

**Chief Constable
Vanessa Jardine**

Force Headquarters
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Email: executive.support@northumbria.police.uk

Our Ref: VJ/PT/RG

12th April 2024

Peter Tatchell Foundation

Response sent by email to: peter@petertatchellfoundation.org

Dear Peter

I write with reference to our previous emails and meetings following your request for an apology for the way in which LGBTQ+ communities have historically been treated by policing. My response is an official apology from Northumbria Police. I have welcomed the opportunity to review how policing has adapted and changed to reflect the changing dynamics of our society.

Whilst it is not possible to change history it is extremely important that we learn from it and strive to build better relationships going forward. It is imperative that we continue to develop trust and compassion.

Northumbria Police has an extensive internal LGBTQ+ community and a very supportive Staff Association Network. I am very proud that our LGBTQ+ staff association is proportionate to the wider community. As part of this apology, I have contacted both to seek their advice on how best to demonstrate how sorry I am for how past discrimination has undermined LGBTQ+ confidence. I have been advised by both that the apology is necessary and goes some way to restoring faith. I hope this goes some way to demonstrate how committed I am.

However, there is still work to do and plenty of learning opportunities. I thank the community for providing occasions such as the Pride events, where police can participate to show support, allowing us to continue to build on that trust, ensuring a more inclusive future where the rights of all are equal. Diversity, Inclusion and Equality are at the heart of how Northumbria Police now operates. I have no tolerance for anyone who exhibits discriminatory behaviour to any member of our community. I look forward to further opportunities for Northumbria police and the LGBTQ+ community to work closely together on more positive ventures.

I understand, only too well, some of the challenges that our LGBTQ+ communities have faced over the years and those that are currently being experienced.

As the portfolio holder with the National Police Chiefs Council, I will continue to encourage colleagues to review your request for an apology. I am also working on a National LGBTQ+ Strategy which I am hoping will be seen as another positive step towards building a more inclusive future.

Your sincerely

A handwritten signature in blue ink that reads "Vanessa Jardine". The signature is written in a cursive, flowing style.

Vanessa Jardine
Chief Constable