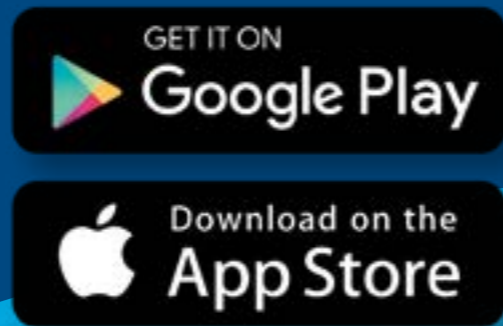




**REMEMBERING OUR
FALLEN COLLEAGUES AT
THIS YEAR'S NATIONAL
POLICE MEMORIAL DAY**

MORE DETAILS ON PAGE 7

PLUS NEWS FROM THE FEDERATION'S ANNUAL CONFERENCE



Helping you achieve a brighter tomorrow!

We are a not-for-profit organisation that offers savings, loans and mortgages exclusively to the Police Family.

- ✓ Save from as little as £5 per month and withdraw at any time
- ✓ Save and repay direct from payroll
- ✓ Clear interest rates as we don't use representative APR
- ✓ No fees or penalties for early loan repayments

www.no1copperpot.com



Contents

- 3 Message from the chair
- 4 Industrial rights ballot for members
Rep's menopause experience
- 6 Skydive fundraiser
- 7 National Police Memorial Day
- 8 National chair addresses conference
- 10 Branch secretary updates on DG6
- 12 Misconduct regulations challenged
- 14 Time to prioritise mental health
- 16 Policing lacks senior leaders
- 17 Misogyny victims silenced
- 18 Tips for retiring officers
- 19 PFEW CEO apologises to members
- 20 Mutual aid allowances need reviewing



Published by: XPR (UK) Ltd,
The Old Farmhouse,
2 Higham Fields Court,
Higham Fields Lane,
Higham on the Hill,
Nuneaton, Warwickshire
CV13 6ET

M: 0777 164 3337

Message from the chair

By Darren Harris, chair of Suffolk Police Federation

Welcome to our final edition of our members' magazine for 2023. As we approach the end of 2023, I think we all start to look back on all that has happened during the year.

It has certainly been a challenging time for the police service, with intense press scrutiny creating the impression that we get very little right. While I am not about to defend the indefensible behaviour of a number of individuals whose actions have brought shame to the police service, it would seem they have tarnished the name of the vast majority of officers who remain committed to serving their communities, putting themselves in harm's way and forming part of a service that deals with all society's ills.

As you will be aware, on Monday (4 December), Suffolk will be adopting a new county policing model. I recognise this is a time of change that will impact many of our members, so I would like to take this opportunity to reassure you that as your local branch, we have been - and will continue to be - heavily involved in this transition. From the onset, we have challenged the Force where appropriate, of which some have been welcomed and others dismissed.

However, as we move forward and adjust to a new way of policing, I would very much welcome your comments. After all, the only way we can continue to truly represent the views of our members is if we receive your feedback. And please be rest assured that we, as your Federation will continue to work incredibly hard to support our members; our door is always open if you need to speak with one of our reps.

I would also like to acknowledge the challenges the Force is currently facing with regard to policing football games. We recognise that there is an ongoing issue surrounding the cancellation of rest days and annual leave, and we are aware of the impact this is having on our members and we recognise that this simply is not sustainable moving forward. Taking rest days and annual leave is already difficult enough, and we know that the ongoing issues surrounding the policing of football games is making it even tougher. Please know that we have raised our concerns with chief officers and will do all we can to work with them to find a viable solution for our members.

On Page 7 of this magazine, you will see coverage of this year's National Police Memorial Day service; a service that should highlight the unique role of police officers and the fact that all too often officers leave their families to carry out their shift but never return home again.

This edition also includes coverage of the Federation's national conference, held online this year as part of an efficiency drive. Despite the fact we did not meet in person for conference, the event still offered opportunities for debates and discussions around a broad range of issues affecting policing. Please read our conference coverage and let us know if you want any more information on any of the subjects raised.

