

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



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Policing during a pandemic

– See Pages 4 to 8

Representing • Negotiating • Influencing

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Secretary's foreword

'Damned if you do, damned if you don't'

By Mark Jones
Secretary of North
Wales Police
Federation



Eleanor Roosevelt was an American political figure, diplomat and activist. She served as the First Lady of the United States from 4 March 1933 to 12 April 1945 during the four terms of office of her husband, President Franklin D. Roosevelt, making her the longest-serving First Lady.

Eleanor (1884 – 1962) was famed for her, now well-known, quote: "Do what you feel in your heart to be right - for you'll be criticised anyway. You'll be damned if you do, and damned if you don't."

First Lady Roosevelt's thoughts on decision-making could not be more perfectly apt for the world of policing; even more so during this coronavirus crisis.

You do not need a degree to know that policing is challenging. Policing should be challenging as it attempts to deal with life's most demanding and testing times. The coronavirus pandemic has, undoubtedly, thrust unexpected and unprecedented challenges upon police officers. But the premise of Eleanor Roosevelt's 'damned if you do, and damned if you don't' theory has really been brought to the fore for the police.

During the 'lockdown' we have seen our brave, dedicated and outstanding police officers dealing with a wide range of issues. These have involved not only the pressures of walking the tightrope of the 'Four Es' (Engage, Explain, Encourage and Enforce) but also the ever-changing, flip-flopping national guidance on everything from what PPE to wear to second homes and from exercise to 'essential travel'. It seems whatever the bobby on the beat does they are 'damned' either way!

We have demanded, on behalf of our members policing this national emergency, consistency. It is not much to ask. Coronavirus knows no boundaries. It does not discriminate and is ruthless in

its attack. Trying to curtail the spread of coronavirus is far from straightforward but is a critical task in order to protect the NHS and save lives.

This really is new territory for us all. None of us have quite been in this situation before and, frankly, we have been forced, in varying degrees, to make it up as we go along; trying to make decisions on the basis of the latest available scientific and medical advice, trying to do the right thing at the right time but even then it is the police officer who is 'damned'.

From speaking to my colleagues, the vast, often silent, majority of the public support our police officers in their valiant efforts to keep us safe. However, it is often the vocal, vociferous minority who like to throw mud. I would never advocate policing being immune from scrutiny; it is the bedrock of what policing is built upon. However, I truly believe we need to see much wider, overt public support for police officers and, naturally, the policing family of police staff, Special Constables and volunteers. We simply could not police without the wider team.

Watching the scenes outside hospitals and people on their doorsteps, clapping and pot-banging in support of our NHS and care worker heroes on Thursday evenings has been emotional and inspirational. I want to see this for our policing family too. I truly believe they deserve it for putting on the uniform and going to those deep, dark places where no other person wants to go; to protect the most vulnerable in our society and put those who create the greatest harm behind bars.

Underneath that police uniform, behind that warrant card is a human being, battling their own personal pains. This coronavirus has really brought out the best in people. Helping elderly neighbours with shopping, supporting the most frail and medically weak; it is all wonderful to see. Perhaps some of that kindness could be shared among our policing heroes.

Let's not condemn them to being 'damned' for whatever decision they make; with the very best of intentions. Let's give them a socially-distancing virtual 'hug' and 'high-five' for everything they do – they really do deserve it!

Nick relishes new role as Federation chair

At a time when the role of chair of North Wales Police Federation needs a calm head, passionate drive and more experience than ever, Nick Hawe brings all three in droves.

Having always wanted to be a police officer because he wanted to help others, Nick joined the Force in October 1992 and was initially posted to Wrexham.

He has seen plenty of changes take place in policing since then, but the challenges faced by the Federation and its members just weeks into his role are now some of the greatest ever.

The COVID-19 pandemic has changed the face of local policing almost overnight and will present some unique challenges in the weeks, months and years ahead.

"Like every force right now, we are facing the challenge of supporting and educating officers and staff in respect of carrying out their duties during the pandemic we are living with," says Nick.

"This is a huge challenge because the health and safety of everyone is paramount, but with the ever-changing advice and guidance making it even more demanding. North Wales Police Federation is doing all it can to support this.

"As well as assisting the Force with rising to the current challenge, and then adapting to the aftermath, North Wales Police Federation will need to observe and influence where necessary. Sometimes changes are suggested or put in place, with all good intentions, but without the benefit of seeing things from all angles. That is often where we can be most valuable.

"The Federation is not in place to go against the Force, it is there to protect its members. This can often mean highlighting issues which can influence a decision or project, to the benefit of all parties – including the Force."

