

# POLICE

December 2018 / January 2019



## The policing cupboard is bare

The 'extra officers' claim and the lack of any new money is spreading little Christmas cheer among those overstretched on the thin blue line





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# POLICE

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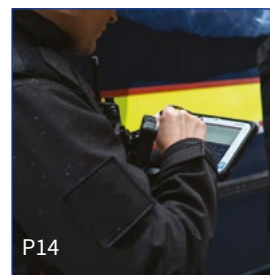
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Editorial  
December 2018  
/ January 2019

Catherine Feast,  
Editor

## What will it take?

In the last few months there has been much talk about police funding; finally others are beginning to put their heads above the parapet and say what we have been saying for years. Policing is up the proverbial creek without a paddle.

Two government reports (see p10) talk of the dire consequences of inadequate funding for policing, and even chiefs – those brave enough to speak out – have started to echo the same messages.

Despite this, there was still no new money for frontline policing in the latest budget. It was largely ignored, save for the pot of cash moved (nicked?) from someone else's piggy bank to put into tackling terrorism. The very terrorism that HMICFRS has previously said is affected by the erosion of community and neighbourhood policing.

You have to wonder what it will take to make a difference. Sadly the answer is likely to be a critical incident, a perceived failing by one force or another, where scapegoats will be left to carry the can for a government which has failed to invest properly in policing.

Yes, there'll always be ways to work smarter, but this isn't just about the money. It is about the structure of policing. It is about the resourcing. It is about the way forces organise themselves. It is about a holistic rather than piecemeal approach. And where is the strategy to tackle it? Probably in the same place as the 'extra officer cupboard.' Another mythical entity.

Finally, this edition we say goodbye to the Station Sergeant who is hanging up his cuffs after a long – and some would say, remarkably non-descript – policing career. We wish him every success in his new venture. If you think you can fill his boots by becoming our new columnist, drop me a line ([editor@polfed.org](mailto:editor@polfed.org)). Satirical wit and dry humour essential.

 Follow the Federation @pfew\_hq

# Fed takes action over pay betrayal

The Police Federation of England and Wales (PFEW) is to take action against the Government over its pay ruling.

It has lodged an application to seek a judicial review into the lawfulness of the Government's decision to ignore the recommendations of the Police Remuneration Review Body (PRRB) for the second consecutive year.

## Undermining the process

The announcement followed July's pay award, which saw officers' earnings increase by an average of just £2.50 a week. The PFEW recommended a 3.4 per cent increase so that officers could be paid fairly for the dangerous job they do. The PRRB – the independent body established to make evidence-based recommendations on police pay – recommended a three per cent rise.

John Apter, PFEW National Chair, said the Federation was not prepared to sit back while its membership suffered: "We must have confidence in an independent

pay review system and for that to be ignored by Government undermines the whole process. Our members do not have industrial rights, so it's important that they know we will stand up for them and fight their corner. It is a disgrace that for the second year running officers have been cheated out of the pay increase they should receive despite the recommendation of the PRRB.

"In response to this betrayal and based on legal advice, the PFEW has instructed solicitors to formally proceed with a judicial review against the Home Secretary on the basis that he has stated that the pay decision was a government decision, and not his decision alone.

"I know the deep sense of anger felt by many of our members about the way they have been treated. This is why we have taken this action and make no apology for doing so. Doing nothing was simply not an option and it is right and proper that we legally challenge this unfairness."

## Budget leaves Federation 'angry and disappointed'

Potholes were prioritised over police officers in October's Budget statement.

There was no new money announced for frontline policing with the only reference to the service being a £160m investment to maintain specialist counter-terrorism provision – less than half of the £420m the Government has allocated to deal with potholes.

Police Federation of England and Wales (PFEW) National Chair John Apter described the news as "just another example of the contempt in which the Government holds police officers."

"The Budget was the perfect opportunity to address the overwhelming issues facing the police in England and Wales – but hard-working officers on the street have been ignored once again. We welcome

the investment in counter-terrorism capability, but given the threat level this country is facing it is a necessity dressed up a gift, and the very minimum which is required, given there are more than 700 live counter-terrorism investigations.

## Level of disdain

"What about my colleagues who work on neighbourhood policing teams, the response officers who answer the public's 999 calls and the CID investigators securing convictions of those who terrorise our societies? There was nothing for them. I am angry and disappointed, but I can't say I am shocked. This level of disdain has come to symbolise this Government."





View from  
the chair

John Apter,  
National Chair,  
Police Federation

## ‘Extra officers’ is a government lie

Whenever there’s a significant incident, politicians, the media and chief officers tell the public that ‘extra officers’ will be on patrol.


It’s done to reassure and provide a visible presence that’s been lost in the decimation of policing. We all know that the ‘extra officers’ message is a lie, a line trotted out and rarely challenged by the media.

Where do people think additional officers come from? The magic policing tree? The Extra Officer Store? ‘Extra officers’ are simply all of you doing more, perhaps from a different area of policing, from other forces, or recalled from leave. Officers are simply being moved from one crisis to another, working longer hours on extended or additional shifts. They are the same people who are recalled to duty on days off, called back from much-needed holidays and precious family time. So let’s be clear – there are no extra officers.

In times of crisis, dedicated officers step-up and do what they can, but this is not sustainable and people are being pushed towards the edge. The wool is being pulled over the public’s eyes by the Government; the policing ‘cupboard’ has been bare for a long time.

Policing doesn’t stop for Christmas, but when officers do get a break I want them to reflect on the great work they’ve accomplished this year – the lives saved, people cared for, advice given, safety maintained, and criminals brought to justice. If you are working over the festive period, please have a safe shift. For those of you lucky enough to have some time off, enjoy it and make the most of your family time.

I wish you and your families a safe, peaceful and happy Christmas.

 Follow me on Twitter @PFEW\_Chair

# Public opinion on

National policing firearms lead DCC Simon Chesterman has urged officers to follow Authorised Professional Practice (APP) after incidents, saying it was a better bet and afforded more protection than the new draft statutory guidelines issued by the Independent Office for Police Conduct in October.

He told delegates at the Police Federation of England and Wales (PFEW) annual Post-Incident Procedure (PIP) Seminar that although the new statutory guidance did “offer some wiggle room” and was much better now than in its original form, the APP has been tested in court and “if you stick to it, you can’t go wrong.”

### Compulsory separation

Mr Chesterman said he was pleased the guidance’s position on compulsory separation of officers post incident had softened, even though it was still the IOPC’s ‘preferred option’.

“The separation of officers made them feel that they were suspected of wrongdoing. They had probably just been through a life-threatening traumatic incident and rather than



being treated as such, officers were saying they would prefer to be arrested because they would then have more rights,” he said.

He voiced concerns about the issue of officer anonymity and their access to reference materials, such as body-worn video when giving their detailed accounts. He said: “We should seek to

## How Acute Behavioural Disturbance

Police and the ambulance service need a better understanding of Acute Behavioural Disturbance (ABD) if they are to reduce the tragedy of deaths in custody, a leading Forensic Medical Examiner and A&E specialist has warned.

Dr Meng Aw-Yong, who is also President of the British Academy of Forensic Science, explained how factors such as the stress of being restrained during an arrest, combined with adrenaline, a toxic build-up of acidity, carbon dioxide in the body and lack of oxygen, can have fatal consequences – particularly if the person under arrest has taken drugs.

He told the seminar’s 250 attendees: “There needs to be greater awareness of ABD in emergency services and control rooms. We’ve said to the Government that there must be a joint response because

this is a medical problem and often it is the police left to carry the can. If you have to restrain someone, the longer you do so the greater the risk of death – the way to reduce that is by sedation and Taser also has a part to play.”

### Prevent custody deaths

A revolutionary world first ‘fit-bit’ style bracelet, which could help prevent custody deaths, was also unveiled during the seminar. It’s hoped that the innovation could eventually be rolled out nationwide to help diagnose the medical condition ABD by monitoring heart rates and oxygen saturation levels of detainees.

The monitor not only detects a detainee’s deteriorating health sooner but also enables custody staff to visibly

# firearms has now shifted

National police firearms lead DCC Simon Chesterman urged officers to follow APP after incidents



protect officers' identities until we know the full facts."

Mr Chesterman queried why officers shooting a "young black man in Tottenham, who might be a serious and organised criminal, provokes a public outcry, when officers who shoot two black terrorists who have just murdered a soldier are treated like heroes."

