



11th January 2024

Temporary Chief Constable Alex Murray
West Mercia Police
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Hindlip Hall
Worcester
WR3 8SP

Peter Tatchell
Peter Tatchell Foundation

Email: alex.murray@westmercia.pnn.police.uk

'Apologise Now' campaign.

Dear Peter

Thank you for your letter and the opportunity to fully reflect on the past and to share with you our approach to ensuring LGBTQ+ people can have trust and confidence in our service across Herefordshire, Shropshire and Worcestershire.

On behalf of West Mercia Police, I want to apologise for any historic misuse of the legislation and the detrimental impact this would have had on people's lives and to their confidence in the police service. Before writing to you today we have engaged with both our Independent Advisory Groups (IAG) and our thriving Pride Staff Network, both of which play a vital part in ensuring we are listening to our LGBTQ+ colleagues and communities, so that we can continue making positive change.

Attitudes and practices across our force are very different now and a huge amount of work has been done over the decades to improve the trust and confidence our LGBTQ+ communities have in West Mercia Police. This has also helped us to become a workforce that is more representative of the communities we serve than ever before.

We are particularly proud of our positive day-to-day community engagement as well as at Pride events across the three counties and with specific groups, such as SAND in Shropshire and Telford. We have delivered learning packages to our workforce and our communities on the importance of tackling hate crime. Through this and our engagement we have seen an increase in reporting and in prosecutions for hate crime.

We are working with our officers and staff to ensure that everyone feels empowered to challenge any discriminatory behaviour. Alongside our Pride Network we run an Allies Programme, both of which work to actively improve our working environment and to support us in promoting inclusivity and valuing our differences.



We are not naïve that the work to build trust is done and we remain committed to further improving and ensuring we are an effective, inclusive, and trusted police service with strong values.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Alex Murray'.

Alex Murray
T/Chief Constable
West Mercia Police