Nick became a Federation representative in July 2011 because he wanted to help 'protect the protectors' and now works on the cyber-crime team, based at St Asaph DHQ.

It's a job that is very different from the one he started doing after joining the Force at Wrexham. Nick was moved on to Holyhead in Anglesey three years later and then came back to Wrexham in 1997 when his dad became ill and eventually passed away two

years later due to leukaemia.

Thankfully, Nick's dad fought the disease long enough to see his son marry Ceri, who is now also a Fed rep and an inspector with the Force. The couple have two sons aged 14 and 17 who make them both 'very proud and happy'.

Two dogs and caravan holidays to the Llyn Peninsula keep Nick and Ceri active and Nick is also a fan of football, films and, more recently, a bit of acting too!

He went to an altogether different stage in 2004 after realising his ambition of becoming a detective before moving on to Level 2 Operation (now called SOCU) and then FMIT.

Before becoming Fed chair, Nick was initially the detective constables' rep and was voted in as chair of the former Constables' Branch Board (CBB) in May 2016. He then became the branch deputy chair in August 2018 and says he has found all roles both challenging and rewarding.

"It is not very often that a member comes to you with a simple issue that is easily responded to with a quick reference to the Police Regulations," says Nick. "There are usually specific and unusual circumstances which require a great deal of time, research and negotiation.

"There is often stress and upset, because the member who is coming to the Federation for help feels harshly or unfairly treated, or generally unsupported. Being a police officer can be a difficult job at the best of times, without feeling that you are battling against your own team.

"The challenge is to keep that officer feeling valued and appreciated, while negotiating and influencing on their behalf and managing their expectations. Both of these things take energy and perseverance at times.

"The most rewarding part of being a Fed rep is simply getting the right result. This means the result that you believe in, whether that is a wrong being put right, or just that somebody feels that they have been listened to, represented, or sometimes defended. There is nothing better than that.

"I wanted to put myself forward as chair since becoming chair of the CBB and felt extremely proud when I was elected to the post. I enjoy chairing meetings and I feel that



New Federation chair Nick Hawe.

I give everyone a fair opportunity for input, as well as contributing myself where appropriate.

"My priorities as chair are as per the role description which states that one should lead by example and commit to the values of openness, transparency, member first, collaboration and integrity. I have a very strong sense of what is fair and right and anyone who knows me will confirm this.

"I am not as shy and retiring as perhaps I once was, and this comes from experience, length in service and the ability to stand up for what you believe in."

With more than 27 years of policing and almost nine years in the Federation, Nick is well-known throughout the Force.

"I like to think that I am trusted and respected and I know that people are not afraid to approach me," says Nick. "I am a confident public speaker and have experience of high-level change programmes and strategic meetings. I have never been afraid to challenge senior officers and I have often refused to yield when I have felt very strongly about something.

"I can also effectively communicate with a range of stakeholders from different backgrounds and of various levels of seniority, while still firmly representing the views of our members."

Looking to the future, Nick feels the Federation can certainly do more to promote itself to its members.

"We often end up being just an organisation that members hope to not have to rely on," says Nick, "Sometimes members only call on us fleetingly, which is absolutely fine, and we are always glad to assist, especially when issues can be resolved simply and without any hardship.

"But I often compare this to dealing with a sensitive issue which is resolved without anyone getting charged or going to court – it then does not feature on any statistics and goes unrecognised.

"Of course, there has to be confidentiality and this is always respected – but that does make it difficult for us to promote what we do."

“ LIKE EVERY FORCE RIGHT NOW, WE ARE FACING THE CHALLENGE OF SUPPORTING AND EDUCATING OFFICERS AND STAFF IN RESPECT OF CARRYING OUT THEIR DUTIES DURING THE PANDEMIC WE ARE LIVING WITH.

PC describes petrifying moment he was attacked by man weaponising COVID-19

A North Wales police officer who was deliberately coughed on and threatened with COVID-19 has told how the experience has left him anxious for the health of his family.

PC Rob Jones, whose assailant was jailed after deliberately weaponising the virus, called the incident 'petrifying' and revealed his colleagues are fearful of daily spitting and coughing attacks which could infect them with the virus.

The officer, who has 16 years' service and is based in Colwyn Bay as part of a response team, spoke out after a man from Colwyn Bay was convicted of assault and sentenced to 26 weeks in prison when he

appeared at Mold Crown Court.

North Wales Police Federation representative Rob said the shocking experience was one every colleague feared in the current climate and.

He explained: "We did everything by the textbook, but it did not prevent this individual from coughing deliberately in my face.

