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West Midlands Police Federation

February/March 2018

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Welcome

Welcome to the February/March 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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We all have to prioritise officer wellbeing



Photo courtesy Express & Star

By **Tom Cuddeford**, chair of West Midlands Police Federation

If you were to ask your colleagues why they joined the police service, I am sure there would be some fairly similar responses.

Many will say they wanted to serve the public. Others might explain it was the nature of the work, the variety it would bring; perhaps the fact that two days were unlikely to be the same if you were working on the front-line.

And I am sure there are various other answers that are less common from

following in a parent's footsteps to having had first-hand experience of the difference a good police officer can make if you have been the victim of a crime.

But, of course, no-one really knows what they are letting themselves in for when they join the police service.

As I approach my retirement, I have been giving much thought to my own policing career, one which, I have to say, has been rewarding, satisfying, enjoyable and challenging in pretty much equal measure.

The key question has to be, if I had my time again would I still join the police service? And, without doubt, I would. I have loved my time with the Force, I have enjoyed serving our communities and I genuinely believe I can look back and say I have made a difference, both in terms of my work as a front-line police officer dealing with the public and also during my time as a Federation workplace representative and a full-time official.

But, to be honest, I can only make that judgement based on the 30 years I have spent in policing. If I was a young whipper snapper again, would I join the police in 2018?

Now that is a difficult one to answer.

So many things have changed since I was first sworn in as a police officer and, while, of course, we all welcome the advances in technology and forensic science that have helped us in the fight against crime, I am not sure that all of it has been for the good of policing, for the good of the public or for the good of the police constable.

Our officer numbers have been slashed to such an extent that we are losing our contacts with the communities we serve. It's not just the visible presence of officers on the beat that is missing though. With that we have lost our links with neighbourhoods that, in turn, has an impact on intelligence gathering, public reassurance and our ability to prevent crime.

So, as I prepare for my final couple of months as a police officer, I really do hope that we are now coming to an end of the funding cuts that have hit forces across England and Wales and that we will soon start to see a re-investment in policing before it is too late.

As police officers, we have no control over this though so we can only hope that the arguments put forward by the Police Federation, by senior officers and by Police and Crime Commissioners do not continue to fall on the deaf, or perhaps just plain not listening, ears of politicians.

There is one thing, however, where we can exert some control and that is over our own welfare.

I, for one, have definitely seen how in recent years more and more officers are experiencing mental health issues because of the stresses and strains of the job.

When you join up to serve the public but increasingly find yourself pulled from pillar to post, unable to meet demand and too pressed for time to fully support victims of crime, it has an impact on your professional pride and your personal wellbeing.

We have seen the great work done by

the Police Federation in raising awareness of the growing number of assaults on police officers, police staff and other emergency service workers.

Physical injuries are, of course, much easier for people to relate to but I am pleased that there is now open dialogue on mental health issues. The stigma surrounding mental health is slowly being tackled and we have a number of brave officers, who have talked publicly about their own experiences to thank for that.

Slowly, but surely, the message is getting through and the Federation is now working on a new 'pledge' on mental health which it is hoped will be adopted by forces in the same way that the assaults pledge has been.

But it's not just about the Force doing its bit to support officers experiencing mental, and physical, health problems. I think we all have a duty to look after ourselves too.

There are now a number of support services available to police officers. What might suit one officer, might not suit another, so if you feel you do need some extra support please do not be put off if your initial contact does not fit the bill.

If you feel you are buckling under the pressures of modern day policing – or if you are concerned for a colleague – please do not hesitate to get in touch with your Federation workplace representative or the Federation office at Guardians House.

We can help you find the support you need be that through the Force's B-Well initiative, Mind's Blue Light Programme or the Federation and Police Firearms Officers' Association Welfare Support Programme. All of these initiatives are working with police and emergency service workers daily and could be just what you need to help restore your

wellbeing.

I would also remind officers that for a donation of just £1.70 per week you can access all the facilities of Flint House, the dedicated police rehabilitation centre in south Oxfordshire.

Flint House has long been recognised as the place to go if you are recovering from a physical injury; its intensive physiotherapy programmes have enabled hundreds of officers to literally get back on their feet and back on the beat.

But it also offers a comprehensive mental health and wellbeing programme that can enable officers to cope with the stresses and strains of the job.

I find it incredible that just 20 per cent of our officers have signed up to Flint House, that is the lowest rate in the country.

I am not sure what else you could get for £1.70 per week – it's 5p less than the price of a cup of tea in one of the leading High Street coffee chains, and more than £1 less than most of their small cups of coffee!

So, I would ask all officers to give some consideration to prioritising their own physical and mental wellbeing during 2018. Of course, it fits nicely into the 'new year, new me' theme that everyone seems to foster during the early weeks of any new year but I hope that this is one resolution that we might all be able to stick to.

And this takes me right back to my original comments in terms of change being good of policing, for the good of the public or for the good of the police constable.

Officer welfare ticks all those boxes. But, I would also add, that it is also for the good of the officer's family, friends and loved ones.

“Physical injuries are, of course, much easier for people to relate to but I am pleased that there is now open dialogue on mental health issues. The stigma surrounding mental health is slowly being tackled and we have a number of brave officers, who have talked publicly about their own experiences to thank for that.”

IN NUMBERS:

£40,000

The fund-raising appeal target for an operation for Millie Bea Hughes. The former West Midlands Police officer's daughter has now had the life-changing operation which will enable her to walk

857

The number of officers to have registered for support from the Police Federation and Police Firearms Officers' Association Welfare Support Programme

80

Percentage of people in an HMICFRS survey who said it was important to have a regular uniformed police presence

73

Percentage of officers who reported having been single crewed often or always in the preceding 12 months in a new survey

50

The number of years Lol Ellison has served West Midlands Police, first as an officer and then as a member of police staff

44

Percentage of officers who had been the victim of an unarmed physical attack at least once per month over the previous year in a new survey

24

The number of officials who will be elected on to the new Police Federation of England and Wales National Board under the new regulations.



Chief Constable Dave Thompson addressing last year's Police Federation conference in Birmingham.

Officer assaults: Chief makes it personal

With two West Midlands Police officers or staff being assaulted, racially or verbally abused every day, the Federation has welcomed the Chief Constable's personal commitment to highlight the impact these attacks are having on his workforce.

Chief Constable Dave Thompson announced in January that a personal impact statement will be submitted where those who attack the police are brought to courts.

"I am pleased to see the Chief getting involved with this," says Tom Cuddeford, chair of West Midlands Police Federation, "It comes on the back of our own Protect the Protectors

campaign on officer assaults which included us taking officers to the Federation national conference and Parliament last year to talk about how they felt when they were assaulted or spat at by a member of the public."

The personal impact statement will be used during sentencing and allows the judge to take into consideration the impact the assault has had on the Force, the officer's family and the public. It will be used in conjunction with statements from the victim.

Mr Thompson said: "We are stepping up to highlight the impact of assaults on our communities. Officers, PCSOs and staff are

often the first and last line of defence. Our officers will always do the right thing and routinely put themselves in harm's way to protect the public, but we need to bring to justice criminals who think that it is okay to abuse and hit out.

"Time off recovering from a senseless attack is time taken away from the very communities that need them policing their streets and protecting them.

"All too often police officers and staff are subjected to assaults and threats. While the severity of such attacks changes, the impact upon society does not. It is never acceptable to assume that assaults upon police officers

and staff should be tolerated, they are not 'part of the job'."

He added: "When it comes to prosecuting suspects, we have been working closely with CPS in our region. We will be making sure that, for each prosecution of an assault on one of our officers or staff, the court understands the impact this has on us, our families, our workplace and the policing of the West Midlands."

In launching the new initiative, the Force drew attention to the case of PC Emma Agyei who was assaulted in May 2017 after being called to a domestic incident on Chapel Street, Bradley. Footage from her body-cam shows the moment she is forced to the floor by a 24-year-old man who beats her and rips out a large chunk of her hair.

Emma's attacker pleaded guilty to assault and was given a 12-week suspended sentence.

In the last three years 2,336 assaults on police officers have been recorded. Of these,



PC Emma Agyei and Chief Constable Dave Thompson.

“ All too often police officers and staff are subjected to assaults and threats. While the severity of such attacks changes, the impact upon society does not. It is never acceptable to assume that assaults upon police officers and staff should be tolerated, they are not 'part of the job' . ”

89 were PCSOs and 131 were custody staff.

Between April and December 2017, 669 assaults on West Midlands officers and staff were recorded. As a result, 356 days were lost as they recovered from their injuries with a cost equivalent to around £65,000 sick pay.

"The figures are unacceptable and we must work harder as a Force to protect our officers and staff," the Chief explained, "No officer or member of staff should come to work and accept that being assaulted or abused is simply part of the job.

"As a victim of crime, they will be offered the same service any member of the public would expect. As an employer, we're doing the right thing and adding in an additional layer of support."

Mr Thompson became Chief Constable in January 2016 and pledged to do more on staff wellbeing. As well as introducing

more staff welfare support services, he has backed the Police Federation's Protect the Protectors campaign and overseen the introduction of spit guards, body-worn video and double-shot Taser to help with officer safety.

Police and Crime Commissioner David Jamieson has supported Mr Thompson. He said: "I am pleased that the Chief Constable is getting tough on these unacceptable crimes. The police protect the public, it is therefore important we protect our officers, PCSOs and staff too.

