



**Cheshire  
Constabulary**

Mr Anthony Spelman  
[REDACTED]  
[REDACTED]  
[REDACTED]

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

**Officer's Name: PC Anthony Spelman**

**Collar Number: 4100**

**Rank: Constable**

At an Accelerated Misconduct Hearing held on **28<sup>th</sup> April 2026 in private**, the following allegations contrary to the Standards of Professional Behaviour were considered:

**Allegation Two**

It is alleged that between 13th April and 6th May 2023, you have engaged in messaging on your personal mobile device with two separate females who knew you were a Police Officer and openly discussed your preference for Rape role play during sex.

**It is alleged you have breached the Standards of Professional Behaviour in respect of Authority, Respect & Courtesy and Discreditable Conduct. Contrary to Paragraph 2 & 9 of Schedule 2 to the Police (Conduct) Regulations 2020 (Authority, Respect & Courtesy and Discreditable Conduct).**

**Allegation Three**

It is alleged that in 2023, you established an improper emotional relationship with a female whom you had previously met in the course of your duties as a serving Police Officer. It is alleged you have abused your position as a Police Officer for a sexual purpose.

**It is alleged you have breached the Standards of Professional Behaviour in respect of Authority, Respect & Courtesy, Orders & Instructions and Discreditable Conduct, contrary to Paragraph 2, 5 & 9 of Schedule 2 to the Police (Conduct) Regulations 2020 (Authority, Respect & Courtesy, Orders & Instructions and Discreditable Conduct)**

**Allegation Four**

It is alleged that between 12th April and 28th September 2023, you have engaged in multiple sexualised phone conversations with twelve different females and two male friends whilst you have been on duty in your role as a serving Police Officer.

**It is alleged you have breached the Standards of Professional Behaviour in respect of Duties & Responsibilities and Discreditable Conduct, contrary to Paragraph 6 & 9 of Schedule 2 to the Police (Conduct) Regulations 2020 (Duties & Responsibilities and Discreditable Conduct)**

**Allegation Five**

It is alleged that between 11th and 29th September 2023, whilst on duty in your role as a serving Police Officer, you have accessed inappropriate pornographic websites on your personal mobile phone.

**It is alleged you have breached the Standards of Professional Behaviour in respect of Duties & Responsibilities and Discreditable Conduct, contrary to Paragraph 6 & 9 of Schedule 2 to the Police (Conduct) Regulations 2020 (Duties & Responsibilities and Discreditable Conduct)**

**PRELIMINARY ISSUES:**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



**FINDINGS**

As outlined, PC Spelman faces 4 Allegations. Before I set out my views in relation to each Allegation in turn, I would highlight that of particular concern is that much of his activity took place on duty and that the females he was engaging with clearly knew he was on duty. In the post Cousens' context and other incidents of officers abusing their position for sexual purposes, the public are rightly concerned about the conduct of officers and expect the highest standards.

I summarise below on duty incidents:

| Date/Time                    | Female     | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12 April 2023<br>08:53-10:05 | [REDACTED] | 18 messages exchanged – sexualised conversation, female aware Spelman was on duty.                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 13 April 2023                | [REDACTED] | Sexualised conversation re rape.<br>[REDACTED]: <i>are you into anything extreme? xx</i><br>Spelman: <i>I like rape role playing, being outside, the risk element .... but then, I like being gentle in a bed x</i><br>[REDACTED]: <i>Really? that sounds a bit scary for police officer x</i><br>Spelman: <i>I like sex, it's a natural thing x</i><br>[REDACTED]: <i>I like sex and I'd like to try role play just the word rape shocked me a bit x</i><br>Spelman: <i>"It's a dom sub role play .... but I</i> |

