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19/01/2026

FREEDOM OF INFORMATION REQUEST REFERENCE NUMBER: 2695/2025

Thank you for your request for information regarding NPCC Lead for LGBT+, which has now been considered.

Applicant Question:

Under the Freedom of Information Act 2000, please provide the following information **regarding the role of NPCC Lead for LGBT+ issues, currently held by Chief Constable Vanessa Jardine:**

1. Role description and remit

- a) The current role description, portfolio outline or terms of reference for the NPCC Lead for LGBT+ issues.
- b) Any documents which set out the purpose, responsibilities and scope of this role, including any references to national policy influence, operational guidance, or engagement with external stakeholder organisations.

2. Appointment process

- a) The date on which Chief Constable Vanessa Jardine was appointed as NPCC Lead for LGBT+ issues.
- b) Any recorded information describing the process by which the NPCC Lead for LGBT+ issues is selected or appointed (for example, election by chief officers, application process, decision by the NPCC Chair or another body).
- c) Any minutes, decision records, or formal correspondence which record or confirm her appointment to this role.

3. Eligibility and qualification criteria

- a) Any policy, guidance, or documented criteria that set out the skills, experience, professional background or other attributes required to be appointed as NPCC Lead for LGBT+ issues.
- b) Any documents describing expectations around subject matter expertise, training, or engagement with LGBT+ communities for officers holding this national lead role.

4. Training, induction and oversight

- a) Any induction, training materials or briefing documents provided to Chief Constable Jardine on taking up the NPCC Lead for LGBT+ issues role.
- b) Any documents setting out how the performance or effectiveness of NPCC thematic “national lead” roles (including but not limited to LGBT+ issues) is monitored, reviewed or evaluated.

5. Remuneration and time allocation

- a) Whether the NPCC Lead for LGBT+ issues role attracts any additional remuneration, allowance or honorarium beyond the individual’s substantive chief officer salary, and if so, the details.
- b) Any documents which estimate or describe the expected time commitment for NPCC national lead roles alongside the post holder’s chief constable duties.

6. Impartiality, neutrality and resource allocation

- a) Any policy, guidance or other recorded information which explains how NPCC national lead roles relating to protected characteristics (including LGBT+ issues) are required to comply with the College of Policing Code of Ethics and standards on impartiality and political neutrality.
- b) Any equality impact assessments, business cases or similar documents which address the allocation of NPCC or force resources (for example staff time, funding or communications activity) to the LGBT+ national lead portfolio, including how proportionality and impartiality are assessed.

NPCC Response:

1. The NPCC does not hold specific recorded information captured by part one of your request.

There is no role description, portfolio outline or terms of reference for the LGBTQ+ Portfolio specifically. It is a portfolio that feeds into the DEI Coordination Committee.

In wishing to assist you, it may be helpful for you to know that the DEI Coordination Committee consists of 9 portfolios, each led by a chief officer.

Committee meetings are attended by wider policing partners; APCC, College of Policing, Home Office, IOPC and Staff Associations (The Police Federation, The Police Superintendents’ Association and UNISON).

The NPCC does not hold specific impact assessments, business cases or similar which address the allocation of NPCC or force resources to the LGBT+ national lead.

Whilst the LGBTQ+ doesn’t have a specific delivery plan, the LGBTQ+ Portfolio forms part of the DEI Delivery Plan and to ensure transparency, I have extracted the section specific to the LGBTQ+ Portfolio:

Coordination – the DEI objective is to develop practical solutions, tools, operating standards and guidance to support operational delivery and current and emerging priorities/threats linked to DEI.

Collaboration - to identify opportunities for the collation and sharing of good EI practice across policing through the identification and signposting of what works, emerging practice and developments across DEI inside and outside of policing.

