

POLICING THROUGH THE LOOKING GLASS

SEPTEMBER 2020

FAIR COP



**FAIR
COP**

Policing Through The Looking Glass

Fair Cop

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Foreword

This is a fairytale without a happy ending. It is the story of how our police, following a pathway paved with good intentions, became lost in a political Wonderland and betrayed their own commitment to neutrality.

British policing was once renowned throughout the world for its political impartiality. Since their foundation by Sir Robert Peel, the police have striven “to seek and preserve public favor, not by pandering to public opinion, but by constantly demonstrating absolute impartial service to law”.

Today, this principle is enshrined in The Police Attestation, whereby every officer (as well as Police and Crime Commissioners) swears to serve without fear or favour.

Two centuries after Peel, this solemn promise rings hollow.

In their attempt to dispel the stain of the MacPherson Report into the murder of Stephen Lawrence, the police have reinvented themselves as the vocal supporters of every group with a grievance. In doing so, they have not only betrayed their commitment to neutrality, but have actively adopted a brand of politicised policing — as evidenced by the criminalisation of people for expressing lawful opinions online.

Fair Cop was founded in response to police harassment of people who took part in the transgender debate that’s currently convulsing this country. Individuals — among them, Fair Cop founder and CEO Harry Miller — have been questioned, cautioned and even given criminal records, even though they committed no crime.

Over the last 18 months, Fair Cop has been gathering evidence of UK policing’s capture by, and craven kowtowing to, trans lobby groups such as Stonewall. Policing Through the Looking Glass is the result: a dystopian vision of a police service that has junked the principles that made it a byword for impartiality and instead serves special interest groups above the wider public.

Only by shining a spotlight on the politicisation of the UK’s police can we hope to chart a path out of the Hell we currently inhabit and back towards the impartial, common-sense policing that was once the envy of the world. First, though, we invite you to examine just how far the police have travelled down the rabbit hole of politics.

Welcome to Wonderland.

Rob Jessel, Cofounder and Director of Communications, Fair Cop

Contents

Introduction	6
Bootleg Law	7
Stonewall's Unwitting Mea Culpa	8
Getting Ahead	9
A Humpty Guide For Stonewall Activists	12
How Many Genders, Winston?	13
Shame and Carnivals	16
Guilt	16
The Carnival	17
Acceptance Without Exception - Living The Authentic Self	18
Had A Great Fall...	19
Politics & Policing	20
Citizen Constables	20
Argument #1: Stonewall is not political	22
The Purpose of Pride	23
Argument #2: The politics is settled	24
The Sultan of Brunei	24
The Oath	25
Amnesty International	26
Ideological Recruitment	27
Stonewall Police	28
Stonewall Ally Scheme	31
Cockney Rejects	33
Top of The £££ Cops	36
The College of Policing	38
Monitored Strands	38
Humpty Dumpty's HCOG Master-class	39
The Hate Crime of Mr Justice Knowles	41

How Many Murders, Winston?	43
Correct Within A Margin Of 430,000%	44
A Mermaid's story	45
Humberside Data	46
Stonewall Numbers	46
Master of Flags	47
Virtue & Violence	49
I Do Solemnly Pledge...	51
Humberside	52
Coffee With The Chief - March 2020	52
Cultural Exhibits	53
Exhibit A - Champions Programme	53
Exhibit B - The Office of The Police & Crimes Commissioner	54
Exhibit C - Faith	55
Exhibit D - Activists	55
Exhibit E - Policies	56
Exhibit F - Staff Union	56
Exhibit G - Press Office	57
Exhibit H - Post Judgment	57
Exhibit I - Meet The New Report. Same As The Old Report.	58
A View From The Met - Post Judgment	59
A Political Checklist	60
Check List A	60
Applying the checklist	61
Exceptions To The Rule	62
Check List B	62
Example A	62
Example B	62
Recommendations	63
A Glossary of Transmogrified Words	65
References	66
Find Out More	68
Fair Cop	70

Introduction

According to figures published by the Office of National Statistics, the mortality rate due to Covid-19 reached as high as 363 deaths per 100,000 in England and Wales. This figure roughly translates into a one-in-252 chance of dying from the disease. Horrified by the statistic, the government put the country into a three month lockdown. The disease itself is ambivalent: it doesn't threaten, stalk, select and kill its victims based on personal dislike.

But imagine if it did. Imagine if the selection process were based on deep seated prejudice, bigotry and hatred, and imagine if the killing rate was twenty times that of Covid-19. Life for most people, most of the time, would simply cease to exist as popping to the shops to buy a packet of biscuits would be a riskier endeavour than storming the beaches on D-Day when one in 16 were killed.

If you think those odds sound dangerous, being transgender is deadlier yet.

One in twelve are killed for being trans. If these figures shock you, good. Join an Ally Scheme or Champions Programme. Someone from Stonewall is ready to take your call.

Except, of course, the figure is a lie. A lie told on Trans Visibility Day by The College of Policing. It is difficult to convey the full enormity of this lie. Only Comical Ali comes close.

Consider the 2016 Referendum during which the Leave campaign claimed that post Brexit Britain would benefit the NHS to the tune of £350,000 per week. The lie, hauled across the country on the side of a bus, was considered so profoundly crooked that it threatened to tumble democracy. The bus lie was out by 40%. The police lie is out by 430,000%. As Boris might have said, had he chosen to the police over politics, 'We're gonna need a bigger bus.'

In seeking to understand both the lie and the subsequent cover up, one is reminded of the advice given to the young demon, Wormwood, by his affectionate uncle, Screwtape 'There is nothing like suspense and anxiety for barricading a human's mind.'

Policing Through The Looking Glass discovers three merging worlds. The first is the rational world of law, official statistics, Hate Crime Guidance and Dixon of Dock Green, and the oath to serve without fear or favour. The second is the revolutionary world of Stalinist Russia with its Gulag, claims of equality, and the miserable utopia of bread and circuses. Finally, there is the world of Humpty Dumpty and The Arabian Knights, where words mean whatever the speaker wants them to and scrutiny is evaded by escape on a magic carpet. Linking these worlds is Stonewall.

Harry Miller, Co-founder and CEO, Fair Cop

Bootleg Law

WHAT THE LAW SAYS

The Public Sector Equality Duty (PSED) was introduced as part of the Equality Act 2010, which protects people from discrimination in the workplace, in the provision of services and in wider society. Characteristics protected by the act include sexual orientation and gender reassignment.

THE DUTY REQUIRES ALL PUBLIC BODIES TO HAVE DUE REGARD TO THE NEED TO:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people

GENDER IDENTITY AND THE LAW

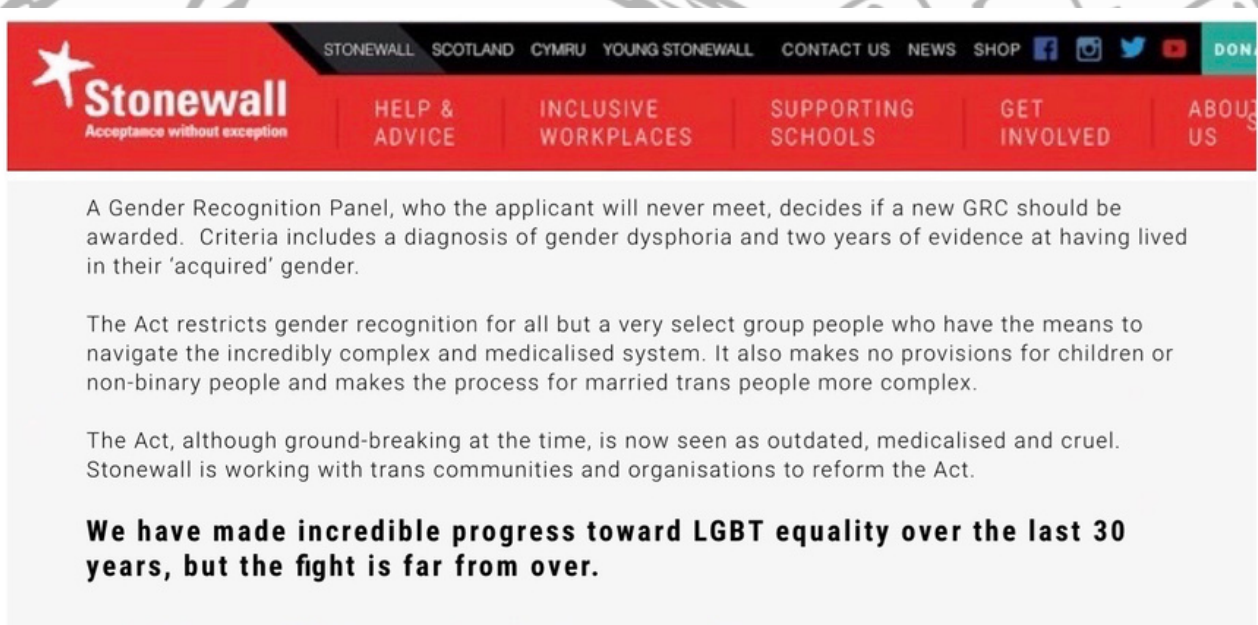
The descriptive term used within the Equality Act is gender reassignment, but this is a very narrow definition of what it means to be trans. Going above and beyond the law, the most inclusive services consider gender identity to be a protected characteristic. For more information,

It is one thing to misunderstand the law. It is another to understand it, to disapprove of it, and to wilfully misrepresent it for the benefit of a partisan group. When the play is accepted by the instruments of state, the end result is a de facto coup or annexation, since the state offers no resistance.

In the introduction to its **Service Delivery Toolkit**, Stonewall boasts of working with over 700 organisations including some of the most powerful organs of state: The Crown Prosecution Service, The Ministry of Justice, and The College of Policing (Stonewall, 2017a).

Beneath a banner declaring **WHAT THE LAW SAYS**, sexual orientation and gender reassignment are correctly identified as two of the protected characteristics within The Equality Act, 2010.

Thereafter, accuracy ends. **WHAT THE LAW SAYS** morphs into **WHAT STONEWALL SAYS THE LAW SAYS** as the legally valid category of gender reassignment is buried beneath a definition of 'trans' that is so nebulous as to be meaningless.

A screenshot of the Stonewall website. The header is red with the Stonewall logo (a white star) and the tagline "Acceptance without exception". Navigation links include STONEWALL, SCOTLAND, CYMRU, YOUNG STONEWALL, CONTACT US, NEWS, SHOP, and social media icons. A secondary navigation bar lists HELP & ADVICE, INCLUSIVE WORKPLACES, SUPPORTING SCHOOLS, GET INVOLVED, and ABOUT US. The main content area is white and contains three paragraphs of text, a bolded statement, and a quote box.

Stonewall
Acceptance without exception

STONEWALL SCOTLAND CYMRU YOUNG STONEWALL CONTACT US NEWS SHOP

HELP & ADVICE INCLUSIVE WORKPLACES SUPPORTING SCHOOLS GET INVOLVED ABOUT US

A Gender Recognition Panel, who the applicant will never meet, decides if a new GRC should be awarded. Criteria includes a diagnosis of gender dysphoria and two years of evidence at having lived in their 'acquired' gender.

The Act restricts gender recognition for all but a very select group people who have the means to navigate the incredibly complex and medicalised system. It also makes no provisions for children or non-binary people and makes the process for married trans people more complex.

The Act, although ground-breaking at the time, is now seen as outdated, medicalised and cruel. Stonewall is working with trans communities and organisations to reform the Act.

We have made incredible progress toward LGBT equality over the last 30 years, but the fight is far from over.


In spite of the arrogance, perhaps a little doubt has crept in. Concerned that it may some day be exposed, Stonewall has added a safety belt to its substantial rainbow braces. A political campaign has to show that an existing law has served its purpose and is now outdated and cruel, as Stonewall does in the following demands:

“
Along with other changes, Stonewall will ask for a reformed Act to provide recognition for all trans people, including non-binary people. We also want trans people to be able to obtain recognition through a simple administrative process, without requirements for medical evidence.
”
(Stonewall, 2017b)

Stonewall's mistake is that, in identifying so precisely what needs changing, it has had to acknowledge the law as it is.

Stonewall's Unwitting Mea Culpa

- Gender recognition requires objective evidence
- Non-binary identities are not legally recognised or protected
- Under 18s cannot undergo the process of legal transition
- Self-identification is an aspiration not a legal fact



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[NEWS](#)
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[HELP & SUPPORT](#)
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[GET INVOLVED](#)
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with. It's not good enough to simply state that the organisation does not accept discrimination on the basis of gender reassignment as a protected characteristic (within a list of the other protected characteristics under the Equality Act 2010). Both of the policies

More often than not, non-binary identities are absent from organisational policy. This is because employers may take a compliance based approach to creating their policies. The law and terminology around gender reassignment is outdated and doesn't reflect the full variety of experience of the trans community. The descriptive term used within legislation is gender reassignment, but this is a very narrow definition of what it means to be trans. Best practice is to treat all individuals, including those who identify as non-binary, as you would other people with protected characteristics. Going above and beyond the law, the most inclusive

Getting Ahead

In a democracy, Law is enacted, reformed and repealed via the persuasion of Parliament with disputes of detail settled by persuading the court. As former Supreme Court Judge, Lord Sumption, notes, the democratic process is costly, cumbersome, time consuming, ridden with pitfalls and rarely comes with a guarantee of success (Sumption, 2019). This poses a problem for Stonewall and its allies, which seek to avoid the sunlight of public debate and parliamentary scrutiny wherever possible.

