



Brave officers honoured – See Pages 4 and 5

A message from the chair



By Tony Wetton, chair of Derbyshire Police Federation

As I write this, it's less than a week since I accompanied our nominees for the Police Bravery Awards 2021 to London for the awards ceremony.

The bravery awards are always one of the highlights of the policing year and it is a great honour to be with our officers at these events.

While feeling immense pride at being among all the nominees, two things really stood out to me this time around.

Firstly, there seemed to be a mental health element to many of the incidents that officers had dealt with, in as much as they were called to jobs where the people involved were clearly unwell. This is something that is becoming more and more prevalent and an area where our members are having to try to act as mental health professionals as well police officers.

But we also heard from some of the award-winners about the way in which the incidents they dealt with had impacted on their mental health. While, of course, I wish this was not the case, it has to be seen as a positive that officers are becoming more willing to talk about their mental health and wellbeing. Behind the uniform of these brave men and women, there are human beings

who have to process some of the horrific things they witness or deal with. I hope they all get the support they need.

At the time of the awards, I had not long been re-elected as the chair of your branch for the next three years, something of which I am very proud. It really is a great privilege to represent the Federated ranks of the Force.

I want to continue the vital work of developing and building professional relationships to influence decision-makers and, where necessary, make appropriate challenges to achieve the best possible outcomes for members. In the four years that I have been chair, I have worked hard to try to make our branch more influential by being credible, relevant, visible and accessible. I want to build on this.

As I stated in my "manifesto" during the election process, I try to do everything in the job with a sense of humour, speak honestly and candidly, and I genuinely have no hidden agenda. I strongly believe in giving credit where it's due, in loyalty and friendship, always making time for people and in doing the right thing by them. I believe in police officers.

My focus remains on ensuring that all officers go home safe and well at the end of every shift by working with the Force and holding it to account for any failings and protecting and promoting the interests, welfare and wellbeing of members.

I want to press for improvements in the way officer stress, mental health, menopause and other issues are dealt with by the Force so please let us know of your experiences in these areas or if you have ideas for how we could offer more support.

Finally, I would just like to wish each and every one of you a merry Christmas and a happy New Year. It remains to be seen if further restrictions are going to be placed on us due to the ongoing pandemic but I do hope you are able to spend some time with your families and friends. Stay safe everyone.

Leavers' Survey reveals toll policing takes on officers

The severe impact of poor morale, low pay, overwork and lack of resources on the wellbeing of officers has been laid bare by officers who have chosen to leave the service.

The Leavers' Survey, compiled by the organisation's research department, polled 2,326 members between October 2017 and July 2021.

Of those who resigned, 59 per cent said the impact of the job on their psychological health had a major effect on their decision while a quarter of all respondents said workload was a factor.

Roughly a fifth of respondents said pension changes were a big factor in their decision to leave, while 19 per cent said the way pension changes had been implemented had a major effect on their decision to leave— especially amongst mid-career respondents.

The erosion of basic pay in recent years was also another contributing factor for many leaving early, with 30 per cent of those who resigned saying this was a major reason.

However, 28 per cent also said a better work-life balance would have made them reconsider their decision to leave, while improvements to welfare and work-life balance could have made approximately 40 per cent of respondents who resigned reconsider their decision.

Derbyshire Police Federation chair Tony Wetton said the report came as no surprise.

He explained: "As a Police Federation we have been warning about low morale for several years. There is a direct link between officer morale and pay, conditions and workload and it will always be an issue until these factors are addressed.

"The Government has to start taking these concerns seriously or more and more good, experienced police officers are going to decide enough is enough and leave the service.

"That is a tragedy for forces and for the communities they serve and protect. It is in everyone's interest to make sure policing can retain its best people."

Police Federation of England and Wales (PFEW) chair John Apter said the findings tallied with what he was being told by members.

The survey, a rolling survey which has no designated closing date, is open to any officer who is leaving the police service, including those who are retiring, resigning or required to leave their force.

It was launched to gain an insight into officers' reasons for leaving and to identify whether officers were gaining what they wanted from a career with the service.

New pensions guidelines issued by Treasury

The Federation has warned the Government that the unexpected publication of new guidelines regarding unfair discrimination caused by the 2015 pensions reforms must not further delay the settlement of pension claims by retired and serving members.

Her Majesty's Treasury (HMT) has [issued new guidelines](#) advising public sector pension remedy claimants and schemes to halt claims until new legislation had been created to reduce the potential for tax consequences.

Previous Government advice made it clear Federation members who moved to

reformed pension schemes on or after 1 April 2015 and retired were entitled to be treated as a member of their legacy scheme for the remedy period, if they wished.

However, the new HMT and Her Majesty's Revenue and Customs (HMRC) advice on drafting the remedy through the [McCloud Bill](#) has now described the uncertainties caused by the Government's original guidelines as 'considerably greater than was previously thought'.

[Find out more on the Police Federation of England and Wales website.](#)

Chiefs' pledge on mental health

Derbyshire Police Federation chair Tony Wetton hopes a new package of mental health support for police officers will help encourage members to seek help when they need it.

