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A Surrey Police career goes to pot

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A former Surrey Police officer has been banned from policing for life after she smoked cannabis and then lied about it, a misconduct panel ruled.

Zara Ali was dismissed following a hearing at Surrey Police Headquarters on December 15. Although she had already quit the force and did not attend, the panel said she would have been sacked if she were still serving. She has now been added to the national barred list, meaning she can never work as a police officer again.

The panel found Ms Ali had smoked cannabis while off duty during a trip to the New Forest in May 2024. Ms Ali said she did not knowingly participate in taking any controlled drug substance and denied her conduct breached the Standards of Professional Behaviour identified.

Days later she was ordered to take a “with cause” drugs test, meaning a manager believed she could be under the influence of drugs. Before giving a urine sample, she was asked directly if she had taken any drugs but she did not admit to smoking cannabis.

The panel said this was a deliberate lie and criticised her for trying to dodge responsibility. Members said the public would be “appalled” that a police officer failed to answer honestly when questioned during a drug test.

Afterwards, Ms Ali told her supervisor, Sergeant Scott Legge, that she had taken “one puff” of a cannabis joint while camping with her boyfriend and his friends. She later told the same story to colleague PC Annalise Ware.

In the oral and written evidence of the incident, PC Ware said: “At this point, I did not think Zara had any involvement with controlled substances, her behaviour is erratic, she is loud and she struggles with focusing on one task at a time, but I was aware she has a formal diagnosis of ADHD and these are traits of her diagnosis.”

Members rejected claims that colleagues had misunderstood her because of her ADHD, saying there was no medical evidence and it was unlikely two officers would make the same mistake independently.

But when she spoke to senior officers, she changed her version of events. Instead, she claimed she had asked a stranger for a cigarette, taken one drag, thought it tasted odd and threw it away, suggesting she did not realise it might contain drugs.

The panel ruled this second version was untrue and was an attempt to make herself look less guilty. They said she had changed her story to avoid the consequences of her actions.

While the panel said it was right that she initially told colleagues about the cannabis use, they ruled she seriously damaged public trust by lying during the testing process. They said her behaviour was criminal, deliberate and dishonest, and posed a serious risk to public confidence in policing.

The panel concluded her actions amounted to gross misconduct, the most serious category, and said she could not have stayed in the job. They ruled that anything less than dismissal would not have been strong enough to protect the reputation of Surrey Police.

As a result, Ms Ali has been placed on the national barred list, preventing her from ever working in policing again. She has the right to appeal within 10 working days.

Emily Dalton LDRS

Surrey Police ethics print on wall at Mount Browne HQ. (Credit: Emily Dalton/LDRS)

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