

The Police Federation of England & Wales

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# POLICE

February / March 2018



## Targeting the traffic offenders

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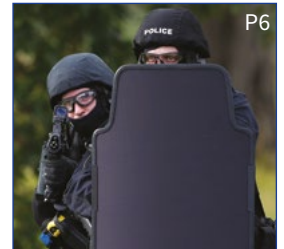
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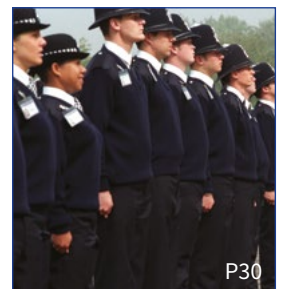
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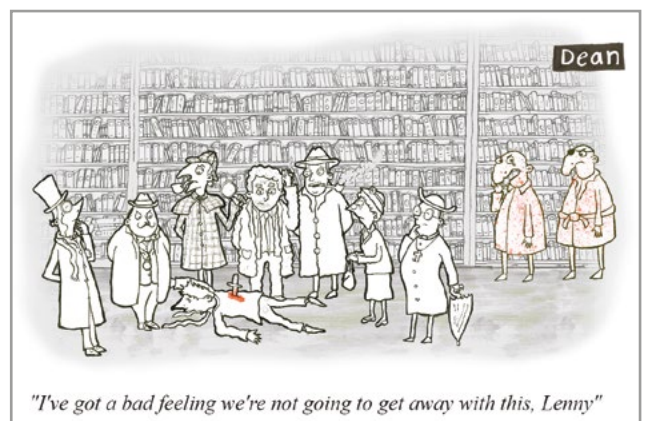
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Editorial  
February 2018

Catherine Feast,  
Editor

## Time to applaud positive change

If there's one thing people like to complain about (apart from the weather) it is change. And if there is one other thing people like to complain about, it's lack of change. Too much change, not enough change, change in the wrong places, change for change's sake. Some may say you can't win.

Not all change is progress of course, and those who have been in policing – or any public sector organisation – for some time will see 'new' ideas come and go and wheels being reinvented. Millions must be wasted on new ways of doing things, only to revert to what was done before because for whatever reason a 'new' way fails. Those who come up with the bright ideas suddenly realise that how things had been done before was actually probably alright and developed after years of honing and perfecting.

### Great innovator

Technology is a great innovator and enabler of course and can make us all more efficient, but an iPad crime report and an online form doesn't instil public confidence or reassure a victim of crime. But change, as demonstrated by all our finalists at our roads policing conference – who have come up with innovative ideas to tackle issues important to their communities and beyond – should rightly be applauded and it is great to see that recognised.

And speaking of change, if you think you can make a positive difference to your colleagues' working lives, then why not stand for election now in the Federation's elections? It is a great opportunity to take more control over your own career and to help make positive change for all in policing. Nominate yourself now to be a part of it.

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# New regulations on resignations in force

Police officers will be allowed to retire or resign while under investigation for misconduct under new regulations that came into force in December as part of the Policing and Crime Act 2017.

In January 2015, the then Home Secretary Theresa May announced that police officers facing misconduct proceedings must remain in their positions until the outcome, if the possible penalty was dismissal from the force. These new regulations see that move reversed.

The previous regulation meant forces continued to pay officers under investigation for gross misconduct while they were suspended or on restricted duties, regardless of whether they wanted to leave policing.

Police Federation of England and Wales General Secretary, Andy Fittes, said: "The existing rules did absolutely nothing to serve justice; they wasted money and resources when many matters could have been resolved far more quickly."

Other new regulations also came into play in December as part of the Act,

including the establishment of a Police Barred List and a Police Advisory List, managed by the College of Policing.

The Barred List is a publicly searchable database that will hold information on former officers who were dismissed from policing for gross misconduct, and therefore banned from serving in the service again. Anyone on the list will remain on the database for five years.

### Two concerns

The Advisory List will retain information on officers, staff or specials who either resign or retire while under investigation.

Mr Fittes said: "We still have concerns about how the two lists will operate in practice. We will keep working with the College and chief officers to make sure officers are treated fairly."

Another regulation which came into effect enables disciplinary proceedings to be taken against former police officers; it applied to all officers serving on, or after 15 December 2017, but not those who left prior to this date.

## Appeal decision still not clear cut

An Employment Appeals Tribunal (EAT) which gave rulings against judges' and firefighters' pensions has now been published, but its findings are not clear cut.

Andy Fittes, General Secretary of the Police Federation of England and Wales, said it had been following the cases and would now be looking closely at both judgements in detail.

The EAT clearly agreed with the part of the Employment Tribunal (ET) judgement which concluded that the introduction by the Government of CARE schemes across the public service sector was a legitimate aim based on social policy, as was the decision to provide transitional arrangements that protected those closest to retirement even though that had a discriminatory effect in terms of age.

In order to legitimise the age discrimination attaching to that legitimate aim, the Government must demonstrate that the means used were proportionate. It's this element on which the EAT judge referred the case back to the ET to apply the correct proportionality test to the particulars of the firefighters' situation.

"It cannot be assumed these rulings are directly relevant to the police pension schemes," explained Mr Fittes, "as the cases are different, but it is something that we are examining closely. Once the ET has reconsidered the proportionality issue and reached a conclusion or judgement, we will need to consider that again. It's not going to be decided upon quickly though, so we expect this to be quite a long, drawn out process with complex legal arguments."



Home Secretary Amber Rudd has said counter-terror policing must have the resources need to tackle the threats

# Counter-terrorism funding is crucial says Home Secretary

Home Secretary Amber Rudd has said that it's crucial for funds to be available to implement the changes to the way counter-terrorism is managed.

Responding to the Anderson Report in parliament, Ms Rudd quoted MI5 Director General Andrew Parker concerning increased terrorist threats in the UK. She said that plots were developing more quickly from radicalisation to attack and threats were becoming harder to detect, adding: "I am clear that we must ensure counter-terrorism policing has the resources needed to deal with the threats we face."

The report, commissioned by MI5 and counter-terrorism police in June 2017 and reviewed by terrorism expert David Anderson QC, looked at terrorist attacks between March and June 2017, in Westminster, Manchester, London Bridge and Finsbury Park.

The detailed review considered what was known before the attacks, how processes operated and the implications for counter-terrorism in the future, and made 126 recommendations for improvements. In the report, Mr Anderson said that if properly implemented, he believed the recommendations taken as a whole "will strengthen MI5 and the police in their ability to stop most terrorist attacks."

The recommendations fall into four broad categories:

- To enhance the ability of MI5 and the police to use data and test new approaches in the acquisition, sharing and analysis of data.
- For MI5 to share its intelligence more widely.
- A new approach to managing domestic extremism.
- A large number of detailed and technical changes to improve existing operational counter-terrorism processes.

The Police Federation of England and Wales (PFEW) lead for digital policing and cyber crime, Simon Kempton, said the report underpinned what the PFEW had long been pushing for: "That in order to keep the public safe, whether from terrorism, organised crime or other threats, it is vital that all interested agencies work together to ensure the swift and seamless sharing of intelligence, and that local policing which produces so much essential community intelligence must be protected.

"What the report was absolutely right to acknowledge is our absolutely world-class policing and intelligence communities who already work so closely and who save lives every day by successfully disrupting and prosecuting terrorist plots," he said.

## More could be done on data sharing

Home Secretary Amber Rudd has announced plans for multi-agency pilots to work together to ensure that more information about closed subjects of interest flows across local authority areas, including interaction with health and education authorities.

Cross-agency engagement was one of the chief recommendations from the Anderson Report, suggesting it go beyond existing relationships to enable the widest range of partners to be engaged in managing the risk of terrorist-related activity. Specifically this included a new commitment by MI5 to share knowledge derived from intelligence beyond intelligence circles.



"Overall MI5 and counter-terrorism policing get a great deal right, and the report did not identify any moments where different decisions would have made it likely they could have stopped any of the attacks," said Ms Rudd (above).

But she agreed that "more could be done on the better sharing of data" and there was "a lot more we can do" with social media providers. Google has announced it will put additional investment in machine learning and she said she wanted to see more of this investment. A new counter-terrorism Bill is expected next year.

MI5 and police thwarted 22 plots in the last four years – nine since March 2017 – and there are currently well over 500 counter-terrorism investigations, involving more than 3,000 subjects of interest, along with a growing pool of more than 20,000 individuals who have previously been the subject of terrorism investigations.

# Public confidence in policing increases

Public confidence has risen in police following the response to recent terrorist incidents despite cuts to frontline policing, according to the results of a new survey by Ipsos MORI.

More than 12,600 people were questioned as part of research for Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) to gauge the public's perceptions of crime, safety and local policing.

