

POLICE CHAPLAINCY UK

England & Wales · Charity number 1190186

Details

Status Registered

Legal form CIO

Registered 2020-06-30

Register [View on the Charity Commission register](#)

Contact

Address National Police Chiefs Council
50 Broadway
London
SW1H 0BL

Phone 07818578986

Email comms@policechaplaincy.uk

Website Policechaplaincy.uk

Activities

Objects: THE OBJECTS OF THE CIO ARE:1) TO PROMOTE THE EFFICIENCY OF THE POLICE BY PROVIDING PERSONAL, PRACTICAL AND SPIRITUAL CARE TO ALL POLICE OFFICERS, POLICE STAFF AND THEIR FAMILIES IRRESPECTIVE OF AN INDIVIDUAL'S PERSONAL FAITH BY WAY OF THE FOLLOWING;(I) OPERATIONAL SUPPORT TO THE POLICE SERVICE BY PROVIDING A RESOURCE WHERE FAITH AND OPERATIONAL ISSUES INTERACT;(II) FACILITATING AND DEVELOPING LINKS BETWEEN COMMUNITIES AND THE POLICE; AND(III) A RESPONSE TO MAJOR AND CRITICAL INCIDENTS BY SUPPORTING EMERGENCY SERVICES PERSONNEL AND ASSISTING COMMUNITY RECOVERY.2) TO ADVANCE EDUCATION BY CO-ORDINATING, PROMOTING, AIDING AND FURTHERING THE PURPOSE OF POLICE CHAPLAINCY WITHIN THE UNITED KINGDOM, THE CHANNEL ISLANDS AND THE ISLE OF MAN, AND TO ENCOURAGE, SUPPORT AND FACILITATE THE WORK OF THE NATIONAL POLICE CHAPLAINCY.

Activities: The provision of Chaplaincy to Police Officers, Police Staff and their families to assist maintain and promote their holistic wellbeing. This in turn contributes to an efficient workforce better able and equipped to serve the public. Also providing a network of advice relating to moral, ethical & religious matters and building and facilitating links with communities and the Police.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Armed Forces/emergency Service Efficiency

Geography

- Guernsey
- Isle Of Man
- Jersey
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|---------|-------------|--------|-----------|
| 2024-12-31 | £40,765 | £36,954 | - | - |
| 2023-12-31 | £8,000 | £1,379 | - | - |
| 2022-12-31 | £0 | £0 | - | - |
| 2021-12-31 | £0 | £0 | - | - |
| 2020-12-31 | £4,557 | £5,026 | - | - |

Trustees

| Name | Role | Appointed |
|-------------------------------|-------|------------|
| Rev Dominic Jones | Chair | 2025-07-17 |
| Andrew James Stuart Blackwood | | 2023-10-11 |
| Dawn Thurkettle | | 2025-07-17 |
| Dudley Martin | | 2024-06-26 |
| George Francis Hadley | | 2023-10-11 |
| Nigel Fawcett-Jones | | 2021-07-01 |
| Rev Julie Ann Wearing | | 2025-07-17 |
| Rev Stephen Walters | | 2025-07-17 |

POLICE CHAPLAINCY UK

England & Wales - Charity number 1190186

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REPORT

2024

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INTRODUCTION

Police Chaplaincy UK - Bringing Chaplaincy to the Heart of Policing

Police Chaplaincy UK (PCUK), as a registered charity (no. 1190186), continues to place chaplaincy at the heart of policing. We are dedicated to supporting the holistic wellbeing of police officers, staff, and their families across all 43 forces in England and Wales, as well as in non-Home Office forces.

Over the past year, our focus has included expanding our network of trained chaplains, equipping chaplains with practical tools for their ministry, and embedding chaplaincy into operational and strategic frameworks of wellbeing within policing.

We also marked a significant milestone by closing Police Chaplaincy UK Ltd, the business arm of the organisation, which is no longer required. This change simplifies our structure and enhances our ability to function as a unified charity.

Over the past year, the Board has focused on strengthening our network, delivering high-quality training, and ensuring robust governance.

The Board of Trustees has met regularly—typically every two months—both online and in person, to ensure effective oversight, accountability, and strategic development of the charity.

Our Board brings together experience from policing, ministry, mental health, academia, and public service, allowing a rich and balanced approach to governance.

Key activities this year included:

- Overseeing the voluntary strike-off and formal closure of Police Chaplaincy UK Ltd, with the final dissolution completed in March 2025, consolidating all activity under the charitable incorporated organisation.
- Managing trustee transitions and ensuring the Board continues to reflect the diversity and experience of our membership.
- Maintaining a strong focus on inclusivity, professionalism, and ethical standards in all our work.
- Adopted a revised Trustee Code of Conduct and refreshed our risk register to align with best practice in charity governance.
- Supported the onboarding of two new trustees with backgrounds in HR and charity finance to enhance organisational capability.
- Initiated the development of a new three-year strategic plan.

Trustees have continued to serve in a voluntary capacity, contributing significant time and expertise to the charity's activities.

NATIONAL CHAPLAIN

A key highlight of the year was the formal commissioning of Revd. Matthew Hopley as the new National Police Chaplain in March 2024, following a rigorous and prayerful selection process. Matthew stepped into the role with energy and clarity, bringing fresh vision while continuing the strong legacy of his predecessors.

Since his appointment, Matthew has focused on three clear priorities:

- Visibility – connecting with chaplains and forces across the UK to build relationships, offer support, and understand local contexts. He has visited chaplains in every region and engaged actively with force leadership teams.
- Communication – introducing a regular National Chaplain's Update to keep chaplains and stakeholders informed and encouraged, and maintaining clear, honest dialogue about the opportunities and challenges we face.
- Encouragement – offering pastoral care to chaplains and affirming their ministry as essential to police wellbeing.

Matthew has represented PCUK with professionalism and pastoral wisdom at national forums, including the NPCC Wellbeing and Inclusion portfolios and College of Policing networks, ensuring chaplaincy is recognised as a key strand in the wellbeing and inclusion strategy for UK policing. He has also worked closely with the Board to develop new strategies for chaplain development, reflective practice, and accessible continuing training.

He continues to be a visible and trusted presence within the wider chaplaincy family, listening deeply to the voices of chaplains across traditions, beliefs, and contexts. His collaborative leadership has already made a significant impact, fostering a renewed sense of purpose and connection within our national chaplaincy community.

HOPE CONFERENCE 2024



The summer of 2024 saw the of PCUK's HOPE Conference, hosted at Yarnfield Park, bringing together over 90 chaplains from across the UK.

Designed to inspire, equip, and connect, the conference addressed some of the most pressing topics in contemporary chaplaincy, from trauma and PTSD to gender identity, racism, and spiritual care. Delegates described the event as "challenging, inclusive, uplifting, and deeply relevant."

Keynote speakers included:

- Canon Sarah Jones, whose heartfelt and courageous talk on gender identity and ministry was widely praised for its depth, humour, and humanity.
- Dr Deborah Kingston, who brought significant insight into PTSD and trauma care within police contexts.
- Teddy Burton, whose personal story of racism in policing sparked deep reflection and dialogue.
- Contributors from Samaritans and other partner organisations added breadth and practical perspectives.

