

Accelerated Misconduct Hearing Finding and Outcome

Officer Name: PC Richard Marus

Warrant No: P260616

Date of Hearing: 4th August 2026

Alleged Standards Breached:

- Discreditable Conduct
- Authority, Respect and Courtesy
- Challenging and reporting improper conduct

Finding

I have had the benefit of the papers in advance of today and read them carefully before the hearing started. I am satisfied that the required notices under the Police (Conduct) Regulations 2020 have been served. These are matters which have not, in any case, been disputed before me.

The hearing was held in **Public**

PC Richard Marus attended the hearing, therefore I am satisfied that he was aware of this hearing and had been served the required notice of hearing. He was represented by Counsel Guy Ladenberg. His Federation Representative A/PS Chris Brinsley also attended.

I have listened to the case presented on behalf of the Appropriate Authority by Chloe Hill of Counsel. PC Richard Marus made oral submissions supplementary to his Regulation 54 Response dated 23rd July 2026

An IOPC investigation has been conducted in relation to allegations concerning PC Marus conduct, which was reported following the broadcast of a BBC Panorama programme on 1st October 2025. The programme included video footage obtained covertly by an undercover BBC journalist who had been employed in the capacity of a Designated Detention Officer (“DDO”) within the Charing Cross Police Station custody suite. Subsequent examination of additional, unaired footage identified footage of PC Marus, which was brought to the attention of the Metropolitan Police Service (MPS). It is alleged that PC Marus breached the Standards of Professional Behaviour expected of Police Officers, as set out in Schedule 2 of the Police (Conduct) Regulations 2020 as follows:

ALLEGATIONS OF FACT

On 28th August 2024 during a conversation with DDO Bibb, the undercover reporter, you spoke about soon getting your “lights” and then told DDO Bibb about driving in one of the police vehicles, saying words to the effect of “*I was a bit of a dickhead last*

*week. I was in our Corola and there was a 'more units'. I thought, if no one sees you and you don't crash, you can get away with it. I drove like a c***, honestly the adrenaline".*

In the same conversation you then spoke about your new shift pattern and going out in carriers like the TSG. You stated, *"and we are just going to be blatting it about and anything that is public order we are going to be jumping out and just filling people in. I can't wait, I can't wait, it's so good".*

In the same conversation you made comments about people reporting phone crime in Leicester Square and said words to the effect of *"All we doing now is someone comes up to you (in) Leicester Square, oh I have lost my phone. I was like so where did you lose it, somewhere in Soho. I'm like can you just f*** off. Do you know what I mean it's like rinse and repeat that".*

You spoke about DDO Bibb applying to be a police officer, and your views of other teams. You were recorded saying *"Don't get me wrong, when it's good it's f***ing good, but when it's bad it's really bad. Depends on which unit you're at to be fair, if you are at some Gucci proactive unit and like you are on some private channel, just like you and the boys. Like there is units, literally they go around in the unmarked 4x4s, the Volvo XC90s and they will blatt it about and they will be on the back-to-back channels with their boys, like swearing and all sorts, it's so nonchalant, they don't give a s***. And then a call will come out, they have got just like a radio on the main channel, a call will come out, and they will assign themselves to it and do an area search for the suspects, don't care about the victim. And they will literally just blue light it after bikes and they will jump out and fill people in and they never get looked into". DDO Bibb asked "really", and you responded with the words to the effect of, "because they bring in knives, they bring in all sorts. I mean if you get the results really, I mean who questions how you got it. Legally of course".*

On 3rd January 2025 in The Lemon Tree pub during a conversation, you were recorded saying *"If we're driving around, I don't know you, but I do, I'd drive around and I'd just be so fixated on keeping my job. Whereas if I was with you in a car tomorrow the chat would be arrest worthy, do you know what I mean. It would be challengeable 100%. But I know that you would take that in jest and you would have a good laugh about it and you'd return it. But wherever you join there's always going to be people that you don't know, but when you do know them, you'll know you can't have that chat with them." Another officer says, "it's like you gotta reset every time someone joins the team". You replied "you filter yourself massively, "later adding, "when you go out with someone new, especially on a on team that you don't know, you have to reset, you have to put on the mask of speaking factual. And then when you get on with them it comes off and the real you comes out. Someone new joins, boom mask on, you gotta figure them out what you can and can't say"*

