

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



Autumn 2019

A photograph of a woman with blonde hair wearing a floral dress and a police officer in a dark uniform standing in front of a black door with the number 10. The door is set in a stone frame with a decorative arch above it. The background is a grey stone wall with a black metal fence to the right.

**Brave officer makes the most
of 'opportunity of a life-time'**

– See Pages 8 and 9

Representing • Negotiating • Influencing

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Cover picture: North Wales bravery award nominee PC Gareth Jaggard with his wife, Charlotte, outside No 10.

Photo courtesy of Anderson Photography

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Contact the Federation

E-mail: FedAdmin@nthwales.pnn.police.uk

Tel: 01492 805400

Web: www.nwpolfed.org

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Secretary's foreword

Boris's bobbies – bumbling bluster or belated boost?

By Mark Jones
Secretary of North
Wales Police
Federation



A lot has changed since our last issue of 'Your Voice'. The

arch-nemesis of policing, Theresa May, has now left the Government with a life-long legacy of being the one responsible for breaking policing and now we have the phenomenon of Boris Johnson as the new Prime Minister.

There is much trepidation about what Mr Johnson will actually deliver from his promises, and there are many of them, but for us the pledge to recruit an extra 20,000 police officers is certainly one that has caught our close attention.

I defy anyone to say that everything is 'sunshine and light' in policing. We know that demand on our resources is stretched to breaking point, we know that assaults on police officers are continuing to rise in both number and severity, we know that it is tough going. We are fortunate that in North Wales our establishment numbers have weathered the storm, unlike other

forces who have seen significant and unforgivable cuts in numbers. So, to hear that 20,000 new cops are being parachuted in is great, but it is not that straightforward.

Don't get me wrong, I am VERY happy to be hearing the positive tones from Government about policing but we need to be ready to make sure these new officers are properly trained, equipped and ready to police our communities.

Given the circus that is the new College of Policing brainchild, the Policing Education Qualifications Framework (PEQF), how on earth can 20,000 new officers be realistically recruited, trained and out there, on the beat, if they are having to spend a significant amount of time writing about policing instead of actually policing?

Those who have been caught, doe-eyed, in the spell of the College of Policing magical mystery ideas need to take a step back and look at reality verses utopia. There is no shame in accepting when something just will not work; I have been there myself, many-a-time!

Policing is renowned for being able to problem-solve and there is even more of a drive around 'problem oriented policing' currently. Recruiting 20,000 police officers



WE SAY, WE KNOW, WE WANT POLICING TO BE REPRESENTATIVE OF THE COMMUNITIES WE POLICE. WE NEED HUMAN BEINGS TO POLICE, NOT ROBOTS CHURNED OUT WITH A CERTIFICATE IN A FRAME AT THE END. THE PUBLIC WANT AND DEMAND THE VERY BEST – ABSOLUTELY RIGHT – BUT WE NEED PEOPLE TO POLICE WHO ARE GENUINELY COMPASSIONATE, CARING AND COURAGEOUS TO TACKLE THE EVILS IN SOCIETY.

will be a problem, but it is a really good problem to have. We will make it happen and we will succeed, however, those who 'think' they know need to ask those who 'do' know the practicalities of it all.

We say, we know, we want policing to be representative of the communities we police. We need human beings to police, not robots churned out with a certificate in a frame at the end. The public want and demand the very best – absolutely right – but we need people to police who are genuinely compassionate, caring and courageous to tackle the evils in society.

We have outstanding people working for North Wales Police who go above and beyond, motivated to public service. This was evidenced from the recent staff survey results. To shoehorn people down a particular academic route into policing will dilute the breadth of candidates. From my previous time as a uniformed response sergeant in Rhyl, I really could not have been bothered what degree an officer had achieved previously. I just wanted an officer who cared passionately about doing their job to the best of their abilities and being able to protect and serve the public.

We know that trust in politics and politicians is fragile and threadbare. We are hearing all the right noises on policing from No 10 but, before I put up the bunting and celebrate, we need to start seeing the tangible results without the smoke and mirrors.

My ask would be for the Government to ensure the Police Federation is at the table, given a voice and representing the views of nearly 120,000 police officers across England and Wales.

Policing continues to remain in challenging and, quite possibly, volatile times. The political landscape does not seem to be getting any smoother either so if there is a genuine offer on the table of extra resources and support then we must grab the 'bull by the horns' and make the best of it.

Mr Johnson, we have been burned and our ashes stamped on by your predecessor. This is your one and only opportunity to right the wrongs – not just for the brave police officers of this land but also the communities we proudly serve. Please work with us, listen to us and, most of all, deliver on what you are promising.

- I was shocked and saddened to hear of the tragic death of Thames Valley PC Andrew Harper as we finalised this edition of Your Voice. I am sure I speak for everyone in North Wales Police when I extend our sympathies to his family, his friends and his colleagues. RIP Andrew, your sacrifice will never be forgotten.

Making all the right noises

By **Simon Newport**
Chair of North Wales
Police Federation



What a difference a couple of weeks make in the world of politics. We now have a new Prime Minister and, whatever your thoughts are politically, as a serving police officer, Boris Johnson and his new Home Secretary, Priti Patel, are making all the right noises so far.

As I have learnt over the years, politicians are very good at making promises and not so good on actually delivering on them. The promise of an extra 20,000 police officers, more money for the Crown Prosecution Service (CPS), more money for the prison service and tough talk on law and order and stop search makes me think that the Government has at last realised that enough is enough.

One can only hope ministers will be true to their word which will undoubtedly help the police service of England and Wales improve officer morale and instil confidence back into our criminal justice system.

Despite the apparent U-turn in support of the police and the criminal justice system as a whole, however, there are still those out there criticising these plans; many of them high-profile politicians who just appear hell-bent on opposing positive proposals. Maybe it's time that all politicians on a cross-party basis unite to show their support for the men and women who strive to maintain law and order in our communities.

Rest assured that the Police Federation, both nationally and locally, will be keeping a very close eye on these promises, advising, encouraging and supporting key stakeholders to ensure they are enacted.

The above promises include this sound bite from the new Prime Minister: 'I want the criminal to be afraid'. This could not be better timed given the horrific attacks that we have seen in recent weeks. In an incident that shocked the whole nation, PC Andrew Harper was tragically killed when responding to a report of a burglary and our hearts go out to his loved ones and his Thames Valley colleagues. His death serves as a reminder, as if one was ever needed, of the risks

officers face day in day out as they put their lives on the line to protect their communities. In the weeks leading up to his death, there had been other incidents that could easily have ended quite differently too. PC Stuart Outten of the Metropolitan Police was attacked and seriously injured by a machete-wielding male, a traffic officer from West Midlands Police was ran over by his own vehicle by a suspected car thief and our very own PC Richard Priamo was savagely beaten by a male who was wanted on warrant.

All three of these officers were just doing their job, lawfully and without prejudice. All three of them never made it home from their shift that night, all of them being admitted to a hospital with a serious injury. Thankfully, all three are making good steady progress in their recovery. But it could have so easily not been the case.

How can we, as a so-called civilised society, allow this to happen without proper punishment of those found guilty of such cowardly attacks? We have heard it before; an attack on a police officer is an attack on society itself so those not wishing to adhere to the laws of this country should face the full force of the law.

It is also high time that the views of the silent majority were considered rather than the views of the vocal minority on such subjects as stop and search. It is proven that when used correctly, proportionally and lawfully it saves lives and reduces crime. I myself have become weary over the past few years in conducting stop searches for fear of being labelled and attracting unwanted complaints from those who you search despite the fact you have complied with the law. Given these complaints - and all the others stresses associated with being a police officer - you can see why some decide it's easier not to carry out a stop search.

Officers should not have to think like this and should expect the full support of the organisation provided they have acted lawfully.

Over the past eight years or so policing has been systematically dismantled by the Government so forgive me if I sound a little optimistic regarding the latest promises coming from Whitehall since we had a change of Prime Minister.

Nothing has happened yet, but the rhetoric is encouraging.

Look after yourself and take a break

By Elizabeth Owen, North Wales Police Federation representative

Now I know you are likely to be reading this article because the battery on your phone has gone completely dead and you have no access to anything remotely interesting on the TV! I won't take too much of your time .

Firstly, well done on managing to secure yourself a refreshment break. For the majority of response officers, it will be a quick microwave meal or a sandwich at your desk while you type away furiously on the keyboard. Have the break.

Refreshment breaks should be a given, we need to eat and, more importantly, take

time out to gather our thoughts. Why don't we have our refreshment breaks? I would say it's down to demand and our current staffing levels. There is non-stop demand currently facing us as response officers. That is not to say it does not happen in other departments. I suspect it does, however, I can only talk about a day in the life of a response officer as that is what I know.

Apparently, the country will be getting 20,000 more officers. Well, if the Government hadn't got rid of so many in the first place it would not have to replace them and we wouldn't be in the position we are in now. But we are, and we all try our best. However, the 20,000 officers can't come quick enough.

Having your refs now feels like a luxury. Some of us feel guilty when we do manage to have a refreshment break don't we? This is because there a number of other things we could be doing with our time. And, possibly, we worry about the views of others who we fear might be thinking or saying: "Look at her/him sat on their backside in the canteen doing

nothing."

Don't feel guilty, you need a break. You will have likely already had been pulled in a number of different directions by the time your stomach starts rumbling. Whether it's the Force control room asking you to do a quick job that has taken the majority of a shift and will more likely be on your collar for months to come or the domestic you have attended whereby you have had to deal with a hysterical victim and irate suspect. The list is endless.

Have the break, book on refs with your radio, eat your food, take time away from other people's problems. Research has shown working long stretches without breaks can lead to stress and exhaustion. Likewise, research has shown taking a break can lead to increased productivity and creativity.

You never know, you may turn into that colleague who can turn a packet of seeds into a bunch of roses in an instant. I think you all know what I am talking about there, I won't mention any names.

So, take the break and look after yourself.

Refreshment breaks should be a given, we need to eat and, more importantly, take time out to gather our thoughts.



Summer is at an end but where did 2019 go?

By Temporary Inspector Tony Latham

This will be my final full year as a police officer but it's not farewell just yet. I've been working in the FCC (JCC) as a Force Incident Manager since February and I'm sure for some it has seemed like a whole lot longer. I'm really enjoying this role and can't quite believe it is over eight years since I first applied to do it.

We find ourselves in interesting times. We have a new Government running the country and we appear to be at the starting point of recruiting 20,000 plus officers nationally to fill the gap created by the cuts imposed by previous regimes. It also appears there is a promise of more prison places and tougher sentences to come. I suppose we'll just have to wait and see.

