



## Sussex Police Associations

Associations act as a support mechanism for staff and officers from under-represented groups. The aims of the associations are to ensure equal opportunities are provided to all Sussex Police employees, provide a united voice to our senior leaders voicing ideas and concerns, assist with career development and ensure members are supported during times of difficulty or discipline.

Associations are a 'critical friend' to the force and its members and can provide vital advice on numerous subjects throughout the service including strategic decision making.

The following lists our internal and external associations, Union, and services provided for both officers and staff.

Sussex Police have the following Associations:

	<p><b>Sussex Christian Police Association (SCPA)</b></p> <p>The SPCPA is a network of Christians enabling staff to support one another by sharing prayers, Bible studies or simply love and fellowship with others. The aims of the SPCPA are:</p> <ul style="list-style-type: none"><li>• To demonstrate God's love to every member of Sussex Police</li><li>• To be a fellowship of Christians within Sussex Police, who worship God and pray for the communities we serve, the people we work with and each another</li><li>• To "Serve Sussex" by developing active partnerships between Sussex Police and Christian communities in Sussex, working together for peace and justice</li><li>• To embrace "Sussex Police Values", working alongside other minority and staff support groups to assist Sussex Police in the promotion of equality and diversity; and being a reference and advisory body on Christian issues</li></ul> <p>Intranet site: <a href="http://web2/content2/article.asp?CatID=5919&amp;ArticleID=16814">http://web2/content2/article.asp?CatID=5919&amp;ArticleID=16814</a> Email: <a href="mailto:CPA@sussex.pnn.police.uk">CPA@sussex.pnn.police.uk</a></p>
	<p><b>Race Equality Network (REN)</b></p> <p>REN's aim is to bring together and support officers and staff for whom race equality, equal opportunities, diversity and tackling discrimination matters - to enable them to achieve their goals, and make sure that their experience at Sussex Police is a positive one, from start to finish. REN's key priorities are:</p> <ul style="list-style-type: none"><li>• To become an employer of choice for the BME community and ensure there is equality in support, and career development opportunities for BME staff and officers.</li><li>• To demonstrate the Force's commitment to race equality by providing visible leadership on Race Equality issues.</li><li>• To ensure that police activity in respect of BME communities is non-discriminatory and effective.</li></ul> <p>Intranet site: <a href="http://web2/content2/article.asp?CatID=7083&amp;ArticleID=21864">http://web2/content2/article.asp?CatID=7083&amp;ArticleID=21864</a> Email: <a href="mailto:REN@sussex.pnn.police.uk">REN@sussex.pnn.police.uk</a></p>



### Sussex Police Interfaith Forum

The Interfaith Forum is an internal reference group which recognises the different faiths and beliefs held by officers, staff and volunteers. We aim to try and understand the specific needs and interests related to different belief strands, and support Sussex Police to achieve equality in the workplace.

We aim to:

- Identify the different faiths and beliefs held within the workforce.
- Understand the challenges and opportunities related to faith and belief for individuals in the workplace.
- Provide advice to the organisation in matters related to faith and belief, and support relevant faith based staff support groups.
- Raise awareness of different faith and belief based celebrations and provide an appropriate signposting service.
- Maintain and develop effective working relationships with staff associations and trade unions.

Intranet site: <http://web2/content2/article.asp?CatID=15008&ArticleID=36088>

Email: [diversity@sussex.pnn.police.uk](mailto:diversity@sussex.pnn.police.uk)



### Enable

Enable is the Sussex Police Disability and Carers Association. The aim of Enable is to promote an organisational culture that enables people with or affected by disabilities to participate fully, free from discrimination, in all aspects of Sussex Police business.

Enable are also open to those without a disability, impairment or medical condition, but have caring responsibilities for someone who has a disability.

Intranet site: <http://web2/content2/article.asp?CatID=6270&ArticleID=17814>

Email: [enable@sussex.pnn.police.uk](mailto:enable@sussex.pnn.police.uk)



### Sussex Police Sports Association

Provided you are a member of the Association (only £1.95 a month) there is a wide range of different activities available to you.

From Dinghy Sailing to Police Fly Fishing, Martial Arts to Sky Diving... Just a few of the 30-plus activities to choose from! There's something for everyone, irrespective of age, rank, experience or sporting ability.

Intranet site: <http://web2/hrmicrosite/index.htm>



## Sussex Police LGBT Network

Sussex Police LGBT Network are a support organisation that specifically represents the needs and interests of gay, lesbian, bisexual and trans employees and volunteers throughout Sussex Police. Their objectives are:

- To provide support, advice and guidance for all LGBT Network Sussex members and any employee or volunteer on sexual orientation and gender identity.
- To support, monitor and provide feedback on the organisation's responsibility and activities to achieve a diverse workforce and providing equal opportunities for gay, lesbian, bisexual and trans employees and volunteers.
- To actively promote and foster a positive workplace culture for all employees and volunteers in line with the Sussex Police values, challenging instances where this does not occur.
- To support the organisation's goals to maintain and develop good relations between the police service and gay and trans communities.
- To maintain and develop effective working relationships with other staff associations and trade unions.
- To encourage LGBT social networking opportunities.

