

FRONT LINE

The magazine of Nottinghamshire Police Federation **AUTUMN 2023**



To commemorate those members of the
Police Service of Northern Ireland
who lost their lives in service of the
people of Northern Ireland



**FALLEN OFFICERS REMEMBERED
PLUS NEWS FROM THE ANNUAL FEDERATION CONFERENCE**

CHAIR'S FOREWORD

By Simon Riley, chair of Nottinghamshire Police Federation



Admittedly it's been a bittersweet few months for Nottinghamshire Police Federation. In August, we lost one of our own, Sergeant Graham Saville, while serving in the line of duty.

Sadly, a few short days after Graham's death, we also tragically lost another of our serving members, PC Ashleigh Metcalf, who died suddenly at home. The deaths of both Graham and Ashleigh have had a profound effect on the Force and we, as a Branch Board, have been instrumental in providing support not only to colleagues and friends

of Graham and Ashleigh but also to their families as they try to pick up the pieces of their shattered lives. I would like to take this opportunity to publicly pay tribute to both officers and to thank them for their service.

Graham died in the most tragic of circumstances, and his death continues to devastate his colleagues at Nottinghamshire Police. Graham was the epitome of policing: brave, selfless and dedicated to the service and his death was a stark reminder of the dangers faced and the bravery and courage that so many of our officers demonstrate when put in some of the most challenging situations. None more so than Sergeant Dan Griffin and PC Amy Pannell, who were named regional winners at this year's national Police Bravery Awards. A truly deserved title and everyone here at Nottinghamshire Police Federation is extremely proud of them both.

The heroic actions of our fallen colleagues, including Graham, were honoured at this year's National Police Memorial Day. The service, which took place in Cardiff in September, is always one of the most poignant in the policing calendar, giving Fed members, chief officers, religious leaders, as well as loved ones the opportunity to pay tribute to those who have died in the line of duty.

More recently, the Federation's annual national conference took place. The two-day event, which this year was held online was packed full of topical debates, discussions and conversations that I hope our members were able to watch - and better still, be part of.

Admittedly, the Home Secretary's speech once again brought little hope to officers. Personally, I felt Ms Braverman's keynote address was a little stale and scripted. Like so many others, I had hoped that the Home Secretary would sign off the Federation's Medals for Heroes campaign - something that has been a long time coming in my opinion. As the national chair said, for us, it seems so simple.

While I welcome the Home Secretary's announcement of the 24/7 Mental Health Crisis Support Line which will be available for officers, I think more attention should be paid as to why this support line is needed. The Home Secretary needs to not only address the growing pressures being put on our members but actually start to put some realistic solutions in place - and quickly. Until then, I fear the relationship between policing and the Government will continue to become even more strained, with officers unsurprisingly losing even more faith in our MPs.

Despite this, I hope the conference gave members a chance to see the tireless work being put in behind closed doors to improve their Federation. It's an incredibly difficult time for policing at the moment. We continue to get pounded by the media - and often it seems like we cannot do right from wrong. You know, just as I do, that the majority of our officers are good, hard-working people, dedicated to keeping their communities safe and it's vital that you don't let the headlines stop you from remembering that.

FEDERATION ANNOUNCES BALLOT ON INDUSTRIAL RIGHTS

The Police Federation of England and Wales (PFEW) will ballot its membership to see if it should seek industrial rights.

This decision to ballot members follows more than a decade of requesting the Government to address police officers' poor working terms and conditions. However, these requests have consistently been ignored by the Government, significantly depriving officers of the pay they deserve and the police service of much needed resources.

The Government's neglect has resulted in a growing sense of anger and frustration among the membership. On its part, as the

voice of more than 145,000 rank and file officers in England and Wales, the Federation is simply responding to its members' very legitimate expectations and aspirations.

PFEW is working with a leading senior counsel (KC) on its approach to pursuing industrial rights for the membership.

Members of the Federation's National Council, which draws representatives from all parts of England and Wales, and National Board are united in their approach to ballot the membership on industrial rights as soon as practicable.

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HUNDREDS ATTEND FUNERAL SERVICE OF SERGEANT GRAHAM SAVILLE

The funeral service has been held for Sergeant Graham Saville who died in the line of duty in August.

Hundreds of friends and colleagues attended the service on Monday 23 October, including more than 50 police officers who formed a Guard of Honour as the hearse arrived at Southwell Minster.

Graham (46) was hit by a train as he tried to help a distressed man in Balderton on Thursday 24 August. The father-of-two tragically died five days later in hospital.

Nottinghamshire Police Federation chair Simon Riley was among those attending the service.

“Losing a colleague undoubtedly impacts the entire police family, but when he or she is one of your own, the effect it has on their Force is unimaginable,” said Simon.

“Graham was everything you could want in a police officer. He was brave, committed, determined and, above all, a well-respected and hugely liked colleague - and I think that was demonstrated by the vast amount of people who attended Monday’s service.

“It’s been an incredibly difficult time for everyone who knew Graham here at



Sergeant Graham Saville.

Nottinghamshire Police Force, especially those who attended the call alongside him on the night of the incident.

“Just because time is passing, it does not mean this will necessarily get any easier for some. Please know, the Federation’s door is always open if you need support, whenever you feel you need us.”

The service was led by Major Pamela Ralph-Barratt of the Salvation Army, who opened by describing Graham as “one of a kind” who was “thoughtful and caring”.

She added: “He was a team player and an amazing role model. He was respected

and always gave people credit when credit was due.”

Among those in attendance at the funeral were many of Graham’s colleagues at Nottinghamshire Police, including response officers at Radford Road and Newark Police Stations where he worked.

Chief Constable Kate Meynell said on the day of the service: “This has been an extremely difficult time and I would like to thank everyone who came to Southwell Minster today to pay their respects to Graham.

“The loss of such a popular and well-respected colleague has affected all of us, especially those closest to him, and I’d like to share my gratitude and admiration for the incredible strength and resilience officers and police staff have shown over the past couple of months.”

Graham started his career with the Metropolitan Police in 2013, before transferring to Nottinghamshire Police in February 2017.

The majority of his career with the Force was spent as a response officer at Radford Road Police Station. More recently Graham had started as a response sergeant based at Newark.

NATIONAL COUNCIL VOTES TO EXTEND FED REP ELECTORAL CYCLE

The Police Federation of England and Wales (PFEW) will be approaching the Home Office to request the extension of the electoral cycle for Federation representatives from three to five years following a vote by the National Council (NC).

Representatives from Nottinghamshire Police Federation, who attended the National Council meeting on 26 September voted against the proposal, which now requires Home Office approval before taking effect.

However, the proposal was backed by around 84 per cent of the National Council, which is made up of local branch chairs and secretaries, as well as representatives with protected characteristics.

Nottinghamshire Police Federation secretary Tom Hill said: “While we recognise there are valid reasons behind having a longer electoral cycle, we as a Federation voted against the proposal. Personally, I believe it would be improper and unfair to change this within the current term.

“Current Federation representatives were

voted by members on the premise and understanding that we would be in the role for three years. By extending the elections mid-cycle, I believe we will be denying members the opportunity to have their say, or even stand themselves either as a workplace or local branch representative.”

