



Gloucestershire Constabulary

County Police Headquarters,  
No. 1 Waterwells, Waterwells Drive,  
Quedgeley, Gloucester, GL2 2AN

Tel: 101 [www.gloucestershire.police.uk](http://www.gloucestershire.police.uk)

[REDACTED]  
CID Team 1  
Crime Command

19/01/2022

*Dear* [REDACTED]

## NOTICE TO TERMINATE EMPLOYMENT

It is with great regret that I write to give notice of my intention to terminate my employment with Gloucestershire Constabulary. As you would imagine, I have given due consideration to the matter and reached the conclusion that I can no longer serve such an organisation.

Prior to the introduction of Statutory Instrument 1416 (The Health Protection (Coronavirus, Restrictions) (Entry to Venues and Events) (England) Regulations 2021), I wrote to the Chief Constable to express my concerns. Despite the increasingly authoritarian and almost entirely baseless policy being implemented by government diktat, there has been a complete absence of discourse or debate within the Constabulary. Given the profound effect that comparable measures have had on police forces and societies across Europe and the Commonwealth, I find this disturbing and alarming.

One reason for writing to the Chief Constable was to avert the crisis in policing that will be brought about by implementing regulations that are so flagrantly discriminatory. I also wished to highlight the fact that, in policing these regulations, officers will be failing to uphold the fundamental human rights of citizens and, therefore, breaching the oath of allegiance. The result of this constitutes a loss of the legitimacy to police by consent and complicity in bringing about a fundamental division in society.

At Annex A, I produce the correspondence with the Executive Board over the past month. As far as I am concerned, it does not make good reading. There is a fundamental inability to grasp the issue at stake and a wilful conflation of restrictions in the name of public health with the introduction of a mechanism of segregation not seen in the UK before. It is scarcely credible that the principle of the matter would be ignored, entirely, by Gloucestershire Constabulary and it suggests a deficit of both leadership and moral fortitude.

Due to the corporate views held by the Constabulary, the National Police Chiefs Council and the Police Federation, my own can only be expressed from outside the organisation and I will be leaving in order to take on those that seek to trample over the individual's freedom of choice.

As I heard last year, "Fascism is never imposed by fascists; there aren't enough of them. Fascism is imposed by the people that acquiesce".

*Yours ever*

*Charles*

T/DC 2982 Charles MALET

Annex

A – Correspondence between T/DC Charles MALET and Executive Board

**From:** Malet, Charles <[REDACTED]>  
**Sent:** 14 December 2021 12:17  
**To:** Hansen, Rod <[REDACTED]>  
**Subject:** Segregation and Discrimination

Dear Chief Constable,

I appreciate that it is irregular to get in touch with you directly, but these are most certainly irregular times. I am writing as a concerned colleague as well as a member of the public that I serve.

In light of the continued encroachment of the UK government into the private lives of citizens, I am writing to ask if there are any circumstances under which you will employ or direct Gloucestershire Constabulary to affect a division or segregation of society.

The House of Commons votes, tomorrow, on the likely introduction of an instrument of discrimination and the beginnings of a de facto social credit system. At the moment, this presents itself as ordinary participation in society becoming contingent upon the consumption of the product of a profit-seeking pharmaceutical company.

This might seem dramatic and I would hazard a guess that you have not been asked this until now. And yet, despite the efforts of commercial media channels to suppress it, I am watching as police help create a two-tier society in the countries of our friends and allies in the Commonwealth and European nations of Canada, New Zealand, Australia, Austria, Germany and France, to name a few.

If you are able to answer with an unequivocal "no", is the Home Office aware of the constabulary's position? If the answer is not an unequivocal "no", may I ask when and how colleagues will be told that they are to take part in the introduction of apartheid in the UK.

I think you are in a very unenviable position, but that the right course of action is clear. I would be very pleased to discuss this with you face to face.

All the best

Charles



**T/DC 2982 Charles MALET**  
Criminal Investigation Department  
Crime Command  
Gloucestershire Constabulary

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**Address:** Police HQ | Waterwells Campus | Quedgeley | Glos | GL2 2AN  
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**From:** [REDACTED]  
**Sent:** 22 December 2021 14:01  
**To:** Malet, Charles <[REDACTED]>  
**Subject:** RE: Segregation and Discrimination

Dear Charles

Thank you for your time today on the Teams call.

We discussed your email below and I made the point that as police officers, there is a requirement to ensure that the impression is not given that you are participating or expressing a political view. Whilst I understand your reasons for sending the email, the contents *could* be viewed as political and some of the words are quite evocative and should, in my opinion, be avoided in future (for example – apartheid).