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

## Terrorism incidents

The service has had to respond to a number of terrorism incidents in the last 12 months, including the attack last March at Westminster Bridge in London, where PC Keith Palmer was among five people killed; the suicide bombing at Manchester Arena in May which killed 22; and in the London Bridge and Borough Market area in June, when eight people were killed by three attackers.

Police Federation of England and Wales Chair, Calum Macleod, praised the sterling work of officers and the emergency services as a whole in reacting to terrorism incidents: "It has been evidenced that police officers

Officers' responses to terror incidents such as the Westminster attack have bolstered public confidence in policing



continue to place themselves in harm's way to protect the public.

"There have been numerous incidents over the last 12 months where police officers and emergency services have been running towards danger as the public run away. This has to be commended and can never be taken for granted."

The survey also looked into overall satisfaction of policing and found 53 per cent of people were happy with the police service, up on the 52 per cent recorded last year. However, the proportion of people saying the service has got worse increased to 25 per cent this year, compared to 20 per cent last year.

## Public would welcome more armed officers

More than a third of British citizens want to see more armed police officers patrolling public events, according to new research.

The *Protecting the future of multifunctional cities* report, published by vehicle barrier company ATG Access, found that 36 per cent of the 1,000 people questioned wanted to feel "safer in the light of recent terrorist attacks".

The report also found that 57 per cent of people would welcome more security guards on duty around event locations, and 44 per cent would like to see more visible security measures.

Police Federation of England and Wales Vice-Chair, Ché Donald, said the policing response to any public event needed "to be based on threat, harm and risk" and that resourcing public events "is increasingly challenging, from both a capability and cost perspective."

"It is reassuring that the public sees the benefit of an armed policing presence at events, although providing such presence often reduces our capability elsewhere, at a time when the service is struggling to meet its daily demands of policing."

He said policing events was also a costly function, with most of the cost left for the police service to carry.

"Importantly, finding sufficient officers to police these events safely, regularly requires the cancelling of their rest days along with working longer hours, which impacts on their health and wellbeing," Mr Donald added.

## 'Additional' police funding is more smoke and mirrors

Forces and officers will continue to feel the ongoing affects of austerity following the announcement of the proposed police budget allocation for 2018/19, despite Home Secretary Amber Rudd confirming an apparent funding increase of £450 million.

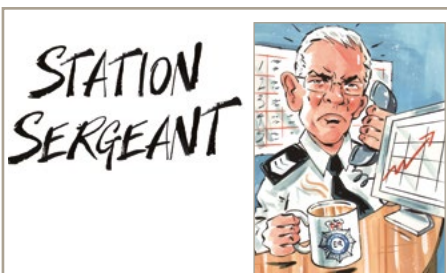
Allocations to forces under the budget varied significantly, and while claims of an additional funding sounded impressive, much relies on sourcing funds from existing budgets locally and increasing council tax precepts.

At the time of the announcement, the Police Federation of England and Wales (PFEW) said that while the recognition of the need for more funding was "a step in the right direction", the lack

of extra money in real terms highlighted "an element of smoke and mirrors."

The PFEW said: "Radical reform is needed and needed now if the service is to make more efficient use of its already very limited resources. This settlement does not provide any real incentive for forces to collaborate better and for there to be national consistent solutions to the policing issues of today and tomorrow.

"Investment in IT must happen now under national governance, and the NPCC and all PCCs must quickly agree priorities and start to deliver. Only improved funding and a clear plan for how this will be spent will pull it back from the brink."



## Putting my feet up

I am not in the habit of watching police programmes, especially reality ones featuring a succession of grinning constables whose contribution to human culture is posing for the cameras and appearing totally devoid of personality.

Mrs Sarge also prefers me not to watch anything to do with British policing. While she is not, and has never been, a cop or police employee, she is now an expert on what does (and more often does not) accurately reflect police procedures, language and practice. This is because I point out what is wrong, as she tries to enjoy whichever programme we are watching.

*Marcella* was a case in point. The entire series appeared to consist of the heroine insisting her name was pronounced *Marchella*, then lapsing into unconsciousness as she carries out copy-cat killings. Her boss, a very forgiving DCI, is very tolerant of such behaviour, just suggesting that she refrains from assaulting suspects and witnesses but not actually taking her off the case as the body count rises. In addition, there was a wholly new version of the caution.

After my interminable moaning about *Marcella*, Mrs Sarge developed an unhealthy interest in TV series and books about serial killings, and acquired a loyalty card for a major DIY store.

I have been spared, for now, as I managed to watch and enjoy, with relatively little carping, the second series of *Happy Valley*. Sarah Lancashire succeeded in portraying a credible patrol sergeant who, despite acute PTSD after some toerag devastated her family, only occasionally beats up suspects. Just the one crooked cop, himself a not-very-good copycat killer, bit the dust.

And they got the caution right too.



Follow me on Twitter @stationsarge

## Pursuit Bill gets cross-party support

A Parliamentary Bill which aims to reduce incidents of emergency response officers being prosecuted for dangerous driving has been welcomed.

Tim Rogers, pursuits lead for the Police Federation of England and Wales (PFEW), was at the House of Commons in December as senior backbench MP Sir Henry Bellingham introduced his

Emergency Response Drivers (Protections) Ten Minute Rule Bill, to cross-party approval.

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

Currently police and other blue light workers can be prosecuted when responding to emergencies if a court decides that their driving falls below the common standard of a ‘careful and competent driver,’ which fails to consider an officer’s advanced driver training or if they are following approved tactics.

The Bill is due a second reading in Parliament in March.



PFEW Pursuits Lead Tim Rogers (left) and Sir Henry Bellingham MP

## Chiefs to deliver impact statements

Plans for chief constables to personally issue ‘impact statements’ for prosecutions regarding assaults on officers or police staff have been welcomed by the Police Federation of England and Wales (PFEW).

The move is in line with calls for better protection for officers as part of the PFEW’s Protect the Protectors campaign which is tackling the issue of assaults on emergency service workers.

West Midlands Police Chief Constable Dave Thompson became the latest chief to confirm that he will ensure impact statements get heard in court cases relating to assaults on officers. North Yorkshire said it will follow suit after the issue was raised by the local Federation.

The statements will be used during sentencing and allow the judge to take into consideration the impact the assault has had on the force, the officer’s family and the public. They will be used alongside statements from the victim.

PFEW chair Calum Macleod welcomed the news and hoped all chiefs would

follow suit. “Individual victim impact statements have long been used to help courts understand the affects this has on those directly involved, but this takes it a step further. The impact of assaults on police officers not only affects the individual concerned, but their families and friends and the service as a whole.

### Further depleted

“When officers are assaulted they may need time off to recover, which affects staffing levels. That increases demands on the officers who remain on duty, and the service to the public is further depleted. I hope this goes a long way to reinforcing the message that assaults on officers are completely unacceptable and the impact is much wider.

“It’s good news that some chiefs are already doing this but it would be better if all did. It is something we will push with the National Police Chiefs’ Council to see if they will drive it forward further.”



# New Chair will be members' champion

Championing the rights and voices of members is the main priority for the new National Chair of the Police Federation of England and Wales (PFEW), Calum Macleod.

The former Vice-Chair took over from Steve White on 1 January and wants to put his own mark on the role during his tenure.

Mr White's three and a half years in the role were largely spent overseeing the internal review of the PFEW when it implemented a raft of changes, but with that process nearly complete, Mr Macleod wants to be the "voice of frontline policing" with members at the heart of everything he does.

Mr Macleod said: "I am very clear about my role as a Federation Representative and National Chair – I am here to represent the views of the membership. I am here to be a voice for them when dealing with government, chief officers, and other parties involved in policing."

He wants to take a lead on finding



solutions to any policing concerns that officers have, and to work more closely with other stakeholders such as the Home Office, National Police Chiefs' Council (NPCC), Association of Police and Crime Commissioners, and Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services, to solve any issues.

Mr Macleod added: "Putting forward

your views, I recognise that sometimes we will agree with stakeholders on issues and sometimes we won't; but my position is clear, all I do and say will have the members' interests at the heart of it. That means I will not shy away from difficult conversations and robust action, if needed."

A project he will lead on is to establish a PFEW-led review of policing, which will examine the roles, responsibilities, structures, demand and capacity within the police service.

Campaigning is another priority for Mr Macleod, who wants to continue to run a public-facing campaign to demonstrate the "valuable contribution" officers make to society. He wants to develop and expand the Protect the Protectors campaign to focus on better legal and physical protection for officers.

Pay is another area high on the agenda for Mr Macleod and he said the PFEW will be "robust and confident" in asking for a fair increment.

## Officers' mental wellbeing will be a priority for Ché

The mental health and wellbeing of police officers is the main drive for the new National Vice-Chair of the Police Federation of England and Wales (PFEW), Ché Donald.

Alongside his new role, Ché will continue to lead on welfare at the PFEW, to ensure the Federation complements, enhances and joins up the welfare support being offered to officers.

