

It is alleged that the Officer's conduct breached the standards of professional behaviour in respect of his conduct on the 19 November 2025, in his dealings with Person A, someone of British Asian heritage, who was at the time detained in police custody and was being transferred to GeoAmey staff for transportation to prison.

In the course of handing over Person A's detention to GeoAmey, Person A's behaviour included derogatory comments such as referring to specifically the UK or England as a dirty country and people living in England as '*animals*'. Person A had made derogatory and abusive comments to other officers.

It was reported to Officer B that Person A was making derogatory and abusive comments which Officer B clarified as '*he's doing what, fuck you, you English bastards*'. He then heard Person A making comments about '*dirty nation, English nation, animals*'. He replied '*go back home then, Babbi*'. It is accepted that this comment was hasty and ill considered, but not based on a perception of person A's nationality.

Paragraph 27 and 28 of the regulation 54 response indicate that the comments reported to and overheard by Officer B caused him to believe that person A was from another country and had come to the UK. Officer B indicated he had '*had enough of [person A's] drivel bullshit*'. As Person A was escorted to the van he again stated '*your country is dirty*'.

Officer B stated in response '*come on, oh get back on the boat and go back to where you come from then*'. There is a discrepancy as to whether Officer B '*why don't you get on a boat*' or '*come on, oh get back on the boat*' but I do not place any significance on the disparity.

The Officer accepts that doing so lacked respect and courtesy and that it was the kind of comment that may damage public confidence in the Police. It was accepted in the hearing that such a comment may be perceived by a cross section of the public to be racist.

The phrase '*go back to where you come from*' and its various iterations has been one which is inextricably linked to racism in the UK for many years. It carries a derogatory connotation that the target of the comment does not belong in the community and is, as such, an alien. Reference to '*getting back on the boat*' carries connotations that a person did not come to this country lawfully, and would not otherwise have been eligible to enter.

It has not been suggested that the officer was not aware of these connotations. It would be difficult to believe that is the case, given the long history of such comments being so closely linked with racist ideology. As such, the officer ought to have known that the comment '*get back on the boat and go back to where you come from then*' was seriously inappropriate for these very reasons.

The officer accepts that his use of the phrase was derogatory. It is, self evidently, unfair to treat a detainee discourteously. Where the unfair treatment is based on the Officer's perception of the detainee's ethnic heritage, this is, by definition, discrimination.

This did not arise in a good faith debate about the merits of migration. It was a confrontation where the officer accepts he was angered by Person A's comments.

I want to make clear that I understand custody is a difficult job. Confrontation is inevitable, and there is latitude which can be afforded for situations where officers have to face personal abuse from detainees, where robust language and tactical communication may be deployed. This was not, however, such a situation.

Standards of Professional Behaviour

The standards of professional behaviour engaged are:

Authority respect and courtesy; because the comments lacked courtesy and were derogatory, unreasonably confrontational, and personal.

Discreditable conduct; because it may damage public confidence that the officer spoke to a detainee in that way; and because there may be a perception that the comments were discriminatory.

It is disputed that the standard relating to equality and diversity was breached by the comments. The standard expects officers to act with fairness and impartiality, and to not discriminate unlawfully or unfairly.

In this case, the officer used derogatory and disrespectful comments to Person A which were based on his perception of Person A's ethnic background. I find that this does amount to unfair discrimination and therefore breaches the standard relating to Equality and Diversity.

Seriousness

I have found that the comments towards person A were discriminatory, and therefore breached the standard of Equality and Diversity.

Paragraph 4.54 of the College of Policing guidance on outcomes states that discriminatory conduct towards persons on the basis of any protected characteristic is never acceptable and always serious.

Discrimination may involve language or behaviour. Cases where discrimination is conscious or deliberate will be particularly serious. In these circumstances the public cannot have confidence that the officer will discharge their duties in accordance with the standards of professional behaviour.

Accordingly, I find that the conduct amounts to gross misconduct.