The current triennial election process was confirmed in 2017 as part of the Police Federation Regulations.

As it stands, the elections are set to take place next summer (2024), starting with the election of new workplace representatives in all 43 Police Federation branches across England and Wales.

This would be followed by branch board elections, principal officials, branch chairs and National Board members, ending with the national chair election - all to be complete by the end of spring 2025.

Those in favour of the extension argued that a significant amount of time is currently being spent on the electoral process during the three-year cycle.

Factoring the time being taken to

conduct as well as prepare for the process, it is believed that PFEW is spending up to 18 months of each three-year period dealing with the elections.

PFEW will now formally approach the Home Office to request a change in the Federation’s election cycle.

Explaining reasons behind the decision, PFEW chief executive Mukund Krishna said: “Following the Employment Tribunal’s judgment in the Police Pension Challenge, the Federation has decided to commission an independent review that will examine the statutory basis of the organisation, its purpose, rules, funding and governance.

“We have a huge task of addressing the challenges brought by the judgment. Time is pivotal in doing this and, obviously, we will need time to implement the organisational changes based on the independent review’s recommendations. An extension of the election cycle will be very helpful in driving the changes to ensure we provide the best possible support to our reps and members and the organisation is fit for the future.”

NOTTINGHAMSHIRE OFFICERS NAMED REGIONAL WINNER AT NATIONAL POLICE BRAVERY AWARDS

Two Nottinghamshire Police officers who risked their lives to tackle a violent knifeman who had stabbed one of them multiple times were named as regional winners at the 2023 National Police Bravery Awards.

Sergeant Dan Griffin and PC Amy Pannell were honoured for their courage at a presentation ceremony in London in July.

The duo were presented with their award by the deputy chair of the Police Federation of England and Wales (PFEW) Tiff Lynch.

Speaking about the award Dan said: "It's a phenomenal honour to have received the award, and it was a complete surprise. There were so many fantastic examples in the room that could have won.

"Personally though, I feel this award isn't just for us - it's for our loved ones too. They are the true unsung heroes, who continue to support us day in, day out."

Dan attended the award with his wife Emma, while Amy took her partner Simon. They joined nominees from forces across England and Wales at a morning Downing Street reception hosted by Home Secretary Suella Braverman ahead of the awards ceremony.

Amy added: "It felt amazing. There were so many worthy winners nominated, all of whom have done such remarkable things, I was in total shock when our names were called.

"As we've said before, we were just doing our jobs that day. So to be honoured and recognised is incredible."

Dan and Amy won their regional award after an incident in April 2022. They stopped the two men to carry out a search, but one of them resisted and began making threats and being aggressive, before eventually pulling a knife out.

Dan was stabbed multiple times by the attacker and credits his personal protective equipment (PPE), training and teamwork for saving his life while Amy's actions in protecting her colleague and helping detain the offender earned her a nomination.

Despite being in extreme pain and bleeding heavily, Dan was able to deploy his PAVA spray to full effect before tackling the



From left to right: National deputy chair Tiff Lynch, Nottinghamshire Police Federation chair Simon Riley, bravery award winners Sergeant Dan Griffin and PC Amy Pannell, Chief Constable Kaye Meynell and national Federation chair Steve Hartshorn.

offender to the ground.

He was immediately assisted by Amy who, ignoring the danger and at great risk to herself, subdued the attacker by pinning his legs down while he remained uncuffed until further assistance arrived.

Chair of Nottinghamshire Police Federation Simon Riley who accompanied Dan and Amy to the event said: "The Police Bravery Awards are the highlight of the policing year and I never fail to be amazed by the incredible acts of bravery showcased throughout the evening.

"It was an honour to accompany Dan and Amy to the awards ceremony and to see their brave actions recognised.

"I am beyond proud of both officers, who demonstrated extreme courage and bravery, as they - like so many police officers - put their lives on the line to ensure our communities are kept safe."

The overall winners on the night were from West Midlands Police - 14 officers who

risked their lives to pull four children from a frozen river in December and perform CPR, though sadly the youngsters could not be saved.

Prime Minister Rishi Sunak paid tribute to all the officers who were nominated at the 28th Annual Police Bravery Awards, sponsored by Police Mutual.

He said "I am acutely aware of the pivotal role that the police play in our society. We depend on officers to fight crime and keep us safe. This is public service of the most noble kind and everyone working in policing has my enduring gratitude and admiration."

National chair Steve Hartshorn said of the nominees: "Their commitment to the role and extraordinary sense of duty is incredible, as they will humbly tell you they have carried out these selfless acts because this is what they are supposed to do. Their actions of going above and beyond the call of duty is truly inspiring."

FALLEN NOTTINGHAMSHIRE OFFICERS HONOURED AT NATIONAL POLICE MEMORIAL DAY

Nottinghamshire Police Federation secretary Tom Hill described the National Police Memorial Day (NPM) as an “incredibly emotional and poignant” occasion.

Tracy Walker, whose husband Ged Walker died in 2003 while on duty for Nottinghamshire Police, and Joan Hufton, the mother of Christopher McDonald who was 19 when he lost his life serving the Force in 1978, and her daughters Carol and Elaine and their husbands, attended the service.

It came a month after the death of Nottinghamshire Sergeant Graham Saville, adding even more significance to the day.

Tom, who attended with his wife Mandy, said: “It was an incredibly emotional and poignant day, coming so soon after losing Graham.

“It was a chance for us to pay our respects to Graham, and to Ged and Chris and to show the love and support there is for their loved ones.

“The National Police Memorial Day brings us all together to reflect, remember and pay tribute, and I hope it can provide some comfort to families, friends and colleagues.”

This year’s service took place at the New Theatre in Cardiff. It was attended by police chiefs including Nottinghamshire Police’s Deputy Chief Constable Steve Cooper, as well as senior politicians, religious leaders and the families, friends and colleagues of fallen officers.

The service began with a welcome from the Reverend Canon David Wilbraham MBE, the national police chaplain and NPM co-ordinator.

He said: “Grief is a universal experience that affects all our lives and today we gather to support each other and pay tribute to those lost in service.”

Wales’s First minister Mark Drakeford, Home Secretary Suella Braverman and shadow home secretary Yvette Cooper each gave a reading.

Policing Minister Chris Philp, who also attended, said: “National Police Memorial Day is a time for us to remember the ultimate sacrifice that many have made to keep this country safe.

“Every single day the police put their lives at risk to protect us and we must not forget



Fed secretary Tom Hill.

these daily acts of courage and bravery.”

The main address was given by Reverend Liam Bradley, Dyfed Powys Police’s lead chaplain, while the National Police Memorial Day’s director of music John Morgan, a retired Dyfed Powys Police officer, conducted the orchestra for the final time after 18 years.

The Act of Remembrance saw candles, one from each of the four nations in the UK, lit to remind people of the ‘undying flame of devotion and commitment, exemplified by those whom we remember today’.

Representing England was Sid Mackay, father of Metropolitan PC Nina Mackay (25) who died in 1997 after being stabbed by a wanted man.