Finally, I want to put on record my thanks to all members for their commitment to policing the communities of Suffolk. Stay safe, and remember your Federation is here for you if you need help or support.



Federation set to ballot on industrial rights

The Police Federation of England and Wales (PFEW) will ballot its membership to see if we should seek industrial rights. This decision follows more than a decade of requesting the Government to address police officers' poor working terms and conditions. PFEW is working with a leading senior counsel (KC) on its approach to pursuing

industrial rights for the membership. Members of the PFEW'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. Suffolk Police Federation chair Darren Harris said: "As a branch, we are very

supportive of our members getting the opportunity to vote on this issue. "However, we feel it is extremely important that our members continue to receive the right information as things progress, so they clearly understand what industrial rights would look like and furthermore what realistically it would mean for them."

HEALTH AND SAFETY LEAD OPENS UP ABOUT EARLY MENOPAUSE

Federation health and safety lead Helen Self has praised colleagues for their support and understanding.



Helen's husband Nick, mum Denise, Helen, and daughter Victoria.

Helen says she feels 'lucky' to have had such a supportive network around her, as she speaks out about going through menopause at 47 and how her body changes led to her becoming a full-time Federation rep.

The recently-turned 50-year-old shared her experience to mark this year's World Menopause Day (Wednesday 18 October) and hopes that telling her story will give members the confidence they need to be open

and ask for help if they need it. "There is no doubt that menopause changed me as a person," said Helen, who opted for an oophorectomy - her ovaries removed - after discovering her mum, who died from ovarian cancer,

carried the BRCA gene, a hereditary gene that can lead to the development of cancer.

"I suppose in some ways, I was lucky because I knew menopause would happen once my ovaries were removed, but in other ways, it was difficult because I didn't have time to really prepare myself for the changes I would experience."

Helen explained how she underwent the operation on a Friday back in 2020 was 2018 and by the Monday, symptoms had already started.

"At the time I was part of the safer neighbourhood team, which meant me going out every day in uniform - heading into places like schools for assemblies and various other community events. My job definitely became more difficult, mainly due to the hot sweats I was experiencing - my face was literally on fire some days - I used to be the cold one in the office, now I rarely take a jacket out with me," continued Helen.



Helen and her daughter, Victoria.

"And menopause had a huge impact on my fitness levels too. I used to love running but I can't run with ease anymore. And, as for the fitness test - well, that's a real struggle, and I know I'm not alone in feeling like that.



Helen and her husband, Nick.

"In fact, the anxiety surrounding the annual fitness test is a real issue for both men and women who are getting older.

Bodies naturally change as people get older and I think the Force needs to start taking this into consideration - the fitness tests should be age-relevant.

"Don't get me wrong, I think things have come a long way since I joined the Force 27 years ago, and we're moving in the right direction which is very positive.

But there's still more to be done to ensure policing continues to develop and change in line with society."

Helen said that the changes she experienced 'definitely helped shape [her] future career choices'.

"If I hadn't had the opportunity to become a full-time Federation rep I don't know where I'd be now," said Helen, who took on the role in August last year.

"I know everybody's situation is different, and some women manage to continue working through the menopause - and my hat goes off to them.

I also know of female colleagues who have left because of the

anxiety they are feeling, mainly with regard to passing the fitness test.

"I, like so many others, have lost my confidence and I definitely worry more - and these symptoms, as well as the hot flushes, forgetfulness and an inability to concentrate, are all out of my control.

That's why I'm sharing my story. So I can support and help others, and also educate people who either might not understand what happens when women experience menopause."

If you or a loved one is experiencing menopause and would like to speak to a member of the a Federation representative about this, then get in touch with Helen by emailing helen.self@polfed.org.



Helen and her mum.

Wendy marks end of cancer treatment with skydive

Federation case handler Wendy Leah has completed a fundraising tandem skydive.



Wendy back on the ground after the skydive.

