



The Rt Hon Dame Diana Johnson DBE MP
Minister for Crime, Policing and Fire
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25th August 2025

REF: Urgent Need for Sustainable Funding for Lincolnshire Police and its Communities

Dear Policing Minister,

We write to you as the executive leaders of the Lincolnshire Police Federation, on behalf of Lincolnshire's officers, their families, and the communities we serve. We represent the 1,186 officers across the county, who dedicate themselves every day to safeguarding our communities, yet are doing so under conditions that are becoming increasingly intolerable because of chronic underfunding.

You will already be aware from the Chief Constable's and PCC's recent correspondence of the severe structural underfunding facing Lincolnshire Police, as confirmed by the independent Chartered Institute of Public Finance and Accountancy (CIPFA) review. That review recognised the financial prudence and operational efficiency with which this force is run. However, no amount of fiscal discipline can compensate for a funding model that is fundamentally broken.

The voice of Lincolnshire's most senior operational leaders underlines this point. The Lincolnshire Branch of the Police Superintendents' Association (PSA), supported by their national office, has made clear that we are now in the most difficult financial situation in our collective history. They have highlighted a projected £65 million shortfall over the next three years, with a stark warning that without immediate intervention, the force will be left unable to provide a safe and effective service. Their members, who are responsible for

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To be at the heart of Lincolnshire policing, making sure Police Officers' views are heard; our influence grows, and we secure for them the best possible conditions of service.

leading both operational policing and strategic initiatives, are clear that reducing the workforce by 186 officers and 180 staff will leave the service unable to deliver the level of policing that our communities deserve. It will place both the public and officers at risk.

This is not a case of Lincolnshire exaggerating its position. Both the Federation and the Superintendents' Association are clear that the financial situation is the direct result of decades of historic unfair funding. Demand continues to rise and diversify, yet our workforce is already overstretched and struggling. Officers and their families are paying the price, with morale at crisis point. Years of real terms pay erosion and relentless pressures have left many feeling abandoned. Families live in constant anxiety about the future, while officers work under intolerable strain to sustain the levels of service expected of them.

To contemplate reducing this force to around 1,000 officers is unsafe, unviable and unacceptable for a county of Lincolnshire's size and complexity. A vast, predominantly rural geography requires proper resourcing, not further cuts. The Chief Constable has already identified that an uplift to 1,486 officers would simply bring Lincolnshire in line with comparable forces, enabling delivery of "Adequate" or even "Good" gradings under HMICFRS inspection. This is not an ambitious request; it is the bare minimum for a fair and functional service.

On behalf of Lincolnshire's officers, their families, and the communities we serve, we urge you to provide a revised funding settlement that addresses Lincolnshire's structural disadvantage, offers medium-term (three-year) certainty for effective workforce and service planning, and includes stabilisation funding to prevent the damaging workforce reductions planned for October 2025.

Minister, this is not a plea for favour but a call for fairness. Lincolnshire's senior leaders, officers, staff, families, and communities are united in their warning: without immediate and sustainable investment, this force cannot deliver the service that the people of Lincolnshire are entitled to. Our officers have shown resilience, innovation and commitment, but what they now need, and what our communities deserve, is stability, sustainability and a funding model that reflects the true cost of policing our county.

Yours sincerely,

Gary Anderson
Secretary
Lincolnshire Police Federation

Helen Stamp
Chair
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