



Police
Chaplaincy

HAMPSHIRE

Annual Report 2017-2018

Reverend Dom Jones
Force Lead Chaplain



IN MEMORY OF
OUR FALLEN COLLEAGUES
LEST WE FORGET

BASINGSTOKE BOROUGH POLICE
James Waldren 12.10.1882 aged 42

PORTSMOUTH COUNTY BOROUGH POLICE
PC John Thomas Winn 22.8.1867 aged 29
DC John James Biddlecombe 4.6.1882 aged 42

PORTSMOUTH CITY POLICE
Sgt Harold John Thomas 25.10.1933 aged 37
PC Stanley Charles Spooner 11.7.1940 aged 36
Walter John Mark Colley 10.1.1941 aged 37
Harold White 10.1.1941 aged 37
John William Dunford 11.1.1941 aged 37
Fred Herbert Miller 10.7.1941 aged 37
Leonard Davis 10.7.1941 aged 37
Edward Hooper 10.7.1941 aged 37
Robert Bertram 10.7.1941 aged 37

PORTSMOUTH FIRE BRIGADE
10.1.1941 aged 37

BOROUGH POLICE
1.3.1936 aged 51
16.9.1940 aged 36
29.11.1940 aged 41
30.11.1940 aged 37
Mr Symes 5.1.1941 aged 48
Branscombe 5.1.1941 aged 48
Frank Wright 22.6.1942 aged 48



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Introduction

Hampshire Constabulary’s chaplaincy service was launched in June 2017 when I had the honour of being licensed as the force lead chaplain at the constabulary’s annual Families Day. It was a great event attended by many members of the force. I then began the exciting task of developing the new force chaplaincy network on 19 August 2017.



The licensing of Reverend Dom Jones

This report describes the progress and development of the network since my appointment as full-time chaplain.

Following my arrival in force, it seemed important to spend the first 12 months getting to know the different strands within the constabulary; developing a feel for the place; welcoming support for chaplaincy; listening to and dispelling any myths; and evidencing how spiritual and pastoral care could be an important addition

to the force, therefore raising the profile of chaplaincy. I was aware that an important part of my role was to recruit a team of multifaith, volunteer police chaplains who would assist me in supporting the constabulary; I knew that the appointment of the most appropriate volunteers would require time, careful consideration and a clear chaplaincy vision.

I shared my vision for spiritual and pastoral care, which enabled this working statement to evolve:



The aim of the Hampshire Police Chaplaincy is to care for and serve the officers, staff and volunteers (and their families) of Hampshire Police, of all faiths and none; to offer safe, independent, confidential support and understanding to all, (regardless of defined religious belief).

This is achieved by offering individual, personal, practical and spiritual care, through operational support, being a resource where spirituality, faith, and operational issues interact; by supporting police personnel when dealing with major and critical incidents, offering pastoral care, listening, and supporting staff and officers. This is delivered by a team of voluntary chaplains and overseen by the force lead chaplain.

Those who offer spiritual and pastoral care are not counsellors, but chaplains who understand the demanding nature of policing and aim to support their police service in conjunction with the many other wellbeing and welfare teams within Hampshire Police.

Chaplains recognise the stressful and challenging nature of police work and will keep all conversations confidential unless safeguarding or life-threatening issues arise.

Dom Jones

Force Lead Chaplain

Raising the profile

So what next? Time to begin the task of raising the profile of chaplaincy and to share my unique 'Kipling-style' recipe of spiritual and pastoral care. With a working definition 'under my belt' I was ready with a presentation which has just a little connection with cake!



Through staff briefing days, input to new officers, an online social media presence and operational attachments, I've had the pleasure to talk to many groups within the constabulary since August 2017:

- 5 all-shift Response & Patrol (R&P) briefing days
- 4 all-shift Public Protection Dept briefing days
- 4 classes of student officers
- Senior leadership teams from R&P, Intelligence, the Isle of Wight, Neighbourhoods
- Occupational Health
- Trauma Risk Management assessors
- Lesbian and Gay Liaison Officers
- Wellbeing Board
- Search & Rescue Special constables & dogs team
- ACRO – Criminal Records Office
- A number of senior officers, including all of the Chief Officer Group and the Police and Crime Commissioner
- Investigations in Southampton Central



An operational attachment

As well as talking about cake, I've had the opportunity share cake with several teams across the force through my many operational attachments:

- R&P at Portswood and Hedge End
- Roads Policing at Totton and Havant & proactive team
- Custody
- Dogs
- Marine Unit
- National Police Air Service
- Specialist search teams
- Public Order and Firearms training
- Control Room
- Front office staff
- Country Watch
- Scenes of Crime

Operational attachments provide a great opportunity to meet teams and get an insight into policing and what a frontline shift feels like. It's so good to talk to officers in their own environment, to listen to the diversity of understandings of chaplaincy, the stereotypical ideas we hold, and to introduce different and creative ideas that help change these - we mustn't forget the cake connection!

