

Accelerated Misconduct Hearing Finding and Outcome

Officer Name: FPC Katie Neve

Warrant No: P267850

Date of Hearing: 15th May 2026

Alleged Standards Breached: Discreditable Conduct, Authority, Respect and Courtesy, Confidentiality, Equality and Diversity

Findings

I have had the benefit of the papers in advance of today and read them carefully before the hearing started, along with viewing both the edited and unedited digital material. 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 **Private**.

FPC Neve did not attend the hearing. However, I was provided with correspondence from her federation representative, PS Danny Lawrence indicating that FPC Neve will not attend and does not wish to address me on the allegations. I am satisfied FPC Neve has been properly served with the papers and Regulations 51 to 53 of the Police (Conduct) Regulations 2020 have been complied with.

The AA was represented by Case Manager, Aaryan Sattani. FPC Neve did not provide Regulation 54 response.

Proceeding in Absence

Having received correspondence from FPC Neve's federation representative, PS Lawrence, I am satisfied that FPC Neve has voluntarily absented herself from today's proceedings. Accordingly, under Regulation 57, I am satisfied it is reasonable to proceed in the former officer's absence.

The Hearing

I have listened to the case presented on behalf of the Appropriate Authority by Mr Sattani.

The Allegation

Allegation 1 (Road Rage / Dangerous Driving)

Between approximately 18:30 and 18:45 hours on 31 October 2025, at locations including Twickenham Road, the A316 and Pools on the Park, Richmond, whilst off duty and driving your personal vehicle, it is alleged that you engaged in behaviour that was aggressive, dangerous and likely to cause harassment, alarm or distress.

Particulars:

- i. You drove dangerously by closely tailgating another vehicle, sounding your horn repeatedly, flashing headlights, overtaking aggressively, and driving at speed without lawful authority or police driving qualifications.
- ii. You drove through a red traffic signal in order to pursue another road user.
- iii. You deliberately positioned your vehicle in front of another driver in an attempt to block their progress.
- iv. You exited your vehicle at traffic lights, shouted abusive and threatening language including “get the f*** out of your car”, attempted to open the driver’s door of the other vehicle, and stood directly in front of it.
- v. Your actions escalated the situation and directly contributed to a collision in which you were knocked to the ground.
- vi. Dash-cam, body worn video and independent witness evidence show that you were the primary aggressor during this incident.

Allegation 2 (Violent and Obstructive Behaviour Whilst Under Arrest):

On 19 November 2025, at Krishna Temple, Hillfield Lane, Bushey, and subsequently whilst under arrest, in police transport and during hospital guard, you behaved in a violent, obstructive and uncooperative manner towards police officers.

Particulars:

- i. You attempted to evade arrest and resisted officers as they sought to lawfully detain you.
- ii. You were verbally abusive and obstructive throughout your arrest and transportation.

- iii. Your conduct necessitated the use of rear-stack handcuffs to prevent further harm to officers or yourself.

Allegation 3 (Behaviour Whilst in Hospital Care):

Between approximately 19 November 2025 and 20 November 2025, whilst under arrest, subject to continuous police supervision, and receiving medical treatment during hospital guard at Watford General Hospital, you behaved in an obstructive, reckless and unsafe manner inconsistent with the Standards of Professional Behaviour.

Particulars:

- i. [REDACTED].
- ii. [REDACTED].
- iii. [REDACTED].
- iv. [REDACTED].
- v. Your conduct necessitated constant supervision, the continued use of restraints, and the diversion of police and medical resources.

Allegation 4 (Breach of Confidentiality):

Between January 2025 and November 2025, whilst a serving police officer, you misused police information and breached confidentiality by accessing and disclosing information obtained through police systems without a policing purpose.

Particulars:

- i. You accessed police systems, including CARMS, to obtain information relating to another serving police officer.
- ii. You disclosed this information by sharing screenshots of police system data with a member of the public who was not entitled to receive it.
- iii. There was no lawful, operational or policing justification for the disclosure of this information.

- iv. Your actions constituted an unauthorised disclosure of police information and a misuse of police systems.

Allegation 5 (Discriminatory Communications):

Between January 2025 and November 2025, whilst a serving police officer, you sent abusive and discriminatory communications to another serving police officer, using language relating to sexual orientation.

Particulars:

- i. You sent messages containing homophobic and derogatory language, including references to sexual orientation used in an insulting and demeaning manner.
- ii. You were aware, or ought reasonably to have been aware, that the recipient had previously been a victim of hate-related incidents.
- iii. The language used was offensive, discriminatory and incompatible with the values and standards expected of a police officer.