This is not going to be an easy road. Many obstacles stand in the way of this recruitment drive. Not least will be who will train them and given the College of Policing drive for academia, will the sea of water we have fished in for recruits of the past resemble an inland lake?

Policing has always, and should always, draw from the diverse communities we serve. The greatest skills should be communication, common sense, resilience and tenacity. They are what will get the job done, day in and day out. Among the people with those very skills will be the leaders and senior leaders of the future.

My role as a Federation rep has been more interesting this year. I've had more work than I have previously, represented several officers and advised many more; it is always a privilege to do so. While the spotlight appears to be on them, it can often be a very troubling and worrying time for the officer and their family.

At times like these, it can be of great benefit to speak to your Federation reps, not

merely for advice about complaints but because the majority have undertaken training and are now peer supporters. I would recommend anyone needing to chat accessing the Federation website and contacting someone shown as a peer supporter.

I want to wish PC Richard Priamo a speedy and full recovery following his assault in Wrexham. The dangers we face as police officers should never be underestimated. Assaults on police officers are wholly unacceptable and, despite the excellent work done to change legislation, even greater sentences are needed to act as a deterrent to those in society who will attack the office of constable and the people who hold that office.

At about the time this is published, or shortly before, I have the pleasure of attending the annual Federation Custody Seminar and this is the first year there will be custody awards, recognising the demanding and important work carried out by our members on behalf of the service and the community. I'm looking forward to writing my report on my return together with some photos of the awards.

Sadly, I have amended this article since I first wrote it because once again we were hit with the devastating news of a young officer being killed on duty. The outpouring of grief and sympathy for Thames Valley PC Andrew Harper's whole family has been amazing and shows that we are truly a family, a unique family and we are strongest when we stand together. PC Harper will remain in our thoughts for years to come.

Lastly, I want to wish all the applicants in the current inspectors' promotion process the very best of luck. I hope all your hard work and commitment pays off.

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Do we need a Royal Commission on policing?

By Inspector Jason Higgins, North Wales Police Federation

In recent weeks the Press have featured politicians and ex-chief constables calling for a Royal Commission on Policing. The last was appointed in 1960, its findings led to the Police Act of 1964 which shaped the modern service.

A Royal Commission would be a truly independent review of policing free from any political interference. The Government's response to the call for a Royal Commission by the Liberal Democrat MP Stephen Lloyd was that it would be 'outdated and static for such a dynamic situation' and that the Government could handle the situation itself.

Nick Hurd MP, the then policing minister, also claimed that it would be too expensive. The Police Federation has been calling for a Royal Commission for the last 20 years.

The last Royal Commission looked at the organisation and control of local constabularies. It also reviewed the training, remuneration and accountability of police officers. The resulting Police Act of 1964 reduced the number of local constabularies from the hundreds to the 43 we see today.

It addressed the question of governance by introducing police authorities to limit local political influence on chief constables and created a tripartite system of control and funding of forces with local government and central government contributing to the funding.

Why do we need a Royal Commission today? What has changed since 1964?

A great deal has changed, society, for instance, has changed significantly. In the past, policing was an activity that didn't attract the amount of media and public attention that it does today. The range of functions carried out by police officers has seen a big increase over the last 55 years.

Policing reaches far deeper into citizens' lives than at any time in the past. As a result, we see the two main political parties taking it in turns to use their manifesto promises for policing as a vote winner in opposition and they both seize on rising crime figures and falling numbers of

prosecutions to undermine public confidence in the Government of the day. This approach has led to the Federation claim that policing has become a political football.

Under Labour and Conservative Governments, fundamental changes have been made to the way officers are recruited and trained. Pay, conditions of service and pensions have all been changed. New layers of policing have been introduced in the form of PCSOs and the creation of the National Crime Agency.

Police authorities have been replaced by elected commissioners introducing an element of political influence over local policing.

More recently, we have seen the Government cut police officer numbers by almost 15 per cent only to see the new Prime Minister from the same party now pledging to restore those numbers overnight because a General Election might just be on the horizon. While the news of an increase in police officer numbers is welcome, the cost and logistical challenge of restoring those numbers seems lost on the politicians.

As a vital public service, policing cannot be ruthlessly cut back by politicians without damaging the service provided and affecting the individuals who deliver that service. Policing should not be a political sweetener like a tax cut to win votes in a General Election.

Her Majesty's Chief Inspector of Constabulary Tom Winsor (a Government appointment) has expressed concern about our ability to deliver an effective service due to the funding cuts. Truly effective policing needs stability, a clear remit and a structure that is able to consistently deliver an effective service regardless of which political party or parties are holding the reins in Westminster.

A Royal Commission is needed with clear terms of reference to establish exactly what the public want and expect from the police service.

Do the public believe that we should be sitting with mental health patients because the NHS is unable to cope with demand due to funding cuts?

Do the public expect police officers to fill the gaps in social care by carrying out welfare checks on the elderly who have activated care call alarms?

Would the public rather see us patrolling their neighbourhoods preventing and dealing with crime and anti-social behaviour?

Does the current structure of local forces address the public's priorities for policing?

A commission could review the role of PCSOs. At least one force, Norfolk, has ceased to use them while others have re-deployed them to support core policing functions. In many areas PCSOs now provide the main link between the police service and the community.

The commission should also look at police officer numbers and establish the exact number of officers required in each force area to deliver an effective service.

Funding and governance are other areas that the commission should look into. Effective policing requires a consistent funding stream to ensure that an effective service can be delivered and also be flexible enough to allow forces to deal with unforeseen major incidents and enquiries as they arise.

The system of police and crime commissioners needs to be reviewed. This was a party political initiative. They may or may not be fit for purpose but were introduced with very little public consultation. Few people understand the commissioners' role in policing. The turn-out for local police and crime commissioner elections is very low.

The Royal Commission's findings and recommendations could be set in legislation to provide a framework for policing for the next 50 years. The public, the service and police officers require a period of stability free from political interference

We all need a police service that is not susceptible to having its numbers slashed on a political whim. The long-term benefits of a root and branch review of policing in the form of a Royal Commission would, in my opinion, far outweigh the cost of setting one up.

Officers get 2.5 per cent rise

Officers have been awarded a 2.5 per cent pay rise for 2019/20.

The rise comes into effect from 1 September.

It is the first time in three years that the Home Office has accepted in full the recommendations of the Police Remuneration Review Body (PRRB), the independent review body advising the Government on police pay.

However, the chair of the Police Federation of England and Wales, John Apter, says the Government must do more to make up for years of real-term pay cuts endured by Federation members.

John says: "Police officers have suffered nine years of pay freezes and pay caps. So, while this pay award represents the highest

received since 2010, it is not what we and the Police Superintendents' Association jointly asked for – however, it is better than the derisory rise our members were given last year."

He adds: "This must be just the start of getting police officers pay back to the level it should be."

The Police Federation, in a joint submission to the PRRB with the Superintendents' Association earlier this year, had sought a three-year pay deal for officers with a five per cent uplift in each year to bring police pay back to 'fair levels'.

However, if the three-year deal was not considered possible, the Federation put forward a claim for a 6.2 per cent rise this year.

Two reps take on equality role



PC Jon Ashton.



Insp Ceri Hawe.

Two new equality leads have been selected by North Wales Police Federation.

PC Jonathon (Jon) Ashton and Insp Ceri Hawe will share the role following Kim Owen's decision to step down.

"It seems quite apt that we have a male and a female doing this important role together. I know that we have big shoes to fill from our predecessor, Kim, who did amazing work in this arena for a number of years, helping lots of officers," says Ceri, who has been a Federation workplace representative for six years.

"I know Jon is as keen and committed as I am to try to make a positive difference. I am looking forward to gaining new skills and knowledge in this complex area.

"It's important that as Federation representatives we can properly support and advise officers and be confident in the advice we are giving. The Federation equality course which I attended in July has given me a great starting point."

Jon has been a Fed rep for seven years and now represents the Eastern area of the Force.

He says he is looking forward to working with Ceri to provide members with support and advice.

"We are both experienced reps and together I am confident that we can provide a good service to our colleagues. Treating colleagues the way you would wish to be treated is a traditional core value of mine and sadly, over the years, the police service has been sadly lacking and out of touch when dealing with equality issues," he explains.

"The Force, backed by the Chief, is now driving the wellbeing of officers and SMT needs to ensure that staff are treated fairly and lead by example."

PM's plans welcomed

North Wales Police Federation chair Simon Newport has welcomed the new Prime Minister's plans to recruit 20,000 officers, create more prison places, extend stop and search and get tougher on criminals.



New PM Boris Johnson.

Having announced the recruitment drive almost as soon as becoming PM, within weeks Boris Johnson said he was determined to tackle increased knife crime with an expansion of stop and search powers and said he would develop a further 10,000 prison places while also launching a review of sentencing of dangerous and prolific offenders.

"These are all the things we have wanted to hear," says Simon, "Years of chronic underfunding have taken their toll on the police service, the wider criminal justice system and our communities.

"I hope these plans come to fruition so that we can tackle the upsurge in violence and other offences. The Federation has been calling for a re-investment in policing for years now and it finally appears that someone is listening to what we have been

saying."

In terms of bringing in extra officers, Simon said it was going to be hard for some forces to gear up to take on new officers, particularly in areas where few had been taken on in recent years.

The College of Policing has already warned of 'logistical challenges' in taking on the new recruits, in part due to concerns about a lack of instructors for training.

Chief executive Mike Cunningham said it was not just about 'getting people through the doors' but also about the assessment process, recruitment campaigns, vetting and training.

Mr Johnson has announced a national policing board, chaired by the new home secretary, Priti Patel, would be formed to support the recruitment plans and bring together police leaders.

As part of the new Prime Minister's Cabinet re-shuffle, Nick Hurd has been replaced as policing minister by Kit Malthouse.

Mr Malthouse, who during Mr Johnson's time as Mayor of London served as his deputy mayor for policing from 2008 to 2012, admitted in an interview on Radio 4 that taking on the new recruits could be delayed if there is nowhere for them to be based. Due to the Government's cuts, more than 600 police stations across England and Wales have been shut down.

Latest numbers

North Wales Police lost 32 more officers in the 12 months to the end of March this year, a drop of 2.1 per cent.

The Force had 1,490 officers in March 2018 and 1,458 in March 2019, Office for National Statistics reveal.