Mr Donald said a recent PFEW survey had highlighted the issues around the wellbeing of officers, with the impact of the service losing 20,000 officers over the last four years taking its toll.

He said: "As a Fed Rep and Vice-Chair, the welfare of my colleagues is always at the forefront of all I do. In 2016 we conducted a survey looking at welfare, demand and capacity, and we now have statistically robust evidence of a link between the increased demands officers face, the repercussions of falling numbers and the impact on their health and wellbeing."



Mr Donald said pressure from the decline in numbers had increased demands and had a detrimental effect on officers' wellbeing, which in turn, "inevitably leads to a poorer police service."

He said: "If we don't have sensible and mature conversations around reducing demand, or improving capacity to deal with demand, wellbeing will not improve. Tackling demand and capacity is one of

the most immediate and direct methods of making a difference in preventing poor mental health and wellbeing."

Mr Donald is the lead on workshops being held in February and March to find practical and agreed solutions among all police stakeholders to issues the PFEW Welfare Survey highlighted.

He said: "Over the next two months, we are hosting a series of focus groups with chief constables and representatives from Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services, National Police Chiefs' Council, Association of Police and Crime Commissioners and the Home Office, together with politicians, to examine the findings of our research, with a view to identifying solutions that can make a real difference to the working conditions of those on the frontline."

Mr Donald said he will be standing shoulder-to-shoulder with new National Chair Calum Macleod, having a united front on all PFEW activities.

# Single crewing puts officers at greater risk

Single crewing could be putting the safety of officers at risk, according to a new joint study by the Police Federation of England and Wales (PFEW) and the University of Nottingham.

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

## Officers' safety

Simon Kempton, PFEW lead on operational policing, said the main concern with single crewing is the risk it poses to an officer's safety. "An officer on their own is more likely to have to resort to a greater level of force to resolve an issue where a double crewed team might be able to use simple arm holds," he added.

In the study 73 per cent of respondents reported having been single crewed often or always, 71 per cent reported being verbally insulted, 55 per cent verbally threatened, and 44 per cent the victim of an unarmed physical attack, at least once per month.

It also found that 47 per cent had been attacked with a weapon at least once within the last year, and 26 per cent had suffered one or more injuries requiring medical attention due to work-related violence.

Mr Kempton also said single crewing affects the overall quality of service as some suspected criminals are not being apprehended. "For example, it's less likely a single crewed officer will stop a suspicious vehicle full of suspects in a remote location at night because of the risk to them. This then affects the service we can provide to the public

we serve, meaning only the criminals benefit," he added.

Another area of concern is accountability and malicious complaints made about officers; until body-worn video is issued to all single-crewed officers, they will be more susceptible to false complaints or allegations.

## Budget cuts

Ultimately, single crewing is a consequence of budget cuts and the lack of resources across forces. "The default position ought to be double crewing of officers engaged in patrol work for the benefit of them and of the public," said Mr Kempton.

The study – *Single Crewing in English and Welsh Policing: Frequency and Associations with Violence Towards and Injuries in Officers* – saw 11,397 officers from 43 territorial forces participate.

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# Survey: beat cops a rare sight

Nearly half of people in England and Wales have not seen a uniformed police officer on foot in their area in the last year, according to a survey by Ipsos Mori.

The findings come as no surprise given that 20,000 police officers plus support staff have been lost during the ‘austerity years’ since 2010.

Police Federation of England and Wales General Secretary Andy Fittes said there was “no getting away from the fact that we simply do not have the resources to patrol as we once would have done.”

More than 12,600 people were questioned on behalf of Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services about their perceptions of crime, safety and local policing. The proportion who said they had not seen a uniformed officer in their area was 44 per cent – up from 41 per cent in 2016 and 36 per cent in 2015; 12 per cent had not seen uniformed personnel in a vehicle in the past year.

Mr Fittes added: “Less than a quarter of the calls which our members respond to



are actually about crime – much of it is dealing with mental ill health and social work and picking up the pieces that other services are unable to deal with.”

The research also found a marked increase in confidence in the police to provide protection during a terrorist attack. Over half (55 per

cent) said that they would be “very” or “fairly” confident in police dealing with such an incident, compared with 46 per cent in 2016.

Other findings included:

- three in 10 (30 per cent) considered crime and anti-social behaviour to be a big problem in their local area – a five percentage point increase since 2015
- just over half (53 per cent) were satisfied with the police
- the proportion who said the service provided by local police has got worse increased to a quarter (25 per cent) from 20 per cent in 2016
- the main responsibilities for policing were identified as responding in person to emergencies, tackling crime of all types and countering terrorism and extremism
- most participants associated policing with positive attributes, while twice as many who expressed a view would speak highly about their local force as would be critical.

## Stop and search is ‘an essential tool’

The use of stop and search continues to be a focus of criticism, despite it being an essential tool for policing.

According to the latest Legitimacy Report, published by Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services, the majority of forces are considered ‘good’ in how they act in a fair and respectful way towards their communities.

However there remains some criticism over the numbers of black people who are stopped and searched.

Simon Kempton, the Police Federation of England and Wales lead on the issue, said it remained “an essential tool” for operational policing.

“It is a tactic that has been firmly under the spotlight for many years, but we police with public consent so it is right and proper that we are able to account for our use of the power for which effective measures are in place.

“Equally as important is the need to change how we communicate

why we use stop and search with both the public and importantly, with those we actually search.”

The continued rollout of body-worn video reinforces the improved transparency in the use of police powers. “The public has a right to know that their police service is highly trained, ethical and only use stop and search legitimately to protect the vast majority of our society from those who would do them harm,” he continued.

According to the report, which returned similar results to those in 2016, police work hard to support and improve the trust and confidence of the public, but risk damaging those relationships with local communities by being unable to demonstrate a fair use of stop and search. “The extent to which police forces act in a fair and respectful way towards the communities they serve has a vital influence on public trust and confidence,” it said.

## IPOC ‘has a chance to put things right’

The new-look Independent Office for Police Conduct (IOPC) – which replaced the Independent Police Complaints Commission (IPCC) in January – needs a radical overhaul if it is to improve.

The IPCC was plagued by delays, sub-standard investigations and poor service. Phill Matthews, conduct and performance lead for the Police Federation of England and Wales (PFEW), said the IOPC had a chance to put things right and improve the way the whole organisation went about its business.

“It is absolutely right and proper that where there are cases to answer, officers are investigated. But what is not right is that people’s lives are left in limbo and their careers in tatters for months and months on end.”

The PFEW is looking to have an urgent meeting with IOPC officials once they take up office, to set out the Federation’s expectations.

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# Roads policing needs more officers and new technology

Roads policing needs a “new approach” of embracing technology and putting more dedicated officers on the frontline if it is to enforce the law and improve safety.

This was the message from Jayne Willetts, the Police Federation of England and Wales’ roads policing lead, as she opened this year’s Roads Policing Conference in Hinckley, Leicestershire in January.

## Worrying trend

Jayne highlighted the reduction of 21,000 police officers since 2010 and the worrying trend of existing roads officers being redeployed to other operational duties. There has also been a 58 per cent spike in drug-driving, making a case for more enforcement and education.

“To put it bluntly, the current situation is not good enough,” she told 180 delegates. “There are some people in the Government and some senior managers



who will agree that resources do matter, but for others the message is simply not getting through. Think of what we could achieve with more. Think of the lives we could save if we had more resources.”

Jayne (above) also spoke about the unfairness of the criminal justice system which currently does not recognise the

professional training of police officers. This has led to trained police drivers being prosecuted for doing their job. She added: “We must protect the protectors from unjustified driving prosecutions.”

## Change in the law

Chief Constable Anthony Bangham, roads policing lead for the National Police Chiefs’ Council (NPCC), also addressed the conference and responded that he is confident the Home Office will support a change in the law that trained police drivers should be allowed to depart from the ‘careful and competent driver’ universal standard.

Delegates from police forces and partners across the country heard industry experts and learned about complex operational issues in the road-policing world at the event, which was sponsored by MIB, the Motor Insurers’ Bureau, Irwin Mitchell Solicitors and Slater & Gordon.

Conference Pictures © Anderson Photography

## New funding for roadside test

The ability for officers to obtain an evidential-standard breath sample at the roadside has moved a step closer.

Parliamentary Under Secretary for the Department for Transport Jesse Norman MP said that the Government was encouraging companies to develop technology.

Currently officers can only take initial breath alcohol readings at the roadside; samples that meet the Home Office evidential requirements can only be gathered in a police station.

Mr Norman told delegates: “There has been a reduction in the number of breath screening tests completed by the police, and a fall in the number of convictions. The Government wants to make it easier for you to obtain the evidence you need to address these issues.”

He said that he hoped a new funding initiative would “incentivise” manufacturers to produce effective and cost-efficient Mobile Evidential Breath Testing Instrument (MEBTI) equipment. The aim is that this new MEBTI will allow samples to be taken from suspected drink-drivers immediately without the need to take them to the nearest custody suite, eliminating the risk of delays leading to a driver producing a negative evidential sample.