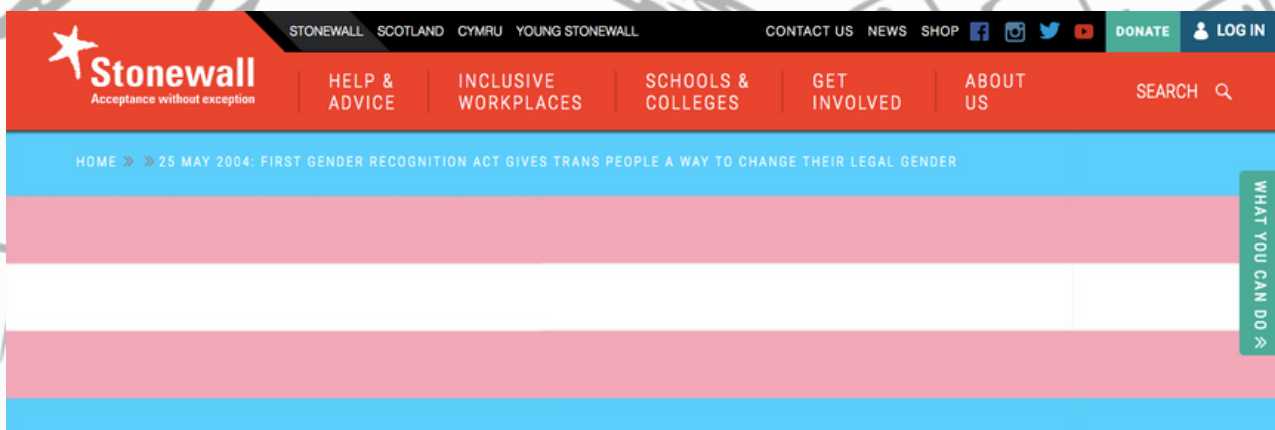
This strategy was first revealed by James Kirkup in The Spectator in December last year. In his article 'The document that reveals the remarkable tactics of trans lobbyists', Kirkup outlines one of the most jaw-dropping policy documents in living memory, in which the trans lobby admits to a strategy of secrecy and subversion that would make even Big Brother blush (Kirkup, 2019).

'Only Adults' is co-authored by Dentons, the world's largest law firm, in conjunction with the Thomas Reuters Foundation and the International LGBTQI Youth & Student Organisation. Presented without irony, the document is a toolkit to challenge the legal restrictions on transitioning children. Activists are encouraged to exploit society's will to progress by getting ahead of the government, shaping future law whilst remaining unencumbered by the legal restrictions of the present. For example, the report advises:

“ There are certain techniques that emerge as being effective in progressing trans rights in the 'good practice' countries. Get ahead of the government and publish progressive legislative proposal before the government [has] time to develop their own. This will give far greater ability to shape the government agenda... than if they intervene after the government has already started to develop its own proposals.

(Dentons et al, 2019)

”



Discrimination as a consumer

What does the legislation say?

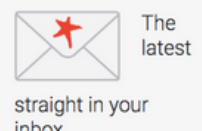


Jump to:

- 1 What do the regulations cover?
- 2 Questions from our community

The Equality Act 2010 aims to ensure that providers of goods, facilities and services cannot discriminate on the grounds of sexual orientation or gender identity.

What do the regulations cover?



Like Michael Corleone in Godfather 3, legality is an ambition, not an obstacle. Until such time that law catches up, hooch law served from bottles marked 'Legal' will do, particularly as the police conduct raids on the homes of sceptics. Stonewall's adoption of the strategy is self evident within its own toolkit:

“*The law and terminology around gender reassignment is outdated and doesn't reflect the full variety of experience of the trans community. Going above and beyond the law, the most inclusive services consider gender identity to be a protected characteristic. (Stonewall, 2017a)*

”

The claim that most inclusive services consider gender identity to be a protected characteristic brings to mind Sam Goldwyn's famous maxim, 'If we want your opinion, we'll give it to you.'

Stonewall has got ahead of the law by reframing it as a bar to exceed, like the minimum wage, rather than a standard to adhere to, like the speed limit. Speaking with Fair Cop, a legal scholar based at King's College London (who shall remain anonymous), compared the move to that of a political party, which, upon approaching polling day, announces that the most inclusive electoral wards have given the ballot to sixteen-year-olds.

**For
Stonewall,
legality is an
ambition, not
an obstacle**

Stonewall makes two assertions that are best summed up as:

1. *Gender reassignment is a very narrow definition of what it means to be trans.*
2. *A wider definition of trans should be adopted, even though it goes 'above and beyond the law'.*

Both assertions reveal a fast and loose approach to words and definitions: if a word is inconvenient, change it for a different one. And if a word will not step aside in favour of one from the Stonewall Glossary, then work the problem by stretching the bandwidth of the immovable word. This iterative process of policy change and spiral goes above and beyond the law but so what? You can get away with anything when you are on the right side of history.

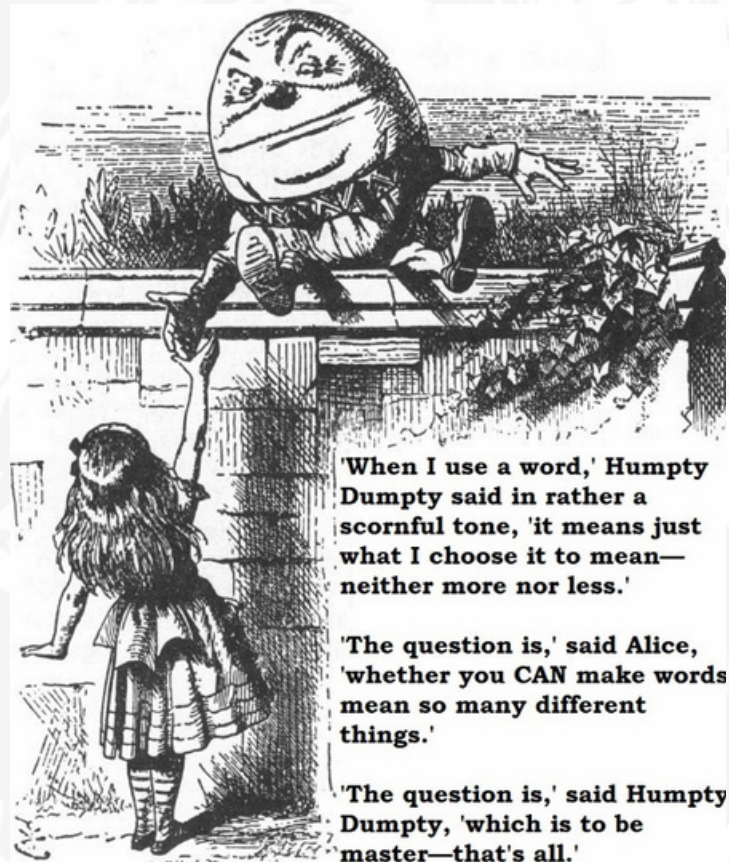
By inserting counterfeits to masquerade as synonyms, crime is stretched to include non-crime, woman is stretched to include man, victim is stretched to include anyone with a complaint or hurt feeling, and sex is stretched to the point of obliteration as it is redefined as gender.

"But sex doesn't mean gender,"

argues Alice, showing early signs of becoming a **Terf***.

"When I use a word, it means just what I choose it to mean,"

lectures Humpty, who is now on the Stonewall board.



'When I use a word,' Humpty Dumpty said in rather a scornful tone, 'it means just what I choose it to mean—neither more nor less.'

'The question is,' said Alice, 'whether you CAN make words mean so many different things.'

'The question is,' said Humpty Dumpty, 'which is to be master—that's all.'

*A derogatory term meaning 'Trans Exclusionary Radical Feminist'

A Humpty Dumpty Guide For Stonewall Activists

1

Words Are Arbitrary

'When I use a word, it means just what I choose it to mean.'

2

Meaning Is Mediated By A Linguistic Priesthood

'Of course you don't [know the meaning of a word] until I tell you.'

3

Seize The Narrative

'Alice was much too puzzled to say anything; so Humpty began again.'

4

Invoke Animism Or Spiritual Essence

'They've a temper, some of them - particularly verbs.'

5

Self Deploy As Experts

'However, I can manage the whole lot of them.'

6

Employ Condescension

'Now you talk like a reasonable child.'

7

No Debate

'We've had enough of that subject.'

8

Insist On Moving On

'What do you mean to do next?'

9

Call It Inevitable Progress

'You don't mean to stop here all the rest of your life.'

10

Make Words Work

'When I make a word do a lot of work,' said Humpty Dumpty, 'I always pay it extra.'

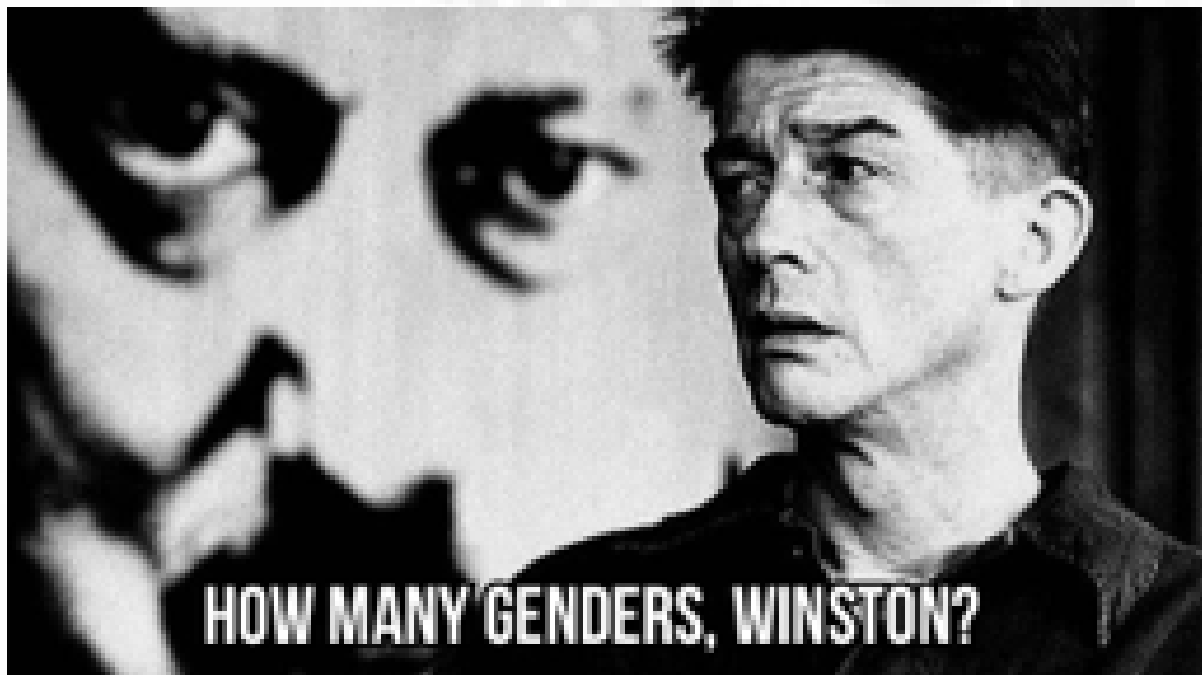
“

Sometimes, in the womb, a female brain accidentally grows the wrong body parts and that's what being trans is. I've been on a course.

(Humberside Constabulary Community Liaison Officer)

”

How Many Genders, Winston?



Stonewall make a lot of words do a lot of work, though none works harder than 'trans'. The choice of simile - that of the pedestrian umbrella - belies the slippery, shape-shifting capacity of a word filled with such exotic mysteries as trans-femme, third gender, and neutrois.

The caveat, including (but not limited to) endows the prefix, trans, with the magic of **The Arabian Knights**; click a finger, and Farik The Magician disappears in a puff of smoke; Bez The Beast says 'Size of a mouse!' and turns into his creature of choice. Merging cartoon with political reality is Stonewall. If, in a quest to live his authentic self, Bez The Accountant utters the words 'Size of a Housewife!' and demands forthwith, to be referred to as Beckie, Stonewall insists that we take the transformation literally. Politely playing along will not do.

The purpose behind the trickery is to create de facto law without much troubling Parliament. Ministers are too distracted to notice, and politicians, if they do notice, pretend not to for fear of being thought a bigot. The real threat is from the people whose un-filtered prattle may lead someone to blurting out, 'Hold on! Beckie is a man!'

TRANS

An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

(Stonewall, 2020)



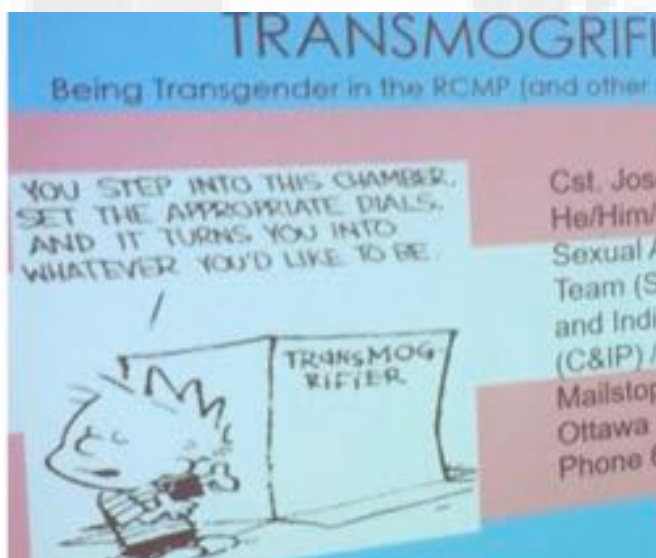
*"I was assigned mammal at birth. I identify as fish.
Don't mis-species me"*

@HarryTheOwl101



This tweet by @HarryTheOwl101 was debated on Radio Four's PM programme and Sunday morning's The Big Questions. But the intention behind the remarks was widely misunderstood, being regarded by sections of the press as parody. 'No one is saying that people can simply transmogrify out of one state and into another,' ran the argument.

Except, this is precisely what some are saying. During an LGBTQI conference in Montreal, North Yorkshire Police excitedly posted a slide of a machine called a Transmogrifier:



***"You step into
the chamber. Set
the dials. And it
turns you into
whatever you'd
like to be."***

***Being
Transgender
in The RCMP***

If this is parody, then are only the police to join in? And if it is not parody, identity politics is precisely what we fear it to be. We would ask Stonewall but Stonewall hates questions.