In the same period, Dyfed Powys Police

lost 3.5 per cent of its officers but both Gwent (3.3 per cent) and South Wales Police (2.4 per cent) showed an increase.

Nationally, there was a small increase in numbers which went from 122,405 to 123,171 meaning there were 766 officers across England and Wales, a rise of 0.6 per cent.

Downing Street honour for brave Gareth

An unarmed North Wales officer who single-handedly tracked down a man who had fled a petrol station after assaulting and then robbing a teenage female shop assistant at knifepoint has been honoured at this year's national Police Bravery Awards.

PC 2352 Gareth Jaggard was nominated for the awards by North Wales Police Federation and joined other nominees from across England and Wales at an afternoon reception at 10 Downing Street before an evening awards dinner.

He was accompanied on the day by his wife, Charlotte, and also Federation chair Simon Newport who said afterwards: "It was a real honour to attend the bravery awards with Gareth and Charlotte.

"Gareth acted instinctively with no real concern for his own safety, putting himself in danger to apprehend a violent criminal and protect the public. He was a worthy nominee for the bravery awards, having displayed selfless courage and a real commitment to serving his community."

Gareth is a member of the underwater team and has 15 years' service. He was one of three officers on duty at Denbigh who responded to an incident that happened just before 9.30pm on Sunday 20 April 2018.

There had been a robbery at the Shell petrol station in which the shop assistant was hit in the face by the robber who told her: "Open the till or I will stab you."

Accompanied by PC 2625 Sarah Davies and PC 2141 Lisa Chow, Gareth made an early assessment of the offence and location and, using his exceptional local knowledge, made the decision to get out of the vehicle en route to the incident scene to try to intercept the suspect leaving the scene on a potential escape route.

The other officers went to the scene to help the victim, an 18-year-old lone worker who was clearly traumatised by the incident.

Gareth quickly encountered the suspect, Robert Shane Hughes, climbing over a wall fleeing from the area.

Despite knowing Hughes was carrying a knife and that it was potentially an extremely dangerous situation, the brave officer managed to contain him using his communication skills and Taser. He had also had the presence of mind to press the red button on his radio to help other officers pinpoint his exact location.

Gareth was then joined by colleagues



North Wales PC Gareth Jaggard outside No 10.

and they arrested Hughes, six minutes after the original alarm call to the Force.

Before attending the awards, Gareth admitted he couldn't believe he had been nominated.

"I don't think I have been brave and it's just what we do as police, it's what the public expect of us and what I would

expect as a victim of crime," he explained.

Gareth has already been presented with the North Wales Police Fletcher Award for Bravery 2018 in recognition of his fearless pursuit of the offender. The Fletcher Award, presented annually by the Force, is given to an unarmed officer who has shown outstanding bravery.

Once in a life-time opportunity



PC Gareth Jaggard and wife Charlotte at the evening awards ceremony.

North Wales nominee Gareth Jaggard says attending the bravery awards offered a 'once in a lifetime opportunity'.

Gareth and his wife, Charlotte, joined other brave officers at an afternoon reception at 10 Downing Street ahead of the awards evening.

"The reception at Downing Street was fantastic. We enjoyed spending time there and exploring some of the rooms. Once the photos were out of the way, there was time to relax and enjoy a drink," he recalls.

"My wife and I spent time talking to some of the other nominees. It was a once in a life-time opportunity. The highlight for me was having a photograph outside Number 10. The whole day was great but I can't see me having that opportunity ever again."

Theresa May, in one of her last official duties as Prime Minister, was at Downing Street for the reception while the Home Secretary Sajid Javid and police minister

Nick Hurd, again in their last days in their respective posts, attended the awards.

"I spoke to the Home Secretary at the evening reception. He was friendly and very easy to talk to. He was very complimentary and it was good to see him taking the time to thank all the officers for what they had done," says Gareth.

"We really enjoyed the evening. The welcome we received from all those involved was lovely and we were made to feel very special. The venue was fantastic and the

way in which the awards were showcased was brilliant; it really was a top night."

Gareth has extended his thanks to North Wales Police Federation and chair Simon Newport for everything they did for the couple.

"It was a busy day with lots of people to meet and so Simon worked hard to fit everything in. A big thank you also to our Chief Constable who made us both feel very relaxed and it was nice to spend time getting to know him," he says.

“MY WIFE AND I SPENT TIME TALKING TO SOME OF THE OTHER NOMINEES. IT WAS A ONCE IN A LIFE-TIME OPPORTUNITY. THE HIGHLIGHT FOR ME WAS HAVING A PHOTOGRAPH OUTSIDE NUMBER 10. THE WHOLE DAY WAS GREAT BUT I CAN'T SEE ME HAVING THAT OPPORTUNITY EVER AGAIN.”



'I need to hear what is really happening'

This instalment of the Q & A feature is with our newly appointed Assistant Chief Constable (ACC) Sacha Hatchett.

Mark Jones, our branch secretary, had the opportunity to put questions to the ACC on issues that affect our members. Here's what she had to say...

MJ: What is your most memorable moment in your policing career?

ACC: My most memorable moment is quite a personal one. It was in relation to a job I went to as a response officer and it was dealing with an elderly lady who was a victim of burglary. She was very frail and she had stood up to two men and had been injured. It was a defining moment; she was so articulate, so brave and so resolute that they [offenders] were not going to get anything from her. It outlined the vulnerability of elderly people to me, the importance of our job and how she saw how important we were as officers attending. It brought home the responsibility I had as a police officer to do my very best for her.

My proudest moment would be getting through my chief superintendent's process. It was my fifth attempt to get through so lots of people think 'hasn't she done so well' and I think I have done well. I am really proud that I am Assistant Chief Constable in North Wales but there have been real challenges for me to get where I am. Not everything we do we are successful at first time so persevering and putting myself through it time and time again and being successful in the end was a personal achievement for me.

MJ: How did your temporary ACC post in Cheshire benefit you and is there anything you saw in Cheshire that you were able to bring back to NWP?

ACC: I think it has benefited me hugely, it allowed me to see what happens in other forces; with force structures and it allowed me to operate at chief officer level. I got to see where we do it really well in North Wales, where we were doing it really well in Cheshire and having that shared knowledge and experience. I think that in both forces there are great people, all of whom wanted



North Wales Police Federation secretary Mark Jones puts questions to ACC Sacha Hatchett.

to do the best they possibly could. I took a lot of learning around the crime side of policing as I was 'head of crime' in Cheshire. When I have come back, I have understood multiple areas of business, that assists greatly with my current portfolios.

It also allowed me to make those links with the other North West forces so now I have those connections which is beneficial when we are looking for assistance from other areas. It has given me a wider outlook which, I feel, I bring back to North Wales.

MJ: You are the first female chief officer in North Wales. Why do you think it has taken this long for a woman to get to this senior level in North Wales Police?

ACC: I think we have had some good female role models in the past at all levels. I think this is an area that is developing and needs to carry on developing. Over time more women have come into the organisation, we have more female sergeants coming through the process which is great, however, there does seem to be a drop off point where some women do not progress to inspector/chief inspector and don't pursue careers because they have other priorities and if that is for reasons they have decided

on being right for them, then we have to respect that.

But sometimes this is about encouragement, support and flexibility. I think policing has changed and there is a greater recognition that mixed and inclusive teams bring added difference to leadership. In North Wales, for example, we have seen really good movement around senior women in police staff roles so I think it is an onward and upward trajectory. For me, part of my role is to ensure that we exploit talent across the board and that we try to get the best people in senior jobs, in specialist roles and in policing generally.

MJ: Do you believe there are barriers for people progressing in their policing careers and what should be done to overcome these?

ACC: We have to provide a 24/7 policing service and we understand the demands of the organisation. We have to meet those demands as they are expected from members of the public. At the same time, there is a lot of effort that goes on in relation to development of individuals and also trying to understand barriers. There is flexible working and that has to work for

both the organisation and the individual and sometimes there are some really difficult decisions presented to us as managers but also individuals when they make decisions around their own personal circumstances.

I think there is more to be done about encouraging talent and that isn't just incumbent on the chief officer team that is incumbent on everyone. We want the very best to lead the organisation, in whatever role they choose to go in to. We have to continue to challenge ourselves from both the perspective of are we exploiting the opportunity to get talent in and exploring every opportunity to be flexible?

MJ: *From the staff survey and Front-Line Review, we know that wellbeing in the police is still a massive area that needs improving. In your position of influence and power, what can you do to improve in this critical area?*

ACC: The direction of travel in the organisation around wellbeing and support is really positive. It is no secret that this was a huge priority for me when I was head of local policing. We started the mental health peer support, looked at our internal structures and, working with the Police Federation around RedArc (specialist nursing advice service). Wellbeing has to be a passion for everyone. This is not just about what we do as leaders but how this is translated on the ground and that is where the staff associations and support networks come to the fore.

We make decisions, we think they have been communicated in a particular way but you test it later and it hasn't been received in the way it was meant to be received. It is that continued emphasis on people, making sure they feel supported and if they don't, having that understanding as to why that is the case, the importance of feedback. Ultimately, we need people in work and we understand that policing is challenging so the support that we have to put in place for our own staff is really critical. The emphasis around the understanding of wellbeing, for our managers, is really important.

MJ: *One of your areas of responsibility is local policing. Culturally, there is a perception that response policing is seen as the least important, not a 'specialism' and sometimes even seen as a 'punishment posting'. What are your views on response policing and what can be done to alter that perception?*

ACC: I reflect and think 'is that perception that different from when I joined 22 years ago?' The reality of it is that response and neighbourhood policing are the bedrock of what we do. It is where we get to understand our business, it is where we work with the community and understand the vulnerabilities, it's where we learn our trade. It is disappointing that it is viewed as being not valued.



ULTIMATELY, WE NEED PEOPLE IN WORK AND WE UNDERSTAND THAT POLICING IS CHALLENGING SO THE SUPPORT THAT WE HAVE TO PUT IN PLACE FOR OUR OWN STAFF IS REALLY CRITICAL. THE EMPHASIS AROUND THE UNDERSTANDING OF WELLBEING, FOR OUR MANAGERS, IS REALLY IMPORTANT.

Our response officers are invariably the first on the scene of a murder, they are the first at the scene of a collision, they are giving critical care to members of the public. I think that if somebody turned to me and said they had been a response police officer for 30 years then that is something to be really proud of and celebrated. There is a reality here and that is that often people seek to do a 'specialism'; an add-on, to what they have learnt in response policing. Ultimately, that specialism is performing a specific role whether that be CID, roads policing etc but they are doing that role with the fundamental knowledge that they understand what response policing is all about.