Recruiting volunteer chaplains

Recruitment of multifaith volunteer chaplains is an ongoing process, but over the past 12 months significant progress has been made.

I've had the privilege to speak with a number of different faith organisations across Hampshire and the Isle of Wight, and additionally have made email contact with others and advertised over social media.

On 21 February 2018, an information afternoon was held at Netley Police HQ for anyone interested in police chaplaincy to come along and find out more. While the majority of attendees had previously met me and been personally invited, others made contact and requested to come after seeing an advert or hearing through word of mouth about the event. A total of 17 potential volunteers heard presentations from

Chief Constable Olivia Pinkney, HR Senior Business Partner Gemma Gair, and volunteer recruitment co-ordinator Belinda Kingsley, as well as witnessing the now famous cake presentation!

After time for questions and networking, expressions of interest were taken and 16 people indicated they wished to begin the application process. Over the coming months additional



Chaplain Rachel on her first visit to Whitchurch



Some of the volunteer team

potential chaplains expressed interest and those from the event began the recruitment process. As with all new ventures, some had to opt out and, at the time of writing, 16 volunteer police chaplains have successfully applied, been interviewed and had references taken. We await the outcome of police vetting, but 10 individuals have fully completed the process and started working out of their stations.

The team, which currently represents three major faith groups – Christian, Muslim and Buddhist - are deployed across the force, including areas such as Basingstoke, Andover, Portsmouth and Lymington. Additionally, the team provides support across our very diverse teams, from Roads Policing to Response and Patrol as well as our Police Investigation Centres, where multiple teams and custody are based.

Our volunteer chaplains have attended the Police Chaplaincy UK national training, and six of them were delegates at the national summer conference in Derby this year.



Chief Constable Olivia Pinkney talking at the chaplains open afternoon



Road death memorial service, 2017

Providing pastoral care

Pastoral and spiritual care has always lain at the heart of my own ministry and indeed it was my passion for this that led me to apply for the role of lead chaplain. In such a diversity of ways it continues to form the significant part of my role. Whenever a non-judgemental attitude of care, support, understanding, empathy, presence, valuing and acceptance, as far as possible, underpin all aspects of one's work, so a level of pastoral care is present and can be that 'resource where spirituality, faith, and operational issues interact'.

It has been an honour for me to come alongside staff and/or families on the journey of bereavement, to listen and to offer practical support, with ideas and arrangements for individually unique, sensitive and creative funerals, and to provide that service. Similarly, I

was very moved to take the service in memory of those killed in road incidents and will be equally moved during the autumn week of remembrance for miscarriage and baby loss to take the service for those who have experienced the death of a baby.



When I accompanied the Band of the Hampshire Constabulary to the Somme for the remembrance commemorations last November, I was aware of how such events can not only be unifying for those within the force but also for the force's communities. I sincerely hope the forthcoming constabulary carol service will be such an event.

It has also been a huge privilege to be able to offer one-to-one pastoral care, to be alongside, to listen, to engage and support and to observe the transformational potential of pastoral care. Due to the very confidential nature of this I have simply inserted some anonymous positive comments that have been received and which highlight the potential of pastoral care.

"I write to thank you for the support you offered...colleagues this week in such sad circumstances. Staff were comforted by your words initially and then also by having the opportunity to speak with you."

"... She plucked up the courage to go and see him and came back full of praise...Really good to see her come back to the office almost as if a weight had been lifted."

"I have met up with Dom twice now – and he's given some amazing support...His calm and supportive approach allows you to unravel issues and self-help much as a counsellor would – but in some respects I find his support is superior to any counselling I've received. Words cannot convey how much his support has meant..."

"I just wanted to formally email you to say thank you for everything that you did...I can honestly say a big weight has been lifted and I truly feel I have closure now. I didn't expect it to be so instant but the result has been just that."

"Thank you so much for yesterday, left that room feeling a little lighter."

Response to major incidents

Part of my role has to been to take responsibility for the co-ordination of the faith response to major incidents across Hampshire and the Isle of Wight. I have met with members of the Emergency Planning & Resilience Team in Hampshire County Council to discuss the ways faith communities respond and also with the archdeacons of Portsmouth and Winchester dioceses who have this as part of their portfolio.

A new, simpler faith response plan has been written and is currently awaiting sign-off from the council but in the meantime a small mobilisation of the team was required in February for the adverse weather conditions. On 28 February, I was contacted by the council, who were putting measures in place across the county to have rest centres on standby over the next 72 hours as places of refuge for people affected by the weather. I was asked to co-ordinate a response from the faith communities. By 3pm that day I was able to offer the council more than 50 churches and halls that could be used for rest centres if needed.