Wendy spoke of the exhilaration she felt as she jumped out of a plane at 15,000ft above the Suffolk countryside.

She said: "It was amazing. The first part of the jump when you are free-falling, it is very loud as the wind is rushing past your ears."

"Once you release the parachute, a silence descends and there is a calmness as you slowly glide downwards."

Wendy decided to take on the jump after having rung the bell to mark the end of her breast cancer treatment and the hope of a cancer-free future. "The words of Confucius were ringing in my ears," she said. "We have two lives and the second one begins when

we realise we only have one.

"The journey has been challenging, a seven-month physical and mental rollercoaster ride of chemotherapy, surgery and radiotherapy - but the "new normal" life starts now."

She explained: "I met a lady there who was jumping in memory of her sister who died of breast cancer the year before - and she was absolutely terrified.

"I was so busy looking after her that I forgot about my own nerves and went straight out of the plane without thinking about it."

Wendy shared her story as part of Breast Cancer Awareness Month, which ran through October.

She was diagnosed in November last year after attending a routine mammogram.

"I treated it so routinely, which I don't think I'll ever do again," she said.

A week-and-a-half later she received a recall letter.

"Four in 100 women get recalled for a mammogram of which, statistically, three will be fine and one will have cancer," she said.

"I thought 'okay I'm 75 per cent okay, that will be fine. I wasn't too worried'."

The following week she had two biopsies, another mammogram and an ultrasound.

"I met with the breast care nurse who explained to my husband and I, the procedures and the outcomes of the biopsies and the mammogram," she said.

"After 30 years serving as a police officer, I consider myself a good

reader of body language and when I saw her double gulp as she clicked on the mammogram pictures I knew this wasn't going to be good."

Wendy was diagnosed with triple-negative breast cancer, Stage 1, Grade 2, and by mid-December she had already started her treatment on the Woolverstone Ward at Ipswich Hospital. She had 12 weeks of weekly chemotherapy and three lots of three-weekly chemotherapy, which finished in April.

"I had a lumpectomy and three lymph nodes removed, which was a little sore," explained Wendy. But I was very quickly back to my normal daily routine and exercising within days.

"It is a long journey and the treatment I received at Ipswich Hospital was platinum. Every single member of staff treated me with respect and kindness. They couldn't have been more kind or helpful."

Wendy has since taken part in fundraising to give back to the hospital.

She explained: "The ladies from the local sports club got together when I was diagnosed and started fundraising, which is quite overwhelming really.

"Two weeks after my surgery and my chemo and radiotherapy, I did a 26-mile power-walk marathon. We raised money through jumble sales and a bingo night."

"Altogether we raised around £9,000 for the Blossom Appeal, which is the charity that raises money for Ipswich Hospital's new breast care unit, which I was lucky to benefit from. It was a way of giving back."

National Police Memorial Day: fallen officers remembered

Suffolk Police Federation secretary Ben Hudson has praised the National Police Memorial Day service organisers for ensuring fallen officers are honoured.



Photograph by Anderson Photography

Ben Hudson joined the families of fallen colleagues at the memorial day service which was held in Cardiff's New Theatre in September.

The congregation also included chief officers, national Federation chair Steve Hartshorn, representatives of other Federation branches and politicians.

Ben said after the service:

"National Police Memorial Day gives the police service the opportunity to come together to show that we never forget our fallen colleagues, the sacrifice they made and the life-long impact their loss has on their families and friends.

"I think it is incredibly important that we honour their memories and I am grateful to the organisers of the service for

all their work in pulling it all together. The service is moving and humbling. It is an honour to attend and represent Suffolk Police Federation."

The national police chaplain and NPMD co-ordinator, the Reverend Canon David Wilbraham MBE, welcomed those attending the 20th annual service.

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' First Minister Mark Drakeford, Home Secretary Suella Braverma and Shadow Home Secretary Yvette Cooper each gave a reading during the service.

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'.

