

# federation



West Midlands Police Federation

December 2017/January 2018

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# Welcome

Welcome to the December 2017/January 2018 edition of *federation* - the magazine for members of West Midlands Police Federation.

We are always on the look-out for good news stories so please get in touch if you have something to share with colleagues. It does not have to relate to your policing role – though we are definitely interested in hearing about what's going on around the Force. Do you have an interesting hobby or perhaps you are involved in sport locally, as a player, a manager, a coach?

Just get in touch and let us know.

We would also be interested to hear what you would like to see featured in your magazine.

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# The police service is under significant stress



By **Steve Grange**, secretary of West Midlands Police Federation

Any hope that there could be some good news for policing in the Chancellor's autumn budget in November were soon dashed when the police service didn't even get a mention.

Despite all the trials and tribulations of 2017, with terrorist attacks, rising crime, low police morale coupled, not surprisingly, with a growing number of officers reporting stress-related illnesses, it would seem the Government is not listening to what we are saying.

At the outset of the Government's austerity measures, the Police Federation warned that cuts to policing budgets would affect the service we were able to provide to the public – and not in a good way.

Our arguments were dismissed, we were told by the then Home Secretary, Theresa May, that we were scaremongering. But, over the last year, I think that has proved not to be the case and, in fact, many senior police officers have started to add their voices to our arguments. The latest report from Her Majesty's Inspectorate of Constabulary, Fire & Rescue Services (HMICFRS) also added weight to what we were saying. Inspectors concluded that, while most forces have risen impressively to the challenges they face, policing remains under "significant stress".

I think that covers it extremely well. Policing is under significant stress. Our officers are feeling the effects of that stress in terms of their mental, and physical wellbeing. The public is feeling the effects of that stress in a reduction in the quality of the service we are able to provide with fewer officers and increased demand. The crime figures are steadily rising as we find it difficult to maintain effective neighbourhood policing, the kind of policing we know helps prevent crime, gather intelligence and tackle criminals.

There is only so long we can prevent this level of stress resulting in a complete breakdown. Policing is facing a critical period.

At such a pivotal time, the Police Federation has just named its new chair. Calum Macleod will take over the reins at

the start of 2018. Supported by newly elected deputy chair Che Donald, he must seize the nettle and do all he can to steer the organisation through the difficult times ahead.

The new regulations which allow for the change in our election processes, recommended in the independent review, are expected to finally pass through Parliament and be signed into legislation at the end of December, heralding the start of a new era.

For that reason, I would urge anyone who thinks they might have what it takes to be a Federation representative to find out more about the elections which will be held next year.

All members of the Federated ranks – constables, sergeants, inspectors and chief inspectors – can put themselves forward for election.

Being a Federation representative is challenging but rewarding in equal measure. Standing side by side with your colleagues, helping them through the difficulties they face at work – and sometimes away from work – is not for the faint-hearted. But, the Police Federation offers a training package that will help reps not just in their Federation role but also in their general working life.

Please take the time to read our article on Page 11 and take a look at the reps@ work campaign materials at [polfed.org](http://polfed.org)

Finally, I would like to take this opportunity to wish you all a very merry Christmas and a happy new year; let's hope it's a good one.

## IN NUMBERS:

1919

The year the Police Federation of England and Wales was established

£31.7m

The amount the Force plans to invest in technology over three years

10,280

Total Force workforce 2016/2017

10,028

Total planned Force workforce in 2020/2021

235

Total 999 calls per 1,000 population in the West Midlands in the 12 months to 31 March 2017

14

The percentage increase in crime in the year to June 2017

9

The number of points on a template for tackling officer stress

7,779

The number of pairs of socks collected so far for the Socks and Chocs 2017 appeal

350,000

The number of Cameron's Coasters circulated to promote the "Don't bottle it up" message

# Calum set to become national chair



Calum Macleod has been elected as the national chair of the Police Federation of England and Wales.

He will take up the post on 1 January 2018.

"I am honoured and privileged to be elected to the role of chair; with that comes the responsibility of ensuring that the organisation truly represents the views of rank and file police officers across England and Wales. Our organisational reform is nearing completion and now we must focus all our energy on achieving positive change for our members. Let's not

sugar coat the current situation that we are facing – policing is in a critical state. We will continue to be robust with stakeholders and demand that they acknowledge and address the real issues facing the service and our members," he said.

Calum has been chair elect since April 2016 and takes over from Steve White who became chair in May 2014.

Che Donald has been elected as vice chair and also takes over from 1 January 2018.

## Roadshow programme rolls into 2018

We will be hitting the road again in the New Year taking the West Midlands Police Federation roadshow out to venues across the Force.

The first stop will be Stechford on **9 January 2018**.

Open to all, the roadshow will be in Conference Room 1 between 10am and 3pm.

Member service providers will be available to talk to members and discuss the services they can provide.

And don't forget our retirement seminars.

West Midlands Police Federation organises retirement seminars to help officers in the last three years of service prepare for leaving the Force.

The seminar programme starts

again on **1 February 2018** with the following dates also available:

**12 April** (date subject to change)

**24 May**

**5 July**

**16 August**

**4 October**

**22 November**.

To book your place, please email [westmidlandspf@polfed.org](mailto:westmidlandspf@polfed.org) with your name, work and personal email addresses, personal phone number, proposed retirement date, dietary requirements and the number of places required since you are welcome to attend with your partner. Please put "retirement seminar" and the date you wish to attend in the subject line.

# Assaults bill continues to progress

**A** bill to give greater protection for police officers and emergency service workers has been widely supported by MPs.

The Assaults on Emergency Workers (Offences) Private Members' Bill, introduced by Labour MP Chris Bryant, received unanimous support from MPs during its second reading in the House of Commons in October and has now passed through the Committee Stage after being scrutinised line by line by a smaller group of MPs.

Key clauses were amended or supported and the bill is expected to have its third reading in April 2018.

The progress of the bill has been welcomed by the Police Federation and follows its nationwide Protect the Protectors campaign which raised awareness of the rising numbers of assaults on the police and called for better protection in law for them, police staff and all emergency service workers.

Steve Grange, secretary of West Midlands Police Federation, says: "I am pleased to see that MPs are widely supportive of this bill and the changes in legislation that it will bring.

"For far too long now, the number of assaults on police officers and other emergency service workers have been increasing. While police officers appreciate that they are often dealing with people in extreme situations that can get out of hand, there is no excuse for the sustained and deliberate attacks we are repeatedly hearing and reading about.

"Police officers join the police service to serve and protect their communities; they should have a reasonable expectation to be protected by the law as they go about their duties. An attack on a police officer is, in

effect, an attack on society and we need the legislation in place to ensure that those who attack us are suitably punished but also to act as a deterrent to others."

The bill will:

- **Introduce new offences including wounding or assault when perpetrated against an emergency worker in the performance of their duties**
- **Compel those suspected of assault - including spitting - who may pose a health risk to undergo blood tests**
- **Make it an offence to refuse to undergo such tests, and**
- **Lay down tough sentences for those convicted of these new offences.**

During the debate in the House of Commons, cross-party support and messages of thanks to Labour colleagues Holly Lynch (Halifax), who first championed the Federation's Protect the Protectors campaign, and Mr Bryant were overwhelming.

Mr Bryant himself praised Ms Lynch who first spoke out after witnessing an officer being surrounded by a hostile crowd when she accompanied him out on patrol. She was so concerned by what she saw that she rang 999 to call for back-up for the officer.

Mr Bryant joked after the bill passed the Committee Stage: "In a sense I am midwife to, rather than the mother of, today's bill."

Policing minister Nick Hurd praised the Bill as "simple and coherent". He added that the Government was pleased to support it.

A new common assault offence under the proposed new law would be triable in either magistrates or crown court and would carry a maximum penalty of 12 months in prison.

Mr Hurd said: "That is double the current maximum penalty for the existing offence of assault. The new offence provides increased protection under the law for emergency



Labour MP Chris Bryant.

workers who may be assaulted in the course of their day-to-day work.