|                                                  |             |                                                                                                                                                                                                       |
|--------------------------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                  |             | <i>like everything x</i><br>[REDACTED]: <i>So it's consensual? X</i><br><i>Spelman: Yes, fully x</i><br>[REDACTED]: <i>Ok phew I panicked then xx</i><br><i>Spelman Noooo .... all consensual xxx</i> |
| 6 May 2023                                       | [REDACTED]  | Sexualised conversation between Spelman and [REDACTED] [REDACTED] knows Spelman is an officer as he previously arrested her son, [REDACTED]                                                           |
| 25 May 2023<br>10:00-13:05                       | Male Friend | Whilst on duty Spelman sent images of a female to his friend and made comments about her.                                                                                                             |
| 30 May 2023<br>09:01-16:24                       | [REDACTED]  | Sexualised conversation, female aware Spelman was on duty.                                                                                                                                            |
| 30 May 2023                                      | Male Friend | Spelman sends nude pic of [REDACTED] to friend and makes derogatory comments. He acknowledges he knows her and they have engaged in sexual activity.                                                  |
| 30 May 2023                                      | Male Friend | Whilst on duty Spelman sent an image of [REDACTED] to friend and made derogatory comments.                                                                                                            |
| 03 July 2023<br>10:49-15:59                      | [REDACTED]  | Sexualised conversation, female aware Spelman was on duty.                                                                                                                                            |
| 10 July 2023<br>09:25-14:49                      | [REDACTED]  | Sexualised conversation, female aware Spelman was on duty.                                                                                                                                            |
| 10 July 2023<br>10:50-16:35                      | [REDACTED]  | Sexualised conversation, female aware Spelman was on duty.                                                                                                                                            |
| 29 July 2023<br>21:21 –<br>30 July 2023<br>01:45 | [REDACTED]  | Sexualised communication, female aware Spelman was on duty.                                                                                                                                           |

|                                        |                                                                                   |                                                                                                                                                             |
|----------------------------------------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                        |                                                                                   |                                                                                                                                                             |
| 19 August<br>2023<br>10:31-17:53       |  | Sexualised communication, female aware Spelman was on duty <i>'In the cells in Middlewich... but I'd rather be pounding the fuck out of you shitbag xx'</i> |
| 11<br>September<br>2023<br>16:41-16:46 |                                                                                   | Whilst on duty Spelman searched pornographic content.                                                                                                       |
| 25<br>September<br>2023<br>15:34-15:36 |                                                                                   | Whilst on duty Spelman searched pornographic content.                                                                                                       |
| 29<br>September<br>2023<br>09:52-10:34 |                                                                                   | Whilst on duty Spelman searched pornographic content.                                                                                                       |

**Allegation 2** relates to the exchange of sexual messages with two separate women who knew you were a police officer where you raise an interest in rape fantasies. Given your status as a police officer, and in particular your role within the area of Protecting Vulnerable People, this is wholly inappropriate, and reveals misogynistic views, that do not align with the Constabulary's priority to reduce Violence Against Women and Girls. I conclude that although these views were shared in a private context, and the recipients were apparently willing to engage in such exchanges the messages are capable of undermining public confidence in policing, and constitute Gross Misconduct.

**Allegation 3** relates to an Allegation that you commenced a sexual relationship with a female with whom you had previously met in the course of your duties, therefore abusing your position as a police officer for a sexual purpose. From the evidence it is apparent that you recognised the female on a dating site from your contact with her as an Officer, pursued contact with her, subsequently engaged in sexually explicit messaging, and met up with her, and engaged in sexual activity. This is in clear breach of your responsibilities to notify the Constabulary of your Association with this female, as per the requirement to do so, therefore in all the circumstances I find this behaviour constitutes Gross Misconduct.

**Allegation 4** refers to the fact that whilst on duty you engaged in highly sexualised exchanges with numerous females between April-September 2023. In my view, it is sheer number of messages that gives rise to a finding of Gross Misconduct, because it reveals a preoccupation with your own sexual matters in the workplace, and of course this is totally inappropriate, when on duty. For context I note that you were in contact with 12 women & on occasion exchanging 90 messages a day, and this demonstrates an all consuming desire for sexual gratification, and as such I can only find this conduct constitutes Gross Misconduct, because frankly it would be impossible to be diligently discharging your policing duties, given the frequency of these exchanges.

