



**METROPOLITAN
POLICE**

7 June 2023

Peter Tatchell
Director
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Sir Mark Rowley QPM
Commissioner
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Dear Peter,

Thank you for your letter about the history of policing of LGBT+ communities. When I became Commissioner, I was forthright about the need for reform at the Met, both in the service we provide to Londoners and in the need to create an inclusive and diverse workforce. We have let people down, including our LGBT+ officers and staff, and for that I have apologised. Candour is an important step towards a new chapter at the Met.

The Met has had systems and processes in place which have led to bias and discrimination in the way we have policed London's communities, and in the way we have treated our officers and staff, over many decades. Recent cases of appalling behaviour by some officers have revealed that there are still racists, misogynists, homophobes and transphobes in the organisation, and we have already doubled down on rooting out those who corrupt and abuse their position.

Past legislation set down by Parliament, rather than the police, criminalised certain behaviour. But even in this wider societal context, I recognise that historic actions, systems and processes in the way it was enforced, and the way LGBT+ Londoners have been treated, failed the community and persist in the collective memory of LGBT+ Londoners of all ages. Whilst there have been significant improvements over the years, the community has the lowest levels of confidence in the Met. I know that concerns have been exacerbated following the tragic murders of Anthony Walgate, Gabriel Kovari, Daniel Whitworth and Jack Taylor. It is clear that there is much more work for us to do, but I am optimistic for the future.

That optimism is rooted in the tens of thousands of amazing officers and staff, who are dedicated and honest, serving with integrity. We have a shared determination to strengthen Londoners' trust in the Met and build a service for all Londoners, regardless of their race, faith, disability, gender, gender identity, or sexuality.

We are committed to providing better training for our officers and will be publishing a new plan for LGBT+ Londoners, which recognises the importance of communities helping us to shape a police service for all. Our commitment to deliver our strongest ever neighbourhood policing is based on a need to bring police and our communities closer together. That is why we will be restoring LGBT+ Community Liaison Officers across London who will focus on working with LGBT+ people and organisations.

We are also working hard to deliver a diverse and inclusive workplace where colleagues can feel pride in both the Met and in being themselves. I am clear that there is much for us to do. I am sorry to all of the communities we have let down for the failings of the past and look forward to building a new Met for London, one all Londoners can be proud of and in which they can have confidence.

I am sorry that I cannot join you at today's event, but look forward to working with people across the LGBT+ community as we work to restore trust and confidence.

Yours

Sir Mark Rowley QPM
Commissioner