Workshops were intentionally diverse and interactive, offering delegates tools for breath regulation, pastoral listening, and navigating spiritual care in pluralistic contexts.

The HOPE Conference provided vital opportunities for networking, story sharing, and peer encouragement.

For many, the simple act of connecting face-to-face with fellow chaplains was transformative—especially for those serving in isolated or rural forces.

The new venue was positively received for its accessibility and facilities and the conference app and digital comms were commended, and many commented that the event was the "best PCUK conference to date."

A number of creative ideas have emerged from the conference to shape future planning:

- A potential "Chaplain to the Chaplains" role for pastoral support during intense content.
- Greater space for interactive networking, lightning talks, and shared practice sessions.
- The call for more frequent CPD opportunities and a more intentional link between keynote themes and practical chaplaincy guidance.

We are grateful to all who contributed to making the HOPE Conference such a success: speakers, workshop leads, board members, organisers, and every chaplain who brought openness, reflection, and community. The legacy of this event is already being felt in stronger connections, deeper understanding, and renewed purpose across the UK chaplaincy network.

TRAINING

60
CHAPLAINS
TRAINED

INDUCTION

PCUK remains committed to equipping our chaplains with high-quality, relevant training.

We recognise that professional development is key to ensuring confidence and competence in both pastoral care and organisational engagement.

This year's highlights included:

- Over 60 chaplains received induction training in the past year, with courses delivered across five forces: Essex, South Yorkshire, Derbyshire, Avon & Somerset, and Greater Manchester.
- The training team has been refreshed following the retirement of Adrian Gatrill, with a renewed focus on interactive learning and mental health support.
- Work has begun on developing a bespoke package of CPD e-learning courses, with further progress expected in the coming year.
- Developing new modules on trauma-informed pastoral care, confidentiality in multi-faith settings, and supporting neurodivergent colleagues.

Launching a pilot reflective practice programme for experienced chaplains, creating safe space for shared learning and supervision.

- Collaborating with the College of Policing to align chaplaincy induction with national wellbeing frameworks and occupational standards

CPD

Discussion began in early 2024 to create a bespoke package of CPD E-learning courses for chaplains and we hope to have made progress on this by next year.

POLICE CHAPLAINCY

Inclusivity and Advocacy

PCUK continues to champion a fully inclusive approach to chaplaincy. We have welcomed new chaplains from Sikh, Muslim, Buddhist, Pagan, and Humanist backgrounds this year, enriching our understanding and presence. Our guidance materials have been reviewed to ensure inclusive language and we are developing a new resource toolkit on intersectionality and belonging in chaplaincy. We continue to advocate nationally for spiritual and pastoral care to be recognised as a professional discipline within policing, on par with psychological and occupational support.

Strategic Partnerships

Our partnerships have continued to flourish. With the College of Policing, we are working on updating the 'Supporting Wellbeing' national guidance to reflect the role of chaplaincy more explicitly. With the National Police Chiefs' Council, PCUK has contributed to the revised Wellbeing Framework, ensuring that spiritual care is embedded within holistic support strategies. Informal links have also been maintained with the Police Federation, Unison, and Oscar Kilo, enhancing collaboration and referral pathways.

Organisational Developments

The formal closure of Police Chaplaincy UK Ltd was completed in March 2025. This followed consultation with legal advisors. All trading activity and assets were transferred to the charitable incorporated organisation. This streamlining reduces administrative duplication and positions us better for future grant applications.



BOARD OF TRUSTEES

Board Members

Any of our Board Members can be contacted from the links on the images below, or click on their names to read their biographies.



REV'D DOM JONES
Chair

Lead Chaplain for Hampshire & Isle of Wight Constabulary, Chair of Police Chaplaincy UK

Term of Office: 2021-2025
07818578986



REV'D MATTHEW HOPLEY
National Police Chaplain

National Police Chaplain
07900 608457



NIGEL FAWCETT-JONES
Board Member

Volunteer Chaplain for West Yorkshire Police and Board Member

Term of Office: 2024-2027
07809863759



GEORGE HADLEY
Board Member

Lead Chaplain for Bedfordshire Police and Board Member

Term of Office: 2023-2026
07730019200



ANDREW BLACKWOOD
Board Member

Volunteer Chaplain for Thames Valley Police and Board Member

Term of Office: 2023-2026
07976 044688



REV'D RICHARD BROOKER
Board Member

Volunteer Chaplain for Warwickshire Police and Board Member

Term of Office: 2023-2026
07922 564696



REV'D JULIE WEARING
Board Member

Lead Chaplain to Humberside Police and Board Member

Term of Office: 2024-2025
07368 514486



KHADIJA SULAIMAN
Board Member

Lead Chaplain West Midlands Police and Board Member

Term of Office: 2024-2025
07798804565



DUDLEY MARTIN
Board Member

Lead Chaplain for West Yorkshire Police & Board Member

Term of Office: 2024-2027
07711 038873



REV'D CHRIS HAWKINS
Board Member

Lead Chaplain for Wiltshire Police & Board Member

Term of Office: 2024-2027
07471029849

Our Board of Trustees convenes 3-4 times annually, both virtually and in person.

Trustees assume diverse roles and engage in various projects throughout the year.

| Meeting Dates ⇨ | 30.01.24 | 25.04.24 | 26.06.24 | AGM | 15.10.24 | |
|--|-----------------------|----------|----------|-----------------|----------|--|
| Attendees ⇩ | | | | | | |
| Matt Hopley (National Police Chaplain) | y | y | y | y | y | |
| Dom Jones (Chair) | y | y | y | y | y | |
| Helen Arnold | y | y | | Resigned | | |
| Tanya Lord | y | y | | Resigned | | |
| George Hadley | y | y | n | y | y | |
| Andrew Blackwood | y | y | y | y | y | |
| Richard Brooker | y | y | n | y | y | |
| Christine Hawkins | Elected at AGM | | y | y | y | |
| Nigel Fawcett-Jones | y | y | y | ☒ | n | |
| Julie Wearing | Elected in Feb | y | y | y | y | |
| Khadija Sulaiman | Elected in Feb | y | y | y | n | |
| Dudley Martin | Elected at AGM | | y | y | y | |



FUNDING

Police Chaplaincy UK is wholly reliant on self-generated income and the generosity of individual and organisational donors. As a registered charity, we do not receive core funding, operational grants, or financial contributions from police forces or the Offices of Police and Crime Commissioners. Our sustainability is made possible entirely through charitable donations, course fees, and limited surpluses from events, which are all reinvested into our mission.

All trustees of Police Chaplaincy UK are volunteers who freely give their time, expertise, and commitment to the charity. Each trustee also holds responsibilities within their local police force or community, and their dedication to the work of the Chaplaincy is a reflection of their passion for service, support, and wellbeing within policing.

We do generate some income through the delivery of Induction Courses, which are an essential part of training new police chaplains. However, after accounting for trainer expenses, materials, and delivery costs, the net income from these courses is minimal and does not contribute significantly to our core operations.

Our Chaplaincy Training Conferences have, on occasion, produced a small surplus. The extent of this depends on various factors, including the number of delegates registered and the overall costs of running the event. These conferences are valuable not only as a potential source of income but also as a vital space for professional development, peer support, and the strengthening of chaplaincy across the UK.