Questions undermine faith (which is how a tweet that said 'Huh?' came to be categorised as a Hate Incident), and parody eliminates the image of invincibility.

John Cleese put it best: 'Laughter exposes the truth.' Stonewall counters scepticism with the invention of a new word, Transphobia; another word born to do some heavy lifting. The word is let loose on any denial of any gender at any time for any reason.

How many genders is it possible to deny? We simply do not know. **Facebook estimate 71, Healthline, 64, ABC News reports 58, and the BBC, 100.**

The clever introduction of this meta-word, adopted into the lexicon of the police, means that any refusal to grant smoke gender and soft butch the same legitimacy as Male and Female becomes de facto hate. Expressions of doubt and uncertainty take on a blasphemous tone. Stonewall does not tolerate blasphemers.

TRANSPHOBIA

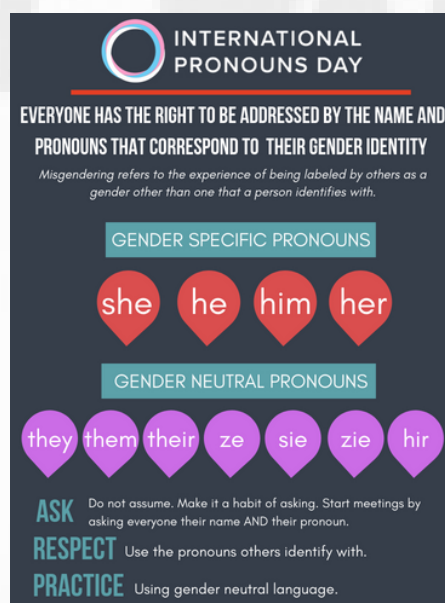
The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

- **Speculating about someone's gender –**
"Is that a man or a woman?"

Had this remained in the intellectual realm of queer theorists then it would be a twenty first-century version of the seventeenth-century preoccupation with establishing how many angels might gather on a pinhead. However, Norfolk and Suffolk Constabularies confirm that their operational definition of Transphobia is copied and pasted from The Stonewall Glossary, a practice which appears typical of the majority of forces. Transwomen are women, according to Humberside Police, in precisely the same way that the sky is blue. Any objection is transphobic. Meanwhile, Merseyside Police classify use of the wrong pronoun as a form of abuse.

“ Being misgendered can have a huge impact on somebody and their personal well-being. It can also be a form of abuse for somebody and that just isn't right.”

DCC Julie Cooke. Cheshire Police (in Jackson, 2019)



INTERNATIONAL PRONOUNS DAY

EVERYONE HAS THE RIGHT TO BE ADDRESSED BY THE NAME AND PRONOUNS THAT CORRESPOND TO THEIR GENDER IDENTITY

Misgendering refers to the experience of being labeled by others as a gender other than one that a person identifies with.

GENDER SPECIFIC PRONOUNS

she he him her

GENDER NEUTRAL PRONOUNS

they them their ze sie zie hir

ASK Do not assume. Make it a habit of asking. Start meetings by asking everyone their name AND their pronoun.

RESPECT Use the pronouns others identify with.

PRACTICE Using gender neutral language.

Top officer is accused of wasting time on pronouns



Shame and Carnivals



None of this is based on UK law, of course, but as we suggest, legality is an ambition for Stonewall, not an obstacle. In the absence of the genuine, democratic article, Stonewall gains submission by other means. The Soviet Union had The Gulag. The Romans, bread and circuses. The Stonewall annexation opts for the emasculating effect of cis-normative guilt and the promise of a Carnival.

Guilt

Guilt is a powerful emotion; avoiding it, the preoccupation of human resource managers everywhere. Wave the Equality Act at them and they tend to fold like cheap deckchairs, which is why it is not hard to imagine the panic that ensued when WHAT THE LAW SAYS landed on the HR desk. Having generated a crisis, Stonewall appears with the answer, inviting traumatised managers to go on a journey along the rainbow brick road. Where a scarecrow, tin man and lion once stood, there is Section 28, Alan Turing and conversion therapy... with the spectre of the MacPherson Inquiry an ever-present reminder of the perils of ending up on the wrong side of history. Solemn Days of Remembrance or Visibility are scheduled throughout the year. And if these pity parties are not enough to change people's minds, you can simply invent statistics to support your argument.

"Do you know that indirect discrimination is a contributory factor in the suicide of 42% of trans people?"* intone the flying wizards, earnestly clicking through a Powerpoint. 'Do you know that the micro-aggression of a wrong pronoun may prompt a visit from the police? Do you really want your organisation to look like this? Do you really want to be sued? Arrested? Bigoted? Damned?'"

**The statistic has become something of a meme, and may find support in Virupaksha et. al. (2016). 'Suicide & Suicidal Behaviour Among Transgender Persons.' Indian Journal of Psychological Medicine*



As every snake-oil evangelist knows, a fiery sermon is wasted if it doesn't conclude with an altar call and collection bucket. Redemption comes in the form of policy rewrites (Stonewall provides Toolkits), expressions of inclusivity (Stonewall provides lanyards) and adoption into a Champions Programme (it will cost, but who can put a price on virtue?). Unlike in the original, where Oz The Great and Powerful is revealed to be a diminutive man pulling levers from behind an emerald curtain, the Stonewall version promises to end in authenticity, equality and the rapturous joy of Carnival.

The Carnival

“ *At carnival time, the individual ceases to be himself... changes bodies and is renewed. During carnival time, there is no other life outside it. Life is subject only to its laws, the laws of its own freedom.*

Russian Philosopher Bakhtin (in Clark & Holquist, 1984:302) ”

In 'The Smells, Sights and Sounds of Transition', Christoph Niedhart discusses the disruptive effect of carnival on the rational senses. Time, space, lunchtime, bedtime, work, rest and play merge into one as all established order is overturned. Umberto Eco puts it best: rabbits become hunters, bishops sin and fools are made to feel like kings (Eco in Niedhart, 2003).

During Stonewall's version of carnival, miracles happen. Orthodoxy is suspended to allow the absurd and grotesque to parade unmolested alongside the truly, wonderfully beautiful. Among the marching bands, balloon sculptures, Gay Gordon Ceilidhs and Tweedle Dees in conical bras, there are families marching with rubber men and children stroking the bondage gear of men pretending to be pups. 'Acceptance without exception' is the carnival's motif. If anyone dares to object, there's a policeman dressed as a bee.

A comprehensive calendar of events leaves little opportunity for backsliding. Pride is to Carnival what Easter is to the church, providing a glorious nexus to a faith that is meant to last all year. Chief Inspector Lou of Norfolk Police explains: "Pride is the moment that brings the invisible out in the open. My advice to you all is be your authentic self everyday... just be you!"

Acceptance Without Exception: Living The Authentic Self



A Chief Inspector's authentic identity, described as an openly cisgender gay police officer, poses little problem to the Stonewall Champion employer. Nevertheless, we do wonder what the response of Norfolk Police might be were their Chief Inspector to identify as an openly cisgender dungeon master. Would 'Acceptance Without Exception' still apply? While we have no specific intelligence on gimps or human pups, we have been given sight of internal Met Police policy, co-authored by Stonewall, which accommodates cross-dressing police officers and those whose 'authentic self' switches back and forth along the gender spectrum.

WARRANT CARD AND STAFF IDENTITY CARD

Individuals who transition are likely to want their warrant and staff identity cards updated.

Ensure the force's policy on updating these cards is flexible, as the individual transitioning may need to update these more than once to reflect physical changes. Some staff may request an initial instead of a full first name.

Individuals who identify as gender-fluid (see *Trans Guidance for the Policing Sector: Glossary of Terms*) may require two cards to reflect their gender on different days.

Had a Great Fall

Every child knows how the Humpty story ends. Being essentially a pompous, anthropomorphic, particularly fragile, talking egg, the great fall of Humpty renders him unfixable. The trick, as every risk-averse manager knows, is to prevent the fall happening in the first place. At the enquiry, questions are asked of both horses and men. Did he fall or was he pushed? Pushed seems more likely, given his expertise in wall-sitting. This leads to imagining a different outcome. One where rules and procedures are put in place that protect Humpty, allowing him to live his authentic life, sitting on a wall. 'Humpty Rights Are Human Rights!' is the progressive guiding principle. And what about those horses and men? Imagine if, rather than riding idly by, they had been recruited as Humpty's Pretorian Guard. What would that look like?



Politics and Policing



POLICE WITH PRIDE

Citizen Constables

“

The office of Constable bestows upon an ordinary citizen an extraordinary range of powers. The impartial execution of these powers, free from political influence, is the cornerstone of the criminal justice system and the non-negotiable key to maintaining any civilised democracy.

(Clive Chamberlain, Chairman, Dorset Police Federation in Berry, 2008)

”

In order to prevent the police from falling into the hands of a political class, powers are separated. Roughly speaking, this means governments make the law, judges resolve it, police officers enforce it.

In swearing allegiance to the Sovereign, every officer reaffirms this separation of power, described by the Chairman of a Police Federation as ‘the non-negotiable key to maintaining any civilised democracy’ (Berry, 2008).

Lord Denning upheld the doctrine of separation in 1968. ‘The police are not the servant of anyone, save of the law itself. No Minister of the Crown can tell him that he must, or must not, keep observation on this place or that; or that he must, or must not, prosecute this man or that one. Nor can any police authority tell him so. He is answerable to the law and to the law alone’ (Denning, 1968).

The Code of Ethics (2014) maintains this standard at every level of the police hierarchy:

“

The office of Constable bestows upon an ordinary citizen an extraordinary range of powers. The impartial execution of these powers, free from political influence, is the cornerstone of the criminal justice system and the non-negotiable key to maintaining any civilised democracy.

”

The restriction on politics only works where there is an understanding of what is meant by political. Professor Christina Boswell, writing for The British Academy, defines politics as ‘a power struggle between people or groups. The idea is that politics is a process of manoeuvring to assert rival in interests.’ Boswell notes that ‘politics is... about contestation over ways of framing or narrating policy problems’ (Boswell, 2020).

In other words, politics has both a substantial and a presentational quality, providing not one, but two, potential bear traps into which the police might fall. The Police Code of Ethics confronts this double-edged problem head on.

A constable shall not be involved in politics (substance)

Political activity – police officers only

6.5

Police officers must not take any active part in politics. This is intended to prevent you from placing yourself in a position where your impartiality may be questioned.

A constable shall not give the impression of being involved in politics (presentation)

While the butcher is free to serve up choice cuts of trans rights, green taxes, and immigration policy, the police officer relinquishes such rights. Except in those instances where, as a profession, the police hold particular and unique expertise in a subject - traffic or gun law, the welfare of police dogs, perhaps - the political beliefs of a police officer should remain as mysterious as those of the Queen. There is a good reason why Her Majesty has never been spotted wearing a Brexit badge or rainbow lanyard.

Subsequent to the High Court ruling, the Humberside Chief Constable vigorously defended his force’s association with Stonewall and active participation in Pride events.

His view was that evidence of a political agenda was ‘interesting’ but not compelling. In so saying, he adopted the position that Pride and Stonewall are not political... or that they are insufficiently political... or that they are political but that their politics is justified.

Argument #1: Stonewall is not Political

STONEWALL

UK GENERAL ELECTION MANIFESTO 2019

In claiming not to see what is clearly visible, the Chief Constable has perfectly inverted The Emperor's New Clothes. The Stonewall manifesto (2019c) includes the following political demands:

- Gender identity to be included in the 2021 Census
- A government commitment to the Human Rights Act and ECHR post-Brexit
- Review of gender markers in official documents and the introduction of X for non-binary identities
- School funding for LGBT inclusivity
- Teacher training in transphobia
- Commitment to the National LGBT action plan
- Update hate crime legislation to more accurately reflect gender identity
- Update all police guidance and deliver targeted compulsory training
- Improve The Gender Recognition Act
- Update surrogacy law to meet the needs of LGBT people

The police Code of Ethics restricts activity which gives the impression of being political. The LGB Alliance, The Labour Party, Safe Schools Alliance UK, Standing For Women, The Guardian, Unison, Pride Hull and Fair Cop all perceive Stonewall and Pride to be political. It is therefore irrelevant that a myopic Chief Constable takes a different view.

WE'RE CALLING ON ALL PARTIES AND ALL CANDIDATES TO:



PROTECT AND EXTEND LGBT RIGHTS.

Legislate to include voluntary questions on sexual orientation and gender identity in the 2021 census, so that public services can meet the needs of LGBT people in their local area.

The Purpose of Pride

Unison: 'Pride started as a protest...in response to the 1969 Stonewall riots in New York. Prides are commemorations of those riots, which helped create an LGBT movement.' Unison, the union of Humberside police staff, have a follow up section in their brochure headed, *Making Prides Political*.

Hull Pride: 'The purpose of Hull Pride is protest. Pride in Hull marked 50 years since the Stonewall uprising by parading an original Gilbert Baker Pride flag through the streets... marking five decades of LGBT+ protest.'

The Guardian: 'Tens of thousands will head to Pride... which was in danger of losing its political edge.'

Peter Tatchell: 'Pride is politics with joy. A unique blend of carnival-like celebration and political demands.'

The BBC: 'The political element of Pride is still there.'

Vice: 'The activists who started UK Pride are demanding a return to its revolutionary roots.'

Stonewall

HOME » ABOUT US » NEWS » STATEMENT ON REPORTS THAT KEY GENDER RECOGNITION ACT REFORMS ARE SET TO BE DROPPED

Statement on reports that key Gender Recognition Act reforms are set to be dropped

stonewalluk @stonewalluk · 4h
Trans rights are human rights

Say it loud and say it proud on July 4th 1pm in Parliament Square, London



Gender Recognition Act: LGBT political group anger at trans law 'changes'

By Ben Hurst
LGBT correspondent

© 20 June 2020

f t e Share



Argument #2 The Politics is Settled

The argument is without merit as the government consultation on reform to the GRA does not appear to have gone in Stonewall's favour:

Boris Johnson scraps plan to make gender change easier

Women-only facilities will be protected



However, even if the politics were settled this would still not provide a legitimate pretext for participation by the police.