The roll of honour for the officers who had lost their lives during the past year was read by Nicky Ryan, Welsh lead for the Federation.

They were:

PC Bruce Lister,
Hertfordshire Constabulary

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 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.

Petals of remembrance, representing those who have lost their lives, then fell.

The service ended as the orchestra played 'Abide with Me' and the Last Post sounded.

The National Police Memorial Day 2024 will take place in Glasgow.

Medals campaign: National chair disappointed with Home Secretary

The chair of the Police Federation of England and Wales (PFEW) says he is 'disappointed and frustrated' after Suella Braverman (who was Home Secretary at the time of conference) 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."

"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 Ms Braverman 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 Federation chair Steve Hartshorn



Steve Hartshorn, national Federation chair.

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 Ms Braverman to 'put things right to ensure police pay is fair', 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, Ms Braverman, 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 hand-outs 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 Ms Braverman 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 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."

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 - 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 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."

Ms Braverman 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."

Ms Braverman 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 and A: Read how the national panel were questioned on firearms officer protections, media criticism and CEO pay.



DG6: championing change

Suffolk Police Federation's branch secretary praises local MPs, branch chairs and secretaries, and chief officers as he updated conference on the Federation's #SimplifyDG6 campaign.

Ben Hudson, who is also chair of the Police Federation National Detectives' Forum (PFNDF), was speaking as part of the 'Disclosure and Redaction - Championing Change' session at this year's Annual Conference.

Ben 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.

The review acknowledged many of the shortcomings in the guidance which have placed significant additional pressures on policing when submitting any case file to the CPS for charging decisions. This includes the need to redact far more material than before, as well as the lack of consistent and detailed face-to-face training which would enable officers to be able to handle the challenges the guidance brought to case building.

"On reviewing the guidance, it became clear to me that the issue wasn't necessarily the guidance," recalled Ben, adding: "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.

Ben said that within hours of the campaign going live, Mr Meyer's office was in touch, 'keen to engage and assist' him with the campaign, adding: "This started a very positive dialogue and working relationship between the NPCC and the Federation which continues to date."

However, Ben says he recognised that to make the changes he wanted to the Data Protection Act, he needed to gain support from MPs - and he would do this by demonstrating the impact DG6 is having on 'effectively policing our communities'.

Ben heaped praise on Federation branch chairs and secretaries from across the country, who also reached out to their local MPs for support 'and asked them to raise this matter in parliament'.

"I'm grateful for all of their support," he continued, adding: "As a number of local MPs assisted and communicated their support for our campaign."

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 to policing and its unintended consequences.

The Minister has replied: "We are determined to reduce any unnecessary bureaucratic barriers that make it harder for our police, and criminal justice system more broadly, to work as effectively as possible."

Ben explained how Peter is 'always looking for ways to help the Federation achieve its goals'.

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

Since engaging with the campaign, Jane has:

- Spoken during the Second Reading of the Data Protection and Digital Information (No. 2) Bill
- Met with the Minister for Data and Digital Infrastructure
- Spoken with the Home Secretary on the Fed's behalf
- Written to the Prime Minister, Attorney General, Minister for Crime, Policing and Fire, and Minister for Data and Digital Infrastructure
- Sat on the Committee for the Data Protection and Digital Information (No. 2) Bill
- Met with the Information Commissioner's Office

"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 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.

"The proposed amendment would have no obvious disadvantages. The security of personal data would not be compromised. The redactions, which



Conference host Ian Collins (left) interviews Ben Hudson, secretary of Suffolk Police Federation and chair of the Federation's National Detectives' Forum.

are needed to protect our personal data, would still be undertaken, however, this would be done at the appropriate stage. Most importantly unnecessary redaction would be avoided; which is everything we have been looking to achieve.

"Adopting this approach enables the Government to demonstrate that they are supportive of policing and freeing up thousands upon thousands of hours nationally, for our members to dedicate their services back to the frontline.

"For Chief Constables, it means getting their officers back in the communities rather than being stuck by computers and finally for you, our members, you'll be able to do what you joined up to do - serve the public, keep them safe and prevent and detect crime."