To diversify our income and ensure long-term sustainability, we are currently engaging with a number of companies interested in supporting social justice and community wellbeing through their corporate social responsibility (CSR) and social impact programmes. These partnerships present a promising opportunity to align our values with those of socially conscious organisations that recognise the important role chaplaincy plays in supporting the mental health, emotional resilience, and spiritual welfare of those serving in law enforcement.

Police Chaplaincy UK remains committed to delivering high-quality support and training, despite financial constraints.

We continue to explore innovative ways to strengthen our funding base while upholding the integrity and independence that underpin our service.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Police Chaplaincy UK

No 1190186

Receipts and payments accounts

CC16a

For the period
from

01-Jan-24
01-Jan-24

To

31-Dec-24
31/12/2024

Section A Receipts and payments

| | Unrestricted funds to the nearest £ | Restricted funds to the nearest £ | Endowment funds to the nearest £ | Total funds to the nearest £ | Last year to the nearest £ |
|--|--|--------------------------------------|-------------------------------------|---------------------------------|-------------------------------|
| A1 Receipts | | | | | |
| Conference sponsorship | 28,746 | - | - | 28,746 | - |
| Donations and grants | 12,019 | - | - | 12,019 | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total (Gross income for AR) | 40,765 | - | - | 40,765 | - |
| A2 Asset and investment sales, (see table). | | | | | |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | - | - | - | - | - |
| Total receipts | 40,765 | - | - | 40,765 | - |
| A3 Payments | | | | | |
| Conference costs | 36,779 | - | - | 36,779 | - |
| Website costs | 175 | - | - | 175 | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | 36,954 | - | - | 36,954 | - |
| A4 Asset and investment purchases (see table) | | | | | |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | - | - | - | - | - |
| Total payments | 36,954 | - | - | 36,954 | - |
| Net of receipts/(payments) | 3,811 | - | - | 3,811 | - |
| A5 Transfers between funds | - | - | - | - | - |
| A6 Cash funds last year end | - | - | - | - | - |
| Cash funds this year end | 3,811 | - | - | 3,811 | - |

Section B Statement of assets and liabilities at the end of the period

| Categories | Details | Unrestricted funds to nearest £ | Restricted funds to nearest £ | Endowment funds to nearest £ |
|----------------------|--|------------------------------------|----------------------------------|---------------------------------|
| B1 Cash funds | NatWest Bank Account: 71630457 | 10,421 | - | - |
| | | - | - | - |
| | | - | - | - |
| | Total cash funds | 10,421 | - | - |
| | (agree balances with receipts and payments account(s)) | Agreement Error | OK | OK |

| | Details | Unrestricted funds to nearest £ | Restricted funds to nearest £ | Endowment funds to nearest £ |
|---------------------------------|---------|------------------------------------|----------------------------------|---------------------------------|
| B2 Other monetary assets | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |

| | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|-----------------------------|---------|-----------------------------|-----------------|--------------------------|
| B3 Investment assets | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |

| | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|---|---------|-----------------------------|-----------------|--------------------------|
| B4 Assets retained for the charity's own use | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |

| | Details | Fund to which liability relates | Amount due (optional) | When due (optional) |
|-----------------------|---------|---------------------------------|-----------------------|---------------------|
| B5 Liabilities | | | - | |
| | | | - | |
| | | | - | |
| | | | - | |
| | | | - | |

Signed by one or two trustees on behalf of all the trustees

| Signature | Print Name | Date of approval |
|-----------------|-------------------|------------------|
| <i>D. Jones</i> | Rev Dominic Jones | 02.07.2025 |
| | | |

The Charity income of Police Chaplaincy UK falls below the audit threshold of £25,000 which means we not legally required to have our accounts audited however they are examined by a suitably qualified volunteer from another charity and prepared by our accountants 'Streets Chartered Accountants' in Lincoln.

LOOKING AHEAD

As we look to the year ahead, PCUK will prioritise the following strategic goals:

- Launch and rollout of our CPD e-learning platform
- Continued development of the chaplaincy leadership pathway.
- Strengthening regional networks and mentoring opportunities.
- Increasing visibility in under-represented forces and regions.
- Building sustainable funding streams to ensure long-term resilience.

We remain committed to our mission of being a compassionate, inclusive, and professional chaplaincy service across UK policing.

ACKNOWLEDGEMENTS

The Board expresses its deep gratitude to all who have contributed to the work of PCUK this year. Special thanks go to Revd. Adrian Gatrill, who retired after many years of faithful service as training lead, and to trustees who completed their terms with commitment and grace.

We also thank our regional lead chaplains, force leads, and admin support teams. Your collective energy and compassion continue to place chaplaincy at the heart of policing.

Police Chaplaincy UK
50 Broadway
London
SW1H 0BL
www.policechaplaincy.uk
comms@policechaplaincy.uk

WE THANK YOU
FOR YOUR CONTINUED SUPPORT OF
CHAPLAINCY

POLICE CHAPLAINCY UK

England & Wales - Charity number 1190186

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2023-2024

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INTRODUCTION

Police Chaplaincy UK - Bringing Chaplaincy to the Heart of Policing

PCUK's aims as stated on the charity commission website "The provision of Chaplaincy to Police Officers, Police Staff and their families to assist maintain and promote their holistic wellbeing. This in turn contributes to an efficient workforce better able and equipped to serve the public. Also providing a network of advice relating to moral, ethical & religious matters and building and facilitating links with communities and the Police."

Over the last 12 months the number of chaplains in UK policing has stayed around the 500 mark with some leaving and some joining and it is Police Chaplaincy UK's privilege to offer training guidance, policy and advice to all chaplains in UK policing.

It was in 1968 when the first full-time Chaplain to the Metropolitan Police Cadet Corps was appointed and Police Chaplaincy slowly spread across England. During the 1980's and the 1990's it grew rapidly. In 1988 there were 20 chaplains serving UK policing and by the mid 1990's there were 80.

In 1985 the Chief of GMP wrote a paper recognising the importance of chaplains in Division and at training school and by 1990 a conference of police chaplains was taking place.

By 1998 there were full-time posts in the Metropolitan Police, West Midlands, Hampshire and Durham. Funding was very varied. In the Metropolitan Police, the costs (apart from expenses which are borne by the Police) come from the Diocese of London. In the West Midlands, the post was funded by four Anglican dioceses. In Durham, the bulk of the salary came from the Police. In Hampshire, half the salary came from the Baptists, with the other Churches taking a share of the remaining costs. Part-time posts existed in the West Mercia Police and Northumbria Police, both with substantial Police contributions to salary. By 1998 there was a bi-annual Police Chaplains' Conference at Swanwick, attended by 35 Chaplains.