I have come through the response policing world and I am incredibly proud to have been head of local policing. The role response officers do is amazing. I understand their frustrations at times because, ultimately, local policing is the feeder to other policing areas, and that will not change. While people may see colleagues moving on, they must see it in the context that those colleagues have a fundamental knowledge of response policing. People who choose to stay on response and neighbourhood policing should feel proud as they are doing a fundamental role to policing.

MJ: *How do you value the relationship between the staff associations and the Force and what more can be done to ensure that those representing the workforce are included in key decisions?*

ACC: I have had the benefit of going out of North Wales, coming back and now seeing just how strong the relationships are with the staff associations and that is something that North Wales should be really proud of. That isn't to say that we agree on absolutely everything, there is a big difference with our roles. The fact is that the associations should be there as critical friends, the fact that they should be there as a 'barometer' to staff feeling and being there to interpret how initiatives have landed with the workforce. Staff associations are at the key meetings and they participate.

I think that the Federation, UNISON and the Superintendents' Association have a good enough relationship to come and knock on chief officers' doors. I think we have a chief officer team who are really open to that method of communication and I certainly know, and have done this before,

when I have something where I don't think it is quite right I put the phone call in to either you [Mark] or to other Fed reps or to PCs and sergeants who I have known for years who I know will give me an honest answer on what I am seeking to understand. Moving forward, I would want that honest conversation to continue to take place because I need to hear what is really happening, not what people think I want to hear. The relationship with the staff associations and networks can never be underestimated.

MJ: *We know that we have outstanding people working for North Wales Police. What more can be done to improve reward and recognition in the Force?*

ACC: We do have outstanding people. One of my biggest frustrations is that when it comes to external awards I am not inundated with lots of people who want to tell me how outstanding their staff are. I understand people are busy and I also understand people do value a 'well done' from their line manager. This isn't all about awards, ultimately, knowing that your manager knows that you are doing a good job is what motivates a lot of people. I think sometimes there is a lagging of time when we can appropriately recognise someone. This can be because we are awaiting outcomes for court, for example, but I do wonder if we can speed that up. It is incumbent on all of us to recognise each other's achievements.

MJ: *What one key message do you want to pass on to Federation members in North Wales?*

ACC: The chief officer team are open to ideas and innovation and that I want to understand what is going on in areas and what could be different. Officers can use their Federation reps to feed in to us, ensure we know how change is landing, what works, what doesn't and give us new ideas. The chief officers are not the 'owners' of the good ideas, invariably they come from front-line staff who are doing the job. Ultimately, I am immensely proud to be ACC in a force that I have started with and to work alongside the quality of people we have here. People who care about the public, who care about the jobs they do.

MJ: *Marmite. Love it or hate it?*

ACC: Hate it! Love Bovril though and wine!

George praises the work of COPS at moving remembrance service



George Parker is greeted by Mum Kate after making a moving speech during the service.

The son of a North Wales police officer who died on his way home from a night shift spoke passionately about the support provided by Care of Police Survivors (COPS) at the charity's annual service of remembrance at the National Memorial Arboretum.

George Parker was three when his father Andy died in a motorbike crash after a night shift on 23 September 2005. Andy was 30-years-old.

George told those gathered at the service about the good times he and other officers' children had at Drayton Manor near Tamworth, Staffordshire during the annual COPS survivors' weekends, which include the remembrance service, and discussed the firm friendships they formed.

He praised the Police Unity Tour (PUT) cyclists saying that he hadn't realised how much it would mean to him to be presented with a wristband bearing his father's name by a PUT cyclist and urged everyone in policing to tell colleagues about COPS' work.

He also paid tribute to his Mum, saying: "She's such an amazing woman. I am so proud to have her as my Mum."

After the service, Simon Newport, chair of North Wales Police Federation, said: "It was wonderful to hear George speak about how COPS has helped him and other survivors over the years. It's not everyone who can stand in front of a large crowd and talk about something so personal but he did so with great charm and presence of mind.

"He helped give a real sense of how the support offered by COPS can make such a

difference to the families left behind when a police officer dies. While we can all try to empathise and help these families, it was clearly evident that the support offered by their peers, the family members of other fallen officers, was invaluable.

"I am full of admiration for George and I am sure his Dad would be very proud of him as his Mum obviously was on the day."

George was one of four family members to talk about the loss of a police officer and the life-line offered by COPS through which the families of fallen officers and police staff are able to support each other while the charity also provides access to counselling services to help survivors rebuild their lives

The service, held in an open-sided marquee on Sunday 28 July, was attended by chief officers, Police and Crime Commissioners and representatives of Police Federation branches as well as other stakeholders.

It was opened by the national president

of COPS, Gill Marshall, who was widowed when her husband died on duty in 2006 when their two daughters were two and four.

"COPS is a wonderful organisation," she told the congregation as she thanked everyone for supporting the charity.

Gill spoke of how COPS had helped her rebuild her life, with the support of other fallen officers' families through the charity giving her 'a sense of belonging in the darkest of moments'.

That was a similar theme for the other family members who gave accounts of their own experiences.

Alongside George, this year's family speakers were: Angela Morgan, fiancée of DC Gary Freeman (36) of Derbyshire Constabulary, who died along with DC Anthony Thornley when their vehicle was in collision with a lorry on 19 August 1994; Greg Lashmar, son of PC Brian Lashmar (39) of the Met, who also died in a crash on his way back

Continued on Page 15

“IT WAS WONDERFUL TO HEAR GEORGE SPEAK ABOUT HOW COPS HAS HELPED HIM AND OTHER SURVIVORS OVER THE YEARS. IT'S NOT EVERYONE WHO CAN STAND IN FRONT OF A LARGE CROWD AND TALK ABOUT SOMETHING SO PERSONAL BUT HE DID SO WITH GREAT CHARM AND PRESENCE OF MIND.



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Continued from Page 13

from night duty, on 24 January 1989, and Donna Cox, sister of PC Jo-Ann Jennings who was 23 when she was killed in a patrol car responding to a disturbance on 12 November 1989.

"Gary went to work that morning and didn't come home," Angela said, adding that her world was shattered with his death had left her heartbroken and nearly broke her. At the time of Gary's death, COPS was not in existence so she didn't have the support network she has since been able to forge through the charity.

Greg had just turned 14 when his father died and admitted keeping a lot of his emotion inside.

"I was the man of the house, I had to be the strong one," he said.

His grief nevertheless left its mark. Having heard a bugler play *The Last Post* at a funeral, to this day he can't bear to hear it played.



Waiting for the arrival of the PUT cyclists.

He had initially not engaged with COPS but was encouraged by the charity's founder, Christine Fulton, to do so around four years ago when Paul Spencer rode the PUT for Greg's father. That led to a 'teary hug' that allowed him to let out some of the built-up emotions and speaking to other families who had lost officers made him realise he was not the only one to feel how he did.

Donna gave an emotional, but at times light-hearted, tribute to her older sister, best summing it up by saying: "I just miss her."

During the service, Denis Gunn, past president of COPS, read out the names of the officers added to the roll of honour since the last COPS service in July 2018:

Special Agent Nole Remagen (42) of the United States Secret Service, who died on 17 July 2018, two days after suffering a stroke while on presidential protection duty in Scotland;

PC Joseph Cooke (39) of the Met who injured his shoulder while making an arrest. While having surgery on the injury, five months later, he suffered a brain injury which proved fatal on 25 December 2018;

PC Daniel Clayton-Drabble (24) of Thames Valley Police, who died in an accident as he



George Parker addresses the service.

drove home from work on 26 December 2018; **PC Kevin Flint** (52) of Thames Valley Police who died on 15 January 2019 when his motorbike was in collision with a car as he drove home from work; and

PS Colin Michael Fox of the Metropolitan Police who died on 1 May 2019.

The service, which included music from the West Midlands Police Band, also featured two songs performed by soloist Diane Whyllie and the laying of wreaths led by a Staffordshire Police Cadet.

The service was closed by Sir Peter Fahy, the COPS chair of trustees, and guests then headed to *The Beat*, an avenue with a tree dedicated to each force, to pay a further tribute to their fallen officers.

Ahead of the service, those taking part in the Police Unity Tour ride, including representatives from forces across England and Wales who set off from various points across the country on the Friday, followed the Blue Knights motorcyclists into the arboretum where they were greeted by a raincoat-clad and umbrella-holding crowd.



COPS is there for families

By Inspector Craig Jones, operational planning

Here's me with Shonagh Ferry, widow of Alasdair Ferry who was killed while riding his police motorcycle in 2003.

I wore Alasdair's wristband and met with Shonagh at the tree planted for the old Fife Constabulary for whom he served prior to Scottish amalgamation.

I found the whole experience of meeting Shonagh at the arboretum very moving, particularly hearing her story of how she lost her husband leaving her with four young children, and the life-long difficulties she and her family have faced. It brought home the stark reality of just what the whole COPS charity is about.

It also reminded me of the risks officers are exposed to on a daily basis, and how quickly lives can be changed for our families through the vocation we have chosen.

It dredged up memories of my old colleague and housemate Ralph Jones who sadly lost his life while on his bike course and also about how close I came to being killed some years ago when a local suspected drug dealer chose to deliberately run me over in Abergele when I served there as a sergeant in 2008.

COPS is there to help those families who weren't so lucky.

I look a bit rough in the photo. Anyone would think I'd had hardly any sleep and cycled for 240 miles into driving rain...

Wellbeing put to the fore with new strategies

We took along a huge box of bananas to hand out when we attended the Supporting The Whole You launch event for the North Wales Police Wellbeing and Workplace Representation Strategies.

Since one of the themes of the event, on 21 June, was health and wellbeing, we thought the bananas were a fitting giveaway along with the usual leaflets available on our North Wales Police Federation stand.

The Wellbeing Strategy sets out the Force's approach to wellbeing over the next two years to ensure all members of the workforce are fit, healthy, happy and able to meet the demands placed on them.

Awareness of wellbeing issues and particularly mental health has been growing not only within police forces but in other emergency services and in the UK as a whole. The Force is very aware of the demand and psychological impact of the nature of the work we do.

The Police Federation 'Demand, Capacity and Welfare Survey 2018' indicated that 81 per cent of those in North Wales Police who responded had suffered from stress, low mood and anxiety over the previous 12 months and other issues highlighted included the lack of officers to do the job properly, the frequency of single crewing and the high workload.