But he also said public opinion had shifted, and a watershed had been reached. "Instead of people talking about a paramilitary state, public opinion has shifted and we now have children lining up to have selfies taken with firearms officers. It's just tragic how we got to this position – there is more support out there but it's because of the terrorist threat."

## Custody challenges

The seminar also heard from the Federation's National Custody Forum chair Chris Bentley, who said PIPs were not always easy to accommodate in the custody arena. "In firearms incidents, it is clear that officers have been briefed and tasked and sent to an incident. This does not always fit non-firearms incidents. Post-Incident Managers need to be aware that this is guidance and shouldn't try to hammer a square peg into a round hole.

"It's not easy to take custody personnel away from the custody suite and send them to a PIPs suite. At 3am where are you going to find three custody sergeants and seven jailers needed for

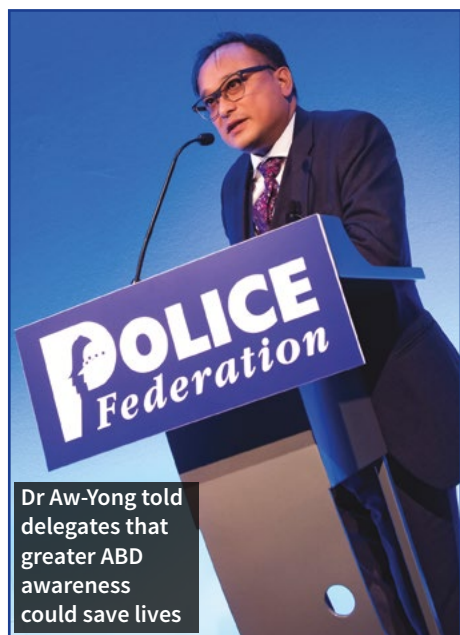


PFEW National Vice-Chair Ché Donald welcomed delegates to the seminar

the 39 other detainees being held that night?" He called for better PIPs training for non-police custody staff such as detention officers and custody nurses.

The College of Policing PIPs lead Kevin Nicholson told the seminar that new non-firearms APP for PIPs was in the pipeline with a new consultation over the next four to six weeks. Firearms procedures would then be revisited before a final consultation with key stakeholders for all forms of the APP, before it is adopted.

## (ABD) awareness and a 'fit bit' could help save lives



Dr Aw-Yong told delegates that greater ABD awareness could save lives

evidence vital signs and 999 call centres and medical staff.

Dr Aw-Yong explained that ABD was a leading cause of custody deaths and should always be treated as a medical emergency, adding: "While the police training and education around ABD is good, the difficulty can be in persuading ambulance crews and medics that they need to treat it as a medical emergency."

Custody deaths have risen over the past 12 months, and detainees experiencing mental health crises or vulnerabilities such as alcohol and drug addictions are particularly at risk.

Dr Aw-Yong told delegates: "The equipment would provide a real-time measure of when restraint is a risk. Low oxygen saturation levels are potentially a killer."

Lawyer Kevin Donoghue added: "For officers, failing to recognise this is not a criminal justice matter but a medical matter... officers need the support of the NHS and medical workers working alongside them to keep detainees safe."

But the 'elephant in the room', said barrister Colin Banham, was the finger of blame always pointed at police when something went wrong; other agencies such as the NHS or local authorities "don't have an independent body like the IOPC breathing down their necks."

Federation conduct lead Phill Matthews pointed to the training shortfalls in some forces: "There is a direct correlation between the number of training sessions offered and the number of complaints levelled against forces. We need to invest more in officer training."



PFEW National Chair John Apter and National Board member Tiff Lynch take aim at the VIPER simulator

## Skills tested in firearms simulation

Attendees of the seminar were invited to try a VIPER Firearms Training simulator as part of a session entitled 'Shoot Don't Shoot'. Scenarios including a hostage situation, a drugs den and an armed man threatening to shoot himself, were shown on screen as volunteers armed with laser-enabled guns had a split second to decide whether to shoot, or not.

The exercise prompted a discussion around perception and distortion as tunnel vision comes into play in the moment an officer is faced with a life or death situation.

Andy Dann, Managing Director of Dann Developments, explained that volunteers would be using weapons equipped with laser sensors, before inviting two audience members – Chris Fallows, a solicitor with Slater & Gordon, and Sharon Dalton from the Independent Office for Police Conduct (IOPC) to take the test. Two serving firearms officers also tackled the simulations, allowing delegates to observe the differences in their approach.

After completing the exercise all four participants were quizzed by delegates on what they saw, what they missed and the thinking behind the decisions they had taken.

Ché Donald, Vice-Chair of the Police Federation of England and Wales, commented that it was always easy to look at an incident afterwards, frame by frame and slowed down, as a jury might do: "But what officers see in the situation can be very different."

### Life-changing event

"As we saw in the session and heard from the firearms officers, when you are faced with a threat your focus narrows and periphery observation is not always obtained," he said.

"Whether you are an officer involved in a serious incident or the family of someone who has lost their life, PIPs can deliver the best possible outcome following a traumatic or life-changing event."

## Dog handlers must be better protected

Lawyer Mark Wardley predicted an upsurge in the number of post-incident procedures (PIPs) as a result of police dog bites and called for them to be treated in the same way as custody, roads policing and firearms incidents. Dealing with biting incidents in this way would offer dog handlers greater protection, in the same way officers would benefit after death or serious injuries in others areas.

Mr Wardley explained: "In my view dog bites should be handled under PIPs, it fits the definition of a serious injury and we need to be ready." He told attendees that he had been involved in a case where following a dog-bite incident an officer had been charged under the Dangerous Dogs Act.

# PCs praise resulted in

The benefits of good post-incident procedures (PIPs) can make all the difference between 'career death' and keeping the officers' love of their job.

That was the message from two Staffordshire PCs who outlined their own experiences to the seminar's attendees.

Staffordshire response officers Tony Collier and Rob Goodwin were involved in a pursuit which ended in a three-car collision where victims suffered life-changing injuries.

With the support of the local Federation, sympathetic bosses and occupational health, they were guided through the investigation procedures after a malfunctioning 'black box' system (Spirit) showed their car to have been travelling at 100mph.

### Suspicious vehicle

The drama began when the officers pulled over a suspicious vehicle. PC Goodwin was speaking to the male driver and had attempted to remove the car keys from the ignition. Without warning the driver suddenly drove off.

The officers immediately chased after the offender, who had a warrant for immediate recall to prison, but after several miles doing only moderate speeds, the errant driver





# PIPs after high-speed pursuit a 10-month investigation

PC Rob Goodwin believes good PIPs made all the difference in a potentially career-ending situation



crashed into two other cars, seriously injuring three other people.

PC Goodwin said it was “probably the worst day” of his 15-year policing career, but also as it transpired “probably the very best.” PC Collier said he had at that time no PIPs awareness training, so felt like “the pressure was ramping up all the time” but was grateful to his Post-Incident Manager (PIM) who was “the most important man in the room” because of the calm approach. “There

was no bullying or finger pointing – these are the people looking after you. I was quite glad there was no separation and although I was very worried, I could feel that wraparound support,” he said.

PC Goodwin added: “The most important thing was that we were given time, there was no pressure put on us. We had great support from the Federation and occupational health. In fact, if I hadn’t had the support of occupational health, I don’t

“We had great support from the Federation and occupational health. In fact, if I hadn’t had the support of occupational health, I don’t know if I would still be in the job.”

**PC Rob Goodwin**  
Staffordshire Police

know if I would still be in the job.”

The investigation carried out by the police watchdog, the Independent Office for Police Conduct (IOPC), was originally meant to last three months, but ended up taking 10 because a member of the public, who was not even present at the scene of the accident, claimed officers had been driving in an illegal manner.

## False readings

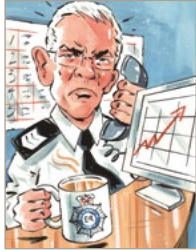
Body-worn video was crucial in calibrating the actual speed of the officers’ car, vital because the on-board Spirit computer gave false readings. As a result of the investigation, Spirit was eventually removed from all Staffordshire vehicles.

Also key to both PCs was the support they received throughout the investigation, emerging with renewed vigour for their job. “The whole process ultimately turned five cynical officers into massive fans and supporters of Staffordshire Police and the way that they do their business,” said PC Collier.

