while another officer was found to have sent explicit images to female colleagues over a period spanning 12 years.

The Eastern Daily Press is reporting that Norfolk Constabulary continues to address such misconduct seriously, reflecting ongoing efforts to maintain professional standards within the force.

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

## Bibliography

1. <https://www.itv.com/news/anglia/2024-12-18/decorated-police-officer-barred-for-horrific-sexual-abuse-of-colleague> - This article reports on a former Norfolk police officer, Sgt Marley Symonds, who was barred from the force for sexually abusing a colleague during a night out in April 2023, corroborating the claim of a Norfolk police officer found guilty of gross misconduct for sexual assault and inappropriate behaviour while on duty.
2. <https://www.bbc.com/news/uk-england-norfolk-68626040> - This article details the dismissal of a Norfolk Police trainee, Matthew Roberts, for having non-consensual sex with a woman who believed her drinks had been spiked, supporting the claim of a Norfolk police officer found guilty of gross misconduct for sexual assault and inappropriate behaviour while on duty.
3. <https://www.bbc.com/news/uk-england-norfolk-43574158> - This article discusses the case of PC Thomas Turrell, who was found guilty of gross misconduct for pursuing a relationship with a victim of crime, aligning with the claim of a Norfolk police officer found guilty of gross misconduct for sexual assault and inappropriate behaviour while on duty.
4. <https://www.norfolk.police.uk/news/norfolk/news/news/2024/december/police-chief-comments-on-recent-gross-misconduct-hearings/> - This article features comments from Norfolk's Chief Constable on recent gross misconduct hearings, including cases where officers sexually abused colleagues on nights out, supporting the claim of a Norfolk police officer found guilty of gross misconduct for sexual assault and inappropriate behaviour while on duty.
5. <https://www.bbc.com/news/articles/clyj34l29vmo> - This article reports on Norfolk Police officers who sexually abused colleagues on nights out, including cases where officers were found guilty of gross misconduct for sexual assault and inappropriate behaviour while on duty, corroborating the claim of a Norfolk police officer found guilty of gross misconduct for sexual assault and inappropriate behaviour while on duty.
6. <https://www.norfolk.police.uk/foi-ai/norfolk-police/misconduct/misconduct-outcomes/former-pc-y-and-z/> - This document provides details of the misconduct hearing involving former officers referred to as PC Y and PC Z, who were found guilty of sexual assault and inappropriate behaviour towards a colleague, supporting the claim of a Norfolk police officer found guilty of gross misconduct for sexual assault and inappropriate behaviour while on duty.
7. <https://www.edp24.co.uk/news/25122913.norfolk-police-officer-sexually-assaulted-colleague-duty/?ref=rss> - Please view link - unable to able to access data