"The statistics about the number of assaults across the range of emergency workers covered by the bill are genuinely shocking, and the second reading debate brought that through very clearly. It is very clear to me and the Government that emergency workers deserve the full protection of the law. Tougher sentences for assaults on emergency workers send the clearest possible message that that such cowardly and despicable behaviour will not be tolerated."

MPs recounted some traumatic accounts of attacks on police, nurses, firefighters, paramedics and other blue light workers during the debate during the second reading of the bill.

Calum Macleod, now chair elect of the Police Federation of England and Wales, said: "The outpouring of public support has been astounding and a tremendous boost for those who take extreme risks to help others. We thank those who continue to support our calls to better Protect the Protectors."

**PROTECT  
THE PROTECTORS**

# West Mids MPs support assaults bill

**W**est Midlands MPs stood up in Parliament to support the assaults bill.

Mike Wood, the Conservative MP for Dudley South, and Wendy Morton, the Conservative MP for Aldridge-Brownhills addressed the House of Commons during the debate which saw the Assaults on Emergency Workers (Offences) Private Members' Bill progress through a second reading.

Mr Wood and Ms Morton both offered their full support to the move to enforce tougher penalties on those convicted.

Mr Wood explained how the bill had a particular resonance for him because his father had suffered many injuries while serving in West Midlands Police for 30 years.

"Some resulted from accidents in the line of work but too many were the result of physical assaults: being hit around the head with a stool in a central Birmingham bar, being pulled off a police motorbike and hooligans trying to pull him off a police horse during a football riot," he said.

"There were too many other incidences that he saw first-hand, such as the Handsworth riots. He saw rioters assaulting the paramedics, ambulance workers and firefighters who were trying to save lives and put out fires right in the middle of the riot zone.

"Sadly, as we all know - and as I certainly know, not only from the patrols on which I have joined my local police, but from the emails that I have received from serving emergency workers - such assaults happen far too regularly.

"The emergency workers at whom the bill

is aimed choose to wear their uniforms. They dedicate their careers to putting other people first, and we must ensure that the bill puts them first.

"It is precisely because we need the bill to succeed in its aim of ensuring that these particularly appalling crimes attract suitably strong punishments that we must also ensure that the perpetrators are charged effectively."

Mr Wood continued his passionate support for a bill he hopes will become law in due course.

"Adam Aston, a Dudley Labour councillor, has served as a paramedic for 13 years. He tells me that he has been assaulted twice during that time, and that on neither occasion did the Crown Prosecution Service choose to press charges.

"If the bill is to be effective, we must ensure that this is not simply another offence for which the Crown Prosecution Service will not prosecute.

"Our public sector workers regularly put themselves between us and danger, and we, as legislators, must ensure that we put the law firmly on their side."

Meanwhile, Ms Morton said that the bill, and other contributions from the House,

showed that certain attitudes towards attacks on emergency service workers will not be tolerated.

"Emergency workers are among the most respected people in this country. They should be able to do their job in the knowledge that if anyone assaults them while they carry out their duties, the persecutor will be punished," she said.

"My own sister is a nurse, although not in the emergency sector, and I would not wish to think that she was doing her job without adequate protections and safeguards.

"I have done some research on emergency workers and front-line staff in the West Midlands and in my own constituency. In the West Midlands in 2016-17, there were 1,312 recorded assaults against officers. That is the second largest number of attacks, by police force area, with only the Metropolitan police recording a higher number.

"Walsall Healthcare NHS Trust recorded 175 assaults in 2015-16, which equates to 3.5 per cent of staff being attacked. We have to remember that behind every police officer, fire officer and nurse who is assaulted, there is a partner, husband, wife or family. As we have heard, they are equally affected."

“The emergency workers at whom the bill is aimed choose to wear their uniforms. They dedicate their careers to putting other people first, and we must ensure that the bill puts them first.”

# Private Members' Bill could change law on pursuits

Norfolk MP Sir Henry Bellingham is planning to put forward a Private Members' Bill in the House of Commons which could lead to a change in the law surrounding police drivers.

Sir Henry will propose the bill on 19 December after being convinced of the need for legislation to better protect police through a campaign led by Tim Rogers, deputy secretary at West Midlands Police Federation and national Federation lead on pursuits.

"In the summer I sent a letter to all Federation members reminding them that officers responding to emergency calls or engaging in pursuits could be prosecuted for driving offences just like any other motorist," says Tim.

"Under current legislation they would be judged according to the standards of

careful and competent drivers who generally would not be going through red lights, crossing the wrong side of bollards and so on.

"In short, police officers, despite their advanced driver training, can be prosecuted for doing the job they are employed to do and, just as importantly, the job the public would expect them to do in terms of serving and protecting their communities.

"There are no legal exemptions from the offences of careless or dangerous drivers for officers responding to calls for help from the public and this Private Members' Bill seeks to address that. This could be the first step to a suitable change in the law."

Tim is writing to all Federation branches across England and Wales urging them to contact their MPs and encourage them to vote in support of the bill.



West Midlands Police Federation's deputy secretary Tim Rogers.

## Current law "piecemeal, impractical and unworkable"

The current law, according to the draft wording for the new Private Members' Bill, is "piecemeal, impractical and unworkable".

The introduction to the proposed new exemption re-iterates that emergency response drivers do not have a power authorising them to drive through a red light or to speed or to perform manoeuvres they are seen to carry out.

It also highlights the fact that the definitions of careless and dangerous driving are very wide in that it is defined as "driving that falls below the standard of the competent and careful driver. Not the careful and competent response trained driver. The careful and competent driver". Yet, it states, emergency response vehicles typically display the type of driving that falls below the standard of the careful and competent driver.

The solution is the proposed exemption, and provision of power below, the bill states, with that exemption being based on the law surrounding self-defence/reasonable force.

The list of those who would be entitled to use the "power" is taken from existing legislation including the latest Road Traffic Exemptions (Special Forces) (Variations and Amendment) Regulations 2011. It also further restricts the power to those who have undergone specialist training - a feature not seen in the limited exemptions we have to date.

Para E is aimed at dealing with a situation similar to where an officer is suddenly confronted with a dangerous moped robber fleeing the scene driving towards him and has to make an instant decision.

The power would legalise training and extend to those who "cause" the driving to come about. This would protect police driving instructors and individual police officers who are criticised for chasing a subject vehicle and causing it to drive dangerously.

The power does not, however, provide any kind of blanket exemption. Risks taken must still be capable of being justified in the same way that force must be justified. The subjective/objective elements are the same as in the use of force legislation.

### Proposed wording

*"When a vehicle is being used for fire brigade, ambulance, bomb or explosive disposal, national blood service, rescue or police purposes, or for a purpose connected with the National Crime Agency or for Naval Army of Air Force purposes when the driver is a member of the Special Forces, the driver may depart from the standard of the careful and competent driver (or cause another to do so) if and only if;*

- a. *driving the vehicle in accordance with road traffic regulations would be likely to hinder the use of that vehicle for the purpose for which it is being used and;*
- b. *any such departure is reasonable in the circumstances as the responder reasonably believed them to be and;*
- c. *the departure was proportionate to the circumstances as the responder reasonably believed them to be and;*
- d. *the driver has undergone or is engaged in, specialist driver training in accordance with S19 of the RSA 2006.*
- e. *In deciding whether the departure was reasonable, the following should be taken into account - so far as is relevant:*
  - i. *A driver reacting to circumstances as they occur may not be able to judge to a nicety the exact measure of any necessary action required*
  - ii. *Evidence of a driver having only done what the driver honestly and instinctively thought was necessary in the circumstances constitutes strong evidence that any departure from the relevant standard was reasonable.*





Sgt Elliott Richardson (left) and PC James Neilson are questioned by NPCC chair Sara Thornton.

# "Get involved" chiefs told

Senior officers need to spend time working alongside front-line officers doing shifts on response, the night time economy and dealing with disorder while just generally getting involved, according to an award-winning West Midlands PC.

James Neilson was the joint winner of this year's regional Police Bravery Award and was invited to address a National Police Chiefs' Council (NPCC) and Association of Police and Crime Commissioners (APCC) conference.