Tim Coolican, the officers’ lawyer, also acknowledged: “I only learned later on what the officers’ perspective was, that perhaps some of it was not going so well. The lesson we can all take away is just to make sure that you are explaining from the start everything that is expected from the process.”



## STATION SERGEANT



### ...Has left the building

So that's it then. I've held my last briefing, handed in my PPE, managed to be polite in my exit interview with the boss, and now I'm a cop no more.

I've put the habits of three decades behind me; no more scowling at teenagers, muttering about the wrongdoing of motorists or constantly looking out for trouble to run towards. At least tax discs were obsolete before me, so I won't be peering at car windscreens as I walk down the street.

I look back to those heady days of yore when I was young in service (for the benefit of today's new starters, we were called 'probationers'), and think about what we have lost. A sense of humour, now banned. The discretion to sort out problems. Common sense in responding to crimes, helping people instead of ticking boxes. And the colleagues who lost more than that – those who didn't make it to the end of their 30 years due to illness, accident or violence.

I don't need to be a dinosaur to look at the current situation and despair. The loudest voices are those of the lily-livered puritans, frightened of their own shadow and more concerned about hurt feelings. Good luck dealing with them. For the life of this column, I've complained about our equally spineless bosses, intent on protecting their careers rather than the front line.

There's a few crumbs of comfort. Some chief constables are suggesting we fight proper crime rather than help Facebook victims dry their eyes. And a news piece I saw recently noted 'Crowds cheer as police arrest armed robbery suspect.' So maybe there's hope for us all.

Keep on kicking in doors and locking up villains. It's what the public wants.

Goodnight all...



Follow me on Twitter @stationsarge

# Committee calls for 'urgent' overhaul of funding formula

A powerful parliamentary committee has issued another damning indictment of the Home Office's management of police finances, which the National Chair of the Police Federation of England and Wales (PFEW) has described as a "national scandal".

A report by the Public Accounts Committee (PAC) concluded that public confidence has been 'severely dented' as police forces have had to reprioritise work in response to funding cuts.

The report also states that the Home Office does not understand the demands being faced by the police service, and that an overhaul of the funding formula – the method by which the amount of money police forces receive from central government is calculated – is required as a matter of urgency.

Mr Apter said the report was the latest in a long series of "huge red flags" for the Government. "This is now a critical situation and a national scandal. And they can't say they weren't warned. Dedicated police officers are at breaking point and

"This is now a critical situation and a national scandal. And they can't say they weren't warned."

**John Apter**

National Chair, PFEW

are overwhelmed by the ever-increasing demands being heaped on them as a result of eight years of austerity," he said.

"Our members are having to work extended shifts and having their days off and leave cancelled to ensure public safety – which of course they will do.

"This is just one example of what we are facing every day, and it cannot be maintained; despite the Government statements, there are no 'extra officers' – we are running on empty.

"The fact that policing has been allowed to get to this desperate situation is a dereliction of the Government's duty and is unforgivable."

## MPs warn of 'dire consequences' if police funding is not increased

The cross-party Home Affairs Select Committee (HASC) has backed the Police Federation of England and Wales (PFEW) in calling for an urgent injection of funds into the ailing police service – or face 'dire consequences'.

The HASC, which holds the Government to account, asked the PFEW to provide evidence for its hard-hitting Policing for the Future report, which concludes that the current structure and funding model for policing in England and Wales 'is not fit for purpose'.

It also blasts the 'failure of Home Office leadership' and says that they 'must do more to protect and promote the welfare of the police workforce'.

PFEW National Vice-Chair and welfare lead Ché Donald welcomed the report's

hard line on police funding as it accused the Government of 'abdicating responsibility' and 'kicking this problem into the long-grass'.

"It is absolutely right for them to push the Government to prioritise it both in the Budget and the next Comprehensive Spending Review," said Mr Donald.

"We have long been saying that there needs to be an honest debate on what type of police service the public want and need, and what can be provided with the money on offer.

"If the Government doesn't listen now, they can't say they haven't been warned. They need to recognise the true cost of policing – or else the police will not be able to fulfil their duties and keep the public safe."



# New IOPC rules on deaths in custody ‘still cause concern’

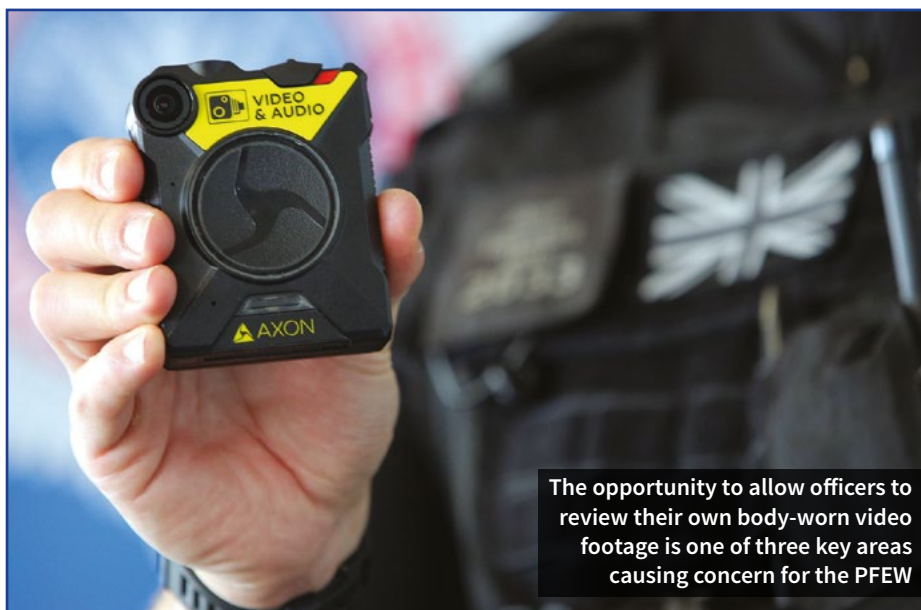
The Independent Office for Police Conduct (IOPC) has issued the latest version of its guidelines which will apply across all fatalities or serious incidents arising from road traffic incidents, firearms operations, incidents in custody or other police contact.

If ratified by the Home Secretary, it will compel all 43 forces in England and Wales to follow set procedures. But the Police Federation of England and Wales (PFEW) is concerned about the way investigators might interpret some clauses, especially across three key areas covering the separation of officers following incidents, the anonymity of officers, and the ability to allow officers to review their own body-worn video footage before providing detailed statements.

## Softening language

PFEW National Chair John Apter said the Federation was pleased that there had been some movement by the IOPC in relation to their statutory guidance and softening of the language used following representations from PFEW, but that there were still concerns about how it will be interpreted by their investigators.

“Some consensus appears to have been reached on the separation of



The opportunity to allow officers to review their own body-worn video footage is one of three key areas causing concern for the PFEW

officers, but the IOPC still maintain it is their ‘preference to separate key policing witnesses,’” said Mr Apter. “This is an emotive issue for our members, who may have been through an extremely traumatic event where a member of the public has died. It is an area that we will be watching closely to ensure that officers are treated fairly and not made to feel like suspects rather than the witnesses they invariably are.”

The Federation also takes issue with aspects around officer anonymity,

particularly if IOPC staff are in possession of personal details, as is suggested in the guidance.

## Unanswered questions

Mr Apter added: “If this information is released, it would massively impact on officers and their families and wreck any trust in the IOPC from our members. There are still also unanswered questions on the ability of officers to view their body-worn video, and the speed and extent of initial accounts expected from officers.”

## Chiefs threaten legal action over funding cuts

Police chiefs in England and Wales have also announced that they will take legal action against the Government unless it backs down on plans to deduct hundreds of millions of pounds from their budgets.

The decision was taken by the National Police Chiefs’ Council following the Treasury’s recalculation of the money each force needed to pay into the police pension scheme. This landed forces with a £420m bill, on top of the 19 per cent cut in police funding since 2010.

In response to the news, Police Federation of England and Wales (PFEW) National Chair John Apter said it was good to see the police chiefs joining the PFEW in speaking out and taking action against the Government, as it was “long overdue”.

## Cutting police numbers

“I fully support the chiefs’ call for investment, but I would hope that there are other ways of managing this other than cutting police numbers which are

already at an all-time low. I do however wholeheartedly agree that the pensions deficit should not be funded out of existing force budgets.”

The Prime Minister, the Home Secretary and the Policing Minister have all previously suggested that the issue of police funding will be addressed in the Comprehensive Spending Review which is expected to take place in spring next year.

