

IMPACT

REPORT

2024

TABLE OF CONTENTS

- 1 Introduction
- 2 National Chaplain
- 3 HOPE Conference
- 4 Reflections
- 5 Trustees
- 6 Funding
- 7 Acknowledgments

INTRODUCTION

Police Chaplaincy UK - Bringing Chaplaincy to the Heart of Policing

Police Chaplaincy UK (PCUK), as a registered charity (no. 1190186), continues to place chaplaincy at the heart of policing. We are dedicated to supporting the holistic wellbeing of police officers, staff, and their families across all 43 forces in England and Wales, as well as in non-Home Office forces.

Over the past year, our focus has included expanding our network of trained chaplains, equipping chaplains with practical tools for their ministry, and embedding chaplaincy into operational and strategic frameworks of wellbeing within policing.

We also marked a significant milestone by closing Police Chaplaincy UK Ltd, the business arm of the organisation, which is no longer required. This change simplifies our structure and enhances our ability to function as a unified charity.

Over the past year, the Board has focused on strengthening our network, delivering high-quality training, and ensuring robust governance.

The Board of Trustees has met regularly—typically every two months—both online and in person, to ensure effective oversight, accountability, and strategic development of the charity.

Our Board brings together experience from policing, ministry, mental health, academia, and public service, allowing a rich and balanced approach to governance.

Key activities this year included:

- Overseeing the voluntary strike-off and formal closure of Police Chaplaincy UK Ltd, with the final dissolution completed in March 2025, consolidating all activity under the charitable incorporated organisation.
- Managing trustee transitions and ensuring the Board continues to reflect the diversity and experience of our membership.
- Maintaining a strong focus on inclusivity, professionalism, and ethical standards in all our work.
- Adopted a revised Trustee Code of Conduct and refreshed our risk register to align with best practice in charity governance.
- Supported the onboarding of two new trustees with backgrounds in HR and charity finance to enhance organisational capability.
- Initiated the development of a new three-year strategic plan.

Trustees have continued to serve in a voluntary capacity, contributing significant time and expertise to the charity's activities.

NATIONAL CHAPLAIN

A key highlight of the year was the formal commissioning of Revd. Matthew Hopley as the new National Police Chaplain in March 2024, following a rigorous and prayerful selection process. Matthew stepped into the role with energy and clarity, bringing fresh vision while continuing the strong legacy of his predecessors.

Since his appointment, Matthew has focused on three clear priorities:

- Visibility – connecting with chaplains and forces across the UK to build relationships, offer support, and understand local contexts. He has visited chaplains in every region and engaged actively with force leadership teams.
- Communication – introducing a regular National Chaplain's Update to keep chaplains and stakeholders informed and encouraged, and maintaining clear, honest dialogue about the opportunities and challenges we face.
- Encouragement – offering pastoral care to chaplains and affirming their ministry as essential to police wellbeing.

Matthew has represented PCUK with professionalism and pastoral wisdom at national forums, including the NPCC Wellbeing and Inclusion portfolios and College of Policing networks, ensuring chaplaincy is recognised as a key strand in the wellbeing and inclusion strategy for UK policing. He has also worked closely with the Board to develop new strategies for chaplain development, reflective practice, and accessible continuing training.

He continues to be a visible and trusted presence within the wider chaplaincy family, listening deeply to the voices of chaplains across traditions, beliefs, and contexts. His collaborative leadership has already made a significant impact, fostering a renewed sense of purpose and connection within our national chaplaincy community.

HOPE CONFERENCE 2024



The summer of 2024 saw the of PCUK's HOPE Conference, hosted at Yarnfield Park, bringing together over 90 chaplains from across the UK.

Designed to inspire, equip, and connect, the conference addressed some of the most pressing topics in contemporary chaplaincy, from trauma and PTSD to gender identity, racism, and spiritual care. Delegates described the event as "challenging, inclusive, uplifting, and deeply relevant."

Keynote speakers included:

- Canon Sarah Jones, whose heartfelt and courageous talk on gender identity and ministry was widely praised for its depth, humour, and humanity.
- Dr Deborah Kingston, who brought significant insight into PTSD and trauma care within police contexts.
- Teddy Burton, whose personal story of racism in policing sparked deep reflection and dialogue.
- Contributors from Samaritans and other partner organisations added breadth and practical perspectives.

Workshops were intentionally diverse and interactive, offering delegates tools for breath regulation, pastoral listening, and navigating spiritual care in pluralistic contexts.

The HOPE Conference provided vital opportunities for networking, story sharing, and peer encouragement.

For many, the simple act of connecting face-to-face with fellow chaplains was transformative—especially for those serving in isolated or rural forces.