Wales was represented by Dorothy Ellis, the mother of Gwent PC Adrian Ellis (29) who died in 1989 in a road traffic collision.

Representing Scotland was David Taylor, the son of Strathclyde PC George Taylor (27) who died in 1976 when he was attacked with

an axe.

And representing Northern Ireland were Mervyn and Dorothy Reynolds, parents of PC Philippa Reynolds (27) who died in 2013 following a road traffic collision.

Nicky Ryan, Welsh lead for the Police Federation of England and Wales read out the names of the officers who have lost their lives during the past year.

This year’s roll of honour included:

Police Community Support Officer Daniel William Gower, Hampshire and Isle of Wight Constabulary

Sergeant Steven Creal, Sussex Police

PC Richard James Joseph Kemp,

Lancashire Constabulary

PC Bruce Lister, Hertfordshire Constabulary

PC Neil Pattinson, Northumbria Police

PC Andrew Boardman, West Mercia Police

Inspector Gareth Earp, Dyfed Powys Police

Sergeant Graham Saville,

Nottinghamshire Police

Sergeant Paul Frear, West Midlands

Police.

“We give thanks to God for their courage and their dedication,” said Nicky, as petals of remembrance fell, representing those who have lost their lives.

This was followed by audience members standing in silence, as the orchestra played ‘Abide with Me’ and the Last Post sounded.

The service finished with the national anthems of Wales and the UK.

Next year’s National Police Memorial Day will take place in Glasgow.



This year’s National Police Memorial Day.

COPS SERVICE PAYS TRIBUTE TO FALLEN OFFICERS

The eight officers who had lost their lives in the 12 months since the last Care of Police Survivors (COPS) Service of Remembrance were read out at this year's service at the National Memorial Arboretum in Alrewas.

The service on Sunday 30 July was attended by around 300 members of the families of fallen officers as well as officers of all ranks.

Chief Constable Kate Meynell represented the Force at the event and also joined the East Midlands Chapter of the Police Unity Tour (PUT) in cycling around 200 miles to the arboretum in a fundraising event that started on the Friday.

"This year marked the 20th time COPS has held this annual service," says Tom Hill, secretary of Nottinghamshire Police Federation.

"While the service is centred on remembering our fallen colleagues, what it also really ably demonstrates is the power of COPS to help their families rebuild their lives after such tragedy.

"During the service, it is very moving to hear family members give their personal and often heartbreaking accounts of how their lives were devastated by the loss of their loved ones.

"But it also uplifting to hear how they were able to find solace within COPS, by sharing their stories with those who can truly empathise with what they are going through.

"The peer support COPS and the COPS family provides seems to help so many families find their way out of their darkest days."

Ahead of the service, those attending welcomed the arrival of the Blue Knights, the world's largest law enforcement motorcycle club and supporter of COPS from the time of the charity's launch.

Minutes later, cyclists from the PUT made up of chapters from forces across England and Wales, made their way into the arboretum to applause from the crowd.

Among the PUT teams were officers from Nottinghamshire Police, including the Chief, who formed part of the East Midlands Chapter.

The cyclists set off from their home force areas on 28 July, heading for Drayton Manor



Chief Constable Kate Meynell, branch secretary Tom Hill and Detective Sergeant Paul Lefford who organised this year's Nottinghamshire PUT team.

near Tamworth on Saturday to be greeted by the families of fallen officers.

They then made their way to the arboretum on Sunday morning for the last leg of their journey.

The remembrance service was opened by Christine Fulton, co-founder of COPS and the charity's life vice-president.

The service also included music from the West Midlands Police Band, songs from vocalist Diane Whyllie and an address from Gill Marshall, the COPS national president.

Gill read out the roll of honour which included the names of officers who had died since last year's COPS service:

PC Daniel Golding of the Metropolitan Police who died on 18 August 2022

PCSO Daniel Gower of Hampshire & Isle of Wight Constabulary who died on 23 November

PS Steven Creal of Sussex Police who died on 21 December

PC Richard Kemp of Lancashire Constabulary who died on 27 December 2022

PC Bruce Lister of Hertfordshire Police

who died on 30 January 2023

PC Neil Pattinson of Northumbria Police who died on 27 February

PC Andy Boardman of West Mercia Police who died on 11 April, and

Inspector Gareth Earp of Dyfed Powys Police who died on 29 June.

Wreaths were laid on behalf of the Office of the Lieutenantcy, the High Sheriff's Office, the Home Office, the Association of Police and Crime Commissioners, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services, the National Police Chiefs' Council, Blue Light, the Police Unity Tour, the National Memorial Arboretum and COPS.

As Sir Peter Fahy, chair of the COPS trustees, prepared to close the service, the National Police Air Service helicopter flew over and performed a 'bow' to the congregation.

Families and other guests then made their way to The Beat – the avenue of trees dedicated to each force and to some individual officers – to lay red roses and wreaths.

HOME SECRETARY GRILLED ON POLICE PAY AND OFFICER MORALE

Home Secretary Suella Braverman was grilled by Federation members on topics including police pay, misconduct and why seasoned officers are saying they would not join the service if they had their time again.

Following her keynote address, Ms Braverman took questions from viewing members as well as conference host Ian Collins.

Ms Braverman said: "I was very pleased to announce in July that the Government had accepted the Police Remuneration Review Body's recommendation to award the consolidated increase of seven per cent. I believe that that does reflect the commitment, hard work and the economic climate within which we are working."

Describing it as a "large pay increase", the Home Secretary added that it reflected the Government's gratitude and appreciation for frontline police officers.

“Colleagues want to know they can do their job properly and professionally, without worrying before they use their use of force. And this doesn't just extend to firearms officers, this now extends to every officer who may use force, or indeed senior officers who authorised an operation.”

Police Federation national chair Steve Hartshorn disagreed, saying the award was a "step in the right direction but 10 per cent short" of where the Federation's research and the Social Market Foundation said it should be.

Challenged by a viewing member about



Home Secretary Suella Braverman.

plans to give chief officers the power to hire and fire, the Home Secretary said public confidence in policing needed to be restored.

"We hold chiefs to account for the culture and standards in their forces, and therefore it's important that chiefs have a leading role in determining who should be dismissed," she asserted.

The national chair characterised the move as a backward step and a return to the "kangaroo court system".

He repeated earlier assertions that chief constables are broadly content with the current situation where legally qualified chairs preside over misconduct panels.

When asked by a viewing Federation member what assurance the Home Secretary could give to firearms officers and their families, after a high-profile case where an officer was cleared of an unlawful killing but now faces a charge of gross misconduct.

The Home Secretary said she had ordered a review to report by the end of the year, to ensure that the "legal and operational frameworks within which the police operate are robust and that they command the confidence of both officers and the public".

She accepted that firearms officers do "an extremely challenging job" in "fast-moving situations, and life-threatening scenarios".

National chair Steve, a blue card-carrying officer himself, said firearms colleagues are not afraid of scrutiny, adding: "Colleagues want to know they can do their job properly and professionally, without worrying before they use their use of force. And this doesn't just extend to firearms officers, this now extends to every officer who may use force, or indeed senior officers who authorised an operation."