Tony welcomed a commitment by the National Police Chiefs' Council (NPCC) to a uniform set of standards for supporting the mental health of officers.

He said: "People are the most valuable resource of any organisation and the day-to-day experiences and challenges of policing mean that our members' physical and mental health can be severely affected.

"Officers have been on the frontline throughout the pandemic, having to respond to high-pressure and emotionally-challenging situations, conflict and unmanageable levels of demand. There is little wonder all that eventually takes its toll.

"That is why we welcome the pledge by police chiefs to ensure the mental health of our members is and will remain a priority – but it needs to be backed up with deeds and actions.

"And I would say to our members that if you feel like your mental health is suffering then please reach out, speak to a Fed rep and find the help you need and deserve."

Tony was speaking after The Royal Foundation's Emergency Services Mental Health Symposium, which saw 200 leaders from across fire, ambulance, police, and search and rescue from all four nations come together for the first time to address the mental health of their workforces.

NPCC chair Martin Hewitt signed the "Mental Health at Work Commitment" endorsing six standards, including declaring

Blue Light Together

mental health is, and will remain, a strategic priority, and encouraging forces to promote an open culture around mental health.

The symposium saw the launch of a Blue Light Together package of mental health support for the emergency services, developed by The Royal Foundation and other partner organisations.

Through a new [Blue Light Together](#) website from mental health charity Mind, information and advice to help emergency responders with their mental health has been shared including real life stories and tips from colleagues working in the field and guides for employers so they can support their teams with their wellbeing.

Working in partnership with the British Association for Counselling and Psychotherapy (BACP), The Royal Foundation is also funding the creation of a directory of therapists who have experience of specialising in addressing the complex mental health needs of emergency responders.

The event included a live panel session involving senior emergency services leaders who spoke about their personal experiences with mental health struggles, alongside speeches by Metropolitan Police Commissioner Dame Cressida Dick, Health Secretary Sajid Javid, Mind CEO Paul Farmer and The Duke of Cambridge.

Find information, ideas and support to help look after your mental health at [Blue Light Together](#).

NEWS IN BRIEF

Leather warrant card holders available now

Officers who would like a leather warrant card holder are being advised to place an order with the Force.

The card holders cost £18.30 each. To order, simply email Central Support and give your collar number as a reference when paying direct from your bank.

Please allow up to 10 office working days for delivery, but if you have not received the card holder within this time contact Central Support **68041** or Finance **68040**.

Christmas competition

Do you fancy a luxury night away for two adults? Want to get your hands on the latest Xbox? How about a 43-inch full HD TV? You could be in with the chance of winning one of these fantastic prizes by taking part in this year's Police Mutual free prize draw.

Police Mutual is giving members of the police family, as well as their loved ones, the opportunity to win a whole host of amazing prizes this Christmas.

Other treats to be won include a Nintendo Switch, a tasty hamper and a £50 Marks and Spencer gift card.

To be in with the chance of winning any of the above all you have to do is [enter the draw](#), for free, by 21 December 2021.

Police Mutual provides financial and wellbeing support to police officers and staff, along with their families.

*Terms and conditions and eligibility apply.

Let's talk money: Free support for members

A free guide has been created to help members engage in more conversations about their finances during Talk Money Week.

With Christmas just around the corner, Police Mutual has produced the factsheet, which aims to break the stigma surrounding the topic of money, a subject often deemed as a taboo.

Full of handy hints and tips for readers on improving their financial wellbeing, the leaflet includes setting yourself daily spending limits, putting saving goals in place and creating a separate bill account.

There is also a special section specifically focussing on Christmas and how members can better prepare themselves for a season of spending.

[Download the guide.](#)

Annual leave restrictions: officers urged to keep records

Officers on North Division are being advised to document the occasions when they have had their requests for annual leave turned down.

Derbyshire Police Federation is aware of a new policy decision on the North which restricts the number of officers allowed to take leave at any one time, and is not supportive of the move.

The restriction has been introduced to allow for further abstractions for training courses, protected study days and potential sickness and to ensure managed staffing levels are not breached with shift levels falling too low, which would then put further pressure on those officers working. Yet the Federation says there is a fine balance between getting it right and further affecting the current low morale of officers.

"We would advise all officers to record when they have had their annual leave

requests refused," says Kirsty Bunn, secretary of Derbyshire Police Federation.

"This is the only way that it can be proved that perhaps the MSs on division are incorrect or that more flexibility needs to be returned to supervisors managing their shifts.

"For every day off that you require as leave, even if you know this will not be approved, Federation insists that you submit a request on Gateways for it to be rejected. That way, a true picture of the difficulties can be seen for themselves.

"We appreciate this is a particularly difficult and pressured time for Derbyshire officers. Annual leave is precious and every effort should be afforded to individuals to allow them to take the leave at times appropriate to them. Additional help and support are available to every member who needs it. Please contact the Federation office by emailing derbyshire@polfed.org."

Brave officers are honoured at awards ceremony



Pictured outside the famous black door of No 10 Downing Street are (left to right) PCs Richard Deakin, Max Freeman and Josh Dales..