**Allegation Five** relates to evidence that shows that PC Spelman accessed pornography on his personal mobile phone whilst on duty. Cumulatively, and in the context of the other Allegations that I find proven I do find that this also constitutes Gross Misconduct, also for the reasons above.

PC Spelman has not put forward any mitigation but I note his service record, but in no way does this reduce the gravity of the conduct, or his culpability for his actions. In fact, given his length of service & role within the organisation I find his behaviour more shocking, because it demonstrates his personal views that are wholly at odds with the Constabulary's values.

I do consider that PC Spelman has breached the Standards of Professional Behaviour in respect of Honesty and Integrity (Integrity only), Orders and Instructions, Respect & Courtesy, Duties and Responsibilities and Discreditable Conduct, on numerous occasions in relation to the above Allegations, and I am extremely disappointed in his conduct to say the least.

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 gravity of the conduct dismissal without notice is inevitable, as such behaviour will not be tolerated. Unfortunately he is not the first Officer to face disciplinary proceedings in relation to such matters, although this is an extreme case, and my determination is consistent with other decision makers in relation to those proceedings. I think the public would be rightly horrified were they aware of his actions.

Having considered the matter fully and having had regards to the nature and severity of the breaches of the Standards of Professional Behaviour, my decision is that PC Spelman should be **Dismissed without notice**.

I would like to outline my rationale for that decision in detail now.

The College of Policing Guidance on Outcomes in Police Misconduct Proceedings is a clear document that sets out the stages of the decisionmaking process. I have applied those Guidelines and that process to my decision-making today.

The first stage of deciding on the outcome is to assess the seriousness of the conduct. This covers the areas of the officer's culpability – that is, their blameworthiness or responsibility for their actions - the harm caused and any aggravating or mitigating factors.

The second stage is to keep in mind the purpose of the police misconduct regime. This has three elements:

To maintain public confidence in and the reputation of the police service,  
To uphold high standards and deter misconduct, and To protect the public.

The police misconduct regime is not designed to punish police officers – it is about the reputation and standing of the profession as a whole.

The third stage is to choose the outcome that most appropriately fulfils the purpose given the seriousness of the conduct in question.

I have also considered PC Spelman's record of service during this decisionmaking process.

Every case is different and I have made my decision on the specific facts of this individual case.

I have started by assessing the seriousness of the conduct – it seems to me that PC Spelman was completely fixated on establishing new sexual partners with multiple females when he ought to have been on duty, and of course this is a serious matter, as such behaviour is incompatible with the discharge of his duties.

I now move to the second stage, which is to keep in mind the purpose of the police misconduct regime, that has three elements:

To maintain public confidence in and the reputation of the police service,  
To uphold high standards and deter misconduct, and To protect the public.

In my opinion, this was gross misconduct which does undermines public confidence in policing as well as the particular reputation of Cheshire Constabulary. A lesser sanction than dismissal would not serve to uphold high standards and deter misconduct that is so completely out of keeping with colleagues' and the Constabulary's ethics and values. Furthermore, importantly a dismissal is necessary in order to protect the public from a police officer who could potentially cause this kind of harm in future by barring his re-entry from the profession.

In terms of the outcome that most appropriately fulfils the purpose given the particular gravity of the conduct in question, it is clear to me and it is my decision

that the imposition of a final written warning would be a wholly inadequate outcome for behaviour of this kind and therefore that nothing less than dismissal would fulfil the purpose of the police misconduct regime. I make clear that such conduct shall not be tolerated by myself and the Constabulary.



Chief Constable: Mark Roberts

Date: 29/04/2026

### **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.