

Sent via email: Staff Associations

14th September 2023

Dear Colleagues,

Following the recent letter from the Home Secretary to Chief Constables dated 1st September 2023, in which Policing taking a Political Stance was referenced, we would like to take this opportunity to reassure you of the value we place on you, our staff networks. The work you are doing within our network is appreciated and valued, and makes a difference in creating an inclusive workplace, helping improve trust and confidence within our communities.

We are steadfastly committed to tackling all forms of discrimination. That means ensuring a truly diverse and inclusive culture across our organisations, and in our engagements with the communities we serve and the service we provide to them. It is key to building trust and confidence, along with a sense of legitimacy in what we do, and it is equally important to improving our operational effectiveness.

Understanding the issues that matter most to our communities, especially those that experience disproportionate victimisation, is essential to preventing crime, keeping people safe and bringing offenders to justice. We are committed to providing a voice to all communities, but particularly the people within our communities where trust is lowest. Those who trust policing the least should have the most opportunity to influence how we work, and the work you do collectively helps to build these important relationships.

We remain so proud of what our Police Officer, Staff and volunteer colleagues achieve every day, despite the often difficult circumstances they are working in. We will continue to champion the good work you all do, helping to build trust and confidence and provide a good service to all of our communities.

Yours sincerely,



Gavin Stephens QPM
Chair
National Police Chiefs' Council



Rachel Swann QPM
NPCC Diversity, Equality &
Inclusion Lead



