



Peter Tatchell  
Director of Peter Tatchell Foundation  
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(via email)

Your  
reference:  
Our reference: RH-JF180324PT  
Please ask for: CC Rod Hansen  
Direct Dialling: 01452 752308  
Date: 18 March 2024

Dear Peter

### **Apologise Now campaign**

Thank you for your letter dated 14 August 2023 in relation to your Apologise Now campaign.

Your correspondence has provided us with a valuable opportunity to reflect on our history, as well as share our approach to ensuring LGBT+ communities can have trust and confidence in our services across Gloucestershire. It is through conversations like these that we can better understand our past, acknowledge historic injustices and forge stronger relationships for the future.

Before writing to you today I have sought the views of colleagues on this matter, within our own LGBT+ staff network, the wider workforce, members of our Independent Advisory Group (IAG) and LGBT+ community leaders.

The policing model in this country is built on the principle of policing by consent. It is only with the trust and confidence of the public that we can effectively and legitimately police the law we are given. It is clear that historically, the application and enforcement of the law was in some cases misused and misapplied, whether through processes, systems or behaviour.

As Chief Constable of Gloucestershire Constabulary, I apologise for the historic misuse of the legislation, which may have led to the over-policing and under-protection of the LGBTQ+ community in Gloucestershire. I am sincerely sorry for any former injustices and the devastating and traumatic impact this would have had on people's lives and their confidence in the police service.

Today, attitudes and practices across our force are very different. Gloucestershire Constabulary is committed to being an anti-discriminatory organisation. This means not only acting in a non-discriminatory way, but addressing systemic inequalities, disadvantage and discrimination.

We have prioritised our approach to diversity, equality and inclusion (DEI), working tirelessly to increase trust and confidence within our own workforce. We are building on our already vibrant LGBT+ staff network, providing dedicated development programmes for colleagues from under-represented groups as well as implementing bystander intervention, unconscious bias and DEI specific training. In February we marked LGBT+ History Month and we support and attend PRIDE events across the county.

We are harnessing the power of communications to actively tackle discrimination. Our ground breaking language policy, 'Language Matters' is designed to end victim blaming in police communications and we are applying the principles of behavioural science to our internal communications, to help educate officers and staff and affect cultural change.

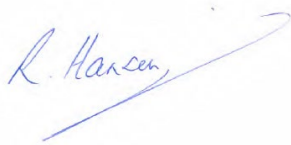
We are intent on re-building trust with our external LGBT+ communities. We recognise the impact hate crime has on victims and are working to ensure effective reporting of and response to hate crimes. We have hate crime experts responding to our emergency calls and a dedicated Hate Crime Coordinator.

The legitimate use of policing powers is a focus area for us too, with detailed reporting, analysis and assessment of how we use powers such as stop and search and use of force, which we know are critical to community confidence. We are continuing to develop opportunities for increased transparency with the support of independent community reference groups such as our Community Legitimacy Panel and Independent Advisory and Youth Advisory Groups. In our most recent inspection, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) reported that "Gloucestershire Constabulary is good at using police powers and treating people fairly and respectfully."

We know there is much more to be done and we are listening, learning and changing. We are intent on policing our county with the full consent and support of all the communities who live in Gloucestershire. I hope this letter goes some way to showing my commitment to a fair and equitable police service for all.

Thank you once again for your challenge.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'R. Hansen', with a long, sweeping underline that extends to the right.

Rod Hansen QPM, MBA, BSc (Hons), Dip Appl Crim  
Chief Constable