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 added: **"We have a drafted clause ready to be adopted into the Data Protection and Digital Information Bill. We have Jane Hunt, who sits on the bill's committee, who has spoken about the amendment during the**

Committee Stage and has given ministers time to bring in the necessary reforms themselves.

"To date, these reforms have not been forthcoming. So, Jane has now re-tabled the amendment at the bill's committee ahead of its Report Stage. We have a growing number of MPs who have co-signed the amendment and are happy to support it. We have now gone as far as we can to get this amendment included within the new Act."

Ben is also urging all members to write to their local MPs and ask them to lobby the Government to support this amendment to the Act.

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," he concluded.

Prior to Ben's speech, Chief Constable Meyer compared current disclosure regulations as being akin to "a growing dragon asleep under a child's bed that threatens to wake and fly off destroying the house".

The metaphor provided some insight into how significant a threat to good investigations and prosecution the current disclosure issues present to detectives up and down England and Wales.

Speaking about disclosure, the Chief Constable said: "It is the nexus at

the heart of everything we do - you do not get justice without truth and you do not get to the truth without good investigations. And there is no good investigation without good disclosure for it is not an adjunct to the investigation, it is not an administrative afterthought - it is the investigation.

"Disclosure is central to this. Justice is not served when cases collapse with revelations of information not disclosed.

"Many teams are understaffed. Workloads are high. Time to properly sit and digest the tirade of changes is limited. And time required to produce a case file of quality has become significant, of that we are all clear. And I am clear that pre-charge redaction is the inherently unproductive villain of the criminal justice system."

He argued that wasted capacity in redacting rebuttable presumption material that may never fall to be disclosed to the defence, is indefensible.

"Hours and hours of investigators' time is spent redacting, anywhere between four and nine hours per file, significantly more for complex cases. It seems unlikely to me that legislators intended for the Data Protection Act to have such a deleterious effect on the criminal justice system by restricting safe and secure communication between trusted law enforcement agencies," he added.

Officers choosing to be assaulted

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

National Board member Phil Jones told the conference that more than 100 officers were attacked in their jobs every day.

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

Phil, a conduct and performance lead on the PFEW 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 waiting 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.



Federation National Board Member Phil Jones.

"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 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."

Ch 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."

A WEALTH OF EXPERTISE ON YOUR DOORSTEP

Offering clients face-to-face specialist advice whether they are looking for;

- Retirement planning
- Tax efficient investment planning
- Tax & Estate/IHT planning
- Financial Protection for their family or business
- Or just looking to review their financial affairs

PAUL WARD

FINANCIAL PLANNING CONSULTANT

For further details contact Paul Ward on:



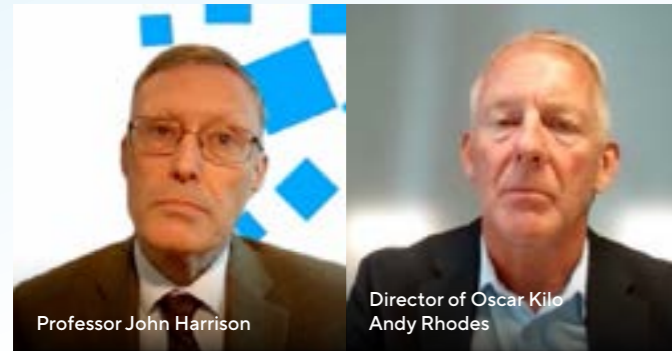
Tel: 07984 317 795

paul.ward@sjpp.co.uk
www.paulwardwealth.co.uk

The Partner is an Appointed Representative of and represents only St. James's Place Wealth Management plc (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the group's wealth management products and services, more details of which are set out on the group's website www.sjp.co.uk/products. The 'St. James's Place Partnership' and the title 'Partner' are marketing terms used to describe St. James's Place representatives.