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## Highlight topics:

- Lessons learnt from multi-agency rescue and recovery planning
- Challenging modern day slavery – tackling transparency in supply chains
- Combatting trafficking: Metropolitan Police's collaborative approach

## Confirmed speakers:

- **Stephen Chapman**, Anti-Slavery Co-ordinator, Community Safety Division, Local Government & Communities, Welsh Government
- **Susan Banister**, Head of Business Development, Hope for Justice
- **Paul Gerrard**, Policy and Campaigns Director, Co-op
- **Mark Conway**, Emergency Planning Manager, Public Protection, Central Bedfordshire Council

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# Federation hails new law which will protect blue-light workers

Tougher sentences will now await those who attack police, paramedics, nurses and other blue-light workers thanks to a new law which took effect in November.

The Assaults on Emergency Workers (Offences) Act became law two months after receiving Royal Assent and establishes a new aggravated offence of an assault against a member of the emergency services. It provides for a doubling of the maximum sentence from six to 12 months.

John Apter, National Chair of the Police Federation of England and Wales (PFEW), welcomed the change in law as “the right thing for our dedicated emergency workers.”

## Not tolerated

“It makes clear that attacks against them will not be tolerated and that those who cross the line will be dealt with robustly.

“Although the legislation is now in place, it means nothing unless it is used by the Crown Prosecution Service and the courts, so I call on them to make full use of these new powers,” he said.

The Act came about as a result of two years of intense campaigning by the PFEW as part of its ‘Protect the Protectors’ campaign.

Mr Apter continued: “While we feel sentences are still not as strong as they need to be, this is a significant step forward in the right direction and we will continue to make the case for a stronger deterrent, for a wider roll-out of Taser, body-worn video and spit and bite guards, and for the appropriate levels of staffing.”

The new law was the main topic of discussion at a summit on violence against the emergency services, held at the Royal College of Nursing in London in October.

## Change the culture

Mr Apter, who addressed the gathering, expressed his hope that the new legislation will help to change a culture which has developed within society that it is acceptable to assault an emergency worker.

“Policing is unpredictable and it is dangerous, but to suggest that violence against officers is an acceptable part of the job is quite wrong. It is something we should never accept,” he said.



Chris Bryant MP (left), who championed the Assaults Bill, pictured with PFEW National Chair John Apter

PROTECT  
THE PROTECTORS

# Chaotic police IT is a ‘disgrace’

Only 50 per cent of the UK’s police officers say they can rely on the information held on their forces’ computer systems, and less than two thirds (65 per cent) can access a computer at work when they need to, according to a new report.

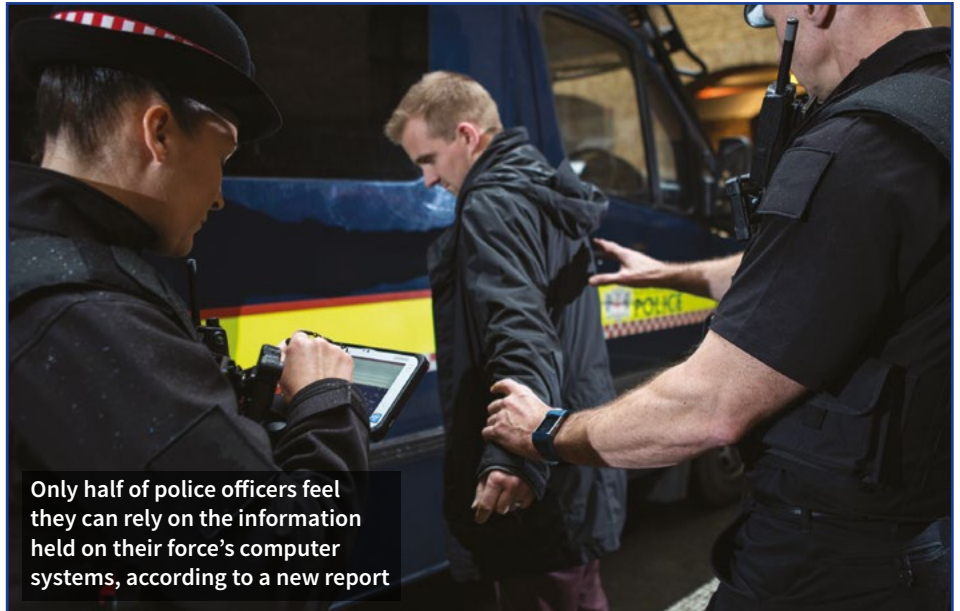
The shock findings were unveiled in the latest report drawn from the National Police ICT User Survey, and published by Policing Insight. It paints a damning picture of the growing frustration felt by frontline officers, with outdated kit, patchy service and incompatible computer systems needlessly hindering criminal investigations and affecting their ability to do the job.

The survey also found:

- nearly two thirds (63 per cent) of officers were unhappy with the quality and timing of training they needed to use the equipment
- 55 per cent were not happy with their force’s overall ICT
- only 30 per cent felt their force invested wisely in technology
- just two per cent were completely satisfied with their ICT services.

Simon Kempton, the Police Federation of England and Wales (PFEW) IT lead, spoke recently about “the near-farcical state of the police service’s relationship with technology”, and said the overall picture was not a pretty one, with officers trying to fight crime using out-of-date equipment and systems which were often incompatible across neighbouring forces.

“Procurement is also a massive issue, with millions being wasted on the



Only half of police officers feel they can rely on the information held on their force’s computer systems, according to a new report

wrong equipment,” said Mr Kempton. “As one superintendent in the survey puts it, they take years developing systems which too often fail to deliver, when off-the-shelf products would do in 80-90 per cent of cases.”

Poor training provision was also highlighted, as was pointless duplication, with officers forced to input the same data multiple times on separate systems.

“In 2018 – when we are surrounded by virtual reality products, people are using driverless cars and robots are carrying out life-saving operations – this lack of joined-up functionality in policing is a disgrace,” continued Mr Kempton, who was also concerned about the disparity between the way frontline officers and senior management were treated.

“Policing is not 9 to 5, it’s 24 hours a day, 365 days of the year, and requires 24-hour solutions. Not only do senior officers seem to have access to better equipment, but in many cases they get their problems ironed out a lot quicker too. That’s no good for busy response teams at 2am who are told their IT help desk went home at 5pm.”

Nearly 4,000 officers of all ranks and police staff took part in the PFEW-sponsored survey, commissioned by police governance organisation CoPaCC, which said that while there had been a slight improvement on last year – for example, in providing more mobile devices – on the whole it was still the same picture and more needed to be done.

## Over budget and delayed IT failures hinder policing

The beleaguered Emergency Services Network (ESN) programme, which is hugely behind schedule and over budget, now probably won’t come online until 2022 at the earliest.

The Police Federation of England and Wales (PFEW) has previously criticised the ESN radio programme; but while the Public Accounts Committee was recently informed that the system was delayed, the permanent secretary in charge, Sir Philip Rutnam, denied the programme had “run into the wall”.

Committee Chair, Meg Hillier MP, also referenced the PFEW-sponsored National Police IT User Survey, which highlighted the dismal state of police technology.

She said it “painted a damning picture” of the confidence frontline officers have in their ICT services. “One officer is quoted as saying ‘getting a signal is an issue’, and just two per cent are satisfied with their ICT services,” she added.

Simon Kempton, the PFEW IT lead, said the Home Office was “putting its head in the sand” over the ESN disaster, which is due to replace the old Airwave system and has an overspend of more than £1billion.

“It is good that the Government is now being challenged by MPs who have heard the horror stories, but the Committee is just highlighting what we have been saying for years,” he said.



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# We will be prioritising police spending

*By Policing Minister,  
Rt Hon Nick Hurd*

Five months ago I asked for your help. As part of the Home Office's Front Line Review I asked you to tell me about the true nature of your job, warts and all, and for your ideas for change.

Some of you were wary about whether a Government Minister really wanted to know the reality of life on the front line today. Some of you questioned whether the Home Office would really listen to you and doubted whether your input would make any difference.

But I urged you to put any scepticism aside and promised you that this review would genuinely inform and influence decisions about the future of policing.

I wanted to know what it is like to patrol the streets as a police officer in Britain today and tackle a rapidly changing crime landscape. What are the things that get in your way, waste your time and frustrate you?

I wanted to know about the pressures you face, what you think of your leaders, what kind of support you receive and the personal development opportunities you are given.

