

ANTI-RACISM STATEMENT

We, the officers, staff and volunteers of Surrey Police and Sussex Police, are committed to creating equality of opportunity and preventing inequality of protection. We promise to challenge injustice, ensure fairness and to uphold anti-racist principles.

We recognise that many races and ethnicities, particularly Black and dual heritage communities, continue to experience disadvantages and barriers in accessing the police service they are entitled to. We will move at pace to build capacity, capability and the wider awareness to be anti-racist.

We promise to act with courage, take responsibility for our actions and have a zero-tolerance approach to racism.

We will proactively seek to interrogate why disadvantages and barriers exist, to understand community trauma, and to recognise the burden on those with lived experience, and we will take action where possible to remove these or reduce their impact.

This includes actively building a positive environment where everyone, especially people of colour, feels involved and included. We will overtly challenge racist actions and attitudes, both inside the organisation and within the communities we serve.

We understand harm can be caused inadvertently: when we make mistakes, we will not hide them, but seek to learn and share that learning.

These are the expectations we have of all officers and staff as we seek to build an anti-racist police service.