Portfolio Objectives

- **Develop** LGBTQ+ five year strategy for policing to build legitimacy and improve trust and confidence.
 - **Identify** opportunities for improving the police response of the LGBTQ+ community including the reporting and recording of LGBTQ+ community including the reporting and recording of LGBTQ+ hate crime and domestic abuse.
 - **Improve** workplace inclusion for LGBTQ+ people.
 - **Ensure** that LGBTQ+ matters are considered in training material on DEI and crime.
2. The NPCC does hold some recorded information captured by part two of your request.
- CC Jardine was appointed on 09 September 2021.
The role was advertised on internal Indices and I have provided a copy of the vacancy letter dated 22 June 2021 and Appointment letter dated 09/09/2021. The letters are subject to minor S31(1) Law Enforcement (direct contact details), and S40(2) Personal Information exemptions.
- For further information relating to the legislation, please see Annex A.
3. The NPCC does not hold recorded information captured by part three of your request.
4. The NPCC does not hold recorded information captured by part four of your request.
5. The NPCC does not hold recorded information captured by part five of your request.
There is no remuneration for NPCC portfolios leads and the expectation is that the duties are completed alongside the portfolios holder's force role, in addition to their day job in a voluntary capacity.
6. The NPCC does not hold recorded information captured by part six of your request.

In wishing to assist you further, there are police regulations that require all police officers to be impartial and abide by the Code of Ethics and Professional Standards:

[The Police \(Conduct\) Regulations 2020](#)

[Code of Ethics | College of Policing](#)

[Guidance for ethical and professional behaviour in policing | College of Policing](#)

Yours sincerely

Freedom of Information Officer & Decision Maker

www.npcc.police.uk

COMPLAINT RIGHTS

Internal Review

Any request for an internal review will be acknowledged and responded to, based on the specific wording of your initial request only.

We ask that any rationale to request an internal review, does not include any requests for new information and ask that these be submitted by separate email. We will acknowledge as a new request and may aggregate to your initial request in compliance with the legislation.

If you are dissatisfied with the response you have been provided with in compliance with the Freedom of Information legislation, you can lodge a complaint with NPCC to have the decision reviewed within 40 working days of the date of this response.

The handling of your request will be looked at by someone independent of the original decision and a fresh response provided.

It would be helpful, if requesting a review, for you to articulate in detail the reasons you are not satisfied with this reply.

If you would like to request a review, please write or send an email to NPCC Freedom of Information, c/o PO Box 481, Fareham, Hampshire, PO14 9FS.

Annex A

Section 17 of the Freedom of Information Act 2000 requires the NPCC, when refusing to provide information by way of exemption in question and (c) states why the exemption applies. In accordance with the Freedom of Information Act 2000 this letter acts as a refusal notice to those aspects of your request.

Some email addresses are contained within the correspondence and disclosure of direct contact details would enable an individual, intent on committing an offence to make contact with the department, pose as a police officer or member of police staff and try to glean information which would assist in their offending behaviour.

Disclosing information which may place the public at risk, or make it easier for crime to be committed cannot be in the public interest.

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The police service primary performance indicator is the reduction of crime, and disclosure which has a negative impact on that agenda affects public trust in policing and in this case may make it more difficult to police.

With regard the evidence of harm itself, there is a threshold that requires the predicted issues to be 'more than likely'. In the case of an offender identifying full investigative techniques or gleaning information which would assist in offending behaviour can be difficult to establish and evidence the harm without actually disclosing exempt information. However, the principles are well established in terms of Freedom of Information legislation that to a certain extent the professional opinion of the police must be taken into account.

The legislation: Section 40 Personal Information

(1) Any information to which a request for information relates is exempt information if it constitutes personal data of which the applicant is the data subject.

(2) Any information to which a request for information relates is also exempt information if

- (a) it constitutes personal data which does not fall within subsection (1), and**
- (b) the first, second or third condition below is satisfied.**

(3A) The first condition is that the disclosure of the information to a member of the public otherwise than under this Act—

- (a) would contravene any of the data protection principles, or
- (b) would do so if the exemptions in section 24(1) of the Data Protection Act 2018 (manual unstructured data held by public authorities) were disregarded.

(3B) The second condition is that the disclosure of the information to a member of the public otherwise than under this Act would contravene Article 21 of the GDPR (general processing: right to object to processing).

Any information to which a request for information relates is also exempt information if it constitutes personal data which do not fall within subsection (1), and either the first or the second condition is satisfied.

S40(2) applies to third party personal data. Any release would breach the data protection principles contained within the Data Protection Act 2018. S40(2) has been engaged by virtue of S40(3)(a)(i). Any disclosure of withheld information would breach the first data protection principle of fair and lawful processing.

This is an absolute exemption and there is no requirement to apply the public interest test.

Legislation – Section 16

- (1) It shall be the duty of a public authority to provide advice and assistance, so far as it would be reasonable to expect the authority to do so, to persons who propose to make, or have made, requests for information to it.