Intranet site: <http://web2/content2/default.asp?CatID=1050>

Email: [SussexPolice.LGBTNetwork@sussex.pnn.police.uk](mailto:SussexPolice.LGBTNetwork@sussex.pnn.police.uk)



## Evolve


Evolve, the Sussex Police Gender Equality Network, offers professional support and guidance primarily to the women officers and staff of Sussex Police. Their primary purpose is to achieve equality of opportunity for the women officers, staff and volunteers of Sussex Police in order to better serve the communities of Sussex under the tenets of INFORM ~ SUPPORT ~ACHIEVE. Within this, they have 4 main objectives:


- ACHIEVE: To undertake identified work streams on behalf of the Evolve Membership
- SUPPORT: To contribute to the Continual Professional Development of all Evolve members
- INFORM: Raise awareness and promote understanding
- INFORM: Facilitate & contribute to the discussions / issues of concern from a female workforce perspective

Intranet site: <http://web2/content2/article.asp?CatID=7101&ArticleID=19933>

Email: [evolve@sussex.pnn.police.uk](mailto:evolve@sussex.pnn.police.uk)

As well as the Staff Associations Sussex Police also offer:

	<p><b>Sussex Police Federation</b></p> <p>The Sussex Police Federation exists not only to promote the welfare of its members but also to help ensure that the Sussex Police Service operates to the highest professional standards and that it is fully accountable.</p> <p>The Federation therefore scrutinizes Service policy on a wide range of activities, from the police use of firearms to officer training and uses its expertise to advise and help the Service to continuously raise standards in all its operations.</p> <p>The Sussex Police Federation is affiliated to the Police Federation of England and Wales, which was established by the Police Act of 1919.</p> <p>Their objectives are to:</p> <ul style="list-style-type: none"><li>• Ensure that our members are fully informed and that there is the highest degree of transparency in decision-making and the use of resources.</li><li>• Maintain exemplary standards of conduct, integrity and professionalism.</li><li>• Act in the interests of our members and the public, seeking to build public confidence in the police service and accepting public accountability for our use of public money.</li><li>• Work together within the Federation and in partnership with others in the policing world to achieve our goals.</li></ul> <p>Website: <a href="http://www.sussexpolfed.org/">http://www.sussexpolfed.org/</a></p>
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	<p><b>UNISON</b></p> <p>In the Police and Justice Sector of public services, UNISON represents and acts for Police and Probation Staff and staff who work for private contractors working directly to Police and Probation contracts. In Sussex Police the UNISON branch, through trade union legislation, have the sole collective bargaining rights to represent members, negotiate and consult on their behalf and campaign for better terms and conditions at work and for better pay and more jobs. The Union also has a voice in the wider community to ensure that police and probation services are maintained and strengthened.</p> <p>Membership of UNISON gives you essential cover, wherever you work. UNISON offers a full range of member benefits, which can include:</p> <ul style="list-style-type: none"><li>• Advice, support and help when you need it at work.</li><li>• A helpline that is open until midnight during the week and 4pm on Saturdays.</li><li>• Legal help for you at work and your family at home, subject to certain eligibility criteria.</li><li>• Financial assistance and debt advice in times of need.</li><li>• Compensation for accidents and injuries at work.</li><li>• A range of exclusive member discounts that can save you and your family money when you are shopping, buying insurance or looking for a holiday.</li><li>• Education and training advice and courses, leading to vocational and professional qualifications.</li></ul> <p>Website: <a href="http://www.unison.org.uk/">http://www.unison.org.uk/</a> and <a href="http://www.sussexpoliceunison.org/">http://www.sussexpoliceunison.org/</a></p>
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## Sussex Police Charitable Trust

The Sussex Police Charitable Trust is here to offer a helping hand to Sussex Police officers, staff, special constables, pensioners and dependent family members in their hour of need.

To access support you must be a member. We keep this cost as low as possible at just £2.50 per month. Many people join knowing that they will be helping their colleagues in their hour of need and also have the benefit of knowing that if the rug is ever pulled from beneath them, we'll be there to offer a helping hand to get them back on their feet.

We've been able to provide a helping hand when members have been experiencing problems with:

- Illness and Injury
- Housing
- Financial issues
- Essential household items
- Legal issues
- Mobility problems
- Emergency childcare
- Relationships
- Stress, depression and anxiety
- Debt

...and a great deal more.

### Death Benefit Scheme

SPCT also runs the voluntary Death Benefit Scheme on behalf of Sussex Police.

This scheme is a quick and efficient way of making a small donation to the loved ones of another scheme member should they die in service, for whatever reason. When a member of the scheme dies in service, £2 is deducted from all the other scheme members' pay. 100% of the money collected is given to the deceased's beneficiary/ies. We aim to make that payment within 72 hours of notification.

It's a great scheme and the more members we have the greater the financial help can be given to those left behind.

Remember this isn't a monthly cost, just £2 should another scheme member die.

Website: <https://sussex.police.uk/about-us/charity-and-community/sussex-police-charitable-trust/>

Email: [spct@sussex.pnn.police.uk](mailto:spct@sussex.pnn.police.uk)



### Chaplaincy Service

Sussex Police Chaplains support all Police Officers and Staff in Sussex, providing non-judgemental and confidential support to any member of staff whether they are of a particular faith or no faith at all. Their aim is not to convert, but to provide confidential and pastoral support – a friend to all, a judge of none.

They are available:

- To Police Officers, Community Support Officers and all Police Support Staff.
- When a Police Officer or Police Staff Member is ill and asks for the chaplain to visit them at home.
- When a Police Officer or Police Staff Member has a problem which he or she wants to discuss with someone 'outside the system'.
- When there may be family or personal difficulties.
- To discuss religious matters, and to provide religious services.

Intranet site: <http://web2/content2/article.asp?CatID=1669&ArticleID=6247>

### Why join a staff association?

- A chance to make sure that your voice is heard.
- Confidential advice and support.
- Help to deal with welfare/discipline situations.
- Regular events to assist networking and to remove feelings of isolation.

### Membership

Membership to the associations is open to all Sussex Police employees with the exception of the Federation which is for police officers, and Unison which is for police staff. For more information on the associations and how to join visit the Staff Associations Intranet page.