



Derbyshire
Police
Federation

Police Officers Representing
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News & views

SPRING 2022 News and views from Derbyshire Police Federation



POLICING CONTINUES TO BE UNDER THE SPOTLIGHT



By Tony Wetton, chair of Derbyshire Police Federation

So much has happened since we published our last magazine it's difficult to know where to begin with this foreword.

Policing has been put under a spotlight like never before with three major reports examining every aspect of the service in forensic detail. They are covered in this magazine and make for interesting reading.

The first was the Police Federation's own pay and morale survey which, as we all know, found that low morale across all the 43 forces of England and Wales was reaching crisis point and was lowest of all among officers in Derbyshire.

We have to recognise local issues that have impacted on officer morale in our Force to an even greater extent than in others and we have raised many of these issues with the chief officer team throughout the last year.

These issues include stress, concerns about their safety in terms of numbers on shifts, high demand and huge workloads, and some issues around communication, culture and visibility.

The chief officers were very receptive and responsive to what we, as Derbyshire Police Federation, were telling them and there is now much work underway to address those issues and ensure that lessons are learned.

But in a broader sense, the survey shows just how bad things have become and I really hope it made the Government sit up and take notice because we can't carry on like this.

Our members are sick and tired of the way they are treated by this Government and its attitude towards the police service.

We are seeing energy, fuel and food prices going up every week while in real terms police

pay is being cut. I doubt any of our members joined the police to get rich but some are now struggling to pay the mortgage and fill the car with petrol and that is totally unacceptable.

The Government has to work with the Federation to address the crisis through better pay and conditions and bring a new focus to officer wellbeing.

The second report to come out this spring was the Police Foundation's Strategic Review which called for root and branch reform of the whole service and made 56 recommendations, many of which we agree with and indeed have pushed for in the past.

But its warnings about the destructive effects of low morale and poor mental health and wellbeing on the police service could not have been more clear.

It said a healthy, happy and motivated workforce was a key strategic capability for policing and warned a stressed out, anxious and traumatised workforce was obviously bad for individual officers but also meant the Force was not operating at full strength.

So it is worth repeating that the mental health and wellbeing of all our members is and always will be a top priority for the Federation.

Anyone who needs our support should get in touch with a Federation workplace representative or the office based officials or even reach out to their colleagues and check in on one another because a simple chat can often make the biggest difference.

The third significant report was the State of Policing Review from the chief inspector of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services.

And once again the issue of poor funding and resourcing and the knock-on effect that has on frontline officers was the centre of his findings.

Sir Tom Winsor said a decade of austerity, cuts and under-investment meant the police were now playing catch-up as the nature of crime had changed considerably but the investment required to meet those challenges had failed to materialise.

That is bound to have an impact on the people who work so hard to keep our communities safe from harm.

But I will end on a positive note.

Sir Tom commended the courage and commitment of police officers and staff and said the public should be reassured by their strong, pragmatic and professional approach and stand in admiration of their fortitude and bravery in facing sometimes mortal danger.

It is difficult to disagree with that assessment. Every day our members display incredible bravery and fortitude to protect the public and tackle crime and we will continue to do so.

FAMILY LAW SURGERIES

A number of family law surgeries are set to take place specifically to support Derbyshire Police Federation members with any issues surrounding marriage, divorce, child custody and parenthood.

Slater and Gordon are hosting multiple virtual sessions over the next year, offering professional advice and assistance to help resolve family law issues.

Derbyshire Police Federation branch secretary Kirsty Bunn says the Federation welcomes the surgeries and is encouraging members to make the most of the opportunity to gain help from experts.

"As a Police Federation, we are committed to giving members access to professional services and the family law surgeries are an example of this," said Kirsty.

"The wellbeing, welfare and mental health of our members is always a priority, which is why supportive sessions like this are so important."

The surgeries will be taking place on:

Wednesday 29 June

Friday 16 September

Friday 25 November.

If you would like to hear more about the surgeries email the Federation office.

FEDERATION CONFERENCE

The Police Federation's annual national conference will take place in Manchester on 17 and 18 May.

This year's conference will come just six weeks after a new national Federation chair is elected and is the first time in three years that it will be held in person.

"Conference provides Police Federation representatives from across England and Wales the chance to come together and hear from police leaders, politicians and other stakeholders," says Tony Wetton, chair of Derbyshire Police Federation.

"It is also an opportunity for them to share their experiences with each other and learn about best practice."

We will provide full reports on conference in the June edition of this newsletter, but you will also be able to watch the conference live. Further details will be available on our website nearer the time.

Our spring-themed cover picture shows ducklings Tony and Alfie, photograph courtesy of Jo Johnson in the Federation office.