Four Derbyshire police officers who risked their lives to rescue a woman from a treacherous stretch of the River Derwent have been honoured at the Police Federation's 2021 Police Bravery Awards.

PCs Joshua Dales, Richard Deakin, Max Freeman and an officer we cannot name were nominated for an award in recognition of their life-saving actions.

They joined fellow nominees from across England and Wales at the awards ceremony in London on Thursday (9 December) in front of an audience including policing minister Kit Malthouse, shadow home secretary Yvette Cooper and Metropolitan Police Commissioner Dame Cressida Dick.

They were accompanied to the awards ceremony by Derbyshire Police Federation chair Tony Wetton and the Assistant Chief Constable Dave Kirby. Derbyshire Police and Crime Commissioner Angelique Foster was also at the event.

Earlier in the day they attended a reception at 10 Downing Street, hosted by Home Secretary Priti Patel, and the evening before they were given a tour of the Tower of London.

The officers' citation said the woman was

spotted in the river, which has dangerous underwater currents, close to a deep weir on 20 April 2020.

"The water coming over the weir has been described as acting like a washing machine and is extremely dangerous," said Tony, "The female was also close to a sluice which leads to a turbine blade and she and the officers could have been dragged into the sluice.

"The officers entered the water to help her but at first she resisted their rescue attempts and actually tried to move further across the weir before being pulled to the side and rescued."

Tony has praised the officers, three of whom are based at St Mary's Wharf Police Station in the city, while one is based on the Uniform Task Force within Operations Division.

"I've nothing but admiration for the brave actions of our colleagues in successfully rescuing this lady in extremely difficult and dangerous circumstances," he said.

"They put themselves in harm's way to save and protect others, despite the risks involved. They're very worthy nominees and I

felt very proud to see their brave actions recognised at the awards ceremony."

PC Deakin has 13 years' service, PC Freeman has five years' service and PC Dales has been with the Force for three years.

The national Police Bravery Awards honour officers from across England and Wales who have performed outstanding acts of bravery while on or off duty.

Four West Yorkshire Police officers who detained two attackers who murdered a man with a samurai sword were named overall winners at the awards ceremony.

The colleagues were honoured for their professionalism during a horrific incident in January 2020 when they responded to reports of a man being viciously attacked outside a pharmaceutical factory in Huddersfield.

The officers – one of whom was in the first two weeks of her career – were confronted by the barbaric sight of attackers hacking at the victim with a sword and knives when they arrived at the scene. They bravely managed to detain both assailants, despite the offenders still being in possession of the murder weapon and knives.

Prime Minister Boris Johnson praised the "dedication and conscientiousness" of all the nominees and paid tribute to their bravery.

He said: "Acts of bravery in policing are, necessarily and thankfully for us all, commonplace. Every day, local and national media is awash with examples of police heroism. Be it confronting dangerous and violent people, rescuing members of the public or working day and night on the most harrowing of cases, bravery is a defining characteristic of the police."

"It is this unflinching bravery, alongside your dedication and conscientiousness, that inspires my steadfast support for the police."

"I am bowled over by the nominees. You are a credit to your forces and your illustrious forebears in policing. I salute each and every one of you."



At the evening awards ceremony are (left to right) PC Max Freeman, Federation chair Tony Wetton, PC Joshua Dales and PC Richard Deakin.



Heading to the awards (left to right) PC Joshua Dales with his mum Joanne, PC Richard Deakin with his wife Saana Haanpaa and PC Max Freeman with his partner Alexandra Deal.

MP gives brave officers a tour of Parliament

Derbyshire's Police Bravery Award nominees were given the added bonus of a guided tour of the Houses of Parliament by MP Amanda Solloway during their trip to the capital.

Ms Solloway said: "It was a real privilege to meet the officers in Westminster and give them a tour around Parliament and the Palace of Westminster. They are a great testament to our city and deserve to be recognised for their bravery to keep people in our city safe. We truly owe them our greatest respect."

Derbyshire Police Federation chair Tony Wetton said: "It's always exciting travelling down for the Police Bravery Awards with the trip to 10 Downing Street and then the evening event but this tour of Parliament was a special experience for our nominees and made the visit even more memorable."

"So we would like to thank Amanda Solloway for making that possible and giving our members the opportunity to visit the corridors of power where our laws are made."



MP Amanda Solloway with three of the brave officers at Westminster.

'Unforgettable experience'

A Derbyshire officer says attending the Police Bravery Awards made him proud of his role in the service.

The officer, who cannot be named, joined colleagues Joshua Dales, Richard Deakin, Max Freeman at Police Federation's Police Bravery Awards in London.

He said it was a privilege to hear the stories of other colleagues who had been nominated, and said the event and the hard work of the Federation in putting it together made him feel valued.

"On hearing the stories of other nominees, it was extremely moving and a privilege to be part of the policing family.

"The acts of bravery are astounding and the awards were put together brilliantly

"Thank you to the Federation for the recognition and for organising such an amazing event, everyone behind the scenes organising everything from the itinerary to the event itself.