"Officers and staff should not have to put up with violence and assaults whilst keeping the public safe. West Midlands Police takes assaults against its staff and officers incredibly seriously. The Force will do all in its power to bring those who commit such crimes to justice."

MPs back bill to protect police officers

A new bill that will bring better protection for police officers and emergency service workers has also received unanimous support from MPs.

The support came during the second reading of the Assaults on Emergency Workers (Offences) Private Members' Bill, introduced by Labour MP Chris Bryant.

It is hoped the bill will progress to statute by Easter.

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.



Bobbies
on the
beat:
**survey
reveals
they are a
rare sight**

An independent survey has revealed that nearly half of people in England and Wales have not seen a uniformed police officer on the beat in the past year.

The survey was carried out by Ipsos Mori on behalf of HM Inspectorate of Constabulary and Fire and Rescue Services and questioned 12,662 people.

Tom Cuddeford, chair of West Midlands Police Federation, said the results were a concern but were not surprising.

"We have been saying for many years now that cuts to policing would have a detrimental impact on neighbourhood policing," he explained, "Everyone involved in policing knows that it's not just about having visible policing presence to offer reassurance to the public. Police officers walking the beat and driving around our communities provide a valuable link between forces and the people we serve.

"Beat bobbies become known to people and that means they are more likely to find out about what is going on. They are the cornerstone of policing, helping gather intelligence, fight and prevent crime, maintain public order and help protect the vulnerable."

Tom's views were echoed by the Federation's national general secretary, Andy Fittes, who said when the survey's findings were released at the end of December: "If police forces have less then inevitably the public gets less. There is no getting away

from the fact that we simply do not have the resources to patrol as we once would have done. Police chiefs are having to prioritise things like terrorism and public events and to ensure that critical incidents such as responding to 999 calls are dealt with."

The survey considered perceptions of crime, safety and local policing. The proportion of people who said they had not seen a uniformed officer in their area was 44 per cent in 2017 - up from 41 per cent in 2016 and 36 per cent in 2015. A total of 12 per cent said they had not seen uniformed personnel in a vehicle in the past year.

Across England and Wales, 20,000 police officers plus support staff have been lost during the 'austerity years' since 2010.

Mr Fittes added: "Less than a quarter of the calls which officers respond to are actually about crime - much of it is dealing with mental ill-health and social work and picking up the pieces that other services are unable to deal with.

"Her Majesty's Inspectorate of Constabulary has also previously warned about the demise of neighbourhood policing and the critical part it can play in preventing crime and it is an absolute travesty that the service has been run into the ground because ultimately it is the public who suffer."

A report detailing the survey findings states that public sentiment around police visibility 'can be strong and have a significant bearing on broader attitudes to policing and

The survey also showed:

30 per cent of people considered crime and anti-social behaviour to be a big problem in their local area

Just over half (**53 per cent**) were satisfied with the police - similar to last year when the percentage was 52 per cent.

The proportion who said the service provided by local police has got worse **increased to 25 per cent**, from 20 per cent in 2016.

The main responsibilities for policing were identified as responding in person to emergencies, tackling crime of all types and countering terrorism and extremism.

While more than **80 per cent** of participants felt it was important to have a regular uniformed police presence, only **17 per cent** believed they had this locally.

local safety'.

It said: "Regular local uniformed police presence remains important for participants."

The research also found a marked increase in confidence in the police to provide protection during a terrorist attack. Over half (55 per cent) said that they would be 'very' or 'fairly' confident in police dealing with such an incident, compared with 46 per cent in 2016.

Viewpoint: our officers say

"I'm afraid the survey was a little bit misleading. It only asked 300 people in each of the 43 force areas, some force areas are huge in distance and in population, so let's give it the credibility it deserves and put it in the bin as it is generalised rubbish.

"I think most people have dismissed the survey as being irrelevant and have questioned why it was put out over the Christmas period by HMICFRS and was unfortunately used to bash policing by the usual media suspects. I know our own Chief publicly did this, fair play to him.

"The reality is we have had 20,000 police officer cuts in England and Wales, and more than 2,000 of them are from our own Force, as well as the closure of hundreds of police stations.

"We all know that we have a less visible presence. It's not rocket science. We've been highlighting this for the last eight years."

Paul Ford – West Midlands Police Federation representative

"There are no foot patrols by police officers anymore. I am a neighbourhood officer and 0 per cent of our time is spent on foot patrol. Over the past six months, due to the various well publicised changes in policing, neighbourhood policing has all but disappeared as we filled in the gaps felt by response.

"I genuinely cannot remember the last time I did a foot patrol. It's been over 12 months at least.

"Having joined in 2001, I started in an era of blooming numbers combined with 'old fashioned' policing, so I was on foot patrol virtually every single day, some evenings and even the odd night!

"Foot patrols have dwindled ever since. They saw a small increase when dedicated Neighbourhood Teams were introduced, however, over the last few years, even before the more recent upheavals, they have practically

become a thing of the past – except when it is used as a reactionary tactic to 'offer reassurance'.

"I feel foot patrols should still be a part of modern day policing. The level of intel that comes in is directly proportional to the level of face to face public contact. And there is no better way to achieve face to face contact than to simply 'potter round the neighbourhood'.

"Investigations are also being hit due to the cuts to officer numbers. Thousands of investigations are being filed at source simply to keep 'heads above water'. Telling victims of crime that we can't ID an offender is one thing, but telling them that we're not even going to look has a direct effect on public confidence. More numbers are needed, especially civilian investigators – ex-bobbies are a gold mine of experience and talent.

"OM is being hit. Effective offender management can have more of an effect on crime figures than all the foot patrols, hot spot tasking and 'pro-active teams' combined. As we know and are always told, something like 70 per cent of the crime is committed by 10 per cent of the offenders.

"Response has been hit but is getting better, though much more is needed.

"In all aspects, but especially in roles like Investigations and OM, the Force desperately needs to utilise its 'restricted officers' more efficiently. As someone who has spent approx. 18 months restricted over the past few years, I know first-hand that my experience and skills could have been used much more effectively, while still adhering to my personal circumstances and wishes."

Chris Traves, 17 years' service
LPU: SH

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Single crewing is 'putting officers at risk'

A new study has provided fresh evidence that single crewing could be putting the safety of police officers at risk.

It found that officers who indicated they were often, or always single crewed had 'significantly elevated odds' of being subjected to verbal insults and threats and physical attacks and injuries requiring medical attention.

Among officers indicating crewing was applicable to their role, 73 per cent reported having been single crewed often or always in the preceding 12-month period.

And 71 per cent of respondents said they have been verbally insulted, 55 per cent said verbally threatened and 44 per cent had been the victim of an unarmed physical attack at least once per month over the preceding 12-month period.

The study was carried out jointly by the Police Federation of England and Wales (PFEW) and University of Nottingham and canvassed the views of 11,397 officers from 43 territorial forces.

Tom Cuddeford, chair of West Midlands Police Federation, said: "This comes as absolutely no surprise to me at all – it is simply common sense. However, it is good that we have some evidence to back it up.

"A single crewed officer is going to have to use considerably more force to detain someone that say two officers would if they could use a simple arm hold, as an example. The options available to that double crew are

much greater and will pose less of a risk to both the suspect and the officers.

"And, an officer out on their own in a remote location at night is not necessarily going to stop a vehicle full of suspects as they could be putting themselves at risk – so it is also having a knock-on effect to the service we can provide the public."

The study also revealed 47 per cent of respondents had been attacked with a weapon at least once within the last year and 26 per cent had suffered one or more injuries that required medical attention as a result of work-related violence in the preceding 12-month period.

PFEW lead on operational policing Simon Kempton said single crewing is fundamentally a consequence of budget cuts and the lack of resources across forces. He said: "There are times, for example, when one officer is taking a protracted statement that it would be inefficient to be with a colleague.

However, the default position ought to be double crewing of officers engaged in patrol work for the benefit of them and of the public."

Another area of concern for officers, Simon explained, is around accountability and malicious complaints that are made about them: "Single crewed officers, until body-worn video is issued to all, are more susceptible to false complaints or allegations from those who would lie about the police in order to deflect from their own behaviour or because of simple malice."

The Federation presented the results of the study – which is called 'Single Crewing in English and Welsh Policing: Frequency and Associations with Violence Towards and Injuries in Officers' - at the British Psychological Society's Division of Occupational Psychology conference from 10 - 12 January at the Crowne Plaza in Stratford-upon-Avon.

“An officer out on their own in a remote location at night is not necessarily going to stop a vehicle full of suspects as they could be putting themselves at risk – so it is also having a knock-on effect to the service we can provide the public.”



Tim drives forward campaign for change in law

A campaign calling for a change in the law to offer better protection for police and emergency service drivers is continuing to gather momentum.

The campaign is being led by West Midlands Police Federation deputy secretary Tim Rogers, national Federation lead on police pursuits, who has highlighted concerns that there are currently no legal exemptions from the offences of careless or dangerous driving for officers responding to calls for help from the public.

And it has now been supported by a senior backbench MP who has also called for a change in the law.

Sir Henry Bellingham, MP for North West Norfolk, believes too many officers have been hauled before the courts and accused of dangerous driving simply for 'doing their jobs' and while following approved tactics. Their advanced driver training is not taken into account and they are judged by the universal standard of a 'careful and competent driver'.