He, and Northumbria Sergeant Elliott Richardson, joint winner of this year's national bravery award, were asked for their views on leadership.

James told the conference, in a session led by NPCC chair Sara Thornton: "We're literally beasted – hammered from job to job. A lot of our calls can be dealt with by a third party but we are always the first port of call.

"Knife crime, gun crime, gang activity have increased and domestic abuse, burglaries, car-jacking, they've gone through the roof," he explained. "On the back of that we have spice. It's so cheap and easy to get hold of; it's an epidemic in the city centre – so much so that we nickname ambulances mambulances.

"It is so cheap to make and so easy for the homeless to get hold of. We're drowning in it and we've still got to pick up the disorders, the robberies and retail theft as well."

Asked by Ms Thornton what he wanted from chief officers, he replied: "No-one ever joins the police service to be a leader, they join to be an officer and I think it's really important to remember that.

"I think it's important for officers on the street to see officers of high rank on the streets with them doing the shifts on response, doing a shift on night time economy, doing a shift on disorders, getting involved. I think it's important to go back to your roots."

Sgt Richardson talked about officer morale and told the conference he was seeing people burning out all the time and



PC James Neilson addresses the conference.

urged chief officers and PCCs to listen to officers.

He said: "This is the first time in 20 years anyone's said come down, sit on a stage in front of chiefs and people of importance and say, 'just listen!'"

James Neilson and Ryan Patel received the regional bravery award for the West Midlands in July this year after confronting and chasing armed robbers who had attacked a city shop.

“ We're literally beasted – hammered from job to job. A lot of our calls can be dealt with by a third party but we are always the first port of call. ”



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# Could you be a Fed rep?

## Reps@work

The Force's constables, sergeants and inspecting ranks are being given the opportunity to represent, support and negotiate on key issues for their colleagues by putting themselves forward to be a Federation workplace representative.

Nominees are being sought for upcoming elections for positions across the Force area.

A current West Midlands rep is taking part in the national campaign to encourage more officers to put themselves forward for what can be a challenging but rewarding role.

Inspector Mark Hambling says he has found Federation work very satisfying.

"I actually gain more satisfaction from helping my colleagues than from my work as a police officer," he said, "While you may be used to helping members of the public, on this occasion, you are helping your colleagues and those closest to you.

"The role gives me a chance to use the knowledge and skills I have got to hopefully make colleagues feel better about what they do."

Mark believes some of the training he has received in the role has been "amazing" and that he has enjoyed speaking to fellow reps from diverse backgrounds.

"In any walk of life, you can't beat that. I have had the chance to learn from officers of different cultures, backgrounds, organisations and those who police different communities."

West Midlands Federation chairman Tom Cuddeford said he has got a lot out of his role over the years.

"Becoming a Federation rep can be very rewarding because it gives you a chance to

represent people you know and help fight their cases in some tough situations," he said.

"There are frustrations, like in any walk of life, but when you help an officer in need with anything from a piece of advice to representation on a serious matter, it can be very satisfying."

"The people you are representing come from active roles within the Force so you know their jobs and you know the difficulties they face in doing them which really helps in the role of a rep. You have a level of understanding and empathy which is hugely beneficial to all parties."

Federation reps don't just deal with detail and factual information on issues like pay, pensions and grievances, they can also offer moral support and friendly advice to officers who may be going through a difficult time at work for whatever reason. Reps also have access to third-party sources who may be able to aid officers, if they don't know the answer themselves.

As part of the Police Federation of England and Wales (PFEW), West Midlands reps also have the chance to put themselves forward for the national body whenever opportunities arise.

PFEW was established in 1919 and has represented the interests of officers from the ranks of constable to chief inspector ever since. The organisation is funded by monthly subscriptions from officers and the Federation works on three levels: local, regional and national.

There is a Police Federation branch in every force together representing 120,000 officers, which is 97 per cent of the rank and file.

For further information and to read case studies from officers who careers and lives have been helped in some way by Federation reps, visit <http://www.polfed.org/campaigning/3733.aspx>

## Election process

The Police Federation of England and Wales (PFEW) holds elections every three years. The triennial election period was due to start autumn 2016 but new regulations changing the way elections are run following Sir David Normington's independent review of PFEW are now with the Home Office and are expected to be in place at the end of this year.

### The new system

The new process will provide a rank-less structure with no more separate rank committees at local or national level. The number of officials on the National Board will be reduced from 30 to 24.

The National Board along with the National Council, which is made up of local Federation chairs and secretaries and other individuals from protected characteristics groups, will be the key decision-making bodies for the organisation. The new process allows members to vote for local chairs as well as the national chair via a new electronic voting system operated via the members' database.

The current triennial period has been extended by the Home Office until the regulations are completed and the new voting process can take effect.

### Current process:

- Members vote for workplace Federation reps
- Workplace Fed reps vote for Joint Branch Board executive members
- The local chairs and secretaries sit on the Interim National Council
- Regional rank delegates to conference vote for their Interim National Board reps
- Interim National Board members vote on principal national officer roles – including the chair and general secretary.

### The new process the Federation is working to while waiting confirmation in the new regulations, following Home Office approval:

- Members vote for workplace reps to form the Branch Council
- The Branch Council elects the Branch Board members
- Members elect the branch chair
- The Branch Board elects the secretary
- Branch Board chair and secretary make up the National Council
- Members vote to elect the national chair
- National Council votes to elect the National Board
- National Board selects the general secretary
- National Board votes in remaining principal officers.

“Becoming a Federation rep can be very rewarding because it gives you a chance to represent people you know and help fight their cases in some tough situations.”

# Force slips from “outstanding” to “good” in efficiency review

**W**est Midlands Police has been judged “good” in terms of the efficiency with which it keeps people safe and reduces crime, according to inspectors from Her Majesty’s Inspectorate of Constabulary Fire & Rescue Services (HMICFRS).

Last year, the Force was rated “outstanding” and, despite the overall rating slipping inspectors said there were still “many outstanding elements of performance”.

The gradings for the three key elements of the PEEL (Police Effectiveness, Efficiency and Legitimacy) review were as follows:

- **Understanding of demand - requires improvement**
- **Use of resources to manage demand - good**
- **Planning for future demand - outstanding.**

The overall “good” grade reflects the balance between some excellent areas of performance and other areas where HMICFRS had some concerns.

HMIC Wendy Williams explained: “For example, the Force’s understanding of the total demand for its services may not be accurate because its analysis is not adequately supported by reliable crime data. Also the volume of 999 and 101 calls is outstripping the Force’s capacity to answer them all.

“Although the Force’s overall judgement has been downgraded, there are still many outstanding elements of performance. The Force continues to have a good understanding of prioritisation and costs; this takes into account the public’s changing expectations and national trends, such as the increased threat to the public from firearms.

“The Force has a strong record of reducing costs while improving the quality of its services. It also has a structured system to determine where best to invest and to ensure that benefits are realised.”

The inspectors found the Force had

many effective ways of understanding demand for its services but identified some errors in crime recording practices which they said cast doubt on the accuracy of crime data.

They also said too many calls from the public were not being answered and, spelling out an area for improvement, said the Force should ensure it has sufficient resources in the control room to meet demand and take into account the wellbeing of officers and staff.

Each project in the Force’s change programme, they pointed out, has a detailed business case with the intended benefits and any disadvantages fully identified. However, despite this HMICFRS found that not all the consequences of change were properly considered; in particular the reduction of audit activity in the high-risk area of domestic abuse should have been thought through more carefully.

The inspectors also said: “Despite the

efforts to involve staff in all aspects of the change programme, we spoke to a small number of front-line workers who did not feel they had the proper opportunity to exert influence over the Force’s future.

On a more positive note, inspectors reported that the Force has a thorough understanding of the benefits technology can offer policing and many aspects of the change programme focus on developing digital capability to enable it to operate more efficiently.

The Force has substantial plans to enable it to meet the problems and opportunities presented by technological advancements; it is planning to invest £31.7m over three years. The Force works closely with other organisations in the West Midlands to improve outcomes for the public, reduce costs and build resilience.

