

Stephen Kavanagh
Chief Constable



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Dear Friend

I am writing to inform you that I have decided to retire from policing and so will be leaving Essex Police in September this year.

The last five years and more have been the most challenging policing has faced in peacetime. We have had to deal with reducing resource and increasing demand, particularly in the highest harm crimes affecting our most vulnerable people.

That Essex Police is emerging from those times as a 'good' force with ambitions to be outstanding and having fought and won the arguments to invest in more officers on our front line is something about which I'm incredibly proud.

My leadership from day one has always emphasised our partnerships with emergency services, local communities and local authorities, MPs and the wider civic society in our great county. While those partnerships have not always been easy to navigate, they are mature, ambitious and built around shared outcomes of communities which are safer and feel safer. I am so proud of those connections and relationships and I thank you for your support in fostering and strengthening them.

But to carry on our work means planning not for the next year or two but for the next five or ten. From 2013 right through to today I have been determined that my leadership of our force would never kick the can down the road and pass a new generation of police leaders old problems.

Now is the right time – both for me after 33 years in policing and for the force which I have been so proud to serve.

I am determined that this is not a long goodbye; we are all too busy for that. But I hope very much that there will be opportunities for me to thank you personally in the coming months for your support for my officers and staff whose work makes me so proud.

~~Yours sincerely,~~ *Yours as ever*
Stephen

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