Current legislation means that regardless of their training and experience, officers are judged by the standards of the 'careful and competent driver' who is unlikely to go through a red light, cross the wrong side of bollards and so on. This means those engaging in a response or pursuit are vulnerable to a prosecution charge of dangerous or careless driving.

Welcoming the progress, Tim said: "It was good to see this issue getting the support at Parliament that it deserves. There is still a way to go in this process but I am optimistic that, after seven years of watching our members falling foul of the law just for doing their jobs, we will get legislation that supports them in the difficult job they do."

Sir Henry introduced his Emergency Response Drivers (Protections) Ten-Minute Rule Bill on 20 December, and won cross-party



Merseyside police officer James Ellerman at conference 2017, talking about his own experiences of being prosecuted for dangerous driving.

support for a change in the law.

He cited a number of examples in which officers had faced disciplinary procedures for doing their job including the case of PC Richard Jeffery, a Norfolk officer who pursued a stolen car being driven by a drunk driver. The vehicle crashed and the driver was killed. PC Jeffery was suspended and investigated for gross misconduct for two years by the Independent Police Complaints Commission (IPCC).

Sir Henry said: "The key point is that the Crown Prosecution Service and the IPCC could not look at the extra training and expertise of the police officer. This officer faced a dilemma. He could easily have said, 'It's the end of a long day, I won't take the risk, I'm going back to the police station'. What would have then happened if this car, which was being driven by a driver four times over the limit with broken lights and on a wet road, had gone off

the road and killed several people? He would have had that on his conscience forever so, of course, his training kicked in, as one would expect."

He told MPs about the case of a police pursuit commander who was suspended for 18 months (so far) and forbidden from leaving his home for more than three days. And a moped rider 'doing wheelies and going up the wrong side of a dual carriageway' who injured himself but it was a police officer who was pursuing who was suspended and then investigated for grievous bodily harm.

Sir Henry added: "The driver recovered from his head injuries very quickly and, two weeks on, was committing further crimes while the police officer, who was doing his duty, ended up being suspended. There are many other cases but what runs through them is the significant impact they have on the officers who are doing their duty to and serving the public, and the forces.

"The Home Office guidelines are not working. Time and again, the IPCC takes the view - perhaps while wrapped up in the emotion and under a lot of pressure from families - that it should take action, but it says, 'We won't deal with it, we'll let the courts look at it'. That, I think, is a cop out. It is quite wrong that these officers are being prosecuted in this way."

During summer 2017 the Police Federation of England and Wales wrote to all of its members to remind them that 'there are no legal exemptions from the offences of careless or dangerous driving' for officers responding to calls for help from the public.

The letter was sent to more than 120,000 Federation members across England and Wales and was intended to correct the assumption, also held by many members of the public, that police officers can break traffic rules.



Tim Rogers (left) with Sir Henry Bellingham at Westminster.

And speaking at the national Federation conference last May, Tim argued the current law was unsatisfactory and unworkable leaving officers risking their liberty and livelihood.

He won the support of West Mercia's Chief Constable Anthony Bangham, roads policing lead at the National Police Chiefs' Council, who said he would work closely with the Federation on the issue.

At the time, Tim told conference: "We are not asking for you to be able to drive carelessly and dangerously. But the training you get has to be reflected in roads policing legislation."

And, to highlight the very real consequences of the current law, Merseyside police officer James Ellerman gave a presentation at conference, talking about his own experiences of being prosecuted for dangerous driving after preventing a man who had been riding a motorcycle recklessly in Liverpool returning to the city centre by knocking him from the vehicle using his police van.

He talked about the stress he went through during the investigation, the sleepless nights, shaking with fear at the thought of being sent to prison and the fact

that the up and coming trial had overshadowed the birth of his second daughter. His life, he said, was put on hold.

He explained that he felt he had no alternative but, using his knowledge, training and experience to cause the collision. He feared someone would be injured or killed if the motorcyclist was not stopped.

"I had to stop him returning to the city, I couldn't do nothing," said James, explaining that he felt he had to fulfil his duties of protecting the public, protecting property and that the motorcyclist posed a risk to the public.

On arresting the motorcyclist, he found he was riding a stolen bike and was disqualified from driving. He thought that would be the end of it but it was just the beginning. He was served with gross misconduct papers and prosecuted.

The judge finally cleared him, saying of James' intervention 'he was damned if he did and damned if he didn't'.

Sir Henry assured MPs that his bill is not a charter for blue light drivers to act irresponsibly but would protect officers who are following their training and exercising their professional judgment. The bill was accepted with cross-party sponsors and no dissent.

The bill is due to have its second reading in Parliament on Friday 16 March 2018.

“ It was good to see this issue getting the support at Parliament that it deserves. There is still a way to go in this process but I am optimistic that, after seven years of watching our members falling foul of the law just for doing their jobs, we will get legislation that supports them in the difficult job they do. ”

Tom Cuddeford implores delegates at the national Police Federation conference in 2014 to support all the recommendations from Sir David Normington's independent review in one of the most critical decisions in the organisation's history.



Policing: an absolutely unique role

Thirty-one years after joining the Force as a cadet, West Midlands Police Federation chair Tom Cuddeford will soon clock off for the last time as he retires in April.

And while he has many happy memories of his time as a police officer and a Federation representative, he is aware that he leaves the Force – and the Federation – at a pivotal time.

“The Force, just like the rest of the police service is feeling the effects of the cuts in terms of reduced officer numbers – with no corresponding drop in demand – but we are also seeing the effects of increased accountability,” says Tom.

“Of course, we all need to be

accountable, however, I do have concerns that these demands place considerable pressure and stress on fellow colleagues. When things go wrong it appears that it's the Federated members who suffer rather than infrastructure and officers of higher ranks.

“Meanwhile, the Police Federation of England and Wales is continuing the reform process following Sir David Normington's independent review and we are now working our way through the long-awaited local and national elections under the new regulations.”

Tom's policing career began when he became a West Midlands Police Cadet on 11 April 1987 and, upon graduation, he became

a PC a year later.

But, while he joined to help others and was attracted by the variety of roles within the profession, it could have been very different. He had already been accepted as a trainee Registered General Nurse at New Cross Hospital, Wolverhampton.

He recalls: “However, when the police cadet job offer came in, literally a few days later, that was it, I was destined to become a career police officer.”

Nonetheless, the caring and nurturing side of his make-up still shone through in his policing career and was instrumental in him taking an active role in the Police Federation for the last 10 years through which he could offer support and understanding to colleagues experiencing tough times in their own careers.

Through a career of 30 plus years, Tom has seen massive changes within the policing service but sees one of the biggest as the shift in the nature of the camaraderie among colleagues.

“Instead of large shifts and people supporting each other, it is far more smaller groups of people, with more specific roles to perform. There are pros and cons for this and the loss of 2,000 officers in our Force has also had some impact on this,” says Tom.

“To some extent the change in crimes i.e. cyber/internet fraud and the increased threat of terrorism has also had a major impact.”

But despite all the change he has

“It was essential that we made the Federation fit for purpose for the 21st century, only then can it properly represent the membership, negotiate effectively on their behalf and seek to influence decision-makers. The review is still ongoing but great strides have been made and we cannot live in the past.”

experienced, he is still proud to have been a police officer, to have made the rank of sergeant after 12 years as a PC and to have made his family proud of him.

His policing career has not been without its low points. Tom cites the real term reduction in police pay and conditions and the impact this has had on officer morale but also the tragic deaths of several officers in service.

Tom first became a Federation workplace representative in November 2008.

He recalls: “I was a custody sergeant at Wolverhampton Central Police Station and the previous sergeants’ Fed rep had moved on, so I went for the role of rep and that was it - my first rung of the Federation ladder.”

His career saw him rise from a workplace rep to become branch chair around 18 months ago.

As a rep over the last decade, he has supported and helped countless Federation members and colleagues who have been going through misconduct and personnel issues. He was instrumental in starting up a programme of West Midlands Police Federation Roadshows across the Force over the last few years to promote the Police Federation and all it has to offer to members. He also helped launch Teapot 1/Taypot 1 to offer support and refreshments for members involved in policing large-scale events, including political party conferences and rallies.

As chair, he has been a keen and active supporter of the nationwide Protect the Protectors campaign on officer assaults, helping secure the introduction of spit guards for all front-line West Mids police officers and the increase in Taser trainer officers, for their own and the public’s safety.

But he says the biggest challenges have been managing members’ expectations in terms of police pay and conditions matters, especially the long-debated pension issues, and seeing through the independent review.

“It was essential that we made the Federation fit for purpose for the 21st century, only then can it properly represent the membership, negotiate effectively on their behalf and seek to influence decision-makers. The review is still ongoing but great strides have been made and we cannot live

in the past,” Tom says.

Looking back on his Federation career, he hopes he will be remembered as someone who made a difference for members who needed Federation support when they were going through tough times but also for introducing Taypot1!

Tom’s official retirement day is 10 April and he then hopes to buy a little cottage in Extremadura, Spain and see some of the world.

“I am proud to have served the public of the West Midlands for the last 31 years and all those friends and colleagues I have worked with over the years during this period. Being a police officer is an absolutely unique role and profession and I have reached the end of my policing career knowing I have given it my best shot,” he explains.