"He was being detained in the back of a vehicle when he repeatedly started shouting: 'I'm going to spit in your face'. We originally intended to use a spit guard to protect us but, when we opened the door to take him into custody, he went straight for me.

"It all happened so quickly, and he deliberately coughed within a few inches of my face. I could even feel the warm air from his mouth and it was horrifying."

Following the attack, the officer's first thoughts turned immediately to his close family, and the potential effect on their health.

He said: "I have vulnerable individuals around me at home but I'll only qualify for COVID-19 testing if I display symptoms. It's a constant worry, and one which is in the mind of every single police officer in the nation as the number of attacks increase."

North Wales Police Federation secretary Mark Jones welcomed the jail sentence but warned the incident was representative of a growing trend.

He said: "We've seen more and more of these attacks where people are deliberately weaponising COVID-19 through spitting and coughing on my colleagues.

"In Rob's case, he now has to live with a potentially silent killer and worry about the potential consequences of this despicable attack on himself, fellow officers and, of course, his family.

"This kind of cowardly assault is particularly terrifying. On a daily basis, it is becoming more of a threat to every front-line officer as they patrol the streets to help the NHS and fight this virus.

"That is why we must have lengthy jail sentences for this type of awful attack. We need the courts to step up to the mark and support colleagues who are doing their level best to protect the public."

“IT ALL HAPPENED SO QUICKLY, AND HE DELIBERATELY COUGHED WITHIN A FEW INCHES OF MY FACE. I COULD EVEN FEEL THE WARM AIR FROM HIS MOUTH AND IT WAS HORRIFYING.

Sentencing consistency needed as 'coronavirus coughers' walk free

The national chair of the Police Federation of England and Wales has been left 'gobsmacked' by courts letting offenders walk free after using coronavirus as a weapon against police officers.

John Apter also urged magistrates and the judiciary to be consistent with sentencing.



John Apter.

His remarks follow a case in which an offender coughed in the face of a police officer in St Leonard's, Sussex, claiming he had COVID-19 and wanting to infect the officer and his family.

Trevor Dangerfield (39) was handed a 16-week suspended prison sentence as well as being ordered to pay £100 compensation and a £156 victim surcharge.

John said: "Nothing is worse than being spat at or coughed in the face by an individual who says they want to infect you and your family with the most contagious of viruses. I raised this with Home Secretary very early on in this crisis because we could see this behaviour start to unfold."

He added: "What is adding insult to injury is the different approaches in how it is sometimes dealt with by courts. We still see inconsistencies around the country, I scratch my head when I see some sentences being given out which are so lenient. I'm gobsmacked by them.

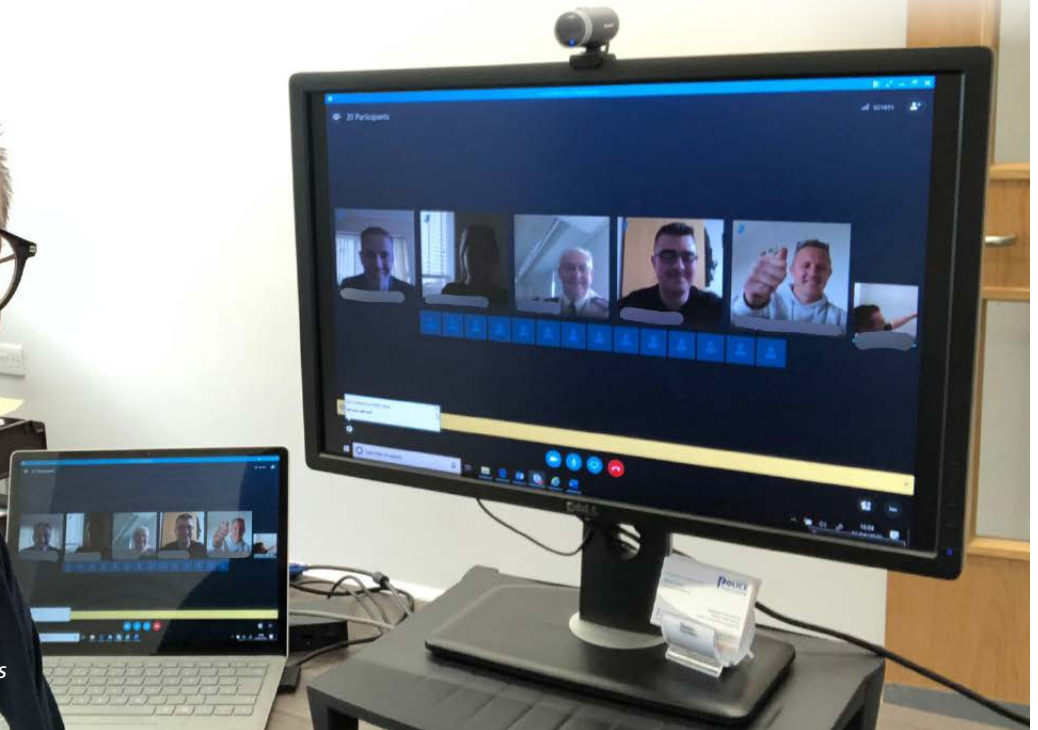
"Some are being sent to prison, which is where they absolutely deserve to be, while others are let off with nothing more than a slap on wrist. This sends completely the wrong message.