The money, which will come from the Department for Transport, will be passed to the Parliamentary and Transport Advisory Council on Safer Transport, which will then launch a competition for suppliers. The exact amount of money has yet to be confirmed, but further details will be released in the spring.

## Less fear of IOPC

Police forces need to be less fearful of the Independent Office for Police Conduct (IOPC) and welcome them in, says Jayne Willetts.

Jayne Willetts said that representatives of the IOPC should be “in the room” when road policing is discussed to enable them to become better informed about officers’ concerns.

She said: “I would love there to be someone here today from the IOPC. Historically there has been reluctance because of the fear that we would round on them or not listen to them; but we all need to be on the same page. The more they listen, the more they engage with us, the more they understand our processes and get better training themselves – the more things will improve.”

Jayne also called for there to be better education within the police forces own Professional Standards Departments when it comes to issues surrounding pursuit driving.

“If we have the right investigators investigating I think some of the mis-justices we have seen end up in a court of law may not occur.”

## How the Met halted annual ‘riot on wheels’

Chief Inspector Colin Carswell of the Metropolitan Police described the challenge of dealing with hundreds of unruly young men intent on causing a “riot on two wheels”.

Police were caught unprepared by the first ‘ride out’ in 2014 but soon grasped the contours of an emerging problem when the ‘event’ returned the following year, but on a bigger scale with hundreds rampaging through central London.

Delegates were shown footage from bikers’ cameras of them roaring through stationary traffic in the wrong direction and on pavements. Associated crimes included robbery, assault, and looting of petrol stations. CCTV footage caught the moment two bikes collided, resulting in the death of one rider and life changing injuries to the other.

Met roads policing officers developed a response plan in collaboration with neighbouring Essex and Surrey forces which resulted in eight arrests and 20 bikes disabled by stingers in 2016. However it was felt there was a lack of CPS support.



CI Carswell (above) said: “We took our previous learning and put in place a robust plan. It involved rounding up the ring leaders, intercepting social media and issuing media messaging to deter trouble makers, while protecting targets.” Footage was shown of officers closing roads and herding riders into dual carriageways which were then sealed off at both ends by police roadblocks. Uninsured and stolen bikes were seized along with weapons. The tactics have been so successful that other forces from across the UK have been approaching the Met for best practice.



Pictured are second from left, PC Dan Pascoe and centre, PC Ben Hudson, with awards host Det Chief Supt Paul Keasey, and Chris Noblett and Phil King from sponsors Irwin Mitchell

## Technology pioneer PCs win conference praise

Two police constables who are driving forward new technology in their force were presented with the Outstanding Contribution to Roads Policing Award at the conference.

PCs Dan Pascoe and Ben Hudson from Surrey’s Roads Policing Unit are pioneering use of Mobile Data Terminals (MDT) and advising on their development. The equipment allows officers to complete forms electronically at the roadside, saving more than two hours of officer and staff time per incident.

Sergeant Phil Dix, who nominated the duo for the award, said both officers were “highly motivated” with “an excellent arrest record” and a number of commendations for their work.

### Proactive approach

“They are renowned among their peers for their proactive approach and traffic knowledge. They have some of the highest work rates on their team. Both are involved in a number of projects and activities that directly contribute to roads policing and raising their department’s profile both in the public eye and policing world,” he said.

PCs Pascoe and Hudson, who are based in Guildford, are heavily involved in Operation Tramline which uses an unmarked HGV tractor unit to target commercial drivers who use

mobile phones at the wheel. Earlier this year they used their technical knowledge and investigation skills to swiftly identify a suspect vehicle involved in a fatal hit and run.

On receiving the award PC Hudson said they were “just two PCs who enjoy what we do for a living”, adding: “We try to do what we can to help the public and assist roads policing.”

Runner up in the awards was Merseyside’s PC Graeme Watson who helped to recover more than 54 BMW cars with a value over £1.1 million without the risk of pursuit or endangering the public, after working with car manufacturers on vehicle tracking features. His reputation and knowledge was recognised by the College of Policing who asked him to attend last year’s Digital Media Investigators Conference as a speaker.

Second runner-up was Team 5 West Safer Roads – West Yorkshire PCs Craig Blake, Richard Clarke, Ben Conlon, Felicity Davis, Timothy Harding, Richard Hirst, Andrew Howarth, Robert Hoyle, Daniel Pennington, Nicholas Priestly, James Sandford and Stephen Wright – who established a proactive traffic operation using partner agencies. They recovered in excess of £112,900 for Her Majesty’s Revenue and Customs as well as seizing more than 30 vehicles, and making many arrests for serious crimes.

# Instil fear into speeding drivers

Delegates were told that speeding drivers were no longer afraid of being caught, that speed awareness courses had become the 'expected norm', and that instead there should be more penalty points, fines and prosecutions to instil fear in drivers.

Chief Constable Anthony Bangham, the National Police Chiefs' Council lead on road policy, said he wanted to change the message "that we are proud to be law enforcers, proud of the contribution we make as police officers in making our roads safer".

"I don't want the public to be surprised. I want them to be embarrassed when they get caught, not doing what they routinely do, which is to write letters to me and write letters to your chiefs or write letters to their MPs, expressing how annoyed they are because they were caught speeding 'only doing 35 in a 30'," said Mr Bangham. "They need to understand that the law has set a limit for a reason and we will enforce every law. They shouldn't come whingeing to us about being caught. I want them to be embarrassed."

He said he was proposing that police chiefs ditch the buffer and instead send anyone caught going up to 10 per cent over the limit on a speed awareness



course. Anyone caught doing over 10 per cent should automatically face penalty points and a fine.

He argued that police had lost sight of their duty to enforce the law and spent too much time trying to justify speeding tickets and being "patient" with speeders.

Mr Bangham (above) also set out a vision for the UK having the safest roads in the world by ensuring that drivers should have a "genuine fear of being caught" if they speed, use a phone at the wheel, drive under the influence of drink or drugs, with the same message

going to cyclists who skip red lights.

He said the lack of money and resources could be mitigated if "all police officers make it their business to police the roads", and called on roads policing officers to take a robust and unapologetic approach to enforcing the law; he also encouraged the public to upload dash-cam footage of wrongdoing.

## Everybody's role

"It is pretty obvious I think that as law enforcers we should be focusing on enforcement. We should not be embarrassed about it. We should not seek to justify it. We should be comfortable that it is everybody's role, whether you're a neighbourhood police office, a patrol response officer or indeed a specialist roads police officer. I want to change the attitude of the public and so the media that report through the public, that police do this for good reason.

"We know and we can evidence what contributes to road deaths and serious injuries and therefore we should never ever be apologising or seek to justify why we might book somebody for speeding or for mobile phone usage and for many other offences."

## Roads policing's government 'friend'

Roads policing officers have a "friend" in central government and she is keen to hear to your views, according to one of the top civil servants in the Department for Transport (DfT).

Pauline Reeves, the DfT's Assistant Director, who was appointed to her role six months ago, said the DfT "really supports you and we want to do more to support you."

### Unique issues

"I am your friend. I am your friend in Government. And I really want to work with you," she added.

Ms Reeves stressed she was keen to hear from officers familiar with the unique issues facing them and encouraged

them to let her know what the DfT could be doing to help them, saying she was there to "steal their ideas."

Ms Reeves highlighted the areas her department is currently focusing on, including further research connected with young drivers especially on rural roads, the continuing problem of drivers using mobile phones, drink and drug-related driving offences, and the issues facing older drivers as the UK population ages.

She promised that she would liaise with other stakeholders on matters such as 24-hour accessibility and the potential for officers to access information from telematics boxes which could yield vital data in collision investigations.

## Consultation for online reporting

Roads Minister Jesse Norman MP told the conference of plans for drivers to have the ability to report accidents online. The Department for Transport will launch the consultation to change the law on how the public can report road accidents.

Jayne Willetts, the Police Federation of England and Wales' (PFEW) roads policing lead, said while looking at different solutions was welcomed, there were concerns about how it would operate in practice.

"Traffic officers play a vital role in collision investigation and we would not want to see that role diluted in any way, therefore we approach this with caution," added Jayne.

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# Reps@work

## Election special



## Do you have what it takes to help your colleagues?

- Why not become a Fed rep?
- Make a difference and develop your career
- Find out how to stand and how to vote

# You can stand for election – you can vote – here’s how

## How to stand

You may or may not want to stand yourself but you may know someone who would make a good Federation rep

Those wishing to stand for election need to complete a nomination form

The nomination to stand for election form is on our website  
[www.polfed.org/elections](http://www.polfed.org/elections)

On **secondment, maternity leave or long-term sickness?**

You can still stand for election and you can still vote

## How to vote

Workplace representative (branch council) elections are first, from 1-21 March

All officers are eligible to vote for the nominees in their force area

Voting can be done via an email sent to your PNN address with your voting code

To stand for election complete the nomination form available at [www.polfed.org/elections](http://www.polfed.org/elections)  
To vote you will need to access your pnn email address – contact your local branch board for assistance

Once the local branch council elections are complete and results announced, branch board nominations will open, proceeding to elections of local branch chairs and secretaries, proceeding to elections to the National Board.