"It's made me feel valued for what I do in my role and genuinely proud of the role I undertake and the police as a whole."

The officer said he was "extremely proud" to have been nominated.

"We were just doing our jobs," he said. "It could have been any cop attending who would've reacted in exactly the same manner.

"It's great to receive recognition for something in a job that is relentless."

The officer had the chance to visit Downing Street and to meet the Home Secretary Priti Patel during the visit.

"It was surreal to be in Downing Street," he said. "And it was great to be surrounded and in the same company as officers who'd done remarkable feats of bravery and courage.

"The Home Secretary was genuinely interested in the job we'd done."

The officer said that one of the highlights was a trip to the Tower of London, which was organised by the Federation.

"I felt, as did my partner, extremely privileged to be part of what I can only explain as a once-in-a-lifetime experience," he explained.

"To witness something with so much history and a tradition that is hundreds of years old – the experience is one I won't forget."

Nominee inspired by other officers

PC Max Freeman said it was inspirational to hear about the heroic deeds of fellow officers at the Police Federation's Police Bravery Awards.

During his trip to London for the awards, Max visited Downing Street and met the Home Secretary, as well as some of the city's tourist attractions.

And he said the highlight of an "unforgettable" experience was speaking to fellow nominees about the challenges they faced.

"The stand-out for me was the evening awards ceremony," he said. "And having the privilege of spending some time with the other nominees.

"Their stories were amazing and hearing the situations and challenges they'd been presented with but tackled head on was unbelievable.

"They were all so humble and truly inspirational."

Max added: "Obviously having opportunity to spend some time in Downing Street was unforgettable.

"We were fortunate to travel down early the day before so had a day seeing the sights. This was topped off with spending the evening at The Tower of London which was, again, incredible. I believe we have our local Fed to thank for making the arrangements for that."

Max said that he still can't believe that he was nominated for an award.

"To have been even considered would've been amazing," he said, "But to be put forward for Derbyshire is incredible, particularly thinking back to some of the amazing things I've seen and heard my colleagues do over the past year or so.

"It's something I would never have expected, and would imagine my colleagues would say the same."

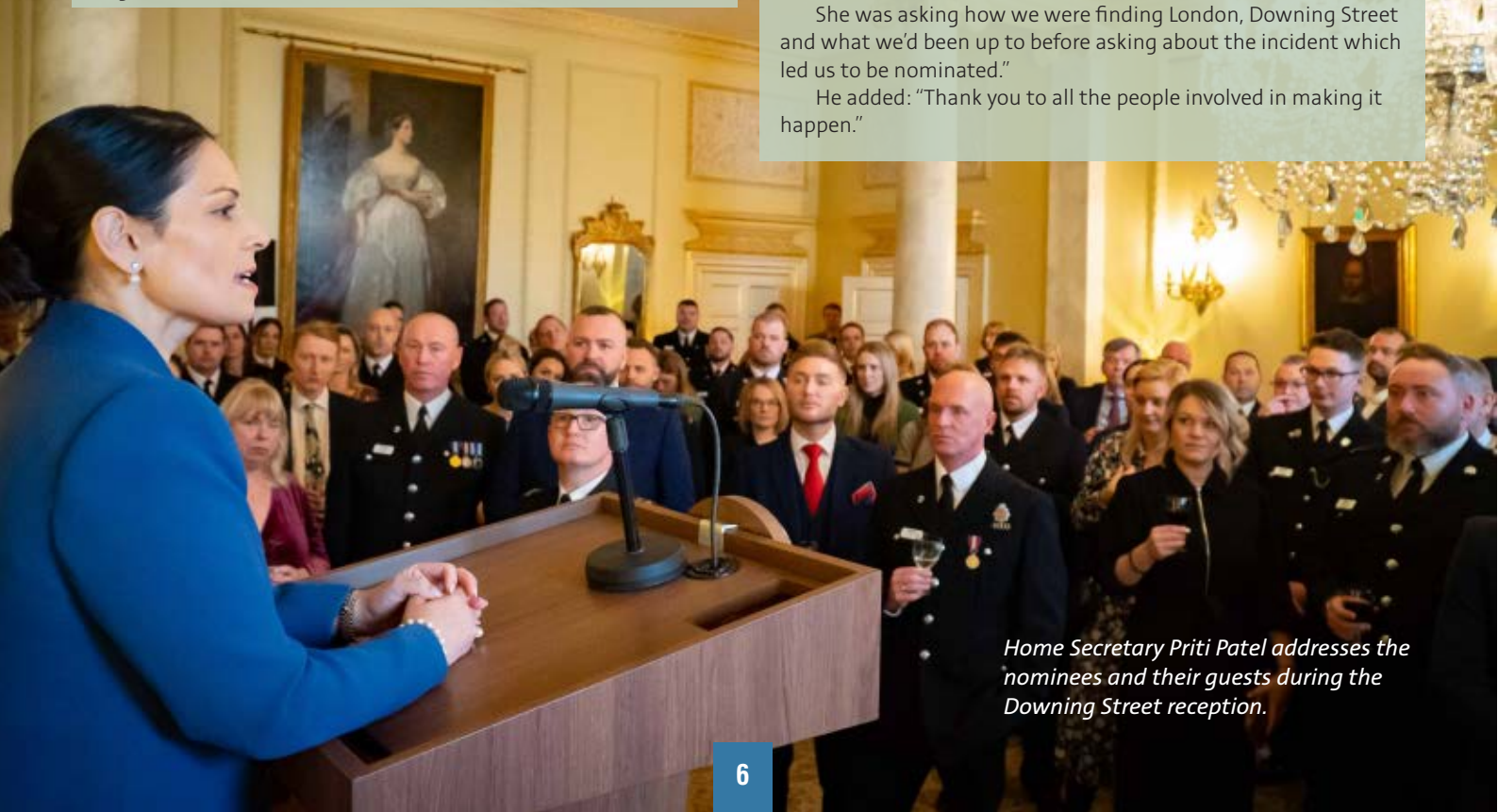
Max said the opportunity to visit Downing Street was something he'll "never forget".