"We need the courts to be consistent. To weaponise what is a deadly virus in this way is a new low, there must be a consequence to this and that should be prison."

A Federation first – Skype welcome for new recruits



Federation secretary Mark Jones uses Skype to welcome new recruits.



Even coronavirus couldn't stop our secretary Mark Jones speaking to 18 new recruits about the benefits of Federation membership.

The Federation gives an input to each cohort of new recruits and, due to social distancing, simply did a presentation via Skype when he welcomed the latest new recruits in April.

"It was great to be able to speak to these new officers and, while it was not quite the same as a face-to-face meeting, it was definitely worthwhile," says Mark.

"I wished them all good luck with their new careers and assured them we will be here to offer support and advice every step of the way."

Chief pedals his way to charity cash

North Wales Chief Constable Carl Foulkes helped raise over £1,000 as part of a national campaign to collect vital funds for charities that have missed out due to the COVID-19 pandemic.

The 2.6 challenge was launched on Sunday 26 April, the scheduled date for the 40th London Marathon, and people were asked to dream up an activity around the numbers 2 and 6, and fund-raise or donate to charity.

Mr Foulkes took it a step further and opted for a 126.26-mile indoor cycling challenge, raising money for COPS (Care of Police Survivors). He was also joined by other officers and staff, who would normally take part in the annual COPS Unity Tour, who all cycled from their living rooms.

Writing the day after the challenge, he said: "Thousands of fund-raising events across the UK have been cancelled due to COVID-19, with a devastating impact on

charity incomes. In this really difficult time, I wanted to do something to support COPS, which does such a fantastic job in supporting those who have lost loved ones in the line of policing duty.

"The work that COPS does is very close to all of our hearts here in the police family so it was important to me to support the vital work it does.

"So yesterday I pedalled on my bike in my living room for 126 miles which, no matter how daunting, compared to what key workers and the NHS are doing, felt very small.

"Although very sore today, I would like to thank everyone who has sponsored me, and I'm absolutely delighted to raise much more than my original £300 target for such a worthwhile cause."

[Contribute towards the Chief's fund-raising effort.](#)

[Find out more about COPS.](#)

[Find out more about the COPS Unity Tour.](#)



The Chief clocking up the miles.

A pandemic financial plan for all the family

Ensure a safe financial future for yourself, your parents and your children during the coronavirus pandemic

By Chris Spillane

Members of the sandwich generation, those individuals in their 40s, 50s and 60s who are bringing up their own children while also providing care for their parents, face increased financial strain in the best of times. Pulled in different directions, they are also trying to save for their own retirement during a critical period in their working lives.



In the current coronavirus crisis, the sandwich generation is facing additional challenges, with the pandemic impacting jobs, businesses, schools and home life.

It's the perfect storm of financial, emotional and time pressure. You might be in a senior role at work and have to juggle management responsibilities with the challenge of working from home. Or you might have been furloughed from your current role and face the prospect of a cut in income. Added to this, there are concerns about the performance of your pension and other investments given recent stock market falls.

So, amid this perfect storm, what can members of the sandwich generation do? A financial adviser can help to work out your priorities and put a plan in place to build wealth for the future. In the meantime, here are some tips on how to support your parents and your children - while also taking care of yourself.

HOW TO HELP YOUR PARENTS

Whether your ageing parents live with you, by themselves or in a care home, this is an anxious time. And while money is never an easy topic to talk about, having a conversation will allow you to plan for this period of uncertainty more effectively.

Do you have a clear understanding of your parents' assets, income sources, living expenses and debts? Do they have life insurance or long-term care insurance? Are they claiming all the benefits they are entitled to?

Involving a financial adviser at this point can remove emotion from the equation and restrict the discussion to the facts and figures - for example, if you need to adjust your financial plan due to a change in circumstances caused by the coronavirus crisis.

