European
Confederation of Police

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Torremolinos Declaration

November 2026

Conclusions of EuroCOP's Autumn Conference

Venue: Torremolinos, Spain | Dates: 4–5 November 2026

Delegates from 24 EuroCOP member organisations, joined by an observer and guest organisation CESP, called for stronger protection for Europe's police officers. In his video address, Commissioner Magnus Brunner acknowledged the risks officers face and stressed the importance of listening to frontline practitioners.

1. Recognising policing as a high-risk profession

- EuroCOP urges the European Parliament and Commission to advance European legislation recognising policing as a high-risk profession before the 2029 European elections. EuroCOP will pursue this work with CESP and EPU.
- Recognition must bring stronger prevention, fair compensation for occupational risks, and social protection and retirement arrangements that reflect the physical and psychological demands of police work.

2. Preventing violence and equipping officers for the risks they face

- Delegates reported assaults during public disorder and operations against organised crime. EuroCOP calls for better prevention, training and timely judicial responses, alongside a European repository using comparable data on attacks against officers.
- The discussion on police motorcyclists' protective equipment raised doubts about whether general standards address professional riding risks. Evidence from officers and work with the European Trade Union Confederation and standards bodies should be used to inform procurement.

3. Investing in staffing and retaining experience

- Northern Ireland reported recruitment and retention pressures. Gibraltar described cancelled leave, and Norway highlighted pressure on staffing as it funds digitalisation. Sweden showed how sustained investment in pay, recruitment and training can make policing more attractive.
- EuroCOP calls for adequate frontline staffing, fair and timely pay, career development and reliable pensions. Protect rest and family life and consult staff representatives on restructuring and relocations.

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4. Making mental health an organisational responsibility

- EuroCOP's wellbeing group drew on Scotland's experience to stress early intervention and the strain that staff absences place on colleagues. EuroCOP calls for a European framework for police mental health, backed by national prevention and care programmes.
- Provide confidential professional and peer support, suicide prevention and follow-up after traumatic incidents. Give supervisors the time and training to recognise distress and include families in support arrangements.
- EuroCOP is calling for the topic of mental health to be addressed by the European Parliament Police Intergroup in the coming months.

5. Ensuring fair procedures and effective representation

- Northern Ireland and other UK delegates described lengthy misconduct investigations and concerns about disclosure and welfare. EuroCOP calls for impartial investigations, enforceable timelines, access to relevant evidence, legal assistance and welfare support throughout proceedings.
- Ireland's Garda representative bodies raised working-time and representation concerns. EuroCOP calls for effective collective bargaining, sustained social dialogue and respect for working-time protections.

6. Supporting women and retaining experienced officers

An Garda Síochána presented its menopause guidance and awareness programme. EuroCOP calls for confidential support, practical workplace adjustments and training for supervisors. Involving all colleagues can reduce stigma and help retain experienced officers.

7. Building trust between police and journalists

- The European Federation of Journalists shared Croatia's experience of taking cooperation protocols into newsrooms and police stations. EuroCOP supports advance liaison at public events, clear points of contact and joint training.
- Timely, accurate communication must respect independent reporting and scrutiny while protecting individuals, confidential information and ongoing investigations.

8. Strengthening preparedness and European solidarity

- Delegates highlighted cyberattacks and drones as operational challenges. EuroCOP calls for specialist training and cross-border cooperation. New tools should be

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assessed with frontline officers for their contribution to safety and de escalation, with clear safeguards and practical training.

- **Solidarity with Ukraine.** The Ukrainian delegation described the support it provides to the families of officers who have been killed or taken captive, and the respite it offers to children affected by the war. EuroCOP stands with its Ukrainian colleagues and their families and calls for continued practical support from across its membership.
- **Europol reform.** EuroCOP supports a stronger Europol and calls for its revised mandate to explicitly recognise officer safety. Europol should analyse trends in violence against police officers, strengthen its Support Offices' capacity to address such violence and work with CEPOL on specialised training. The mandate should also provide for consultation with officers' representative organisations.
- **EU–UK police cooperation.** EuroCOP calls for effective UK cooperation with Europol and deeper UK participation in EMPACT. Joint operations should have adequate staffing and specialist training, with clear responsibilities and safeguards for officers handling shared information.

EuroCOP calls on European institutions, national governments and police employers to act on these priorities with police unions and staff representatives. Officers must see the results in safer duties, fairer working conditions and support they can access when they need it.