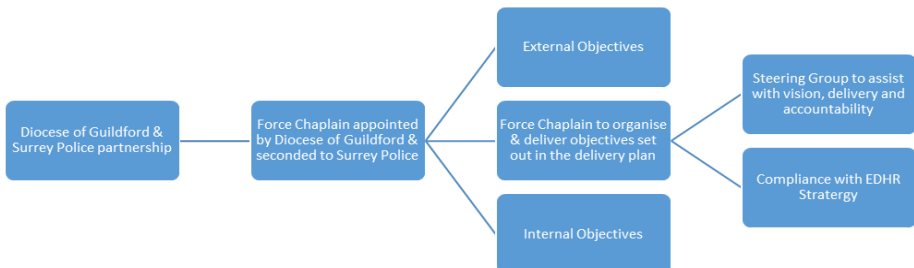


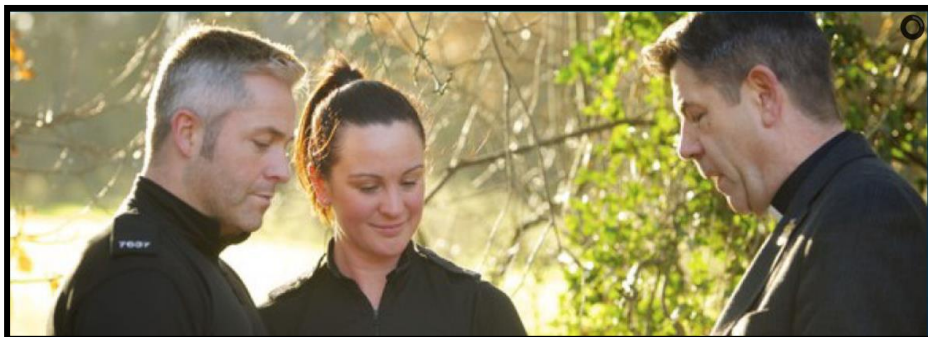
Surrey Police
Multifaith Chaplaincy
Business Plan
June 2017

Introduction

The value of Chaplaincy to the Police was recognised by Her Majesty's Inspector of Constabulary when in a report on Diversity it was recommended that ".....all forces should have resources in place to meet the spiritual needs of police officers and police staff, while respecting the diversity of faiths and beliefs both inside the service and in the communities which they serve.' (Diversity Matters, HMIC,2003).

Chaplaincy in its current format, within Surrey Police has been in place since 2009. In February 2017, the Deputy Chief Constable (DCC) committed to funding the post of the Force Chaplain & Faith Coordinator for a period of five years, bring stability and consistency to the post and by implication to the Chaplaincy service. This document will explain our obligations.





Aim

Chaplaincy in Surrey Police aims to offer a service, to all officers and staff from people of all faiths and none. The

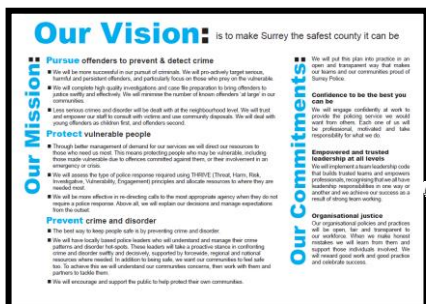
Chaplaincy offers pastoral, emotional and spiritual care and support to staff & officers and their families. This is achieved through the employment of a full time chaplain and a team of volunteer chaplains recruited from different faiths & beliefs. This enables a multi-faith approach which offers and respects the uniqueness and integrity of all faiths and beliefs.

The Chaplaincy is committed to promote the well-being of all Surrey Police staff, volunteers and their families; and being independent of the formal structures, is able to offer confidential listening, non-directive counsel and support. The chaplaincy also offers support to Surrey Police through relevant training, consultation and advice to management on relevant welfare, policy and faith related issues and assisting Surrey Police in supporting communities in Surrey.

Vision

The Chaplaincy is a partnership between Surrey Police and the Diocese of Guildford. Our vision needs to reflect the appropriate aims of both the Diocese

and Surrey Police



Both organisations are concerned with supporting communities in Surrey. Goal six of the Diocesan vision talks about; increasing the range of professionalism and spiritual fruitfulness of our partnerships with the local community, to help create a safer, stronger, fairer and more sustainable society.

For Surrey Police the vision and commitment is to make Surrey the safest county it can be.

Chaplaincy Strategic Objectives

This Business Plan sets out objectives for the Chaplaincy in four key areas – Strategic Objectives.



Employee Wellbeing: Working towards achieving a good and healthy work / life balance.

Community Engagement: Actively engaging with individuals and all communities across Surrey.

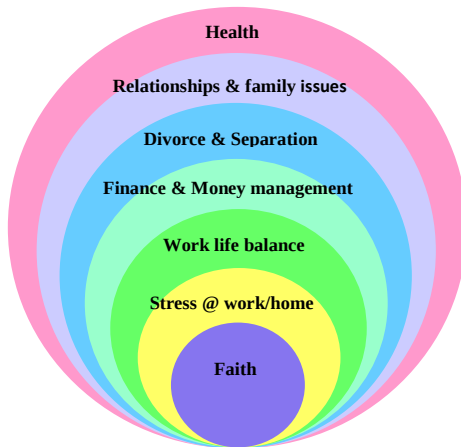
Learning & Development: Develop a work force that understands and represents all communities.

Operational Support: offering support and encouragement for officer responding to major or critical incidents.

Benefits of Chaplaincy to the Police Force

Chaplain in policing has developed in forces across the UK and whilst each operates within their own context the role of Police Chaplaincy can be summarised as follows:

- Provision of sensitive personal, pastoral and where appropriate spiritual support to officers and staff at every level
- Provision of volunteer chaplains, who as faith leaders are embedded in their communities enabling interaction with community policing initiatives



- Providing an independent, informed and distinctive voice to assist where operational and faith considerations interact
- Provide a network of advice relating to moral, ethical & religious matters
- The provision of consistent mutual support in response to a major or critical incident within the service and in the wide community.

Chaplaincy supports Surrey Police in complying with the Equality Act 2010 by contributing to the delivery of the Equality Diversity and Human Rights Strategy 2015 - 2019



Case Study. Following a heavy bout of depression, I sought help from the Force Chaplain. He listened to me at length and without prejudice. I found this to be a real help in a difficult period. I would recommend anyone who is finding 'life' tough to contact the Force Chaplain(s) and I would do so again without hesitation.

Surrey Police Officer.

Chaplaincy Delivery Plan & Objectives

Our strategic objectives are supported by a delivery plan which will describe how we will get there. The Delivery Plan will be regularly updated.

Measures and Governance

The Chaplaincy service aims to achieve the objectives in the business plan. We will review our performance and actively encourage challenge and scrutiny to make sure we deliver on outcomes. Regular reports will be published to ensure delivery and compliance.



The outcomes of the Business Plan will be monitored by:

- The Chaplaincy Steering group
- Surrey Police EDHR board
- Chief Officers Group (COG)
- Her Majesty's Inspectorate of Constabulary (HMIC),
- Community Engagement Team (CET)
- The Surrey Police and Crime Commissioner (PCC).

Surrey Police Multifaith Chaplaincy

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