

Surrey Police

Staff Networks and Support Groups



Surrey Police have a number of staff networks and support groups relevant to protected characteristics, as well as working closely with Unison and the Police Federation. The role of the staff networks and support groups is to fully represent the views and needs of their members, ensuring that these are appropriately addressed and actioned.

Staff networks and support groups are organised and run by volunteers, and their dedication is supported by Chief Officers. They also provide specialist support, advice and guidance services to police officers, police staff and volunteers, promote equality of opportunity and good relations between the organisation, people who identify with a protected characteristic and allies.

If you would like to join any of the below groups, then please make contact with them on the email addresses provided.

Staff Networks

Christian Police Association (CPA)

Surrey's Christian Police Association (CPA) seeks to be a positive support for serving and retired Christian officers and staff including anyone interested in exploring the Christian faith or understanding more about it. The CPA has been involved in the past with the setup of Street Angels and Street Pastors projects in local neighbourhoods. It's members often aim to act as a bridge between churches and the Police. There is currently an online Prayer Meeting every Friday, and when commitments allow a face-to-face prayer meeting at Guildford Police Station, and the CPA organise an annual Emergency Services Christmas Carols Service.



As the Network is part of the National CPA more information about it, and how to join, can be found on the CPA website [About Us | CPA UK](#).

Contact Email: Simon.Berger@surrey.police.uk, Bert.Dean@surrey.police.uk or christianpa@surrey.police.uk

Surrey Police Association of Culture and Ethnicity (SPACE)

SPACE liaises with internal and external associations, groups, and individuals with a view to valuing diversity, promoting cultural awareness, breaking down barriers, challenging discrimination and accepting and understanding all individuals within the force and the wider community. SPACE is a support group consisting of officers, staff, and volunteers from different cultural backgrounds.



We support, monitor, and provide feedback on the organisation activities to advance recruitment, retention, and progression of colleagues from diverse communities. In addition, we work closely with the Surrey and Sussex Police Inclusion and Diversity Teams, other staff networks, and local communities to ensure collaborative working.

Contact Email: space@surrey.police.uk

Surrey Police LGBTQ+ Network

The LGBTQ+ Network is fully inclusive and accessible to anybody from the LGBTQ+ community within Surrey Police. This includes those from marginalised or underrepresented groups. We recognise that while some of our staff who identify as LGBTQ+ feel able to be themselves at work, and be open about their sexuality and/or gender, there are still colleagues who don't feel able to. The network therefore plays a crucial role in promoting inclusion and diversity. We are committed to enhancing the work of the network, not only working with the organisation as a critical friend, but where appropriate to challenge and ensure the viewpoint of the membership is heard. Members can raise issues, which are then addressed, including with key issues being referred to the new LGBTQ+ network executive committee, a board comprising 6-10 LGBTQ+ officers and staff from throughout the force, with decision making authority. The network therefore, can directly influence and support the wider workforce in helping professionalise force culture that supports our LGBTQ+ community in force.

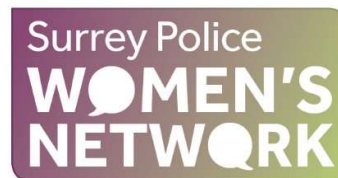


We also have our LGBTQ+ Allies, a group of officers and staff (both from the LGBTQ+ community and those who are not) who wish to visibly show their support for their LGBTQ+ colleagues. They are not experts but are individuals who believe that LGBTQ+ people should experience full equality at work, and who want to play an active role in promoting an LGBTQ+ inclusive and friendly workplace, where everyone can feel comfortable to be themselves.

Contact Email: lgbtnetwork@surrey.police.uk

Surrey Police Women's Network

The Surrey Police Women's Network is a network of officers and staff established to value women in policing. Members of the network come together to exchange ideas, information, and support to address issues impacting on female officers and staff.



The Network provides Women across the organisation with an opportunity to strengthen confidence by building strong work relationships and enhancing skills through regular events and updates and opportunities, they use an internal Teams account for communication.