The report stated: “The Force’s plans are ambitious, wide-ranging and underpinned by effective governance arrangements. The

“ Although the Force’s overall judgement has been downgraded, there are still many outstanding elements of performance. The Force continues to have a good understanding of prioritisation and costs; this takes into account the public’s changing expectations and national trends, such as the increased threat to the public from firearms. ”

## FORCE IN NUMBERS

next phase of the change programme is intended to focus more on how the Force secures the envisaged benefits from its new operating model."

It concluded: "The strength of the Force's future plans and careful budgetary control leave the Force in a very strong position to meet the challenges of the future."

West Midlands Police was inspected by HMICFRS as part of the third annual efficiency reports which examine how well police forces in England and Wales understand demand, use their resources and plan for the future. Two forces have been graded as "outstanding", 30 as "good", 10 as "requiring improvement", two more than last year, and no force was rated as "inadequate".

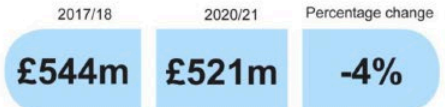
The overall finding was that in an environment of increasingly complex crime and changing demand, police forces are generally continuing to manage their resources well.

The report concludes that while most police forces throughout the country have risen impressively to the challenges they face, policing remains under significant stress. Forces need to be more ambitious and innovative in terms of their plans for the future; the problems facing those forces that fail to do so could potentially prove overwhelming.



### Financial position

Forecast change in total gross revenue expenditure



### Workforce

Planned change in officer numbers



Planned change in total workforce



### Calls for assistance

999 calls per 1,000 population 12 months to 31 March 2017

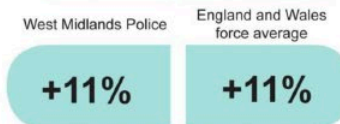


### Recorded crime

Changes in recorded crime (excluding fraud) per 1,000 population 12 months to 31 March 2017



Percentage change in recorded crime (excluding fraud) per 1,000 population 12 months to 31 March 2017



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# Crime up in Force area

Crime across the West Midlands has risen by 14 per cent – with some of the biggest increases coming in violent offences.

In the 12 months leading up to June 2017, violence against the person offences rose by 13 per cent to 50,699 offences. And, robbery shot up by 23 per cent to 4,014 offences.

Sexual offences climbed by 15 per cent to 5,298 and theft offences rose by 18 per cent to 108,036.

The biggest rise was in domestic burglary, which increased by 33 per cent to 16,338 offences.

Elsewhere, public order and possession of an offensive weapon rose by 17 per cent and 18 per cent respectively.

The only areas to see a decline were drug offences, which dropped by 23 per cent, theft from person which was down by eight per cent and non-domestic burglary, which decreased by three per cent.

The figures were released by the Office of National Statistics for all 43 forces across England and Wales. They showed that between June 2016 and June 2017, crime was up by an average of 14 per cent.

Steve Grange, secretary of West Midlands Police Federation, said: "When is the Government going to stop and listen? When will they realise that we need more officers on our streets?"

"Unfortunately, until, they do, the figures are going to just keep on rising.

"While we have been cut to the bone there has been no cut in the demand for our services. We are the ones who are there day and night to respond to our communities when they need us most, but there are very few left to do this.

"Ultimately, the people suffering are the ones we want to protect – our communities. Officers join the police service to protect and help those who need us most. And these are the very same people who are suffering because we can't protect them with the resources we have got.

"If something isn't done these figures will continue to rise and ultimately, more people will become victims of crime. This has got to stop."

Nationally, between June 2016 and June 2017 crime was up by 14 per cent. There were huge increases in violent crime (19 per cent) and sexual offences (19 per cent).

Police recorded theft, which has previously been on a steep downward curve, increased by 11 per cent overall. This included a six per cent rise in burglary, 17 per cent rise in vehicle related crime and 11 per cent rise in theft from the person.

Calum Macleod, chair elect of the Police Federation of England and Wales, said: "I can see little chance of this sorry state of affairs changing anytime soon."

And speaking about the rise in violent crime he said: "We know from our own research that officers suffer significantly at the hands of volatile and dangerous individuals, but these figures paint a disturbing picture of the reality they face when responding to calls for help.

"It is for that exact reason we are pushing for greater protection for officers, through our Protect the Protectors campaign, to improve access to protective equipment like body-worn video and Taser.

"The Government need to wake up to what's happening right in front of their eyes. Forces are trying to play their part in meeting demand but it can't be one way traffic. More needs to be done to support them to achieve this."

“When is the Government going to stop and listen? When will they realise that we need more officers on our streets? Unfortunately, until they do, the figures are going to just keep on rising.”





# West Mids detective honoured at awards ceremony

**W**est Midlands DI Suzanne Baker was among the detectives honoured at this year Police Federation National Detectives' Forum (PFNDF) awards night.

DI Baker was runner-up in the Detective Investigation of the Year Award recognising her work on the investigation into the Paris and Brussels terror attacks.

"I would like to extend my congratulations to DI Baker on this award," says Paul Ford from West Midlands Police Federation, "I am sure she would say she was just doing her job but, even so, it is great to see her efforts being recognised in this way. All too often we take detectives' work for granted so I am pleased that the forum does its bit to celebrate their fantastic contributions to effective community policing."

A team of Thames Valley detectives won the Detective Investigation of the Year Award for tracking down an organised crime group, which had profited to the tune of around £1 billion from mass corruption, blackmail, conspiracy to defraud, fraudulent trading and money laundering.

In third place was a team of Northamptonshire detectives involved in an historical sex crime review, Operation Zilch.

The awards ceremony was part of a two-day PNFDF seminar at which delegates shared incredible highs and heard from leading investigators in some of the country's most fascinating cases including the Sussex Police Investigation into the Shoreham air disaster and Operation Kinross. The investigation into the murder of Sadie Hartley.

However, there was also talk of the

pressures facing detectives.

Martin Plummer, chair of PNFDF, said: "Last year we spoke about morale being low, and sadly this has continued to plummet. The results of our national survey are shocking but sadly not surprising.

"As we all know, detectives are overworked and stressed, yet the investigations that formed part of this year's agenda and the nominee and winners' stories are testimony to the incredible resilience of detective officers.

"Against all odds, time and again, my colleagues continue to give the job their all. This event aims to shine a light on their work and dedication.

"British policing has always produced the best detectives in the world and I am proud to be a part of this legacy."

## Extra funding needed for custody training

Extra funding is needed if the additional training needs identified in a report on death in custody are to be addressed, according to the Federation's national custody lead.

Andy Ward was speaking after the report put forward 110 recommendations, with 39 relating to policing and the remainder aimed at the NHS and justice and regulatory systems.

"The Federation has been highlighting concerns about the lack of good quality, consistent training in the custody arena for years but it has fallen on deaf ears and the service appears to have made little headway," says Andy.

"There are custody personnel who have had no refresher training for more than five years, custody suites are being shut because of a lack of resources and there is a rising toll on the mental health and sickness levels of those officers who work in that environment.

"While we are glad that custody training needs appear to have been recognised, we are not confident that the necessary additional

resources will be made available to pay for it or to ensure that we have the appropriate levels of custody personnel to ensure detainees' safety."

And, while cautiously welcoming the report, he added: "It makes many valid recommendations but stops short of detailing how they are to be achieved against a background of continued austerity and police officer numbers dropping by more than 21,000 since 2010."

The Federation has pledged to work with all parties to try to ensure that the recommendations can be implemented to ensure the safety of detainees, police officers and communities but has expressed its concerns.

The Independent Review of Deaths and Serious Incidents in Police Custody, chaired by Dame Elish Angiolini, makes recommendations across a wide range of issues including restraint techniques, healthcare provision and detainees with mental health issues.



# "Forces need to adapt to PIP findings"

**A** clinical expert has explained that officers in Post-Incident Procedure (PIP) situations are often being required to give their account of what happened "too soon" without giving the brain enough time to rest and process what has happened.

Neuropsychologist Dr Jess Millar was addressing a two-day PIP seminar organised by the Police Federation of England and Wales (PFEW) and led by its firearms lead Che Donald.