CHANCELLOR URGED TO ACT ON OFFICER PAY

The Police Federation of England and Wales (PFEW) has written to Chancellor Rishi Sunak urging him to give a real-terms pay increase for members in his Spring Statement.

The letter highlighted the financial pressures that officers are under as the cost of living spirals, and the impact it's having on members' morale and mental health.

Derbyshire Police Federation chair Tony Wetton said: "This letter expressed just how big an issue pay is to our members and the impact it's having on so many of our members.

"Our [annual pay and morale survey](#) found that Derbyshire currently has the lowest reported morale of all forces in the country, and a decade of pay caps and pay freezes has massively contributed to that. Police officer pay is 20 per cent behind where it was a decade ago and that obviously has a massive impact.

"And now we're in the midst of a cost of living crisis; energy, fuel and food bills are rising steeply, interest rates are going up and our members are really feeling the pinch.

"It's a pity that police officers are in a

position where they need to resort to writing to the Chancellor asking him to show the gratitude that they so richly deserve, but last year we had to withdraw from the rigged pay negotiation system that was in place. Police officers need a fair system for setting their pay which is independent of Home Office and Treasury manipulation.

"They've given everything over the last two years during the pandemic and been rewarded with nothing. Now is the time for that to change and for the Chancellor to recognise our members' sacrifices and commitment, and the unique roles they perform in society, with an above-inflation pay rise in his Spring Statement."

The letter was written by national Federation secretary Alex Duncan and copied to Prime Minister Boris Johnson and Home Secretary Priti Patel.

[Read the full letter.](#)

“ AND NOW WE'RE IN THE MIDST OF A COST OF LIVING CRISIS; ENERGY, FUEL AND FOOD BILLS ARE RISING STEEPLY, INTEREST RATES ARE GOING UP AND OUR MEMBERS ARE REALLY FEELING THE PINCH.

CALL FOR GREATER EMPHASIS ON RETAINING OFFICERS

More than one in 10 recruits to the Government's uplift programme have left Derbyshire Police during their probation period, new figures have revealed.

Now Derbyshire Police Federation chair Tony Wetton is calling for a greater focus on retention including pay and benefits, training and mental health.

Tony was commenting as data from the National Police Chiefs' Council, obtained by [Police Oracle](#), shows that Derbyshire Police has seen 29 new officers leave during probation from a total of 279 recruits, an attrition rate of 11.2 per cent.

Northamptonshire (19.3 per cent), North Yorkshire (16.8 per cent) and Cambridgeshire (16.1 per cent) have the highest attrition rates, according to the figures.

On the lower end of the scale, Cumbria and North Wales each have a rate of 3.9 per cent, while Merseyside and West Midlands both recorded 5.4 per cent.

The data reveals that the average attrition rate is 9.1 per cent with 2,567 leavers from 28,173 new recruits.

Tony said: "It's not just about getting people through the door. Retention is as vital as recruitment, otherwise the uplift programme falls down.

"We need to ensure we're doing all we can to retain our recruits, and our more experienced officers as well.

"Our members made it clear they don't feel valued in our recent [pay and morale survey](#) and that poor pay is having a devastating impact on their morale.

"Clearly the issues are linked, and we need action now to address them. It's vital



that police are paid fairly for the hazards they face. They deserve more investment in their mental health, better benefits, and appropriate training that equips them for modern policing.

"In short, police leaders need to put their workforce first."

In January, [the Federation aired its concerns](#) when Home Office statistics revealed the uplift programme was just halfway towards meeting its target, and, if it

does reach the numbers pledged, would only bring the service back to pre-austerity levels.

Data showed 11,048 officers have been recruited from funding for the Government's Police Uplift Programme and contributed towards the target of 20,000 by March 2023.

If the 20,000 target is achieved, it would bring officer numbers up to around 148,000, which is slightly above the number of officers in 2010.



FORCE HAS LOWEST MORALE IN THE COUNTRY

National Police Federation survey highlights national and local issues

A devastating survey from the Police Federation has uncovered that morale in Derbyshire is the lowest in England and Wales.

The pay and morale survey, which was carried out nationwide in November, gathered candid responses from 372 rank and file officers in Derbyshire (20 per cent) asking about their wellbeing and whether they feel they are fairly paid or appreciated for the job they do.

In Derbyshire 67 per cent of the officers who responded said their morale was low, compared to the national average of 58 per cent.

In addition, 76 per cent of Derbyshire officers are unsatisfied with their basic pay and allowances and 42 per cent worry about their personal finances nearly every day.

The study also found that 74 per cent

feel worse off financially than they were five years ago and seven per cent are routinely struggling to afford their essentials.

This comes after 12 years of pay caps and freezes, including a zero per cent rise in pay last year as a poor reward for officers stepping up during the pandemic. This resulted in the Federation declaring it had no confidence in the Home Secretary and withdrawing from the Police Remuneration Review Body process saying it was no longer fit for purpose.