This is all set against a background of an increase in absences due to psychological disorders, a rise in the number of referrals for counselling and continuing demand for



North Wales Police Federation got behind the wellbeing message by giving away bananas to those attending the Supporting The Whole You launch event. Pictured are (left to right) Federation assistant secretary Mel Jones, secretary Mark Jones and Chief Constable Carl Foulkes.

Critical Incident Debriefs. It is also recognised that there is a stigma in policing around admitting we are struggling, particularly psychologically, and seeking

support when needed.

Broadly, the overall vision for wellbeing is to: support our workforce to be fit, healthy and happy in mind, body, work-life and finances by providing an innovative, flexible and creative health and wellbeing provision which enables the Force to adapt to the changing demands of the modern policing environment.

The Force is working towards the six themes of the College of Policing Blue Light Framework. In order to promote the wellbeing offer, it will focus on the four areas of healthy mind, healthy body, healthy work-life and healthy finances and the wellbeing offer in these areas is set out in the strategy.

Workforce representation is not about meeting quotas, arbitrary targets or lowering standards. It is about tackling underlying causes or problems that can hold people back. It is about ensuring everyone has a fair and equal chance to develop within the organisation.

Nationally, there is recognition that there is still significantly more to be done to



embed diversity, equality and inclusion into policing as a whole and North Wales Police has recognised it needs to make efforts to tackle under-representation in the police service.

The Workforce Representation Strategy, therefore, outlines how the Force will make a start. It acknowledges there will not be changes overnight, however, the strategy sets the Force on a course that influences the culture of the organisation. It challenges everyone to think differently about how the Force supports its staff and how it can take the organisation forward in the future to be truly representative of the communities it serves.

To emphasise the importance and value of both wellbeing and workforce representation, a number of speakers were invited to the launch.

The keynote speaker was former Metropolitan Police Chief Superintendent John Sutherland. John is a married father of three, who lives with his wife and children in South London. He joined the Met in September 1992, serving for more than 25 years until his retirement in February 2018.

The latest Police Federation 'Demand, Capacity and Welfare Survey 2018' indicated that 81 per cent of those in North Wales Police who responded had suffered from stress, low mood and anxiety over the last 12 months

Having won the Baton of Honour as the outstanding recruit in his training school intake, he rose through the ranks to become a highly respected senior officer. During the course of his career, he worked in a wide variety of roles, both uniform and detective, right across the capital.

That was until he became very ill, and ultimately retired on the grounds of ill health in 2018. John spoke with utter honesty about his experience of illness, recovery and wellbeing while being a serving officer in the Met. He began by stating that he just tells stories, but you could have heard a pin drop as he spoke about his experiences.

He emphasised the importance of recognising illness, both for the individual and their family and colleagues – the most important aspect of this is really listening to each other. John also spoke about the people of an organisation versus its processes and how, while his colleagues were caring and supportive, the processes that underpin the organisation can completely undermine that with long

drawn-out practices which undo all the good. Ultimately, it's all about looking after each other.

The other speakers presented in break-out sessions, and included:

Emma Preston, a 52-year-old transgender woman, a diversity and inclusion advocate and activist. Emma spoke passionately about her experiences, both pre and post-transition. She was brutally honest about the challenges that she's faced and the decisions she has had to make. Her presentation was inspirational.

Natasha Doran Jones joined North Wales Police in November 2006 as a communications operator, and joined as a PC in March 2009. She applied for the role of Armed Response Vehicle (ARV) officer and completed her course in November 2011.

She then went on to do an 18-month attachment to the Royal Residence Protection team which provided her with the opportunity to work closely with the Metropolitan Police Protection teams and the Royal Air Force (RAF). She has been fundamental in raising the profile of the firearms unit by organising familiarisation days and encouraging applications from underrepresented groups.

Andrew Edwards spoke about living with autism. After being told 'in all probability your son will be institutionalised', Andrew's mum had set out to prove the specialist wrong. Andrew has since won a Welsh National Young Volunteer Award, given speeches on his condition and worked as a statistician at Manchester United Television.

James and Alix Donaldson spoke about



Federation secretary Mark Jones (left) with former Met Chief Superintendent John Sutherland who now talks about his experiences of mental illness.

their own personal experiences, including the diagnosis of a post-traumatic disorder that shattered their world, and set them both on a long pathway to recovery. They went on to develop their own consultancy and training company delivering bespoke programmes, including mindfulness, to various organisations throughout the UK.

The day closed with a Q & A session with all the break-out session speakers. It was a packed day, very thought-provoking and setting the tone and aspiration for wellbeing and workforce representation within North Wales Police in the future.

Oh, and all the bananas went!

You can access both the strategies and read more about all the speakers at <https://tinyurl.com/y2z6wdjv> (internal web address).



Pictured (left to right) are Federation assistant secretary Mel Jones, Federation workplace representative Inspector Essi Ahari, who is trained to offer mental health peer support and Mark Jones, Federation secretary.



Officers gather at the welfare truck to talk to Federation representatives, discuss health and wellbeing and grab a coffee and snacks.

An all-round approach to wellbeing

Hercules, the Police Mutual coffee truck, visited North Wales Police in June as part of the company's 'BeFit4Life' programme.

BeFit4Life is an all-round approach to wellbeing to help you achieve the balanced lifestyle that makes the working day so much easier.

The philosophy is that being fit for life is more than just physical fitness, and that your health and wellbeing is strongly linked

to how effectively you manage your finances which, in turn, can reduce the likelihood of you suffering from a depression or anxiety-related health problem.

So, Police Mutual aims to not only provide the police family with tools and information on how to make the most of their money but also to help keep them happy, healthy and fit for life.

The team offered an impressive range of barista-prepared hot drinks and snacks, along

with financial information. It was a perfect opportunity for colleagues to take a few minutes out, talk to each other and get practical advice on staying healthy, physically, psychologically and financially.

Police Federation representatives were also on hand to support and talk to colleagues about issues affecting them.

You can find out more at <https://www.policemutual.co.uk/about-us/how-were-making-a-difference-to-police-lives/>

Welfare for officers on mutual aid

North Wales Police Federation has created a welfare pack to give to all North Wales Police officers deployed on mutual aid.

The packs contain a few snacks, a bottle of water, hand sanitiser, toothbrush, wet-wipes, a pen and a leaflet about mutual aid FAQs with contact details for the Federation in case you need to contact us while you are away. It's all in a handy drawstring bag that you can use again.

Mark Jones, secretary of North Wales Police Federation, said: "Over the years I have been on numerous mutual aid deployments. They have all been great experiences - even spending a week in a PSU van without clean clothes. But, as your Federation, we wanted to let you know that we were thinking of you when you are on deployment, protecting the public. The welfare packs are a small gesture - we all love a freebie - and are there to provide a handful of treats to keep you going on those long days. We hope you enjoy them."

We hope that you find them useful - if you've had one and have any suggestions about anything else that you would like to see included, please let us know.



The Federation's mutual aid welfare pack.

Helping our families support us

By Chief Inspector Alun Oldfield, North Wales Police Federation workplace representative



The most positive aspect of policing during this Government's current reign is the drive to improve health and wellbeing.

One could argue that it has caused so many issues due to the austerity cuts but we must remain professional and focussed on looking after ourselves and loved ones.

While the afterthought of a potential 2.5 per cent pay rise may help make us smile short-term, it will not address the more serious issues of mental wellbeing.

As a Force, we are improving constantly and also evolving. You will have noted that every single computer now has a health and wellbeing icon on the screen which takes you directly through to the relevant page. Simple steps like this will encourage us all to look after each other better.

We continue to strive to improve what we can offer to support our colleagues who work in very difficult conditions. We are carrying out assessments on who should receive welfare screening depending on the role that is carried out. In an ideal world, and against the advice of the College of Policing, I personally feel that anyone linked to operational policing should receive the welfare screening.

What we all often overlook is the support we receive outside of work. What happens in work can have an impact on your home life. Who supports you the most,

your sergeant, your inspector, a colleague? I would suggest not.

I personally feel you receive the most support from your nearest and dearest at home. When you have a bad day facing challenging demands, witnessing horrific circumstances and you are left feeling vulnerable, it is your family who will generally support you the most. Clearly, as an employer, North Wales Police will offer every possible support mechanism it can, but day to day support sits with our loved ones.

But we never prepare them for those bad days you have, do we?

There are a number of simple techniques loved ones can employ to look after your mental wellbeing. Thankfully Mind, through the Blue Light Programme, has prepared a booklet that addresses all of these issues.

Mind research shows:

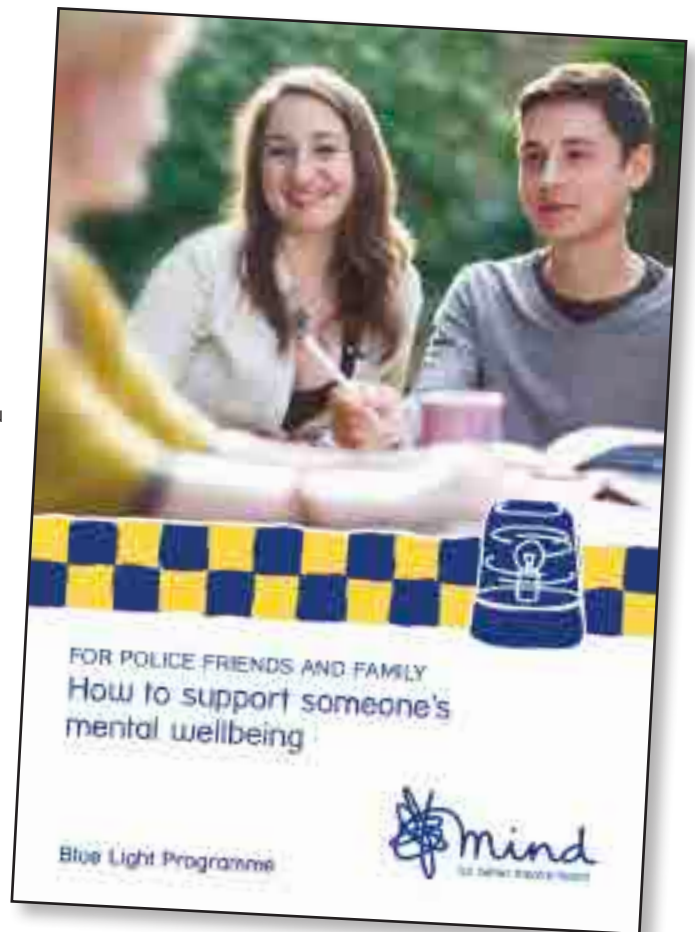
- Police service personnel are more at risk of developing a mental health issue than the general population
- 91 per cent of police have experienced stress and poor mental health at work
- Police service staff and volunteers work hard to prevent mental health problems affecting their performance at work but this can impact relationships with friends and family.