A viewing member who has been a police constable of 29 years' service told the Home Secretary that if he could go back 30 years, he would tell his younger self not to join the police - a view he said was widely held among colleagues.

The Home Secretary replied that this was "disappointing" to hear but it doesn't tally with the new recruits she meets as part of the 20,000-officer uplift.

"Whenever I meet those new recruits, I tell them, it's a privilege and an honour to wear the badge," said Ms Braverman. "You occupy a leadership role in your communities, but also in your country."

"People will look to you in their gravest hours, and it will be you who will potentially save their lives and change the course of their lives. And that is a great honour. I'm constantly inspired by the new recruits who are coming energetically into the ranks every day."

NATIONAL CHAIR DISAPPOINTED AND FRUSTRATED AFTER HOME SECRETARY FAILS TO SIGN OFF 'MEDALS FOR HEROES' CAMPAIGN

The chair of the Police Federation of England and Wales (PFEW) says he is 'disappointed and frustrated' after Home Secretary Suella Braverman failed to sign off the Medals for Heroes campaign during this year's annual conference.

While Ms Braverman threw her support behind the campaign during her keynote address, she was unable to sign it off - a move that had been anticipated by many.

The Medals for Heroes campaign, which seeks to award a posthumous medal to emergency workers killed on duty, was launched by the Federation, the Police Superintendents' Association and the Prison Officers' Association last year.

Ms Braverman said: "There is no greater privilege as Home Secretary than working with the heroic men and women of our police."

“ We were really hoping for an announcement today. It would have been a real gift to policing. ”

"It is always deeply sobering - and moving - to hear the roll call of officers who have fallen in the line of duty in the past year.

"Words cannot do justice to the debt we owe them, nor to how keenly we feel for their colleagues and loved ones. They will be forever cherished.

"I support your campaign for a Medal for Heroes."

Although the Home Secretary was unable to confirm the creation of a posthumous medal, she hopes the Government 'will be able to announce something soon'.

Following her speech, national



National Federation chair Steve Hartshorn.

Federation chair Steve Hartshorn said: "We were really hoping for an announcement today. It would have been a real gift to policing."

Acknowledging the fact that Bryn Hughes MBE - who's been a driving force behind the campaign after his daughter PC Nicola Hughes was killed on duty in 2012 - had made a special trip to Manchester, where this year's online conference was filmed, Steve added: "I'm disappointed, it

would've been special. To us, it seems so simple and I'm very frustrated."

Steve was speaking after his keynote address, in which he called upon Ms Braverman to 'protect officers from burning out'.

He mentioned this year's seven per cent pay award, calling the move 'a step in the right direction' but urged the Home Secretary to 'put things right to ensure police pay is far', noting that police officers

are 'at least 17 per cent behind where we should be'.

Steve told how members feel there has been 'a real breakdown in the special relationship that has existed between governments of all political colours and the police' which has led to the organisation 'talking about seeking greater industrial rights'.

He later added: "Nobody joins the job expecting an easy life. But they do expect to be appreciated, valued and supported.

"Regrettably, it does not always feel that way – whether it be the media, senior police leaders and, sorry to say it, Home Secretary, but Government too.

"For several years now, we have called out the need for sustained, long-term funding for policing. Funding that would allow us to plan for the future, rather than depend on yearly handouts which can only ever provide a short-term sticking plaster to a deep wound. A five-year inflation-linked funding settlement would be a good start."

Steve later called on the Home Secretary to 'protect officers from burning out'. He explained: "Another issue facing officers, because of increased demands and workloads and less downtime, is that of fatigue.

"The Health and Safety Executive identifies to people's health, their performance, and the increased likelihood of accident or error. Your support to protect officers from burning out would be appreciated Home Secretary."

The national chair ended his speech with this year's asks for the Home Secretary:

- **We want to keep politics out of policing**
- **We want fair pay and a truly independent pay mechanism**
- **We want police officers to have access to the best possible protective kit and equipment**
- **We want a fair, open and transparent process of vetting and time limits on misconduct investigations**
- **We want the removal of unnecessary bureaucracy that prevents officers from getting on with the job**
- **We want long-term funding for policing so we can plan and make best use of economies of scale**
- **We want to know you have our backs and appreciate what police officers do, that you understand the difficult, dangerous and demanding environment in which we work.**

He ended: "And [finally] that you support us and speak up for us Home Secretary - in your words and your actions."

Speaking via video link, Ms Braverman addressed her recent decision to launch a review into police impartiality, having accused officers of 'being involved in

“ The Health and Safety Executive identify fatigue as a major factor when it comes to people’s health, their performance, and the increased likelihood of accident or error. Your support to protect officers from burning out would be appreciated Home Secretary.

political matters'.

She said: "I'm not fighting my campaign against political correctness in policing only for the sake of the law-abiding majority who want to see officers patrolling the streets, not policing pronouns on Twitter.

"I also know that's what the majority of you signed up for, too.

"You need clarity from political leaders and I could not be clearer: I believe in the Peelian Principles of policing, I believe in investigating every crime, and I believe in keeping the public safe by catching criminals.

"Anything that distracts from this is unwelcome - whether that's enforcing non-existent blasphemy laws, unnecessarily recording a non-crime hate incident or joining in with political demonstrations."

Ms Braverman praised forces for agreeing to 'follow all reasonable lines of enquiry for all crime types', adding: "I expect to see significant improvements in the way police approach crimes like phone theft, car theft, shoplifting, and criminal damage – in order to solve more crimes and restore public confidence in local policing.

"Crime investigations should not be screened out solely on the basis that they are perceived as "minor" and all crimes merit investigation where there is a reasonable line of enquiry to follow up.

"I'm pleased that the police have all committed to attend the scene of every domestic burglary. It's a terrible crime which causes misery and fear for victims.

"Nor must we ignore the havoc wreaked by anti-social behaviour. The Government's action plan takes the fight to perpetrators, including through the dispensation of immediate justice.

"Neighbourhood policing is the bedrock of keeping the public safe and making sure they feel safe."

The Home Secretary spoke of the Government's work surrounding stop and search powers, the banning of zombie-style

knives and hopes to approve new Taser devices next year.

In response to concerns surrounding fatigue, Ms Braverman said: "It is perfectly understandable that you are worried about levels of fatigue in policing and its effects on wellbeing.

"Long, irregular, and uncertain hours doing an exceptionally demanding job are inevitably challenging – but that doesn't mean we should just accept that it will take a terrible toll."

Ms Braverman drew attention to Phase 2 of the Government-funded fatigue project and the launch of the first national family support package, both being co-ordinated by the National Police Wellbeing Service, Oscar Kilo.

She said: "Mental health matters just as much as physical health", adding: "Indeed, mental ill health can, tragically, claim lives – as some of you know all too well.

"I am very pleased to be able to announce that we will provide additional funding to set up a 24/7 Mental Health Crisis Support Line for current and former members of the police workforce.

"There are employee assistance programmes in a number of forces, with telephone counselling available, but there is no national 24/7 suicide prevention line."