Derbyshire Police Federation chair Tony Wetton said: "The survey results come as no surprise to police officers up and down the country and demonstrate just how bad things are for my colleagues at the moment. It feels like policing is at breaking point, and it is unforgivable for officers to be scrimping and saving so their families can

make ends meet.

"Police officers have now made it crystal clear that they feel undervalued by this Government, and this negligent attitude towards pay and funding is having a devastating effect on morale and that could impact on the service's capability for decades to come.

"There is evidently a growing crisis in the wellbeing and mental health of our colleagues, linked to the stresses of the job, the feeling of being under-appreciated by Government, and diminishing pay packets. I urge the Home Secretary and others to work with the Federation to address the crisis through better pay and a new focus on the wellbeing of colleagues.

"Here in Derbyshire we have to recognise that there are also some local issues that have impacted on officer morale to an even greater extent than in other forces. As a Federation, we have raised many of these issues with the chief officer team throughout the last year.

"These issues included stress, concerns about their safety in terms of numbers on shifts, high demand and huge workloads, and some issues around communication,

“ POLICING HAS BEEN A TOUGH TWO YEARS FOR EVERYONE, AND THE PAY FREEZE WAS HUGELY DISAPPOINTING WHEN OFFICERS AND STAFF HAVE CARRIED ON AND CONTINUED TO SERVE THE PUBLIC, PUTTING THEMSELVES AT RISK DURING THE HEIGHT OF A PANDEMIC IN CIRCUMSTANCES NEVER SEEN BEFORE IN OUR LIFETIMES.

culture and visibility. The chief officers were very receptive and responsive to what we, as Derbyshire Police Federation, were telling them and there is now much work underway to address those issues and ensure that lessons are learned.”

Deputy Chief Constable Kate Meynell said: “Policing has been a tough two years for everyone, and the pay freeze was hugely disappointing when officers and staff have carried on and continued to serve the public, putting themselves at risk during the height of a pandemic in circumstances never seen before in our lifetimes.

“In Derbyshire we know demand and resourcing is having a significant impact on morale as well as culture, communication and visibility, which has also been impacted by Covid. We are working closely with the Federation and the workforce to address some of the issues causing morale to be low, and we are committed to improve working conditions and wellbeing.”

In total, 29,587 officers responded to the survey across the 43 English and Welsh forces, with 95 per cent saying their treatment by the Government had a negative impact on their morale, and 93 per cent stating they do not feel respected.

Nationally, 12 per cent said they intended to resign in the next two years – which was higher in Derbyshire where 15 per cent of respondents said they wanted to leave within that timeframe.

KEY FINDINGS IN DERBYSHIRE:

Pay and remuneration

- 76 per cent said that they are dissatisfied with their overall remuneration (including basic pay and allowances)
- 42 per cent reported worrying about the state of their personal finances every day or almost every day
- 74 per cent felt that they were worse off financially than they were five years ago
- 7 per cent reported never or almost never having enough money to cover all their essentials.

Morale and engagement

- 67 per cent said their morale is currently low
- 91 per cent felt morale within the Force is currently low
- 78 per cent felt they would not recommend joining the police to others
- 94 per cent said they do not feel respected by the Government.
- 15 per cent of respondents said they intend to leave the police service either within the next two years or as soon as possible.

Workload and working time

- 7 per cent said they have never or rarely been able to take at least one rest day per week in the last 12 months
- 66 per cent said that over the last 12 months, their workload has been too high or much too high.

REASONS FOR LOW MORALE

The survey asked respondents about the factors that had a positive or negative impact on their morale, the table below shows the proportion of respondents in Derbyshire Constabulary who said a particular factor has had a negative impact upon their morale compared to the national figures.

	Negative impact on morale (Derbyshire Constabulary)	Negative impact on morale (England and Wales)
Pay	85%	84%
Workload and responsibilities	73%	64%
Work-life balance	56%	58%
How the police are treated by the Government	96%	95%
How the police are treated by the public	88%	84%
The Covid-19 crisis	60%	61%
Your pension	73%	73%

SATISFACTION WITH PAY

A total of 94 per cent of respondents from Derbyshire Constabulary told us that they do not feel that they are paid fairly for the stresses and strains they have within their job, and 88 per cent said that they are not fairly paid for the hazards they faced within their role. Comparison of 2021 and 2020 figures for perceptions of fair pay in Derbyshire Constabulary is provided in the table below.