A number of delegates at the seminar were from West Midlands Police Federation and deputy chair John Williams said that the Force would have to adapt to any new findings to ensure that officers are supported and protected through any PIP situations they may encounter.

"Dr Miller explained that understanding of how a brain works after a crucial or traumatic incident has come on in leaps and bounds in recent years," he said.

"It became very clear during the seminar that there is a need for forces to fully invest in awareness training in this area.

"It was also clear that, sometimes, expectations placed on crucial police witnesses are too high. And with only limited PIP training currently offered, forces

must work to create a process where best evidence is achieved without leaving officers vulnerable."

John attended the seminar with Federation secretary Steve Grange, misconduct lead John Tombs and reps George McDonnell and Barrie Punshon.

During a thorough and detailed event, other issues discussed included how to get the most out of the post-incident brain, trauma, spatial processing and genetics and body-worn video.

In response to feedback from last year's event, the 200 delegates were faced with PIP scenarios by Dave Blocksidge of Mind Your Evidence, an independent organisation which looks at expert witness testimony and memory training solutions. Dave also delivered a session on body-worn video and recall.

During the seminar which was held in Staffordshire, DCC Simon Chesterman, firearms lead for the National Police Chiefs' Council (NPCC), spoke via video to stress that deaths involving firearms officers are "thankfully extremely rare" but when they happen it is essential that police follow established Authorised Professional Practice (APP) to protect themselves.

He said that it should not always be

necessary to separate officers in a PIP situation, particularly with the advent of body-worn video creating a record.

They covered issues such as post-trauma triage and how to safeguard the anonymity of officers involved.

Delegates were told that the number of road fatalities involving police contact stood at 32 in the last year, and deaths in custody at 55, far in excess of six firearms fatalities - yet there is no APP for custody or roads policing.

Tim Godwin from the IPCC gave an assurance that the watchdog is making efforts to speed up its investigations.

"When we talk about separation of officers in a post-incident situation we don't mean isolation - they should have access to a Federation rep and support - this is purely to maintain integrity," he said.

He said the seminar was vitally important to help aid understanding of the issues.

"The seminar is not just about firearms - it is much wider than that and the importance of the PIPs process affects not only firearms officers but all officers involved in the world of operational policing as well as the custody arena, where there are deaths and serious injuries," he said.

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# PC enjoys emotional reunion with her wife after secret 10,000-mile flight

**A** West Midlands PC has been emotionally reunited with her wife after a 10,000-mile flight courtesy of British Airways.

Lisa Harris and Hayley Angell have been living on opposite sides of the world after Hayley flew to Australia because of a family tragedy.

Lisa, who transferred to the Force from Police Scotland in August this year, wrote in to the airline's BA Magic campaign to tell the couple's story. They had met in Australia in 2011 and moved to the UK in 2012 before getting married three years later in Derby.

The only people that couldn't be there on the couple's big day were Hayley's mother, Debbie, and father, Steve. Steve was recovering from Stage 4 tongue cancer and Debbie has the degenerative condition, muscular dystrophy, so the journey was just too much.

Lisa started her dream job as a police officer in Glasgow while Hayley pursued her passion, establishing herself as a blogger and vlogger of all things vintage.

Just a year-and-a-half later, Hayley received the devastating news that Steve's cancer had returned and was now terminal.

On Valentine's Day this year, she rushed back to Australia leaving Lisa, their beloved pet dog, Hettie, and all her friends behind in the UK.

Steve died peacefully with Hayley by his side on 26 March.

Hayley has been in Australia ever since, helping her Mum sort through her Dad's affairs and assisting her Mum through her own condition. Meanwhile, Lisa and Hettie have moved back to her home town of Derby.



*BA staff at the conference.*

The BA Magic team read Lisa's letter and began planning to reunite the pair so with the help of Lisa herself, Debbie and Hayley's boss, Adam, they planned the surprise of a life-time.

After weeks of secretive planning, British Airways cabin crew member, Claire Allinson found herself hidden in the wings at a conference Hayley was attending, with a pair of return business class tickets from Sydney to London for Hayley and Debbie.

Under the ruse of a work request, Adam asked Hayley to remain seated at a table in the large conference room as it was cleared after lunch. As Hayley waited for him to return, a video of Lisa rolled through one of the giant screens telling her to get packed as she and Debbie were flying to London the following day.

After a sleepless night for the pair, they were picked up early and welcomed at Sydney's Kingsford Smith Airport by the British Airways team, before boarding the aircraft early and being seated with a glass of champagne to relax them into a 22-hour flight.

Waiting for them at Heathrow was Lisa - complete with balloons, flowers and pet Hettie - for an emotional reunion.

Hayley said: "I couldn't believe it and it certainly didn't sink in until I was back in the UK! It all happened so fast and was like a dream. One day I was at a conference, the



*The couple's wedding day.*

next I was in a British Airways business class seat on my way to London to be reunited with my wife!

"Being able to take the trip with Mum was the most special thing and it has meant the world to her. She'd never been on a long-haul flight before and it would have been Dad's dream to take her on holiday like this. It has awakened so many possibilities within her. This is just the beginning of a new chapter and I know there are many adventures in store for her yet."

Lisa said: "I got in touch with British Airways more out of hope than expectation. I couldn't believe it when they said they'd help us. The fact we could surprise Hayley and that Deb could come too, knowing she'd be comfortable and looked after on the flight, made it all the more special.

"Hayley must have wondered what was wrong with me in the run-up to them arriving as I was constantly rushing off our frequent Facetime calls as I was so worried I'd give it away!

"I barely slept a wink the night before they arrived and Hettie and I were at the airport bright and early waiting for the flight. It was so wonderful to see them both appear through arrivals and we had the most amazing time seeing friends and family, visiting Buckingham Palace, walking the gardens of Chatsworth House, touring villages with thatched roofs, savouring



*Reunited at the airport.*



*Lisa (left) and Hayley.*

proper Cornish pasties and sipping champagne on the London Eye."

Carolina Martinoli, British Airways' director of brand and customer experience, said: "As soon as we read Lisa's email, we wanted to help. They've all had an incredibly tough time and it was in our gift to make a big difference."

The couple are hoping to meet up for a holiday soon and to be permanently reunited in around a year.

“ I couldn't believe it and it certainly didn't sink in until I was back in the UK! It all happened so fast and was like a dream. One day I was at a conference, the next I was in a British Airways business class seat on my way to London to be reunited with my wife! ”

*Lisa, Hayley and Debbie sightseeing.*



# Kiran clocks up the pounds for COPS

West Midlands PC Kiran Patel has raised a staggering £1,326.58 for Care of Police Survivors (COPS) after competing in his first ever running competition dressed as a bull!

Kiran ran the Birmingham half marathon in two hours 20 minutes on 15 October and the amount of money he has raised is more than £1,000 above the fund-raising target he set himself.

In fact, his initial £300 goal was exceeded within just a week of him setting up his fund-raising page and his subsequent target of £500 was exceeded within a month.

The event was also a huge personal achievement for Kiran as a serious health issue and a painful foot injury hindered his training.

"I was hospitalised in April and diagnosed with a neurological condition in May. I've always been fit and healthy and hadn't seen my GP for over 15 years so the diagnosis was a shock and made me want to challenge myself even more because I felt I had to beat it or it would beat me," he explained.

"So I had got into running in June and was enjoying it and I started doing 10 miles."

But he then sustained an Achilles tendon injury in early August - around the same time that he saw an advert for the Great Birmingham Run.

"I applied and learned mid-August that I had been fortunate enough to get a place," Kiran said.

"So I thought it would be a great opportunity to make a difference to the lives of others through fund-raising. I had always wanted to run a half marathon and did 'park runs' which are national and international five kilometre events in local parks on Saturday mornings."

Kiran said he chose to raise money for COPS after attending the funeral of PC Keith Palmer, GM, who was killed in this year's

Westminster terrorist attack.

"That time really showed how the police family come together in such fragile circumstances and how we can stand side by side. The stories shared made me realise the struggle that PC Palmer's family would be going through and, knowing the difference that the charity makes to the lives of our extended police family, motivated me to get up and run in rain or shine," he explained.

