

# Durham Constabulary



*Altogether Better Policing*

**Rachel Bacon**  
**Chief Constable**

**Chief Constable's Office**  
**Constabulary Headquarters**  
**Aykley Heads**  
**DURHAM**  
**County Durham**  
**DH1 5TT**

Tel. No.: (0191) 3752265  
Web Site: [www.durham.police.uk](http://www.durham.police.uk)  
Your Ref:  
Our Ref:  
Sent by email: [peter@petertatchellfoundation.org](mailto:peter@petertatchellfoundation.org)

18<sup>th</sup> November 2024

Dear Peter

I write with reference to your foundation's request for police forces to apologise for the way in which LGBT+ communities have been treated by policing in the past, including over policing of LGBT+ communities, homophobic victimisation and how laws of the time were enforced. The harm caused stretches far wider than individuals and has affected an entire community.

On behalf of Durham Constabulary I wish to offer my apology, and to express sincere regret for historical prejudice and ill-treatment directed towards LGBT+ people in County Durham and Darlington.

While I cannot undo the past, I can assure you of my genuine commitment to ensuring we prevent any such discrimination in the future, continuing community engagement and collaboration to effect any necessary change.

As Chief Constable, I believe it is crucial to address past injustices, and acknowledge harm caused to individuals, including our own staff, through discriminatory systems, processes, and unacceptable behaviours in policing.

Recognising that we are a very different police force today, I accept these actions diminished trust and confidence in police and led to feelings of injustice.

Our force values of Positive, Fair, Courageous, Inclusive, with Integrity are at the core of my delivery plan. There is no place in Durham Constabulary for those who do not uphold these values.

Durham Constabulary has an active LGBT+ Staff Support Association with members representing the various strands of the LGBT+ community. They work with me and my chief officer team to ensure that our LGBT+ officers and staff are heard and can protect our communities effectively.



facebook

[www.durham.police.uk](http://www.durham.police.uk)

twitter

DURHAM  
CONSTABULARY



**101**

IN AN  
EMERGENCY  
ALWAYS  
CALL 999

To ensure that my expectations are translated into our work within communities, we actively collaborate with partner organisations and scrutiny panels to understand and address issues that are experienced.

We have a long history of supporting Pride events in County Durham and Darlington and will continue to do so, in order that we can continue to engage with the LGBT+ community and improve the confidence they have in us to keep them safe.

We have a positive bond with our communities, and it is my hope that this apology will mark a significant step towards a more inclusive and compassionate future, where the rights and dignity of every individual are recognised, respected, and protected.

Yours sincerely

A handwritten signature in black ink, appearing to read "Rachel Ban". The signature is written in a cursive, flowing style.

Chief Constable  
Durham Constabulary