IN THE MATTER OF THE POLICE (CONDUCT) REGULATIONS 2020

IN THE MATTER OF FORMER PC 19 ELINOR BROOKS-GRIFFITHS

Accelerated Misconduct Hearing on 9 October 2026

by Chief Constable Jeremy Vaughan

Decision on Outcome

Former PC 19 Elinor Brooks-Griffiths has resigned as a police officer shortly before this hearing. It follows that she is no longer a serving officer. Therefore, this Accelerated Misconduct Hearing, held under Part 5 of the Police (Conduct) Regulations 2020, is concerned with a former constable and I direct that the Regulations be amended to the extent required for a former officer.

Former PC Brooks-Griffiths has not attended this hearing today but is represented by her Police Federation Representative, Detective Sergeant Michael George.

The Allegations

At the relevant time, former PC Brooks-Griffiths was a serving police officer with South Wales Police, but was off duty when the incident which is the subject of these proceedings took place.

The allegations against former PC Brooks-Griffiths are contained in the Regulation 51 Notice served on her. I have summarised the allegations as follows:

On 18/01/2026, at approximately 01:12 hours, a 999 call was received by Gwent Police to the effect that a member of the public reported that there had been a road traffic collision in which a black Mercedes 180 motor vehicle had collided with the bollards in the central reservation island in the middle of the road. As a consequence of the road traffic collision, the

front of the car was badly damaged. The member of the public also reported that a female occupant had got out of the vehicle and had left the scene.

Two police officers from Gwent Police attended at 01:15 hours and they located the abandoned black Mercedes motor vehicle. The officers conducted a search of the vehicle and found two snap bags of white powder, a police radio battery and a black police issue torch.

Further enquires identified that former PC Brooks-Griffiths was the registered keeper of the vehicle. PC Brooks-Griffiths was subsequently arrested on suspicion of (a) Driving a motor vehicle whilst unfit through drink; (b) Driving a motor vehicle whilst unfit through drugs; (c) Failing to stop a mechanically propelled vehicle when required by a constable; and (d) Possession of a controlled drug. PC Brooks-Griffiths was charged in relation to these offences.

Former PC Brooks-Griffiths appeared before Newport Magistrates' Court on 17/08/2026 and entered a guilty plea and she was convicted of the following charges:

1. Being a driver of a motor vehicle and failing to stop after a road traffic accident, contrary to section 170(4) of the Road Traffic Act 1988 and Schedule 2 to the Road Traffic Offenders' Act 1988; and
2. Being a driver of a motor vehicle involved in a road traffic accident and failing to report that accident, contrary to section 170(4) of the Road Traffic Act 1988 and Schedule 2 to the Road Traffic Offenders' Act 1988; and
3. Possession of a controlled drug – Class A Cocaine contrary to section 5(1) of the Misuse of Drugs Act 1971.

Former PC Brooks-Griffiths further appeared at the same Court for sentence on a later date. The sentence imposed on former PC Brooks-Griffiths for the offences of failing to stop and failing to report a road traffic collision, was that 6 penalty points were endorsed on her driving licence, and she was fined in the sum of £200. For the offence of possession of a Class A drug, namely cocaine, she was fined £50. Former PC Brooks-Griffiths was also ordered to pay a surcharge and court costs amounting to £235.

The Appropriate Authority contends that the criminal convictions of former PC Brooks-Griffiths are in breach of the Standards of Professional Behaviour relating to:

> **Standard 1: Honesty and Integrity - Integrity only -** namely that: *"Police Officers act with Integrity and do not compromise or abuse their position"*
>
> **Standard 9: Discreditable Conduct**, namely that: "*Police Officers behave in a manner which does not discredit the Police Service or undermine public confidence in it, whether on or off duty. Police Officers report any action taken against them for a criminal offence, any conditions imposed on them by a court or receipt of any penalty notice."*

The Appropriate Authority maintains that former PC Brooks-Griffiths' convictions amount to gross misconduct, that is, the breach of the Standards of Professional Behaviour is so serious, as to justify dismissal.

As former PC Brooks-Griffiths has resigned and is now a former officer, this is amended to the effect that the breach of the Standards of Professional Behaviour is so serious that the former officer would have been dismissed if she had not ceased to be a member of a police force.

Former PC Brooks-Griffiths has provided a written response to the allegations as required by Regulation 54 of the Police (Conduct) Regulations 2020. She admits the allegations and accepts that her conduct is a breach of the Standards of Professional Behaviour in relation to Integrity and Discreditable Conduct, as alleged. Former PC Brooks-Griffiths also accepts that her conduct amounts to gross misconduct.

Findings

I have fully considered the evidence before me and the admissions made by former PC Brooks-Griffiths. On the balance of probabilities, I have no hesitation in finding the allegations to be proved. I am also satisfied that the conduct amounts to gross misconduct.