CALLS FOR GREATER INVESTMENT IN OFFICERS' HEALTH AND WELLBEING

Home Secretary Suella Braverman was urged to “invest with meaning” in officers’ health and wellbeing by the national joint wellbeing lead as she spelt out the challenges they face.



Professor John Harrison

Director of Oscar Kilo
Andy Rhodes

Paul Williams told the annual 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 added. “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.

“If I could appeal to the Home Secretary for anything at this conference it would be to invest with meaning in looking after those who look after the public,” 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.”

Sue Honeywill, the Federation’s other joint wellbeing lead, told conference that 40 per cent of incidents attended by police officers were mental health-related.

Speaking during a session titled ‘Workforce Under Pressure - a true picture of police wellbeing’, Sue called on forces to do more to protect officers’ rights and conditions.

She said: “There are many elements that impact on police wellbeing.

“An inexperienced frontline, the burden of extremely heavy workloads, attending distressing incidents on a regular basis, student officers having to learn a complex profession alongside significant academic programmes, investigations played out by social media, shift patterns, cancelling of rest days, lack of annual leave.

“We must challenge chiefs to do more to protect the rights and working conditions of our officers.

“More importantly, divert work to the most suitable agencies and support the hard-working and decent officers who serve and protect our nation.

“With officer numbers proportionately at an all-time low, officers’ morale at its lowest and their workloads at their greatest, it can be no surprise we’re witnessing extremely high levels of officers signed off for mental ill-health-related reasons.

“We fear these figures will stay high or grow in number.”

Andy Rhodes, director of Oscar Kilo, the National Police Wellbeing Service, talked about how the police wellbeing agenda had evolved over the past decade or so.

“There’s one big message, it’s not always the nature of the work itself that is making our people ill,” he said.

“The way we run our organisations, and some of the issues such as doing work we shouldn’t necessarily be doing, that doesn’t give us meaning and purpose, is damaging to our mental health and wellbeing.

“Workloads, resources, toxic cultures, poor leadership, poorly delivered technology.

“We call them organisational stressors, hindrance stressors. We have independent research now that says they are primarily driving the vast proportion of negative indicators on our wellbeing service.



Conference host Ian Collins (left) with national wellbeing leads Sue Honeywill and Paul Williams

“This ranges from intention to quit to psychological detachment, fatigue, feeling supported.”

He said that every police force realised the importance of health and wellbeing. **“A lot are committed to getting better and our job is to share that good practice, and to give them the tools, guidance and support to be world-class at this because this is what our people deserve,”** he said.

Professor John Harrison, the chief medical officer, said the 43 Home Office-associated police forces had their own occupational health services which worked “in relative isolation”, suggesting it was like a “postcode lottery”.

Prof Harrison said: “Policing is a £17 billion service. How much money do we actually spend on wellbeing?”

“If we spent one per cent of that budget, we’re talking about something like £170 million.

“Do we spend £170 million on wellbeing, for something which for most forces is in the top three priorities? My belief is we probably don’t.”

He added that a lack of funding and resources was only part of the problem.

“I think there’s a collective lack of belief, imagination and commitment,” he said. “A lack of belief in the importance of wellbeing and the benefits of it. A lack of imagination in terms of what good looks like - we have to take a holistic view. And a lack of commitment to change.”

**BARKER
GOTELEE**
SOLICITORS
LIFE | LAND | BUSINESS

Whatever life brings
we’re always here for you

Our friendly, local solicitors are on hand to advise Suffolk Police on a host of legal matters, including making a will, buying and selling property or family breakdown. Contact us, we’re here to help.

41 Barrack Sq, Martlesham, Ipswich IP5 3RF Free parking

01473 611211 | bg@barkergotelee.co.uk | barkergotelee.co.uk

Survey reveals lack of confidence in senior leaders

Professional development lead Paul Matthews told conference the promotions process needs reforming so that the best policing leaders can be identified and developed.

He said 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 on '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."**



Paul Matthews, the Federation's national professional development lead.

"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 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.