Regular communications will be issued to keep you up-to-date with the process and timeline but our immediate call is for workplace representatives to form local branch councils.

**For more information, please contact your local branch board, or keep up-to-date via [www.polfed.org/elections](http://www.polfed.org/elections)**

# Reps@Work – become a rep and make a difference

Becoming a Police Federation workplace representative is a great way to take your career to new heights while also making a difference for your colleagues.

That's the message from Police Federation of England and Wales (PFEW) equalities lead Hayley Aley, as nominations open for this year's Federation triennial elections.

Any PFEW member from the rank of police constable to chief inspector can put themselves forward to stand for election to their local branch council, which can be a springboard to a regional or even a national role. But time is of the essence – nominations close on 17 February, and voting takes place in March.

Mrs Aley, a Warwickshire PC, is fronting the Federation's Reps@Work campaign to raise awareness of what a Federation rep does and the opportunities the role offers. She became a rep in 2008 after seeking help to resolve issues with a line manager.

## Skills and abilities

"I wanted to make sure I had the skills and the abilities to deal with that situation, not only for myself but also for the future, to be able to help others," she said. "Now I want to encourage others to consider becoming a rep – it's a role that's dear to my heart, but more importantly because I know the opportunities that are out there for others.

"You will find yourself in situations where your voice is being listened to. You can be representative of your colleagues and be heard not only locally but also across the force, regionally and nationally. Please don't think that the Federation is something to consider



"You will find yourself in situations where your voice is being listened to. You can be representative of your colleagues and be heard not only locally but also across the force, regionally and nationally."

**Hayley Aley**

PFEW Equalities lead

at the end of your career. You can use the skills, abilities and qualifications that being a Federation rep gives you to benefit you in your day job now, and also in your career pathway for the future – whether that's climbing the ranks or looking at specialisms, the qualifications we can offer in the PFEW will be recognised in your day job."

These elections are the first to be held under the new Federation regulations (which became law on 31 December 2017), which establish a rank-less structure within the Federation at local and national levels, and reduce the number of officials on the National Board from 30 to 24.

Under the reforms, members will vote for their workplace reps to form a local branch council (as before), but will now also choose the chair of the branch council. The chair and local secretary will represent the local board on the National Council, from

which the new National Board will be formed. Also for the first time members will be able to vote for the Chair of the Police Federation nationally.

## Special plea

Information on the first round of elections for workplace reps, including how to nominate and how to vote, is being sent directly to all reps and members via their PNN email addresses.

Mrs Aley is making a special plea to black and ethnic officers, women and other under-represented groups to consider putting themselves forward to become reps. "The diversity of our membership should be reflected in the people of the Federation and the voices that are taking our message forward," she said.

"We want everybody to consider the role of Federation rep as something that can benefit them."



# Federation training is second to none

The training provided for reps by the Police Federation of England and Wales (PFEW) is second to none and ensures you are well equipped to represent your colleagues in any situation; it also stands you in good stead for your policing career and beyond.

The PFEW's dedicated Learning and Development team based in Leatherhead are responsible for designing and delivering a wide range of training and development programmes. In the last year the centre trained 700 officers on 66 courses.

National rep Hayley Aley, who heads the department, said: "I am extremely proud of the training we provide. Our centre is Skills For Justice approved, and many of trainers are former police officers who have been Fed reps themselves, so they know the pressures and the responsibilities our reps face in their roles.

"Our aim is to provide reps with the relevant training, skills and knowledge to succeed in matters such as health and safety, discipline, equality and more."

All newly elected representatives attend a new reps course to equip them for the role, which is accredited at NVQ Level 4, meaning they will receive a qualification for completing the course. The accreditation programme will soon extend to specialist subjects. Other courses offer skills in advocacy and media handling, as well as expertise in areas such as conduct and performance, equality, and health and safety.



Mark Hambling (above), a rep from West Midlands Police Federation, described the training he had received as "amazing": "I've had a chance to learn from officers of different cultures, backgrounds and organisations, who police different communities. These are things you wouldn't be exposed to unless you were a Fed rep."

John McDonald (below), a Thames Valley rep added: "The training I've received has been far superior to anything the force provides. It's also been an opportunity to expand my knowledge of policing by learning from colleagues



from other forces. Their different approach has been an eye opener."

Rebecca Smith from Derbyshire said: "There's so much information that you'll never learn everything, but luckily there are lots of people you can ask. I've been doing it a year so far and it's been really, really good – really interesting."



And Lucy Sewell (above) from Warwickshire believes PFEW training offers knowledge and confidence to tackle issues in the job. She said: "As an inspector it's helped my negotiating skills but even at PC rank the extra training that you get gives you confidence to go forward and make representations. Holistically you become a more rounded officer."

Kent's Habib Rehman described the courses as: "Awesome – and there's a lot of support for you and resources that you can tap into if you don't know an answer. It's an opportunity to work with officers from other forces and ranks to share knowledge and experience. And it's a good way of making new friends as well."

# Why we became Federation reps



**Jill Atkinson**, a dog handler with Warwickshire Police, was helped through a difficult patch by the Federation and it inspired her to become a rep.

She says: "I was very fortunate to have great support when I needed it most. It was a difficult time but just having someone with me made all the difference."

## Listening ear

"I became a rep because I value standing up for what matters, and doing the right thing by people. I can provide a listening ear and impartial advice to colleagues when they need it."

Jill has been a police officer for 26 years and still works on the front lines, which helps her to relate to the everyday pressures.

She has benefitted from Federation training to understand regulations and the rights and entitlements of her colleagues.



What is it like being a Federation rep? According to detective **Jon Nott**, it is "hard work, good fun and very rewarding."

Jon has been a rep in the West Midlands since his detective sergeant encouraged him to apply a decade ago.

He explains: "It was suggested I do it because I'm not afraid to speak out but I do it in a calm manner. I've been able to help colleagues and ensure they are not taken advantage of; recently I helped someone to get a promotion after they had been passed over."

New reps receive training to equip them for the role and build up their knowledge of regulations, confidence and negotiating skills.

## Best for members

"You learn the best routes to get the best for members without going in all confrontational," says Jon. He believes good Fed reps are needed more than ever, because cuts to officer numbers and budgets have heaped pressure on the shoulders of those who are left to uphold the thin blue line.

"We've lost so many cops and goodwill is ebbing away," he says. "Officers need somebody who knows the regulations and can be their voice."



There is no such thing as a typical 'Fed rep' – all bring their own unique style and experience to the role.

**Zuleika Payne**, who chairs South Yorkshire Police Federation, was very nearly not a police officer at all – before joining the force, her ambition was to be a ballet dancer!

She says: "I moved to London in 1988 to follow my dreams and left behind my life in rural Derbyshire. It was daunting but the sight of a police officer on the beat always gave me comfort and reassurance."

"Then it dawned on me that maybe I could be that officer who protects the public. I decided to join the police."

## Never underestimate

Zuleika was a PC in Rotherham for a number of years, becoming a Fed rep in 2005. Initially one of only two women on the branch board, she is keen to encourage more women to stand.

"Never underestimate yourself," is her advice to would-be reps. She adds: "If you're a good listener and able to speak to colleagues in a non-judgemental way, become a rep. You get training and the satisfaction you get from supporting others far outweighs any money."

Zuleika won the Women in Policing Award in 2016.

## Key election dates

### 25 January-10 February

Met Elected Representative nominations open

### 1-17 February

Branch Council nominations open

### 22 February-14 March

Met Elected Representative voting open

### 1-21 March

Branch Council voting open

### By 22 March

Met Elected Representative results

### 23 March-1 April

Met Branch Council nominations open

### 28 March

Branch Council election results

### 3-11 April

Branch Board nominations open

### 6-19 April

Met Branch Council voting open

### 15-23 April

Branch Board voting open

### By 22 April

Met Branch Council results

### 24-26 April

Met Branch Council Executive election and results, followed by Met Branch Board election and results

### 27 April

Branch Board election results

### 1-11 May

Branch Chair nominations open

### 14-30 May

Branch Chair voting open

### 31 May

Branch Chair election results

## What's what?

### Federation Branch –

each police force has its own Federation Branch

### Branch Council –

all elected workplace reps from a force make up the Branch Council

### Branch Board –

the Branch Board is elected from the Branch Council

# How to stand for

## Becoming a workplace rep for your Federation branch

### Where can I find out more about being a rep?

Visit the Reps@Work page on the PFEW website, where you can read case studies about the experiences of reps and the members they have helped. You will also find role descriptions covering some of the positions reps hold within your local branch. If you have any further questions about being a rep, for example how much of your time it might take up and the number of meetings you might be required to attend, please contact your local branch.