	2021	2020
Do not feel fairly paid for the stresses and strains of their job	94%	88%
Do not feel fairly paid for the hazards faced within their job	88%	78%

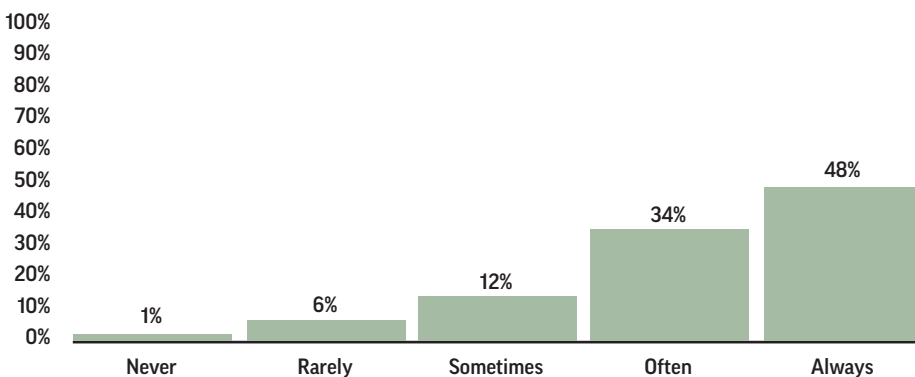
76 per cent of respondents from Derbyshire Constabulary said that they are dissatisfied with their overall remuneration (including basic pay and allowances) and 73 per cent said that they are dissatisfied with their pensions. Comparison of 2021 and 2020 figures for pay and remuneration in Derbyshire Constabulary is provided in the table below.

	2021	2020
Dissatisfied with total remuneration	76%	71%
Dissatisfied with pension	73%	61%

WORKLOAD AND WORKING TIME

The survey revealed 7 per cent of respondents from Derbyshire Constabulary said that they have either never or rarely been able to take at least one rest day per week in the last 12 months. This is compared to 6 per cent of respondents in England and Wales as a whole who said that they have either never or rarely been able to take at least one rest day per week in the last 12 months.

Over the last 12 months, how often have you been able to take at least one rest day per week



A total of 66 per cent of respondents from Derbyshire Constabulary said that over the last 12 months, their workload has been too high or much too high. This proportion is lower than the proportion of respondents in England and Wales where 63 per cent of respondents said that over the last 12 months their workload has been too high or much too high.

Around half (53 per cent) of respondents from Derbyshire Constabulary said that over the last 12 months they have often or always worked more than 48 hours per week. In England and Wales overall, 53 per cent of respondents said that over the last 12 months they have often or always worked more than 48 hours per week.

BRANCH'S NEW HEALTH AND SAFETY LEAD PLEDGES TO HELP PROTECT MEMBERS ON DUTY

A Derbyshire Police Federation representative who received life-changing injuries during an attack while on duty is determined to use his experience to help fellow members after being appointed as the branch's health and safety lead.

Steve Reid began his new role in January, after being approached to take on the position thanks to his keen interest in looking after officers' safety.

His passion for protecting his fellow members was strengthened after he was brutally attacked in 2019 when he was called to reports of a robbery.

Father-of-three Steve (46) tried to detain a man who was carrying an undisclosed object and, in an attempt to stop him harming anybody else, found himself to be the victim of a life-changing assault, which nearly cost him his eye and potentially his life as the result of a knife attack.

“HEALTH AND SAFETY SHOULD BE AT THE FOREFRONT OF EVERYBODY'S MIND, NOT ONLY FOR THAT PERSON BUT FOR THE SAKE OF THOSE THEY ARE ON DUTY WITH TOO.”

“As health and safety lead, I'm committed to doing whatever I can to ensure officers go to work, do their job and go home, uninjured,” said Steve, who became a Federation member in 2001, the same year he joined the Force.

“Officers are getting injured on a daily, if not weekly basis and these incidents can change a person's life forever.”

Steve received a seven-inch and eight-inch scar down the side of his face as a result of the attack, which led to him taking eight months off work to recover.

Having decided he could no longer work on the frontline due to the trauma of the incident, Steve returned to the Force but in an office role, as part of the digital media investigations team.

“I hope to pass on the things I learnt

from my experience to fellow members,” added Steve, “And, having spent most of my career in uniform, I'll be able to use what I learnt from working on the front line too. I just want to be there to support others.”

Steve says he feels very passionately about making sure officers feel safe on the job because they are putting themselves at risk on a daily basis.

“It's the spontaneous incidents that we can't predict, they're the ones that have a huge impact on officers. Take what happened to me for example, I was called to a simple robbery and things escalated very quickly. During those few seconds of total madness, my life was changed forever,” he explained.

“The risks we are taking are very real, I don't deny that, but it's putting the support and training in place that will help.”

Looking forward, Steve says his priority is working closely with the Force, while keeping officers on top of their health and safety training.

“I know that changes won't happen overnight, but even the smallest change can make the biggest difference,” Steve said, “I'm looking forward to new challenges.”

“Health and safety should be at the forefront of everybody's mind, not only for that person but for the sake of those they are on duty with too.”