“I wish all the best for the future to all my colleagues who I leave behind. Tom, Tom the Fed Mon.”

Tom’s Federation facts

November 2008 - Sgt Fed rep Wolverhampton West Operational Command Unit

April 2010 - Sgt Fed rep Wolverhampton Local Policing Unit

2010 - 2012 - Deputy secretary National Custody Forum, PFEW (influencing the safer detention and handling of persons in custody and PACE related matters)

May 2011 - Completed conduct and performance Federation course

March 2012 - July 2016 - Deputy chair, West Midlands Police Federation Joint Branch Board

January 2014 - Completed health and safety in the police service course

November 2015 - Media course

April 2016 - Post-incident procedures course

August 2016 - Present day chair West Midlands Police Federation Joint Branch Board.

50 not out!

Lol Ellison joined West Midlands Police more than 50 years ago but he’s still going strong as a forensics specialist.

PC B272 Ellison was sworn in as a police officer on 4 December 1967 after swapping life as a farmhand in Shropshire for beat patrols in West Bromwich. His first monthly payslip was 35 pounds, 7 shillings and 6 pence, less than he earned on the farm.

He met his wife, a police shorthand typist, at the then state-of-the-art police station in the town where a Tesco supermarket now stands.

Lol says he ‘loved every minute’ of being a Beat Bobby but his real passion was crime investigation and in 1981 he landed his dream job as a SOCO.

He retired after 30 years’ service as a police officer – but 16 hours later returned to his old desk as a civilian SOCO in the Force’s new forensics lab.

Evidence uncovered by the 69-year-old has helped crack countless cases – including a high-profile jewellery heist and the murder of a police officer – and he’s helped identify more than 1,000 criminals.

Lol’s police photo scrapbook includes a snap from the ‘80s showing the eager SOCO – in suit and tie – digging up woodland in the hunt for £65,000 worth of jewellery from a shop heist in Walsall.

He recalls: “All we knew was it was two strides from a tree which had been marked by a knife cut; I found the tree and, yes, the jewellery was recovered during my dig.”

And Lol adds: “I was the SOCO on many complex, fascinating investigations – and nothing beats uncovering that bit of evidence which leads to you identifying an offender and securing justice for victims.”

In 2008 Lol – whose son is a Force crime scene co-ordinator – joined the Force’s Fingerprint Development Laboratory.

Lol’s incredible service has recognised by the Chief Constable.

And even after 50 years’ service he’s still passionate about police work: “My motivation has always been my passion for forensic investigation. If money was my motivation I would never have joined the Force.

“I’ve had a hugely satisfying career with lots of happy memories. I can still recall my first fingerprint identification following a break-in at a shoe repair shop in West Bromwich... and I get the same buzz now from landing a forensics ‘hit!’”

Lol is a member of the WMP bowls team and says: “My only regret is never quite being able to land the National Police Crown Green Bowls title. I was a beaten finalist twice, in 1973 and 1996.”

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Could you be a Federation representative?

Election process now underway

Officers are being encouraged to take part in the Police Federation representative elections – either by putting themselves forward for election or just by voting.

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.

Workplace reps undertake their representative duties alongside their policing duties.

Information on the first round of elections for workplace reps, including how to self-nominate and how to vote, is being

sent directly to all rank and file officers via PNN email addresses.

In the last week of January, the Metropolitan Police Federation branch was the first to open nominations with the rest of the 42 branches across England and Wales opening their workplace representative nominations a week later on Thursday 1 February.

These national elections, usually held every three years, were due to begin in 2016 but due to extensive organisational reform within the Police Federation of England and Wales (PFEW), could not be run until new regulations were approved by the Home Office and became law. This happened on 31 December 2017.

This means the elections will be the first using the new process recommended by the

Federation's 2014 independent review led by Sir David Normington.

The new process allows members to vote for their workplace reps, local chairs and the national chair via an electronic voting system.

It will provide a new rank-less structure; there will be 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.

Continued on Page 18

**Members,
make your voice count
Vote for Fed reps now**

Reps@work

#YourFederation
www.polfed.org/elections

'Fed work is very satisfying'

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," he explains.

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>

2018 Federation elections: key dates

A breakdown of each round is shown in the table below. The rounds in bold text indicate those in which members are able to vote.

17 February

Branch Council nominations open

1 - 21 March

Branch Council voting open

28 March

Branch Council election results

3 - 11 April

Branch Board nominations open

15- 23 April

Branch Board voting open

27 April

Branch Board election results

1 - 11 May

Branch chair nominations open for all branches

14 - 30 May

Branch chair voting open for all branches

31 May

Branch chair election results

The new election process

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

Becoming a PFEW workplace representative is a great way to develop new skills and take your career to new heights while also making a difference for your colleagues.

Any subscribing Federation member - from PC to chief inspector - can nominate themselves and stand for election as a workplace rep, automatically becoming part of their local Branch Council. From there, they can stand to be on the local Branch Board, then stand for a regional or a national role if they wish.

Federation branches across the country are making a special plea to members from under-represented groups to consider putting themselves forward to become reps to help better reflect the diversity of the membership.

Your local Federation

Each of the 43 police forces in England and Wales has a Federation Branch Council made up of all the workplace reps for that force. From the Branch Council, a Branch Board is elected, including a chair, secretary and treasurer.

Other roles include equality liaison, health and safety liaison, conduct and performance liaison, post-incident procedure lead and professional development lead.

How to put yourself forward: FAQs

What is the election process?

The entry point is standing to be a workplace representative for your local branch - this role automatically makes you part of the Branch Council, which is made up of all elected workplace representatives within a given force.

Who can stand for election as a workplace rep?

Any subscribing member who is not suspended can stand as a candidate in the constituency of which they are a member, so long as they were a member of the Federation two months before nominations opened - e.g. nominations opened on 1 February 2018, therefore it will be necessary to have been a member on 1 December 2017.

How do I stand for election?

Any member wishing to stand for election can self-nominate via an online portal during the nomination period - a link will be provided to all members via their PNN email address at the appropriate time. You will need to fill in the online nomination form



Why become a rep?

Advocacy
Media
New Reps Course
Health & Safety
Equality Practitioners
Treasurers & Trustees
Standardisation & Development
Effective Presentation & Training Delivery
Secretaries Workshop
Post Incident Procedure
Conduct & Performance

Training and Development Opportunities for Reps

POLICE
Federation

and sign the Standards and Performance agreement.

You can self-nominate in all elections, there is no need to be nominated or seconded by another member.

How do I find out which Branch constituency I am in?

When you visit the nomination website, there will be information on constituencies that will enable you to select the correct one to stand in. Once your nomination is submitted, it will be checked by your Branch to ensure the information, such as the constituency, is correct.

Who can vote?

Any member, whether subscribing or not, can vote in their constituency so long as they were a member of the Federation two

months before nominations opened - e.g. nominations opened on 1 February 2018, therefore it will be necessary to have been a member on 1 December 2017. Also, unless otherwise stated, you can vote in elections in which you are standing.

How do I vote?

Voting will be online during the voting period - a link will be provided to all members via their PNN email address at the appropriate time.

How will the Branch Council election results be announced?

Once the voting period closes, candidates will be informed via email if they have been successful. Branches will also receive an electronic copy of the results, as will the national general secretary, who is the arbiter

of the election process.

Becoming a Branch Board member

What is the next stage if I am elected as a workplace rep and become part of the Branch Council?

If you would like, you can then stand to be part of the Branch Board, which is elected from those making up the Branch Council.

Who can stand for election to the Branch Board?

Anyone who has been elected to the Branch Council, and the secretary, chair and any other additional members of the current Branch Board - so long as they have not stood unsuccessfully for election to the Branch Council - can stand as a candidate for election to the Branch Board.

How do I stand for election to the Board?

Any member wishing to stand for election can self-nominate via an online portal during the nomination period - a link will be provided to those eligible to stand. You will need to fill in the online nomination form and sign the Standards and Performance agreement. You can self-nominate in all elections, there is no need to be nominated or seconded by another member.

Who can vote?

Anyone who can stand in the Branch Board election can vote, i.e. all of the Branch Council.

How do I vote?

Voting will be online during the voting period - a link will be provided to those eligible to vote at the appropriate time.

Continued on Page 20

Reps@work

#YourFederation
www.polfed.org/elections

Members, be the voice of your colleagues Stand for election now



How will the election results be announced?

Once the voting period closes, candidates will be informed via email if they have been successful or not. Branches will also receive an electronic copy of the results, as will the national general secretary, who is the arbiter of the election process.

How is the branch secretary elected?

The branch secretary is elected by the Branch Board at its first meeting from among the members just elected to the Branch Board. It is intended that branches will conduct this election themselves.

How is the branch chair elected?

The branch chair will be elected by the members of the force in question. Nominees for branch chair come from among those just elected to the Branch Board. Those eligible to stand will receive an email link so that they may self-nominate. Ahead of the voting period, members will be sent a link via their PNN email address giving them access to the voting platform so that they can vote.

How is the branch treasurer elected?

The branch treasurer need not be a full 'facilities time' officer, but they must be a member of the Branch Board and be elected by the Branch Board from among its members. It is for branches to determine how they elect the treasurer. It may well be appropriate for the treasurer to be elected after the secretary at the same meeting.