The Sultan of Brunei

In 2019, The Sultan of Brunei proclaimed that his kingdom intended to reintroduce stoning as a punishment for those convicted of engaging in homosexual sex. Unopposed outrage sprung up across Britain with protestors peacefully registering their moral revulsion at the doors of the Sultan's flagship hotel, The Dorchester.

Caught on camera amongst the protestors were a number of police officers, smiling and waving rainbow flags in solidarity. Despite the stoning of gay people not being a divisive political issue, The Met confirmed that the presence of the officers was an unacceptable breach of The Code of Ethics (Humphries, 2019). Unambiguous impartiality is the standard which is to be maintained irrespective of cause.

Met investigates officers for 'joining' anti-Brunei protest

The Oath

The Office of Constable

Swearing allegiance to the Crown

In England and Wales those who decide to become police officers take an oath at the point of becoming a constable. The oath, or attestation, is set within the legislation of this country, and is as follows:



"I do solemnly and sincerely declare and affirm that I will well and truly serve the Queen in the office of constable, with fairness, integrity, diligence and impartiality, upholding fundamental human rights and according equal respect to all people; and that I will, to the best of my power, cause the peace to be kept and preserved and prevent all offences against people and property; and that while I continue to hold the said office I will to the best of my skill and knowledge discharge all the duties thereof faithfully according to law."

The police are not of the government, they are of the people; they enforce law through powers derived from the people, and which, for the most part, are enforceable by the people. It is a common misconception that a citizen's arrest is the exercise of a form of power which, in the immediate absence of a constable, is temporarily borrowed from the police. The reality is the other way round. Generally speaking, when a police officer makes an arrest, the officer is exercising a power that is common to us all.

Upon appointment, each new constable is required to take The Oath of Attestation which begins with the recruit stating their name and the community from which they are drawn. For instance, 'I, Dixon, of Dock Green, do solemnly and sincerely declare...' locates Dixon firmly within the community of Dock Green. Prior to 2002, the wording of the oath required the constable to 'cause the peace to be kept and preserved and prevent all offences against the person and properties of Her Majesty's subjects... according to law.'

“ *Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.* ”

(The Peel Principles in College of Policing, 2014b)

Since 2002, the revised Police Act additionally burdens new constables with the task of 'upholding fundamental human rights and according equal respect to all people'. This would work if there were a clear consensus of which rights are so fundamental as to be classed as human rights together with a single, approved source for their legitimacy. But there isn't. The European Commission has a view, but so does Amnesty International, the United Nations, The American Constitution, and Stonewall.

The wording of the oath poses a problem for Dixon. By requiring him to uphold human rights as well as UK law, he is presented with more than a single locus of control. Are trans rights human rights and trans women, women? Is a pronoun legally enforceable? All previous certainties are left hanging in the air.

Amnesty International

Since its foundation in 1961, Amnesty has positioned itself as a leading authority on universal human rights. Its website promotes noble causes, such as the abolition of oppression, abuse and torture. But it also supports for outcomes about which we are not all agreed, such as pronouns.

In 2018, Amnesty added to its portfolio the full trans rights agenda, **issuing a joint statement with the British Institute of Human Rights**. The statement, calling for reform to the Gender Recognition Act 2004, positioned Amnesty as a political ally of Stonewall. To demonstrate its commitment to the new human rights cause, it published a three point action plan: Join a Rainbow Network, join an Ally Scheme, join a Pride event. (Amnesty International UK, 2018).



Ideological Recruitment

Lenin, the architect of the Soviet Union, didn't much care for the inefficient floweriness of the bourgeoisie but he did understand the power of symbols in establishing cultural, as well as political, mastery. Every school was required to participate in an ideological carnival, installing shrines draped in flags, participating in celebratory marches and singalongs and pledging allegiance to the revolution.

“

Give me four years to teach the children and the seed I have sown will never be uprooted

Quote attributed to Lenin

”

We wonder how this differs, for instance, from Merseyside cadets gathered proudly behind the trans flag or marching young officers waving flags on sticks. The motivation for the carnival processions is clear: **'Capture hearts and minds, they say.'** A phrase lifted straight from the Stonewall handbook (Merseyside Police LGBT+ Twitter, 2019).



Recruiting young and smart is both ideologically safer and more effective than the burdensome task of attempting to re-educate old sweats. It is also significantly cheaper.

Fair Cop wondered whether an individual who does not embrace the ideology would be considered a suitable potential candidate for recruitment. We put it to the test.

Stonewall Police



TRANS GUIDANCE FOR THE POLICING SECTOR

AN OVERVIEW



AN OVERVIEW

We know that the process of transitioning can be extremely challenging for the individual and managers or colleagues alike. It's generally unfamiliar ground for people and the aim of this guidance is to try to give as much help and support as possible. This guidance has been created by pulling together current guidance across the country, looking at real case studies and working closely with Stonewall. We would like to see some consistency across forces, given that we know policing can be viewed very differently to other occupations and, at this point in time, this guidance contains the most up to date support available.

All forces need to understand the business sense for valuing all staff and being inclusive; individuals need to feel recognised and supported and will contribute greater things if they truly feel valued. This guidance will help forces to ensure they are providing the right support for trans colleagues and my plea is that all forces will use this as a resource.

ACC Julie Cooke

INTRODUCTION

For most people, their innate sense of being male or female, their gender identity, matches the sex they were assigned at birth and sits comfortably with them. However, for a small number of people their gender identity doesn't match the sex they were assigned at birth. Some will undergo the process of aligning their life and physical identity to match their gender identity. This is known as transitioning. However, some will not. Others may identify as neither male nor female, which may be known as being non-binary. No trans person's journey will be the same as another's, and it's important to recognise these differences.

As part of the process of aligning their life and physical identity to match their gender identity, some trans people may choose to take hormones and have surgery. However, medical intervention isn't part of every trans individual's journey. For example, individuals may change gender markers on identification documents without any medical intervention.

DEMONSTRATING YOUR FORCE'S COMMITMENT TO TRANS INCLUSION

POLICIES

These should contain an explicit commitment to gender identity and expression equality. They should set out what constitutes unacceptable behaviour and state that the organisation has a zero-tolerance approach towards discrimination and harassment based on gender identity. They should specify how any instances of this will be dealt with and refer to the employer's grievance and disciplinary procedures. Details of external sources of advice and support for employees should also be included.

STRATEGY

Support for trans staff should be embedded into your overall Equality, Diversity & Human Rights (EDHR) strategy.

TRAINING

Training all staff on trans identities and inequalities will raise awareness in your force. Your HR team, diversity directorate or staff LGBT+ network will be able to provide you with advice and guidance on this.

VISIBLE COMMITMENT INTERNALLY AND EXTERNALLY

This demonstrates to current trans staff and potential trans staff that you'll support them and value their contribution to your work. For example, include a clear statement of inclusivity and details of your trans policies on your website, communicate inclusive messages across social media channels and on your intranet.

THE LAW

Current legislation allows trans individuals to amend the gender on their birth certificate (Gender Recognition Act, 2004) and protects those who are planning to undergo, are undergoing or have undergone gender reassignment from discrimination, harassment and victimisation (Equality Act 2010).

Currently there's a lack of clarity around non-binary identities within the current legal framework. Best practice is to ensure that all individuals, including non-binary staff, are treated with respect and aren't discriminated against or harassed.

Police force policies and codes of ethics state that forces extend all protections to everyone under the trans umbrella.

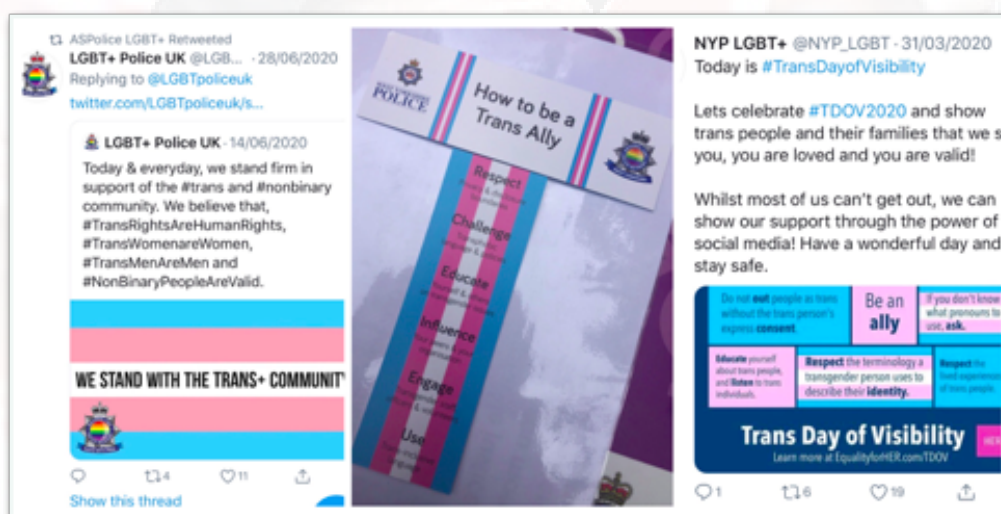
- Individuals can transition without gaining a Gender Recognition Certificate (GRC) and the majority of trans people don't have or want a GRC.
- There's no requirement, legal or otherwise, for trans individuals to inform their employer of their trans history.

Stonewall Ally Scheme

Although Stonewall has transmogrified a number of words so that true meaning is obscured beneath a layer of ideology, there remain two which give a clue to Stonewall's strategy. The first is ally. The second is champion. The dictionary defines them, thus:

"Ally": noun: one that is associated with another as a helper : a person or group that provides assistance and support in an ongoing effort, activity, or struggle; a political ally."

"Champion": noun: a militant advocate or defender; one that does battle for another's rights."



In signing up to the Stonewall Allies Scheme, the police have taken an overt and explicit position in one side of a political debate, promoting it endlessly on their twitter feeds. Whilst they do not acknowledge the political agenda, the slogans and flags are as politically opaque as chanting Build A Wall or wearing a red MAGA baseball cap.

Stonewall Slogans	Political Slogans
Trans women are women	For The Many, Not The few
Trans rights are human rights	Strong and Stable
Capture hearts and minds	Get Brexit Done
By Your Side	Make America Great Again
Come Out For Trans Equality	Build a wall
Acceptance without exception	Lets Take Back Control
G with the T	Yes we can

The Stonewall 'Vision For Change' document (REF) makes clear what signing up to its Allies Scheme involves:

1. **Reform to the Gender recognition Act 2004**
2. **Reform The Equality Act 2010**
3. **Removal of the spousal veto**
4. **Replace 'sex' with 'gender'**
5. **Legal recognition of non binary people**
6. **Reform asylum system to benefit trans people**

The document also makes clear what is expected of an ally: seek out opportunities to engage in politics, become involved with campaigns to promote trans equality, engage with local and national consultations, canvass councillors, talk to MPs.

The cost of becoming a Stonewall's political billboard is **£2,500 p/a per force**, (although this might be considered loose change when compared to the cost of damage to reputation). By adopting the colours, flags, lexicon, pronouns, policies and slogans of Stonewall, the police have, in the truest sense of the word, become Stonewall champions. Chief Constables cannot hide behind the facade that the Allies Scheme or Champion's Programme are simply a sign of friendship. Tweeting Stonewall slogans is as politically neutral as wearing a MAGA hat.

WAYS TO GET INVOLVED

1. Become more active as a role model or ally in your own communities, professions or settings, in any capacity.
2. Seek out opportunities to become more actively involved in your local community, workplace, in civic life or in national and local politics.
3. Support and give positive feedback to allies, and to organisations, who get it right.
4. Take part in campaigns that promote trans inclusion and equality, and challenge transphobia. Encourage your friends, family and colleagues to do the same.
5. Get involved in the planning and delivery of LGBT events and ensure they are actively inclusive of all trans people. Play an active role in ensuring that LGBT spaces do not try to delegitimise trans identities.
6. Challenge and report any cases of poor treatment, misrepresentation, discrimination or transphobia.
7. Engage with local and national consultations that relate to trans rights and equality.
8. Talk to your local councillors, MPs, AMs and MSPs about the issues related to trans equality.

Stonewall's Police Champions

Avon and Somerset Police, Cheshire Police, Derbyshire Constabulary, Dorset Police, Durham Constabulary, Dyfed Powys Police, Hampshire Constabulary, Hertfordshire Constabulary, Humberside Constabulary, Lancashire Constabulary, Leicestershire Police, Merseyside Police, Metropolitan Police Service, North Wales Police, Northumbria Police, Nottinghamshire Police*, Police Scotland, Staffordshire Police, Suffolk Constabulary, Surrey Police, Sussex Police, West Midlands Police, West Yorkshire Police, Wiltshire Police

Additional Allies: North Yorkshire Police

Note: Nottinghamshire Police has announced it will end its participation in Stonewall Champion's Programme.



Merseyside Police LGBT+
@MerpolLGBT

Just walking into work and i am met with a hug and a smile. One of our @MerseySpecials who took part in their 1st #prideinliverpool this weekend. Has seen it through a different lense and will be back next year.. hearts and minds they say.. great start to the day.. thanks #970 🏳️‍🌈



Cockney Rejects

One of our Fair Cop members is a police sergeant with many years of experience, a spotless record and considerable experience in working with the vulnerable victims of serious crime. By every professional standards, (s)he is a hugely respected and capable officer.

Knowing the force was actively seeking recruits, the sergeant masked his/her identity and professional status and submitted an enquiry to the recruiting department. A covering letter explained that (s)he did not believe that humans can change sex and asked if this might pose a problem.