The Home Secretary ended with a final thank you: "You have chosen a job that is never easy. But it is also immensely worthwhile. Indeed, it is essential – the consequences of not having a world-class police force are too terrible to contemplate.

"And so, my final message is a simple one: thank you."

[Conference Q & A: Read how the national panel were questioned on firearm officer protections, media criticism and CEO pay.](#)



NATIONAL SECRETARY ADMITS HE WOULD TELL YOUNGER SELF TO CHOOSE ALTERNATIVE CAREER



National secretary Calum Macleod.

National secretary Calum Macleod told this year's Federation conference that he would not join the police if he had his time again.

He said policing had changed considerably since he joined in the 1990s and that, with the levels of pay, lack of support and increased scrutiny, he would not sign up to serve.

Speaking during his update on Day 1 of the annual two-day event which took place online, he said: "I question why people would for the salary they achieve, for the support they do not achieve, why people would place themselves and their families at risk under the current climate.

"I'm not saying it can't be redressed, but if my 11-year-old came to me and said he wanted to join the police I'd be encouraging him to look in a different avenue."

Calum, who is also the Federation's pay and rewards lead and a Region 7 (Wales) representative, said that pay and the levels of scrutiny were among the reasons for officers leaving the service, as he called on the political parties to make policing more of a priority.

"The Government needs to recognise policing," he added. "It needs to be higher up the agenda.

"I would encourage any political party to not only place policing higher up their list of priorities, as the safety and security of the public should be, but also include it higher up in their manifesto."

Talking during a question and answer session with conference host Ian Collins, Calum said that pay would continue to be his top priority as he revealed he had been contacted by officers for whom the recent seven per cent pay rise had "kept a roof over their heads or food on the table for their families".

Asked to comment on officers who were forced to take on second jobs, he said: "I would ask why is one job not enough?"

"The plain and simple answer is police officers should be remunerated to an appropriate level to support them, their families and be comfortable for the risks they undertake for society.

"How can it be right police officers struggle to keep a roof over their heads and put food on the table and then be expected to run into a situation where someone is carrying an axe?"

"Police officers should be appropriately paid. Let's start with what they're already down, 20p in the pound less than they had in 2010. That's ridiculous."



Federation CEO Mukund Krishna.

CEO APOLOGISES TO MEMBERS ON BEHALF OF FEDERATION

The Police Federation's chief executive officer has apologised to members for the organisation's failure to challenge the Government's change in pensions policy.

Mukund Krishna told the annual conference: "I am deeply sorry to those members who have been impacted by the decision. I feel a deep sense of responsibility for putting the situation right."

He announced an independent review to understand what went wrong and what steps will be required to create a Police Federation fit for the future. Mukund admitted that the court judgement was a "hammer blow" that had left the Federation financially exposed and was one of the main reasons for the conference to be held virtually this year, albeit from a venue in Manchester.

As a 'not for profit' organisation reliant on member subscriptions to fund services to members, the Federation is "not financially designed to withstand these types of group claims", Mukund conceded. And he warned that the national board will have to make difficult decisions to safeguard the Federation going forward.

However, this will not involve an increase in subscriptions this year, as officers struggle with rising household bills.

Mukund is a global management consultant by background, who specialised in working with boards and organisations to deliver change. He has spent nearly 15 years working within the UK criminal justice system.

Defending the National Board's decision to appoint a CEO during a time of tight finances, he said it was necessary to have independent business sector expertise to professionalise the Federation.

[Read more from Mukund's speech at this year's conference.](#)

POLICE OFFICERS CHOOSING TO BE ASSAULTED OVER MISCONDUCT FEARS

Police officers are choosing to be assaulted rather than use force for fear of being hauled before a misconduct hearing, the conference heard.

National Board member Phil Jones said more than 100 officers were attacked in their jobs every day.

But, he explained, many were reluctant to use force when they're attacked because they could face disciplinary proceedings.

Phil, a conduct and performance lead on the Federation National Board and a Region 3 representative covering the Midlands, was speaking during a debate on Government proposals to allow chief constables to chair misconduct hearings rather than an independent lawyer.

Under the proposals, a finding of gross misconduct would automatically result in a police officer's dismissal, unless there were exceptional circumstances.

Phil said: "We have 110 officers assaulted every day but people are choosing to be assaulted rather than use force because ultimately they could be found wanting in a gross misconduct arena, which, if the Home Office brings in these regulations, you're looking at automatic dismissal. That can't be right."

Phil asked how many senior officers had been held to account for "systemic failures" that have contributed to where policing is today.

"There were senior officers in post then that are in now, and how culpable are they and how many have been held to account?"

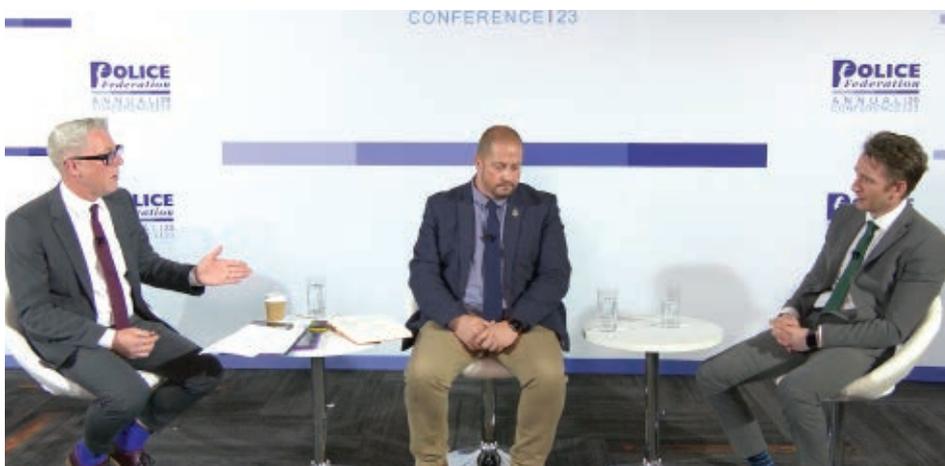
"Whereas, with the changes that are proposed, it's my view our members are disproportionately disadvantaged with the gross misconduct element where there's a presumption of dismissal," he said.

Chief Superintendent Michael Allen, head of Greater Manchester Police professional standards department, said the changes were "a rebuttable presumption of dismissal".

"There is still scope for an officer to be found guilty of gross misconduct but receive a sanction lower than dismissal if there are extenuating or mitigating circumstances," he said.

Addressing Phil's point about leaders being held to account, he added: "Professional standards departments (PSDs) across the country will be accused of going for the low hanging fruit.

"Everyone is responsible for high



Ian Collins (left) leads the panel session featuring Phil Jones (centre) and Chief Superintendent Michael Allen.

standards of professional behaviour. The PSDs must look upwards as much as they look downwards.

"Senior officers set the standards and the culture. When you go to the College of Policing guidance on outcomes in dismissals, those of the higher rank should suffer the hardest fall and PSDs should be switched on to that."

John Bassett, a barrister and president of the National Association of Legally Qualified Chairs, said legally qualified chairs (LQCs) were introduced to make the process "open, transparent and fair".