The National Association of Chaplains to the Police (NACP) was formed in 2000 to provide advice, guidance, training and resources to police chaplains and the Rev Poole became their senior coordinating chaplain. But change really occurred in 2003s when one of the HMIC's – Robin Field-Smith came to Police from an army background where Chaplains are enshrined in military law and asked the Police where are your Chaplains? In a report he said 'all forces should have resources in place to meet the spiritual needs of police officers and police staff, whilst respecting the diversity of faiths and beliefs both inside the service and in the communities which they serve'

In January 2013 a paper was presented to Chief Constable's Council that recognised the growth, value and worth of Police Chaplaincy and supported a number of recommendations to ensure its continuing and ongoing development and in 2017 the National Association of Chaplains to the Police reformed as Police Chaplaincy UK as we are known today

OUR 24-25 GOALS

1

Inclusivity

We are committed to being an inclusive organisation, embracing chaplains of all faiths and beliefs, as well as those with no religious affiliation. We shall provide an environment where everyone feels valued and respected and our Board will reflect the diversity of those we serve. We have 10 full time paid Lead Chaplains and 11 part time paid Lead Chaplains.

Diversity is slowly increasing, out of our Leads, 2 follow non-Christian faiths, (which isn't enough but is a start) and we have around 70 volunteers from different faiths, the largest being Islam.

3

Advocacy

We will be strong advocates for the importance of chaplaincy within the Police. We will highlight the vital role chaplains play in supporting officers' mental and emotional well-being, as well as fostering positive community relations and our National Chaplain will be central to this.

2

Professional Development

To be a professional body, we must invest in the continuous development of our chaplains. Training, education, and mentorship programs will be central to our efforts.

Police Chaplaincy UK wants to ensure that our chaplains are professionally trained and developed and we are committed to supporting policing through this offer. To do this effectively we need to ensure that all active chaplains in policing are members of Police Chaplaincy UK.

4

Ethical

We will uphold the highest ethical standards in our chaplaincy work, ensuring that our presence within the police force is a beacon of integrity and trust.

OUR NATIONAL CHAPLAIN

**“The role of National Chaplain will help to lead, support and develop Chaplaincy in UK Policing. Our aim is to have Chaplaincy at the heart of Policing and the National Chaplain will play a key role in promoting the aims of Chaplaincy across all forces and policing bodies. The National Chaplain will work with the Board of Police Chaplaincy UK (PCUK) to achieve the strategic vision of PCUK becoming the professional body for all Chaplains in UK Policing.
Provide visible leadership for Police Chaplaincy across the service.
Support the work and role of Lead Police Chaplains.”**

48
APPLICANTS

In April 2023, Canon David Wilbraham stepped down as National Chaplain, with Rev Dom Jones temporarily filling the role as Acting National Chaplain.

By September 2023, interviews were conducted to appoint a permanent National Police Chaplain, and out of 48 candidates, Matthew Hopley from Warwickshire police was selected.

The connection between chief executives and charity chairs has been likened to that of good neighbours: they support each other when needed, but should not be overly involved in each other's affairs. Striking the right balance is crucial to avoid wasting resources and causing issues for the charity.

The Charity trustees hold the ultimate control and legal responsibility for the charity. Our Chair leads the Board, ensures smooth board meetings, and collaborates with the CEO to shape the organization's vision.

The National Police Chaplain oversees the day-to-day operations, serves as the primary advocate for Police Chaplains nationwide, and garners support from the Board.

TRAINING

60
CHAPLAINS
TRAINED

INDUCTION

Induction training is one of Police Chaplaincy UK's way of serving chaplains. Courses have happened in the last 12 months in 5 Forces with over 60 chaplains being trained.

Essex

South Yorkshire

Derbyshire

Avon & Somerset

Greater Manchester

Courses are now charged at £100 per delegate and a small training team has been developed.

After many years of training the Board gave their thanks to Adrian Gatrill as he stood down from his role of Induction trainer.

His dedication and commitment have laid a strong foundation for future trainers and chaplains alike. Stepping into Adrian's shoes, the new trainers are eager to build on his legacy, bringing fresh perspectives and innovative approaches to the induction process.

The training team is now focusing on enhancing the curriculum to include more interactive sessions, real-life scenarios, and mental health support, ensuring that every chaplain is well-prepared for the challenges they may face. Feedback from previous courses has been overwhelmingly positive, with many chaplains expressing gratitude for the valuable skills and knowledge they have gained.

LEAD CHAPLAINS

In Oct 2023 a Lead Chaplains conference was held at Yarnfield park and attended by 29 Lead Chaplains. This served as a time of networking and upskilling and will be repeated in 2025. In the past Police Chaplaincy UK has held summer training conference and Lead Chaplains conference bi-annually and this will now become the pattern again.

Attendees had the opportunity to share their experiences, challenges, and best practices, fostering a sense of community and mutual support.

As the conference concluded, there was a palpable sense of renewed purpose and enthusiasm among the chaplains. Plans were already being discussed for the next gathering in 2025, with a focus on building upon the successes of last year's event and addressing emerging challenges in the field. The commitment to continuous learning and support within the chaplaincy community remains steadfast, ensuring that those who serve are well-prepared to meet the needs of those they support.

CPD

Discussion began in early 2024 to create a bespoke package of CPD E-learning courses for chaplains and we hope to have made progress on this by next year.

POLICE CHAPLAINCY

Police Chaplaincy UK is deeply committed to integrating spirituality into the well-being initiatives of police forces across the UK. While the concept of well-being is gaining traction in various workplaces, spirituality often gets sidelined, despite its crucial role in shaping psychological health. Every psychological intervention is underpinned by a philosophy of personhood, and this is where chaplaincy steps in, advocating for spiritual care alongside other well-being measures.

Policing is inherently a spiritual vocation, drawing individuals who seek to serve a higher purpose, much like clergy. Both professions are driven by a desire to serve, to minister to others, and to refine one's character through service. The challenges faced by police officers—dealing with heinous crimes such as murder, child abuse, and domestic violence—are deeply spiritual, shaking their core beliefs and values. Chaplains provide crucial support in these moments, offering a safe space for officers to process their experiences.

The role of chaplains extends beyond religious boundaries. As highlighted by a Force medical officer, spirituality encompasses emotional needs like feelings of guilt, isolation, and lack of self-worth. Police Chaplaincy UK recognizes this broad definition of spirituality and strives to meet the spiritual needs of all officers and staff, regardless of their religious beliefs. Chaplains respect the individuality of each person, valuing their unique stories and providing attentive listening without imposing their own narratives.

In essence, Police Chaplaincy UK aims to ensure that every police force in the UK invests in and supports chaplaincy, recognising its vital role in the holistic well-being of officers and staff. By doing so, they advocate for a more inclusive understanding of well-being that honours the spiritual dimensions of human experience.

500
CHAPLAINS

BOARD OF TRUSTEES

Board Members

Any of our Board Members can be contacted from the links on the images below, or click on their names to read their biographies.



