


FED NEWS

The magazine of Suffolk Police Federation

SPRING 2024



**'CANCELLING REST
DAYS DUE TO
FOOTBALL MATCHES
IS NOT SUSTAINABLE'**

More on page 10

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POINT OF VIEW...



BY DARREN HARRIS, CHAIR OF SUFFOLK POLICE FEDERATION

As I write this column, we are just days away from the Police and Crime Commissioner (PCC) elections which are being held in forces across England and Wales.

PCCs are elected for a four-year term with the successful candidates having a number of key functions including appointing chief constables, holding them to account, securing efficient and effective policing for their area and setting the police and crime plan.

In addition to the PCC elections, we are also in a General Election year, although we are still waiting to hear when this will be called and, as a result, it almost feels like we are in a bit of a limbo in terms of future investment in policing.

But whatever happens after these, and the local council, elections, I hope that all our elected representatives give serious consideration to the future of policing, what they want from their police service and how they can give forces the support they need to deliver on that.

As it stands, according to a new survey, we have an incredibly demoralised workforce who feel they are unsupported and valued by the Government, and that their pay doesn't reflect the risks and dangers they face in the line of duty with almost one in five (18 per cent) of our members saying they 'never' or 'almost never' have enough money to cover all their essentials.

Each year the Police Federation of England and Wales carries out a pay and morale survey among its membership and this year's results lay bare the reality of the current crisis in policing.

The Police Uplift Programme, through which the Government recruited 20,000 officers nationwide over a three-year period up until spring 2023, was a success in terms of getting our numbers back to pre-austerity levels.

But these numbers, as we know, are only part of the story. During the austerity years, our officer numbers were decimated, at a time when the demands on officers only grew and grew.

They were asked to fill in the gaps left in other services that were also hit by budget cuts and, as the service of first and last resort, found themselves being pulled from pillar to post – dealing with an increasing number of people suffering mental ill-health, for example, taking on work that would perhaps normally fall to social services.

Their own mental health was also affected as they tried to do more with less.

But the nature of crime also changed. We saw cyber-crime levels increase, a growth in human trafficking and we had to learn to tackle new and emerging crimes while, of course, still dealing with rising levels of 'traditional' crime, such as burglaries, theft, assaults and so on.

We saw police stations and police bases closed down, damaging the links we had with our communities.

So, it is easy to see that boosting officer numbers is only part of the recovery process. There is much more to be done too. We have to tackle low officer morale, rebuild the links with the communities we serve.

We now have a service that is quite bottom-heavy with the influx of new recruits meaning that we have a lot of young and inexperienced officers just starting out on their careers, and developing the policing skills they have learned in training.

We are also struggling to retain officers so, as we seek to rebuild after the cuts to funding, infrastructure, officer numbers and police staff, we have to make politicians see that there has to be long-term and sustained investment in the police service not the 'boom or bust' approach we have had in recent years and which was so damaging.

But we also have to see a change in attitude towards police officers from the top of Government right down to the public.

Let's see what the elections bring...



POLICE OFFICERS' MORALE IS LOW, SURVEY REVEALS

Four out of five Suffolk Police Federation members have said they had experienced feelings of stress, low mood, anxiety or other difficulties with their health and wellbeing over the last 12 months, according to the findings of a nationwide pay and morale survey.

The survey, which is conducted annually by the Police Federation of England and Wales, also revealed 93 per cent of respondents from Suffolk

Constabulary felt that morale within the Force is currently 'low' or 'very low'.

In addition, 58 per cent of Suffolk Police Federation members said their morale is currently 'low' or 'very low', the fifth highest percentage of the 43 forces across England and Wales sitting behind the Metropolitan Police and the West Mercia, Norfolk and North Yorkshire forces.

"I am not at all surprised by the figures revealed in this survey," says Darren Harris, chair of Suffolk Police Federation. "Police

officers are under huge pressure. In Suffolk this has been compounded throughout autumn and winter 2023, and into spring this year, by the inability of the Force to be able to resource football matches without cancelling our members' rest days and putting in place annual leave bans on match days.

"When many of our members get very few weekend days off anyway, this has, and continues to have, a huge impact on their morale. On top of this, we have seen

years of budget cuts which have decimated police officer numbers but we saw no corresponding reduction in the demands placed upon them.

“In fact, I think police officers are expected to do more and more, as the service of first and last resort, they were expected to fill in the gaps left by other under-funded organisations. At the same, they suffered real-term pay cuts and their wages have still not caught up.

“The Police Uplift Programme has increased police numbers but, officers do not feel valued by the Government and constant negative headlines in the media do nothing to help.

“We need the Government to get behind policing, starting with restoring a fair and truly independent pay review process, and committing to sustained investment that will allow police leaders to make long-term plans for providing a high-quality service for the communities we serve.”

The survey, which ran for five weeks from the start of November last year, also revealed:

- **95 per cent of respondents from Suffolk Constabulary said that they do not feel respected by the Government**
- **86 per cent said that they have ‘never’ or ‘rarely’ been able to take an 11-hour break between shifts in the last 12 months**
- **80 per cent did not feel valued within the police**
- **76 per cent would not recommend joining the police to others**
- **73 per cent were ‘dissatisfied’ or ‘very dissatisfied’ with their overall remuneration, including basic pay and allowances**
- **64 per cent said that over the previous 12 months, their workload has been ‘too high’ or ‘much too high’**
- **50 per cent said that they find their job ‘very’ or ‘extremely’ stressful**
- **16 per cent had suffered one or more injuries that required medical attention as a result of work-related violence in the last year**
- **Only 11 per cent reported having access to double crewing.**

The Federation survey, which has been carried out annually since 2014, obtains members’ views on their pay and conditions, as well as their attitudes to their work and the police service in general. It is one of the largest annual surveys of police officers conducted within England and Wales.