I have taken part in a major incident exercise and linked up with the operations planning team here in force to not only discuss faith communities' response but also what response the chaplaincy team should offer in light of a major incident and have facilitated a meeting between the operations team and the chaplain to the Metropolitan Police, who has been involved in a number of high-profile incidents recently

Besides the major incidents that have a traumatic impact on the public and or our staff, I have also been honoured to have been present during some major operations for our force. It has been a busy year for large-scale events taking place and I was privileged to offer chaplaincy during the Royal Wedding, basing myself with Silver command but also spending some time out on the streets of Windsor chatting to our staff on duty. Still in Windsor but at a later date, I was part of Police Chaplaincy UK's response to the visit of the President of the United States, an operation that involved more than 4,000 officers. It was most appropriate that chaplains from across the UK were present for this event where diverse emotions ran high. Along with one our force volunteers, I was based in Windsor for the day, initially at the rest and briefing station and then later, again, out and about in Windsor chatting to those patrolling the event. Finally, this year I was invited to the Farnborough Airshow to get a feel for the scale of the operation involved in policing it and was able to offer a friendly chaplaincy face to all those on duty during the first day of the show.

Police Chaplaincy UK

Police Chaplaincy UK (PCUK) aims to co-ordinate, promote, aide and further police chaplaincy within the United Kingdom, and it has been my privilege to work with them over the past 12 months.

I have supported the work of the national police chaplain and PCUK, represented PCUK at the National Association of Police and Crime Commissioners and National Police Chief Constables Partnership Summit 2017, and also attended a workshop hosted by the Police Federation of England and Wales on the subject of Demand, Capacity and Welfare on behalf of the National Chaplain. As I mentioned earlier, all volunteer chaplains within the constabulary attended the induction training provided by PCUK (I have been doubly trained here, having attended this twice!) and I was asked to be part of the organising group for the national summer conference.



It was a delight to have six of our volunteer chaplains to accompany me at the conference. During this residential event we heard from a range of speakers, including John Sutherland – a former senior police officer speaking about his mental health - and the president of the Police Superintendents' Association. I was also asked to lead a workshop on the subject of 'Engaging through Social Media'.

I am delighted to say that I have been elected to serve as one of the six executive directors of Police Chaplaincy UK.

The future

My priorities for my second year in force are:

- Continue to assist in the development of the existing volunteer chaplaincy team and widen the diversity of the team to include at least six different faith groups
- Embed the new Faith Response Plan in relation to major incidents
- Continue to promote and raise the profile of chaplaincy
- Continue to promote and provide pastoral care for all who request it
- Be alongside the force at any appropriate events
- Attend personal professional development
- Develop other opportunities for force and force/community bonding
- Support the work of PCUK through my new role on the board
- Support the chief constable and Chief Officer Group



With reflection over the last year, my role as your lead chaplain, attending meetings, networking, information-giving and receiving, and recruiting to establish a pastoral support team of passion and excellence has enabled me to introduce and/or reinforce just how transformational pastoral and spiritual care can be and the many benefits of sector chaplaincy. I am excited about the next 12 months and look forward to whatever challenges and opportunities may arise. Finally, thank you. Thank you for reading this report and for your faith and trust expressed by inviting me to be, and supporting me, as the chaplain of this amazing organisation – Hampshire Constabulary!

Dom Jones

Force Lead Chaplain



In the last 12 months Dom has had a positive impact on colleagues, providing much needed pastoral care that was missing prior to his arrival. We've received regular feedback praising his high level of engagement and personal commitment to promoting the service across the force. Dom has achieved so much already and has become a valued member of Hampshire Constabulary, I look forward to his future ideas and plans for the chaplaincy.

Kathryn Balfour

Senior HR Adviser, Equality & Inclusion for Hampshire Constabulary



Dom has made a significant and positive impact since joining the constabulary. His willingness to understand the issues facing officers and staff and ensuring those concerns are raised have been impressive. On a personal level I have also seen Dom provide care and compassion to those officers and their families who are going through difficult and challenging times. I know his support has been warmly welcomed.

John Apter

Former Chairman, Hampshire Police Federation



As a senior leader within the organisation, Dominic's support to me as force chaplain has been invaluable. I have had two very difficult staff issues to deal with over the last 12 months. Dominic has supported me and my team with both of these with utter professionalism, decency and grace. The two issues were completely different in nature and required a very different approach by Dominic. One of the issues involves an extremely poorly member of the team and Dominic's support to the individual's family during a very difficult time is a credit to the force chaplaincy. The support provided by the force chaplain offers something truly valuable that is otherwise unavailable. Thank you, Dom.

John McDonagh

Head of Resource Management, Hampshire Constabulary



The introduction of the chaplaincy role allows us a huge opportunity to develop our support and welfare of frontline staff when responding to major incidents that cause trauma and stress, as well as when officers are deploying out of their normal working environments to difficult, challenging or traumatic working environments. A focus on frontline care and support is vital for staff resilience and wellbeing.

Chief Inspector George White

Operations Planning Department



Thank you for your presentation at the LAGLO Development Day. It was refreshing to see you demonstrate such a commitment to inclusion across the workforce. That you were open and approachable to the LGBT+ agenda will be important to others as it is really key that however people identify they will be welcomed by you and your team. Well done in your first year – a great start.

Julie, Kirky and Scott

LGBT+ Resource Group