Faced with such an opportunity, you have not shied away.

## Changing demands

So far we have heard from officers from the Met, Thames Valley, Kent, Suffolk and Lincolnshire in face-to-face workshops. Over 1,500 of you tweeted in our fortnightly online discussions, hosted by WeCops. These tweets were seen by an average of 400,000 Twitter users. We have heard from emergency call handlers, officers on the beat and police leaders.

I recognise the changing demands you are facing and the pressures they create. That's why we are increasing investment in policing by £460m this year, including from the Council Tax precept. Almost all police and crime commissioners are protecting or increasing the front line of policing this year.

And that's why we will review police spending power at the provisional police funding settlement in December, and will



be prioritising police funding at the next Spending Review.

As part of the Front Line Review you have also told me that effective police leaders should be visible and accessible, that they must engage with you and communicate the rationale behind key decisions.

I have heard that as a workforce you are progressive and creative, but sometimes bureaucracy and internal processes can weaken the willingness to speak out with ideas on innovation.

Many of you are motivated to improve and forces are strong on providing technical professional development packages. But it is sometimes hard to find the time to take part in coaching and bettering your personal skills, and those opportunities are not easy to come by.

Crucially, you have told me that mental health and the wellbeing of staff is now recognised as a priority by leaders, but there are some inconsistencies in the communication and availability of services that can help.

We are listening and we want to know more. From December, Front Line Review teams will be visiting Staffordshire, North Wales, West Yorkshire and Lancashire to hear your ideas for change. By the time

the Review is complete, 28 workshops will have hosted frank, confidential discussions which will form the basis of the commitments we will make, together.

## Policy commitments

To underline how seriously we are taking this Review, the Office for National Statistics is collating and analysing the recommendations under the themes of innovation, professional development, wellbeing and leadership. They will identify key national trends from the suggestions. The Home Office will turn these trends into solid policy commitments to be revealed in spring 2019.

We are determined to support the police and give you the powers you need to tackle the threats we face.

Please continue to share your insights and engage with us. This review is a very real opportunity for the frontline to drive change in policing.

*Police officers and staff wishing to get involved in the Front Line Review can contact the team at [FLR@homeoffice.gov.uk](mailto:FLR@homeoffice.gov.uk).*



# The wolf bites back for forgetful PM

With the Brexit deal debate rumbling on, the Prime Minister took to the media to give her views, but questions about her previous claims that the Federation had been “crying wolf” were met with memory loss.

LBC radio presenter Nick Ferrari asked Theresa May if she would have told police officers that they were “crying wolf”, but she appeared not to recall the details of that challenge, saying she wasn’t sure that was the phrase she used.

## No favours

Her selective memory during the radio interview “did her no favours” according to John Apter, National Chair of the Police Federation of England and Wales (PFEW), who said: “I, along with hundreds of other police officers, was there at the 2015 PFEW Annual Conference when she was Home Secretary, and distinctly heard Mrs May say ‘this crying wolf has to stop’. The comments were made, everybody heard it and now her selective memory has come back to bite her.”

He said he was deeply disappointed that Mrs May did not seize the chance to offer words of support for the UK’s



over-stretched police service during the interview. Mr Apter explained that at least one force had recently had to suspend 101 calls because they just couldn’t cope, and other chief constables were coming out publicly and talking about their lack of resources which had caused a crisis in policing.

“The whole tone of the interview reinforces the message that the

Prime Minister has nothing but contempt for policing,” he said.

“It was the ideal moment for her to show her support for our hardworking dedicated officers who are working flat out to try to meet public demand, at a time when crime rates are rising and resources are dwindling. But instead she chose to dispute her choice of words at our conference.”

# Filming assaults for fun is a sad indictment

As an officer you are likely to have suffered an assault, probably more than one. But have you experienced your attack being filmed by a member of the public and then broadcast?

A recent incident in London which saw officers being assaulted and kicked into the path of traffic hit the media when a member of the public who filmed it released the footage to the wider world, sparking a debate on citizen voyeurs.

John Apter, National Chair of the Police Federation of England and Wales (PFEW), said it was a sad indictment of society that “we seem to be seeing an increase in people filming officers being brutally assaulted.”

“This says a lot about our society when people’s first instinct is to get their phone out rather than help a police officer being attacked,” he said.

According to the Home Office there are 71 assaults on police officers in England and Wales every day, but the PFEW’s own research suggests the number is far higher and was the basis of calling for a change to the law.

The PFEW’s Protect the Protectors campaign lobbied for tougher sentences for anyone who assaults a police officer and the

Assaults on Emergency Workers Act took effect last month. The Federation is now calling for the Crown Prosecution Service and legislators to put their extended powers into practice and send a clear message that assaulting a police officer or any member of the emergency services is not acceptable.

## Better protection

But legislation is just one part of it and officers need better protection to try to stop assaults in their tracks, with the call continuing for more officers in the first place.

“We have no back-up. We also need a wider roll-out of Taser and body-worn video throughout England and Wales,” continued Mr Apter.

“The Government has the power to make this happen and needs to act now, rather than continuing to turn a blind eye while officers are being beaten black and blue.”

Have you had members of the public help or hinder you? Have they filmed an assault on you? Tell us your experiences so we can continue to highlight the problem – email [editor@polfed.org](mailto:editor@polfed.org)

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# Murder and knife crime figures rise again

Hospital admissions for knife crimes have soared with 4,600 people requiring hospital treatment in England alone, new data shows.

Murders also jumped by 14 per cent, with 719 crimes recorded by police according to figures released by the Office for National Statistics (ONS) in October, while knife offences recorded by police leapt by 12 per cent to 39,332 in the 12 months to June 2018. John Apter, National Chair of the Police Federation of England and Wales (PFEW), said the figures “reflected what we have been telling Government for years – we need more boots on the ground.”

The ONS figures also revealed that:

- rape offences rose by 21 per cent, part of an 18 per cent increase in sexual offences overall
- robbery was up by 22 per cent, with 42 per cent of these crimes happening in London
- there was a 30 per cent increase in public order offences
- stalking and harassment rose by 36 per cent.

“The fact that our warnings have been constantly ignored is deeply depressing, not only to us at the Federation but for our 120,000 members,” said Mr Apter.

“Hard-working police officers are frustrated that they lack the resources to efficiently fight crime and protect the public, and the situation doesn’t look like it is going to get any better. Murders, which were showing a downward



Latest crime figures show significant increases in murder, knife crime, sexual offences and public order offences

trend, have now been consistently rising for the past four years.

“Even lower level crimes, such as vehicle-related theft, are showing an increase, as are burglaries – many of which will have been targeted at the most vulnerable members of our communities.

“I don’t accept that the rise in crime,

particularly violent crime is not linked to the dwindling numbers of police officers, police staff and other resources. Police forces have seen budgets slashed and officers working ever longer hours with reduced resilience because of the cuts introduced against a background of austerity.”

## Fall in drug seizures prompts renewed call for ‘honest conversation’

The Police Federation of England and Wales (PFEW) has repeated its calls for an honest conversation about drugs, after new stats showed a decrease of two per cent in overall drug seizures over the past year.

Home Office statistics released in November also showed a one per cent decrease in seizures of Class A drugs, which include heroin and ecstasy.

The PFEW’s operational policing and drugs lead, Simon Kempton, said it was no coincidence that with fewer officers there were fewer seizures. Along with a pinch on resources against a background of austerity, drugs squads have been disbanded, and those that are still operational are having to multi-task and focus on other things, such as different organised crime gangs.

“Chief Constables have had to re-evaluate their resources and

choose where to put their boots on the ground,” he said, adding that “an honest conversation is needed – society, law makers and law enforcers need to take a hard look at this problem because as these latest figures show, it’s not going away any time soon.”

The Home Office report, which covers the period March 2017-2018, also included data on new psychoactive substances (NPS) such as nitrous oxide (so-called ‘hippy crack’) and synthetic cannabinoids such as Spice for the first time.

Mr Kempton added: “There were 1,523 seizures of NPS over the year. These are substances which were previously described as legal highs but have now been outlawed, and with drugs like Spice, we have seen instances where these are not only blighting our towns but being smuggled into prisons. I suspect this is the tip of the iceberg and I would expect these numbers to rise next year.”



# Stop and search research ‘flawed’

Findings from a new study which claims to highlight racial disparities surrounding police use of stop and search are “flawed” and reveal a “deep misunderstanding”, according to the Police Federation of England and Wales (PFEW) lead on stop and search, Simon Kempton.