How are any other Branch officers to be elected?

It is for Branch Boards to determine whether they have, and how they elect, any other branch officers. If you have any further questions, please contact the Federation office.

Support the Reps@Work campaign

There is a wealth of expertise and much work being done throughout the Federation network to represent approximately 120,000 officers (97 per cent of all rank and file), benefiting not only members but the police service as a whole.

Much of this work is largely unreported. The national Federation's Reps@Work was launched as a platform to showcase the good work being done by approximately 1,500 Federation reps across England and Wales, each and every day – locally and nationally – on behalf of members.

- Reps@Work aims to:
- Highlight the skills and experience of reps throughout the country;
 - Share personal stories of how the Federation has helped officers in times of need;
 - Build confidence in the Federation network and the value of being a member; and

- Encourage more officers to get involved and come forward to stand for election.

Further information

If you have any questions about being a rep, please contact your workplace representative or the full-time officials at Guardians House.

Millie Bea undergoes life-changing operation



Millie Bea recovering in hospital.

Two years after former Wolverhampton DC Natalie Hughes launched a £40,000 appeal to fund an operation that would enable her daughter Millie Bea to walk, the brave youngster has undergone the surgery that will transform her life.

Millie, who is now four, was born with spastic diplegia cerebral palsy so has never been able to walk unaided. Her twin, Evan, is unaffected.

But, on 13 January, Millie who is due to start school in September, underwent the selective dorsal rhizotomy (SDR) operation at The Portland Hospital in London, one of only a handful of hospitals to offer the pioneering treatment.

Ahead of the surgery, mum Natalie, who left West Midlands Police last year to move to Cumbria Constabulary, wrote on the Millie Bea's Walking Wish Facebook page: "Millie is very excited about going to London to see Dr 'Kristian' and getting her new legs!

It's going to be hard work for her and a totally emotional time for us all but it will have such an amazing impact on Millie's life and future.

"I think our motto will be 'chin up, dig in and crack on'. We are soooo lucky to have had such fantastic overwhelming support

from you all, we will be forever in your debt."

The operation was deemed a success and Millie now faces a long road ahead with intensive physiotherapy.

Natalie explained: "Millie is doing really well and you can already feel that the tightness in her legs has gone."

While with the Force, Natalie received great support from West Midlands Police Federation, the Force Benevolent Fund and fund-raising colleagues, with many LPUs donating the proceeds of their tuck shops to the appeal. Friends and family members also organised their own fund-raising ventures and took part in a charity football match, a 70-mile sponsored bike ride.

"We are so grateful for the support we received from everyone at West Midlands Police," says Natalie, "I cannot thank everyone enough for the way in which they got behind the fund-raising appeal and helped us get Millie to this point. This operation will totally transform her life."

You can keep up with Millie's progress on the Millie Bea's Walking Wish Facebook page.



“ We are so grateful for the support we received from everyone at West Midlands Police, I cannot thank everyone enough for the way in which they got behind the fund-raising appeal and helped us get Millie to this point. This operation will totally transform her life. ”

Wellbeing support has improved – but more can be done

Health and wellbeing provision at West Midlands Police has improved – according to the latest report from the police watchdog.

However, supervisors have a lack of knowledge and understanding of the support services that are available to staff and officers.

Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services looked at wellbeing as part of its latest round of inspections into legitimacy.

And while it highlighted the Force is increasingly prioritising the health and wellbeing of its staff and officers, it still requires some improvement in how this is understood and recognised by the workforce.

It stated: "Although the Force is good at taking early action to improve the wellbeing of its workforce at an organisational level, its knowledge of early intervention and support at an individual level is not yet widespread.

"The Force's enhanced understanding of wellbeing risks has enabled it to identify sections of the workforce who may be vulnerable to mental health issues.

"This supports focused preventative and early action, such as the formation of a carer network, a menopause support group, and an employee assistance programme, 'B-Well', launched in June 2017.

"We found a comprehensive range of resources available via the Force intranet which officers and staff can access for a variety of wellbeing needs, and this was easily accessible through the Force's homepage.

"The Force needs to work harder to ensure supervisors are adequately equipped to intervene in individual cases of risks to wellbeing, and that members of the workforce have a clear understanding of the support available to them and how to access it."

Overall, the Force was graded as 'requires improvement' in the legitimacy review.

HM Inspector of Constabulary Wendy Williams said: "Although we found examples of established practices and some recently introduced developments that were promising, there are areas where the Force needs to make improvements.

"The Force needs to improve how it ensures its workforce is treated fairly and with respect. Health and wellbeing provision for the workforce has been improved but some supervisors lack knowledge and understanding of the support services that are available.

"The Force has ambitious plans to overhaul its leadership development and individual performance development arrangements, which should provide significant benefits in future."

You can read the full report at <https://tinyurl.com/yaluanbu>



Areas for improvement

The HMICFRS legitimacy review said the Force should:

- Ensure that all members of the workforce understand the concept of unconscious bias and realise how it can undermine good decision-making, and support them in providing a bias-free service.
- Ensure, in respect of the use of force, that:
 - Front-line officers and staff have a thorough understanding of the fair, legal and professional use of coercive powers particularly in relation to handcuffing and conducting strip searches of people in custody;
 - Officers and staff routinely record all use of force;
 - It introduces processes to enable effective and robust scrutiny of data; and
 - It uses individual and organisational learning from the scrutiny of information and data about the use of force to improve the way the workforce treats people.
- Ensure that its published gifts and hospitality register is routinely kept up to date.
- Ensure it introduces a robust process for effective vetting 'renewals' arrangements so that all members of the workforce have up-to-date vetting checks.
- Review how it promotes access to its complaints system (including the distribution of printed information about how to make a complaint), in line with IPCC statutory guidance, the support it is able to offer people who may need additional assistance to make a complaint, and how it promotes the complaints process in communities that have less trust and confidence in the police.
- Improve the quality and timeliness of updates to all complainants and other parties involved, in line with IPCC statutory guidance.
- Ensure that all allegations which meet the mandatory criteria for referral to the IPCC are so referred.
- Ensure it has effective arrangements in place to support all individuals involved in any grievance and that all grievances are properly identified, investigated and speedily resolved.
- Ensure that its supervisors are able to recognise warning signs, intervene early and provide support to members of the workforce whose wellbeing is at risk.
- Ensure that its workforce is aware of the wellbeing support that is available and how to access it.

Numbers using Welfare Support Programme increase as rising demands put officers under pressure

More officers are struggling to cope with the demands placed on them during the course of their duties.

That is the stark reality of policing, according to the latest figures from the Welfare Support Programme (WSP).

The WSP was set up in June 2015 as part of a joint initiative between the Police Federation of England and Wales (PFEW) and Police Firearms Officers' Association (PFOA), and offers year-round support to officers and their immediate families.

In the last three years, 857 officers and their family members have registered on the programme.

West Midlands Police Federation chair Tom Cuddeford said: "The demands being placed on our officers are getting greater and

greater and that has been well-documented in recent times.

"While we continually strive for more support from the Government to help our dedicated officers do their job to the best of their ability, the pressure on those officers increases in many ways.

"Sometimes, that pressure can manifest itself in the development of ill-health or problems with mental health and that is where the WSP can offer such valuable help."

The use of the WSP varies across forces. Some do not use the programme at all, while others refer people on a weekly basis.

Over the last 12 months, the WSP has made 2,856 contacts with officers and their family members.

B-Well offers free counselling service

Officers and staff have access to a free, 24/7 confidential counselling and support service provided by the Force through its Employee Assistance Programme.

B-Well is delivered through an external provider to offer 24/7 access to a variety of support and resources inclusive of counselling, financial advice, line manager support, an online CBT programme and a lifestyle app.

"This is a great service for our officers and staff," says Tom Cuddeford, chair of West Midlands Police Federation, "It can offer a life-line in people's hour of need. We appreciate there is no 'one size fits all' service that will work for everyone so it is pleasing to see an increased range of support on offer and we welcome the fact that the Force launched B-Well last year in response to concerns about officer and staff welfare."

Other than anonymised data about the numbers of people using the service, the details of those who use the service and what they discuss with counsellors is kept entirely confidential.

WMP B-Well was the first major

project by the Force's People and Organisation Development (POD) department and is part of the People Deal – the Force's promise to its people.

Sarah Cavendish, the Force's mental health lead, said last year: "Occupational health and B-Well are the two main avenues of support that I would recommend people explore, however, we know that support is personal to the individual and it may be that officers and staff need to 'try out' different options before they find what works for them.

"This may include support from the chaplaincy, the Police Federation, the staff association groups, the Benevolent Fund or Police Mutual and so on. For anyone who is feeling stressed or anxious or dealing with mental health issues I would always advise to seek support internally, in the first instance from your line manager and externally, from your GP.

"They will be best placed to signpost to other forms of support and resources and will have a personal relationship with you. Other avenues like B-Well or occupational health can then be considered."

Blue Light Programme - support for emergency services

Independent research by Mind shows that members of the emergency services are even more at risk of experiencing a mental health problem than the general population, but are less likely to seek support.

Mind is delivering the Blue Light Programme to provide mental health support for emergency services staff and volunteers from ambulance, fire, police and

search and rescue services across England and Wales.