REV'D DOM JONES
Chair

Lead Chaplain for Hampshire & Isle of Wight Constabulary, Chair of Police Chaplaincy UK

Term of Office: 2021-2025
07818578986



REV'D MATTHEW HOPLEY
National Chaplain

National Police Chaplain
07900 608457



REV'D HELEN ARNOLD
Board Member

Lead Chaplain for Thames Valley Police & Board Member with co-responsibility for Training

Term of Office: 2021-2024
07815 553 884



REV'D CANON TANYA LORD
Board Member

Lead Chaplain for Lincolnshire Police & Board Member

Term of Office: 2021-2024
07436530242



NIGEL FAWCETT-JONES
Board Member

Volunteer Chaplain for West Yorkshire Police and Board Member

Term of Office: 2021-2024
07809863759



GEORGE HADLEY
Board Member

Lead Chaplain for Bedfordshire Police and Board Member

Term of Office: 2023-2026
07730019200



ANDREW BLACKWOOD
Board Member

Volunteer Chaplain for Thames Valley Police and Board Member

Term of Office: 2023-2026
07976 044688



REV'D RICHARD BROOKER
Board Member

Volunteer Chaplain for Warwickshire Police and Board Member

Term of Office: 2023-2026
07804 285833

Readers appreciate accurate information

Our Board of Trustees convenes 3-4 times annually, both virtually and in person.

Trustees assume diverse roles and engage in various projects throughout the year.

This year, we facilitated midterm elections, with upcoming elections scheduled for the summer of 2024. Each time, we received more nominations than available positions, which is a promising sign.

FUNDING

£0

CENTRAL FUNDING

Police Chaplaincy UK income is entirely reliant on self generated funds and donations.

Police Chaplaincy UK has not received grants, funding or payments from forces or Offices of Crime Commissionaire's for the operation or management of the charity.

All of the charities trustees are volunteers who give of their time and abilities in addition to any responsibilities they have with their local force.

Induction Courses do provide a income, however once trainers expenses and delivery costs are take into account, this is nominal income.

Chaplaincy Training Conferences have previously generate a small surplus dependant on the volume of delegate registrations and conference operating costs.

Police Chaplaincy UK focussed in 2023 changing its organisational structure from a limited company to a charitable incorporated organisation. This is ongoing and expected to be completed by the Autumn.

The company bank balance started in January 2023 with a balance of **£22,914.77**. It finished the year with a balance of **£9,935.59**. The major expenditures for the Company in 2023 were the Lead Chaplain's Conference (£6,126), accountancy fees (£1,200), and a donation to the charity account (£5,000).

The charity opened its bank account in the summer and starting its use from September 2023. It finished the year with a balance of **£6,621.26**. The primary income, beyond the donation from the company account, was a donation from Police Mutual to support this conference (£3,000). Outgoings were primarily expenses in relation to running induction courses and other expenses.

2023 saw a loss of **£6,357.92**. This is an expected loss, in the year where we do not hold our biannual conference.



Receipts and payments accounts

CC16a

For the period
from

01-Jan-23
01-Jan-23

To

31-Dec-23
31/12/2023

Section A Receipts and payments

| | Unrestricted funds to the nearest £ | Restricted funds to the nearest £ | Endowment funds to the nearest £ | Total funds to the nearest £ | Last year to the nearest £ |
|---|---|---|--|---------------------------------|-------------------------------|
| A1 Receipts | | | | | |
| Conference sponsorship | 3,000 | - | - | 3,000 | - |
| Donation | 5,000 | - | - | 5,000 | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total (Gross income for AR) | 8,000 | - | - | 8,000 | - |
| A2 Asset and investment sales, (see table). | | | | | |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | - | - | - | - | - |
| Total receipts | 8,000 | - | - | 8,000 | - |
| A3 Payments | | | | | |
| Conference costs | 1,219 | - | - | 1,219 | - |
| Website costs | 160 | - | - | 160 | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | 1,379 | - | - | 1,379 | - |
| A4 Asset and investment purchases, (see table) | | | | | |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | - | - | - | - | - |
| Total payments | 1,379 | - | - | 1,379 | - |
| Net of receipts/(payments) | 6,621 | - | - | 6,621 | - |
| A5 Transfers between funds | - | - | - | - | - |
| A6 Cash funds last year end | - | - | - | - | - |
| Cash funds this year end | 6,621 | - | - | 6,621 | - |

Section B Statement of assets and liabilities at the end of the period

| Categories | Details | Unrestricted funds to nearest £ | Restricted funds to nearest £ | Endowment funds to nearest £ |
|----------------------|--|------------------------------------|----------------------------------|---------------------------------|
| B1 Cash funds | NatWest Bank Account: 71630457 | 6,621 | - | - |
| | | - | - | - |
| | | - | - | - |
| | Total cash funds | 6,621 | - | - |
| | (agree balances with receipts and payments account(s)) | OK | OK | OK |

| | Details | Unrestricted funds to nearest £ | Restricted funds to nearest £ | Endowment funds to nearest £ |
|---------------------------------|---------|------------------------------------|----------------------------------|---------------------------------|
| B2 Other monetary assets | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |

| | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|-----------------------------|---------|-----------------------------|-----------------|--------------------------|
| B3 Investment assets | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |

| | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|---|---------|-----------------------------|-----------------|--------------------------|
| B4 Assets retained for the charity's own use | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |

| | Details | Fund to which liability relates | Amount due (optional) | When due (optional) |
|-----------------------|---------|---------------------------------|-----------------------|---------------------|
| B5 Liabilities | | | - | |
| | | | - | |
| | | | - | |
| | | | - | |
| | | | - | |

Signed by one or two trustees on behalf of all the trustees

| Signature | Print Name | Date of approval |
|-----------|-----------------|------------------|
| D.Jones | Rev D J F Jones | 25.06.24 |
| | | |

The Charity income of Police Chaplaincy UK falls below the audit threshold of £25,000 however they are examined by a suitably qualified volunteer from another charity in line with the Charities Act.

Hello James,

I hope you're well.

I have now reviewed the accounts and associated reconciliation documents and bank statement. I have assumed that this is the 1st year of reporting so there are no prior year figures to be presented as comparatives. If this is the case, I endorse the excel sheet attached as representing the receipts and payments for the year to December 2023.

Let me know if I can help with anything else.

Many Blessings,
Vivian

Vivian Iwu
SAMARITAN'S PURSE
Finance Director | Finance
Tel: 0208 559 2014

ACKNOWLEDGEMENTS

The Board of Police Chaplaincy UK

The College of Policing

The National Police Chief's Council

Police Chaplaincy UK

50 Broadway

London

SW1H 0BL

www.policechaplaincy.uk

comms@policechaplaincy.uk

WE THANK YOU
FOR YOUR CONTINUED SUPPORT OF
CHAPLAINCY

POLICE CHAPLAINCY UK

England & Wales - Charity number 1190186

Accounts

Police Chaplaincy UK – Annual Report 2022

A significant move this year was securing of funding from the National Police Chiefs Council to fund our National Police Chaplain

Trustees were elected prior Lead Chaplains Conference and AGM.

The Trustees are:-

Dominic Jones (Chair) [Hampshire Constabulary]

Helen Arnold [Thames Valley Police]

Matthew Hopley [Warwickshire Police]

Nigel Fawcett-Jones [West Yorkshire Police]

Tanya Lord [Lincolnshire Police]

Richard Brooker [Warwickshire Police]

George Hadley [Bedfordshire Police]

Andrew Blackwood [Thames Valley Police]

We have 2 vacancies

At a meeting of the Board Dominic Jones was duly elected as Chair of Trustees

As a charity we are members of Police Charities UK which is a formal network of various Police Charities supporting officers and staff in all manner of ways.