The new venue was positively received for its accessibility and facilities and the conference app and digital comms were commended, and many commented that the event was the "best PCUK conference to date."

A number of creative ideas have emerged from the conference to shape future planning:

- A potential "Chaplain to the Chaplains" role for pastoral support during intense content.
- Greater space for interactive networking, lightning talks, and shared practice sessions.
- The call for more frequent CPD opportunities and a more intentional link between keynote themes and practical chaplaincy guidance.

We are grateful to all who contributed to making the HOPE Conference such a success: speakers, workshop leads, board members, organisers, and every chaplain who brought openness, reflection, and community. The legacy of this event is already being felt in stronger connections, deeper understanding, and renewed purpose across the UK chaplaincy network.

TRAINING

60
CHAPLAINS
TRAINED

INDUCTION

PCUK remains committed to equipping our chaplains with high-quality, relevant training.

We recognise that professional development is key to ensuring confidence and competence in both pastoral care and organisational engagement.

This year's highlights included:

- Over 60 chaplains received induction training in the past year, with courses delivered across five forces: Essex, South Yorkshire, Derbyshire, Avon & Somerset, and Greater Manchester.
- The training team has been refreshed following the retirement of Adrian Gatrill, with a renewed focus on interactive learning and mental health support.
- Work has begun on developing a bespoke package of CPD e-learning courses, with further progress expected in the coming year.
- Developing new modules on trauma-informed pastoral care, confidentiality in multi-faith settings, and supporting neurodivergent colleagues.

Launching a pilot reflective practice programme for experienced chaplains, creating safe space for shared learning and supervision.

- Collaborating with the College of Policing to align chaplaincy induction with national wellbeing frameworks and occupational standards

CPD

Discussion began in early 2024 to create a bespoke package of CPD E-learning courses for chaplains and we hope to have made progress on this by next year.

POLICE CHAPLAINCY

Inclusivity and Advocacy

PCUK continues to champion a fully inclusive approach to chaplaincy. We have welcomed new chaplains from Sikh, Muslim, Buddhist, Pagan, and Humanist backgrounds this year, enriching our understanding and presence. Our guidance materials have been reviewed to ensure inclusive language and we are developing a new resource toolkit on intersectionality and belonging in chaplaincy. We continue to advocate nationally for spiritual and pastoral care to be recognised as a professional discipline within policing, on par with psychological and occupational support.

Strategic Partnerships

Our partnerships have continued to flourish. With the College of Policing, we are working on updating the 'Supporting Wellbeing' national guidance to reflect the role of chaplaincy more explicitly. With the National Police Chiefs' Council, PCUK has contributed to the revised Wellbeing Framework, ensuring that spiritual care is embedded within holistic support strategies. Informal links have also been maintained with the Police Federation, Unison, and Oscar Kilo, enhancing collaboration and referral pathways.

Organisational Developments

The formal closure of Police Chaplaincy UK Ltd was completed in March 2025. This followed consultation with legal advisors. All trading activity and assets were transferred to the charitable incorporated organisation. This streamlining reduces administrative duplication and positions us better for future grant applications.



BOARD OF TRUSTEES

Board Members

Any of our Board Members can be contacted from the links on the images below, or click on their names to read their biographies.



REV'D DOM JONES
Chair

Lead Chaplain for Hampshire & Isle of Wight Constabulary, Chair of Police Chaplaincy UK

Term of Office: 2021-2025
07818578986



REV'D MATTHEW HOPLEY
National Chaplain

National Police Chaplain
07900 608457



NIGEL FAWCETT-JONES
Board Member

Volunteer Chaplain for West Yorkshire Police and Board Member

Term of Office: 2024-2027
07809863759



GEORGE HADLEY
Board Member

Lead Chaplain for Bedfordshire Police and Board Member

Term of Office: 2023-2026
07730019200



ANDREW BLACKWOOD
Board Member

Volunteer Chaplain for Thames Valley Police and Board Member

Term of Office: 2023-2026
07976 044688



REV'D RICHARD BROOKER
Board Member

Volunteer Chaplain for Warwickshire Police and Board Member

Term of Office: 2023-2026
07922 564696



REV'D JULIE WEARING
Board Member

Lead Chaplain to Humberside Police and Board Member

Term of Office: 2024-2025
07368 514486



KHADIJA SULAIMAN
Board Member

Lead Chaplain West Midlands Police and Board Member

Term of Office: 2024-2025
07798804565



DUDLEY MARTIN
Board Member

Lead Chaplain for West Yorkshire Police & Board Member

Term of Office: 2024-2027
07711 038873



REV'D CHRIS HAWKINS
Board Member

Lead Chaplain for Wiltshire Police & Board Member

Term of Office: 2024-2027
07471029849

Our Board of Trustees convenes 3-4 times annually, both virtually and in person.