Talk to your parents about [financial scams](#) in order to help prevent them from falling victim to online or telephone fraud. Keep in regular contact (via phone or digitally) and make sure they're aware that you're happy to discuss any money concerns that they may have.

And though it is a difficult subject, it's important to check that your parents' [affairs are in order](#). Will creation and legacy planning will be front of mind for many people during this time of uncertainty, and it's worth taking a look to make sure everything is up to date. Also note whether they've specified who can legally take control of their finances should they become unable to make decisions on their own.

HOW TO HELP YOUR CHILDREN

Whether your children are younger and home from school, or older and back living at home after their university has closed, or they have been laid off from their job, they will likely need increased emotional - and possibly financial - support.

Thinking about money as a family, rather than each generation trying to manage alone, is a great place to start, and has the added benefit of introducing younger generations to financial planning.

Ask yourself: what are you currently paying for childcare or schooling? Are you saving for a child's education or to help with a first-home purchase? Are loans and gifts to your children being structured in the most flexible or tax-efficient way?

The impact of coronavirus may change the answers to these questions, and a financial adviser can help you identify what to prioritise and how to adapt to current circumstances if needed - while still saving for the future.

Pensions and Junior ISAs are great

opportunities to give children a financial head start, and it's worth contributing even in times of volatility. In the budget in March, the annual allowance for a Junior ISA was more than doubled to £9,000. A parent or guardian must set up the Junior ISA but anyone can pay into it and there is no tax to pay on any income or gains. And even small contributions into a child or young person's pension can make a big difference over the long-term.

HOW TO HELP YOURSELF

Remember, to continue caring for your children and your parents, you need to take care of yourself.

It can be tempting to try to predict the future, or react to events as they happen. Talking to a financial adviser can help you make a financial plan in a calm, rational way, rather than reacting to news stories or your own emotions. Putting the right plan in place will allow greater opportunities to build wealth over time - fulfilling your retirement plans while still supporting other generations.

If you can, continue contributing to your own pension and savings. Sacrificing saving today could result in financial strain tomorrow. In addition, life insurance and financial protection are relevant now more than ever - we may not like to think about death, serious illness and long-term sickness, but they're especially important if others rely on you financially.

Use your time in lockdown to give your budget a spring clean. Are there monthly costs that you could eliminate or reduce? Are you using available tax breaks? You may even find there is an opportunity to make the most of a fall in share prices and invest for the future.

When markets have dropped, it can be a good time to save and invest. It may seem counterintuitive, but you are buying cheap stocks.

Look after you and yours. If you have any questions or concerns about intergenerational financial planning, just ask a financial adviser. They're there to help.

To receive a complimentary guide covering wealth management, retirement planning or inheritance tax planning, contact Spillane & Co. Wealth Management Ltd on **01492 531729** or email spillaneandco@sjpp.co.uk

Police officers are in the front-line as the nation faces the coronavirus crisis. Our Federation workplace representatives give an insight into the realities of policing during the pandemic.

'It's not a case of business as usual'

Social distancing, self-isolation, personal protective equipment and all things COVID-19 have been the common thread among officers and, to be honest, some of the public in recent weeks, says DC Vicky Knight.

She explains: "Business as usual is something I hear bandied about on a daily basis. But it is not business as usual and I am beginning to be fed up of hearing myself arguing that point.

"Initially, the self-isolation for 'at risk' groups was an issue. I spent a great amount of time negotiating home working for those at risk who had initially been moved to another office etc. That was quickly rectified by HR who took over and sorted the issues.

"Next was the PPE. Who should be wearing what and when? What protection it offered and what protection it didn't offer. How much of it we didn't have and when we were getting it. I don't know about other Fed reps, but I have done that much research and reading of Government websites and advice from the World Health Organisation and so on on behalf of members that I feel like the COVID SPOC.

"Lastly, and currently, is the battle with certain officers and supervision, who hear what they want to hear and dismiss what they don't. They don't believe they are at risk and don't understand what all the fuss

is about. Officers who have been stuck inside are itching to get out and need strong guidance from supervision to keep themselves and their colleagues safe, not encouragement to go out and proactively stop search. Is the matter urgent and does it require immediate attention? Is the risk proportionate to the matter in question, or will it wait for another day in order to protect ourselves and our colleagues?"

Vicky concluded: "Keep yourselves safe. Keep your colleagues and loved ones safe... keep two metres away from everyone, risk assess everything, question anything you don't think is safe and then, if you still don't think it's safe, contact the Federation."

'We have had to completely re-think our approach'

In the role I am currently in on the Workforce Representation Team, I am in the position where I can pretty much work from home full-time, which I know a lot of people aren't able to do because they are front-line, says Inspector Ceri Hawe.