The report, *The Colour of Injustice: Race, drugs and law enforcement in England and Wales*, published jointly by the London School of Economics, Release and Stopwatch, suggests that while police use of stop and search powers has fallen significantly, there has been an increase in racial disparities in the policing and prosecution of drug offences.

Mr Kempton said the headline result was formed on a flawed premise –

that the demographics of the UK are spread evenly across the country and that stop and search rates are uniform across the UK too.

“The 2011 census shows that 86 per cent of people in our country identify as white. On the face of it, then, any proportion of searches out of step with this number suggests an issue. This is the basis of this report and others like it. The truth, however, is not so simple.”

## Hyperbolic headlines

The report also states that in 2016-17, black people were stopped and searched at 8.7 times the rate of white people for drugs, and 7.9 times the rate of white people for other offences.

“We know that approximately half

of searches are undertaken in London alone which has a much different make-up than the rest of the country,” said Mr Kempton. “Less than 60 per cent of Londoners identify as white, which immediately puts a different slant on these figures, far from the hyperbolic headlines we too often see. And when we look at the positive outcomes of those searches, they are scrupulously fair across ethnicities.

“Home Office figures, when examined properly and fairly, give a very different narrative on the use of stop and search. This government research showed that calculating relative stop and search rates in this way is very misleading. Researchers should not look simply at who was searched, but at who was available to be searched.”

# Roads officers can't keep the public safe

Government cuts have resulted in roads policing officers being unable to focus on keeping road users safe, because they are increasingly being deployed to plug the gaps in emergency response teams created by demand continuing to outstrip capacity.

That was the message from Police Federation of England and Wales National Chair John Apter when he was interviewed for ITV Tonight programme *Driving: The True Cost*. The programme looked at the issue of road safety and speeding, and questioned where the money raised by speed cameras is spent.

## Huge strain

Since 2010 the number of dedicated roads policing officers has reduced by a third. Mr Apter, who was a roads policing officer for more than 10 years, said: “At the same time crime of all types has risen, putting a huge strain on all officers. Policing as a service is having to focus on responding to the most pressing emergency calls meaning that some proactive roles are suffering.

“Roads policing officers are a good example of this. These specialist officers sometime feel frustrated that they are



Government cuts have left roads policing officers unable to focus on keeping road users safe

being used to assist with more routine aspects of policing. Of course they step up and go where the public need them because first and foremost they are police officers and they want to help people – but it does have consequences.

“It takes them away from their dedicated role which prevents them dealing with criminality on the roads, reducing road

deaths, dealing with road casualties and policing the ‘fatal four.’”

According to figures quoted in the programme, nine out of ten speeding offences are recorded by speed cameras as opposed to police officers, but the programme makers questioned whether this method of ‘catching’ drivers is having any real impact on road safety.



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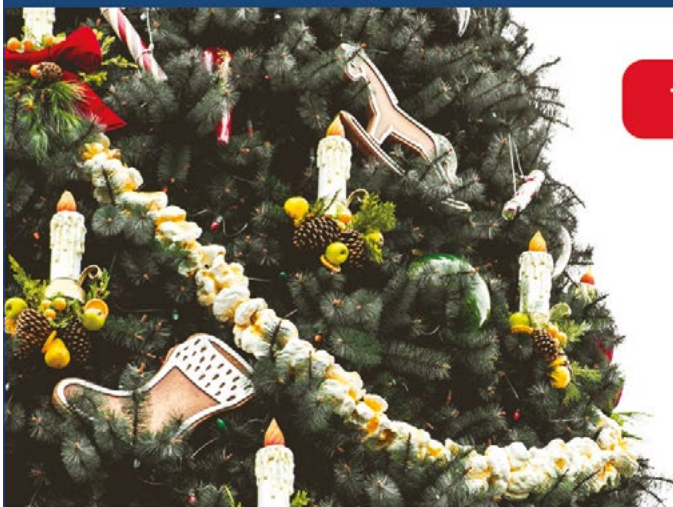
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# Workforce diversity toolkit and strategy is ‘a positive step’

The service needs to improve its diversity and attract and retain more people from underrepresented groups.

To help forces achieve this, the National Police Chiefs’ Council has announced new recommendations for all senior police leaders to improve diversity within their operational command.

## Building confidence

It is one of a number of recommendations in a new toolkit for forces, which is part of a broader strategy that aims to make policing more diverse and inclusive and build confidence with groups who historically have lower levels of trust in policing.

Zac Mader, the Police Federation of England and Wales (PFEW) lead on the Police Association of Strategic



Leaders group, said it was “a positive step” towards improving recruitment and retention of groups that are still underrepresented within policing.

The strategy and toolkit are informed by independent research from the National Centre for Social Research (NatCen), which showed police officers and staff felt that a lack of accountability from senior leaders was impeding progress.

Two further toolkits are being developed. One will focus on measures to better understand the composition of communities and respond appropriately to their concerns or crimes against them, including hate crimes. The other will make recommendations for working with public sector partners to address disparities in the system.

## Menopause affects the entire workforce

To mark World Menopause Day in October, the Police Federation of England and Wales (PFEW) launched a survey aimed at addressing an important issue that affects the entire workforce – the menopause.

This is the first survey of its kind to be launched across policing and was supported by a number of stakeholders and working groups.

PFEW women’s lead, Hayley Aley, said there was a growing issue of officers and staff across all forces receiving varying levels of support if they were going through the menopause, and that the transition could have a huge effect and impact greatly on capabilities within the workplace.

“Senior leaders have a responsibility for the welfare and wellbeing of their workforce, and to support individuals appropriately when they need it. The purpose of this survey is to give us the evidence to provide to leaders, so that they can action what needs to change to ensure forces provide the right support and guidance to all. This will ultimately give confidence to individuals that when it is their turn to face this transition, if needed, appropriate support and adjustments can be identified.”

The findings of the research are due to be published in early 2019.



The PFEW survey was launched to mark World Menopause Day

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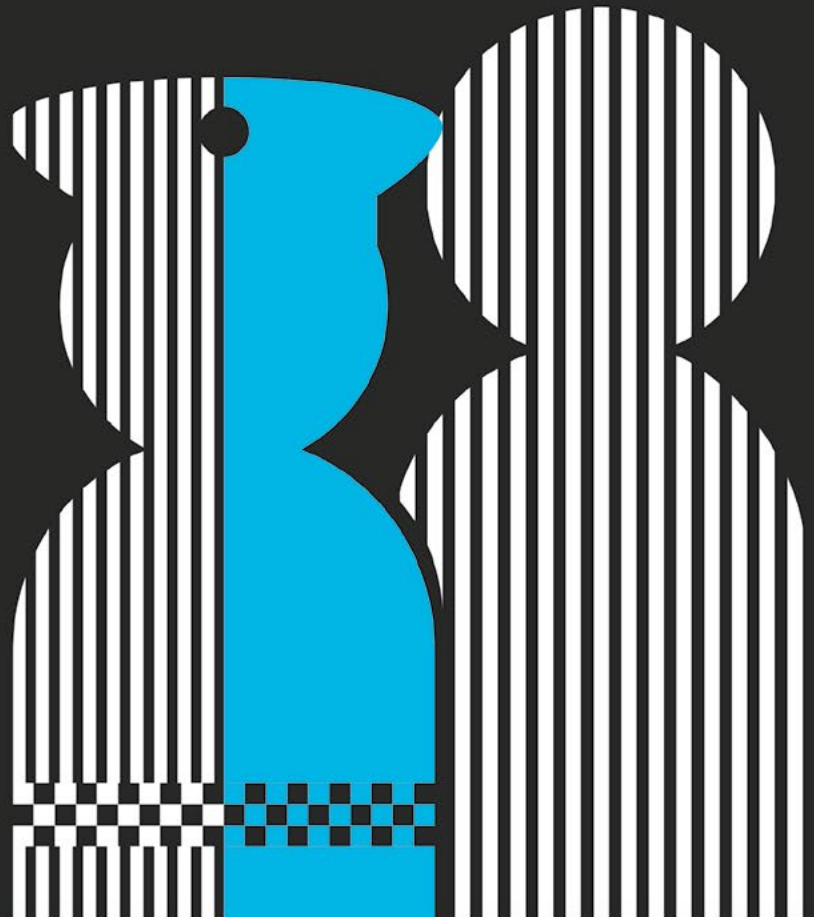
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# Best of British detectives are honoured at awards

*A host of detectives were applauded by their peers in an annual award ceremony, part of the Police Federation's National Detectives' Forum (PFNDF). There were more than 180 nominees this year - congratulations to all our runners up and our thanks also go to our generous sponsors: No 1 CopperPot, Police Credit Union, Police Mutual and Slater and Gordon Solicitors. Martin Plummer, PFNDF chair, said it was a "near impossible task" to narrow down entries to the awards as the standard was so high, which demonstrated that "we have the best police service in the world."*

## 'Outstanding role model' Clare collects the Services to Detectives award



Sussex DCI Clare Shiel won the Services to Detectives award for being an outstanding role model to detectives of all ranks. She has led numerous investigations and recently was responsible for an operation to recover a victim of modern slavery.