Outcome

Having found gross misconduct, I must impose disciplinary action on the former officer, and I have no hesitation on doing so. The disciplinary action can only be that former PC Brooks-Griffiths would have been dismissed if she had not ceased to be a member of a police force.

In reaching my decision, I have also fully considered the College of Policing Guidance on Outcomes in Police Misconduct Proceedings which has formed the basis for my conclusion. I have tested the seriousness of the allegations and the purpose of imposing a sanction, which I have to consider in deciding an outcome. I have given due consideration to culpability, harm, any aggravating factors, and any mitigating factors as set out in the Guidance.

In assessing the seriousness of the conduct, I recognise the more culpable or blameworthy the behaviour in question, the more serious the misconduct and the more severe the likely outcome. I am mindful that former PC Brooks-Griffiths held a position of trust and responsibility, and her misconduct is a serious abuse of that trust. I am mindful that a conviction for the criminal offences which former PC Brooks-Griffiths has, in this case, road traffic offences and conviction for possession of a Class A Drug – Cocaine, is particularly serious. It is unacceptable for police officers, who are responsible for enforcing the law, to break the law themselves. All of the factors significantly increase culpability. There can be no doubt that former PC Brooks-Griffiths' behaviour has an adverse impact on public confidence in policing.

The harm caused by the former officer's actions is reputational harm and affects the police service and public confidence in the service as a whole. A factor of the greatest importance is the impact of the misconduct on the standing and reputation of the profession as a whole. I am satisfied that former PC Brooks-Griffiths has caused damage to that reputation.

Aggravating factors are those tending to worsen the circumstances of the case, in relation to either the former officer's culpability or harm caused. I found that there are a number of significant aggravating factors present. The conduct was premeditated, intentional and deliberate. Cocaine is a Class A drug and misuse of drugs is a matter of particular local and national concern for policing and the communities which we serve. The conduct is a significant deviation from the general law of the land, instructions which includes orders, force policy and national guidance. Former PC Brooks-Griffiths' behaviour is reprehensible and totally unacceptable. Her behaviour continued after she realised, or should have realised, that it was improper.

In terms of any mitigating factors which lower the level of culpability and harm, I accept that there are several mitigating factors present. The misconduct is confined to a single episode and was of brief duration. Former PC Brooks-Griffiths made open admissions at an early stage and pleaded guilty to the criminal offences at the first opportunity.

There is evidence of genuine insight and regret by former PC Brooks-Griffiths. In addition she has profusely apologised for her actions and has shown remorse. I give her credit for all these matters, and I am in no doubt that she will learn from this harsh lesson.

I have reminded myself of the threefold purpose of the outcomes in police misconduct proceedings which is to maintain public confidence in policing and the reputation of the police service; to uphold high standards in policing and to deter misconduct; and to protect the public.

I have considered the personal mitigation put forward on behalf of former PC Brooks-Griffiths. I acknowledge and recognise the personal issues she has referred to. I have paid great attention to the character references which have been produced by former PC Brooks-Griffiths in her support. However, I recognise that due to the nature and purpose of disciplinary proceedings, the weight of personal mitigation will necessarily be limited, particularly where serious misconduct has been proven as it has been in this case.

In all the circumstances, there is only one possible outcome which I am able to impose, and I have absolutely no hesitation in doing so. Therefore, my decision on Outcome is that I am satisfied that the misconduct is so serious that former PC Brooks-Griffiths would have been immediately dismissed had she not resigned as a police officer. No other outcome is justified or appropriate. Had the officer not resigned, I am in no doubt that the former officer's criminal convictions are irreconcilable with her continuing in her role as a police officer.

Former PC Brooks-Griffiths possession of cocaine, which is a class A drug, forms part of a criminal industry that preys on vulnerable people and provokes the most serious form of violence. Organised criminals need customers to operate effectively. You could not possess cocaine and disassociate yourself with the terrible levels of harm and violence that surround organised criminality. Former PC Brooks-Griffiths knew or ought to have known this. This seriously aggravates her misconduct. She has lined the pockets of those who torment our communities.

There is no room in South Wales Police for this type of behaviour. The Standards of Professional Behaviour apply the moment you walk through the door. This type of behaviour whether on or off duty will not be tolerated in any way. Police officers should be trusted to the ends of the earth. The public rightly expect our officers to uphold the highest professional standards, and former PC Brooks-Griffiths has failed to do so.

The vast majority of the Police officers, staff and volunteers, who work for South Wales Police conduct themselves impeccably and work tirelessly to protect the public, those very few who choose to breach the standards expected of them undermine the public's trust in policing.

In accordance with the Police (Conduct) Regulations 2020 the Findings and Outcome from this hearing will be referred to the College of Policing in order for former PC 19 Elinor Brooks-Griffiths to be placed on the Police Barred List.