"I'm sure we can think of examples of computer systems that are too big to fail and short-lived projects that cost the earth and deliver very little but someone always seems to get promoted afterwards."

Pointing to the Baroness Casey review, Paul said it highlighted that "leadership was not taken seriously and people were not promoted according to their talents, and if they were it was despite, not because of the promotion process".

The review also found the absence of clear structures, systems expectations, and two-way communication allowed for poor cultures to grow, he said.

"We need to reform the promotion process to find and develop the best leaders if we're

to hope to change cultures and move forward as an organisation."

He added: **"When a sports team starts to fail, they change the formation and swap a couple of players. Eventually, if that doesn't work, they replace the coaches and sack the manager."**

"In policing, when we start to fail, it appears we keep the same manager and coaches and give them more power to just sack more players without knowing who they're going to replace them with."

Ray Clare, head of leadership and progression at the College of Policing, also took part in the session.

He said the college was concentrating on three priorities, helping to boost professionalism in policing, driving consistency across the 43 forces and improving and developing leadership skills of police officers and staff at all levels.

NDA's silencing victims of sexism and misogyny

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



Host Ian Collins opens up the discussion with Belinda Goodwin (centre) and Sue Honeywill.

Taking place during Day 1, the session featured Federation 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 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.

PFEW 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."**

As the conversation continued, the panel discussed the support available for members, with Sue drawing attention to the Sexual Harassment Toolkit that has been distributed to all branches nationwide.



Journalist Justina Simpson joined the debate.

She said: **"We want professional standards departments to directly refer victims to their local Federation for support from trained reps. We have equality reps that are specially trained to deal with these cases."**

If you feel you have been affected by any of the issues discussed in this article then please contact Suffolk Police Federation office by emailing: suffolk@polfed.org.

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 £11.4 million on legal costs, £8m on payroll, £4.1m to branches, and £9.7m on invoices and expenses. Simon and his deputy Kevin Wilson insisted that spending was focused on areas that provide the best for members, "exactly where it should be".

The Federation receives £29m 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 conference 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 credit union 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.

CEO says Federation must get its own house in order



CEO Mukund Krishna addresses conference.

The Federation's chief executive officer has apologised to members for the organisation's failure to challenge the Government's changes to 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, it 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.

Mukund promised the independent review would build on the transformative work from the Normington review in 2014, plus learning the lessons of what went wrong in respect of the court judgement.

He predicted: **"Ultimately, this will mean a leaner, simpler and more efficient Federation, and one that will be fit for the future. We must get our own house in order. This review will be a root and branch look at the statutory basis of our organisation, our purpose, our rules, our policies, our funding and our governance."**

"I will meet the current challenges head on and lead the Federation into a new era of professionalism and transparency. And, in doing so, we'll put the pride back into policing."

Mutual aid 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 has heard.



Host Ian Collins (left) talks to Steve Taylor (centre) and national deputy health and safety lead Richie Murray

The Federation's 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 at the conference during a discussion 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 additional 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. Take the G7 deployment in Cornwall, a lovely part of the country, right at the peak of the tourist season with very little notice and the accommodation standards varied massively through necessity. We must do all we can to level that as much as possible.

"The requirement for immediate deployment has been jerry-rigged and manipulated through PNB (Police Negotiating Board) circulars to make it a relatively difficult bar to reach.

"And if you don't reach the bar of being available for immediate deployment, potentially, you're not able to access the overnight away from home allowance and therefore can't access the hardship allowance."

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. There's no interdependency.

"It clearly states what held in reserve means, available for immediate deployment, being required to stay away from home and if the accommodation you're staying in doesn't reach the right standard."

He said the national Federation secretary Calum Macleod had put together an evidence paper that's been submitted to the Police Consultative Forum advocating a move for 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.

Steve told conference the Federation was looking at the protection allowance which was brought in "for a cadre of officers primarily deployed in court protection duties through mutual aid".

