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**To: Clerks to Police Authorities (copy enclosed for Treasurer)
Chief Constables (copy enclosed for Force Personnel Manager)**

**cc: PSC Members
Forces in Scotland and MPS (for information only)**

9 February 2006

JOINT CIRCULAR NO. 39

Dear Sir/Madam,

Membership of Unacceptable Organisations

The PSC recommend that forces adopt the following ACPO policy for all members of police staff:

The police service is committed to full compliance with the duty to promote race equality established in the Race Relations (Amendment) Act 2000.

Any organisation that promotes, as part of its constitution, discrimination against any person by virtue of their race, creed, colour or religion clearly contradicts with the general duty to promote race equality and it is unacceptable to the service for any member of police staff to be an active member of such an organisation.

Following investigation action may be taken at local level under relevant force disciplinary/conduct procedures.

For the purposes of this policy, unacceptable organisations include: the British National Party, Combat 18 and the National Front. Active membership could involve activities such as: the participation in leaflet drops, meetings, fund raising, and speaking on behalf of or writing articles for the said organisation. These activities remain unacceptable, regardless of whether or not an individual is a formal member of the stated organisations.

This statement has the full support of all PSC stakeholders including ACPO, UNISON, APA, TGWU, Home Office, and GMB.

If you require any further information on this circular, please do not hesitate to contact the Employer Side 0207 296 6746, or the Trade Union Side on 020 7551 1272.

Yours faithfully,

Sarah Messenger

Ben Priestley

National Joint Secretaries