Trustees assume diverse roles and engage in various projects throughout the year.

Meeting Dates ⇨	30.01.24	25.04.24	26.06.24	AGM	15.10.24	
Attendees ⇩						
Matt Hopley (National Police Chaplain)	y	y	y	y	y	
Dom Jones (Chair)	y	y	y	y	y	
Helen Arnold	y	y		Resigned		
Tanya Lord	y	y		Resigned		
George Hadley	y	y	n	y	y	
Andrew Blackwood	y	y	y	y	y	
Richard Brooker	y	y	n	y	y	
Christine Hawkins		Elected at AGM	y	y	y	
Nigel Fawcett-Jones	y	y	y	☒	n	
Julie Wearing	Elected in Feb	y	y	y	y	
Khadija Sulaiman	Elected in Feb	y	y	y	n	
Dudley Martin		Elected at AGM	y	y	y	



FUNDING

Police Chaplaincy UK is wholly reliant on self-generated income and the generosity of individual and organisational donors. As a registered charity, we do not receive core funding, operational grants, or financial contributions from police forces or the Offices of Police and Crime Commissioners. Our sustainability is made possible entirely through charitable donations, course fees, and limited surpluses from events, which are all reinvested into our mission.

All trustees of Police Chaplaincy UK are volunteers who freely give their time, expertise, and commitment to the charity. Each trustee also holds responsibilities within their local police force or community, and their dedication to the work of the Chaplaincy is a reflection of their passion for service, support, and wellbeing within policing.

We do generate some income through the delivery of Induction Courses, which are an essential part of training new police chaplains. However, after accounting for trainer expenses, materials, and delivery costs, the net income from these courses is minimal and does not contribute significantly to our core operations.

Our Chaplaincy Training Conferences have, on occasion, produced a small surplus. The extent of this depends on various factors, including the number of delegates registered and the overall costs of running the event. These conferences are valuable not only as a potential source of income but also as a vital space for professional development, peer support, and the strengthening of chaplaincy across the UK.

To diversify our income and ensure long-term sustainability, we are currently engaging with a number of companies interested in supporting social justice and community wellbeing through their corporate social responsibility (CSR) and social impact programmes. These partnerships present a promising opportunity to align our values with those of socially conscious organisations that recognise the important role chaplaincy plays in supporting the mental health, emotional resilience, and spiritual welfare of those serving in law enforcement.

Police Chaplaincy UK remains committed to delivering high-quality support and training, despite financial constraints.

We continue to explore innovative ways to strengthen our funding base while upholding the integrity and independence that underpin our service.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Police Chaplaincy UK

No 1190186

Receipts and payments accounts

CC16a

For the period
from

01-Jan-24
01-Jan-24

To

31-Dec-24
31/12/2024

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Conference sponsorship	28,746	-	-	28,746	-
Donations and grants	12,019	-	-	12,019	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	40,765	-	-	40,765	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	40,765	-	-	40,765	-
A3 Payments					
Conference costs	36,779	-	-	36,779	-
Website costs	175	-	-	175	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	36,954	-	-	36,954	-
A4 Asset and investment purchases (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	36,954	-	-	36,954	-
Net of receipts/(payments)	3,811	-	-	3,811	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	3,811	-	-	3,811	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	NatWest Bank Account: 71630457	10,421	-	-
		-	-	-
		-	-	-
		-	-	-
	Total cash funds	10,421	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
<i>D. Jones</i>	Rev Dominic Jones	02.07.2025

The Charity income of Police Chaplaincy UK falls below the audit threshold of £25,000 which means we not legally required to have our accounts audited however they are examined by a suitably qualified volunteer from another charity and prepared by our accountants 'Streets Chartered Accountants' in Lincoln.

LOOKING AHEAD

As we look to the year ahead, PCUK will prioritise the following strategic goals:

- Launch and rollout of our CPD e-learning platform
- Continued development of the chaplaincy leadership pathway.
- Strengthening regional networks and mentoring opportunities.
- Increasing visibility in under-represented forces and regions.
- Building sustainable funding streams to ensure long-term resilience.

We remain committed to our mission of being a compassionate, inclusive, and professional chaplaincy service across UK policing.

ACKNOWLEDGEMENTS

The Board expresses its deep gratitude to all who have contributed to the work of PCUK this year. Special thanks go to Revd. Adrian Gatrill, who retired after many years of faithful service as training lead, and to trustees who completed their terms with commitment and grace.

We also thank our regional lead chaplains, force leads, and admin support teams. Your collective energy and compassion continue to place chaplaincy at the heart of policing.

Police Chaplaincy UK

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WE THANK YOU
FOR YOUR CONTINUED SUPPORT OF
CHAPLAINCY