He said that officers who receive this allowance aren't entitled to other mutual aid allowances, adding:

"And yet some of them it's their day-to-day job. It leads to inconsistencies. People doing the same job in the same area, staying in the same accommodation and yet being in receipt of different allowances."



Authorised and Regulated by the Solicitors Regulation Authority.

"Now the pressure's gone, I can get back to my police work."

You never know when you're going to need legal advice. Slater and Gordon have been advising and supporting Police Federation members for more than 60 years, taking the legal stress away and leaving you to focus on keeping people safe.

For all life's legal needs and with offices throughout the UK.

0808 175 7805

slatergordon.co.uk/police-law

**Slater
Gordon**
Lawyers

Understanding the law around surrogacy

Surrogacy has become increasingly popular as a way for people otherwise unable to conceive a child to build their family, writes Slater and Gordon family lawyer Hannah Saxe.

The current law in the UK can make the process difficult. Domestic surrogacy arrangements are unenforceable, which means those involved can change their minds until such time as a Parental Order, which transfers legal parenthood from the surrogate to the intended parents, is made by the court. This is often a concern raised about surrogacy, but the reality is that there have been very few cases where this has happened.

Domestic law also follows an altruistic model: surrogates are not meant to receive payments over what is needed to reimburse them for reasonable expenses. Many of those campaigning for surrogacy reform believe they should be permitted to receive payments that go beyond reasonable expenses.

There is a shortage of surrogates in the UK so many intended parents go overseas, where there are greater numbers of surrogates, and they can enter commercial arrangements offering greater certainty.

In March 2023, the Law Commission published its report, "Building Families Through Surrogacy: A New Law".

The report and draft bill outline a new scheme offering more clarity, safeguards and support for surrogates, intended parents, and those born through surrogacy.

The key recommendations are: -

The current law provides for the surrogate to be the legal mother from birth. The intended parents are required to apply to court for a

Parental Order after the birth. If they succeed, they become legal parents and the surrogate's legal parenthood is extinguished.

This does not reflect the intentions of those involved in a surrogacy arrangement, as it means the surrogate is legally responsible for the child for several months while the process is completed, leading to uncertainty and stress.

A new administrative pathway is suggested for domestic surrogacy. This will ensure there is safeguarding before conception takes place including health checks, counselling and legal advice. Eligibility criteria would also have to be met, such as the surrogate being over the age of 21 and the intended parents being in the UK. It is recommended that if the criteria are met, and the arrangement is approved by a not-for-profit Regulated Surrogacy Organisation, then the intended parents will be legal parents from birth, without having to apply for a Parental Order.

The surrogate would still have complete autonomy during the pregnancy and birth. She would also have the right to withdraw consent until six weeks after the birth. If that happened, then the intended parents would need to apply for a Parental Order.

It is recommended that there should be clearer rules about the payments surrogates can receive. While they should not benefit from the arrangement, they should also not be left financially worse off because of it. It is recommended that intended parents should be allowed to reimburse surrogates for specific costs arising from the pregnancy, and the surrogate should be able to recover those costs from the intended parents.

It is suggested that there should be a surrogacy register so that people born through surrogacy can find out about their gestational and genetic origins.

The proposals are positive and if the draft bill is implemented, it will significantly improve outcomes for everyone involved in domestic surrogacy, providing long overdue clarification and greater certainty to the process. However, the risk in the current political climate is that the bill will not be given the attention it deserves.

Anyone planning to enter a surrogacy arrangement should seek specialist independent legal advice before conception takes place to ensure they are aware of the legal position and everyone's rights, responsibilities and expectations.

The team at Slater and Gordon now offer legal services to Police Federation members catered to modern families, offering advice to same-sex and opposite-sex couples, married and unmarried on adoption (including international adoption), surrogacy, fertility treatment and donor conception.

To support the new service offering, Slater and Gordon has appointed principal lawyer Hannah Saxe who has more than 17 years of experience in all areas of private family law.

If you would like to discuss surrogacy or any other family law matter, please contact Hannah by email hannah.saxe@slatergordon.uk or call 0330 995 5859.