

Police Federation
of England and Wales Lloegr



Ffederasiwn Heddlu
a Chymru

Established by Act of Parliament

Federation House, Highbury Drive, Leatherhead, Surrey, KT22
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FROM THE CHIEF EXECUTIVE OFFICER'S OFFICE

07th May 2025

PRIVATE AND CONFIDENTIAL

cc Minister of State for Crime, Policing and Fire

FAO Home Secretary

UK Home Office
2 Marsham Street
London
SW1P 4DF

Dear Home Secretary,

As you will be aware from previous discussions, the PFEW has been dealing with the repercussions from the Employment Tribunal (Mr L Broadbent & Others v Police Federation of England and Wales) in June 2023 and I wanted to write to you with an update.

The Federation negotiated a settlement of the Employment Tribunal Claims which the Claimants' lawyers, Leigh Day, were able to recommend to the Claimants towards the end of last year. To date over 99% of the Claimants have accepted the settlement.

As part of this settlement, it was agreed that the parties would apply to the Tribunal to make a number of recommendations for the PFEW to implement. These recommendations were approved and issued by the Tribunal on 9 April 2025. They have been published on the PFEW's website and are appended to this letter. Many of the Recommendations are steps that the PFEW was already committed to undertaking following the liability judgment for the Employment Tribunal Claims and a number of steps have already been taken.

In accordance with the first of the Recommendations, I am writing to formally acknowledge and accept responsibility for the failings identified by the Tribunal and to clarify what actions we, as an organisation, have been taking since the liability judgment to address the failings and improve as an organisation.

Among the actions that the PFEW has taken to address the failings identified is a *Review of the PFEW'S structure and effectiveness as an organisation*. The PFEW appointed an independent panel in June 2024 to undertake a review of its internal workings, structures, accountability to membership and effectiveness. The first phase of the review looked back at the failings which ultimately led to the liability judgment (the "Look Back Review") which was published on 18 December 2024.

The second phase report (the "Look Forward Review") makes strategic recommendations around the future of the Federation. The recommendations focus on three key areas: (i) campaigning; (ii) culture and (iii) governance. The PFEW welcomes the report and will take time to study the recommendations in detail. The Federation will now enter a period of engagement on the recommendations from both phase one and two of the report with a view to publishing a transformation plan over the summer.

We consider that by committing to actions set out in the Recommendations, the PFEW is acknowledging its previous failings and is demonstrating its dedication to make improvements as an organisation going forwards. Agreeing to send you this letter forms part of that commitment and we look forward to continuing our ongoing dialogue with you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mukund Krishna', followed by a horizontal line and a period.

Mukund Krishna
Chief Executive Officer