Thousands of staff and volunteers across these services have actively challenged mental health stigma, learnt more about mental health and made positive changes in their approach to wellbeing with the support of the Blue Light Programme so far.

You can find out more at mind.org.uk



Flint House – getting you back to full health

Police officers who subscribe to the Flint House Police Rehabilitation Centre can get help with not just physical injuries but also mental health issues.

Flint House, which is in Goring on Thames, has a highly skilled team of physiotherapists, mental health practitioners and registered nurses who every year help more than 3,300 police officers get back to full operational health.

Flint House aims to get serving officers back to full duties, using a sophisticated and specialised programme of treatments and therapies. The reason it refers to the police officers as 'patients' is to denote the fact that they are there for active treatment under the care of health professionals and that Flint House treats them as individuals, with no rank structure or any reference to their police title.

Flint House provides support for its subscribing members for injuries received both on and off duty.

While physical rehabilitation is the major treatment requirement for patients attending the centre, within the past two years mental health has become an increasingly required and vital part of the Flint House treatment portfolio. Considerable investment has been undertaken in dedicated resources, both financial and people.

The Health and Wellbeing Department is staffed by experienced mental health practitioners and registered nurses.

The mental health practitioners facilitate low intensity group work, with psycho-educational classes for common mental health conditions, anxiety, depression and stress, run over the 12-day stay. Gentle exercise and finding pleasure in walking is part of the programme to improve mental health.

In addition, general nursing care and health education classes are also undertaken. Wellbeing encompasses healthy lifestyle and choices. Patients can take time to reflect on their lifestyle, habits and with advice, education and encouragement, make decisions on change to ensure a healthier life.

General classes are open to all patients for information and advice on aspects of health, sleep, stress management, nutrition and relaxation. Payroll donation is the route to being a donor and is open to holders of the 'office of constable', and prepared to contribute a monthly voluntary donation to support the charity's aims and objectives.

As of 1 September 2016 the requested donation is only £1.70 net per week, taking into account Give As You Earn, which is deducted direct from payroll. And yet only 20 per cent of West Midlands officers subscribe, the lowest take-up rate in the country.

Flint House is a registered charity funded almost entirely by the donations of serving officers.

If you would like to subscribe, please contact the benevolent fund.



IPCC needs to change more than its name

The Independent Police Complaints Commission (IPCC) may have changed its name, but not everyone is convinced it will deliver changes in the way it investigates and deals with complaints.

John Tooms, the West Midlands Police Federation conduct lead, said he is sceptical about the difference a name change will make, especially as the regional lead remains the same. It is now called the Independent Office for Police Conduct (IOPC).

The IPCC has been plagued by delays, sub-standard investigations and poor service – often leaving officers and others in limbo for months, if not years – before enquiries were completed or dropped.

John said: “We have been raising concerns about issues with the IPCC for some time. For example, in three recent cases handled by the IPCC and involving West Midlands Police officers, no further action rulings were made and the three individual superintendents involved felt the proceedings should never have gone ahead.

“While it is right and proper that where there are cases to answer, officers are investigated and any appropriate action taken. But what is not right is that people’s lives are left in limbo and their careers in tatters for months and months on end.

“A change in name is all well and good but what is really needed is a change in practice, in how they deal with complaints and their efficiency.”

Recently the IPCC apologised to officers following a five-year investigation where they admitted they didn’t investigate or conduct matters properly and the complaint in to that – raised by Phill Matthews, the conduct and performance lead for the Police Federation of England and Wales (PFEW) – took six months to deal with, during which time they further apologised for not meeting its own deadlines.

Phill said the new IOPC had a chance to put things right and improve the way the whole organisation went about its business, after case upon case of bungled enquiries.

“We have dealt with countless cases where delays for one reason or another have happened, with cases not being finalised for months, sometimes years. The stress this puts on the officers concerned is unacceptable – particularly when after all of that cases are dropped because it is clear officers were just doing their job, or no evidence to the contrary has been presented,” he explained.

“The new Director General of the IOPC has a chance to put things right and set out their stall from the off and I sincerely hope that the failings of the past are recognised

and that they will listen to advice as this cannot simply be a name change – radical improvement has to be made for them to have any credibility.”

He said an urgent meeting would be organised with the current Chief Executive and the future Deputy Director General so the federation can clearly set out its expectations.

Phill continued: “In the specific case I complained about, the IPCC admitted that they let officers down by not investigating this in the way it should have been and that performance was not at an acceptable standard. They also admitted they didn’t record or disclose material that they had a duty to and the evidence collected in that investigation indicated a lack of knowledge in some of the fundamental areas of the investigative processes and in record keeping. This is just one case but it is not isolated – time and time again we have been dealing with bungled enquiries and it has to stop as it is affecting people’s lives and impacting on their health.

“What is clear is that the vast majority of wrongdoing by officers is rooted out internally by officers and forces themselves anyway and of the most serious cases involving deaths, for example, an absolutely tiny proportion are perceived to have breached the codes of conduct and even smaller percentage of officers actually need to be dismissed because of it. The question we must ask is it really worth the huge financial costs involved in this body to satisfy the public that our members overwhelmingly act correctly in the vast majority of cases?”

The name change came into effect on 8 January 2018.

“A change in name is all well and good but what is really needed is a change in practice, in how they deal with complaints and their efficiency.”

New chair pledges to address members’ concerns

The new national chair of the Police Federation of England and Wales has pledged to address the issues affecting police officers on a day to day basis at the front-line of policing.

In his first address to members since taking over from Steve White on 1 January, Calum Macleod said he was looking forward to championing the rights and voices of police officers in ‘every avenue’ during his tenure.

“The last number of years we have been focusing on our internal reform and I am glad to say that reform has finished and we can now focus all our time and energy on the issues that matter to the membership,” he explains.

“I give you my assurance that the issues affecting police officers on a day-to-day basis at the front-line of policing will be addressed



and your issues and voices will be versed and heard at the very highest echelons of Government and with the rest of our stakeholders.”

Calum has been a police officer for 22 years, the first six of which he spent at Strathclyde Police, before moving to South Wales Police. He worked predominantly as a response officer, as well as a tutor constable and officer safety trainer. He also spent time in crime management and community policing in Cardiff before returning to response of promotion in 1997.

He became involved in the Police Federation in 2011 and stood for election as a sergeants representative for Cardiff. He then became the equality lead for the Joint Branch Board and the chair of the sergeant’s board and held the position of regional chair for Wales.

He went on to become the general secretary and treasure for the Sergeants Central Committee from May 2014 until his appointment as vice chair of the Police Federation of England and Wales in April 2016.

Ché Donald steps into Calum’s previous position of vice-chair.

'Times have changed', Sam welcomes shift in policing culture

A West Midlands DS who has experienced discrimination because of the colour of her skin and her sexuality has praised the Force for its efforts to ensure there are equal opportunities for all officers.

Sam Batey, who was promoted when she had five years' service under her belt, says that while she has never experienced any overt racism within the Force, she welcomes the shift within policing that has led to officers coming from many different cultural backgrounds.

"Times have changed. Policing has changed," says Sam, who is currently seconded to the PPU Re-design Team from OCSET, in a feature first published in the PPU newsletter just before Christmas.

"We are now more tolerant of others but there is still much to be done. I'm not naïve enough to say that no-one within WMP is racist. Of course, there are people who work among us who have strong personal views. As long as they stay personal, that's OK with me. What matters is that we all understand that any type of demeaning or discriminative behaviour will not be tolerated and will be dealt with robustly.

"The organisation has done a lot to highlight positive action and has made great inroads into removing barriers BME officers face in terms of opportunities and promotion. I remember some years back when there was a big push for BME in certain roles and I was bombarded with emails from Operations asking, 'Dear Samantha, have you considered becoming a dog sergeant?' Funnily enough, no I hadn't! But, although quite random, it was nice to be considered.

"The point is, the organisation is trying to ensure BME are represented throughout all ranks and departments, we need to be a credible organisation. That said, I've failed interviews, not been selected for courses or told where I need to improve in terms of development. Positive action towards black staff doesn't mean I'll get the job or course over a white person. It means I've got an equal chance as my peers. Where ever my future lies within the organisation, I want it to be because my hard work has been recognised, or because I've performed better than my competition."



DS Sam Batey (left) with a colleague.

Due to the prejudice Sam has faced throughout her life, she is determined that no-one else should suffer discrimination and is also passionate about doing all she can to make a difference to people's lives, something she has been able to do through various public protection roles.

She was herself subjected to racism even before she was born. Her teenage mother put her up for adoption at the age of two with Social Services reporting: "This negro child will not be accepted by the family."

Sam remembers feeling shocked and saddened when she read the report and also some of the comments made by her birth mother's father to describe her own birth father.

But it did not end there and she experienced racism within her adoptive white family.

"I went to a predominantly white school, lived in a white area and didn't really have many people around me from ethnic backgrounds. I was a happy child until junior school. I became quite conscious of the fact that apart from my brother (who was mixed race), no-one in my family had the same colour skin as me," Sam recalls.

"Some of my extended family were racist, and yet would be quite pleasant to my face on the rare occasion we would see

them."

There were also other incidents as Sam grew up and went through school.

But, having passed A-levels and starting training to be a dentist, Sam was unbowed and decided to join the police, buoyed by the fact that the height restriction had been abolished.