In September last year, Steve's attacker Richard Jefford (39) was sentenced to 10 years for causing grievous harm with intent.



Steve Reid.

“I wouldn't wish what happened to me, or anyone, but I hope I can now use my experience to help others,” said Steve.

“I'm in a better place now and back at work. I like what I do and I'm really enjoying my role in the Federation, it gives me a reason and purpose to get up and go to work.”

By way of developing in his role in the Federation, Steve plans on taking part in an official health and safety course in the near future.



HELEN PLEDGES TO SUPPORT OTHERS IN WELLBEING ROLE

Derbyshire Police Federation's new wellbeing lead Helen Gallear said a burning desire for fairness was behind her decision to become a Federation workplace representative.

Helen became a Fed rep in 2019 when she was based at Ilkeston and said she was determined to work hard for members.

She said: "I am a big believer that everything should be fair and I found sometimes it is not. So whether that's work-life balance or reasonable adjustments, I just like things to be fair across the board."

Helen said the biggest challenges facing the Police Federation in the future would inevitably centre around pay and pensions.

She said: "It is definitely very high on lots of people's agendas. We have to make

sure our members get fair pay and a fair pension and at the moment I don't think we are.

"What I can do as Fed rep to make that any better I don't know, but if I can do something I will because that is better than sitting back and doing nothing."

Helen said she felt lucky to have been voted onto the Derbyshire Police Federation executive - the Branch Board - and offered to take on the role of wellbeing lead towards the end of last year.

She said: "Wellbeing is something I am very passionate about. I have suffered with mental health issues myself over the years and have undertaken various counselling and things that the Force offers but I still think we have a long way to go to make sure

people are well.

"Improving working conditions and wellbeing are my priorities, making sure people are being looked after at work and making sure people are being looked after with their mental health as well as their physical health."

Helen joined Derbyshire Police in April 2012 after a varied career in which she had also worked as a flight attendant, a massage therapist and estate agent.

"I had always wanted to join the police but when I left school they weren't taking on any cadets that year so I went to college and became a massage therapist and went travelling," she said.

"I went to work on cruise ships and came back when I was 30 and that's when I applied to join."

Her current role is with Derbyshire's MOSOVO (management of sexual or violent offenders) unit and she has been there for a year.

“ IMPROVING WORKING CONDITIONS AND WELLBEING ARE MY PRIORITIES, MAKING SURE PEOPLE ARE BEING LOOKED AFTER AT WORK AND MAKING SURE PEOPLE ARE BEING LOOKED AFTER WITH THEIR MENTAL HEALTH AS WELL AS THEIR PHYSICAL HEALTH.

Helen started her policing career at Cotton Lane on response then served as a beat bobby based at the same station before working as a sexual offences liaison officer (SOLO) and some "really amazing" family liaison officer roles.

She warned low officer numbers would continue to be a major issue for the police service.

Helen said: "What is alarming is the amount of overtime being offered all the time which shows we clearly don't have enough cops on the ground.

"So if so much over-time is being offered every day and officers are taking it, we are going to get burn-out and in my opinion that doesn't actually achieve anything in the long-term.

"Recruitment and retention just doesn't seem to be balanced in any way. We hear about new recruits joining the Force but at the same time others are leaving or retiring and the numbers just don't add up."



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TASER TRAINER SEEKS VIEWS OF FEMALE OFFICERS AS FEW SIGN-UP FOR COURSES

A Force Taser training instructor is reaching out to other female officers after it emerged fewer women applied for training courses to enable them to carry the devices than their male colleagues.

Lead Taser instructor PC Lou Briscoe acknowledged there were a variety of reasons why frontline officers may not want to carry the device but urged anyone with questions about its deployment to contact her to discuss any misconceptions.

The Force has around 500 Tasers available, which means that there are enough for every officer who wants to carry one to be able to do so when on frontline duty once they have completed the training.

Taser training for a further 100 officers is being made available this year, but the Force is trying to discover why female officers appear reluctant to sign up.

Lou has now written a blog encouraging female colleagues to express their concerns about Taser.

She said: "I really wasn't interested while I was frontline because I assumed it would bring more complaints, more paperwork and, from the point of view of working on Amber Valley which covers a huge geographical area where there were few other Taser officers available, I thought I would be left to deal with knife-wielding maniacs alone with no back-up."

But Lou said she changed her mind as a result of her interest in becoming a firearms officer.

"I had considered whether I wanted to stay on response for the foreseeable future and after eight years felt ready for a change," she said.

"I spoke to my old inspector, Pat Howitt, who was now working in the Ops department, and he sent Pete Moss, the sergeant on the Taser unit, to come and explain a little more about Taser to me.

"He explained that the NDM training would certainly help any future aspirations within firearms."