### What is the election process?

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

### Who can stand for election as a workplace rep?

Any subscribing member who is not suspended can stand as a candidate in the constituency of which they are a member, so long as they were a member of the Federation two months before nominations open. Nominations open on 1 February 2018, so you will need to have been a member on 1 December 2017.

### How do I stand for election?

Any member wishing to stand for election can self-nominate via an online portal during the nomination period – a link will be provided to all members via your PNN email address, or you can find it online at [polfed.org/elections](http://polfed.org/elections). You will need to fill in the online nomination form and sign the Standards and Performance Agreement. You can self-nominate in all elections, there is no need to be nominated or seconded by another member.

### How do I find out which branch constituency I am in?

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

### Who can vote?

Any member, whether subscribing or not, can vote in their constituency so long as they were a member of the Federation two months before nominations open; nominations open on 1 February 2018, so you will need to have been a member on 1 December 2017. Also, unless otherwise stated, you can vote in elections in which you are standing.

### How do I vote?

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

### How will the branch council election results be announced?

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

# election as a Fed rep



## Becoming a branch board member

### What is the next stage if I am elected as a workplace rep and become part of the branch council?

If you would like, you can then stand to be part of the branch board, which is elected from those making up the branch council.

### Who can stand for election to the branch board?

Anyone who has been elected to the branch council, and the secretary, chair and any other additional members of the current branch board – as long as they have not stood unsuccessfully for election to the branch council – can stand as a candidate for election to the branch board.

### How do I stand for election to the branch board?

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

### Who can vote?

Anyone who can stand in the branch board election can vote – ie, all of the branch council.

### How do I vote?

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

### How will the election results be announced?

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

### How is the branch secretary elected?

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

### How is the branch chair elected?

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

### How is the branch treasurer elected?

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

### How are any other branch officers to be elected?

It is for branch boards to determine whether they have, and how they elect, any other branch officers.

**If you have any further questions, please contact your local branch.**

*The election process for the Metropolitan Branch varies slightly, due to its size. For more information on the Metropolitan Branch election process, please contact [enquiries@metfed.org.uk](mailto:enquiries@metfed.org.uk).*

# Reps@work

## Help us to better represent you Become a Fed Rep

- support colleagues in need
- help improve working conditions
- enhance your skills and training



Elections are now underway –  
you have until 17 February to nominate yourself  
Find out more and get involved  
**#YourFederation**

Contact your local branch board for more information



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[www.polfed.org/elections](http://www.polfed.org/elections) @PFEW\_HQ



# Roundtable explores police wellbeing

Nick Hurd, the Minister for Policing and the Fire Service, heard from experts and police officers on police wellbeing last month in a bid to consider how the Government can help police chiefs in their statutory duty to manage the welfare of their officers.

Vice-Chair of the Police Federation of England and Wales (PFEW), Ché Donald, the lead on officers' mental health and wellbeing, said he attended the roundtable discussion as a sceptic believing the event was "long overdue", but left with a positive impression.

"Mental health issues for serving officers are an increasing concern for the Federation and the service overall, so firstly, I will admit that I did enter into this meeting with a bias," he explained. "Having attended so many similar meetings in the past, there has always seemed to be much talk and not much action.

"Secondly, this Government hasn't exactly been a friend to policing – cuts and inadequate funding being evidence of this. Preconceived notions aside, I have to admit that not only did the Police Minister recognise the severity of the problems of officer wellbeing within the police service, he also showed a strong willingness to move forward with an approach to address this, which must result in a standardised whole system approach.

## Growing problem

"There was certainly a desire from all present to work towards this, with particular emphasis on the fact that this is a growing problem which needs to be acted on sooner rather than later."

Tackling demand and capacity is one of the most immediate and direct methods to making a difference in preventing poor mental health and wellbeing. A further meeting will be held where proposals,

time frames and costs are expected to form part of the conversations.

"What was promising for me was recognition by the Minister and representatives from the Home Office of the problem surrounding police wellbeing and mental health, along with the extent of it," said Mr Donald. "Obviously, the first battle in addressing any problem is recognising you have one."

The meeting was attended by key stakeholders in the police wellbeing arena, including the Police Treatment Centres (PTCs), Lancashire Chief Constable Andy Rhodes, Mind, Durham Police and Crime Commissioner Ron Hogg, and Sir Tom Winsor, HM Chief Inspector of Constabulary.

The PFEW's own survey of 17,000 officers in 2016 showed an alarming set of statistics around mental health of officers, with 39 per cent seeking help with mental health issues.

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# Cuts in police numbers and funding show rising crime

Warnings that falling officer numbers and funding cuts are having a direct influence on crime numbers have been made evident again with the release of the latest crime figures, according to the Police Federation of England and Wales (PFEW).

The report, Crime in England and Wales: year ending September 2017, released in January by the Office for National Statistics, asks people about their experience of crime, and showed a decrease of 10 per cent from 2016; however police recorded crime showed an increase of 14 per cent.

The report also showed a significant rise in knife crime (up 21 per cent) and gun crime (up 20 per cent). The police recorded crime figures also show a rise in all but four categories of crime.

Andy Fittes, PFEW General Secretary, said that the spin on the data that crime is falling was just “smoke and mirrors”.

“When you look at the police recorded figures – which represent the reality of

“The government will no doubt jump on the headline figures but they need to accept the simple reality that the result of cutting police officers and funding is a rise in crime.”

## Andy Fittes

PFEW General Secretary

what our members deal with day to day – there have been significant and worrying increases in the majority of crime types. To say it has fallen is smoke and mirrors. Frontline officers are under increasing pressure and dealing with larger caseloads than ever before. This worrying rise in crime will only add to this pressure.

“The reality is there are around 21,000 fewer officers than there were in 2010 and they are having to deal with an

ever-increasing number of crimes. This is on top of the numerous other roles they undertake as they serve the public.

“The government will no doubt jump on the headline figures but they need to accept the simple reality that the result of cutting police officers and funding is a rise in crime. They have to acknowledge this and act now to remedy it.”

The report also found:

- an increase of 29 per cent in rape allegations
- a 36 per cent rise in stalking and harassment
- domestic burglary increasing by almost a third (32 per cent)
- thefts of motor vehicles increasing by a fifth (20 per cent).

There has been an apparent fall of drug possession (down by seven per cent). However with many forces reducing the number of stop and searches undertaken by officers, this is unlikely to reflect the reality on the ground.

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# The new policing qualifications:

In the early 1990s, it was a pre-requisite for male and female police applicants to stand at least 5ft 10" and 5ft 4" tall respectively. Basic written and numerical tests were completed unless you held a degree, in which case there was no assessment of literacy or numeracy. A home visit by a police sergeant established you didn't pursue unsavoury pastimes, and why you wanted to be a police constable. Assessments followed including physical fitness tests and a medical, and finally there was an interview by a panel of middle-ranking officers who invited your reasoned responses to a set of basic scenarios, real and imagined.

There was little emphasis placed on intellectual education. Capacity to understand complex events or apply laws and procedures was not tested. It was a recruitment process identifying physical and medical robustness, common sense, and a basic level of education. Could you chase and subdue a fleeing suspect, and write about what happened afterwards? Yet this was the portal to an organisation that would promote its senior officers and leaders from a pool of candidates selected from an initial recruitment procedure... and apart from the addition of the national SEARCH process, it still does.

Since the early 1990s, police foundation and leadership training developed to address increasing complexities in modern-day policing and investigative practices, and the public's expectations. The Initial Police Learning and Development Programme (IPLDP) was introduced in 2002 and in 2007 accountability for training new recruits passed from national police training centres to in-force learning and development units (LDUs).

## Deployable resources

In some forces, the 19-week IPLDP precedes an 11-week tutorship in general, operational policing activities. There follows a one-week course in case-file building, before a supervised 10-week investigation development phase in which officers deal with live investigations and suspects, producing case files to the national standard. Once completed, they're expected to have evidenced their knowledge and behavioural competencies required for a Level 3 Diploma in Policing. Within these 10 months, they're certified as self-sufficient members of the operational workforce, working patterns of 24/7 shifts. They are not the 'finished article', but they are deployable resources able to undertake independent patrol duties.

In the shadows of atrocities committed on British streets and worldwide, there became a realisation

that police officers must demonstrate a higher minimum level of education. Externally recognisable, academic standards are deemed necessary to cope with the demands of investigating such multifaceted events, where technical evidence must be secured to identify offenders, and build and present cases to prosecute them. The College of Policing (CoP) believes that its new Police Education Qualifications Framework (PEQF) will identify the right people to discharge these responsibilities at a time when the police face stringent budget reductions, and must do more with fewer resources.