"While we were there, I said to my partner that I can't believe where we are right now, and she felt exactly the same," he explained.

"Meeting the Home Secretary was, again, completely surreal. She took the time to speak with a lot of people in the room before delivering a short speech.

She was asking how we were finding London, Downing Street and what we'd been up to before asking about the incident which led us to be nominated."

He added: "Thank you to all the people involved in making it happen."



Home Secretary Priti Patel addresses the nominees and their guests during the Downing Street reception.

Fed rep says 'justice has been served' after man who attacked him is jailed for 10 years

'I can't go back to the frontline' says a Derbyshire Police Federation rep who was close to losing his eye when he was seriously injured in a near-fatal attack by an offender while on duty.

PC Steve Reid, who has been in the Force for 20 years, admits he has never learned to accept what happened after he was slashed down the face twice after being called to a robbery in 2019.

While attending the incident, Steve tried to detain a man who was carrying "an object" and trying to get into houses, and in an attempt to stop him from harming anybody else, found himself to be the victim of a life-changing assault.

"The man was tapping on the window with the object, and I thought it was a mobile phone. I went to strike him with a baton and then cuff him, but suddenly I felt something down my face," the 46-year-old father-of-three explained.

"When you're at incidents like that, your fight or flight instinct kicks in. I was on shift with an officer who was 15 weeks into the job, I was the more senior officer. I just tried to keep my composure and prevent the offender from injuring anyone else or escaping."

Steve received an eight-inch scar down the side of his face, an injury that has changed his life dramatically.

"For me, this is off the scale, no one expects to be assaulted while on duty. I have to admit, it sent shockwaves across the Force. Ultimately, if it can happen to me, it can happen to anyone," added Steve, who took eight months off work as a result of the attack.

"If my natural reflexes hadn't kicked in, which meant I retreated back, it could've been fatal.

"My injuries were really visible. For ages, I would wear a hoodie and a baseball cap to hide my face and avoid eye contact with people. It's been difficult dealing with it,

mentally. I can't even drive past the location where it happened.

"I've never accepted what happened but I can talk about it now. I've come to terms with my injuries and I accept that what is done, is done. It is what it is."

Following the assault, Steve decided he could no longer face working on the frontline, something he imagined he would do until the day he retired.

"My wife actually said she wishes I hadn't become a police officer," added Steve, who now works in an office role as part of the digital media investigation team.

He also decided to successfully put himself forward to become a Federation representative and was duly elected.

Now he is also part of the Branch Board and has become the Federation's health and safety lead.

"I want to make sure the support is there for others, who find themselves in a similar situation to me," said Steve.

He also accessed support from the Police Treatment Centres (PTC), which included enhanced counselling and a two-week wellbeing programme.

"Around two to three weeks after the incident, I needed a complete break – I almost wanted to be anonymous for a bit - so I spent time at St George's House next to the PTC. It was really helpful having that place to go," said Steve.

During September and October, the PTC ran an amnesty, which meant that serving



PC Steve Reid.

and retired officers could donate to the charity and be eligible to receive treatment immediately.

The amnesty also applied to PCSOs, Special Constables, as well as detention and custody officers.

"I would advise any officers, especially the new recruits, to sign up to become a PTC member because you'll never know when you will need to use it," added Steve.

Despite pleading guilty, Richard Jefford (39), the man that assaulted Steve failed to appear in court in person. However, on Thursday 16 September, at Derby Crown Court, he was sentenced to 10 years for causing grievous harm with intent.

Steve said: "He couldn't even face me. But justice has finally been served. He got the maximum sentence for the crime he committed.

"And although it can't change what happened, it has allowed me to close that chapter. Me and my family can put this behind us now."

“I want to make sure the support is there for others, who find themselves in a similar situation to me.”

Review of the year 2021

JANUARY

19 Uniformed officers were being urged to consider training to become a detective by Karen Stephens, secretary of the Police Federation's National Detectives' Forum.

Writing in a blog as part of a month-long Federation focus on the role of detectives, Karen said being a detective gives you skills for life.