ALLEGATIONS OF MISCONDUCT

Your said conduct is in breach of the Standards of Professional Behaviour of:

Discreditable Conduct, in that you:

- Made boastful comments about driving a police vehicle in an inappropriate manner and enjoying it
- Suggested that you were looking forward to using force on members of the public when you stated you would be “filling people in”
- Made disparaging and dismissive comments about people reporting phone crime.
- Told a story in which you glorified other units who you believed were not scrutinised on their practices because of the results they achieved.
- Spoke about making ‘arrest worthy’ comments with people you knew but putting on a mask around new people until you get to know them and then the real you comes out.

Your said conduct is in breach of the Standards of Professional Behaviour of

Authority, Respect and Courtesy, in that you:

- Suggested that you were looking forward to using force on members of the public when you stated you would be “filling people in”.
- Made disparaging and dismissive comments about people reporting phone crime.

Your said conduct is in breach of the Standards of Professional Behaviour of

Challenging and reporting improper conduct, in that you:

Told a story in which you glorified other units who you believed were not scrutinised on their practices because of the results they achieved, when you should have reported the improper conduct.

Your said conduct individually and/or cumulatively amounts to **Gross Misconduct**

Facts

The main issues of fact which I have to decide is whether the Appropriate Authority has proved on the balance of probabilities whether PC Marus

On 28th August 2024 during a conversation with DDO Bibb, the undercover reporter, you spoke about soon getting your “lights” and then told DDO Bibb about driving in one of the police vehicles, saying words to the effect of “*I was a bit of a dickhead last week. I was in our Corola and there was a ‘more units’. I thought, if no one sees you and you don’t crash, you can get away with it. I drove like a c***, honestly the adrenaline*”.

In the same conversation you then spoke about your new shift pattern and going out in carriers like the TSG. You stated, *“and we are just going to be blatting it about and anything that is public order we are going to be jumping out and just filling people in. I can’t wait, I can’t wait, it’s so good”*.

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Breaches of Professional Standards

If these allegations are proven, then I must decide whether they amount to breach of the following standards of behaviour:

Discreditable Conduct – Police officers behave in a manner which does not discredit the police service or undermine public confidence in it, whether on or off duty

Authority, Respect and Courtesy – Police officers act with self-control and tolerance, treating members of the public and colleagues with respect and courtesy

Challenging and reporting improper conduct – Police officers report, challenge or take action against the conduct of colleagues which have fallen below the Standards of Professional Behaviour

PC Marus provided a response under Regulation 54 of the Police (Conduct) Regulations, dated 23rd July 2026 stating that whilst he is seen on the footage and accepts the words attributed to him, his behaviour does not breach the professional standards nor amount to either misconduct or gross misconduct

PC Marus attended and gave evidence. PC Marus stated that whilst he accepted the words used were captured on the footage the context and meaning were relevant and denied that any of the words amounted to breaches of Professional standards or if they did that individually or cumulatively mounted to Gross Misconduct.

Decision on Finding of Facts and Breach of standards

I have listened to the case presented by the Appropriate Authority and carefully considered the evidence provided to me from both sides in both documentary, video and live evidence form. This included a large bundle of character evidence which I took into account at Stage 1. I remind myself that the burden of proving the Facts lies with the Appropriate Authority to the civil standard. The burden of proving breaches of professional standards also falls on the Appropriate authority to the civil standard.

- Allegation 1 is proven. The Officer accepts that this conversation related to an occasion the previous week which he stated he had exaggerated for comic effect. I reject this explanation as the footage shows the officer gleefully giving an account of driving irresponsibly and beyond his training, which is something he knew fell far below professional standards. Having found the facts proven I find this amount to a breach of Discreditable Conduct.
- Allegation 2 is proven. Whilst I accept “blatting it about” is police slang for driving on blue lights, “filling people in” is police slang for beating people up, which for the avoidance of doubt is not a reasonable or proportionate use of force. This too amounts to Discreditable conduct.
- Allegation 3 is proven. Whilst I fully understand the Officer’s frustration at dealing with reports of crime that he cannot pursue evidentially and I accept that he has never spoken to a member of the public in the way described, nevertheless the way he expressed his frustration to DDO Bibb in this conversation creates a terrible impression of policing in London. It was unprofessional and amounts to a

breach of the standards of Discreditable conduct and Authority, Respect and Courtesy.