Policing degrees are not a new phenomenon, and are the norm in some European countries; France and Spain require ranks equivalent to constables to hold a degree, and for equivalent inspectors to hold a Master's degree. CoP believes that replacing the current system and awarding a higher level qualification or a Level 6 Policing degree are necessary features of professionalising the police service and will be consistent with employees in other vocational professions.

The degree will be a mandatory requirement for police officer applicants to all forces in England and Wales from 2020. There will also be qualifications undertaken by those seeking specialist posts and promotion. Graduates who join from other academic disciplines will be able to convert their degrees into a policing degree. Non-graduate recruits will undertake a three-to-five-year apprenticeship qualification, starting at Level 4 and ending with the degree at Level 6.

Policing requires the capacity to understand tracts of law and procedures, and implement them appropriately, often in pressurised circumstances. In terms of exploration and development of candidates' practical and communication skills, attitudes and behaviour, Canterbury Christ Church University encourages its undergraduates in policing to simultaneously undertake voluntary work within the criminal justice system, say, as a special constable, witness care or victim support officer, or in offender rehabilitation. This highlights the biggest difference between current in-force training, and policing degrees offered by universities. To provide an effective apprenticeship policing degree, higher education establishments and LDUs must offer the space, facilities and resources to stage learning, development and assessment environments that allow undergraduates to kinaesthetically apply in practical contexts the theory they've learned.

Another significant difference between university and LDU learning programmes is the depth to which

# degrees of cost?

By serving police officer Andy Huckman

LDUs deliver risk assessment and safeguarding training. Effective identification and assessment of vulnerability, its prioritisation in investigative strategies, and the implementation of appropriate safeguarding, have become principal features within policing. LDUs' collaboration with colleges must ensure that this imperative area of study is co-ordinated.

Policing degrees currently take three years' full-time, and six years' part-time. From 2020, a policing graduate recruit may require some additional form of practical training and assessment once appointed as a constable, as now. Even with 20 per cent protected learning time, it seems ambitious of CoP to expect a graduate recruit with a non-policing degree to complete Level 6 conversion studies in just six months, as well as the training required to demonstrate operational effectiveness to patrol independently.

The contingent of learners with the least impact on police budgets and additional training will be recruits with a BSc or BA in Policing, funding their degrees with or without a grant. They may only require induction training comparable to that which currently exists in the IPLDP, investigation development and tutor-phase. It's clear how their readiness for operational deployment could be expedited compared with non-graduate joiners, or those who must convert their degrees.

## Pressure to up-skill

About 39 per cent of police officers already have a degree-level qualification. CoP maintains there's no requirement for existing officers and staff to achieve one of these new educational qualifications, provided they want to remain in their current role. CoP doesn't believe this will result in discrimination between experienced practitioners without the new qualifications, and new and inexperienced members of staff with them; but anyone seeking to move to a specialist post will require the qualification. The remaining 61 per cent without a degree-level qualification may feel the pressure to up-skill, again having a resultant impact on deployment to the front-line; or frustration when abstractions for study are deprioritised in favour of operational deployment.

Some non-graduate potential recruits may be deterred from considering a career that requires a degree, when they possess other useful skills – interpersonal, physical, technical, or computer-based. Do the police necessarily need their primary responders to be educated to degree level?

LDUs nationwide sometimes struggle to recruit appropriately skilled trainers in sufficient numbers

to deliver the volume and complexity of training objectives and assessment now, let alone at Level 6. Budget cuts have placed a considerable strain on the front-line, and many forces consider a fully resourced, in-house, designated training unit to be a luxury in such austere times. CoP intends LDUs to work in partnership with higher education establishments, which will be necessary to maintain the quality of kinaesthetic learning and assessment; but from where will police trainers be sourced when there are other training commitments to be met? There is a clear argument for co-delivery of the knowledge-based elements by higher education lecturers, with police trainers developing students' practical application of theory.

Budget cuts have led some chief constables to report how they can't afford sufficient officers to keep their counties safe. The Apprenticeship Levy has a significant cost implication for the police, further confounding chief officers' attempts to afford operational, front-line resources and maintain other training commitments. Since April 2017, English employers with a salary bill exceeding £3 million pay 0.5 per cent of their payroll into a monthly Apprenticeship Levy, in contribution towards training costs from May 2017. Naturally, this proviso includes all police forces, whose wage bills form significant percentages of their budgets.

There are sound reasons for delivering the new qualifications in partnership with higher education colleges. Properly delivered, they'll professionalise the police on a par with other vocational organisations. They'll attract a calibre of recruit with the intellectual insight to assimilate complicated material and execute effective investigations, and provide opportunities for staff to develop. But this must not be at a cost of deterring those who are the backbone of the service, who may not aspire to complex policing roles at junior or senior level. Reassurance must be given that this is money well spent at a time when it's in short supply. Resourcing the front-line to fulfil its obligations and responsibilities to communities' needs and expectations are paramount, and must not be weakened.

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# Officers recognised in New Year's Honours

PC Sara Widdrington previously won a Police Bravery Award and Pride of Britain Award and now adds a third prestigious accolade to her tally – the Queen's Police Medal (QPM).

The North Yorkshire officer (right) is one of 10 Federated officers awarded the QPM in January as part of the New Year's Honours – one more than last year and twice as many than in 2016.

PC Widdrington earned her Bravery Award in 2013 for tackling an armed robber while off-duty

shopping with her son, and was later presented with the *Daily Mirror's* Pride of Britain Emergency Services Award in 2014. Her QPM recognises her work with young people.

She said: "I received a letter before Christmas informing me about the award. I have no idea who nominated me. I was shocked and thrilled at the same time. I keep thinking why me, there are lots of other more deserving officers."



## Building positive relations

PC Widdrington has spent nine years in early intervention working with teenagers and youngsters in schools, colleges and clubs, tackling issues like bullying and reducing the risk of involvement in crime or drugs. She added: "I'm a big believer in resolving issues before they come to police attention but also in building positive relations between the police and young people."

North Wales' Sgt Scott Gallagher and DC Tim Bird were both made MBEs – the former for services to the National Police Air Service and latter for services to policing and the local community.

DC Bird, from the Conwy Valley, is a team leader for the Ogwen Valley Mountain Rescue Organisation (OVMRO) which carries out around 100 mountain rescues each year, requiring both his skills as an investigator and mountaineer. He also carries out multi-agency work to promote safety and has helped to update best practice protocols for fatal incidents.

Speaking about his award, he said: "The letter was in the porch for a week before I opened it and when I did I couldn't believe it. I am honoured to have received an MBE, however the award also reflects the hard work, dedication and professionalism of all those people I have been fortunate enough to work with."

Also made an MBE is PCSO Rosamund Sweet (right), a former banking and insurance worker who joined the City of London Police 11 years ago. A self-confessed 'people person', she was recognised for her efforts to foster good relations between the force and the businesses and residents it protects."

There was also an OBE for retired Kent Police Inspector Joe Holness QPM for founding National Police Memorial Day, now in its 15th year. Joe received the QPM in 2008.

The Police Federation is calling for recognition to be given to PC Charlie Geunigault and British Transport PC Wayne Marques who bravely responded to the terror attack on London Bridge last year.

PC Keith Palmer's heroism during the terror attack on Parliament was previously officially recognised with a posthumous award of the George Medal.



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## Financial settlement is as important as the divorce

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

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

Reaching a fair settlement relies on both parties being honest about their earnings, investments and outgoings. And there are penalties for those who aren't. If a spouse hasn't complied with their duty of disclosure the court may take this into account when making their final order.

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

The case of Wyatt v Vince highlights the potential implications of not pursuing a clean financial break at the time of divorce. Ms Wyatt chose to make a financial application against Mr Vince 19 years after their divorce.

### Expensive litigation

The relationship had broken down some 31 years prior to the court hearing the application and Mr Vince had since built an impressive business empire. However, the former spouses became involved in a drawn out and expensive litigation case, finally reaching an agreement which was approved by the court where Ms Wyatt received £300,000 of her ex-husband's assets.

Often, separated couples will try to reach an agreement between themselves. If this is unsuccessful or not an option there are a number of different routes available to couples trying to decide how to divide assets, ranging from mediation to court proceedings. However, couples should be aware that some agreements may not be legally binding and the family courts has jurisdiction to override them. Therefore it's important to seek expert advice from a matrimonial lawyer when reaching a financial settlement.

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



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## Top tips for remortgaging

Your mortgage is likely to be the biggest single monthly commitment you will take on in your lifetime, so it makes sense to review it regularly. With interest rates still low and lenders offering a wide range of deals, now is a great time to consider a remortgage.

**Check out your current mortgage:** Before you start the remortgaging process, look at your existing deal. Your latest mortgage statement should show your balance, monthly repayment and current interest rate. Ideally, you should start to consider your remortgage options three to four months before your current deal ends.