It advises in some detail the following key areas:

- **What can affect someone's mental wellbeing?**
- **What can I do to help someone stay mentally well?**
- **How can I support someone to seek help?**
- **What can I do if someone doesn't want my help?**
- **What can I do if it's an emergency?**
- **How can I look after myself?**

The booklet also contains useful contacts and advice.

I know through the various roles I carry out that North Wales Police is committed to

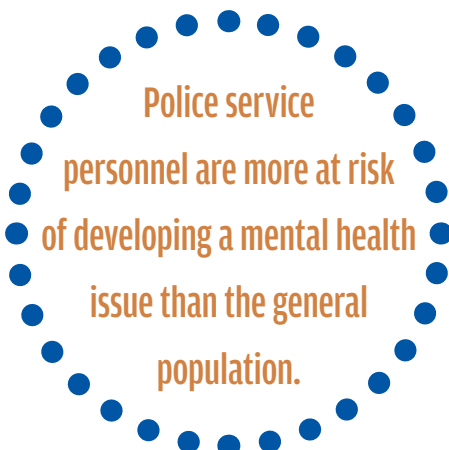


looking after us. This document simply helps our nearest and dearest to do the same.

The booklet can be downloaded from our website: <http://www.nwpolfed.org/wp-admin/post.php?post=516&action=edit> Or from the following link: https://www.mind.org.uk/media/16769666/police_new-images-2017.pdf

The Force has also ordered a number of booklets that can be requested from Jennifer Hutchinson.

There is no issue with opening the document in work and emailing it to your home address.





Maria Hughes, head of medical services, is pictured with (left to right) Tudor Jones, Martyn Rice and Federation secretary Mark Jones.

Why the blood test for prostate cancer is so vital

By Brian Robinson, former chair of North Wales Police Federation and now a member of police staff.

This is a personal story of why I would encourage every eligible man to take this test. A couple of years back the ManVan from Prostate Cancer UK visited St Asaph.

I attended the presentation as being a male aged over 50 I fell into the at risk category. Best practice is you should be tested at 40 for a baseline test and every five years after that.

One of the indicators of prostate problems they mentioned was not sleeping through the night but being woken by having to pee. I had put down my nightly padding across the bedroom to getting older and more than 30 years' working shifts and having disturbed sleep patterns.

The nurse at the ManVan was excellent

but was only able to give general advice so, unusually for a man, I actually made the effort to visit my GP.

I was given a DRE which stands for digital rectal examination; it's not only the police who love a three-letter acronym. This examination revealed nothing obvious and, after a few questions about my family history, I was reassured and sent on my way.

So, earlier this year I had a urine infection just prior to going on holiday. I then went through the obstacle course of getting past the receptionist at the GP's surgery to get an urgent appointment and was sent to the triage nurse.

I knew I needed some antibiotics to clear up the issue before going away, and just wanted it over and done with. I was thoroughly examined and the nurse sent me off for what appeared to be a barrage of blood tests.

The results came back and I was

particularly disappointed to be told that I needed to carry on taking antibiotics for the first few days of my holiday so no alcohol on the plane or the first few days of holiday.

However, I was also called in see the GP as my PSA (Prostate Specific Antigen) test - I told you the NHS love a TLA, a three-letter acronym, nearly as much as the police - was high.

Another DRE by the doctor and no issues found there, but I was told that a urine infection can adversely affect the result of a PSA test for up to six weeks. Reassured again, it was off on my holidays and another PSA blood test booked on my return. This test came back lower, but was still within limits of concern. I was hoping the level would fall further so when the third test came back even higher I was referred to the consultant urologist.

I had done the usual internet searches before I went to the consultant and found

“ EVERY TIME I WAS ASKED ABOUT MY FAMILY HISTORY, I SAID THERE WERE NO ISSUES. WELL, IT TURNS OUT THAT I WAS COMPLETELY AND UTTERLY WRONG. THERE WERE PROSTATE CANCERS ON BOTH SIDES OF MY FAMILY TREE BUT NO ONE TALKED ABOUT THEM BECAUSE APPARENTLY IT WAS TOO EMBARRASSING TO TALK TO OTHER MEN ABOUT PROBLEMS DOWN THERE!

the Prostate Cancer UK website really useful and informative. Even better, they have an experienced nurse to call and speak to. This service was brilliant, the nurse explained my options and was able to explain the best method for identifying any cancer.

This is now proved as an mpMRI scan before any invasive biopsy. The mpMRI will identify any areas for concern and allow a biopsy to be targeted at the identified areas for concern. This improves diagnosis from 22 to 38 per cent in identifying cancers.

The other standard biopsy test is a random sampling test which, after speaking to other people, was best described as, 'getting mediaeval on your ass'.

Armed with this information, it was off to the consultant. Here I was asked about family history again and advised of the next steps. I opted for the mpMRI before undergoing a biopsy. This method of diagnosis is pretty standard in England but is not available in all parts of the NHS in Wales despite the Welsh Assembly agreeing it is the best method of diagnosis. It is currently not available on the NHS in North Wales and is only offered in two health board areas in South Wales. Due to the post code lottery, I paid for an mpMRI.

The mpMRI test came back with results that meant I was booked in for a template biopsy; the targeted biopsy, rather than the random stabbing. Prior to the operation, the surgeon reviewing my notes looked at the

mpMRI results and said: "Well, you tried to avoid the biopsy!"

I am now awaiting results of the biopsy and am hopeful that whatever is in my prostate is contained there so it can be treated.

So why am I writing this account?

Well, every time I was asked about my family history, I said there were no issues. Well, it turns out that I was completely and utterly wrong. There were prostate cancers on both sides of my family tree but no one talked about them because apparently it was too embarrassing to talk to other men about problems down there!

It was, therefore, so pleasing to see the recent initiative to have men tested for prostate cancer at the Federation office. With the pension changes meaning an older workforce, it is essential that proactive identification of health issues are undertaken and I would urge the Force to consider funding mpMRI scans if anyone has a result from the blood tests that needs further investigation. Prostate cancer can be treated effectively, but only if identified early.

And finally, an apology in advance, I may reprise 118 for November this year, but a big thanks to friends and colleagues who have unfailingly indulged in some massively inappropriate humour at my expense which has raised my spirits immeasurably.

Success of first screening event leads to two more dates

By Joy Tipton, Force physical training instructor

On the afternoon of Thursday 27 June it was all hands to the pump as Maria Hughes, head of medical services, together with her team and with assistance from the Federation office, set up the first PSA testing event.

The Federation offices were quickly turned into a clinic facility of registration and bloods followed by tea, coffee and biscuits. The event was due to commence at 5pm, however, on arrival at 4.30pm our first 'customer' walked through the door and, from that moment, it didn't stop until 9pm.

The turn-out and atmosphere was amazing. It was like being transported back 30 years to the days when we had social events with officers and staff turning up, seeing people they hadn't seen in ages and catching up over coffee and, I have to say, Mark Jones, Federation secretary, makes a great brew.

The evening could not have gone ahead without the help of the two phlebotomists - Martyn and Tudor - who gave up their own time to support the event.

On a serious note, PSA screening can pick up some prostate cancers before they have any symptoms. This means that the patient can then make a decision about whether they should undergo treatment. It can also mean that if the cancer is fast-growing, it may be possible to start treatment early enough to stop it spreading beyond the prostate and becoming advanced prostate cancer.

All male officers and staff over the age of 40 were invited to attend and on the evening bloods were taken from 119 people. These bloods were sent away and the results sent back to the individual.

There were a number of officers and staff who were unable to attend on the evening so, due to the success of the event, two further dates, covering a number of locations, have been agreed:

16 OCTOBER

8am – 10am Force control room

10.30am – 11.30am Denbigh Police Station

12 noon – 1pm Mold Police Station

2pm – 8.30pm – Llay

21 OCTOBER

9am – 10.30am Dolgellau

11.15am – 12.30pm Blaenau Ffestiniog

2pm – 8.30pm Caernarfon.

Having the ability to screen someone for PSA could actually save a life. If you are a male over 40 please make every effort to attend one of the October sessions and make your health and wellbeing a priority.



The Chief Constable looks away as he has a blood sample taken.



Seminar raises suicide awareness

Suicide is not inevitable. Suicide can be prevented.

Suicide within policing has become a significant issue and Police Care UK believes there is a need to equip people with the tools, knowledge and techniques to better support someone who is at greater risk of suicide.

The Police Care UK seminar series on suicide awareness and prevention is designed to equip participants with basic suicide prevention skills plus more advanced information around supporting a colleague who may be at higher risk.

Five North Wales Police Federation representatives attended the latest suicide awareness seminar in Liverpool on 12 June 2019.

"This is without doubt one of the best courses I have attended," said Inspector Ceri Hawe, one of the North Wales Police Federation equality leads.

"It was so thought-provoking and relatable to jobs and issues I have dealt with over the years as a police officer, manager, friend and family member. It definitely busted some myths and preconceptions many of us have around this common and complex issue.

"I found myself reflecting on situations I had been involved in and how I could have better dealt with them and offered more support; things I have said or done with the best of intentions, but actually I probably didn't do the right thing.

"It's a phrase you hear a lot nowadays 'It's OK not to be OK', but never has it resonated with me as much as it did this day. The host of the day was truly engaging and made a difficult and sad issue, interesting and at times entertaining. It sounds wrong to say that, but if you had been there you would get it. I got a lot from this day which I will use not only in work but out of work too."

The day began with myth-busting, which included:

- If someone talks about suicide they'll never attempt or complete suicide - **myth**
- Suicide is illegal - **myth**

- Only counsellors and doctors can prevent suicide - **myth**
- If a colleague wants to take their own life there is nothing I can do about it - **myth**
- People who try to kill themselves must be mentally ill - **myth**.

Resilience is an individual's ability to properly adapt to stress and adversity, and it's vitally important. The factors that affect resilience can be roughly grouped into two areas, protective and risk.

Protective factors build up, strengthen and support resilience and include - but aren't limited to - the development of active coping skills, positive emotions (optimism, motivation), a sense of control, self-esteem, good health, economic stability, stable relationships and a sense of purpose.