DCI Shiel has served as a detective since 1995 and as detective inspector since 2005. Her successes include Operation Adio, an investigation into the activities of a protest group with a long history of civil claims against Sussex Police. DCI Shiel ensured that claims were robustly challenged and saved approximately £100,000, as well as securing convictions.

### Appalling conditions

She also led an operation to recover a victim of modern slavery; as a result of the investigation, a woman who had been kept as a slave in appalling conditions for almost two decades was reunited with her children and grandchildren in Indonesia.

DCI Shiel's focus in driving the supervision of the most persistent and problematic offenders has ensured a tight grip on those causing the most harm locally.

Receiving the award from Nigel Rabbits of Police Credit Union, DCI Shiel said she was "overwhelmed". "I'm really chuffed and humbled. It takes years to become skilled at your craft. I've been a detective for 23 years and I am still learning now."

Runner-up in this category was a Suffolk officer who, because of his role, cannot be identified. Part of the force's major investigations team for more than four years, he has developed new proactive teams and taken on responsibility for high-profile, complex and often harrowing investigations.

Third place went to DC Trudi Rogerson of Staffordshire Police. An officer with more than 36 years of continuous service in operational roles, she is regarded by her colleagues as having an unparalleled experience of criminal investigations.

## DC receives Regional Recognition Award for her ‘unrelenting passion and dedication’

Avon and Somerset DC Chris Williams received the Regional Recognition Award for her dedication to helping child victims of sexual abuse. She was determined to do something positive to prevent abuse, and give vulnerable victims the confidence and courage to say what has happened to them.

In 2011, DC Williams supported three victims of historic child sexual abuse; she made a significant contribution towards the sentencing of the offender for 81 consecutive year’s imprisonment. She received a Judge’s commendation for exemplary victim care work in a complex case involving seven victims over many years, and her tact and empathy were critical in obtaining evidence. She was described as having “passion and unrelenting dedication”.



On receiving the award from PFNDF chair Martin Plummer, DC Williams said: “I feel extremely shocked, very proud and honoured. There are hundreds of detectives out there who deserve this as well.”

As well as the overall regional recognition award, there were other winners from the regions:

- Region 1 – DC Deborah Storey from Cumbria
- Region 2 – DC Farooq Ahmed from West Yorkshire
- Region 3 – DC Shane Saunders from West Midlands
- Region 5 – DS Michael Canon from Hertfordshire
- Region 7 – DC Don Kenyon from North Wales
- Region 8 – DS Gillian Coles from City of London

## Child abuse investigation saves 13 victims and secures Smarter Detective Award

The Smarter Detective of the Year Award went to DC Darren White of Devon and Cornwall Police, who investigated the abuse of children abroad by a UK national. The officer analysed over 100 hours of footage and 500,000 lines of Skype communication to identify more than 46 offenders.

With the help of an anatomy expert from the University of Dundee, DC White matched images of adult hands in abuse pictures, identifying the suspect’s ex-partner in the Philippines. He was able to prove that the suspect had transferred £33,000 to individuals in the Philippines for the abuse of children. The investigation led to a successful prosecution of the ringleader who was jailed for 18 years.

DC White, who received his award from Richard Black of sponsors Slater and Gordon, worked with the National

Crime Agency and the Home Office to transfer investigative material to the Philippines, and briefed the Filipino Minister of Justice. He deployed to the Philippines to give evidence, helping to secure the arrest of three Filipino adults and the rescue of 13 victims.

Runner up in this category went to Operation Blush and the National Ballistics Intelligence Service, for an operation using a new approach to tackling firearms crime, which ‘followed the gun’ as part of the investigation into the discharge of a firearm, undoubtedly preventing injuries and fatalities.

Third place was jointly awarded to one individual and one team. The first was DC Lisa Hilliard who works in offender management and specialist gang crime in the Met Police. She has developed a comprehensive system for applying for Criminal Behaviour Orders and enhanced licence conditions against violent gang



members. The other third place was the Met’s Organised Crime Advisors team, which was formed against a backdrop of change and reducing resources, has taken the fight against serious organised crime head on and in six months identified, mapped and disrupted 24 organised crime groups.



## Hertfordshire team take investigation award for uncovering global paedophile ring

A team of Hertfordshire detectives won the Detective Investigation of the Year award for uncovering a global paedophile ring. The investigation, Operation Pendent, was the largest and most complex ever undertaken by the force's child online safeguarding team, and resulted in the ringleader receiving nine life sentences, in addition to lengthy sentences for his accomplices.

Led by Detective Chief Inspector Dee Perkins, the team recovered video material involving live streaming of sexual abuse against children. More than 100 suspects were involved, but strict US privacy laws meant Investigators had to go to the American Embassy to unlock barriers and obtain data from online dating apps.

On receiving the award, DI Jo Briggs said she was privileged to have been nominated. "I feel really proud of the team who worked really hard in what was a very difficult, emotional investigation. Everyone who has been involved in these investigations has worked as hard as everyone else."

Nottinghamshire's Operation Lendes team took second place in this category, achieving the first successful prosecution of its kind. It started with a



teacher transferring £24,000 to various people in the Philippines, raising suspicions it was for the sexual abuse of children. Investigations revealed the suspect had been arranging, financing, and directing horrendous acts of child sexual abuse in the Philippines from his home in the UK. After extensive work by the team, the CPS authorised 45 charges and the suspect was later sentenced to life imprisonment.

Third place went to Wiltshire Police for Operation Meteor, the force's largest ever child sexual exploitation investigation. It began with a 15-year-old girl making an allegation against a 'family friend' but resulted in discovering hundreds of sickening home movies involving the offender and very young children. This complex investigation has been hailed as multi-agency best practice.

## Trainee detectives' tenacity honoured

A Met Police detective constable won Trainee Detective of the Year for his tenacity and victim-focused approach.

Among his achievements has been identifying the under-reporting of hate crimes against disabled people. He also obtained the first domestic violence protection order in the capital, and has frequently gone beyond his role to build relationships and trust within communities.

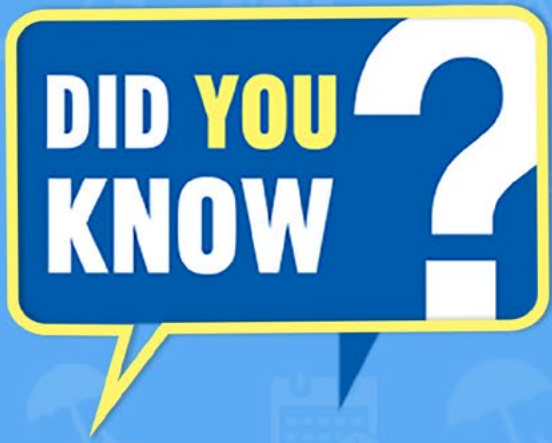
### London-wide CSE 'parties'

The DC – who cannot be identified for operational reasons – managed a caseload of up to 60 simultaneous investigations when working on child sexual exploitation. He obtained disclosures from young people previously unwilling to detail their experiences and visited social care

professionals in his own time. He exposed the London-wide sexual exploitation of children in 'hotel parties' – piecing together information to identify a perpetrator network.

Runner up in this category went to Merseyside Police's DC Hannah Marren who has performed at an exceptionally high level, successfully steering cases through to charge and conviction. She excelled as part of a test purchase operation in Liverpool where she championed the use of new seizure powers, wrote operational orders and briefed search teams.

Third place went to DC Nicholas McCulloch of West Midlands Police, who led two major investigations in the past year – a modern day slavery case in which Romanian nationals were brought to the UK, and a case of abduction at gunpoint where the victim had been taken to wasteland, beaten and subjected to a mock execution.



