



**Cheshire
Constabulary**

**Outcome of Accelerated Misconduct Hearing and Right to Appeal
Regulation 63 Police (Conduct) Regulations 2020**

Officer's Name: Simon Highley

Collar Number: 5788

Rank: Constable

At an Accelerated Misconduct Hearing held on **1st October 2026**, the following allegations contrary to the Standards of Professional Behaviour were considered:

Allegation;

It is alleged in July 2025 and further date unknown, Former PC Highley shared sensitive and confidential police information with [REDACTED] using his personal and work mobile phone and it was shared without a policing purpose.

It is alleged that Former PC Highley breached the Standards of Professional Behaviour in respect of Orders and Instructions, Confidentiality and Discreditable Conduct

Contrary to paragraphs 5,7 & 9 of Schedule 2 of the Police (Conduct) Regulations 2020.

Allegation;

It is alleged former PC Highley has been in possession of and in some instances shared sensitive and confidential police information including images and video clips using his personal mobile phone without a policing purpose.

It is alleged that Former PC Highley has breached the Standards of Professional Behaviour in respect of Orders and Instruction, Confidentiality and Discreditable Conduct

Contrary to paragraphs 5, 7, & 9 of Schedule 2 of the Police (Conduct) Regulations 2020.

Outcome:

I have considered the potential outcomes available to me under Regulation 62. I consider that dismissal without notice is the most appropriate sanction in this case had Former Police Constable Simon Highley not previously resigned. As a result, Former Police Constable Simon Highley shall be placed on the Barred List, that will prevent his re-entry into the profession.

Determination:

I am Chief Constable Mark Roberts, and I act as the decision maker for this Hearing. My first function is to review the facts of the case and determine whether former Police Constable Simon Highley's conduct amounts to Gross Misconduct as defined in Regulation 2.

Nothing has changed from the papers I have reviewed together with Former PC Highley's resignation.

I have considered the material highlighted on his phone and work device.

Information held on police systems is subject to the strict requirements concerning security and confidentiality.

By storing the information on his personal mobile device, PC Highley has removed the information from a secure and controlled environment and created the risk of unauthorised access, disclosure, loss and / or misuse. He then went further than creating a risk, he shared sensitive material with [REDACTED], without any legitimate or policing purpose.

Conduct of this nature undoubtedly damages the relationship between the Public and the Constabulary.

Members of the public are entitled to expect that their information will be kept securely. The officers' conduct was a conscious departure from policies and professional standards.

Whilst I do accept I don't think he did this for any malicious purpose, it falls more into the stupidity category, I do find that he has breached the Standards

of Professional Behaviour in respect of Orders and Instruction, Confidentiality, & Discreditable Conduct, clearly that is disappointing behaviour.

I have reminded myself that Gross Misconduct is a breach of the Standards of Professional Behaviour so serious that dismissal would be justified. Applying that definition, I find the matter proven as Gross Misconduct, and that given the seriousness of the conduct dismissal without notice is inevitable.

His details will be added to the barred list.

I very much view this as stupidity and immaturity rather than any nefarious purpose but equally we need to keep information secure.



Chief Constable: Mark Roberts

Date: 01/10/2026

Right of Appeal

You have a right of appeal to a Police Appeals Tribunal against the finding and / or disciplinary outcome imposed at the hearing. A Police Appeals Tribunal is not a re hearing of the original matter; rather its role is to consider an appeal based on specific grounds. Those grounds are:

- That the finding or disciplinary action imposed was unreasonable; or
- That there is evidence that could not reasonably have been considered at the misconduct hearing which could have materially affected the finding or decision; or
- That there was a breach of the procedures set out in the Police (Conduct) Regulations 2020, or other unfairness which could have materially affected the finding or decision on disciplinary action.

Should you wish to appeal he will need to give notice of his appeal in writing to the local policing body. The notice of appeal must be given within 10 working days, beginning with the first working day after receipt of this notice.

Any request for an appeal must be forwarded to:

Mr Dan Price
Police and Crime Commissioner
Clemonds Hey
Oakmere Road
Winsford
Cheshire
CW7 2UA

If you fail to submit a notice of appeal within the 10 working days period, he may, within a reasonable time after the end of that period, submit a notice of appeal which shall be accompanied by the reasons why it was not submitted within that period, and the reasons for his view that it was served within a reasonable time after that period.