Conversely, risk factors push down, weaken and eat away at resilience. These factors can include loneliness, passive coping skills (not asking for help), negative emotions (pessimism, anger), feeling out of control, addictions, self-loathing and impulsive personality, social isolation, physical illness, relational problems and stress.

Major risk factors include alcohol use, drug use, trauma and stress.

The seminar looked at benchmarking stress – comparing results from policing studies with the results from non-policing studies (using Health and Safety Executive figures) where on average police respondents find their job very or extremely stressful, 20 per cent more than the general population.

The programme went on to explain the need to maintain your own mental health – focusing on emotional resilience skills which reduce the risk of developing issues such as depression. As levels of risk and protection change, which they inevitably do, our level of resilience is affected.

Normally our resilience is strong, we are unlikely to be at risk of clinical depression or suicide, however, if our protective factors weaken or our risk factors increase then our resilience will be weakened, and it's important to recognise this.

Clinical depression was discussed in some more detail, along with the three aspects of helplessness, hopelessness and worthlessness.

Ultimately, if a person's resilience continues to decline they could become at risk of suicide. So what causes suicidal thoughts? That's a difficult one as there is no one cause, every case is unique and the final straw is different for everyone.

Recovery from suicide risk is not always a smooth path, and it is important to recognise this. Many things can aid recovery from counselling to training, such as mindfulness, lifestyle changes and medication, and effective signposting can allow an individual to find help. While most people can be saved, sadly not all can be.

So what can we do?

- Look - watch out for warning signs
- Listen - and ask - and
- Link - to the help that is there.

However, things might not be wrong; the key thing is to ask and active listening is crucial. Most suicidal people don't want to die – they just want the pain to stop.

Mel Jones, North Wales Police Federation assistant general secretary, said: "The seminar was delivered by an extremely professional trainer who had a very in-depth knowledge of the subject matter.

"There was a You Tube type presentation from a Californian Highway Patrol officer who had served 22 years patrolling the Golden Gate Bridge, San Francisco. He had encountered numerous people on the bridge intent on committing suicide.

"He had spoken to many and some he had been successful in persuading to come the other side of the barrier but sadly a number had jumped. The presentation was again extremely professional and reminds us all of what police officers can face in their daily duty.

"In relation to lessons that we can learn as Fed reps, the most important aspect for me is to once again remind us that we are not mental health professionals and we should always disclose to such professionals if any of our members mention that they are suicidal. That form of disclosure can never be kept confidential."

Co-habitee rebate available to GIS members

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- On Duty Assault Benefit.
- RedArc Plus.
- UK and Europe Motor Breakdown Cover.
- GP24 (this is a 24/7 access to a UK based GP from anywhere in the world).
- Unsociable Hours benefit.

For details of how to join contact the Federation office on 01492 805400 or visit www.nwpolfed.org/group-life-insurance

Menopause guidance published

The Force has published guidance to set out the support available to officers and staff going through the menopause.

The guidance sets out the responsibilities of managers, the occupational health team, the diversity unit, HR, staff associations, support groups and individuals themselves.

It aims to help women access support and better manage their symptoms in work and make everyone understand the impact of the menopause so they can support colleagues.

The Force will consider reasonable adjustments for women during the menopause and these can be discussed with line managers or the diversity unit. It also has a supply USB desk fans which are available upon request.

A toolkit is available on the menopause page of the HR SharePoint site and includes factsheets, leaflets, presentations and reports.

The Force has a Menopause Action Group chaired by PS Sophie Chance who can be contacted on extension 88934 and support groups are being set up across the Force.

For more information, please contact Jennifer Hutchinson, wellbeing lead, on extension 04092 or via email/Lync.

National guidance on supporting women in policing through the menopause will be launched in September.

Chief Constable Carl Foulkes is the new National Police Chiefs' Council's gender lead and has been involved in the work around the guidance along with other chief officers, Federation branches, Menopause Action Group members and external stakeholders.

The guidance follows the publication of the results of the Federation's first national survey on the menopause last year.

It revealed that 42 per cent of North Wales Police officers and staff feel their performance at work had been negatively affected by the menopause with 20 per cent saying they believed this had changed their manager's and colleagues' views on their competence.

Almost three quarters (71 per cent) said the symptoms of the menopause were either moderately or extremely problematic which was lower than the national average of 76 per cent.

A total of 17 per cent said they had considered leaving the job because they had found it difficult to deal with the menopause at work. This compared with 20 per cent nationally.

Did you know that where two serving officers or staff members reside together they can apply to the Federation office for a discount to be applied to their Group Insurance Scheme subscription fees?

The discount is £2.50 per month and is for each member. This ensures that both members continue to receive full cover but provides a discount for those element of cover giving couple or family cover.

The discount is only available upon application and cannot be paid

retrospectively as premiums will have been paid to the insurer so cannot be reclaimed.

Members must notify us if there is a change of circumstances which would mean that they are no longer eligible for the discount.

All requests for a rebate must be made direct to the Federation office together with proof of co-habitation, i.e. home address details. If you would like to know more, please contact the Federation office at FedAdmin@nthwales.pnn.police.uk



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New PIP booklet

Post Incident Procedures (PIP) have been in place for many years, initially just for firearms incidents but they are now used for a number of investigations where there has been a death or serious injury (DSI) following police contact.

Detective Inspector Iwan Roberts, the North Wales Police Lead Post Incident Manager (PIM), has said: "Because of the nature of the work we do and the people we deal with as police officers and police staff, we could all find ourselves being involved in a PIP at some point during our careers."

In 2018, North Wales Police Federation arranged for your local Federation representatives to receive accredited training in relation to PIP. Delivered by the Police Firearms Officers' Association (PFOA), the training aimed to make sure officers

have the best representation and support throughout the PIP.

However, it's become apparent that many officers don't know what a PIP involves, or its purpose. This has, in turn, led to feelings of uncertainty and anxiety for some officers who have found themselves part of a PIP following incidents involving a death or serious injury.

To address this, North Wales Police Federation has produced a PIP booklet that will be issued to every North Wales Police officer. It provides more detail about the PIP, including how it supports you.

This is followed by personal accounts from two officers who have recently gone through the process and an explanation by Richard Black of Slater and Gordon of the legal representation you will receive (and



why you need it) as a member of the Federation.

Mark Jones, secretary and treasurer of North Wales Police Federation, said: "Post Incident Procedures are still very much an unknown to the vast majority of officers and staff. We feel, in the Federation, that there is a huge amount of awareness needed so officers and staff feel more knowledgeable should a PIP be called.

"This information booklet has tried to do just that in providing an overview of the process, answering some of the most common questions and explaining why having good welfare and legal support in such proceedings is critical."

The booklet will be sent to all officers in September.

The booklet is also available on our website – <http://www.nwpolfed.org/post-incident-procedure-pip/>

New book honours fallen officers

For first time, the National Police Roll of Honour has been published in book form.

The new book, the UK Police Roll of Remembrance 2019, was launched in London in July.

It lists the names of officers who lost their lives on and in the line of duty in chronological order, with indexes by both police force and individuals' surnames. The book also includes milestones in policing history to set the deaths in a historical context.

Royalties from the book will be used to continue the Police Roll of Honour Trust's work.

You can order a copy of the book, which costs £25, from Amazon and through the Roll of Honour Trust online shop at www.policememorial.org.uk/store

• The Federation has a copy of the book in the office if anyone wants to view it.



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A new vision for North Wales Police

Chief Constable, Carl Foulkes, has announced his new vision for North Wales Police:

To make North Wales the safest place in the UK.

In deciding what his vision for the Force should be, Mr Foulkes has spent a lot of time talking to officers, staff and partner agencies; looking at where we are now and where we want to be in the future.

The consensus is that we are a good force – Her Majesty’s Inspectorate of Fire & Rescue Services (HMICFRS), our people and our communities agree with this, and the crime statistics show that North Wales is already a safe place – but now Mr Foulkes feels we should be more aspirational.

So why is it important?

- It’s what we should be doing for our communities
- It fits where we are
- We’re a good force – lets be outstanding and to be the best we can possible be.

So how will we achieve the vision?

Our focus – the specific areas the Force will look at initially – will be:

Our people

- Make wellbeing a priority for everyone

- Engage with our teams
- Develop workforce planning to get the right people and skills
- Recruit and retain a diverse, representative workforce
- Develop our leaders at all levels.

Problem-solving

- Deliver problem-solving plans and embed a culture of problem-solving at all levels
- Embed Adverse Childhood Experience (ACE) in operational policing
- Develop partnership working to reduce demand and deliver better outcomes
- Drive innovation and be proactive in our roles.

Digital

- Implement a digital programme to support operational policing
- Improve accessibility through digital contact
- Exploit digital technology to create more efficient and effective services
- Try new things and be at the forefront of digital innovation.

As Mr Foulkes says, these are achievable, but it won’t be an instantaneous change or move, and we shouldn’t expect it to be.



Chief Constable Carl Foulkes.

So what does that mean for you? We can all make a difference by asking ourselves:

- What am I doing?
- Where am I?
- How can I make a difference?

The Chief wants us all to consider measured risk, be prepared to try something different, to support officers and staff to do it and for us all to engage with our colleagues. He’s clear – not everything will work, but that’s OK as long as we learn from things that we do.

Bringing detectives together

By Vicky Knight, North Wales Police Federation representative

What is the Police Federation National Detectives’ Forum (PFNDF)?

Well, as it says on the tin, it is a national meeting of detectives from the Federated ranks – so DCs through to DCIs - to discuss all things detective.

Quarterly meetings are held with representatives from all forces across England and Wales to discuss issues that affect detectives. More importantly, it is a platform to share problems faced and to share problem-solving solutions that have worked well for the other forces.

These meetings are exceptionally important because they often give us advanced warnings of issues before we experience them ourselves. This gives us the opportunity to take positive action and address these matters before we encounter them, so that often we don’t experience them at all.

Lots of changes have taken place, and

are about to take place, in CID. These changes are constantly monitored by the forum. There has had to be an innovative approach to problem-solving in order to address the shortage of detectives. However, this must be done with the welfare of staff in mind and, of course, with an absolute adherence to police regulations, again something the PFNDF keeps a close eye on. Bosses, in their keenness to resolve issues, sometimes forget to abide by regs and need a gentle reminder. Regs are there for the protection of officers’ rights and entitlements, among other things.

In this modern detective world, we now have civilian investigators, PCSOs, and are about to get our first intake of direct entry detectives. Cyber-crime is growing at a scale where most forces are completely behind the curve in dealing with it. We need to adapt but change has to be balanced, tempered and measured and has to be for the good of the public and officers.