A lot of focus this year has been on the recruitment of the new national police chaplain who will begin in Jan 2023

Police Chaplaincy is regarded highly, its 'currency' is strong and chaplaincy contribution is valued.

Finances

There has been no income or expenditure this year.

Strategy & Development

This current Board have a clear vision: to be the professional body for all police chaplains across the United Kingdom. This vision represents our commitment to providing support, guidance, and a unified voice for those who serve as lead chaplains. It is a vision that reflects our dedication to the well-being of those who tirelessly work to protect our communities and uphold the values we hold dear and to you the people who care for them.

We believe that police chaplains need a professional body to give training, guidance, policy, support and influence and we are committed to achieving that.

With the exciting appointment of our new National Police Chaplain we are in the best place to do that. The Board of Police Chaplaincy UK have set a strong vision and the role of the National Chaplain is to help that become a reality. As we embark on this journey to realise our vision, we recognise the significance of your

Police Chaplaincy UK

role as leaders within chaplaincy. It falls upon us all here to set the example, to inspire, and to foster a culture of professionalism and excellence among our fellow chaplains. We are the standard-bearers, and our actions and decisions will shape the future of police chaplaincy in the UK.

To deliver on our vision and become the professional body for all police chaplains, we must focus on several key principles:

1. ****Inclusivity****: We are committed to being an inclusive organisation, embracing chaplains of all faiths and beliefs, as well as those with no religious affiliation. We shall provide an environment where everyone feels valued and respected.
2. ****Professional Development****: To be a professional body, we must invest in the continuous development of our chaplains. Training, education, and mentorship programs will be central to our efforts, we know that we have been a bit mixed on this over the last few years. We know It's not always been easy to book a course and there hasn't been courses to book on to but that is going to change. Our current learning offer looks like this from Induction training hosted in Force to a Masters degree externally validated which we are working to reinvigorate and with an exciting eLearning package being currently developed. Police Chaplaincy UK wants to ensure that our chaplains are professionally trained and developed and we are committed to supporting policing through this offer
3. ****Advocacy****: We will be strong advocates for the importance of chaplaincy within the Police. We will highlight the vital role chaplains play in supporting officers' mental and emotional well-being, as well as fostering positive community relations and our National Chaplain will be central to this.
4. ****Collaboration****: Building partnerships with police forces, government bodies, and other relevant organisations is essential. Together, we can strengthen the impact and reach of police chaplaincy.
5. ****Ethical Standards****: We will uphold the highest ethical standards in our chaplaincy work, ensuring that our presence within the police force is a beacon of integrity and trust.
6. ****Community Engagement****: Our commitment extends beyond the police force. We will actively engage with the communities we serve, offering support and understanding during times of crisis and calm alike.

POLICE CHAPLAINCY UK

England & Wales - Charity number 1190186

Accounts

Police Chaplaincy UK - Annual Report

The Trustees are:-

1. Adrian Gatrill [Durham Constabulary]
2. Dominic Jones [Hampshire Constabulary]
3. Helen Arnold [Thames Valley Police]
4. Viv Baldwin [Central Motorway Police Group] Retired June 2021
5. Sue Lepp [Thames Valley Police]
6. John Butcher [West Midlands Police] Retired August 2021
7. Nigel Fawcett-Jones [West Yorkshire Police]
8. Tanya Lord [Lincolnshire Police]
9. Matthew Thomas Hopley [Warwickshire Police] commenced June 2022

At a meeting of the Board in September 2022 Dominic Jones was duly elected as Chair of Trustees

Police Chaplaincy continues to be highly regarded, its 'currency' is strong and chaplaincy contribution across forces is valued.

Finances

No income or expenditure was dealt with by the Charity

Strategy & Development

Police Chaplaincy UK developed a number of Strategic Aims which are outlined below together with progress achieved in each area.

1. **COMMUNICATION**

Objective:

- a) To raise the profile of PCUK across the wider police and related family

KPI's

- i. Regular articles or exposure in Police publications
 - ii. Presentations/papers to Forces and Conferences
 - iii. Engagement with Staff Associations and Staff Support networks
 - iv. Engagement with joint working with other faith communities
- b) To increase and improve the communication to and between members
 - i. Sharing of resources
 - ii. Regular newsletter
 - iii. Source of advice/resource/guidance
 - iv. Re-built and user-friendly website
 - v. Regular use of webinars

The website remains the primary means of communication with members supplemented by E-mail circulations, a newsletter and via Social Media [Facebook, Twitter]

Links are maintained at a National Level with Police Staff Associations; Staff Support Networks who engage across all areas of 'protected characteristics' and ensure our engagement with Diversity, Equality & Inclusion. Links are also maintained with a range of other faith groups.

2. TRAINING AND PROFESSIONAL DEVELOPMENT

Objective:

- a) To initiate the design of a new initial induction course

KPI's

- i. Initiate discussions with an education provider
- ii. Using the existing course as a template produce a new 2-day course
- iii. Seek accreditation through College of Policing and education provider
- iv. Run the course x times a year
- v. Regularly review student feedback

Objective:

- b) To provide a framework for on-going optional CPD for all Chaplains

KPI's

- i. Initiate discussions with an education provider
- ii. Develop an elective programme to provide - on going personal development
- iii. Supplement by regular webinars by external bodies
- iv. Continue the bi-ennial training conference
- v. Provide a regular forum for Lead Chaplains

A number of 'face to face' Induction Courses have taken place in various parts of the UK

The 2021 bi-ennial Conferences took place 'online'. Attendance was good and feedback was positive. It is envisaged the Bi-ennial Conference will take place in person in June 2022.

A Lead Chaplains 'online' Conference was also held in October 2021

3. JOB SPECIFICATIONS AND RECRUITMENT

Objective: To create model job specifications for Chaplaincy

KPI's

- i. Create a model job specification, person specification and induction framework for a full time Chaplain.
- ii. Create a model job specification, person specification and induction framework for a Lead Chaplain who is not full time
- iii. Create a model job specification, person specification and induction framework for a volunteer Chaplain

Objective: To provide a recruitment pack for each class of Chaplain – Full time, Lead and volunteer

KPI'S

- i. Create a recruitment pack for each class of Chaplain
- ii. Provide guidance on benchmarking including salary, conditions, responsibilities etc

Examples of role specifications and job descriptions have been developed. These have been used by various forces to assist in their recruitment processes. The National Police Chaplain has also provided support, advice and guidance re the appointment of full time lead chaplains.

4 WELLBEING

Objective: To work with but also provide a distinctive input around well-being

KPI'S

- i. To create a framework to enable Chaplaincy to offer an effective well being service at Force level
- ii. To contribute to the well being strategic planning at national and local levels
- iii. To seek to develop new initiatives, projects, and resources for local Chaplains to be more effective and proactive in these areas

5 OPERATIONAL ENGAGEMENT

Objective: To demonstrate the value and role of Chaplains in operational commitments

KPI's

- I. Guidelines and strategies to support engagement with police staff (particularly so for new recruits)
- II. Guidelines and skills to take part in specialist engagements including - modern slavery, road deaths, major incidents
- III. Facilitate engagement with all faith communities by providing knowledge, presence, and active involvement

Chaplaincy continues to be involved in several significant events locally and nationally.