22 Derbyshire Police Federation chair Tony Wetton said offenders who weaponised the coronavirus pandemic to attack emergency workers must face the toughest possible sentences. He spoke out as figures released by the Crown Prosecution Service (CPS) showed assaults on emergency workers are the most common coronavirus-related crime.

FEBRUARY

1 Derbyshire Police Federation chair Tony Wetton said officers should be awarded a "thank you" in recognition of their efforts during the Covid-19 pandemic.

The Police Federation of England and Wales (PFEW) has asked for officers to receive the one-off payment, in addition to a three per cent pay rise, as part of its annual submission to the Police Remuneration Review Body (PRRB). The submission is made in conjunction with the Superintendents' Association.

26 The Government was accused of betraying officers who have put their health, and that of their families, on the line while seeking to protect the communities they serve during the pandemic.

Tony Wetton, chair of Derbyshire Police Federation, criticised ministers after the Joint Committee on Vaccination and Immunisation (JCVI), announced that Phase 2 of the vaccine roll-out programme would be based around age with no professions being prioritised.



MARCH

9 Police Federation national chair John Apter spoke to Derbyshire branch secretary Kirsty Bunn about her work to ensure the Force's women officers could attend female only sessions for the Job-Related Fitness Test.



Kirsty, who was equality lead and a Federation rep for 11 years before becoming secretary in 2018, was asked about her success in changing the format of the fitness test for female officers.

11 Derbyshire Police Federation members were offered the chance to help combat unhelpful thoughts through laughter and happiness.



Laughologists Kerry Leigh and Laura Drury ran a webinar in which they used the psychology of humour to try to get participants to change the way they think, understand resilience and bounce back or feel stronger.

APRIL

20 Derbyshire Police Federation chair Tony Wetton welcomed a report from the inspectorate of constabulary which praises the policing of the pandemic while acknowledging the difficulties officers have faced.

The report from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) praised forces for their 'immediate and decisive' action in responding to the extreme circumstances of the pandemic.

29 Derbyshire Police Federation member Stacey Hamlett was gearing up to cycle 100km to raise money for the Police Treatment Centres charity after they helped get him back on his feet. The custody sergeant, a keen cyclist, wanted to help raise vital funds for the charity after receiving support from them twice in the past 11 years.

MAY

11 Derbyshire Police Federation chair Tony Wetton congratulated Angelique Foster after she was elected as the county's new Police and Crime Commissioner.

Tony said he was looking forward to building a strong working relationship with Ms Foster and would be discussing the issues facing frontline officers across the Force.

19 The chair of the Derbyshire branch welcomed moves for the Police Federation to be involved in the training of new investigators for the police watchdog.

Tony Wetton said it was "a victory" for the Federation's Time Limits campaign, which calls for a 12-month cap on misconduct proceedings against officers, that the Federation will have a role in training Independent Office for Police Conduct (IOPC) recruits.

JUNE

4 New data from the National Police Chiefs' Council (NPCC) revealed a 26 per cent rise in assaults against emergency service workers. The shocking increase was thought to have been driven by increases in common assaults on the police, including suspects spitting on officers while claiming to be infected with Covid-19.



9 The Police Federation's annual national conference got underway and was being held online for the first time. The theme of the conference was Policing Under Pressure and during the two-day event leading figures in policing were involved in discussions on a wide range of issues such as assaults on officers, trial by media, policing protests and police driver legislation.

16 Derbyshire's Chief Constable Rachel Swann was awarded the Queen's Police Medal in the Queen's Birthday Honours.



JULY

22 The Police Federation declared it no longer had confidence in Home Secretary Priti Patel after she vowed to press ahead with a pay freeze for police officers just weeks after saying she had their backs.



At an extraordinary National Council meeting, the Federation also decided to withdraw its support and engagement from the Police Remuneration Review Body (PRRB) after branding the latest move "the final straw".

26 A report from the Police Federation of England and Wales (PFEW) revealed the scale of the emotional toll the challenges of the pandemic has taken on members.

It found 69 per cent of all respondents linked "work-related difficulties" to their distress. Of these respondents, 58 per cent experienced work-related mental health and wellbeing difficulties and cited heavy workloads as a factor.

30 The Prince of Wales and Prime Minister Boris Johnson attended the unveiling of a memorial dedicated to police officers who have lost their lives on duty.



The UK Police Memorial at the National Memorial Arboretum in Alrewas, Staffordshire is a magnificent 12-metre sculpture that will provide a place for loved ones, friends, colleagues and members of the public to go to remember fallen officers.



AUGUST

2 The annual Care of Police Survivors (COPS) Service of Remembrance took place at the National Memorial Arboretum in Staffordshire. The event began with the arrival of the Police Unity Tour cyclists, including officers from Derbyshire, who were led into the arboretum by the Blue Knights, a fund-raising group of serving and retired police personnel with a motorcycle interest.