A large part of the team's work is targeted recruitment, engagement and outreach work. A number of events booked in were cancelled and the team can't follow through on some plans made.

Ceri says: "We have had to completely re-think our approach and are having to go down the line of online engagement in a big way. For those officers who still have that

public engagement, we are asking they consider where appropriate encouraging members of under-represented groups to think about applying to join North Wales Police.

"Our next recruitment window opens in early July. These are without doubt very challenging and difficult times, but we still need to carry on with other areas of business and recruitment is one of these.

"I am still very much involved in Federation matters, dealing with members' queries, over the phone and on email, about annual leave, flexible working and caring responsibilities. We are all here to help. If you are struggling, please reach out, we are here to support you. Stay safe everyone."

PPE issues

The main issue locally is over poor PPE, no laptops to enable social distancing, poor communication over warnings for officers testing positive for COVID-19 to enable other officers to be aware of risks, reports PC Rob Jones.

KEEP YOURSELVES SAFE. KEEP YOUR COLLEAGUES AND LOVED ONES SAFE... KEEP TWO METRES AWAY FROM EVERYONE, RISK ASSESS EVERYTHING, QUESTION ANYTHING YOU DON'T THINK IS SAFE AND THEN IF YOU STILL DON'T THINK IT'S SAFE, CONTACT THE FEDERATION.

FREE online NPPF revision kick-start course

Police Pass is now delivering its free National Police Promotion Framework (NPPF) Step 2 revision kick-start courses online for candidates to safely study while complying with Government guidance on social distancing.

Everything normally delivered through face to face training is covered via a playlist of advance materials and a live ZOOM session.

Find out more, including details about discounted books and e-learning, on our [website](#).

Special helps supply protective visors

When Special Constable Matt Roberts realised there a shortage of protective visors he donned his other hat and with colleagues at Ysgol Emrys ap Iwan set to work.

He explained: "It started with 100 now we are getting orders galore, and we have already supplied over 1,500 across North Wales," said Matt, who has taught design, craft and technology at the Abergele school since 2014.

"We started using school materials, but as the demand has increased we are now relying on donations from the public to buy the materials required."

The team members have a rota system and a production line, with teachers from various departments helping.

Matt, who is from Llanrwst, volunteers a great deal of his spare time to being a Special in Bangor but will be leaving the school soon to become a full-time police officer.



SC Matt Roberts making a visor.

Don't be afraid to ask for help

Yn eich Cefnogi Chi'n **GYFLAWN**
Supporting the **WHOLE** You

Some of the topics you will find covered on the Forcebook Coronavirus Pages include:

- Advice on supporting a vulnerable family member
- Resources to support your resilience including Mindfulness
- Tips for individuals and teams on supporting one another
- Guidance on PPE
- Information on maintaining positive mental health
- Advice and signposting for long term conditions
- Advice on healthy finances



The finished PPE.

Helping make the Force more representative

Being the only person who is visibly different in the room can knock your confidence, says PC Amit Patel.

Amit, who is vice chair of the North Wales Police Black and Asian Association, is now part of the new Workforce Representation Team, and says there is a lot of work to be done to build relationships with minority groups within our communities but also to make the Force more representative.

"It's exciting to be a part of something new. The team's aim is about delivering the Force's commitment towards having a more representative force which is key for trust, confidence and legitimacy. There's a lot of work to be done around building relationships with certain minority groups within our communities. It's not just for the Workforce Representation Team to do this but for everyone," he explains.

"From speaking to a lot of BAME (Black, Asian and Minority Ethnic) members of our communities, it's apparent that just having someone who looks similar to them goes such a long way. Most officers join the job because they know someone in the police already who may have switched them onto the idea. We currently don't have a black female officer. Speaking from experience, being the only one who is visibly different in the room can knock your confidence, no matter how nice everyone is to you.

"Due to the current climate, the Workforce Representation Team has had to adapt its approach. We are looking at ways of engagement via platforms such as social media. One such idea was using infographics. These virtual posters are sent out via all of our social media platforms and emailed across the Force upon every major cultural and religious celebration.

"The last two have been based on Easter and Ramadan and received really positive feedback. Our aim is to educate people around religious beliefs and cultural events which they may not have had much knowledge about. Our hope is that people who read these infographics will then feel more confident in speaking to someone of a different faith or culture and bridges will be



PC Amit Patel who is helping build relationships between the Force and minority groups.

built across communities.

"This new role in the Workforce Representation Team has already taught me so much and challenges me by constantly pushing me out of my comfort zone. The team are working hard to ensure that North Wales Police is more reflective of the communities it serves and that everyone has an equal opportunity not only through the recruitment process but also their career."