"I didn't want to let down those who had sponsored me, particularly the friend who promised he'd double his donation if I ran the distance in fancy dress which is where the bull costume idea came from! I went for a bull for the significance to Birmingham and managed to get the costume for free.

"This was my first run and the donations have flooded in which has been absolutely amazing. The support and motivation was brilliant on the day, even though I was nervous at the start. I wanted to soak up the atmosphere and was getting the crowd to cheer on other runners and I supported some runners who were struggling."

But Kiran admitted his cumbersome bull costume made running harder than he had anticipated:

"After the five-mile mark the heat of the costume started to get to me and the sun came out so I was then struggling. I think I under-estimated how hot and heavy the outfit would get. But I persevered and the crowds were brilliant and cheering 'the Birmingham bull' or 'the red bull' on!

"At one stage I did question why I ever signed up to do the run but the thought of doing it for COPS and the amount I was going to raise kept me going.

"I was really happy with my time, considering the hot weather and the heat and weight of the costume. It was a real personal challenge and I had a great sense of



achievement at completing the 13.1 miles.

"And I was approached by a number of people who said what a noble cause they thought I was running for which was really nice.

"It has been a genuine pleasure fund-raising and running for COPS. I'm amazed at how much money I've raised and I'm overwhelmed and humbled to know there are friends, family, colleagues and random people who have donated to such an honourable cause."

COPS is dedicated to helping the families of police officers who have lost their lives on duty. It supports those families and ensures they remain a part of the police family as they rebuild their lives. It is, therefore, the charity that every officer hopes their loved ones will never need.

Kiran added: "Police officers put themselves in front of harm's way on a daily basis while carrying out their duties. None of these officers expect to pay the ultimate price and be killed in the line of duty.

"Yet already this year five officers have died during the course of their work, including PC Keith Palmer. They were ordinary men and women - fathers, mothers, husbands, wives, sons, daughters, brothers, sisters, friends, colleagues.

"So would I do the run again? In spite of everything? Yes!"

“It has been a genuine pleasure fund-raising and running for COPS. I'm amazed at how much money I've raised and I'm overwhelmed and humbled to know there are friends, family, colleagues and random people who have donated to such an honourable cause.”





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# Coaster campaign in Cameron's memory



**C**ameron Grant was just 21 when he took his own life in 2014 after silently suffering from depression for over seven years.

He hid his depression from his family, friends and everyone who knew him, including his aunt, serving West Midlands Police officer Fran George.

"Cameron's death came as such a shock. He was doing well at Royal Holloway, University of London, where he was studying geology and wanted to go on to do a master's degree," says Fran.

Cameron's parents, Carol and Evan Grant, set up the Cameron Grant Memorial to raise awareness of suicide and mental health issues, particularly in young people, by sending out Cameron's Coasters to existing communities.

The beer mat style coasters bear the message "Feeling low? Don't bottle it up, there is always someone you can talk to" and urge people to ask for support and provide contact details for organisations that may be able to help.

Funding for the coasters has come from the Aviva Community Fund, the St James' Place Foundation and Police Mutual's Force for Good.

Fran explains: "Carol and Evan managed to secure the Aviva funding for the last two years and we are all hoping to have secured it again this year to obtain another £5,000 grant to increase the production of the coasters and distribute them into more universities, colleges, schools and other communities across the UK."

Family and friends have also been fund-raising and Fran was one of 14 members of Cameron's family and friends to climb Mount Kilimanjaro last year to raise money.

An annual Night Walk is also organised around the date of Cameron's birthday (10 October) which, Fran says, was a great success this year: "We had 240 walkers taking part this time which is almost 100 more than on the previous two years' walks. The next walk is on 12 October 2018, there is basic information at [www.camgrant.org.uk/night-walk/](http://www.camgrant.org.uk/night-walk/) and more will be added as the date approaches.

"It went really well and the feedback was very positive with people saying they want to do it again."

She adds: "The main aim of the charity is to encourage people, and young men in particular, to speak up because there is



always someone they can talk to.

"Mental health issues can affect anyone and there is no shame in seeking help for any illness, physical or mental. We hope that by spreading this message openly and honestly we can help many others in Cameron's memory. We miss him so much and so wish that he had asked for help."

More than 350,000 Cameron's Coasters have so far been sent out to 66 universities, 19 Cambridge Colleges including Churchill College, 11 schools, four GP practices, Poole NHS Mental Health, Ricoh Arena and Wasps Rugby Club, other local sports clubs, IBM, West Midlands Police Federation and the White Lion, Carol and Evan's local pub.

*Our pictures show a selection of the family's photos of Cameron.*

“Mental health issues can affect anyone and there is no shame in seeking help for any illness, physical or mental. We hope that by spreading this message openly and honestly we can help many others in Cameron's memory. We miss him so much and so wish that he had asked for help.”

# Socks and Chocs nominated for Pride of Britain Award



A former West Midlands Police officer enjoyed a memorable day in London after being recognised for his work with charity Socks and Chocs.

Ian Northcott was nominated for Fund-raiser of the Year at the Pride of Britain Awards thanks to his sterling efforts to help homeless people through the charity.

The annual awards, now in their 18th year, honour people who have acted bravely or extraordinarily in challenging situations.

And while he didn't win the overall award, Ian and wife Liz – a PC in the West Mercia force – had a day to remember mixing with the stars like singers Michael Ball and Alexandra Burke and the leader of the Labour Party, Jeremy Corbyn.

It was a tremendous evening for Socks and Chocs though as he was able to spread

the word of the charity which he co-founded and now chairs.

Socks and Chocs is a joint effort between around seven people all of whom – including serving West Midlands officer Rosie Jones – were presented with the Queen's Voluntary Medal last month. The Queen's Award for Voluntary Service (QAVS) is the equivalent of the MBE but for voluntary groups. The Socks and Chocs team picked up the QAVS at a ceremony at The Guildhall in Worcester.

"I am pleased that the team has been recognised as no-one associated with Socks and Chocs takes a salary or even claims expenses. Everything given is used as it should be," said Ian who received a British Empire Medal last year.

"Lots of people doing a little is better than a few doing a lot!"

So far this year, the charity has provided:

- 7,779 pairs of socks,
- 2,616 boxes of chocolates
- 470 sleeping bags for those affected by homelessness.

Almost £25,000 has also been spent on other items including underwear, rent, foil blankets, cookers, hats, gloves and anything else requested by homeless centres.

The charity tries to ensure that homeless people have access to a pair of socks and other essential clothing, as well as chocolate treats.

Socks and Chocs also funds bed and breakfast accommodation, covers rent for homeless centres and does whatever else it can to support homeless centres and outreach organisations do their jobs.

Anyone who wants to help Socks and Chocs – especially during the Christmas period – can do so by making a donation of socks, chocs or funds, running a collection or completing sponsored events for the group.

Find out more at [socksandchocs.co.uk](http://socksandchocs.co.uk)

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**It is always satisfying to find out that they have been able to make a difference. Here is just one of the messages of thanks we have received in recent months.**

"I just wanted to let you know how grateful I am to you for taking the time to put this package and explanation together. It is gratifying to know that the core values of the service still exist as I once knew them.

"I wish you and the team the very best from a proud retired member of WMP, who happens to be the proud father of a young lady who wishes only to serve with honour and dedication as her Dad did!

"My family is humbled by the love and support that has been shown to my little girl by all of you.

"Heartfelt thanks."

**Gerry Magee**

## Approaching retirement?

West Midlands Police Federation organises retirement seminars to help officers in the last three years of service prepare for leaving the Force.

The seminar programme starts again on 1 February 2018 – though this is now fully booked - but the following dates are available:



To book your place, please email [westmidlandspf@polfed.org](mailto:westmidlandspf@polfed.org) with your name, collar number, work and personal email addresses, personal phone number, dietary requirements, proposed retirement date and the number of places required since you are welcome to attend with your partner. Please put "retirement seminar" and the date you wish to attend in the subject line.