6 ENGAGE WITH National Police Chiefs Council, STAFF ASSOCIATIONS, NATIONAL BODIES ETC

Objective: To provide a visible and effective presence across relevant police, national and governmental bodies.

KPI's

- i. Build strong and co-operative links with all Staff Associations
- ii. Promote the work of PCUK across the senior levels of all Police Forces

Strong working relationships are maintained across the range of Police Staff Associations and Police related bodies eg Association of Police & Crime Commissioners, Police Federations, Police Superintendents Association and National Police Chiefs Council.

We continue to work alongside and engage with Police Charities as well as with other significant stakeholders and Associations.

Support has been provided for a number of individual force chaplaincies and chaplains including but not exhaustive; Merseyside; South Yorks; Essex; Cleveland

National Police Memorial Day is a significant and important event in the Policing calendar. This year's event was held in Lincoln at the end of September and attended by a restricted congregation of 350 people. Government representation was by The Home Secretary. Police Chaplaincy is integral to this special weekend.

POLICE CHAPLAINCY UK

England & Wales - Charity number 1190186

Accounts

Police Chaplaincy UK - Annual Report **2021**

A significant move this year was the granting of Charitable status to Police Chaplaincy. This will bring several benefits - reputationally, financially and also in terms of wider engagement as well as providing a continuing framework for future growth and development.

Trustees were elected prior to the online Bi-ennial Conference and AGM. The Trustees are:-

1. Adrian Gatrill [Durham Constabulary]
2. Dominic Jones [Hampshire Constabulary]
3. Helen Arnold [Thames Valley Police]
4. Viv Baldwin [Central Motorway Police Group]
5. Sue Lepp [Thames Valley Police]
6. John Butcher [West Midlands Police]
7. Nigel Fawcett-Jones [West Yorkshire Police]
8. Tanya Lord [Lincolnshire Police]

At a meeting of the Board Adrian Gatrill was duly elected as Chair of Trustees

As a charity we are now members of Police Charities UK [confusingly also PCUK] which is a formal network of various Police Charities supporting officers and staff in all manner of ways.

The COVID 19 Pandemic has been the backdrop of our work over the past year and a half. At Board Meetings we have had a senior representative of the Police Operation Talla team attend to provide an up to date briefing on the impact of COVID across the Police service.

Police Chaplaincy is regarded highly, its 'currency' is strong and chaplaincy contribution is valued.

Finances

Detailed accounts are contained within a separate annual financial report. Police Chaplaincy is solvent, maintains good accounts operated within the guidelines of sound accounting practice and accountabilities. Our income keeps pace with expenditure.

Strategy & Development

Police Chaplaincy UK developed a number of Strategic Aims which are outlined below together with progress achieved in each area.

1. **COMMUNICATION**

Objective:

- a) To raise the profile of PCUK across the wider police and related family

KPI's

- i. Regular articles or exposure in Police publications
 - ii. Presentations/papers to Forces and Conferences
 - iii. Engagement with Staff Associations and Staff Support networks
 - iv. Engagement with joint working with other faith communities
- b) To increase and improve the communication to and between members
- i. Sharing of resources
 - ii. Regular newsletter
 - iii. Source of advice/resource/guidance
 - iv. Re-built and user-friendly website
 - v. Regular use of webinars

This has been progressed by the development and launch of a new website which includes resources, member information and a members forum.

A presence is maintained on various social media 'channels' including Facebook and Twitter.

A regular quarterly Newsletter has been published and distributed to all members and other partner agencies

Strong links are maintained at a National Level with Police Staff Associations; Staff Support Networks who engage across all areas of 'protected characteristics' and ensure our engagement with Diversity, Equality & Inclusion. Links are also maintained across a range of other faith groups.

2. TRAINING AND PROFESSIONAL DEVELOPMENT

Objective:

- a) To initiate the design of a new initial induction course

KPI's

- i. Initiate discussions with an education provider
- ii. Using the existing course as a template produce a new 2-day course
- iii. Seek accreditation through College of Policing and education provider
- iv. Run the course x times a year
- v. Regularly review student feedback

Objective:

- b) To provide a framework for on-going optional CPD for all Chaplains

KPI's

- i. Initiate discussions with an education provider
- ii. Develop an elective programme to provide – on going personal development
- iii. Supplement by regular webinars by external bodies
- iv. Continue the bi-ennial training conference
- v. Provide a regular forum for Lead Chaplains

A new online Induction Course has been developed. The course has 6 x 2 hour sessions with a number of guest speakers joining the course to share their own knowledge and experience. The course will be evaluated in the light of feedback from delegates, and it is envisaged that further courses will take place in the Autumn. The online course is not seen as a replacement for a real and residential course but rather as a hybrid model that can be adapted to individual force circumstances and so it is also anticipated that the autumn will see some physical Induction courses taking place in a number of forces.

A programme of Continuing Professional Development has been developed in partnership with the University of Wales, Trinity St David's. This modular programme offers the opportunity for those participating to be awarded an MA in Police Chaplaincy with Post graduate certificates and a post graduate diploma being steps along the way. The first cohort will begin the course in the last quarter of 2021.

Due to COVID Restrictions the 2020 and 2021 bi-ennial Conferences were cancelled and too place 'online'. Attendance was good and feedback from these events positive. It is envisaged the Bi-ennial Conference will take place in person in June 2022.

A Lead Chaplains Conference was also held in October 2021

3. JOB SPECIFICATIONS AND RECRUITMENT

Objective: To create model job specifications for Chaplaincy

KPI's

- i. Create a model job specification, person specification and induction framework for a full time Chaplain.
- ii. Create a model job specification, person specification and induction framework for a Lead Chaplain who is not full time
- iii. Create a model job specification, person specification and induction framework for a volunteer Chaplain

Objective: To provide a recruitment pack for each class of Chaplain – Full time, Lead and volunteer

KPI'S

- i. Create a recruitment pack for each class of Chaplain
- ii. Provide guidance on benchmarking including salary, conditions, responsibilities etc

We recognise that across 43 plus forces there are differences in chaplaincy provision, and we recognise that this will always be so. However, having good, useful benchmarks for this provision is useful not only for Forces but also for chaplains themselves.

Across Policing there are around 180 role profiles for all manner of functions – dog handler, detective, CSI etc. In conjunction with the College of Policing we have now established Role Profiles for Police Chaplains – one for Lead Chaplains and one for Volunteer Chaplains. Additionally, a set of learning standards has also been formulated. Through generic these role profiles will be useful to Forces and Chaplains and recognise the unique role that chaplaincy brings to the service. The new Board will continue this work and seek to develop a ‘tool kit’ that, building on the role profiles, will suggest role specifications, salary banding [where appropriate], expense remuneration, accountabilities.

4 WELLBEING

Objective: To work with but also provide a distinctive input around well-being

KPI'S

- i. To create a framework to enable Chaplaincy to offer an effective well being service at Force level
- ii. To contribute to the well being strategic planning at national and local levels
- iii. To seek to develop new initiatives, projects, and resources for local Chaplains to be more effective and proactive in these areas

This seeks to place Chaplaincy within an holistic wellbeing provision in forces and work with partners to build a support service for all staff. Working with Oscar Kilo [Well Being support agency within the the Police] as well at force level and with other charities this is a key area for future

work. Across forces this has developed to a greater/or lesser extent and it will be good to learn of areas of 'good practice' that can be shared wider.