Contact Email: womensnetwork@surrey.police.uk

Well Together

Well Together is a staff network established to provide a platform for discussion on all matters relating to health and wellbeing. It is the link between the support groups contained within it, and the more formal organisational

forums and provides an environment, via the support groups, where officers and staff can talk openly about health and wellbeing in a non-judgmental and supportive space.



The network helps direct staff & officers to the correct support group and mechanisms and can assist managers in considering reasonable adjustments for both short, and long term health or wellbeing issues. The network and the support groups contained within have the overarching aim of improving and enhancing wellbeing at work.

Contact Email: welltogether@surrey.police.uk

Support Groups

Armed Services Support Group

The Armed Services Support Group actively supports those in the armed forces, veterans, their partners, their spouses, their dependants, reservists, and cadet force adult volunteers. We recognise the unique circumstances that this demographic can find themselves in and will do all we can to support and overcome any difficulties.

Our strategy is in 3 strands; internal support of our existing staff who are in any of those categories; external support of any of those people in our communities who are in any of those categories; recruitment of those who are in any of those categories to provide opportunities to utilise their skills and experiences and professionalism.

Contact Email: AFSG@surrey.police.uk

Cancer Support Group

Surrey Police are proud to have a Cancer Support Group. It's a space where anyone affected, from the patient themselves through to caregivers and supervisors can speak freely about the challenges they are facing and get impartial, independent advice and support. The group is there to help support staff and improve access to, and knowledge of, national and local legislation and policies relating to those affected by cancer. The group promotes and facilitates an environment where staff can speak freely about cancer and the issues they face as either a patient, carer or supervisor of someone affected. The Cancer Support Group cannot provide medical or psychological guidance, but where appropriate we can signpost individuals to enable them to get the best care.

Contact Email: cancersupportgroup@surrey.police.uk

Carers Support Group

Surrey Police has a well-established Carers Support Group who offer support to those who are Carers as well as their line managers. Being a Carer (looking after someone who needs extra physical or mental health support) will put additional stress on the person. The Carers Support Group is there to make sure that person is given every opportunity to access support through external charities as well as internal peer-to-peer support.



The group also celebrates the huge array of skills that Carers bring, not only to the workplace, but also to the wider Policing family.

Contact Email: carerssupportgroup@surrey.pnn.police.uk or tristan.barnett@surrey.police.uk

Child Loss Support Group

The Child Loss Support Group offers peer to peer support to any officer, staff member or volunteer who has been affected by the loss of their child, regardless of the age of the child at the time. The supporters are made up of volunteers, most of who have been affected by child loss themselves. They provide a listening ear and signpost to other organisations, charities and support groups who specialise in bereavement.

Contact Email: childlosssupportgroup@surrey.police.uk

Endometriosis Support Group

Endometriosis affects 1 in 10 women and on average it takes between 7-10 years to be diagnosed. The support group aims to raise awareness, seek feedback in relation to current policy/procedure and share experiences. It offers a safe space where individuals can share experiences/information that is practical, constructive, and helpful. The Support Group is open to everyone, as the impact it can have on families/those offering support, can be substantial and overwhelming. Equally, if you are currently working with/managing an individual with Endometriosis, advice can be shared around how best to offer support.

Contact Email: endosupport@surrey.police.uk

Fertility Support Group

The fertility support network has been set up in order to support colleagues who maybe going through fertility issues, have experiences with different struggles with fertility or a place to share their knowledge and positive stories when it comes to fertility. Many of us within the Force struggle with fertility and this group is open to all genders and staff and officers within the Force who are looking for support or information around fertility, how people have coped with it whilst working or where to go for further support. The group hold regular meetings where there is no expectation for joining the group, and no expectation to share your experiences if you don't wish too. The meetings are a safe space to listen to others or join in if you wish.

Contact Email: Blair.Elborough@surrey.police.uk

LGBTQ+ Buddy Scheme

The LGBTQ+ Buddy Scheme allows for officers and staff to connect with a trained buddy for support, guidance and a listening ear. The buddies are either from the LGBTQ+ community or are proud allies, who have a good source of knowledge about the force and are willing listeners. Anyone who is a member of the LGBTQ+ Network can have a buddy. Buddies can help by providing a listening ear, they are someone you can contact if you require extra support, they can give you the opportunity to get to know more people within Surrey Police and they also understand that your meeting is run by you.