Lou applied for a Taser course soon after having found out that the criteria was to be confirmed in rank, to have passed the current job-related fitness test and to have passed the AFO or advanced driver eyesight test.

She was sent on an X26 initial course quite quickly and by June 2017 was able to carry operationally.

A few months later she was upskilled to X2 and, after discussing an upcoming vacancy for a Taser trainer, applied and got the post.

And now Louisa cannot imagine going out on frontline duty without it.

She said: "I have not been on section for four years but I certainly wouldn't want to go back without my Taser.

"For me, it was a no-brainer once I was trained, and I tried to talk everyone into carrying.

"This is a thoroughly enjoyable course and the feedback we consistently get is that it's the best course cops feel they've ever attended with others saying it's a close second to their driving course.

"I wanted to pass my Code Blue to enable me to get to a colleague if they needed help. I would now want Taser for the same reason."

Lou said the Derbyshire Taser Training Unit was looking at some suggestions put forward by female colleagues such as Taser taster days, female-only courses and a queue system for the waiting list.

She explained feedback from women who had undergone Taser training gave an interesting perspective for those who were still unsure about it.

One officer said: "I do believe that a lot of the younger female officers are lacking in

confidence and as such may feel that due to this they would be 'unable to pass' a STO course.

"But the course is a massive confidence builder and with it comes a much higher understanding of the NDM and use of force powers which again increases confidence.

"I think that needs advertising more rather than the focus being purely on the Taser itself."

Another said: "Firstly, I find the courses are invaluable mainly from a decision-making point of view

"I have always been baffled as to why everyone doesn't want a Taser, as I think it's the best bit of kit I've ever been given."

Another added: "Particularly from a petite female perspective, without it, I'd have no chance of tackling the majority of the population.

"I have spoken to numerous people who don't want one - and challenged their thoughts on this - and I think most of the reasons are unfounded worries over unlikely situations.

"Cops are put off by the perceived extra paperwork, pressure of knowledge upskilling, taking on another responsibility when they already have too much on."

And a fourth female officer said: "I do think a lot of officers don't have the confidence to put themselves forward for it but that is exactly why they should!

"My confidence was shot and I do think if I hadn't been put forward for my Taser my time to continue frontline duties was limited.

"It has done wonders for me, both career wise and mentally. It is by far the best course I have been on in terms of tactical/operational awareness. It for me is a no brainer and I would do it all again tomorrow.

"In addition, frontline is not somewhere I would like to be without a Taser anymore. The streets have changed and as such so should we."

Lou can be emailed at louisa.briscoe.14212@derbyshire.pnn.police.uk

- Please look out for Louisa's blog on Connect where there will be link for a short survey for officers to fill out to help with work around this issue. Please consider taking part, there are just five questions.



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HMIC CALLS FOR MORE INVESTMENT IN POLICING IN FINAL REPORT

The chair of Derbyshire Police Federation has called for the Government to urgently invest in policing to meet the needs and demands of 21st century policing.

Tony Wetton was responding Sir Tom Winsor, chief inspector at Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), and his [State of Policing report](#), which sets out an assessment of policing in England and Wales.

Tony said: "I agree with Sir Tom's assessment that policing has come a long way in the last decade, but that we've still got a long way to go.

"The nature of the crimes we're dealing with has changed considerably and we need the investment in policing now to meet those challenges.

"Sir Tom's review highlights the need for investment, particularly in technology, to bring us into the 21st century. A decade of austerity, cuts and under-investment means we're now playing catch-up."

In his final report after almost a decade in post, Sir Tom commended the courage and commitment of police officers and staff.

He described how online crime is now the most prevalent type of crime; that public expectations can't be met without sufficient funding and that the advancement in technology had provided opportunities for police but they've sometimes struggled to keep pace with criminals.

His report also drew attention to the load placed on police by "the chronically insufficient public provision of treatment of mental ill-health", as well as the need for improved vetting of officers and staff, the state of the criminal justice system, and the system of police accountability.

Sir Tom said: "In the past 10 years, the police service has come a long way. Critical advances have been made in several fields

of policing, including domestic abuse, child protection, the quality of some investigations, relations with the public and workforce diversity. Police officers and staff have a very great deal of which to be proud.

"But major shortcomings in policing persist, and these need to be addressed. Criminality is often now complex and far more sophisticated, and investigations can take far longer. If the police continue to use 20th century methods to try to cope with 21st century technology, they will continue to fall further and further behind.

“ THE NATURE OF CRIMES WE'RE DEALING WITH HAS CHANGED CONSIDERABLY AND WE NEED THE INVESTMENT IN POLICING NOW TO MEET THOSE CHALLENGES.

"The police service cannot meet 100 per cent of public expectations for, say, 70 per cent of their efficient cost. The public, through their elected representatives, must decide how much risk and harm they are prepared to accept, and whether they will pay more for higher levels of public safety."