Amit joined North Wales Police in 2014 and, after training, was posted to Rhyl.

"I'd heard some stories about Rhyl, but I was looking forward to it and it did not disappoint. I soon got my training in methods of entry, Taser, PSU and later became a tutor," he recalls.

At about this time he joined North Wales Police's Black and Asian Association working with PS Liam Ho, Lee Bailey from the Diversity Unit, and positive action officer Andrea Beedles to bring it back to life.

"It was a huge privilege to do this," says Amit, "We set up a big launch and started going to conferences around the country where I found a lot of inspiration and motivation to make a difference. No force is truly reflective of the community it serves but I wanted to help make North Wales closer than what it was."

#NWPJUSTLIKEME

“THERE'S A LOT OF WORK TO BE DONE AROUND BUILDING RELATIONSHIPS WITH CERTAIN MINORITY GROUPS WITHIN OUR COMMUNITIES.

Former officer takes on health and safety role



By Colin Jones, health and safety manager

I am happy and delighted to return to North Wales Police following my retirement several years ago. It's such a long time ago I've decided not to refer to my retirement date.

However, what I can refer to are the unforgettable memories and experiences gained as a police officer, along with unequalled support and camaraderie which I experienced during my 32 years' service.

Following my retirement, I became a manager with Gwynedd Council's environment directorate, with responsibility for several teams working within transportation and road safety. The post entailed building partnerships with key stakeholders, external agencies, Welsh Government and the emergency services, which included receiving an award from the Institute of Highway Engineers for working and innovation and partnership working to reduce motorcycle crashes on the A494 in Meirionnydd.

I gained a great deal of experience in the field of health and safety and other areas of risk management including risk assessments. However, the opportunity and temptation (even at my mature age!) of the

offer of a health and safety manager's post was too good to be true and one I couldn't refuse.

I have been in post since November 2019 and am really enjoying the challenges the job brings. From a health and safety perspective, my aim is to continue to learn new skills and contribute positively to the organisation, lessen the risk of injury to colleagues by raising awareness and implementing a programme of interventions to help raise awareness of health and safety in the organisation.

How can we achieve this and who will benefit?

I am a firm believer in sharing information and working in partnership to deliver key messages in a meaningful, timely fashion. To this end, the health and safety unit has considered ways of improving health and safety within the organisation and developed the following, which will assist everyone.

New health and safety reporting system

Launched on 9 March 2020, access to the system is via the Forcebook Home page, Business Tools - Health & Safety link. The following forms can be found on the website:

- A879 Injury on Duty
- HS1 Near Miss Reporting
- DSE Assessment.

The health and safety unit has strived to make the reporting system and forms easily accessible by ensuring:

- When a new form is submitted the injured/affected person and their line manager receive an email notification and link to the relevant report
- The injured/affected person will be able to view his own reports
- The line manager will be able to view reports of staff reporting directly to them.

Relevant information is captured on the form by the injured/affected person, a supervisor or a colleague. The new system will also have the ability to upload any additional images etc to help clarify the incident or fault. Actions can also be added to each report to help any investigation.

Overview – new health and safety website

The website, also launched on 9 March 2020, contains details of health and safety policy and guidance, risk assessments, emergency equipment, trained staff and a number of other useful tools.

A number of the pages are currently under review and will be updated as and when the information becomes available. Moving forward, we can prepare ourselves to reduce the risk of accidents and incidents by ensuring that all staff has access to relevant health and safety information and guidance.

Developing the website is an ongoing process of which all members of the organisation are a part. Remember, this is your website, please feel free to provide additional information that could be added.

Risk assessment review programme

The health and safety unit is currently reviewing between 500 – 600 risk assessments held on our data base in order to bring all our risk assessments up to date and easily accessible on the new website. The process is challenging, however, good progress is being made in bringing our library of risk assessments to date, proportionate in line with modern day policing and accessible to all police officers and staff.

Health and safety training programme

I am encouraged with progress made in this area in partnership with colleagues in the training department.

Prior to COVID-19 a number of health and safety courses had been scheduled, most notably – IOSH Managing Safely courses. Currently, we have in excess of 35 nominees for this particular course. I am encouraged by the responses received and the support shown by everyone in order to raise the awareness of health and safety by upskilling staff and increasing our numbers of risk assessors, IOSH trained staff etc.

COVID-19 has had an enormous effect on North Wales Police, individuals, families and communities which we serve. Understandably, the pandemic has affected our health and safety programme.

However, when matters return to normal, as an organisation we'll be in a stronger position to continue with our programme in order to make North Wales Police a safer place to work.