“

I have roughly 15 years' experience in a related field.

I must point out that I am gender critical, which means that whilst I am firmly against discrimination and abuse of trans people, I do not believe you can change your biological sex. I've read that the police has the view that trans women are women and trans men are men. I don't believe that and wanted to make sure that this was not a barrier to my application?

Many thanks in advance for any help or guidance you can give me,

Fair Cop Member (and serving police sergeant)

”

“

Thankyou for your email regarding your enquiry towards [REDACTED] Police recruitment.

Your views on the trans community and being 'gender critical' conflict with the views of [REDACTED] Police and the behaviours that are expected of our staff and officers, and may affect your objectivity and adherence to The Code of Ethics.

As a result, an application from a candidate that is unable to display the behaviours expected would not be successful.

[REDACTED] Police

”

Employers should:

Develop clear policies

- Develop clear zero tolerance policies on homophobic, biphobic and transphobic discrimination and harassment, with clear sanctions for staff and customers.
- Actively communicate their equality policy to all staff and ensure that the route for reporting homophobic, biphobic and transphobic bullying in the workplace is clear.

Support staff through training

- Implement all-staff diversity and inclusion training,

Recruit and promote diverse candidates

- Include statements and examples of their commitment to LGBT staff, equality and inclusion on their website. When advertising job roles, make sure that a commitment to diversity and inclusion in their workplace is clearly communicated.
- Develop clear policies around recruitment and promotion, using Stonewall's workplace guides for support. Train their recruitment team to understand where discrimination against LGBT staff can occur in the recruitment process and how they can take steps to reduce bias.



Shocked at this reply, our member asked how this was different to an atheist police officer still remaining objective, and adhering to the Code of Ethics, when dealing with colleagues and members of the public with religious beliefs.

The force replied:

"Whilst everyone has a Human Right to a private life and to hold their personal views accordingly, the public rightly expects police officers to demonstrate the highest levels of professional standards in terms of respect, tolerance and courtesy for others, and particularly the way those views are expressed publicly.

Your original email raises real concerns regarding whether you would be suitable to pass our behavioural competencies and standards tests, interviews and vetting and whether you would continue through your career to meet our requirements in terms of professional standards."



“ Alice laughed. 'There's no use trying,' she said. 'One can't believe impossible things.'

I daresay you haven't had much practice,' said the Queen. 'When I was your age, I always did it for half-an-hour a day. Why, sometimes I've believed as many as six impossible things before breakfast

Lewis Carroll
(Through The Looking Glass)

”

Our FC member then sent the same opening email to 26 other police forces, all those that were open to recruitment at the time.

Only 14 replied. Ten gave a generic, and in some cases identical, reply saying that as long as a person could adhere to the Code of Ethics and not discriminate then an application should be successful.

One other force, Norfolk Police, replied that they had "taken steering from Vetting Teams, Professional Standards Department and the chair of the LGBT+ Police Association" and their answer was that this belief was...

...not "something [they] could uphold in the constabulary and a role in the police would not be for you".

They went on, chillingly, to ask for details of any serving officers who share this view, so that "we can ensure this is reported through the correct channels and investigated."

Only three forces (Met, Staffordshire Police and Lancashire Police) welcomed an application and made no caveat that this belief would be in some way tested in the recruitment process. Staffordshire even said they are "fully inclusive and respect all views and opinions from the communities it serves."

This is real policing 'without fear or favour'.

Perhaps our Fair Cop Exec Member will have to consider a move to Staffs...

Top of the £££ Cops



Like the White Queen, the police are practiced in believing, or at least telling, the impossible. But how much does promoting a political agenda cost?

In April 2020, Fair Cop submitted freedom of information (FOI) requests to all 43 police forces in England and Wales asking for costs and details of LGBT promotions and consultations over the last ten years.

Two months later, we have received responses from 31 of the 43 forces. Fifteen forces declined to reveal spending details, citing Section 12 of the Freedom of Information Act which allows public authorities to decline a request if they estimate it will exceed the "appropriate limit" of £450.

A common reason for refusal was that records are not held centrally.

Collecting and categorising this data might be beyond some police forces, but it's far from impossible. We know this because 16 forces gave us at least some information on their LGBT spending.

Top of the Cops — at least as far as data-gathering goes — were North Wales Police and Lancashire Constabulary, both of which gave us detailed, year-by-year breakdowns.

The former spent £14,000 between 2010-19, while Lancashire spent a grand total of £53,508, including £14,012 in 2017-18 alone.

Even where the information provided was incomplete, we still managed to extract a few fascinating nuggets.

Avon and Somerset, for example, paid £897.95 for rainbow branding in 2019-20, along with £4,222.01 on attending LGBT conferences and events — and of course, the obligatory annual £2,500 Stonewall subscription.

Wiltshire, meanwhile, has spent £3,113.91 on rainbow epaulettes since 2017, although they did point out that these are reusable. It's good to know that at a time of economic crisis, the police are keeping a keen eye on the long-term value of their investments.

And thanks to the Metropolitan Police, we know how much it costs to turn a police car into a mobile Pride billboard: those decals cost the taxpayer £720 (exclusive of VAT).

Information withheld is also telling. Half the responding forces did not give us any details of their LGBT spending; others provided a few basic scraps.

The most charitable explanation is that the police simply do not realise what they are doing. This isn't as absurd as it might sound. In the 1950s, Leon Festinger, the father of cognitive dissonance, conducted experiments that established the theory of forced compliance: Perceived superiors in a relationship can provoke action in the submissive party which runs contrary to their better judgement. The power dynamic is not what Sherlock Holmes would call, a three-pipe problem. Cui bono? Stonewall holds the upper hand. Stonewall controls the purse strings.



The College of Policing

Founded in 2012 from the ashes of the National Policing Improvement Agency, the College of Policing* is the professional body for police forces in England and Wales. Its purpose is to provide the skills and knowledge necessary to prevent crime, protect the public and secure public trust.

In 2014, the College of Policing issued its Hate Crime Operational Guidance (HCOG), which set out requirements for police forces in England and Wales in relation to both hate crimes and hate incidents. The HCOG identified five strands requiring special attention and monitoring (College of Policing, 2014c).

Four of them are taken from The Equality Act. One of them isn't. There is also a significant omission.

Monitored Strands

The Equality Act 2010 identifies nine characteristics which require special consideration and protection, of which four make it onto the list of Monitored Strands (UK Government, 2010).

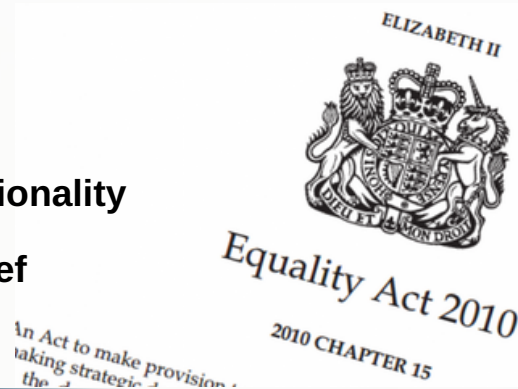
1. Disability

2. Gender Identity

3. Race, Ethnicity or Nationality

4. Religion, Faith or Belief

5. Sexual Orientation



Number two is not a protected characteristic. The protected characteristic of Sex, is missing entirely, which rather undermines the philosophy that the frequency of hate crime may be reduced by monitoring hate incidents.

Of all the groups recognised by The Equality Act, women have a genuine claim that, purely on the basis of being female, they are at increased risk to hostility, discrimination, domestic violence, rape, murder, FGM, sexual assault, trafficking and slavery. Despite this, the fictional protected characteristic of 'transgender' elbows women from the protective spotlight.

This creates a Humpty Dumpty absurdity: A woman who suffers a hate incident is ignored while a man isn't - as long as he claims he's a woman. As the radical feminists say, 'Patriarchy, much.'

*College of Policing Limited is a company with registered number 8235199. Its website indicates that it is seeking to become formally established as a statutory body.

“ There is no criminological consensus on... the validity of the concept of hate crime. ”

Problems with HCOG appear immediately. *"There is no criminological consensus on...the validity of the concept of hate crime (1.2.1)"*, is followed with *"the recording of, and response to, non-crime hate incidents does not have universal support in society"*. HCOG acknowledges that, *in trying to control what citizens think or believe, it risks accusations of becoming the thought police* (6.4).

Humpty Dumpty's HCOG Master-class

HCOG is applied by police forces nationally; the data it collects informs strategic direction; individuals identified as 'haters' have personal details recorded; and the data is accessible to certain potential employers. It would, therefore, seem reasonable to expect the document to be predicated on an understanding of what it means to Hate.

“ There is no consensus on the definition of hate. ”

“ A word means what I say it means. The question is - which is master. ”

Instead, what we get is: 'There is no consensus on the definition of hate,' although the College concedes that hate is an emotion implying 'a high degree of animosity.' (1.2.2). Merriam-Webster defines animosity as 'a strong feeling of resentment tending toward an active hostility.' This definition ought to suit the College as, left unchecked, animosity may well escalate into hostile action as the feeling approaches fever pitch.

This would fit with what it claims is its underpinning philosophy, that is, The MacPherson Report into the murder of Stephen Lawrence.

This is not good enough for The College of Policing, which objects to the restrictive qualifier. A high degree of hostility is far less useful than a definition that requires no hostility at all, and thus The College turns to the definition adopted by The Crown Prosecution Service:

"In the absence of a precise legal definition, consideration should be given to ordinary definitions, which include ill-will, ill-feeling, spite, contempt, prejudice, unfriendliness, antagonism, resentment and dislike"

A licence for the police to act on the basis of ill-feeling, unfriendliness and dislike ought to more than satisfy the intervention-heavy mandarins as the licence is insane. A word means what I say it means' says Humpty, stepping in to remind The College that it isn't finished, yet. 'The question is, which is master - that's all.'

In the looking glass world of Humpty Dumpty, ownership of a word's definition is handed to the victim who, in a mastery of circular definition, is anyone who identifies as a victim. HCOG leaves no room for argument: 'For recording purposes, the perception of the victim, or any other person, is the defining factor in determining whether an incident is a hate incident.' (1.2.3)

This is followed by the most unnerving statement of them all:

6.3 Recording non-crime hate incidents

Where any person, including police personnel, reports a hate incident which would not be the primary responsibility of another agency, it must be recorded regardless of whether or not they are the victim, and irrespective of whether there is any evidence to identify the hate element.

The College of Policing has removed any requirement for hate in the recording of a hate incident.

To guard against non-compliance by coppers with an attachment to evidence, the guidance is underpinned with a threat. Police **MUST** record ALL reports of hate, irrespective of reasonableness. Furthermore, any attempt by an officer to apply the standard of reasonableness will be regarded as a secondary incident of hate:

1.5

Secondary victimisation is based on victim perception, rather than what actually happens. It is immaterial whether it is reasonable or not for the victim to feel this way

Table 2: Hate crimes recorded by the police by monitored strand, 2011/12 to 2018/19

Numbers and percentages									England and Wales, recorded crime
Hate crime strand	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	% change 2017/18 to 2018/19
Race	35,944	35,845	37,575	42,862	49,419	62,685	71,264	78,991	11
Religion	1,618	1,572	2,264	3,293	4,400	5,949	8,339	8,566	3
Sexual orientation	4,345	4,241	4,588	5,591	7,194	9,157	11,592	14,491	25
Disability	1,748	1,911	2,020	2,515	3,629	5,558	7,221	8,256	14
Transgender	313	364	559	607	858	1,248	1,703	2,333	37
Total number of motivating factors	43,968	43,933	47,006	54,868	65,500	84,597	100,119	112,637	13
Total number of offences	N/A	42,255	44,577	52,465	62,518	80,393	94,121	103,379	10

Source: Police recorded crime, Home Office.

The Hate Crime of Mr Justice Knowles

I hesitate to be overly critical of Mrs B, given she has not given evidence, but I consider it fair to say that her reaction to the Claimant's tweets was, at times, at the outer margins of rationality. For example, her suggestion that the Claimant would have been anti-Semitic eighty years ago had no proper basis and represents an extreme mindset on her behalf.

(Knowles, 2020)



The Judge demonstrated "transphobia in a nutshell", according to Mrs B, who did not take the ruling well.

Mrs B has a point. In upholding The College of Policing hate crime guidance, the judge has inadvertently ruled that tests of reasonableness are unreasonable.

Fair Cop has since written to the Chief Constable of Humberside, enquiring as to whether the judge is now the subject of a Crime Report.

That is transphobia in a nutshell. Again, is Mr Justice Knowles an expert in Human Biology? There are numerous biologists out there who will disprove his theory.

of the transgender debate. The issues are obviously complex. As I observed during the hearing, the legal status and rights of transgender people are a matter for Parliament and not the courts. Second, the nature of the debate is such that even the use of words such as 'men' and 'women' is difficult. Where those words, or related words, are used in this judgment, I am referring to individuals whose biological sex is as determined by their chromosomes, irrespective of the gender with which they identify. This use of language

(Claimant Mrs B as cited in Hayden, 2020)

Judicial Cat

Discussing Politics, Housing, Law, and Current Affairs

Wednesday, 19 February 2020

Harry Miller Judicial Review "Mrs B" Speaks Out and She Has Plenty to Say

**"Mrs B" complained to Humberside Police about Harry Miller
She hits out at Mr Justice Julian Knowles for impugning her character**

I am, however, astounded by the language used to describe me by MR JUSTICE JULIAN KNOWLES in this case. The judge went against guidelines in the Equal Treatment Bench Book. Using pronouns based on so called biological sex was against all guidance given to the judiciary and is, in my opinion, indicative of the judge's leanings on transgender issues. The language he used I found to be offensive and I intend to raise the matter with the Judicial Conduct Investigations Office. I will set out examples of this below:

It is also clear that Mr Justice Knowles could have used transphobic language himself. He mentions that transgender women are born biologically male. This, at the very least, is a matter of some dispute and it is unfortunate that he made that comment. Biology, like all the sciences, is open to interpretation. The most common example of

that I find harmful or offensive, especially if it contains transphobic comments. What is Mr Justice Knowles trying to say? That the transgender community has no right to report anything they find offensive? That they have to sit there and take it? Secondly, those tweets of Mr Miller's were sent over by a trusted friend of mine. Of course, I was going to read them. Although they were not directed at me personally, it is unequivocal that they were targeted

Furthermore, were Twitter acting "on the outer margins of rationality" when they permanently suspended Mr Miller's account after repeated warnings of hateful conduct? I think not. So why was this accusation made towards me? I am a very rational person. I do not do things like this lightly. To suggest I do is patently unfair. Any rational person would have been appalled by Mr Miller's tweets. It does NOT express an "extreme mindset" on my part.