He asked: "We have had the Home Office review and there's been a number of announcements in the press suggesting dismissals by LQC-chaired panels have been reduced since their introduction, that we are 'fundamentally soft', but when you read the review itself that is simply not substantiated.

"There has not been a reduction in the number of dismissals."

He added: "What is intended to be achieved by the proposed change other than to give chief officers more power over the process than they currently have?"

"At the moment we're the best thing that prevents unfair dismissal of officers as they can't bring claims in employment tribunals."

Phil said there was no place in policing for officers who abused their position, and added that chief officers already have the power to dismiss under certain circumstances where the evidence was incontrovertible.

"They can go to accelerated fast-track hearings," he said. "They have that

mechanism already.

"But where there have been genuine mistakes and learning, that has to be an option."

Chief Supt Allen said: "We have still people serving who have been found proven in terms of allegations of abuse of position for sexual purpose where they predated on vulnerable females, where they've tested positive on a drugs test, where they've lied in evidence, where they've been found going equipped.

"These are serious matters that are completely incompatible with policing yet within the 2016 and 2020 system those individuals have been allowed to remain in policing, which is a problem operationally.

"It's those officers who don't deserve to be in policing and that's why policing has asked for a chief constable or assistant chief constable-chaired hearing to exit those individuals. The chief constable as the employer should have a greater say."

Phil said officers should be able to expect "a fair and transparent process".

"We like to think we're not politicised, but we are," he said. "Police and Crime Commissioners are politically aligned, and who's to say that a chief officer may make a decision based on the fact they're having a contract extended in six months' time, or not as the case maybe?"

"We know public confidence is huge, and it needs to be, and that police officers have to be accountable for the actions they do or don't do, but even those officers deserve a fair hearing."

MEMBERS URGED TO CALL ON LOCAL MPS TO BACK #SIMPLIFYDG6 CAMPAIGN

Members were urged to call on their local MPs to back the #SimplifyDH6 campaign when the chair of the Federation's National Detectives' Forum addressed conference.

Ben Hudson who was speaking as part of the 'Disclosure and redaction - championing change' session was joined by Surrey Police Chief Constable and National Police Chiefs' Council (NPCC) disclosure lead Tim de Meyer, who opened the discussion with: "Disclosure isn't an afterthought, it's the main event of an investigation."

Ben began by updating conference on progress made in the past 12 months, and specifically since last May when the Attorney General's office released its Annual Review of Disclosure.

"On reviewing the guidance, it became clear to me that the issue wasn't necessarily the guidance," recalled Ben, "The issue was the Data Protection Act and the restrictions it placed on policing when passing material to the CPS.

"So on 30 August last year [2022], the Police Federation officially launched the

#SimplifyDG6 campaign."

Ben explained that the campaign asks the Government to make amendments to the Data Protection Act to simplify the redaction obligations placed on police officers and calls on the NPCC, the College of Policing, and the CPS to jointly work with the Federation to ensure all members across the country receive face-to-face training on disclosure procedures.

On 10 January 2023, the campaign was picked up by Suffolk MP Peter Aldous who raised the issue in the Parliament and asked Edward Argar, minister of state for victims and sentencing, about his awareness of the impact of disclosure rules on policing and its unintended consequences.

The campaign has also been championed by Loughborough MP Jane Hunt, who in Ben's words has 'put simply, been fantastic'.

"With Jane and Peter's support, the campaign has been propelled," continued Ben, who has since sought legal advice and had an appropriate draft annex prepared to facilitate the transfer of personal data between the police service and the Crown Prosecution Service prior to charging



Ben Hudson.

decisions, "We hope this draft can be simply inserted into the Data Protection and Digital Information (No 2) Bill.

"Since last addressing you, we have taken big steps forward. I am now calling upon the Government to adopt our amendment into the Data Protection and Digital Information Bill."

Ben is now urging MPs nationally to ask ministers, especially those within the Department for Science, Innovation & Technology who are the bill sponsors, 'why isn't this being supported, why the amendment simply isn't being adopted into the act, and why they don't want to help put officers back into their communities and enable both victims and those accused of crimes to receive swifter charging decisions?'

He ended with: "I call upon the Government to assist policing by adopting this simple and straightforward, low-risk amendment to the Data Protection and Digital Information Act."

[Read more on the Federation's #SimplifyDG6 campaign.](#)

CALLS FOR GREATER INVESTMENT IN OFFICERS' HEALTH AND WELLBEING

The Police Federation's joint wellbeing lead has urged Home Secretary Suella Braverman to "invest with meaning" in officers' health and wellbeing as he spelt out the challenges they face, the annual conference was told.

Paul Williams told the Police Federation of England and Wales conference that 344 officers took their own lives between 2001 and 2020 - more than one per month.

"The number is rising, the issue is serious and real and the wellbeing of our cops needs real time and real investment," he said.

Paul said there have been more than 40,000 assaults on police officers in the past year, with more than 11,000 resulting in physical injury.

"Our officers face this on a daily basis throughout their career," he said. "There's still that assumption by many it's part of being a cop and we shouldn't expect anything else. It's wrong. It can't be an acceptable culture."

He said that attacks on officers along with attending traumatic incidents, heavy workloads, increased bureaucracy, intense scrutiny and trial by social media were having an impact on officers.

Speaking during a session titled Workforce Under Pressure - a true picture of police wellbeing, he said: "If it's expected that policing means running towards danger, taking physical and verbal abuse and enormous trauma exposure then at least take officers from the bottom of the pile and provide appropriate and meaningful welfare support with an insistence on mandatory framework of support for forces."

[Read more from this year's wellbeing session.](#)

SURVEY REVEALS OFFICERS HAVE NO CONFIDENCE IN 'UNINSPIRING' SENIOR LEADERS

The promotions process needs reforming so that the best policing leaders can be identified and developed, the Police Federation of England and Wales (PFEW) annual conference has been told.

Paul Matthews, the PFEW professional development lead, told conference that three quarters of respondents to recent surveys said they had no confidence in their senior leaders and found them uninspiring.

He was speaking during a session called Leadership in Policing in which he said that failing leadership was "contributing towards the negative organisational culture where officers feel unsupported, demotivated and at times ostracised".

Paul said: "There's something fundamentally wrong with the current promotion process and the leaders that seem to breeze through it.

"Officers want leaders who are supportive, compassionate, loyal and inspiring. They want leaders that have sufficient policing pedigree to know what they're doing, and to use this experience to lead by example, setting the tone and culture to drive up standards.

"They want leaders that will listen and adapt to ideas rather than simply driving through change for the sake of it, ignoring the views of those around them.

"Instead, we seem to have an ever-increasing portfolio of leaders that silently progress through the ranks by delegating downwards instead of challenging upwards. Leaders that have been rewarded not by their talents but by their ability to pass through a buzzword bingo promotion process and for not rattling cages along the way.

"It's no surprise that we find in recent surveys that over three-quarters of police respondents say they have no confidence in their senior leadership and they find them uninspiring."