He added: "As I reflect on the past decade in policing, I commend the courage and commitment of police officers and staff across the country. The severity of the problems that our police service now faces should not be underestimated, but the public should be reassured by the strong, pragmatic and professional approach of police officers and staff. They should stand in admiration of their fortitude and bravery in facing sometimes mortal danger and the worst things which happen to people and which people do to others."

[Read the full report.](#)

IOPC MUST TAKE ON BOARD FINDINGS OF INQUIRY

Derbyshire Police Federation chair Tony Wetton has called on the police watchdog to take on board recommendations in a new Parliamentary report to improve confidence in the complaints system.

Tony said he supported many of the conclusions in a new Home Affairs Select Committee report, which examined the role and remit of the Independent Office for Police Conduct (IOPC).

The committee's 18-month inquiry explored the "continuing disquiet at the way in which police forces in England and Wales investigate and deal with complaints".

It published a series of conclusions and recommendations covering the length of inquiries, public confidence and ensuring best practice.

And Tony said: "We welcome many of the conclusions in this report and steps must be taken now to improve not only public confidence, but our members' confidence in the system.

"For instance, it's not in anyone's interest to have an unnecessarily long, drawn out complaints process. These lengthy investigations have a huge impact on officers, their families and their colleagues and come at a huge cost to the taxpayer.

"We need change to ensure that complaints are dealt with in a timely, transparent and balanced way."

"Speeding up the process and simplifying it to make it more accessible will improve all parties' confidence in the system."

"As a Federation, we want open and fair investigations conducted in a timely manner, which gather the evidence our members need to either clear themselves, or to remove the tiny minority of corrupt individuals from the service," Tony added.

[Find out more.](#)

IMPROVING FINANCIAL RESILIENCE

Serve and Protect CU recognises the important role its members play within society and the day-to-day challenges they face while protecting their communities.

That is why the credit union is passionate about helping members prepare for their financial future – so they are ready to respond to any financial challenges they may face throughout their career.

"Committed to the principles of people helping people, we are

one family, in which our members save in order to help their fellow members borrow. We pride ourselves on being a responsible lender they can turn to in times of financial need – meaning they can remain focussed on protecting the nation, to the very best of their ability," says a spokesperson for Serve and Protect

[Find out more.](#)



DETECTIVE WITH HEART CONDITION CAMPAIGNS FOR MORE DEFIBRILLATORS AT POLICE HQ

A detective who was diagnosed with a serious heart condition following a health scare at work has shared his story after the Federation supported his campaign to get more life-saving defibrillators placed around Derbyshire police buildings.

Steve Roberts was last year told he has arrhythmogenic cardiomyopathy, a life-changing illness that can cause irregular and sometimes dangerous, heart rhythms.

He had been at work last March when his health took a turn for the worse. He remembers his vision darkening and becoming blurry, as he slumped forward and describes the feeling as “an unpleasant awful sensation”.

Having been encouraged to visit his doctor by colleagues who witnessed the ill-health event, Steve was soon given the diagnosis, which resulted in him having to have an implantable cardioverter defibrillator (ICD) fitted. The ICD is a small device attached to the heart to monitor heart rhythms and try to correct them should they become abnormal.

Following his experience, Steve set out on a mission to ensure there were enough defibrillators located across Derbyshire Police headquarters, so everyone working on-site has nearby access to one in the event that they need it.

“Knowing what I know, I was only seconds away from collapsing and dying in the office that day. It sounds dramatic, but it’s the truth; statistically, I shouldn’t be here today. The only thing that could have realistically saved me was a defibrillator and there wasn’t one in the office,” said Steve, who has two young children, aged eight and four.

“My ICD is a mini defibrillator and a few weeks after leaving hospital, it activated three times in one day. It later transpired that it had actually saved my life three times on that day. What an amazing piece of technology!”

Research has revealed that if a defibrillator is used within the first minute of collapsing, the chance of survival can be as high as 90 per cent. However, for every minute that defibrillation is delayed, the chance of survival decreases by up to 10 per cent. Furthermore, if defibrillation is not carried out within 10 minutes, the chance of survival drops to a staggering five per cent.

“When you’re affected by something personally, you look at things from a different angle. What happened to me led me



Steve Roberts.

to review the defibrillators we had on-site and, although we have some, we definitely haven’t got the coverage we need,” Steve added.

Following his campaign, the Police Federation and UNISON agreed to help fund an additional 27 defibrillators and replace 25 old ones with newer models, plus buy 10 for road policing vehicles.

“I think it’s a nice message to staff when two staff associations, the Police Federation and UNISON, who are meant to be there to look out for us, have invested in these purchases,” said Steve, who has been in the Force for nearly 20 years.