Standards of Professional Behaviour

In the circumstances, the Appropriate Authority contends that FPC Neve's actions breached the Standards of Professional Behaviour as set out in Regulation 5 and Schedule 2 of the Police (Conduct) Regulations 2020 (as amended by the Police (Conduct) (Amendment) Regulations 2024, namely:

- Discreditable Conduct – in relation to Allegations 1 to 5
- Authority, Respect and Courtesy – in relation to Allegation 2
- Confidentiality – in relation to Allegation 4
- Equality and Diversity – in relation to Allegation 5

In that your conduct may bring the police service into disrepute and damage the relationship of trust and confidence between the police and the public.

As a result of that stated herein, if proven, your conduct individually or cumulatively

amounts to gross misconduct, and your dismissal may have been justified had you still been serving.

Facts

The main issues of fact which I have to decide is whether the Appropriate Authority has proved on the balance of probabilities the allegations against FPC Neve.

- On the 31st October 2025, FPC Neve was driving at speed, contravening a red light, driving on the wrong side of the road before aggressively trying to stop a member of the public's car by driving in front of it and attempting to block him. Those actions were undertaken without lawful authority.
- FPC Neve exited her vehicle and proceeded to shout abusive and threatening language towards the driver of the other car and banging onto his bonnet.
- On the 19th November 2025, FPC Neve assaulted PC Smith, repeatedly kicking him with her left leg and obstructing his movements. As a result of her resistance on arrest, she was placed in handcuffs.
- Whilst under arrest and in hospital between the 19th and 20th November 2025, FPC Neve behaved in a reckless, obstructive and unsafe manner, [REDACTED]. Her conduct necessitated constant supervision.
- Between January 2025 and November 2025, FPC Neve accessed police systems, including CARMS to obtain information relating to another serving police officer and proceeded to send screenshots of the information to a member of the public. This constitutes a misuse of police systems and unauthorized disclosure of police information.
- Between January 2025 and November 2025, FPC Neve sent abusive, discriminatory and derogatory messages to another police officer. A message from FPC Neve says : " go s*** d*** you f**, f***** gay, like your boys more than me."

If these allegations are proven, then I must decide whether it amounts 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. Police officers do not abuse their powers or authority and respect the rights of all individuals.
- **Confidentiality** – Police officers treat information with respect and access or disclose it only in the proper course of police duties.
- **Equality and Diversity** - Police officers act with fairness and impartiality. They do not discriminate unlawfully or unfairly.

In line with Regulation 61(7), I have carefully considered submissions from the Appropriate Authority. No representations were made on behalf of FPC Neve.

Decision on Finding

I have listened to the case presented by the Appropriate Authority and carefully considered the documentary provided to me.

Accordingly, I have found the facts proven as outlined above.

Breach of Professional Standards

I bear in mind that the burden of proving Breach of Standards rests upon the AA and that it must satisfy me on the balance of probabilities.

I am satisfied that the AA has discharged that burden and the conduct did breach the standards of professional behaviour as outlined previously.

Provisional Assessment of Seriousness

I go on to make a provisional assessment of Seriousness by reference to Culpability and Harm, mitigating and aggravating factors.

I consider the allegations individually and cumulatively. The Appropriate Authority addressed me on seriousness and contend that the conduct amounts to gross misconduct as the conduct is deliberate, intentional and caused serious harm to the public.

I have carefully considered the submissions by both parties. I find that FPC Neve's

conduct amounts to gross misconduct.

Culpability is high – FPC Neve’s conduct was intentional and deliberate. FPC Neve assaulted, abused and obstructed her fellow officers on several occasions. FPC Neve willfully misused her office as a police officer to access confidential information and share it without authorization.

Harm – is high. FPC Neve caused direct harm to members of the public, abused her position as a police officer. FPC Neve caused direct harm to fellow officers, placing them under undue distress and assaulting them. FPC Neve’s conduct causes harm to the reputation of the police service.

Aggravating features – I have considered that there are additional aggravating features, namely there were multiple incidents. This conduct was persistent and took place over prolonged period of time.

Mitigating features – I do not consider that there are any mitigating features present.

Gross Misconduct

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

Outcome Decision

In making my decision on outcome I bear in mind that the Police (Conduct, Performance and Complaints and Misconduct) (Amendment) Regulations 2025 (“The 2025 Regulations”) came into effect on the 28th May 2025.

The 2025 Regulations amend Regulations 42 and 62 of the Police (Conduct) Regulations 2020 (“The PCR”) so that, where gross misconduct is proven against a serving officer, the panel must dismiss the officer unless there are exceptional circumstances.

I have considered the officer’s record of service.

This case is based upon what amounts to irrefutable evidence from the facts as outlined by the Appropriate Authority.

The only available sanction is dismissal without notice. I am satisfied had the officer

still been serving she would have been dismissed without notice.

OUTCOME:

Having considered the matter fully and having regard to the nature and severity of the breach of the Standards of Professional Behaviour, had FPC Neve still been a serving police officer, she would have been **dismissed without notice** and is to be placed on the College of Policing's barred list.

Commander Andy Brittain
Metropolitan Police Service
15th May 2026