On a final note, thank you all for making me feel welcome and for all your support, and patience.

If I can assist with your health and safety requirements, please feel free to contact me any time.

Diolch yn fawr.

Reporting a near miss HS1 or injury A879

By Tony Edwards, North Wales Police Federation health and safety lead

At long last, a new updated reporting system for HS1 (near miss report) and A879 (report of an injury, on or off duty or dangerous occurrence) has been released.

The Federation has been instrumental in assisting and advising the Force's health and safety management group in the updating of this reporting system which should make reporting of HS1 or A879 far easier.

The form will now allow updates to be added directly to the form that has been submitted. This makes it far easier to keep track of what actions have been taken for both the affected person's welfare and what steps have been put in place to try to mitigate such an occurrence happening again.

- When a new form is submitted, the injured/affected person and their line manager receive an email notification and link to the relevant report

- The injured/affected person will be able to view their own reports
- The line manager will be able to view reports of staff reporting directly to them.

It is important that all available information is captured on the form by the injured or affected person, a supervisor or a colleague. You will also have the ability to upload any additional images etc to help clarify the incident or fault. Actions can also be added to each report to help in any investigation.

This will now also allow for the accurate recording of data or causation factors especially around near miss trends or types of injury incurred.

It is important to note that due to data protection laws these forms will no longer be sent to the Federation or UNISON as a matter of course. There is a box to tick for your respective representative body to receive, this is important in regards to officer or staff welfare and for appropriate

action to be taken should the need arise if trends are identified.

The new link (to forms) will be in Forcebook under Business Tools (Health and Safety) – when you click the link (Health and Safety) it will take users to our new health and safety website, where the new health and safety reporting page sits.

Reporting

You can access, complete and view below forms on the website.

- A879 Injury on Duty
- HS1 Near Miss Reporting
- DSE Assessment.

H & S Sharepoint site

The site will contain details of health and safety policy and guidance, risk assessments, emergency equipment, trained staff and a number of other useful tools.

A number of the pages are currently under review and will be updated as and when the information becomes available.

Answering the call

An update for key workers

By Spillane and Co Ltd

We are as a nation fighting one of the toughest battles of our lifetimes from an enemy that does not discriminate. It is in these uncertain times that we seem to come together as a community both in the places that we live, with our neighbours, our friends and even more so our families.

The heroes of these times are the ones who are standing up and answering the call to arms to fight this horrible disease and keep us all safe - our key workers. Their bravery is commendable as they each and every day put themselves at risk for each and every one of us.

It is time for the financial community to do its part in helping to protect our key workers and their families.

There have been several developments in the protection community that have been a step in the right direction with several providers answering their call to make sure that our heroes get the cover they and their families need to help protect from disaster.

The questions around COVID-19 have left

many of providers postponing applications for a period of time, if the applicant has come into contact COVID-19, been diagnosed or simply works in what is deemed to be a high-risk occupation in these unprecedented times.

In the recent weeks, some of the providers have changed their stance on how they will underwrite cases for a list of the essential key workers if not all occupations and have changed certain aspects to the application process, creating a more positive approach and leading the way in helping people get the vital cover they need. It is with hope that the rest of the insurers follow this approach and give these people who risk everything for us, a chance to protect themselves and their nearest and dearest.

The new addition of the Government's £60,000.00 sum assured for all NHS and social workers poses some interesting questions. Firstly, when will it be rolled out, if at all, to all key workers?

Secondly, is it enough? The short answer is no, nothing will ever be enough to replace

the people we love so dearly. Albeit, it is a step in the right direction. But having the correct level of cover for this harrowing eventuality must be what we should focus on. There may also be light at the end of the tunnel but the reality is this pandemic, and the consequences of it, are far from over. Our lives will most likely be changed forever and 'the new normal' will come into existence.

Like never before, we are all now taking stock on what is really important in our lives and gone are the days of taking yourself and your family for granted, which in the past has been so easy to do.

Life will also go on, of course, but now should, and must, be the time we look to protect what is most precious in our lives as well as the people who protect us. It is time we all answered the call.

To receive a complimentary guide covering wealth management, retirement planning or inheritance tax planning, contact Spillane & Company Wealth Management on **01492 531729** or email spillaneandco@sipp.co.uk



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- Estate planning
- Funding for future education needs

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"I was a trustee of a workplace colleague's funds and was so impressed with Chris Spillane's sound advice. Chris is very good at explaining the types of investments and their pros and cons. I have no hesitation in recommending Chris to friends and family."

MARK DAVIES, RETIRED, MOLD

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