12 A controversial Force video message accusing Derbyshire officers of letting down murder victims and their families has caused upset and offence, and also "missed the mark", according to Police Federation branch chair Tony Wetton. Tony said members had told him they had found Chief Constable Rachel Swann's video insulting and inappropriate and that they felt they were being held personally responsible for wider failings in the Force. Some described being left in tears by the images of four murder victims which were used to create a desktop background on Force computers.

SEPTEMBER

8 Derbyshire Police Federation called on ministers to tackle the urgent issues facing the police service before unveiling new policies after leaked documents revealed the Government was considering creating a reservist police force.



26 Police forces in England, Wales, Scotland and Northern Ireland joined together to remember fallen colleagues at the National Police Memorial Day service at Lincoln Cathedral. Federation branch chair Tony Wetton attended the service alongside Angela Morgan, partner of Derbyshire DC Gary Freeman who died in a car accident in August 1994.



OCTOBER

13 Derbyshire PC Geoff Marshall, who played a critical role in protecting Whaley Bridge from disaster during the Toddbrook Reservoir crisis, was presented with a regional award at the national Police Bravery Awards.

Geoff said: "To win a national police bravery award is absolutely fabulous and very humbling. There are so many incredible stories from lots of officers all trying to do the right thing. It's just fantastic and I never expected it or even thought of it."

29 Home Office figures showed Derbyshire Police had recruited 125 new officers under the Government's police uplift initiative.

The data revealed the Force had 1,952 frontline officers by the end of September with new recruits joining under Prime Minister Boris Johnson's plans to boost officer numbers nationwide by 20,000 by 2023.

NOVEMBER

1 Derbyshire Police Federation members were being urged to take part in the 2021 pay and morale survey. Findings from the survey, which aimed to gain the views from officers on the frontline, were going to be used to support the Police Federation campaign for fairer pay for officers.

DECEMBER

9 Four Derbyshire police officers who risked their lives to rescue a woman from a treacherous stretch of the River Derwent attended the national Police Bravery Awards 2021.

PCs Joshua Dales, Richard Deakin, Max Freeman and an officer we cannot name saved the woman after she was spotted in the water close to the Council House in Derby city centre in April last year.

They were put forward for the Police Federation's Police Bravery Awards 2021 for their life-saving intervention and as well as the awards ceremony attended a Downing Street reception, and had a tour of both Parliament and the Tower of London.

Fears for independence of conduct hearings

The independence of future conduct hearings could be undermined by changes to the process announced by the National Police Chiefs' Council (NPCC).

That's the view of Derbyshire Police Federation chair Tony Wetton following a speech by NPCC chair Martin Hewitt at the Association of Police and Crime Commissioners (APCC) and NPCC Summit.

Mr Hewitt told the summit that the NPCC has asked all chief constables to chair more accelerated hearings, "wherever the grounds are met, to swiftly determine the facts".

He said it has also asked chief constables to make submissions to legally-qualified chairs "wherever appropriate, so that sanctions always meet the gravity of an offence".

Chief constables have also been advised by the NPCC to seek judicial reviews where dismissal is not the outcome, and it wants the College of Policing guidance amended. The Police Federation of England and Wales (PFEW) believes this to influence dismissals and hamstring panels.

Tony said: "What's being proposed is worrying – it raises concerns about Chiefs Council's commitment to the process remaining open, transparent and independent. The panels are currently independent, including a senior officer to represent the force, but allowing chiefs to write to the chairs in advance of all of the evidence can only serve to undermine that."

"Chiefs already have ample opportunity to make representations through the appropriate authority and the legal team presenting their case in the hearing. That is the appropriate place for those representations to be made – in front of the



Phill Matthews, PFEW conduct and performance lead.

officer and affording the officer the opportunity to make their own representations. To seek to influence the independence of the legally qualified chair outside of those proceedings can only be seen as an attempt to predetermine the outcome.

"I will be raising my concerns about this with the chief officer team in Derbyshire and am confident that they will share the view that it is for the presenting legal team to properly argue the facts and seriousness within the proceedings.

"As a Federation, we would like to see the disciplinary process speeded up so that officers don't have it hanging over them, but this is not the way to do it and ensure an open and fair system."

Tony's comments were echoed by Phill Matthews, PFEW conduct and performance lead.

He said: "We agree it is vital the service is as open and transparent about misconduct processes as possible, but what is being suggested risks undermining that which is deeply concerning. What is being proposed risks turning misconduct proceedings into kangaroo courts.

"Allowing chief constables to write to legally-qualified chairs of independent panels before they have heard evidence from all parties involved could unduly influence the outcome of a hearing and is akin to the Queen writing to crown court judges ahead of trials with her view of the outcome without hearing the evidence or trial.

"We already have a fair and transparent system in place with independent panels consisting of both officers and members of the public. We are under the impression chiefs want to hamstring and hinder this process so they can rig outcomes in order to suit their agenda.

"Permitting chiefs constables to chair more accelerated hearings, or make submissions, is far from open and transparent justice and could lead to a return to the dark days where officers were dismissed in the eyes of those present even before any evidence was considered.

"We are pleased to see the NPCC finally recognises the need to speed up disciplinary processes, which we have been pressing hard for this as part of our Time Limits campaign for the last two years, but chiefs have consistently refused to back this.

