

Dame Lynne Owens DBE QPM
Jason Beer KC

Co-Chairs,
End-to-End Review of the Police Accountability System
Home Office

By email

10 August 2026

Dear Dame Lynne and Mr Beer,

End-to-End Review of the Police Accountability System

I write on behalf of the Police Federation of England and Wales (PFEW) following the announcement of the Government's independent review of the police accountability system.

We welcome the Government's decision to undertake a comprehensive examination of the accountability framework and congratulate you both on your appointment as co-chairs of this review. Its stated objectives of improving public confidence, enhancing officers' confidence in the system, and creating a speedier, simpler and more effective accountability regime are ones the PFEW shares on behalf of our 145,000 members.

Police officers recognise the importance of public trust and support robust accountability arrangements. Our members are the ones who are predominantly and most frequently subject to these arrangements and they have extensive experience of the significant personal, professional and operational consequences that can arise from lengthy, complex or poorly handled misconduct, complaint and investigatory processes. Many of our members report being scarred by the current processes, which too often leave lasting effects upon them, their families, their colleagues and the policing service they provide. We therefore believe this review presents an important opportunity to consider reforms that will improve outcomes for the public, complainants, victims, families and officers alike.

The published terms of reference indicate that the review will gather evidence and feedback from police officers, system leaders and other stakeholders as part of its work. Given PFEW's statutory representative role and our direct engagement with officers involved in misconduct, complaints and accountability proceedings across all forces in England and Wales, we request that PFEW be formally recognised as a key stakeholder and participant within the review process.

We would particularly welcome the opportunity to:

- submit formal written evidence to the review;
- participate in stakeholder engagement sessions and roundtable discussions;
- provide oral evidence to the review team where appropriate;
- assist in facilitating engagement with serving police officers and Federation representatives;
- share relevant operational, welfare and casework evidence from across our membership; and
- put forward firm, practical proposals for how the process and, where relevant, the underpinning legislation and regulations should be changed.

Our members are uniquely placed to provide practical insight into several of the issues identified in the terms of reference, including the timeliness of investigations, the interaction between different parts of the accountability system, the impact of prolonged proceedings on officer wellbeing and operational effectiveness, and opportunities to improve confidence in the fairness and efficiency of the system.

We would welcome an early discussion regarding the review's proposed engagement programme, timescales and evidence-gathering arrangements so that we can make the fullest possible contribution on behalf of our members.

PFEW stands ready to support this important work constructively and positively. We believe there is significant scope to build a system that maintains public confidence while better ensuring that investigations are proportionate, transparent, timely and fair to all concerned. Such an outcome would be in the interests of both the public and the policing profession.

I would be grateful if your team could provide details of the next steps for stakeholder engagement and a suitable point of contact for future correspondence.

Yours sincerely,

Tiff Lynch

National Chair

Police Federation of England and Wales