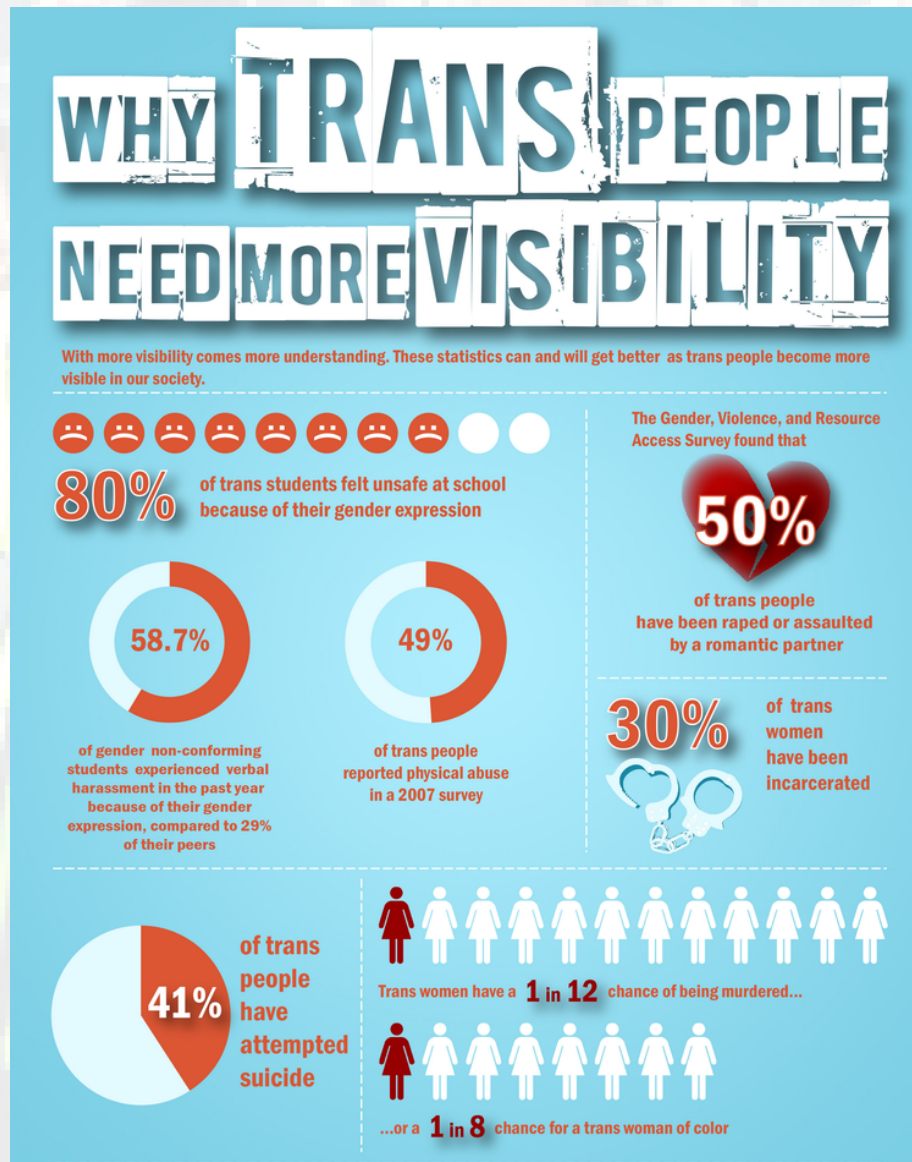
Mr Justice Knowles states that what I told the police was not accurate. I would like to inform Mr Justice Knowles that I am NOT in the habit of telling lies to anyone, never mind the police. **That is an outrageous slur on my character, for which he should apologise.** Mr Miller's comments WERE deeply offensive and his hostility for transgender people is evident. I am NOT going to sit there and let disgusting abhorrent comments about people like myself go unchallenged. I do NOT give in to bullies or bigots either. Furthermore, as for anybody else making complaints about Mr Miller, do you honestly think the police would inform me? Seriously?

To sum up, I am deeply aggrieved at the comments of MR JUSTICE JULIAN KNOWLES. To basically impugn my character in the way he did was deeply hurtful to myself. The comments in his judgement show an inherent transphobia which is deeply concerning, especially in the pursuit of justice by transgender and nonbinary people.

Thank you.

"Mrs B"

How Many Murders, Winston?



(Trans Students, n.d.)

Political philosopher Hannah Arendt suggests that it is the sheer volume of information that is crucial in establishing a narrative rather than the accuracy. In *Totalitarianism*, she writes: 'Gigantic lies and monstrous falsehoods can eventually be established as unquestioned facts. The difference between truth and lie may become a mere matter of power, cleverness, pressure and infinite repetition' (Arendt, 1968)

In the middle of the Covid Lockdown, on the day that the UK announced the death toll from coronavirus had risen by a further 381, The College of Policing published the following statistic:

ONE IN 12 TRANS WOMEN HAVE A CHANCE OF BEING MURDERED

Timing aside - it was Trans Visibility Day - the figure is a lie; when challenged, the College of Policing removed the post. However, rather than issue an apology in the hope that everyone would move on, the College instead insisted that the figures were correct for the USA. Except, the correction was also a lie. Meanwhile, the post containing the lie remains visible, without correction, on numerous police force accounts.

A total of 369 trans people were murdered globally between 1st October 2017 and 30th September 2018, of which 28 occurred in the USA (TransRespect, 2018). The trans population of the USA is estimated at around 1.4 million, which equates to a murder rate of one in 52,000, not one in 12.

During the same period, the UK had a trans murder rate of between one in 200,000 and one in 500,000: for context, the average UK adult has a murder rate of one in 100,000. Figures from the National Office for Statistics show that during the period 2008 to 2017, a total of nine trans people were murdered in the UK, working out at an average of just under one victim per year (Lee, 2018). That is one too many, but it isn't one in 12.

If we take the most common number cited for the number of trans people in the UK - itself 'problematic' given the vague and all-encompassing nature of the term "trans" - we arrive at a population of 390,000 trans people. If the one in 12 statistic were anything near correct, we'd be talking about a large football stadium full of murdered trans people.

Correct Within a Margin of 430,000%

Statistics used to justify police intervention in the absence of a crime must be collected, collated and published by officers playing fast and loose.

In exaggerating the numbers by a staggering 430,000%, The College of Policing displayed its numerical incontinence. By branding critics as bored, uneducated and hate-filled, it displayed its dishonest intent. When the police manufacture evidence in support of a narrative, the practice should horrify us all.

The critics were not only more numerate and honest than the officers at The College of Policing. By speaking out, the critics marked themselves as transphobic and eligible for a Hate Crime to be recorded against their name.

The practice of telling lies is not unique to The College. The one in 12 statistic remains on a North Yorkshire Police Twitter feed. And Somerset and Avon Constabulary use a Trans Toolkit containing another impossible lie: 14% of people personally knew someone murdered because of their trans identity.

A Mermaid's Story

mermaidsuk.org.uk/why-we-must-co...



293

61

244



Mermaids ✓ @Mermaids... · 07/06/2019 ✓

Why we believe it's right for transgender groups to work closely with the police.

Read Mermaids CEO Susie Green's blog: "I know that, without the help of the police, my daughter might have joined the countless others who have taken their own lives."

The purpose of the lies is to present the trans community as being in uniquely mortal danger. Murder and suicide statistics glue the police to the cause.

Susie Green, CEO of the children's charity, Mermaids, is at least honest about the role played by the police. Alluding to the alleged high rate of suicide amongst trans children, Green credits the police with preventing her child from being counted among them. The argument is presented as a binary choice between transitioning and suicide.

As all parties are fully aware, UK law does not allow the medical transitioning of children. To sidestep the system, Green flew her then 15-year-old child to Thailand for 16th birthday surgery (Reid, 2016). Association with an organisation founded on this level of mutilation, particularly involving a minor, forces the police into seeking justification behind an even bloodier narrative; one where hate-induced suicide and murder rates are endemic.

HCOG 11.3.1 gives credence to the claim. Hate incident targets must increase. Reducing crime is not the aim. Hate is everywhere because it needs to be everywhere because police complicity requires it.

"Targets that see success as reducing hate crime are not appropriate as they can be discouraging to staff, and are unlikely to motivate managers to promote positive recording or to increase the opportunity for victims to report through third-party reporting structures"

(College of Policing, 2014c)

Humberside Data

The inclusion of data that is knowingly false is the product of a dishonest mind. Following a two day judicial review, The High Court concluded that there was no evidence of the hate recorded in Crime Report 16/11135/19.

However, a response from Humberside to a Subject Access Request confirms that the data remains on its Hate Database and details of the Crime Report remain accessible - which means that it could show up on a DBS search, and thereby conferring a de facto criminal record.



Stonewall Numbers

According to Stonewall, being trans puts you at greater risk of work-place violence than being black.

1 in 8 trans people were physically attacked by customers or colleagues in the last year because they are trans. The figure drops to 1 in ten if the person is black.

Where do these figures come from? Anonymous surveys with response rates far too small to generalise to an estimated population of between 200,000 and 500,000 in the UK.

Master of Flags



“

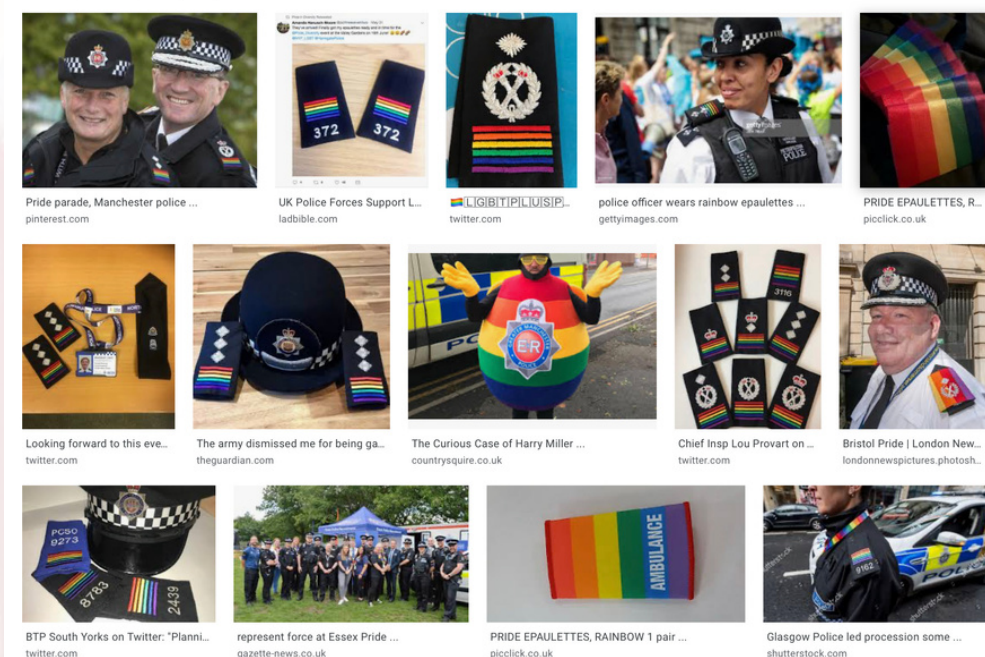
It is easier to dominate and gain control if one can gain an elevated position with regard to others

Emile Durkheim ”

When Sir Roger Wiggs, the Chairman of Securicor, decided to terminate the employment of an underling, it was not enough to dismiss him with a cursory ‘You’re fired’. With one hand Sir Roger grabbed his victim’s corporate silk tie, and with the other, brandished a pair of scissors. ‘You’re simply unfit to wear the colours!’ he bellowed, slicing through the silk below the Windsor knot. ‘The British empire was founded upon a rich understanding of the power of symbols’ he commented when asked to explain the emblematic castration.

In a paper sub-titled ‘How flags entail dominance and subordination’, Professor Shanafelt explores how flags are raised as totemic emblems, embodiments of struggle, and assertions of dominance and subjugation (Shanafelt, 2008). Following the rebuff of Confederate forces during Pickett’s charge at Gettysburg, the Union Brigadier paraded his Union flags along Cemetery Ridge as the captured rebel flags trailed in the dirt behind them.

A sterile flag is potent but a flag soaked in the blood of its martyrs has an additional, magical potency. Occasionally, a community police force may find itself presented with such a flag. This happens to the Queen a lot. Typically, she accepts the gift with good grace and, perhaps, displays it in a private cabinet. Who knows? Not knowing is entirely the point. The Queen does not wear lanyards or fly flags that give a clue to her political allegiance.



On National Autism Day, Fair Cop offered a box of chocolates to anyone posting evidence of an Autism Society flag flying from a police pole. The award went uncollected with only a few forces acknowledging the day at all. This, despite The Autism Society of Great Britain's assessment that one in a hundred people are on the spectrum with an additional 2.8 million affected when immediate family is factored in. The Autism Society has expressed concern that those with autism are served particularly poorly once inside the criminal justice system.