“There are two sides to me sharing my story,” he explained, “It’s not just about getting more defibrillators but it’s about raising awareness too. I want to try to encourage others to get checked out.

“Men in my experience can make excuses not to visit the doctor. Do not delay seeking medical attention if you are ever in the unfortunate position of feeling something is wrong. Don’t leave it for another day.

“Sometimes, treatment is better than a cure – and the treatment they’ve given me will hopefully help manage the condition.”

Looking to the future, Steve says that the

challenges for him are now more psychological than physical. He has been advised not to play sport or run but should keep as active as he can.

“The uncomfortable truth is that there is no cure for the condition but the worse element for me is that it appears this is genetic which means there’s a 50/50 chance that the faulty gene will be inherited by my children. This causes me great worry,” he explains.

“We have been very open with them about the condition and, children being children, they actually took it in their stride and thought Dad having an ICD device fitted was quite cool, although I can’t say I thought quite the same. Maybe I’m a little closer to being Ironman.

“I’m lucky to have a strong family around me to help pick me up when I’m feeling down, I’m honestly not sure how I would have coped without them.”

After the defibrillators have arrived, training will be provided for staff members. If you are interested in completing the training then you should contact either Steve or operational trainer Gemma Roberts who will put you on a mailing list for when the dates are confirmed.

SEXUAL HARASSMENT IN THE WORKPLACE IS TOP OF THE AGENDA AT WOMEN'S NETWORK MEETING

Derbyshire Police Federation's secretary Kirsty Bunn has given members an insight into the most recent national Women's Network meeting, with sexual harassment in the workplace being high up on the agenda.

Kirsty, who represents the branch at the bi-yearly meetings, says that a huge part of February's itinerary focussed on making sexual harassment a less taboo subject throughout the Force.

The group, which is made up of female and male Federation members from across the country, wants to make the topic of sexual harassment more accepted while encouraging those within the Force to talk about it more openly.

"Although sexual harassment is not something I have seen or witnessed personally, survey results say it's happening," says Kirsty, "We have to acknowledge that it is taking place if we want to influence and stop it going forward."

Kirsty believes that the world needs to change its attitude towards sexual harassment.

She said: "I welcome these changes. Better still, it's great to give people a voice to challenge something, if they don't agree with



Derbyshire Police Federation secretary Kirsty Bunn.

it – and that's what this is all about, giving our members a voice. It is difficult to challenge, it's a brave step but members will always have the support of the Federation to assist them."

The Women's Network group was established to support women across Federations, countrywide, and discuss issues that directly impact female officers.

"Women need to be supported in the workplace," said Kirsty, who has been in the Force for 20 years and a Federation representative for the past 12.

"This network gives women that voice, which is really important.

"I'm hoping we continue to challenge these taboo subjects more and educate members on what's acceptable and what's not."

Another topic discussed during the meeting was creating body armour that is specifically designed for female police officers.

"Police uniform trousers have been the bane of my life since I started out as a Federation rep," explained Kirsty, "The sizes just aren't great for women, the standard issue ones are uncomfortable which has an effect on officers performing their role. Finally, they're beginning to identify there is a difference between the body armour needed for male and female officers – and the need for comfortable clothing for women."

RECOGNISING WOMEN IN POLICING

Derbyshire Police Federation secretary Kirsty Bunn is urging members to send in their nominations for the 2022 Women in Policing Award.

The award is a celebration of some of the outstanding work carried out by officers over the past 12 months.

Kirsty said: "We will all know of a certain colleague who goes that extra mile, overcomes obstacles and inspires us with their dedication and example. This could also be a recently retired colleague.

"I would encourage you to take the opportunity to give her the recognition she deserves, which is what this award is about.

"Police officers rarely get recognition for the incredible work they do and awards like this do give us the opportunity to highlight some of the outstanding achievements of our colleagues

"It is a very difficult job at the best of times and I think it is fair to say the last 12 months have been particularly challenging

so I would urge our members to send us their nominations and help us recognise a female officer who has made a real difference to their communities or their colleagues."

Organised by the Police Federation of England and Wales, the Women in Policing Award was launched in 2015 to recognise a serving or recently retired officer who has gone above and beyond their job, while on duty.

The first Women in Policing Award was presented to the families of Fiona Bone and Nicola Hughes, the two Greater Manchester Police officers killed in a gun and grenade attack in 2012.

The winner of the 2021 award was Chief Inspector Sharon Baker of Avon and Somerset who spoke out about her experience of domestic abuse and being in a controlling relationship.

Nominations for the 2022 awards can be made by police officers or police staff and the closing date is 18 April.



2021 award-winner Chief Inspector Sharon Baker.

Members can [email Derbyshire Police Federation](#) to make their nominations and all nominees will receive a certificate and a Women in Policing badge.

The winner will be announced at the Police Federation's annual national conference in Manchester in May.