That aside, I totally understand your concerns here though – on this occasion, it happens to be with the issue of vaccinations and the consequences of failing to have the vaccine – but the wider point is that this could be the start of the police being used against sections of our community because of their decisions. You made the point that you believe that enforcement of such legislation would be a cause of concern in terms of potential human rights breaches, but also a concern for you personally.

To answer your specific question – there may well come a time when police officers are called upon to enforce legislation (in this case involving vaccinations) which they do not personally agree with. Despite this fact, officers will have a positive duty to follow lawful orders which might include the enforcement of such legislation.

The Constabulary position is that officers will be called upon to enforce current legislation regardless of their personally held views, and that they would be expected to do without fear or favour but that they would always retain the power of discretion to treat individual cases on merit – an example of this is the approach taken with Covid with the 4E's – Engage, Explain, Encourage and only then (if appropriate) Enforce.

I have suggested that you seek support from the Police Federation for your position and seek to understand whether your view is more widely held and if so, whether they will support further debate.

Thank you for raising the principle and the concerns – please keep in touch and please make sure that you talk to me again before making any decisions.

Thank you,

[REDACTED]  
**Chief of Staff to the Chief Constable**  
Gloucestershire Constabulary

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Gloucester | GL2 2AN

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**From:** Malet, Charles  
**Sent:** 22 December 2021 16:28  
**To:** [REDACTED]  
**Subject:** RE: Segregation and Discrimination

Dear [REDACTED]

Thank you very much for giving me the opportunity to speak candidly this afternoon. I found our discussion extremely useful and I appreciate the advice and the efforts you went to to protect my best interests.

Notwithstanding that, and as I said, I will pursue this and I have requested a meeting with the Police Federation. If, as you suggest, the Federation will only engage on the basis that my view is held more widely held, then its value may be very limited.

To clarify, the use of the word apartheid was very deliberate and I will not shy away from using it. It means "apartness" in Afrikaans and I saw it at first hand in the early 1990s – it is not exclusive to segregation by race. The concept is as troubling now as it was then; even if its basis is different. I am grateful, though, for the note of caution.

Whilst I am not at all surprised that this subject has not been in conversation across the constabulary, I must admit that I am incredulous that the operational ramifications of dividing over 15 million people from the remaining 32.4 million (source: UKHSA Vaccine Surveillance Report Week 50) have not been considered by the Chief Officer Group. This encapsulates my concern for the Constabulary and the community that is relied upon for legitimacy via consent.

I will keep in touch with you and if we do not speak before then I wish you and your family a very Happy Christmas.

All the best

Charles



**T/DC 2982 Charles MALET**  
Criminal Investigation Department  
Crime Command  
Gloucestershire Constabulary

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**From:** [REDACTED]  
**Sent:** 11 January 2022 13:37  
**To:** Malet, Charles <[REDACTED]>  
**Subject:** RE: Segregation and Discrimination

Dear Charles

Thank you for the kind words and I hope that you had a good festive period.

All noted about the Federation – it's good for you to highlight it to them so that they are aware of some of the strategic issues – please keep me updated on their response.

In relation to the Exec Board, I have relayed your thoughts and concerns but they are in agreement with my assessment that whilst they note your concerns, they are not planning to change our approach to the enforcement of legislation specifically in relation to Covid.

I know that wont be any comfort to you but I'm more than happy to talk about it again if that helps – perhaps a coffee at WWs to discuss – please let me know.

Thank you,

[REDACTED]  
**Chief of Staff to the Chief Constable**  
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**From:** Malet, Charles  
**Sent:** 11 January 2022 15:57  
**To:** [REDACTED]  
**Subject:** RE: Segregation and Discrimination

Dear [REDACTED]

Of course, I will let you know what – if anything – the Federation comes back with.

As for the Executive Board approach, the point is that this legislation does not have anything to do with Covid. It relates to the presentation of personal data and the attached discrimination and segregation. To refer to European neighbours again, there are large numbers of people there who have consumed the pharmaceutical product and destroyed the so-called "passport" that came with it, making them ineligible for the digital version.

No, it is not of comfort to know that my colleagues have not been given any guidance on how to deal with separating members of the public from one another on this basis. I understand that it is a sensitive issue; which is precisely why I have raised it. However, to ignore it now will not make it go away.

It is very kind of you to offer coffee and further conversation.

All the best

Charles



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