"Moving forward we will continue to work with forces and the Government to ensure disciplinary processes are fairer for not just officers, but also for members of the public, but this is not the way to do it."

Weekend breaks available at PTC

Bookings for 2022 weekend B & B breaks run by the Police Treatment Centres (PTCs) charity are now open to Derbyshire Police Federation members.

The two centres, St Andrews at Harrogate, North Yorkshire, and Castlebrae at Auchterarder, Perthshire, are both set in stunning countryside and give members a great chance to unwind for a couple of days while helping raise money for the PTC.

Visitors can enjoy exploring the surrounding areas in two of the most beautiful parts of the UK and there are plenty of activities and special events on offer.

Harrogate boasts renowned flower shows in April and September and is also home to an international music festival in July and an international literary festival in October.

It is also close to a number of places of interest such as the RHS garden at Harlow Carr and the historic sites of Ripley Castle and Castle Howard.

Some of the best golf courses in Scotland are just a short drive from the Auchterarder base along with a wide range of other outdoor pursuits.

Bookings are open to all members of the police family and represent great value for money, and some dates are still available at Auchterarder this year.

Derbyshire Police Federation chair Tony Wetton said: "All revenue generated from the bed and breakfast weekends goes straight back into the charity to help it upgrade the existing facilities and services.



"The bed and breakfast stays raised a total of £106,206 between the two centres in 2019 so it is a great way to recharge the batteries on a relaxing weekend break and support the PTC at the same time."

Thinking about your finances this Christmas

No 1 Copperpot has 35,000 members, making it the biggest police credit union in the UK. Joining the credit union involves saving at least £5 per month, this gives you access to the range of products it offers. No 1 Copperpot aims to share its profits with its members each year in the form of a dividend because it does not have shareholders.

[Find out more](#) in this article from the No 1 Copperpot team.

Saving

We try to encourage our members to save little and often throughout the year to help fund events like Christmas.

If you haven't started saving already it may be a little bit too late for this year however, it's never too early to start thinking about next Christmas. If you started saving just £5 a month now, by next Christmas you would have £65. If you could afford to up your savings to £30 a month you could save a whopping £360.

With our instant access Member Account, you can withdraw whenever you need. This means if you see any deals throughout the

year you don't have to worry about missing out; just make sure you've got the space to store them.

Borrowing

If you don't have any savings ready to use this year borrowing could be an option for you. However, it's important that you do your research and keep your eye out for representative APR as what looks like a good deal at first glance could become more costly.

Many financial organisations advertise their interest rates for loans using the term "representative APR". This shows the cheapest available loan rate, also known as the "headline rate". Firms are allowed to advertise a representative APR if they reasonably expect 51 per cent of applicants will receive the headline rate. The remaining applicants (approximately 49 per cent of them) could be charged a higher interest rate, usually after reviewing your credit file and application.

At this point most people are unlikely to look for another provider as a footprint has been left on your credit report which could affect your credit score. When applying for credit, please be aware that if the advertised APR is representative, there is no guarantee

that you will be charged the advertised rate.

We don't believe in using representative rates, so we don't use them. With our loans, the rate you see is the rate every member gets if accepted, regardless of credit score.

We believe that when applying for credit to cover the cost of Christmas it's important to ensure the term of the loan is short so you can enjoy the festive season and ensure your debt is repaid by the next year. A longer term could lead to a continuous cycle of adding to your borrowing each year which could result in it taking longer to repay, meaning you would pay more interest.

Set yourself a budget and stick to it

Regardless of how you're funding this Christmas, we recommend deciding a budget and sticking to it. Although it can be tempting, try not to overspend from this budget. An easy way to work out how much you'll need is by listing all your outgoing such as presents, decorations, food and drink that you need for the festive season. This way you'll know exactly how much you need and can look for great deals to stay within your limit.



Helping the Police Family financially



Are your debts starting to pile up?

We're here to help you manage your finances and consolidating your debts may help to improve your current situation. Debt consolidation is the process of combining your existing debt into a single loan.

There are three main reasons that members consolidate their debts with us:

Managing Debt

As we don't offer financial advice, we are unable to advise you if debt consolidation is the right thing for you. We can however, explain the process and how it may or may not benefit you.

The process of consolidating your debts involves applying for a new loan and using the funds to repay and close other financial accounts (such as credit cards, credit agreements, loans etc). Having all your debts in one place means that you are charged one interest rate, have one repayment term and hopefully have more disposable income each month.

- 1 To reduce the total amount of interest paid over the duration of the debt
- 2 To reduce the monthly repayments to increase disposable income
- 3 To have a single repayment for all of their debts, straight from payroll*

- ✓ Repay straight from payroll
- ✓ Loan decisions are based on affordability, not just your credit score

- ✓ No fees for early repayments
- ✓ See how much your repayments would be before you apply with our loan calculator

[Click here for more information](#)

*Available in 28 forces.

All loans are subject to affordability and our lending criteria.

Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit <http://www.fca.org.uk>.