**Don't leave it too late:** It's important to secure a new mortgage deal before your current one ends – if not, your lender could move you to their standard variable rate which could cost you more money.

**Shop around:** Don't feel you have to stay with your current lender – it's worth asking if they can offer you a better deal, but remember other lenders could have something even better.

**Consider the costs:** A remortgage can incur various costs, including exit fees from your current lender, legal (conveyancing) fees, and arrangement and valuation fees for the new mortgage. So remember to check this out before committing to the deal.

**Review your personal circumstances:** As part of the remortgaging process it is important to consider if your personal circumstances have changed since you last took out a mortgage. For example, has the amount you earn changed? Have you had a child? This will help you ensure that any mortgage repayments will be affordable.

**Seek independent advice:** You can research the market yourself, but it can be time consuming and complex. Consider contacting a mortgage adviser who can help you find deals and guide you through the process. Some mortgage advisers also have access to exclusive deals that may not be available on the high street.

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*Denis Cornwall,*  
Senior Marketing Manager

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## Get advice to ensure index change won't erode your standard of living

For retiring police officers hoping to be able to pick up their police pensions for the next 30 years or more, here is a very relevant 30-year fact.

The 1987 Police Pension Scheme (PPS) is index-linked, which quite simply means that it is protected against inflation or, if you prefer, is inflation proofed.

However, your pension was recently switched from the Retail Price Index (RPI) to the Consumer Price Index (CPI). The question is, which Index is more Inflation-Proof – the RPI or the CPI?

It might shock you to learn that over the past 30 years, the CPI (the current 1987 PPS index) trailed the RPI by 50 per cent.

What's the significance? Well of course, we are not able to predict the future, and predict things like investment growth figures, bank interest rates or the like. However, we can look at history and market trends.

### Significantly at risk

If the next 30-year trend of RPI vs CPI was to repeat itself, the recent switch in the index would mean that your future standard of living could be significantly at risk. Although it is important to note that past performance is not indicative of future performance.

So what can you do about it? I would suggest that you get financial advice to ensure your standard of living does not erode if the value of your pension falls in real terms. One option may be to attend one of our Police Money Matters (PMM) Retirement Seminars, which are held throughout the UK, where we talk about 'The Rules of Money' and the true cost of living over the next 10, 20 and 30 years.

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# ProQA Control Room Technology

Earlier this year, the Government promoted the new **'Run, Hide, Tell'** warning system to advise the public on how to react if they are caught in a terrorist attack, and it has already come into use in the 2017 London Bridge attacks. The 'severe' threat level means that while public agencies are working tirelessly to protect the public, it is important that communities remain vigilant and aware of how to protect themselves if the need arises.

On the receiving end of **'Tell'**, emergency call takers and dispatchers in Guernsey, in the Channel Islands, have taken advantage of an invaluable tool at their disposal, recognised as a technological game changer in the control room. Priority Dispatch's ProQA is currently being used by a number of police forces, as well as fire and ambulance services, to streamline their responses to emergency calls. A highly sophisticated and innovative software system, ProQA integrates the power of the International Academies of Emergency Dispatch (IAED) protocols with the latest computer technology to give police the edge in emergency response situations.

ProQA is a call-taking response system that harnesses the power of Computer Aided Dispatch (CAD) systems to help the operator move swiftly and smoothly through an emergency call, providing a consistent way of dealing with all situations. It automatically provides questions for the operator to ask during the call to aid in quickly identifying the location of the caller and nature of the emergency.

Simultaneously, it helps the dispatcher evaluate scene safety issues for bystanders and responders and helps them choose the most appropriate and efficient emergency response. Once the correct service has been dispatched, the system will guide the operator in providing all relevant post-dispatch and pre-arrival instructions, providing expert care throughout the emergency call.

## Reducing human error

The clear advantage of this system is that it reduces human error. An inexperienced operator can deal with an emergency as proficiently as an expert would. This was demonstrated when an operator in the UK with two weeks' experience had to deal with a kidnapping call and reported that the ProQA system provided all the questions he needed, giving a fast and efficient response in a high-pressure situation that was not familiar to him as a new dispatcher.

In Guernsey, where the system has been in use for 18 months, police personnel have praised the format, safety advice, and ability to streamline chaotic events into a focused approach on information-gathering to assist responders. Officers and call-takers using the system have found the ability to get fast information on the Identity, Capability and Intent at such an early stage in the call process is hugely beneficial, and has allowed them to deliver effective 'stay safe' briefings to responding services.

Guernsey is also home to the Joint Emergency Services Control Centre (JESCC), a groundbreaking and totally unique project that sees call-handling and control functions for four emergency services – Police, Fire and Rescue, Ambulance, and Coastguard – under one roof. It is the only joint facility of its kind in the world, and it provides the community with an effective service where incidents are responded to in a highly co-ordinated and multi-agency way, working in tandem with the ProQA technology. This has undoubtedly helped save lives – for example, bystander resuscitations have been successfully performed under advice from JESCC operators via the software system instructions, while an ambulance is on its way.

Situations with active attackers or terrorists are thankfully rare, but when they occur, experienced or inexperienced operators will need to be able to deal confidently with what will probably be a once-in-their-service situation. Is the single, standardised set of procedures a protocol provides necessary to deal with every emergency call? With a **'Run, Hide, Tell'** situation, what will happen without a protocol when you are on the receiving end of **'Tell'**?

## MORE INFORMATION

For more information about the ProQA system and the JESCC project, please contact Wendy Christensen, [wendy.christensen@prioritydispatch.net](mailto:wendy.christensen@prioritydispatch.net)



## GIVE YOUR OFFICERS The ProQA® Edge

The safety of your community and your officers is your number one priority. Prioritise safety beginning in the control room with ProQA. ProQA software gives your call takers a standardised, proven set of procedures which, in conjunction with your CAD systems, helps organise the chaos of emergency situations and delivers fast information on identity, capability and intent to your officers. They need accurate and early information to increase safety and be more effective - **ProQA delivers.**



[prioritydispatch.net](http://prioritydispatch.net)

# The price of saving a life?

**“Flash priority... Car in the dock... One person trapped, Quayside, Bellsgate Road.”**

We were returning to the nick but we'd been monitoring the radios and knew our colleagues were more tucked up. I lit up the Mondeo, switched on the noise, and buried the accelerator pedal. My crew-mate keyed her mic to volunteer, and checked that Fire and Ambulance were attending too.

The early evening traffic parted like the sea of Galilee to allow us through... except for the inevitable few, too captivated by their mobile phones.

We reported our arrival. A large crowd had gathered, but they'd soon move when the larger emergency service vehicles arrived. I was happy there was sufficient room for them to park and unload their kit.

A VW Golf was nodding nose down, twenty feet from the dock wall. Its 'driver' was a middle-aged man who held the steering wheel with both hands in the 'ten-to-two' position; his face impassive as he stared resolutely ahead, apparently unpanicked.

My partner searched for a life-buoy while I grabbed two ropes from the boot. I called to the onlookers: "How many involved? What happened?" A lady stepped forward, pointing at a twisted railing. "He drove over the tall kerb, through the barrier, and in! Calm as you like. Didn't see anyone else... D'you reckon it's a suicide?"

"Not if we can help it."

I put the Mondeo in reverse gear and tied one end of both ropes to the front towing eye. The other end of the first rope would be tied around my partner's waist – she was a county swimmer and volunteered to enter the water – and the end of the second to the Golf.

"I'll secure the front offside. You take the slack. Drag it towards you."

I nodded in agreement. She removed her body armour and tied the rope around her waist. I lowered her gradually into the freezing water and she swam towards the Golf. Its occupant remained inexpressive, focusing on his goal. She drew breath before diving with the end of the other rope for twenty seconds that felt longer.

Re-surfacing without the rope, she lightly held the wing mirror to stabilise herself. Her head weaved and dipped like a boxer as she checked the car for casualties. She tried to get his attention; but he didn't respond.

"Looks otherwise clear. Start pulling!"

I jammed my feet against the kerb, slowly drawing the car towards the wall. I sensed the bystanders wanted to help, but the last thing we needed was over-zealous tugging causing a bow-wave that would flush more water into the car, making it liable to sink. Sirens were approaching.

The fire service attached buoys to the car and deployed a manned inflatable to extract the casualty. I



You can contact the Pithy PC at [pithypc@hotmail.com](mailto:pithypc@hotmail.com)

hoisted my crew-mate from the water, and paramedics re-warmed her. The man didn't put up a fight, remaining catatonic during triage by the first ambulance crew. My partner was in a second ambulance, wrapped in insulating foil blankets and drinking hot chocolate.

Our inspector arrived, just as the last fire truck left. Peering into my crew-mate's ambulance, his eyes dropped to her uniform and utility belt draped over the chair by her gurney.

"Well done. But couldn't you have removed your radio before jumping in?" "Sir?"

"Those Airwaves cost £500 per unit."

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