Contact Email: Juliet.Parker@surrey.police.uk

Men's Health Forum

Supporting Men's Health and Wellbeing by raising awareness, breaking stigma, and making supportive resources readily available to those that need them. Shifting the focus of care to prevention, early intervention, promoting and developing physical and mental resilience. We will ensure that our male workforce is encouraged to promote physical and mental wellbeing, embedding this culture into our daily business.

Contact Email: Jim.Strugnell@surrey.police.uk

Menopause Peer Support Group

We are an internal group of officers and staff set up in order to provide guidance to the Forces on menopause issues and best practice, and to support and advise members of the Forces who are either experiencing the menopause, have family members who are experiencing the menopause, or who are supervising team members who are experiencing the menopause. Our group is made up of both officers and staff, managers, supervisors and team members, and links directly into both the regional and National Menopause Support Groups (MAG's). We are a joint-Force group in that both Surrey and Sussex MAG's are working together to make things better for both Forces' members.

Contact Email: menopauseactiongroup@surrey.police.uk

Neurodiversity Support Group

The Neurodiversity Support Group celebrates Minds of all Kinds and promotes the value of diversity of thought within Policing. There is a core group membership who organise events, resources and articles in Offbeat (the force's internal magazine). Additionally, we provide peer support to our members, training to departments on request and engage with other national groups. We also provide advice to managers, help individuals develop coping strategies and arrange peer to peer support outside of our core group. Everyone is welcome regardless of the reason for their interest in the group. We provide confidential as well as open group membership.

Contact Email: neurodiversitysupportgroup@surrey.police.uk

Parenting Support Group

The Parenting Group is interested and involved in how pregnancy and parenting issues are managed within Surrey Police. Our aim is to enable Surrey Police to be supportive of those on the parenting journey, so that they can balance the demands of being a parent with their demanding role in our policing environment. The group manage Parenting SPOCs, Breast Buddies, Keeping in Touch (KIT) days, and are looking at the impact on parents of issues such as on call duties, leave embargoes, parenting partner leave, job shares, the experience and ease of return from parenting leave, etc.

Contact Email: parentalgroup@surrey.police.uk

Perinatal Mental Health Support Group

The Perinatal Mental Health Support group provide support, advice and guidance, as well as peer support, for anyone who may currently be living with perinatal mental health issues, family members, friends or line managers who maybe seeking support or further information. We are part of a national group of a numbers of forces called 'Blue Minds' and sit within the Parenting Group and Well Together Network. The group has a number of Peer Supporters who have themselves personal experience of Perinatal Mental Health.

The Peer Supporters will listen and support individuals holistically in relation to perinatal mental health issues. The supporter will provide a safe and inclusive environment to enable individuals to feel comfortable to share their experience and difficult feelings if they wish – which may involve a chat over the phone or in person. Each situation may be different in so much as what the person reaching out is requiring and will complement those services provided by clinical mental health teams. The supporter can signpost and advise as appropriate.

Contact Email: pnmhsupport@surrey.police.uk

United Sisters in Policing (USIP)

United Sisters in Policing (USIP) is a dedicated platform aimed at creating a safe, positive, and inclusive space for ethnically diverse women in Policing. For women of ethnic background, 'Sisters' is an endearing and comforting term. This is due to sharing lived experiences.

Sisterhood reflects the sense of community, unity, and the collective responsibility we feel towards each other. This platform provides an open dialogue, professional development, and collective action. USIP recognises the unique challenges and experiences faced by women from diverse backgrounds. We seek to foster a supportive community where current conversations within society are cultivated.

Contact Email: usip@surrey.police.uk

If you require further information or would like to join the staff networks or support groups, please email the contact email address under the group. Alternatively, if you would like more general information then please contact **inclusion@surrey.police.uk**.