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#DidYouKnow

#KnowYourRights



# New campaign launched to highlight officers' entitlements

A national campaign to highlight information officers need to know as they undertake their roles has been launched by the Police Federation of England and Wales (PFEW).

'Did You Know?' focuses on a key theme each month, based on questions that the Federation receives from members. It will cover subjects including annual leave entitlements, rest days and performance among other things, in a bid to make sure that officers know not only what their rights are, but also the amount of support there is available to them.

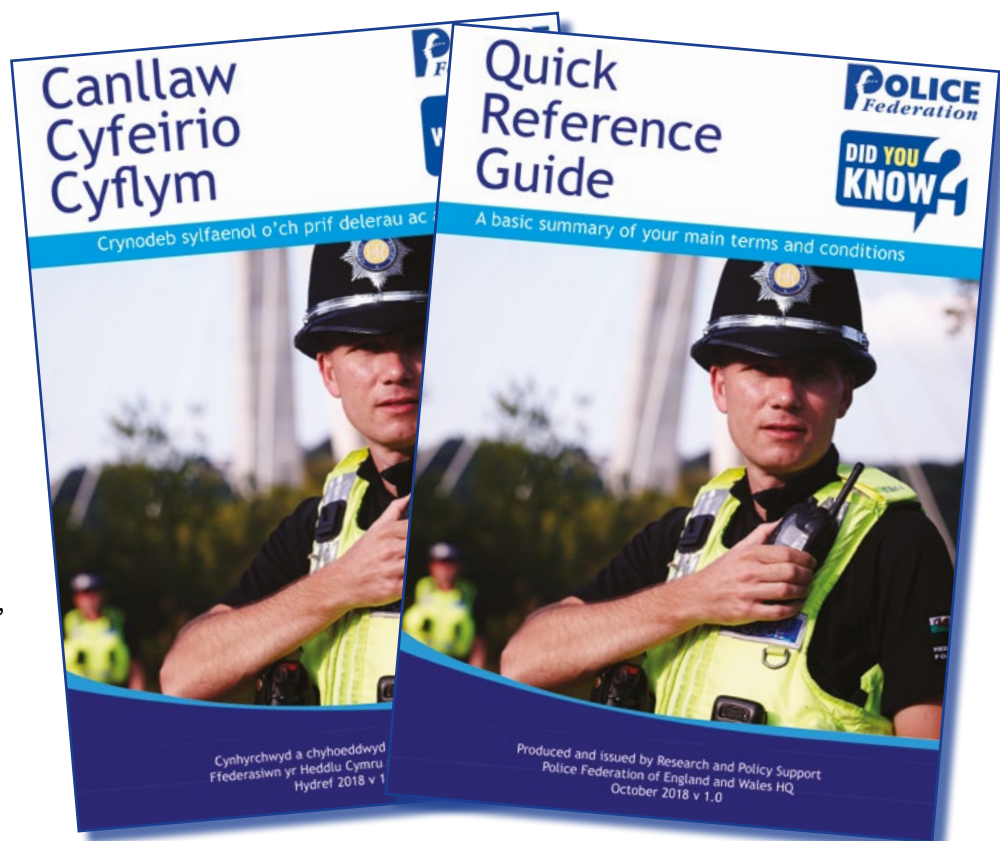
## Hard work and dedication

John Apter, National Chair of the PFEW, said making sure officers were informed was a key part of the campaign: "Every day officers across England and Wales go above and beyond the call of duty to protect the public.

"It's essential that they claim their basic entitlements – especially at a time when their hard work and dedication is not being recognised in their pay packets.

"We will continue to fight for members' best interests, but also hope this campaign will help officers to be aware of – and claim – what is rightfully theirs, and help them to understand what support is out there.

"Officers work tirelessly to help the public – that is what they signed up to



do, and what they will continue to do. But it's important that if their much-needed day off is cancelled, or they miss an important family event because of work, they get that time back or are compensated for it.

"Being a police officer means other parts of your life are simply put on hold and we need to ensure they are fully supported."

"As a police officer, parts of your life are simply put on hold... we need to ensure they are fully supported."

**John Apter**  
National Chair, PFEW



**Not all police officers are aware of their basic entitlements**

This campaign aims to spread awareness of officer rights and the support available



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## Thinking of divorce? Here are some things to consider

January is a time for making resolutions, and sometimes the beginning of a new year will be a point when you consider a big change in your life. So what if that change is ending your marriage? Here are a few things to think about if divorce is on your mind in the New Year.

### Is it really over?

Before going ahead with a divorce, you need to be sure your marriage is over. Christmas can be both a joyful and difficult time of year, and it may have been particularly challenging for you if you have been on duty. But a tough Christmas doesn't have to spell the end of a marriage and you and your spouse may be able to work through this together.

### When can I get a divorce?

Some people assume that they will not be able to divorce immediately – that there has to have been an affair, or particular incident, to start divorce proceedings – but this isn't so. If you have felt unsupported by your spouse, or feel that the two of you no longer make the effort to spend time together around your shifts etc, you could rely on this to prove to a court that the marriage is over.

### When should I seek advice?

One you've decided that divorce is right, we generally advise you to speak to a family lawyer sooner rather than later.

Often the first question we are asked is how an officer can try and protect their police pension and taking action at the earliest opportunity can be very important. A spouse has a claim to an ex-partner's income, capital and pensions on divorce, based on their financial situation at the time of divorce and not necessarily at the time of separation. We acted for an officer who separated from his wife, but waited 13 years before dealing with his finances on separation. His wife might have achieved a 14 per cent share of his pension 13 years ago, but had an argument for an increased share of some 32 per cent, 13 years later.

### What about the children?

If you have children, you will need to try and agree an arrangement for them with your spouse, if you separate. The Court is concerned with the welfare of the child in respect of any arrangements made. Parents are encouraged to agree a routine of care which is in a child's best interests. You may find it difficult to reach an agreement with your spouse, or perhaps your complicated shift pattern is making it difficult to set out a regular routine. If this is the case, then you should seek legal advice and a referral to mediation can be considered.

If you need specialist advice from a family lawyer, contact Slater and Gordon on 0808 175 7710 – we'll be happy to help.

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*Hannah Cornish*  
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# Part of me is proud, but most of me is terrified...

My teenage daughter announced this week that she wants to be a police officer when she 'grows up.'

I am not sure if my face was able to contain the mix of emotions that raced through my brain as she continued to talk about the reasons why she thought this was a good career choice for her.

Part of me was proud of course. The thought that she wanted to follow in my footsteps. The thought that I maybe hadn't done such a bad job of parenting after all, and had managed to drag up a half-decent citizen who wanted to go out there and do well for other people.

## Highly alarmed

But I must admit that my overwhelming emotion was fear and a knot instantly formed at the pit of my stomach. I thought of my father. I resisted the urge to wail 'Nooooooooo!' in a highly alarmed state, while my mind raced around trying to find all the other interesting career choices I could possible chuck at her as alternatives.

As any parent of a teenager will know, raising your concerns about something will automatically mean that this is exactly what they wish to do, so I treaded carefully.

"You don't fancy following in my footsteps in my other career then?" (hairdressing) I asked, trying to edge out a casual smile.

"No. You said the all the stray hairs used to embed in your skin."

This is true of course, but she'll have a lot worse as a cop.

I tried to reason with her. "It's very similar – you stand on your feet most of the day listening to people's problems and try to solve it in an hour."

"No. I want to do the things you've done, you know arresting people and all that sort of stuff."

Not exactly the profound response I was expecting. But it was the 'all that sort of stuff' that scared me. I don't want my baby girl to see what I have seen.

I don't want my baby girl to have to deal with what I have. I want to protect her lovely innocence and for her to continue to see things through rosy glasses for as long as possible.

## Physically abused

I don't want her doing nights, or standing on a cordon for hours in the rain. I don't want her to get verbally, and probably, physically abused. I don't want her to know the real truth about policing – the day-in, day-out challenges.



# PC Bobbi Yarns

I love my job, but it doesn't mean I want my daughter to do it.

I kind of would half prefer her to want to be the next X-Factor. Hmmm, maybe not.

So I smile the best encouraging smile I can, tell her that that is fantastic, and that I will support her all I can. And vow to myself to hide this magazine.

## Nick O'Time



Colin Whittock



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