She explains: "I was warned by my close friends that the police service was racist. My parents, whilst very supportive, told me to expect racism. I'd been stop checked a few times on my way home from nightclubs and some of these experiences hadn't been that pleasant, I'll admit. The media was saturated with the outcome of the Stephen Lawrence inquiry, so tension from within the black community was heightened. But I wasn't to be deterred.

"So, I stopped a beat sergeant who was out on a foot patrol one day and asked if I could interview him about the role. After a really valuable insight and some advice around my application, I applied and joined West Midlands Police in December 1999. The friendly sergeant some years later became Det Supt Tim Bacon!"

However, sadly, the warning voices came to haunt her within only a few weeks of training and she suffered racism at Ryton with a colleague being arrested over the



DS Sam Batey, proud to be a West Midlands Police officer.

incident.

Fortunately, Sam remained undeterred and did not allow the incident to prevent her becoming a police officer and while there have been other issues along the way she has generally felt supported within the Force.

But she feels that being outed as gay has brought its own challenges.

She explains: "I've been openly gay to my friends and family since I was 16 years of age. Never had any issues, but coming out at work under the spotlight I now found myself in, was not an option. I was frightened that I would ostracise myself further and have to deal with anti-gay hostilities. I prefer the term anti-gay, as homophobia, I think, is an inaccurate description.

"People who are against gay people don't have a phobia, they're not scared of gay people, they just don't like them. I think being black sometimes is easier than being gay. I don't have to come out as black or explain myself when someone asks, 'What does your husband do for a living?'"

A drunken colleague announced Samantha was gay at a social event, taking the decision to tell people out of her hands.

Afterwards, Samantha faced some 'blagging' from some of the older male officers but said it was nothing she couldn't handle.

But she recalls: "One of my Shift did tell me how he felt betrayed as he had felt he had a right to know who he was working with. Really? What on earth does my sexuality have to do with you and work? But I didn't say anything; I didn't want any more negative attention."

To read more about Samantha's story, please read the PPU newsletter which is available on the Intranet.

Concern over Home Secretary's comments to pay review body

West Midlands Police Federation chair Tom Cuddeford says there is unease over the latest moves towards the annual review of police officer pay.

Home Secretary Amber Rudd has written to the Police Remuneration Review Body (PRRB) setting out plans for the 2018/19 review. Last year, the Government awarded a two per cent increase as a one per cent pensionable pay rise across the board, plus one per cent as an extra amount which was non-pensionable.

The then chair of the Police Federation of England and Wales (PFEW), Steve White, said at the time that would leave many officers feeling 'angry and deflated'.

Naturally, officers around the country are interested in the latest discussions and Tom believes the PRRB has been put in a very difficult position by the Home Secretary's latest letter outlining its remit.

Ms Rudd asks the PRRB to make recommendations on pay based on four areas including:

- National Police Chiefs' Council (NPCC) proposals and a timetable for a new pay structure;
- NPCC proposals for apprenticeship pay;
- NPCC proposals for time-limited targeted payments to address recruitment and retention pressures, and

- Observations on NPCC reform proposals and their timetable.

The Federation has written to the chair of the PRRB expressing concerns that the Home Secretary's letter gives the impression that pay and reward plans being formulated by the NPCC are more advanced than they believe them to be - and the PRRB is being asked to make decisions based on them.

Tom said: "This puts the review body in a very difficult situation. Given the lack of completed plans shared by the NPCC to date, this creates a significant challenge in terms of the PRRB being able to identify any unintended consequences or the degree to which the plans may be acceptable and a workable solution for police officers.

"We have serious concerns that the PRRB is being expected to make recommendations based on a lot of NPCC ifs, buts and maybes. Police pay is far too important to officers across England and Wales to base assumptions on blueprint schemes and ideas. It is grossly unfair to expect the staff associations representing those officers to be able to properly represent their interests without all the detail of the proposals being shared.

"It is also unfair to the PRRB which will be expected to try to make recommendations based on loose assumptions."

Submissions to the PRRB were being requested by early February 2018.

Roads policing scrutinised

Officers from up and down the country gathered in Leicestershire to discuss the latest issues affecting roads policing.

They met at the annual Federation Roads Policing Conference in Hinckley on 30 and 31 January. This year's theme these was 'Roads Policing – a new approach'.

The event is always popular in the roads policing calendar and gives officers the chance to highlight challenges, successes and best industry practice.

Officers from West Midlands Police attended the event and heard from West Mercia Chief Constable Anthony Bangham, who talked to delegates about police pursuits, PC Chris Powling and PC Colin Green from Hampshire Police gave an insight into an overseas road death investigation and Inspector Bob Rushbrooke and Sergeant Dave Clement from Northumbria Police talked about a fatal collision investigation.

Parliamentary under Secretary for the Department of Transport Jesse Norman MP also addressed delegates.

Conference sessions included single intelligence entity, challenges of road safety, tackling motorcycle enabled crime and an update on police pursuits.

The conference is organised by the Police Federation of England and Wales (PFEW) and National Police Chiefs' Council (NPCC).

A full report will appear in the next magazine.

Could you spare three minutes to try to save someone's life?

The West Midlands Black and Asian Police Association (BAPA) is asking for three minutes of your time - to potentially help save the life of someone with leukaemia.

Working closely with the African Caribbean Leukaemia Trust (ACLT), the BAPA is trying to raise awareness of the difficulty facing people of black or ethnic origins to find a matching donor if they are diagnosed with a blood cancer like leukaemia.

More than 70 people a day in the UK are diagnosed with a blood cancer like leukaemia and many of these are children. Replacing their cancerous blood cells through a process called stem cell or bone marrow donation can be the last chance of life-saving treatment for many of these patients.

When 75 per cent of those patients don't find a matching donor in their families, they turn to the Bone Marrow Registry for an unrelated donor.

White people have a 60 per cent chance of finding a donor match as there are 30 times more white people on the register than black and other ethnic minorities.

As a result, that percentage drops to only 20.5 per cent for patients from a black, Asian or ethnic minority background. This is because finding a donor match is race specific and works only on: white to white,

black to black and Asian to Asian grounds.

So BAPA and ACLT are encouraging black officers and other racial minorities to take note and take three minutes to join the Bone Marrow Registry and help save lives like that of former Leicestershire Police Inspector Rik Basra who spent several months seriously ill on a waiting list before finding a bone marrow donor.

PC Jamie Buchanan from Police Scotland and Supt Mark Stanton of Merseyside Police were also lucky enough to find donors for their condition.

The ACLT was founded in 1996 by black parents Beverley De-Gale and Orin Lewis, three years after receiving the devastating news that their six-year-old son Daniel De-Gale needed a stem cell transplant in order to win his battle against acute leukaemia.

They were told that the chances of finding a donor match for their son would be like winning the lottery simply because he was black. So they began a massive search to try to save his life. After several years of toxic treatments to sustain him, Daniel found his match in an American black woman who joined the Bone Marrow Registry in three minutes of her lunch break.

Daniel received this life-saving treatment and was able to go to school, university and enjoy playing football with

his friends.

In October 2008, Daniel died at the age of 21 as a result of multiple organ failure. This was due to complications with his health after having waited too long for his donor match to be found - but his parents have never stopped trying to increase the number of ethnic minority people on the bone marrow, blood and organ donor registers.

Those in BME communities are also much more likely to need a bone marrow donation due to certain blood diseases, like sickle cell anaemia, which are more common in BME populations.

The process of donating stem cells is done in one of two ways. Around 90 per cent of those donating will have their stem cells taken from their blood. This is very similar to giving blood and is quick, easy, and pain free. The biggest problem is boredom as the process takes four hours.

The other 10 per cent of those donating will have the stem cells taken from their hip, under a general anaesthetic; no drills, just a small needle patched up with a plaster afterwards. Some equate any discomfort felt to the day after a good session in the gym. A session that could save someone's life.

Donor kits, which involve a short application form and a cheek swab, are sent out with full instructions on how to use them and send them back. The main exclusions for donation are:

- Being under 17 or over 55.
- Having a BMI of over 40, or weighing under seven stone.
- If specific health concerns may deem you unsuitable to donate, such as heart or lung disease.

For more information, please contact Marcia Francis, ACLT champion at **Marcia.francis@west-midlands.pnn.police.uk**

Run the streets of Paris to help support Nicola Hughes Memorial Fund

West Midlands officers area being encouraged to kick start their fitness regimes and sign up for a running challenge.

Running the Paris Marathon, on 8 April could be the ideal motivation for anyone looking for a challenge – and also the chance to raise money for the PC Nicola Hughes Memorial Fund.

The fund was set up by Nicola's father, Bryn, in the wake of the events of September 2012 when she was one of two unarmed police officers who were shot following a routine burglary call.

The aims of the charity is to provide learning opportunities and pre-employment skills, through grants or services, to children who have suffered the loss of a close family member through a violent crime such as murder or manslaughter.

Bryn said: "We have seen at first hand the devastating effect this has on people and how we, as adults, cope in the aftermath, is different to how children cope.

"We would like to help them try and rebuild their lives and look towards the future. To be able to stand on their own feet by continuing with education, where financial situations may have changed, or start that course which will enable them to gain employment."

Last year, 44 officers and staff from around the country joined Bryn and completed the New York Marathon.