Change is for the purpose of helping us



to carry out our role, solve crime and protect the public. The forum is there to ensure this is the case and that anything to the detriment of the above is robustly challenged.

It is also there to highlight the great work that goes on within detective roles. It organises and hosts the National Detective Awards where great work is put in the spotlight and publicised providing a much needed boost to the recipients of these awards.

So behind the scenes, much work is carried out on your behalf. At the heart of the forum, its purpose is yourselves, the working detective. The forum maintains the constant struggle to gain improvements in the ever-changing detective world.

New building meets needs of modern day policing



The new Wrexham Police Station is providing a vital policing presence in the town and has been met with positive feedback all round.

Wrexham Town relocated to the new building, which is DDA compliant and provides a modern environment specifically for modern day policing, on 24 May 2019 after a short stay at the temporary station set up in Crown Buildings following the decommissioning of Wrexham Divisional Headquarters in January this year.

The building project itself has been long and complicated by external factors, phasing of the works and the discovery of asbestos material which was removed to Health and Safety Executive approval adding delays to the scheme.

Mark Jones, secretary of North Wales Police Federation, said: "The new facilities in Wrexham were long overdue. The previous Wrexham DHQ was outdated and not fit for purpose any longer.

"The new town centre station has been designed to meet the needs of our workforce. Importantly, staff have had the opportunity to feed in to the building concept and have their say.

"The Police Federation has also been regularly meeting with the facilities department during the design and construction phases. It is great to see the



Gym equipment available at the new station.

building now open and in use providing that vital policing presence in Wrexham town centre."

The station offers the following facilities:

- Reception counter and station assistants' office including accessible toilet, privacy booth and baby changing facilities for members of the public
- Interview suite consisting of two 'voluntary attending' interview rooms with CCTV and a further two general meeting rooms
- Male and female locker rooms with showers and toilets
- Kitbag store, Airwaves locker room, drying room and transit store



One of the new rooms.

- Offices for an inspector and support sergeant, the Probationer Assessor Team, patrol and Neighbourhood Policing Team and agile facilities (four desks)
- Briefing room complete with media wall
- Welfare facilities including a quiet room, gym and canteen facilities
- Operational parking with a secure compound which also caters for limited staff parking, bike storage and car wash facilities.

Staff consultation and feedback has been integral to this project combined with staff user groups and site visits, which have helped staff envisage what the station would look like prior to occupation.

On song for local charities



Charity representatives are presented with their share of the funds raised.

An amazing £7,000 has been presented to four charities following a charity concert organised to mark the centenary of the National Association of Retired Police Officers (NARPO).

The 'Festival of Music' concert was held at The Pavillion Theatre in Rhyl and was attended by people who travelled from as far away as Lancashire, Greater Manchester, Merseyside, Cheshire, West Mercia and Australia to enjoy the event.

The evening included performances by international tenor Rhys Meirion, National Eisteddfod winner Eleri Woolford and harpist Sian Llewelyn as well as Cor Meibion Colwyn and Corau Cytgan Clwyd.

Considerable thought had been given to which appropriate and worthy local charities should benefit from the proceeds of the concert. The beneficiaries selected were:

- The Wales Air Ambulance** - which will also benefit Children's Air Ambulance, in its provision of specialist facilities for paediatric and neonatal patients), and
- The hospices in the three local NARPO branch areas** - Nightingale House, St

Kentigern's and St David's.

Cheques were officially presented to the charities on Friday 19 July at North Wales Police Headquarters.

These beneficiaries were selected as they chimed with the message that police officers, serving or retired, subscribe eternally to safeguarding quality of life for the community of North Wales from birth through to end of life.

It would be remiss, following such a successful event, not to reiterate thanks and appreciation to the sponsors for their unstinting support: Harvey Howell Solicitors, Liverpool, North Wales Police, North Wales Police Federation, the North

£7,000
presented to four
charities

Wales Police and Crime Commissioner, himself a retired police officer and NARPO member) and the North Wales Police Lottery.

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<http://www.nwpolfed.org/corporate-gym-membership/>



In harmony for charity concert

Uniting the police service and the magic of music to engage, excite and enlighten communities in the UK and beyond, the British Police Symphony Orchestra is unique. All members are either serving or retired police officers, police staff, or other members of the wider police family.

In celebration of its 30th anniversary, the British Police Symphony Orchestra hosted a unique charity gala concert in the iconic Royal Albert Hall on Saturday 11 May 2019.

Featuring more than 600 performers drawn from the police service throughout the United Kingdom, including massed choirs, pipe-bands and fanfare brass and all under the musical direction of Richard Jenkinson, this event showcased the diversity of policing and the highest standards of musical talent.

The concert was presented by the orchestra's very own PC Danny Mizon (Metropolitan Police) and television's Nick Knowles. Retired Police Dog Finn made a guest appearance with PC Dave Wardell ahead of their performance as finalists in Britain's Got Talent.

All proceeds from this concert will be used to support Care of Police Survivors (COPS), the National Foundation for Youth Music and the orchestra itself.

Fanfare trumpets upon high heralded the

start of this celebration, which also included massed police choirs joining the orchestra in the rousing Polovtsian Dances by Borodin and later, in more reflective mood, for John Williams' 'Hymn to the Fallen'. During this piece, representatives from force areas across the UK saluted and bore their flags with pride to recognise those who serve and those who have given their lives to protect those we love.

Mark Jones, secretary of North Wales Police Federation, had the honour to attend the concert on behalf of North Wales Police and carried the 'Y Ddraig Goch' in to the Royal Albert Hall.

Mark said: "The entire concert was extremely moving and awe-inspiring. To see such an exceptional level of musical talent from within the policing family was fantastic. The venue was befitting to such an important event and, most importantly of all, an opportunity to salute our fallen colleagues and raise money for the incredible work of COPS."

The programme of music guaranteed something for everyone and included works by Sibelius, Quincy Jones, Wagner and Rick Wakeman. More than 5,000 blue flashing lights filled the hall during his 'Dance of a Thousand Lights' while pianist Ed Bussey



performed the fiendish solo, having had to transcribe it first.

Our favourite television crime-fighters could easily be identified by their themes in the world premiere of a specially commissioned, 'A Musical Salute'. This suite was arranged by the orchestra's very own John Chapman and involved months of liaison with composers, rights holders and publishers, some of whom attended the concert in order to enjoy their work performed live.

Mahler's powerful finale to Symphony No 8, Chorus of the Mystics provided a most fitting climax to this momentous celebration.



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With 20+ years' experience working with the police, Gorvins Solicitors, have been a leading provider of legal services to the Police Federation and all its members. We also act for officers, their partners, police personnel and families, so whatever level of support you require during the divorce process, we can help.

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Have you severed financial ties with your ex?

By Ben Evans, senior associate in family law at Slater and Gordon



Many people mistakenly believe that a divorce alone breaks all financial claims with their former spouse, but this isn't the case. Only a financial order can sever these financial ties, and not having one in place will leave you vulnerable to a potential claim being made against you even after the court has granted the decree absolute.

A financial order can be made by consent or imposed upon you by the court. You can obtain a financial order in a number of different ways. The route you take will largely depend on how amicable your relationship with your ex-spouse is and the level or complexity of matrimonial assets to be divided.

Mediation

If relations remain amicable between you and your former spouse, mediation may be the best option. Mediation involves attending joint (or shuffle) sessions with a mediator for assistance. For mediation to be successful, it needs to be entered into

willingly, with both parties prepared to make some compromises.

If agreement is reached at mediation, your lawyer will draft a financial order (made by consent) to be lodged with the court for approval.

Financial disclosure

The exchange of full and frank financial disclosure provides both parties with full transparency as to the extent of the matrimonial pot in order for negotiations to begin. If there's any uncertainty as to the value of assets, such as the family home or pensions, experts may need to be instructed.

Once all the relevant information has been gathered, your lawyer will advise you as to what a reasonable settlement might be. This provides a starting point to negotiate with your ex-partner to try to reach an agreement. Once an agreement is reached, your lawyer will draft a financial order (made by consent) to be lodged with the court for approval.

Financial remedy proceedings

If mediation or negotiations are unsuccessful, you will need to issue financial remedy proceedings. The court will provide both parties with a strict timetable for the proceedings, which includes a date by which

you and your ex-partner must exchange full and frank financial disclosure.

There will be a First Directions Appointment (FDA) for the judge to consider if any further information needs to be gathered following the exchange of financial disclosure.

At the second hearing, the Financial Dispute Resolution (FDR), the judge can give an indication as to what they believe a reasonable settlement might be. Both parties are encouraged to reach an agreement at this stage. However, if an agreement is still not possible, the court will list a contested Final Hearing. A different judge will hear the Final Hearing and make a final decision, imposing a financial order onto the parties.

Conclusion

If you're going through a divorce, or got divorced a number of years ago without getting a financial order, it's important that you seek legal advice. Your ex-spouse may still have a financial claim available against you.

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.

Admin staff attend Leatherhead event

By Sarah Bray, administration support, North Wales Police Federation

Nicky Williams and I attended a Continuous Professional Development event at Leatherhead – the Police Federation of England and Wales' headquarters.

The aim of the event, on 13 and 14 June, was to provide Branch Council office administration staff from across England and Wales the opportunity to engage with, and meet, the various departments working within the Federation's HQ.

Not only did this visit give us the chance to meet the various teams at Leatherhead, it also allowed us to meet Branch Council administration staff from other Federations.

This was the first visit I had made to Federation HQ, and this was the same situation for the majority of the other branch staff in attendance, quite surprising really when many, like me, had worked for the Federation for a number of years.

The event consisted of onboarding sessions and workshops with members of the communications team, claims department, IT, HR, learning and development and the in-house lawyers.

It was so beneficial meeting the various people working in the different departments. I especially appreciated visiting the civil claims department as this is the one Nicky and I have the most involvement with. It was so nice to actually put faces to the names we have corresponded with for a number of years.

Staying at Federation House and

experiencing the facilities available has given me first-hand knowledge to answer queries from representatives in respect of attending or travelling to Leatherhead.

As this was the first ever event put on specifically for Branch Council admin staff, the learning and development team were keen to receive feedback. A questionnaire was sent to everyone who attended and this was completed upon my return.

The general consensus of those who attended was that the event had been most positive and one which learning and development was keen to develop moving forward.

It was certainly recognised by all present that this should be something that newly-appointed Branch Council admin staff should attend.



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Tel: 01492 531729

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