



**Philip Seccombe
Police and Crime
Commissioner
for Warwickshire**

Decision Application WPCC20105

National Police Chaplaincy

Application Date:	November 2019	Name of Applicant:	Neil Hewison
Application Decision Reference: WPCC20105			
1. Summary of the application			
<p>In 2003 an HMIC report Diversity Matters recommended “...all forces should have resources in place to meet the spiritual needs of police officers and public staff, while respecting the diversity of faiths and beliefs inside the service and in the communities which they serve”.</p> <p>A centrally funded, full time National Police Chaplaincy was appointed in 2016 to be responsible for the ongoing development and management of this service with financial commitment from Police and Crime Commissioners in supporting this recommended for a 5 year term.</p>			
2. Background information:			
<p>The National Police Chaplaincy Service plays a significant role in co-ordinating the role of police chaplains of all faiths in contributing and supporting the wellbeing and resilience of police officers and police staff. The National Chaplain supports the workforce following major/critical incidents and helps facilitate community recovery, supporting at key events celebrating and remembering the outstanding commitment of the workforce such as the National Police Bravery Awards and the National Police Memorial Day.</p> <p>At the APCC AGM in July 2016, the vast majority of PCCs agreed to fund the National Police Chaplaincy Service on an ongoing basis.</p>			
3. Whether additional information/report is attached to support this decision application			
YES			
List of additional information/report			

a) April 2016 - Email Andy Tremayne Senior Policy Development Manager, APCC

b) Business Case

4. Expected benefits (non-financial)

- Coordination of Chaplaincy across the Country
- Oversight of training and development
- Developing Professional doctrine around Policy Chaplaincy and engagement
- Ambassadorial role attending key functions, providing a strong visible presence
- Providing input to various key stakeholders within the world of policing including Staff Associations, Association of Police & Crime Commissioners, National Police Chiefs Council, College of Policing, and Police Charities
- Supporting key national deployments
- Attending major incidents providing strategic thinking, guidance, advice, media support to chaplains and key stakeholders at a local force level.
- Provides a strategic level of engagement and unique advice and support to senior leaders and organisations on complex ethical issues.
- Engagement with minority communities and faith groups.
- Further developing chaplaincy within Policing.

5. Impact of not approving the application

Warwickshire would not have benefitted from the services above and would have been the only force in the country not to support the role. The approved appointment of a centrally funded National Police of Chaplaincy is now in its third year

6. Costs

Revenue:

- TOTAL £76,200 p.a (term of 5 years total £381,000)
- **2018/19 – Warwickshire Police contribution £2,540**

Capital: N/A

7. Savings:

None

8. Equality and Diversity Implications:

The service supports and promotes the health and wellbeing of the police service nationally and locally it provides support, guidance and training for the

Warwickshire Police force chaplain who is visible and active within the force. The service caters for all religious denominations

9. Treasurer's comments

The contribution can be met from within the existing 2019/20 budget

10. Legal/Monitoring Officer comments

The PCC has a legal duty to promote fairness and equality and to encourage diversity and BAME representation amongst the police workforce.

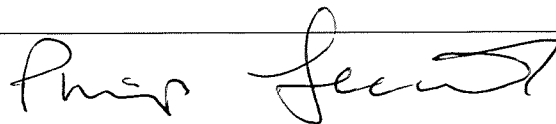
The force chaplaincy service and indirectly the national chaplaincy service contributes to this legal duty

The service has a key role to play in ensuring the health and wellbeing of the workforce. It also provides access to advice and support for officers and staff of all religious beliefs and faiths.

Decision of the Police and Crime Commissioner

To support the role of National Police Chaplaincy

PCC Signature:



Date of Decision:

6th December 2019