[Read more from Paul Matthews.](#)

NDA_s USED TO SILENCE OF SEXISM AND MISOGYNY

A panel discussion around misogyny at conference revealed that more than 234 Non-Disclosure Agreements (NDA) have been handed out across the country to silence victims.

Taking place during Day 1 of the annual event, the session featured PFEW women in policing co-leads Sue Honeywill and Belinda Goodwin, chief fire officer for Cornwall Fire and Rescue Service Kathryn Billing and ITV1 Wales News presenter Justina Simpson.

The discussion shined a light on misogyny within the police service, focussing on acknowledging and accepting where policing has got things wrong, as well as changing the culture within the organisation.

Sue said: “We cannot get away from the fact that there have been far too many instances of misogyny and sexism involving some members of the police service, fire service and armed forces in recent years.

“Sadly, this has included a few police officers committing acts of violence and abuse against women, including behaviour towards colleagues.

“This has a devastating impact on every decent hardworking police officer out there doing a difficult job in incredibly challenging times. I have spoken to several male colleagues who tell me it’s tough being a male police officer at the moment. It remains



The panel session hosted by Ian Collins (left).

our intention to take everyone on this journey, as we continue to address misogyny in policing, but by no means is it lost on me how divisive and emotive this subject remains.”

The session highlighted the use of NDAs being used by forces to prevent victims from sharing their stories and experiences.

According to the study, Durham Constabulary is the only force to disclose it

no longer uses them.

The Federation is now calling on chief constables to stop the use of NDAs, with Belinda adding: “Many of the officers become mentally ill as a result, to endure the process of an employment tribunal and then be told you can’t talk about it because of an NDA is humiliating, and it’s wrong.”

[Read more from the misogyny session.](#)

MUTUAL AID: CURRENT ALLOWANCES ‘NOT FIT FOR PURPOSE’

The Police Federation is pushing for ‘away from home’ allowances for officers in England and Wales to be aligned with those in Scotland, the annual conference heard.

Operational policing lead Steve Taylor said the current system “wasn’t fit for purpose” as he outlined the Federation’s work in advocating to bring England and Wales in line with the Scottish model.

Speaking during a conference session on future thinking of mutual aid, he said the ‘away from home’ allowance can be claimed if an officer is away from home overnight.

He added that an extra hardship allowance can be claimed where

accommodation was substandard.

“The co-dependency of these two allowances is a disgrace in this modern age that’s simply not fit for purpose,” he said.

“Standards of accommodation vary greatly across the country. We must do all we can to level that as much as possible.”

Steve said that Police Scotland worked under different regulations.

“They have a far more equitable and sensible solution when it comes to allowances,” he said.

He said national secretary Calum Macleod had put together an evidence paper that’s been submitted to the Police Consultative Forum advocating moving England and Wales to the Scottish model.

“If it’s legitimate use of taxpayers’

money for colleagues from north of the border doing the same job to be in receipt of X then surely it’s legitimate for officers from England and Wales to be in receipt of X as well.

“The difference between the two presently is on your best day with our current allowance you receive £80 for the difficulties of staying in substandard accommodation.

“Next door could be an officer from Police Scotland doing exactly the same role and their allowances total £210.

“It’s all taxpayers’ money. It’s not fair. It’s not consistent. And we’re keen to see change in that area.”

[Read more from the mutual aid session.](#)

TREASURER: 'SPENDING MUST BE BASED ON VALUE FOR MEMBERS'

National treasurer Simon Kempton set out a mantra of "value not cost" as he updated members on the organisation's financial outlook.

He explained to conference: "Spending £5 and getting nothing or very little back is a fiver wasted. But if we spend £50 on something that helps protect us, or our families, improves lives and conditions at work, then that is money well spent."

He added: "Our reps are working day and night to improve things for police officers and so much goes unseen. That's why we know [member services] are an area that's absolutely vital to fund. The question I want us to ask whenever we are spending money is, 'Will this bring value?'"

Simon highlighted the fact that members can claim tax relief for their Federation subscriptions. This reduces a £24.31 monthly membership to £19.45.

"This is not by accident or because the taxman was feeling generous," said Simon. "It's because the Federation fought to get this relief. It's worth hundreds of pounds for every officer and we must make sure every officer knows about it."

The presentation revealed spending last year of £11.4m on legal costs, £8m on payroll, £4.1m to branches, and £9.7m on invoices and expenses. Simon and his

National treasurer Simon Kempton.



deputy Kevin Wilson insisted that spending was focused on areas that provide the best for members, "exactly where it should be".

The Federation receives £39m in income from subs but is facing rising legal

bills. Despite this and pay-outs which are expected following the successful group claim brought against the Federation for failing to challenge police pension reforms, subscriptions will not rise this year.

'RETIREMENT CAN BE DAUNTING – BUT HELP IS AVAILABLE'

"I've been a cop for most of my working life, can I do anything else?" These are natural thoughts to have when facing the challenge of an imminent retirement, Norfolk Police Federation secretary Sam Hawkins explained at a session on life after policing, hosted by Talk TV's Ian Collins.

The discussion, which took place during Day 1 of the two-day event and was held appropriately on World Mental Health Day (Tuesday 10 October) heard how many officers handing in their warrant card can find it a traumatic and worrying experience.

Sam offered hope that a new start can be very positive. She said: "I would urge colleagues not to underestimate the transferable skills that police officers have and our values, which are sought after in other professions."

Dave Bamber, a former National Board member for the Federation and recently retired, summed up the dilemma succinctly.

"I did have a load of anticipation and trepidation," he admits. "I've had a warrant card in my pocket for 30 years and to give that up was a big thing. It was part of my identity. When we hand back our warrant card, that's it, our licence to practise has gone. But what also goes is the 'burden of the badge' and the 'worry of the warrant' card is a massive weight off the shoulders."

Dave has returned to a wider role in policing to keep busy.

Metfriendly, the mutual which has assisted police officers and families since 1893, finds that three quarters of the officers attending their retirement seminars are intending to work again post-policing.

Their representatives, Nick Walter and Neil Ambrose, attended the session to answer questions about retirement and pensions.

Dave described how retirement can leave a former officer rudderless because "you

don't get a 12-gun salute or a guard of honour. More likely a certificate of service delivered through the post".

Rachel Roberts, a psychotherapist with South Wales Police counselling and trauma team, said retirement is a big change and urged officers to plan ahead and avail themselves of the wealth of advice out there – from in-house or external counselling services, or their GP.

She added: "Change can lead to chance, and we need to consider the positive elements of what's happening. I totally understand that for some people they may be under investigation or medically retiring. You will get a level of closure.

"Sometimes embracing change can feel daunting. When you are in that place of change, there are chances and opportunities of what that could bring. But reach out and speak to someone. Be proactive about your wellbeing."

FED REP AND FIRST-TIME MUM ON A MISSION TO IMPROVE WORKING ENVIRONMENT FOR NEW PARENTS

A Nottinghamshire Police Federation representative who is currently on maternity leave is on a mission to ensure private spaces are easily accessible across the Force for parents needing to express breast milk.

