



**WEST YORKSHIRE
POLICE**

Professional Standards Directorate

PO BOX 9

Wakefield

WF1 3QP

Tel: [REDACTED]

Email: [REDACTED]

Website: www.westyorkshire.police.uk

Professional Standards Directorate

Dear Sir,

I write on behalf of the Chief Constable of West Yorkshire Police (WYP) in response to the Prevent Future Death report dated 25 October 2024 and received by WYP on 11 November 2024.

From the outset, I would like to express my condolences to PC Stubbs' family and friends. We take the welfare of our officers very seriously, in particular when an officer is subject of an ongoing conduct matter. I have set out below a summary of the investigation and the steps the force took to provide Martin with support.

On 24 November 2022, the Counter Corruption Unit (CCU) received information, from a person who initially wished to remain anonymous, about PC Stubbs' conduct. On 28 November, an officer from the CCU met with the person who had provided information about PC Stubbs' conduct.

On 29 November, PC Stubbs was arrested for the offence of Misconduct in Public Office. He was interviewed on the same day and was released on conditional bail. Due to the seriousness of the allegations a decision was made to suspend PC Stubbs from duty, in line with policy, this decision was reviewed every 28 days by the Deputy Chief Constable. A Welfare Officer was appointed to provide support to PC Stubbs. Following his release from custody, the Welfare Officer took PC Stubbs home. Throughout the investigation, a Welfare Officer was available to provide support to PC Stubbs.

WYP notified the IOPC, who determined that the investigation into PC Stubbs would be conducted by WYP and overseen by the IOPC, which is called a 'directed investigation'. Throughout the investigation, the Investigating Officer (IO) met with, and provided updates to, the IOPC.

The first witness was interviewed on 5 January 2023, this witness identified 2 further witnesses. The victims identified from the initial reporting, were categorised as 'vulnerable' and visual recorded interviews were conducted. During these interviews,

Victim 1 provided details of a further incident concerning PC Stubbs and from this account 5 further witnesses were identified. 3 further witnesses were identified from the account provided by Victim 2. This was a recurring feature of the investigation – additional witnesses constantly being identified from accounts provided.

On 20 February 2023, PC Stubbs was released under investigation and bail conditions no longer applied.

During the investigation, several additional conduct matters concerning PC Stubbs were identified, which had to be assessed and investigated.

By 18th March 2024, the IO had provided pre-interview disclosure (198 pages) to PC Stubbs and his legal representative. 2 days later, further concerns were raised about PC Stubbs which required further investigation, this investigation concluded on 9th April 2024.

On 22nd April, a voluntary interview was conducted with PC Stubbs and his legal representative. The Federation Representative was present to provide support. Prior to the interview, a custody nurse assessed PC Stubbs to ensure that he was fit to interview and a risk assessment was conducted.

A further voluntary interview was conducted on 26 April and PC Stubbs was due to attend a further interview on 8 May, however, he was unable to attend this, and the interview was rearranged for 14 May 2024.

The final investigation report (138 pages) was submitted to the IOPC on 6 August 2024, which provided detailed evidence on a total of 22 allegations. During the investigation, 52 individuals were spoken to, and 38 witness statements were obtained. Digital devices and use of police systems all had to be examined.

On 15 August, the IO informed PC Stubbs' legal representative that a report had been submitted to the IOPC and on 26 August, PC Stubbs, sadly took his own life.

The above chronology (which is a summary only) demonstrates the serious and complex nature of the investigation. It is acknowledged that any officer under investigation will need support, and this is why each officer is supported by a trained and approved Welfare Officer. A Welfare Officer was appointed on 29th November 2022. The Police Federation provided support to PC Stubbs and arranged counselling for him. Risk assessments were conducted by his line manager and adjustments were made to support PC Stubbs. It is regrettable that the investigation did take 19 months, but it is important that serious allegations are properly and thoroughly investigated. As set out above, the decision that PC Stubbs remain suspended was made by a Chief Officer and reviewed every 28 days.

Following receipt of your Prevent Future Death Report, WYP has conducted a full review of the investigation and discussed the concerns you have raised with the IO. To address the concerns you have raised, WYP has implemented the following changes with immediate effect:

The DCI at Professional Standards will review all investigations that have been assessed as meeting the threshold for gross misconduct every 3 months and assess whether the investigation has the necessary resources.

The Head of Professional Standards will conduct a review of all investigations that have been assessed as meeting the threshold for gross misconduct every 12 months to ensure that the investigation is being conducted promptly and has the necessary resources.

The senior leadership team at Professional Standards will meet quarterly with senior leaders at the IOPC to discuss investigations that involve the IOPC, part of the review will be to ensure that the investigation has the correct resources and the appropriate welfare provisions are in place.

Yours Sincerely

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Detective Chief Superintendent
Director of Professional Standards