Their sterling efforts helped to raise £40,000 which has now funded a joint pilot project with the National Homicide Service to provide specialist counselling service for the children of murder victims – most of whom actually witnessed the murder.

In April, more money will be raised as the charity's team of eager fund-raisers take on the 26.2 miles.

Runners are asked to raise £500 (plus Gift Aid), which will include the entry fee and guarantee a place in the marathon.

For further information, contact Bryn on **(0330) 043 4547**.



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Supporting you

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THANK you

Our Federation reps and officials are keen to offer help, advice and support to all members.

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

"I am writing this to thank the Federation for their support during a very stressful investigation against me. When I made contact with the Federation I was fortunate to have George McDonnell represent me from the outset. George has represented me since and have to say he's an absolutely brilliant in every aspect possible. I have never needed the support of the Federation prior but can honestly say George's support during this very long process has made me see how invaluable the Federation are when it comes to staff welfare.

"He has maintained regular contact, always had answers to my questions and I genuinely feel he believed in me during the allegations of dangerous driving. George has always spoken to me regardless of the time of day and often given his time to me, even when he's not on duty. The investigation ultimately ended in the CPS dropping all charges and offering no evidence, two days before a Crown Court trial was due to start.

"I still have major questions to how I have been treated by the police and George has continued to support me introducing me to Tim Rogers to assist.

"I would like to finish by saying how very grateful I am of the Federation's support and particularly George's dedication, work ethic and on-going support he has shown to me. He is a credit to the Federation and the Force."

Name withheld

"Thanks for your help in this case. I have always spent my career telling my staff I have never known anyone in the s**t who hasn't actually done something and to put your faith in the system when you get complaints which will always come. I now have to say I don't have such faith and, if it hadn't been for your intervention, I would have found myself in an even more stressful position.

"Note to self-make sure you carry on paying into the Fed."

Name withheld

"I would be grateful if you would pass on my thanks to the colleagues we met on Friday (and you should accept my thanks too). I learnt a lot, especially about their ferocious focus on their membership and about the impressive package of support that is available to members. It was a really worthwhile day."

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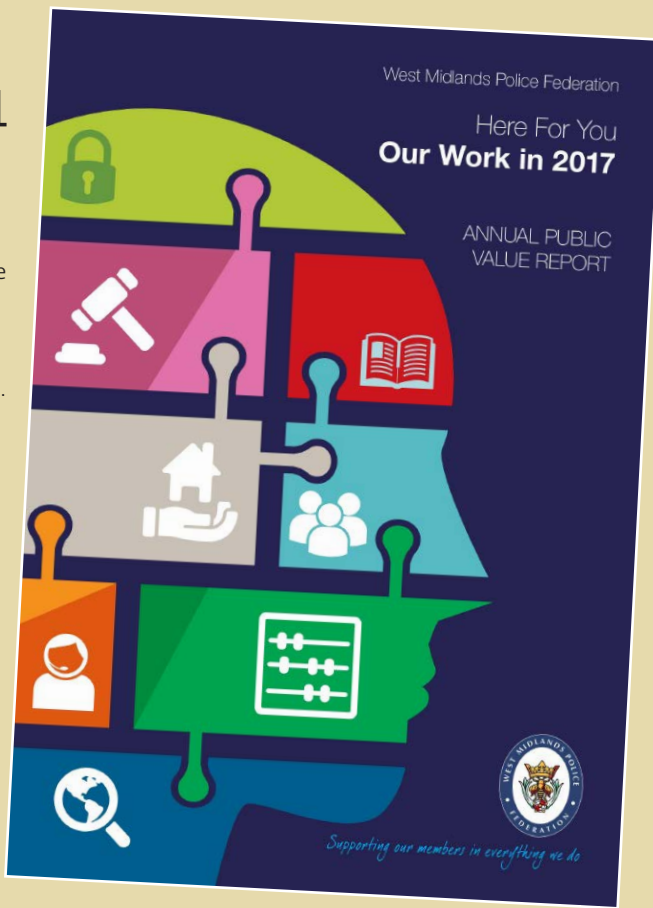
Here for you

Our annual public value report – Here for you – will be out soon.

Printed copies will be sent to your home addresses in March and will also be available on the Federation's website.

The report outlines our work on members' behalf during 2017, giving an overview of the support, representation and advice offered.

In addition, there is an overview of the year from Federation chair and secretary as well as reports from the lead officers in key areas of business including personnel and equality, health and safety and conduct.



Book your place on a retirement seminar

The first West Midlands Police Federation retirement seminar of 2018 was held at the start of February.

The seminars are designed to help officers in the last three years of service prepare for leaving the Force.

The seminar programme started again on 1 February 2018 – though this was fully booked – but the following dates are available:



To book your place, please email 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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New dates available for Ben Fund's seaside holiday home

The West Midlands Police Benevolent Fund has

released new dates for 2018/19 for its members to stay at its popular Peel's Retreat holiday home in Weymouth, Dorset.

The fund is offering its members the chance to bid for a week-long break to stay at the three-bedroom townhouse at a discounted rate.

Sleeping up to six people and with parking for one car the property is ideally located on the south coast of Dorset to explore the pretty harbour, sandy beach and local attractions.

There are lots of great things to see and do during your stay. Weymouth is a gateway to the Jurassic Coast, a World Heritage Site, and only a few miles from Chesil Beach where a causeway leads to Portland Island.

The holiday home was snapped up by members last year with visitors giving it the thumbs up for a great seaside location and home from home.

For more details about the Weymouth holiday home visit www.wmpben.co.uk or call the Benevolent Fund office on **0121 700 1212**.



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Get in Touch...

Contact your federation representative Nicola McInnes on

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e-mail westmidlandspf@gorvins.com

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Why the financial settlement is just as important as the divorce itself

By **Kaleel Anwar**,
associate in family law at
Slater and Gordon



It's a common misconception that when a marriage ends the decree absolute will bring to a close the financial relationship between the couple. This is not the case as in the UK there's no statutory time limit for bringing an application for a financial settlement upon divorce.

When entering into a marriage both spouses have claims against each other in respect of income, capital and pension. When going through a divorce, you have to provide a 'full and frank' financial disclosure that details all your financial assets.

Reaching a fair settlement relies on both parties being honest about their earnings, investments and outgoings. And there are penalties for those who aren't. If a spouse hasn't complied with their duty of disclosure

the court may take this into account when making their final order.

However, a delay could well impact on the level of the award so it's always prudent to obtain a financial settlement at the time of your divorce to avoid future uncertainties.

The case of *Wyatt v Vince* highlights the potential implications of not pursuing a clean financial break at the time of divorce. Ms Wyatt chose to make a financial application against Mr Vince 19 years after their divorce. The relationship had broken down some 31 years prior to the court hearing the application and Mr Vince had since built an impressive business empire. However, the former spouses became involved in a drawn out and expensive litigation case, finally reaching an agreement which was approved by the court where Ms Wyatt received £300,000 of her ex-husband's assets.

Often, separated couples will try to reach an agreement between themselves. If this is unsuccessful or not an option, there are a number of different routes available to

couples trying to decide how to divide assets, ranging from mediation to court proceedings.

However, couples should be aware that some agreements may not be legally binding and the family courts have jurisdiction to over-ride them. Therefore it's important to seek expert advice from a matrimonial lawyer when reaching a financial settlement.

If you were divorced a number of years ago without a court order then we can advise you in relation to any financial claim that may still be open. If you would like specialist advice from a family lawyer please contact Slater and Gordon on **0808 175 7710** and we'll be happy to help.

**Slater
Gordon**
Lawyers

Record donations for Socks and Chocs

It was another fantastic year for local charity Socks and Chocs with record numbers of donations being made.

And 2017 will certainly be a year that the charity founder, former West Midlands Police officer Ian Northcott will remember. In total, a staggering 21,700 pairs of gloves, socks and hats were donated along with 3,638 boxes of chocolates and 599 sleeping bags.

The charity also spent £34,337 on other items including underwear, emergency accommodation, rent, toiletries and anything else requested by homeless centres to help them.

Socks and Chocs 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.

Ian was also 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. And at the end of 2017 he and his wife Liz enjoyed a night to remember mixing with the stars at the event in London.

Ian said "The past year has been truly remarkable for Socks and Chocs. The charity has gone from strength to strength and that is thanks to the generosity of the people of the West Midlands, and further afield, who dig deep and give a little.

"What we have achieved really is proof that a few people doing a little bit can make a huge difference."

Find out more at socksandchocs.co.uk





Let the Federation help you with a free confidential one-to-one Financial MOT.

Your meeting could help you manage the financial issues that may be arising due to changes in your police career.

If you are struggling to understand what workplace benefits are available to you and your dependents, George Burrows could help. They have arranged for Caroline Harris, a financial welfare specialist with over 25 years' experience, to work alongside the police Federation and provide detailed information on the range of pensions and schemes available to you.

Contact the Federation to arrange your free, confidential one to one support.

0121 700 1200

Appointments take place at Guardians House

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See what your colleagues say:

Not only did she help me to understand how the new pension will affect me but she also helped me save money!

Wayne Bennett, serving police officer

“ Visiting Caroline Harris was well worth the time. She helped put my mind at rest with informed information rather than guess work. ”

Ian Skidmore, serving police officer

“ Caroline came into my life with an air of calm and organisation. ”

Helen Walker, police widow

GeorgeBurrows 