Community policing without fear or favour that sees Merseyside officers waving rainbow flags should also see them marching brightly along to The Sash. In fact, the opposite is true. During the Orange Parade, constables are ordered to guard against inadvertently marching in time with the music in case it gives the impression of favouritism. During Pride, the police provide the band.

July 2020, following reports that the government intended to drop proposed reform to the Gender Recognition Act, Stonewall announced it would be holding a demonstration in Parliament Square, London. Between two loud hailer emojis was the slogan, 'trans rights are human rights.' The Twitter account @LGBTpoliceuk regularly tweets the same slogan. On 14 June 2020, for instance, the account posted, 'We believe that Trans Rights are Human Rights and Trans Women are Women.'

In the current context, such statements are as easily identifiable with one particular side of a political debate as the phrase 'Make America Great Again' or 'For The Many, Not The Few.'

Do a Google search for BAME, or Disabled or Christian police epaulettes. Then type in Rainbow police epaulettes. The position of Best Friends Forever is taken.

Virtue and Violence

The French Revolution teaches nothing if not that a progressive attitude to injustice is not an effective barrier against forty thousand heads dropping into a basket. In a paper subtitled 'Oath taking and the 'Feeling Rules' of Violence', Francesco Buscemi suggests that 'the practice of oath taking generates the emotional propensity for violence' thus locating virtue and violence as two sides of the same centime. (Buscemi, 2019)



In what way is a police pledge, beyond the Oath of Attestation, necessary? The direction of travel is alarming. In Leicestershire, an officer calling himself Viking addresses wrongthink. 'Park your transphobic mindset elsewhere!' he commands. He has a trans flag riot shield, marked 'Policing With Pride.' In West Yorkshire, Sergeant McGowan lectures a hall of officers beneath a Black Power symbol, reconfigured as a Trans Rights fist. Merseyside take the meme even further, reinforcing the hashtags #LGBTQ and #WeStandTogether with a fist in the striking position. The trans advocate, Sergeant Owens, poses with a heavily armed firearms unit beneath a rainbow flag. Police images of virtue and violence are indistinguishable from those of civilian activists posing with pink and blue baseball bats without a ball in sight. They all imagine themselves as being on the right side of history along with Spartacus, Mandela and Stormé DeLarverie.

Policies obtained from The Met reveal acceptance of Stonewall Policy, including zero tolerance toward any officer who refuses to honour a suspect's self-declared trans status. This is the concern of a senior officer:

“ Imagine we pull in a six foot brick shit-house who we suspect of hiding drugs beneath his foreskin. He sees me - another six footer - standing with two pretty officers. He knows he's about to be intimately searched and so insists that he's actually a woman. According to orders, we cannot question the identity. So, now who's got to search him? I won't do it. It's a risk, but I'm not subjecting my officers to a sexual assault.

”



Assumption of virtue leads to toleration of violence: the intimidation of attendees at a **Woman's Place UK meeting** where the meeting hall was surrounded with masked protestors waving trans flags. The police did not intervene (Ward, 2019). A few days later, the lone protestor who banged on the window of Labour MP, Jess Phillips, was promptly **arrested for a public order offence** (Grierson, 2019). Jess Phillips is a vocal trans ally. Close to Grenfell Tower, **trans activists set off smoke bombs** at another Woman's Place UK meeting. No one was arrested. When the transwoman, Tara Wolf, was convicted of violently assaulting feminist Maria MacLachlan, the judge handed down a lighter sentence because **Maria persisted in calling her assailant a man** (Ward, 2018). Violence that is tolerated includes the public burning of Harry Potter books because JK Rowling tweeted that the term for people who menstruate is 'woman.' **Manchester Police order 'TERFS' to stay out of the Pride village** (Abbit, 2019). Women carrying a banner declaring 'LESBIANS DON'T HAVE PENISES' are fought to the ground.

The police removing lesbians from Swansea Pride. #GetTheLOut



I Do Solemnly Pledge



LGBT+ Police UK
@LGBTpoliceuk

Stu from @NYP_LGBT launching the ally scheme..be proud, speak positively about #LGBTQ matters..Chief officers signing their pledges..what can you do



Fair Cop wrote to North Yorkshire Police requesting details of ALL oaths taken by police officers in the course of their duties. They wrote back saying 'The oath taken by officers is that which is required upon commencement of service.' When presented with evidence to the contrary, they claimed the request had not been sufficiently detailed, that all ranks signing up to the Stonewall Ally scheme did so on a voluntary basis, and that sample wording was unavailable as each officer authored their own. We specifically asked for the pledge given by the Chief Constable. We were told they would answer not engage.

North Yorkshire
Police, Fire & Crime
Commissioner



Our Ref: 0948.2019-20
Date: 5th February 2020

Civil Disclosure
Joint Corporate Legal Services

Dear Applicant,

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 0948.2019-20

I write in connection with your request for information which was received by North Yorkshire Police on 4th December 2019. Please accept our apologies for the delay in providing you with a response. I note you seek access to the following information:

It has been suggested that senior police officers have signed, or otherwise given, 'pledges' or 'oaths' in the course of their duty, by which we mean a pledge or oath beyond that which all officers make to the Queen upon their commencement of service.

If correct, please supply the following:

1. Wording of oath or pledge
2. Authorship of oath or pledge
3. Rank of those taking oath or pledge
4. Total number of officers who have taken the oath or pledge.

Extent and Result of Searches to Locate Information

To locate the information relevant to your request searches were conducted within North Yorkshire Police.

I can confirm that the information you have requested is ~~not~~ not held or not held in a retrievable format by North Yorkshire Police.

The oath taken by officers is that which is required upon commencement of their service. Please see page 3 of the link below, which provides the wording for the Oath of Attestation. This is published on the College of Policing website.

RE: Freedom of Information Request 0948.2019-20

Good afternoon,

Thank you for your email dated 12 February 2020, where you provided additional details about 'A Stonewall pledge', which was not covered within your original request.

In reference to this additional information, if you are referring to the LGBT+ Ally scheme, this was a voluntary scheme launched during York Pride last year. The "pledge" is a voluntary statement that a number of officers and staff of all ranks have signed up to. It is a voluntary statement in which an individual states in their own words how they will support diversity and inclusion and has nothing whatsoever to do with Attestation Oaths. Please see the below link for more information on this.

<https://northyorkshire.police.uk/news/north-yorkshire-police-launches-lgbt-ally-programme/>

I must reiterate this isn't a pledge that senior police officers are required to sign in their course of duty

RE: Freedom of Information Request 0948.2019-20

Good afternoon,

Thank you for the email.

Your initial request did not specify the LGBT+ scheme. It stated oaths or pledges taken by senior officers in their course of duty beyond the oath of attestation. Only after clarification did I realise were referring to this scheme. No attempt was made to hide the fact that a number of North Yor Police officers had joined this voluntary scheme.

If you are unhappy with how your request has been handled please see the below. I must inform will not be responding to any further correspondence on the same matter.

Humberside

 **Harry The Owl - Limerick Criminal** @HarryTheOwl · Jan 23, 2019 

Replying to @HarryTheOwl

3. Cop said he was in possession of 30 Tweets by me. I asked if any contained criminal material. He said.... No. I asked if any came close to being criminal... and he read me a limerick. Honestly. A limerick. A cop read me a limerick over the phone.

 **Harry The Owl - Limerick Criminal**
@HarryTheOwl

4. I said, I didn't write that. He said, 'Ah. But you Liked it and promoted it.'

I asked why he was wasting his time on a non crime. He said, 'It's not a crime, but it will be recorded as a hate incident.'

♡ 1,148 1:42 PM - Jan 23, 2019

💬 268 people are talking about this

Coffee with The Chief - March 2020

'Please accept our apology. It's been a learning experience. We acted in good faith.'

'Most people prefer the police to act on good evidence rather than good faith. How can you be sure that, in similar circumstances, this would not happen again?'

'We have the High Court ruling and we are awaiting new guidance from the College of Policing. We acted in good faith'

'Most people do not need a High Court ruling or official guidance to know how not to behave like the Gestapo. Why not simply apply common sense?'

'Common sense is not an appropriate tool for a police officer as it leads to unpredictable outcomes.'

A series of posters adorns the corridor on the way to the Chief Constable's suite 'Culture Dictates Action' they declare.

If culture dictates the action of officers and actions must be predictable, then it follows that the culture must be ideologically fixed:

Cultural Exhibits

Exhibit A - Champions Program

The Stonewall Top 100 Employers list is compiled from the **Workplace Equality Index** – the UK's leading benchmarking tool for LGBT inclusion in the workplace. Completing the Workplace Equality Index is a voluntary, annual exercise which enables employers to measure, verify and improve their inclusion practice.

Organisations that enter the Index submit evidence detailing their LGBT practice across ten areas:

Policies and benefits: how the organisation audits, develops and communicates LGBT-inclusive policies and employee benefits

The employee lifecycle: how the organisation engages all employees on LGBT inclusion, from attraction and recruitment to retention, development and exit

LGBT employee network groups: how the activity of the organisation's network group contributes to LGBT inclusion in the organisation and beyond

Allies and role models: how the organisation empowers allies and role models to create change

Senior leadership: how the organisation engages and empowers senior leaders to create LGBT-inclusive workplaces

Monitoring: how the organisation collects and analyses data to improve the experiences of LGBT employees

Procurement: how the organisation engages their supply chain on LGBT inclusion

Community engagement: how the organisation demonstrates commitment to LGBT equality and creates change in the wider community

Clients, customers and service users: how the organisation engage and consults clients, customers, service users and partners around LGBT inclusion

Additional work: what additional, innovative work the organisation carries out to advance LGBT inclusion

Stonewall also seeks feedback directly from the organisations' employees who complete a confidential online questionnaire about their experiences in the workplace. This gives employers valuable feedback on their employees' experiences, knowledge and perceptions. This year 109,933 people completed the questionnaire.

Taking into account the submission evidence and the questionnaire responses, Stonewall experts then carefully mark, cross-check and rank the submissions. The 100 top scoring organisations – that also meet trans and bi score thresholds – earn a coveted place on the year's Top 100 Employers list.



EMERGENCY SERVICES

CHESHIRE FIRE AND RESCUE SERVICE	3
SUSSEX POLICE	68
CHESHIRE CONSTABULARY	80
LANCASHIRE CONSTABULARY	90
LEICESTERSHIRE POLICE	93
DERBYSHIRE FIRE & RESCUE SERVICE	99



4. Membership subscription

4.1 Membership subscriptions run for a period of one year. The Membership Fee is payable annually in advance and is non-refundable.

Exhibit B: The Office of The Police & Crime Commissioner



Tweets Tweets & replies Media Likes



Keith Hunter @Keithhunter50 · 19h

I have been brainwashed by a loony trans cult lobby, I have been brainwashed by a loony trans cult lobby. I have been etc etc

Female Pippi Pankhurst #meghan...

Replying to @Keithhunter50

Very strange choice of words. You demonstrate beyond a shadow of a doubt that you have been brainwashed by some loony trans cult lobby group by attempting to police...

86 11 26



Keith Hunter @Keithhunter50 · 23h

Its been great fun on twitter today.

37 1 13

@Keithhunter50 blocked you

You are blocked from following @Keithhunter50 and viewing @Keithhunter50's Tweets.

"I was disturbed at the content of the email received by my office over the weekend. I'm extremely disappointed that the morons who write such rubbish would actually do something like cut down a flag which represents peace, tolerance and solidarity between all communities.

"People who hold such hateful views as expressed in this email are on the extremes of society and they should be confronted and told this is unacceptable. Some people will come back and talk about freedom of speech so let me be clear on one thing, freedom of speech does not mean freedom to hate."

Exhibit C: Faith

Acceptance, not understanding.



Just me.... Bea!! 🏳️🌈 🏳️🌈 · 26/11/2018

This is something I use in all my talks. I [#thought](#) of it one day. It's been used as one of my [#quotes](#) by [@SgtJamesMain](#)

Exhibit D - Activists

"Today I have been at Humber Fire and Rescue Headquarters with Humberside Police... It wasn't just the police as in one person; it was multiple people from different divisions of the police... all at top, top level. They were all, you know, with the little round things on their thingumabobs, the crowns and everything. They're really, really high up. I did a talk and a presentation to them that was just over an hour, about... how I created [website] [BeaYourself](#).

I'm on Twitter all the time; that's not for personal use. It's for integrating with the council and the emergency services. We're all following each other... obviously, the police...getting me in on meetings, listening to my advice. If any of the LGBT community in Humberside want to air something, or pass something on to them, I'm a direct route for them... I can take those things and go straight to the top... which is a very privileged position to be in..."



Just me.... Bea!! 🏳️🌈 🏳️🌈 @BeaWoodOfficial · Nov 19, 2019
So proud of this! I can't wait to be even more involved with [@Humberbeat_NL](#) [@HP_CSU](#) 🏳️🌈 🏳️🌈

Community Safety @HP_CSU · Nov 19, 2019
PC 1264 Manny GUL from @HP_CSU recent meeting with Bea WOOD who has recently been elected as a vice chair of North Lincs Divisional Independent Advisory group. Manny and Bea have been discussing future training in terms of LGBTQ matters.



Exhibit E - Policies

Gender Reassignment

Humberside Police Policy for working with the Trans community

November 2018



The legal definition for transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender. Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved

- **+Misgendering** - occurs when a person(s) refers to someone in a manner contrary to their gender identity. For example use of incorrect pronouns - referring to a woman as he/his and includes titles (Mr, Miss, MX). Misgendering may occur unintentionally or purposefully.
- **Dead naming** - A form of misgendering, calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their

Exhibit F - Staff Union

from Humberside Police
Branch's post

PRIDE GALA Dinner

Please join us on **Friday 6th July**,
The Hallmark Hotel, North Ferriby,
7 pm until late.

Prosecco on arrival, Outstanding **3 Course meal**
and a selection of music & entertainment.

