

PCC DECISION NOTICE – Police Officer Pension Forfeiture

Executive Summary

This decision relates to the pension forfeiture meeting in respect of ex-police officer Mr Thomas Kettleborough.

Mr Kettleborough was arrested in July 2023 by officers from the Southwest Regional Organised Crime Unit (SWROCU) after communicating with and travelling to meet someone who he thought was a child. Instead, he was met by officers from the unit and arrested.

The further offences, including using Snapchat to sexually communicate with a child, and making more than 150 indecent images of children – Category A, B and C, were discovered following examination of his phone and computer.

Kettleborough pleaded guilty in February 2025 to multiple offences, including:

- Arranging or facilitating the commission of a child sex offence
- Attempting to engage in sexual communication with a child
- Attempting to cause or incite a child to engage in sexual activity
- One count of engaging in sexual communication with a child
- Four counts of making an indecent photograph/pseudo-photograph of a child.

Mr Kettleborough was sentenced to a total of 32 months imprisonment and handed an indefinite Sexual Harm Prevention Order and was put on the Sex Offenders' Register for life.

On Wednesday 12th March 2025, an accelerated misconduct hearing was held at Avon and Somerset Police's Headquarters at which Kettleborough was dismissed and barred from policing and other law enforcement agencies after allegations of gross misconduct against him were proven.

On the 9th September 2025, supported by the Chief Executive of the Office of the Police and Crime Commissioner (OPCC) and an Independent Panel Member, I concluded that the offences were committed in connection with his service as a police officer, and amounted to a betrayal of trust, likely to lead to a serious loss of public confidence in policing

I applied for a Certificate of Forfeiture under Stage 1 of the OPCC Pension Forfeiture Policy.

On the 14th January 2026, the Home Office confirmed that the application under Stage 1 had been successful and provided a Certificate of Forfeiture.

The pension forfeiture committee then reconvened on Friday 8th May 2026 under Stage 2 of the policy to consider:

- Whether they believed a forfeiture was required

- And if so, to what extent

Mr Kettleborough provided an oral submission which was considered in full.

Decision

After careful consideration of the circumstances Mr Kettleborough's case, pursuant to the 2006 and 2015 Police Pensions Regulations and internal policies, it is my decision to apply a permanent 65% forfeiture to the total pension amount awarded to Mr Kettleborough that is available to me for forfeiture.

This decision was not taken lightly and reflects the seriousness of the conduct in question.

The key factors that led to this outcome include:

- The relevant legal test is made out.
- The lack of substantiated mitigation.
- The nature and gravity of the misconduct, which was found to be incompatible with the standards expected of someone in public service.
- The breach of trust and the impact on public confidence in the integrity of the organisation.



Clare Moody
Police and Crime Commissioner for Avon and Somerset

15th May 2026