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# Review of the year



## 9 JANUARY

Steve White, chair of the Police Federation of England and Wales (PFEW), welcomed Prime Minister Theresa May's mental health reforms and called them "a step in the right direction".

## 19 JANUARY

Office for National Statistics crime figures showed a rise in violent crime and the changing nature of demand.

## 26 JANUARY

Jayne Willetts, PFEW's lead on roads policing, opened the annual Roads Policing Conference and Exhibition by highlighting the dwindling number of police officers on our roads.

## 31 JANUARY

A national Federation survey showed members overwhelmingly supported the wider roll-out of Taser.

## 31 JANUARY

West Midlands Police officers PCs Mike Bruce and Al O'Shea attended Parliament to take part in a presentation to MPs on the extent of assaults on police and the value of spit guards. Both officers spoke about their harrowing experiences of being spat at.



## PROTECT THE PROTECTORS

### 6 FEBRUARY

The Federation launched its national Protect the Protectors campaign calling for better protection – in terms of legislation and equipment such as spit guards - for police officers.

### 7 FEBRUARY

Holly Lynch, Labour MP for Halifax, championed Protect the Protectors in Parliament. She put forward a Ten-Minute Rule Bill on assaults on emergency services staff winning cross party support. The bill calls for assaults against emergency service workers – "a constable, firefighter, doctor, paramedic or nurse" – to become a specific offence.



### 17 FEBRUARY

More than 20 organisations attended the Police Charities UK launch with a focus on improving access to charitable support for officers and their loved ones.

### 22 FEBRUARY

Cressida Dick is appointed as the new Metropolitan Police Commissioner.

### 22 FEBRUARY

West Midlands Police Federation held a roadshow for members in West Bromwich.

### 2 MARCH

The Home Office announced its approval of the new X2 model of Taser for police in the UK.

### 2 MARCH

West Midlands Police Federation welcomed an HMIC inspection report that graded the Force as "good" in terms of its effectiveness at keeping people safe and reducing crime.

### 15 MARCH

The Federation's national welfare survey revealed that stress levels across the police service are twice as high as levels seen across other working sectors.

### 22 MARCH

The Metropolitan Police confirmed that PC Keith Palmer died after confronting a man in the grounds of Westminster Palace, shortly after 2.30pm. "No words can capture how members of the policing family will feel after today's horrific events," Steve White, chair of PFEW, said.

### 3 APRIL

Pre-charge bail will be capped at 28 days in the biggest overhaul of bail arrangements in the entire history of PACE.

### 10 APRIL

Officers from West Midlands Police attended PC Keith Palmer's funeral in London.

### 12 APRIL

A call was made for a "long overdue" full review into policing. National Federation chair Steve White said: "For more than a decade, we have been demanding a holistic and independent review of policing in order to properly determine what the public want and expect of their police service."

### 24 APRIL

Speeding drivers now face harsher fines but the Federation remained concerned at falling numbers of traffic cops.

### 15 MAY

The Federation, the Police Superintendents' Association and the Chief Police Officers' Staff Association wrote an open letter to all political parties outlining what the service needs from the next government.

### 16 - 17 MAY

The annual Police Federation national conference was held in Birmingham for the first time with a new two-day format.



Continued on Page 28



## 16 MAY

West Midlands Chief Constable Dave Thompson hinted that spit guards are "looking likely" as he delivered his speech to conference addressing current concerns for policing the region.

## 16 MAY

Tim Rogers, deputy secretary of West Midlands Police Federation, called for better protection in law for police drivers as he continues to head up the campaign as the Police Federation's pursuits lead. Chief Constable Anthony Bangham, lead on roads policing for the National Police Chiefs' Council, pledged to conference he will work closely with the Police Federation on the issue.



## 16 MAY

West Midlands PC Adam Koch – a previous national Police Bravery Award winner - became the first UK officer to be honoured by the Safariland SAVES Club. He was presented with the award by Todd Mackler, the vice president of Armour Division at the Federation conference.

## 17 MAY

In his keynote speech, Federation national chair Steve White called on whoever forms the new Government to make policing a priority.

## 17 MAY

Home Secretary Amber Rudd addressed conference telling officers, "We owe you, the police, an incredible debt, for the courage and bravery you exhibit in the line of duty. For your willingness to put yourself in harm's way, day after day, in order to protect the rest of us."



## 22 MAY

Twenty-two people were killed and 116 injured in a suicide bombing at Manchester Arena. The victims included an off-duty Cheshire Police officer.

## 23 MAY

West Midlands Police Federation held a roadshow for members at Perry Barr Superblock.

## 4 JUNE

Federation chair Steve White said his thoughts were with those affected by the terrorist incident in London the previous night in which eight people died and many more were injured.

## 9 JUNE

Prime Minister Theresa May pledged that the new Government will work to keep the nation safe and secure, and mentions giving the police the powers they need to keep the country safe.

## 13 JUNE

Nick Hurd is appointed new police and fire minister.



## 20 JUNE

Met Commissioner Cressida Dick announced 1,867 officers will be trained to use Taser, bringing the total number trained and carrying Taser to over 6,400 officers. A call is made to have the uplift replicated nationwide.

## 20 JUNE

West Midlands Police Federation held a roadshow for members at Wolverhampton Police Station.

## 23 JUNE

Tom Cuddeford, chairman of West Midlands Police Federation, sent a letter to West Midlands MPs to voice serious concerns about police funding.



## 25 JUNE

Chairman of West Midlands Police Tom Cuddeford appeared on BBC Sunday Politics West Midlands discussing police underfunding, sickness in the Force and growing demands.

## 13 JULY

The Police Bravery Awards were held at 10 Downing Street to honour the bravery of 71 officers across the nation. In attendance was HRH The Countess of Wessex who met personally with officers.

Two West Midlands PCs, Ryan Patel and James Neilson, win the regional bravery award after tackling a gunman.



### 19 JULY

The Federation condemned the Government for announcing that officers' pay award will not be announced until after Parliament's summer recess.



### 28 JULY

A number of West Midlands officers took part in the Police Unity Tour cycle ride to the National Arboretum for the Care of Police Survivors (COPS) annual memorial service today. Chief Inspector Kerry Blakeman also took part in the service talking about his late father PC Kerim Blakeman who died on duty on 27 June 1966.

### 31 JULY

A survey of members' views on the routine arming of police officers was launched with 123,000 officers across England and Wales receiving a form via email.

### 7 AUGUST

New national guidance on appearance standards for police officers and police staff was officially put in place after last year's survey revealed the inconsistent approach to tattoos.

### 30 AUGUST

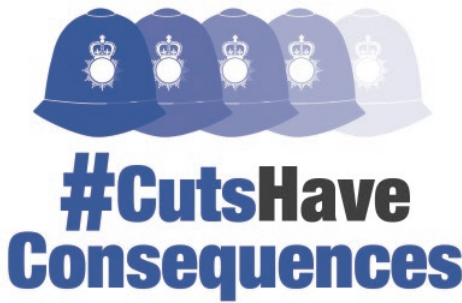
The national pay and morale survey reveals officers' morale has plummeted due to rising stress and falling pay.

### 30 AUGUST

Steve White, national chair of the Police Federation, announced he plans to resign at the end of the year.

### 6 SEPTEMBER

West Midlands Police Federation held a roadshow for members at Brierley Hill Police Station.



### 6 SEPTEMBER

A film with the theme Cuts Have Consequences on the effects of funding cuts on policing in the West Midlands is sent to the region's MPs.

### 12 SEPTEMBER

It is announced officers across England and Wales will receive a two per cent pay rise. It emerges that it is a one per cent pay rise with the extra one per cent being a one-off non-pensionable "bonus" that forces would have to fund themselves.



### 12 SEPTEMBER

Custody is seen as a punishment posting, the Federation's national custody seminar is told.

### 16 SEPTEMBER

The terror threat level is increased to its highest level following the Parsons Green Tube bomb.

### 20 SEPTEMBER

An online petition is launched asking the public to support improved protection for their emergency service workers as part of the "Protect the Protectors" campaign.

### 22 SEPTEMBER

An open letter demanding answers from Government on the "derisory" pay award for police officers has been published by those representing rank and file officers from across the country.