Tickets Cost £27 per person.
To book please contact
Alexandra Spiller at the Hallmark Hotel: 01482 639102

For more information please email
Becky Suddaby: rebecca.suddaby@humberside.pnn.police.uk



Humberside Police UNISON Branch

Like This Page · 11 May 2018 ·

Book your place for this years Pride Gala Dinner.
Tickets available now! — feeling pride.

1

7 shares

Like

Comment

Share

HUMBERSIDE POLICE STAFF

#PoliceStaff

@UNISON_HumbPol

UNISON BRANCH

Exhibit G - Press Office



Exhibit H - Post Judgement



Judgement in High Court Judicial Review

Forewide

14 Feb 2020

We accept the Judge's decision today and his findings in the Judicial Review.

The mere recording of the incident by Humberside Police as a hate incident has been ruled as not unlawful and in accordance with the College of Policing (CoP) guidance.

Our actions in handling the incident were carried out in good faith but we note the comments of the Judge and we will take learning from this incident moving forward.

The purpose of the officer's call was to highlight the distress being caused to a member of the public who had made a complaint. I consider that the officer acted appropriately, that he did not breach the standards of professional behaviour and therefore no disciplinary procedures are necessary.

Regards
Alan Farrow
Detective Chief Inspector
Professional Standards
Department



So it is official. Humberside see nothing wrong with officers breaching rights under article 10 of the ECHR (or presumably any

Exhibit I - Meet The New Report. Same As The Old Report.

The court ordered The Crime Report to be stamped with details of the ruling. Compliance comes on page 6 of 16.

Crime Report Print 16/11135/19	
Event On	03/01/2019 17:54 To Date: 03/01/2019 To Time: 17:54
Reported on	Date: 03/01/2019 Time: 20:05
Officer Reporting	Staff 16 8140 Hodgson
Status	Filed
Primary Offence	Hate Incident - Transgender
Included Offence(s)	
Category	Cyber Enabled Cyber Dependant
Keyword	Hate - Transgender
Tags	
OIC	PC 16 1264 Gul
OIC Unit	16 COMMUNITY SAFETY
Investigation Type	Non-crime
Outcome	
Disposal date	13/03/2019
Finalisation type	Hate Incident
Finalisation date	13/03/2019
C & C Incident number	
Risk Assessment	

Event Location	
Westfield Shovels Ltd 24-25 Queens Road, DN40 1QR	

Investigation Summary	
1402 Hate incident	

SUSPECT	
Name / DOB / Gender	Harry MILLER / Male

BEFORE

AFTER

Crime Report Print 16/11135/19	
Event On	03/01/2019 17:54 To Date: 03/01/2019 To Time: 17:54
Reported on	Date: 03/01/2019 Time: 20:05
Officer Reporting	Staff 16 8140 Hodgson
Status	Filed
Primary Offence	Hate Incident - Transgender
Included Offence(s)	
Category	Cyber Enabled Cyber Dependant
Keyword	Hate - Transgender
Tags	
OIC	PC 16 1264 Gul
OIC Unit	16 COMMUNITY SAFETY
Investigation Type	Non-crime
Outcome	
Disposal date	13/03/2019
Finalisation type	Hate Incident
Finalisation date	13/03/2019
C & C Incident number	
Risk Assessment	

Event Location	
Westfield Shovels Ltd 24-25 Queens Road, DN40 1QR	

Investigation Summary	
1402 Hate incident	

SUSPECT	
Name / DOB / Gender	Harry MILLER / Male

A View From The Met: Post Judgement

During an interview with London Assembly member Peter Whittle, the Police Commissioner confirmed that details of non-crime hate incidents remain accessible to potential employers.

He justified use of the term victim in the established absence of a crime, claiming that it is a less complicated term than the word 'complainant' which he feared was too difficult for the public to understand.

Policing Through The Looking Glass has exposed a nationally-enforced policy about the appropriate use of words.

Humpty must be proud.



[The interview may be accessed here](#)

A Political Checklist

To help Chief Constables understand what is and is not political, Fair Cop offers the following check:

Check List A

Is the topic contentious?

Is there a national debate?

Is there a campaign?

Are there activists?

Is there a slogan?

Are there colours?

Are there opposing views in the national press?

Does it cause outrage on social media?

Is there a conflict of interest?

Is there a protest?



If the answer to any of these questions is YES, then the topic either is political, or may give the impression of being political.

A quicker way of running the test is to apply The Royal Rule: What Would The Queen Do?

Applying the Checklist

The police claim that alignment with Stonewall is nothing other than the expression of values shared by us all. However, this claim could equally be applied to The Labour Party slogan on the basis that 'For The Many Not The Few' coincides with police values to serve the many law abiding citizens any the expense of the few criminals.

In other words, the values expressed within a slogan need to be set within a wider landscape who assessing whether a group adopting the slogan is doing so politically.

	Labour Party	Stonewall
Is the topic contentious	Yes - Conservatives/Lib Dems etc oppose	Yes - Trans activists v TERFs, Gender Critical Women Stonewall v LGB Alliance
Is there a national debate	Yes - election campaigns and provide opposition to government	Yes - Government called for one
Is there a campaign	Yes - Numerous	Yes overt; for reform to the GRA.
Are there activists	Yes - Momentum	Yes - Ally Scheme, Champions,
Is there a slogan	For The Many Not The Few	Trans Women Are Women Trans Rights Are Human Rights
Are There Colours		
Are there opposing views in the press	Yes Guardian v Daily Mail	Yes Guardian v Sunday Times
Does It Cause Outrage on Social media	Yes	Yes
Is there a conflict of interest	The many -v the few; nationalisation v private shareholding	Trans rights v sex rights
Is there a protest	Not at the moment	Yes 

Exceptions To The Rule

The only possible exception is where the police can answer YES to either of the following:

Check List B

- 1) Do the police have unique and specialist knowledge of the topic?
- 2) Do the police have a unique and specialist interest in the topic?

Example A

The Government is discussing the age at which people are eligible to claim their pensions. A debate is scheduled in The House of Commons, newspaper columnists argue, there is debate on Good Morning Britain. Police officers have an interest as new law may affect them as much as it affects anyone else. The topic is tested against the Check List B1, against which multiple YES's are placed. The topic is, therefore, political and the default position is that the police force must remain disinterested. Check List B2 confirms that they do NOT have unique and specialist knowledge of or interest in the topic and therefore the exceptions do not apply.

Example B

The Government is discussing the use of Smart Highways in relation to speed limits and hard shoulders. The topic has aroused some interest in the press and there is a campaign against the proposed changes. Check List B1 shows that the topic is political. However, Check List B2 shows that the police do claim to have specialist and unique knowledge in this topic due their experience with a number of accidents where Smart Highways, speed or hard shoulders were a contributing factor. Therefore, the exemption does apply.

Recommendations

In light of these findings, we at Fair Cop issue the following recommendations:

1. Individual police forces and the College of Policing to make an immediate statement of commitment to the long standing principle of political neutrality as mandated by The Code of Ethics and The Policing Act 2003: “A member of a police force shall at all times abstain from any activity which is likely to interfere with the impartial discharge of his duties or which is likely to give rise to the impression amongst members of the public that it may so interfere; and in particular a member of a police force shall not take any active part in politics.”
2. Recognition that, regardless of its status as a charity, Stonewall is a political organisation committed to achieving political goals.
3. Recognition that Pride is a **political** as well as a celebratory march.
4. Recognition that membership of Stonewall's Diversity Champion's Scheme is likely to give rise to the impression amongst members of the public that it may interfere with the principle of impartial discharge of its duties.
5. That Chief Constables immediately remove their constabularies from all affiliation to Stonewall and any other charity or private company that is engaged in political campaigning.

Recommendations contd.

6. That Chief Constables immediately divest all uniforms, cars, brochures and property of insignia and symbols, flags, emblems and colours that are likely to give rise to the impression amongst members of the public that the police has taken an active or tacit part in politics. These should be replaced by messages emphasising the police Oath to serve without fear or favour.

7. That Chief Constables commit to the law as the ultimate locus of control, and that the Oath of Attestation is reworded to reflect this.

8. That Chief Constables apply "Her Majesty's Rule" when considering whether an action could be perceived as political, and require all officers to follow this standard.

9. That Chief Constables immediately conduct a thorough and wide-ranging review of all owned and affiliated social media accounts, and put appropriate monitoring and reporting processes in place to ensure that all posts are politically neutral.

10. That Chief Constables discontinue all active participation in Pride events.

Glossary of Transmogrified Words

Word	Dictionary Definition	Humpty Definition
Cis	Denoting or relating to a molecular structure in which two particular atoms or groups lie on the same side of a given plane in the molecule, in particular denoting an isomer in which substituents at opposite ends of a carbon-carbon double bond are on the same side of the bond.	The opposite of being trans.
Phobia	An extreme or irrational fear or aversion to something	A dislike or failure to accept
Complainant	Plaintiff; a person who makes a formal complaint.	Victim
Victim	A person harmed or injured or killed as a result of a crime, accident, or other event or action.	See complainant
Suspect	A person thought to be guilty of a crime or offence	A person who is the subject of a complaint
Evidence	The available body of facts or information indicating whether a belief or proposition is true or valid	A redundant concept that has been replaced by <i>perception</i> of a victim
Perception	The ability to see, hear, or become aware of something through the senses	Feeling
Law	The system of rules which a particular country or community recognises as regulating the actions of its member and which it may enforce by the imposition of penalties	The system of rules which Stonewall recognises as regulating the actions of everyone and which it may impose by the imposition of penalties.
Guidance	Advice or information aimed at resolving a problem or difficulty.	Law
Woman	Adult human female	Anyone who identifies as being a woman.
Man	Adult human male	Anyone who identifies as being a man.
Menstruation	The process in a woman of discharging blood and other material from the lining of the uterus at intervals of about one lunar month from puberty until the menopause, except during pregnancy	A difficult word that discriminates against men. cf. JK Rowling
Cervix-haver	The condition of having a cervix. Associated with being female.	The condition of having a cervix. Associated with being a man or a woman.
Hate	An intense feeling of hostility.	A spectrum word denoting attitudes that range from mild objection, negative opinion, skepticism, enlightened curiosity through to an intense feeling of hostility.
Crime	Guilty motive plus guilt action minus a defence	A spectrum word denoting both crimes and non crimes.
Diversity	The state or fact of being diverse	Conformity

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Find Out More

Further Reading

Read Mr Justice Knowles' judgment in Miller v Humberside Police and the College of Policing: <https://www.judiciary.uk/wp-content/uploads/2020/02/miller-v-college-of-police-judgment.pdf>

Read more about people who have been harassed by the police for expressing gender critical views here: <https://www.faircop.org.uk/case-studies/>

Fair Cop news coverage: <https://www.faircop.org.uk/press>

Other organisations

Fair Play for Women: the campaigning and consultancy group working to raise awareness, provides evidence and analysis, and works to protect the rights of women and girls in the UK. <https://fairplayforwomen.com>

The Free Speech Union: a non-partisan, mass-membership public interest body that stands up for the speech rights of its members. <https://freespeechunion.org>

Woman's Place UK: a group formed to ensure that women's voice are heard in the consultation on proposals to amend the Gender Recognition Act: <https://womansplaceuk.org>

Transgender Trend: Resources for everyone who is concerned about the social and medical 'transition' of children, the introduction of 'gender identity' teaching into schools and new policies and legislation based on subjective ideas of 'gender' rather than the biological reality of sex. <https://www.transgendertrend.com>

Standing for Women (Kellie-Jay Keen-Minshull): campaigning for the rights of women and girls. <https://www.standingforwomen.com>

Safe Schools Alliance: This campaign is focused on working with schools and educators to ensure that school policies meet the safeguarding needs of all students while taking into account the protected characteristics of the Equality Act 2010. Safe Schools Alliance provides clarity on the law and offer unbiased, evidence-based guidance and support where conflict between protected characteristics arises. <https://safeschoolsallianceuk.net>

Index on Censorship: Index on Censorship is a nonprofit that campaigns for and defends free expression worldwide. <https://www.indexoncensorship.org/what-we-do/>

4th Wave Now: A community of people who question the medicalization of gender-atypical youth. <https://4thwavenow.com/>

Other People

Graham Linehan: Gender critical women's rights campaigner. <https://glinner.co.uk/>

Julie Bindel: Journalist, writer, broadcaster and researcher who has written prolifically on transgender for many years.

Meghan Murphy: Feminist journalist and campaigner, banned from Twitter for 'misgendering' a violent sexual predator. <https://www.feministcurrent.com/about/>

Heather Brunskell-Evans: <http://www.heather-brunskell-evans.co.uk/>

Videos

Meghan Murphy Toronto Library demonstrations:
<https://www.youtube.com/watch?v=m0xP41KJ6S4>

Harry Miller on Triggernometry podcast: <https://www.youtube.com/watch?v=YUuZMyqhUUK>

Harry Miller judgement - Sky News report: <https://www.youtube.com/watch?v=YNkNcnH6CKc>

Intimidatory protests at Women's Place UK meeting in Brighton:
https://www.youtube.com/watch?v=XGGPAgsA_WU

Fair Cop

Website

<https://www.faircop.org.uk/>

Twitter

@WeAreFairCop

Show your support by donating to our CrowdJustice page

www.crowdjustice.com/case/challenging-thought-crime/

(raising funds towards the legal costs of the upcoming 'Miller vs The College of Policing' High Court appeal)

Contact us

<https://www.faircop.org.uk/contact/>

'The self appointed Twitter police - they're in every subculture of that forum - who constantly start shit. They're cops. The woke world is a world of snitches, informants, rats. Go to any space concerned with social justice and what will you find? Endless surveillance. Everybody is to be judged. Everyone is under suspicion.'

Freddie deBoer wrote the following in a 2017 blog entitled 'Planet of Cops'. It was reissued by journalist Jesse Singal on the day that PC Gul spoke with @HarryTheOwl101