5 OPERATIONAL ENGAGEMENT

Objective: To demonstrate the value and role of Chaplains in operational commitments

KPI's

- I. Guidelines and strategies to support engagement with police staff (particularly so for new recruits)
- II. Guidelines and skills to take part in specialist engagements including - modern slavery, road deaths, major incidents
- III. Facilitate engagement with all faith communities by providing knowledge, presence, and active involvement

Chaplaincy has been involved in several significant events locally and nationally. These have included the G& Summit, COP26 as well as local response to other critical and major incidents as well as involvement in day to day operational matters.

6 ENGAGE WITH National Police Chiefs Council, STAFF ASSOCIATIONS, NATIONAL BODIES ETC

Objective: To provide a visible and effective presence across relevant police, national and governmental bodies.

KPI's

- i. Build strong and co-operative links with all Staff Associations
- ii. Promote the work of PCUK across the senior levels of all Police Forces

We have strong working relationships across the range of Police Staff Associations. Also have key links with College of Policing; Home Office - Police Chaplaincy contributed to the proposed new Police Covenant submitting a Paper to the Home Secretary on this. Association of Police & Crime Commissioners, Police Federations, Police Superintendents Association and National Police Chiefs Council.

We continue to alongside and engage with Police Charities partly via Police Charities UK but also individually as well as with other significant stakeholders and Associations.

Support has been provided for a number of individual force chaplaincies and chaplains including but not exhaustive; Merseyside; South Yorks; Humberside; Cumbria; Essex; Dyfed-Powys; North Wales; Lincs; Cleveland

Development of new chaplaincies – work is underway with Ministry of Defence Police and Civil Nuclear Constabulary.

National Police Memorial Day is a significant and important event in the Policing calendar. This year's event was held in Lincoln at the end of September and attended by a restricted congregation of 350 people. Government representation was by The Home Secretary. Police Chaplaincy is integral to this special weekend.

The new Police Memorial is now built at the National Memorial Arboretum in Staffordshire and many forces took part in local events to commemorate its dedication. This was led by the National Police Chaplain.

Unaudited Financial Statements
for the Year Ended 31 December 2020
for
Police Chaplaincy UK

Contents of the Financial Statements
for the Year Ended 31 December 2020

| | Page |
|---|------|
| Income Statement | 1 |
| Balance Sheet | 2 |
| Report of the Accountants | 4 |
| Detailed Income and Expenditure Account | 5 |
| Detailed Balance Sheet | 6 |

Income Statement
for the Year Ended 31 December 2020

| | Year Ended 31.12.20 £ | Period 1.7.18 to 31.12.19 £ |
|---------------------------------------|-----------------------------|---|
| TURNOVER | 4,557 | 25,470 |
| Cost of raw materials and consumables | - | (19,326) |
| Other charges | (5,026) | (5,608) |
| Taxation | - | (102) |
| (DEFICIT)/SURPLUS | _____ (469) ===== | _____ 434 ===== |

Balance Sheet
31 December 2020

| | 31.12.20 | 31.12.19 |
|---------------------------------------|---------------|---------------|
| | £ | £ |
| CURRENT ASSETS | 27,768 | 26,964 |
| CREDITORS | | |
| Amounts falling due within one year | (2,095) | (822) |
| NET CURRENT ASSETS | <u>25,673</u> | <u>26,142</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | <u>25,673</u> | <u>26,142</u> |
| RESERVES | <u>25,673</u> | <u>26,142</u> |

NOTES TO THE FINANCIAL STATEMENTS

1. STATUTORY INFORMATION

Police Chaplaincy UK is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address are as below:

Registered number: 10844030

Registered office: 70 Goldsworth Road
Woking
Surrey
GU21 6LQ

2. AVERAGE NUMBER OF EMPLOYEES

The average number of employees during the year was NIL (2019 - NIL).

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2020 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

Balance Sheet - continued
31 December 2020

The financial statements have been prepared in accordance with the micro-entity provisions.

The financial statements were approved by the Board of Directors and authorised for issue on and were signed on its behalf by:

.....
Rev C J Nevin - Director

Report of the Accountants to the Directors of
Police Chaplaincy UK

As described on the Balance Sheet you are responsible for the preparation of the financial statements for the year ended 31 December 2020 set out on pages one to three and you consider that the company is exempt from an audit.

In accordance with your instructions, we have compiled these unaudited financial statements in order to assist you to fulfil your statutory responsibilities, from the accounting records and information and explanations supplied to us.

Bennewith 2018 Limited
t/a A J Bennewith & Co
3 Wey Court
Mary Road
Guildford
Surrey
GU1 4QU

Date:

Detailed Income and Expenditure Account
for the Year Ended 31 December 2020

| | Year Ended 31.12.20 | | Period 1.7.18 to 31.12.19 | |
|--------------------------------|------------------------|-------------------|------------------------------|-------------------|
| | £ | £ | £ | £ |
| Turnover | | | | |
| Conference fees | 250 | | 22,088 | |
| Training fees | 3,875 | | 3,382 | |
| Sundry income | 432 | | - | |
| | <u> </u> | 4,557 | <u> </u> | 25,470 |
| | | | | |
| Cost of sales | | | | |
| Conference costs | | - | | 19,326 |
| | | <u> </u> | | <u> </u> |
| GROSS SURPLUS | | 4,557 | | 6,144 |
| | | | | |
| Expenditure | | | | |
| Insurance | 329 | | 314 | |
| Post and stationery | 275 | | - | |
| Travel, subsistence & meetings | 1,128 | | 2,909 | |
| Marketing & publicity | 1,748 | | - | |
| Computer costs | 106 | | 484 | |
| Sundry expenses | 82 | | 244 | |
| Accountancy | 720 | | 1,320 | |
| Legal & professional fees | 638 | | 288 | |
| | <u> </u> | 5,026 | <u> </u> | 5,559 |
| | | (469) | | 585 |
| | | | | |
| Finance costs | | | | |
| Other interest | | - | | 49 |
| | | <u> </u> | | <u> </u> |
| NET (DEFICIT)/SURPLUS | | <u>(469)</u> | | <u>536</u> |

Detailed Balance Sheet
31 December 2020

| | Year Ended 31.12.20 £ | Period 1.7.18 to 31.12.19 £ |
|--|-----------------------------|---|
| CURRENT ASSETS | | |
| Prepayments and accrued income | 1,891 | 1,603 |
| Bank current account | 25,877 | 25,361 |
| | <u>27,768</u> | <u>26,964</u> |
| CREDITORS | | |
| Amounts falling due within one year | | |
| Tax | - | (102) |
| Accruals and deferred income | (2,095) | (720) |
| | <u>(2,095)</u> | <u>(822)</u> |
| NET CURRENT ASSETS | <u>25,673</u> | <u>26,142</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | <u>25,673</u> | <u>26,142</u> |
| NET ASSETS | <u>25,673</u> | <u>26,142</u> |
| RESERVES | | |
| Income and expenditure account | <u>25,673</u> | <u>26,142</u> |