*Continued on Page 31*



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# Review of the year 2017

## 24 SEPTEMBER

The National Police Memorial Day is held at St David's Hall in Cardiff to remember fallen officers. West Midlands Police Federation is represented by secretary Steve Grange, deputy chair John Williams, George McDonnell, full-time misconduct rep and Howard Whitehouse.



## 25 SEPTEMBER

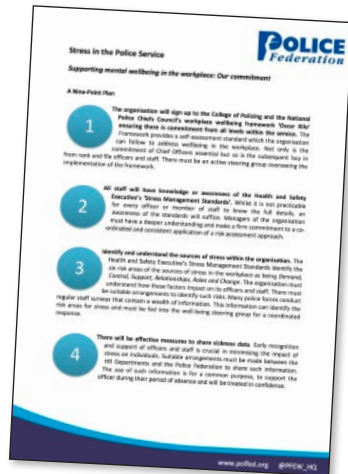
The Home Office announced a review of the law and guidance surrounding police pursuits and response driving.

## 27 SEPTEMBER

West Midlands Police Federation deputy secretary, Tim Rogers, is featured on BBC Radio talking about pursuit and moped crime.

## 4 OCTOBER

A national template for a new nine-point stress plan which aims to help forces better prioritise officer wellbeing has been launched by the Police Federation of England and Wales (PFEW).



## 12 OCTOBER

Detectives' morale has hit rock bottom, a survey carried out by the Police Federation's National Detectives' Forum revealed.

## 23 OCTOBER

The assaults bill, presented by Labour MP Chris Bryant, won unanimous support in Parliament on its second reading.

## 26 OCTOBER

New misconduct guidance is issued by the College of Policing.

## 7 NOVEMBER

Former Staffordshire Chief Constable Mike Cunningham, who has since worked at HMIC, is appointed as the new CEO of the College of Policing.

## 9 NOVEMBER

The latest PEEL report on police efficiency published by Her Majesty's Inspectorate of Constabulary Fire & Rescue Services (HMICFRS) concluded policing is under significant stress. West Midlands Police is rated as "requires improvement".

## 17 NOVEMBER

The assaults bill cleared the Committee Stage as it progresses through the Commons.

## 21 NOVEMBER

Calum Macleod is elected as the new chairman of the Police Federation of England and Wales. He will take over on 1 January 2018. Che Donald becomes deputy chairman.

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Ian Skidmore, serving police officer

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Helen Walker, police widow

GeorgeBurrows





# New plan to tackle stress

A national template for a new nine-point stress plan which aims to help forces better prioritise officer wellbeing has been launched by the Police Federation of England and Wales (PFEW).

Health and safety representatives from all 43 branches of the Police Federation have been presented with the template and it has also been shared with the Scottish Police Federation, the Police Federation for Northern Ireland, the British Transport Police, the Civic Nuclear Constabulary and the Ministry of Defence.

Jason Kwee, national health and safety lead for the Federation, has been instrumental in pulling together the plan, which was presented at the National Police Chiefs' Council (NPCC) health and safety working group and accepted in principle.

"As a forum, we looked at what was in place to tackle stress in the workplace. We were only able to identify one risk-based process to identify and reduce stress which was the HSE management standards (SMS)," Jason explains.

"Through consultations and surveys that were undertaken, we quickly identified that there were different levels of implementations across forces, some had real successes and other force policies hadn't

been updated for years.

"With the additional evidence from the national PFEW demand, capacity and welfare survey, we were able to back up what we already knew - there was not enough being done to support the welfare and mental health of our officers."

He added: "We are asking all our health and safety leaders to have discussions with their respective chairs and secretaries and, of course, chief officers, as to how this may support their local wellbeing programme."

With stress being one of the biggest reasons for absence, there is growing momentum to tackle the issue with initiatives from many stakeholders, including the NPCC, the Health and Safety Executive (HSE) and the College of Policing's Oscar Kilo initiative which is aiming to bring assessment, learning and conversation about wellbeing into one place.

**Stress in the Police Service**

**Supporting mental wellbeing in the workplace: Our commitment**

**A Nine-Point Plan**

- 1** The organisation will sign up to the College of Policing and the National Police Chiefs' Council's workplace wellbeing framework 'Oscar Kilo' ensuring there is commitment from all levels within the service. The Framework provides a self-assessment standard which the organisation can follow to address wellbeing in the workplace. Not only is the commitment of Chief Officers essential but so is the subsequent buy in from rank and file officers and staff. There must be an active steering group overseeing the implementation of the framework.
- 2** All staff will have knowledge or awareness of the Health and Safety Executive's 'Stress Management Standards'. Whilst it is not practicable for every officer or member of staff to know the full details, an awareness of the standards will suffice. Managers of the organisation must have a deeper understanding and make a firm commitment to a co-ordinated and consistent application of a risk assessment approach.
- 3** Identify and understand the sources of stress within the organisation. The Health and Safety Executive's Stress Management Standards identify the six risk areas of the sources of stress in the workplace as being Demand, Control, Support, Relationships, Roles and Change. The organisation must understand how these factors impact on its officers and staff. There must be suitable arrangements to identify such risks. Many police forces conduct regular staff surveys that contain a wealth of information. This information can identify the risk areas for stress and must be fed into the well-being steering group for a coordinated response.
- 4** There will be effective measures to share sickness data. Early recognition and support of officers and staff is crucial in minimising the impact of stress on individuals. Suitable arrangements must be made between the HR Departments and the Police Federation to share such information. The use of such information is for a common purpose, to support the officer during their period of absence and will be treated in confidence.

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## Get in Touch...

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# Things to think about if you are considering a divorce in the new year

By **Hannah Cornish**, senior associate in family law at Slater and Gordon



January is a time for making resolutions. It might be deciding it's time to kick a bad habit or get fit. But sometimes the beginning of a new year will be a point when you consider a change that will have a big impact on your life. What if that change is ending your marriage? Here are a few things to think about if divorce is on your mind in the new year.

## Is it really over?

If you decide to go ahead with a divorce, you need to be sure that there is definitely no chance that the marriage can be saved.

The Christmas period can be both a joyful and difficult time of year. It may have been challenging for you if you have been on duty and this has caused a strain between you and your spouse.

A tough Christmas does not have to spell the end of a marriage and you and your spouse may be able to work through this together or with the support of family and friends or counselling services such as Relate.

## When can I get a divorce?

Some people assume that they will not be able to divorce immediately as there has

been no particular reason for the breakdown of the marriage. Some people think that there has to have been an affair or particular incident to be able to start a divorce straight away, but this isn't the case.

If you have felt unsupported by your spouse or feel that the two of you no longer make the effort to spend time together around your shifts etc, you could rely on this to prove to a court that the marriage is over.

## When should I make the decision?

If you have decided that you do want to go ahead with a divorce, we generally advise that you speak to a family lawyer sooner rather than later to ensure you are as informed as possible. Often the first question we are asked is how an officer can try to protect their police pension and taking action at the earliest opportunity can be very important.

A spouse has a claim to an ex-partner's income, capital and pensions on divorce and these will be based on their financial situation at the time of divorce and not necessarily at the time of separation.

Your spouse is likely to be successful in claiming against the value of your pension at the time of divorce rather than its value at the time of your separation, i.e. a claim to more of your pension. For example, we acted for an officer who separated from his wife but waited 13 years before dealing with his finances on separation. His wife might have

achieved a 14 per cent share of his pension 13 years ago but had an argument for an increased share of some 32 per cent 13 years later.

## What about the children?

If you have children, you will need to try to agree an arrangement for them with your spouse if you separate. The court is concerned with arrangements which are in a child's welfare. Parents are encouraged to agree a routine of care which is in a child's best interests.

You may find it difficult to reach an agreement with your spouse or perhaps your complicated shift pattern is making it difficult to set out a regular routine. If this is the case, then you should seek legal advice and a referral to mediation can be considered.

If you would like specialist advice from a family lawyer then please contact Slater and Gordon on **0808 175 7710** and we'll be happy to help.

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