



Baroness Anderson of Stoke on Trent
Baroness-in-Waiting [Government Whip]
Cabinet Office 70 Whitehall London SW1A 2AS

Lord Hogan-Howe
House of Lords,
London,
SW1A 0PW

25 September 2025

Dear Lord Hogan-Howe,

I am writing to you in response to your question in the Government Resilience Action Plan debate of 10 July 2025, regarding the proposed addition of special constables to Section 50 of the Employment Rights Act, enabling those who volunteer as a special constable to request reasonable time off from their paid employment to undertake their voluntary duty.

I would like to thank you for your work promoting and championing special constables and I echo your appreciation of the volunteer police officers who give so much to keeping our communities safe. Special constables, along with the full range of volunteers in policing, play a vital role in maintaining public safety and the country's resilience to external threats.

However, I understand that the legislation which sets out the entitlement for time off for public duties has not been reviewed for some time. We are committed to supporting individuals who make valuable contributions to society through public duties, and we want to ensure the entitlement continues to meet the needs of modern public services and that it remains fit for purpose.

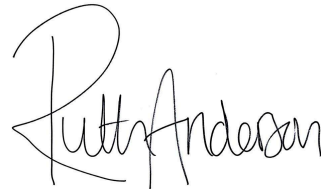
I am pleased to say that in response to strong arguments made in both Houses of Parliament, and the cross-party engagement this campaign has received, the Department of Business and Trade has initiated a comprehensive, internal-government, review of the list of roles captured under Section 50 of the Employment Rights Act 1996. On Monday 15 September, the Secretary of State for the Department of Business and Trade further announced that the Government will place a statutory requirement to publish a report setting out the findings of the review within 12 months of Royal Assent, with specific reference to special constables. The review is already under way, which reflects our commitment to acting swiftly and transparently on this important matter.

Alongside the review, we have also set the foundations for delivering visible, proactive and accessible neighbourhood policing across England and Wales through the Neighbourhood Policing Guarantee. The Guarantee will restore visible patrols, embed community-led policing and set clear performance standards for police officers. In the 2025/26 financial year, £200 million has been made available to support the first steps in delivering 13,000 more neighbourhood policing personnel, including special constables. This major investment supports

our commitment to making the country's streets safer and reflects the Government's determination to bolster the resilience of our police and emergency services.

Thank you once again for raising this important issue. I will place a copy of this letter in the House library.

Yours sincerely,

A handwritten signature in black ink, reading "Ruth Anderson". The signature is written in a cursive style, with the first letter of each word being capitalized and prominent.

**Baroness Anderson of Stoke on Trent
Baroness-in-Waiting [Government Whip]
and Lords Spokesperson for Cabinet Office**