- Allegation 4 is not proven in that it relates to hearsay of misconduct of the Violent Crime Taskforce. The officer was attached to this unit for two days and did not witness any of the conduct referred to. In the circumstances I do not find that the officer was under an obligation to report Improper conduct, and I do not find any other standard is breached
- Allegation 5 is proven. The officer is captured describing chat in the police car as being 100% challengeable and putting on a mask with a new colleague until they trusted them. It is clear from the context of this conversation that the Officer was describing conversations that would fall below the standards of professional behaviour. From the footage it is also clear to me that the Officer has in fact had such conversations with colleagues he has deemed will take his comments “in jest” The conversation reveals in describing discreditable conduct and I reject the officer’s explanation that it does not.

I go on to make a provisional assessment of Culpability and Harm.

Culpability – PC Marus alone was responsible for the words he used. The Officer was speaking with a more junior member of staff who was expressing an interest in joining the force. He should have acted as a role model. I therefore assess the Culpability is High

Harm – There was a significant risk of harm to public confidence should these remarks become known. It is irrelevant that the remarks were made but not broadcast. The officer has caused reputational harm by perpetuating a myth and stereotype of the TSG and other proactive units.

Gross Misconduct

I have reminded myself that gross misconduct is a breach of the *Standards of Professional Behaviour* so serious that it could justify dismissal. Applying that definition, I am satisfied that the breaches of Professional standards both individually and cumulatively do amount to gross misconduct

Outcome Decision

In making my decision on outcome I adopt the three-stage process, as outlined in the College of Policing’s Guidance on Outcomes in Police Misconduct Proceedings to determine the appropriate sanction.

The first stage is to assess the seriousness of the conduct.

This is assessed by reference to:

- I. The officer’s culpability
- II. The harm caused by the misconduct

- III. The existence of aggravating factors
- IV. The existence of mitigating factors

The second stage is to keep in mind the purpose of the police misconduct regime.

- I. I remind myself this has three elements:
- II. To maintain public confidence in and the reputation of the police service
- III. To uphold high standards and deter misconduct, and
- IV. To protect the public.

I further remind myself that 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 that purpose given the seriousness of the conduct in question.

I start by assessing the seriousness of the conduct:

Stage 1: the seriousness of the conduct

Culpability

I have already made a provisional assessment of Culpability, and I adopt that assessment here.

In this case, the Culpability is therefore High

Harm

I have already made a provisional assessment of Harm, and I adopt that assessment here.

In this case, the harm is therefore High

Aggravating Factors

When considering aggravating factors, I am mindful not to double count matters that have already formed part of my assessment of harm and culpability. However, there were multiple proven allegations and breaches of standards across the two pieces of footages which took place several months apart.

Mitigating Factors

There are no mitigating factors

Conclusion on Seriousness

Taking all these matters into consideration, I assess the seriousness of the conduct as High.

Personal Mitigation

I note PC Marus' substantial number of character references. However, I am mindful of the limits to the weight I should attach to personal mitigation as identified in the College of Policing's Guidance on Outcomes in Police Misconduct Proceedings, and that the interests of the police service, and the protection of the public, are more important than those of the individual officer.

Stage 2: the purpose of the misconduct regime

I have reminded myself of the threefold purpose of the police misconduct regime carefully in considering the appropriate outcome in this case.

I further remind myself that the police misconduct regime is not designed to punish police officers – it is about the reputation and standing of the profession as a whole.

I do acknowledge that the outcome imposed can have a punitive effect: accordingly, the outcome should be no more than necessary to satisfy the purpose of the proceedings.

Stage 3: the appropriate outcome

I have considered the officer's record of service.

As these matters came to the attention of the Appropriate Authority after 28th May 2025, having found this to amount to Gross Misconduct I have to consider whether there are exceptional circumstances which would justify a sanction other than dismissal without notice. I find that there are not.

OUTCOME:

Therefore, the sanction I impose is **dismissal without notice** and placed on the College of Policing's **public** barred list

Commander Brigid Beehag-Fisher

Metropolitan Police Service

4th August 2026