Lorna Hodgkinson who gave birth to her daughter nine months ago is working with the Force's welfare team to ensure there is a list of expressing rooms - also welfare rooms - available for parents who need to pump.

"Times are changing, it is no longer acceptable - not that it should ever have been acceptable - for people to feel they need to go to their car or into a toilet cubicle to express milk," said the 34-year-old sergeant, who has been in the Force for more than a decade.

"More mums are returning to work - it's no longer the 'norm' for mums to have a baby, and then become a stay-at-home mum. The workplace should be doing whatever it can to make that transition easier. After all, it's difficult and emotional enough going back to your job after maternity leave."

Lorna continued to explain how having the ability to express milk comfortably is also essential for health reasons.

"If a mum who has been expressing milk



Fed rep Lorna Hodgkinson.

or breastfeeding returns to work and there is nowhere for them to pump, they might feel forced to stop. This could lead to serious health issues, including mastitis - which can result in them being hospitalised," she continued.

As well as raising awareness of the rooms available to them, Lorna is also wanting to help expectant, as well as new parents in relation to knowing their rights

and what support is available.

She said: "Honestly, I think Nottinghamshire is one of the better forces when it comes to having the right policies and procedures in place for parents. However, as a Federation, I want to hold line managers and the Force accountable if they aren't ever providing that support. I want to raise awareness of the rights new parents have - because I had no idea, I've had to find everything out for myself.

"Plus, I want to educate line managers and supervisors who might be unsure about the processes and where to find the right information. Having conversations around breastfeeding and expressing with your supervisor can be really challenging - I want to make those conversations that bit easier."

Since becoming a parent, Lorna has also become a member of the National Police Breastfeeding Group an online support network for parents in policing.

She ended: "It's really nice to connect with fellow officers who are in the same position as me. It can be a really lonely world on maternity leave.

"I've learned a lot during my time off and I know I will be a better line manager for it."

FED MEMBER GIVES AN INSIGHT INTO THE USE OF DRONES IN POLICING

'I'm coming to work and doing something I love every day' says Sergeant Vince Saunders who has dedicated the past three years to developing the use of drones within Nottinghamshire Police.

The Nottinghamshire Police Federation member has told how using drones has helped save multiple lives, with ever-evolving technology enhancing - rather than replacing - the role of cops.

Vince has been helping to lead the drone team for just over three years, having first expressed an interest in the technology two years prior.

"My father-in-law was a police officer in Hong Kong - seeing how they use drones sparked my interest, and resulted in me getting my first drone. I could see the benefits and potential back then. I could see what the future could be if we started to use drones as a Force and now that's become a reality," said 34-year-old Vince.

After applying to become a drone pilot, Vince was given the opportunity to take the role one step further.

"At the time, I was a police constable and I was given the chance to help lead the drone team as it was introduced to the Force, which meant supporting the likes of policies,

procedures and training," he explained.

"Now I do the job full-time and I love it. I really am coming into work and doing something I love every day."

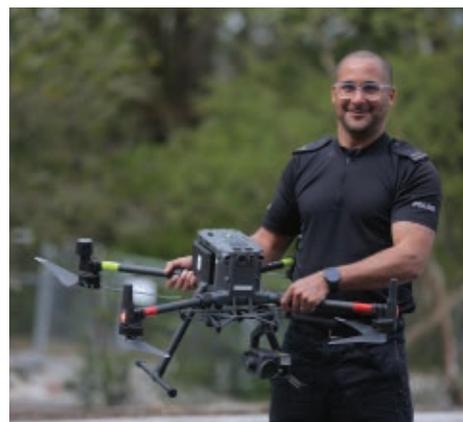
Vince told how drones are now supporting cops on a day-to-day basis, helping officers with all types of jobs, including vehicle pursuits and finding missing people.

The team has grown, with Nottinghamshire Police now home to six drones for external use, plus four more for internal.

"Don't get me wrong, when I first started, it was a challenge - a challenge proving to others that the drones would benefit us. At first, a lot of people were of the attitude that we were 'just boys with our toys', and it's taken a lot of work to win some people around.

"But drones aren't replacing officers. In fact, they are enhancing and supporting our roles. From the use of artificial intelligence, tracking and zoom capabilities, drones can work quickly and efficiently, which frees up vital time for police officers," Vince continued.

"We're definitely getting a lot more positive recognition nowadays.



Sgt Vince Saunders.

"One job in particular springs to mind - when a missing person was reported in a rural area. The drone managed to locate that person in a 1,000-metre field. That person had overdosed and the drone found them by finding a tiny speck of heat in such a huge space."

He stressed that drones are 'literally helping to save lives, without a doubt'.

"And technology is only advancing," he added. When it comes to how drones can support the police in the future, the possibilities really are endless."

PTSD AND ITS EFFECT ON LAW ENFORCEMENT

PTSD can widely affect those who work in law enforcement and our expert personal injury lawyers can help those in need

Post-traumatic stress disorder (PTSD) is a delayed and often devastating response to trauma that can provoke behavioural change, suicidal tendencies and recurring distressing memories, nightmares and flashbacks.

Common sounds such as children shouting in the street and sirens blaring can cause terrifying repercussions to those suffering with the disorder.

Once commonly used to describe a condition soldiers developed after being at war, the disorder can now affect anybody who has been exposed to trauma, and that includes those who work in law enforcement. Though dealing with traumatic scenes is somewhat part of the job role, daily views of traumatic scenes with little time to process them can have a lasting impact on the officers.

Close to one in five police officers and staff in the UK have symptoms consistent with PTSD, and with so many officers reporting feelings of stress, fatigue and anxiety, it's up to the police force to ensure that there are support, risk assessments, psychological training and other resources in place to ensure the mental and emotional wellbeing of those in law enforcement are looked after.

However, that isn't always the case, and many officers can be left dealing with PTSD, which can lead to a harrowing effect on their day to day lives.

Did you know that Slater and Gordon handle PTSD cases? Under our personal injury services for Police Federation members, our experts are here to help you take the next steps when it comes to making a personal injury claim, for both physical and mental issues, which includes PTSD claims.

Recently, our head of serious injury, Matthew Tomlinson, handled a landmark case for retired detective, John Cahill, who suffers from PTSD, a result from prolonged exposure to child abuse images.

With no psychological training and risk assessments in place, John has experienced years of unprocessed and untreated trauma, affecting his personality, wellbeing and family life.

After working closely with medical professionals to produce a comprehensive psychiatric report, and a subsequent five-day trial, it was concluded that John should have been screened throughout his time working on the child abuse cases, which would have identified measures to mitigate stress, trauma and harm

caused to John's mental wellbeing.

How can Slater and Gordon help?

Your personal injury claim will be covered by the Police Federation, and you won't be required to have legal expense insurance. Your claim will not cost you or the Police Federation anything, even if the claim isn't successful; we take all the risk. If your claim is successful, you will retain 100 per cent of the damage we recover on your behalf.

Most lawyers will charge up to 25 per cent of a client's damages if they bring a claim for injuries caused by other people's negligence.

We're specialists in personal injury and ensuring the right amount of compensation for police officers injured on and off duty is awarded.

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