The survey also assesses officers’ reasons for low morale. This year 99 per cent of Suffolk officers blamed the way the Government treats officers. The other reasons they cited included how the police are treated by the public (94 per cent), workload and responsibilities (69 per cent),

FACTORS NEGATIVELY IMPACTING MORALE

	Suffolk Constabulary %	England and Wales %
Pay and benefits	75	81
Workload and responsibilities	69	66
How the police are treated by the Government	99	95
How the police are treated by the public	94	86
Your pension	65	64
Opportunities for development and promotion	47	41
Work-life balance	62	61

ATTITUDES TOWARDS WORKING IN THE POLICE

	2023 %	2022 %
I would not recommend joining the police to others	76	67
I do not feel valued in the police	80	68

OFFICERS’ TREATMENT IN THE POLICE

	2023		2022	
	‘Agree’ or ‘Strongly agree’ %	‘Disagree’ or ‘Strongly disagree’ %	‘Agree’ or ‘Strongly agree’ %	‘Disagree’ or ‘Strongly disagree’ %
I am respected by the Government	1	95	1	94
I am respected by the public	7	83	7	76
I am treated fairly	17	53	25	45

INTENTION TO LEAVE

	2023 %	2022 %
I intend to resign from the police service within the next two years or am seeking alternative employment at the moment and will resign as soon as I can	14	15

pension (65 per cent) and work-life balance (62 per cent).

The Suffolk results also showed that 88 per cent of officers felt they were worse off than five years ago, which was the fourth highest percentage of all forces.

A total of 92 per cent of Suffolk officers felt they were not paid fairly for the stresses and the strains of their job, while 82 per cent said they were not fairly paid for the hazards they faced.

“This survey shines a spotlight on the realities of being a police officer,” says Darren, “Policing has always been a challenging job, and everyone goes into a career as a police officer knowing that.

“But what is making it even more challenging in the current day and age is the

fact that police officers no longer feel they are treated fairly by the Government, nor that they are paid a wage that recognises their role, nor that they are respected or valued by politicians or the public.

“I fully appreciate that we have a General Election looming but I sincerely hope that whichever party forms the next Government takes the time to read the results of this survey and does everything in its power to improve police pay and officer morale.

“But our first step now is to discuss the findings with chief officers within our own Force and, as a Federation, we will do everything we can to ensure our members’ voices are heard.”

[Read the full report.](#)

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AWARD FOR FALLEN OFFICERS

Suffolk Police Federation chair Darren Harris has welcomed the launch of a new award to recognise the sacrifice of fallen police officers, firefighters and other public service workers.

The Elizabeth Emblem has been conferred by the King and the families of officers who have lost their lives on duty can apply for the award now.

"This is good news for the police service, the fire service and other public service organisations but

most of all it is good news for those families who have lost officers in the course of their duties since it will mean that the State is fully recognising their loved ones," says Darren.

"Our late Queen, Elizabeth II, exemplified public service for 70 years and this seems a fitting legacy to have this emblem named after her and posthumously awarded to police officers, firefighters and other public service workers who make the ultimate sacrifice



Elizabeth Emblem to be awarded in honour of fallen officers.

in the service of their country."

The Elizabeth Emblem will feature a rosemary wreath, traditionally symbolising remembrance, surrounding the Tudor Crown. The emblem will also carry the name of the individual it commemorates. It will be able to be worn by next of kin alongside any other medals or awards and will bear the words 'For A Life Given In Service'.

The next of kin of fallen officers can apply for the emblem via [gov.uk](https://www.gov.uk). Nominations will be reviewed by the George Cross Committee and recommendations then made to His Majesty The King via the Prime Minister. Recipients of The Elizabeth Emblem will receive their award from a senior representative such as a Chief Constable, chief fire officer or a Lord Lieutenant.

The Medals for Heroes campaign was launched two years ago by the Police Federation of England and Wales alongside Bryn Hughes, the father of Greater Manchester PC Nicola Hughes who was ambushed and killed along with her colleague PC Fiona Bone in 2012.

The Federation National Board member and Medals for Heroes lead John Partington said: "We've waited for this announcement for a number of years. We launched the Medals for Heroes campaign two years ago and this itself was built upon campaigning

that we worked on two years before that, so I'm delighted by the news the work we have done has helped towards the emblem's introduction."

He added: "I'd especially like to thank all of those who have contributed to our call for formal State recognition. Many colleagues have worked with us on this and I'd like to especially thank the other board members and branch chairs who have added their local backing on behalf of the membership."

Bryn commented: "Nicola and Fiona went to work that day wearing the Crown and they lost their lives while responding to what they thought was a call for help from a member of the public."

"To receive this news that their sacrifice is to be formally recognised by the Crown and State is overwhelming. I meet with many other families of fallen officers and I'm sure many of those, too, will be thankful for this formal recognition."

Chris Philp, the policing minister, has also welcomed the new award: "We owe so much to our public servants who make sacrifices every day to keep us safe. The Elizabeth Emblem will recognise those who tragically lost their lives in public service and rightly enshrine them in our country's history so that their sacrifices are never forgotten."

NATIONAL POLICE MEMORIAL DAY: BOOKING OPEN

Officers wishing to attend this year's National Police Memorial Day (NPMD) service in Glasgow can now book their place.

This year marks the 21st NPMD service.

"National Police Memorial Day was first held at St Paul's Cathedral in London in October 2004," says Darren Harris, chair of Suffolk Police Federation.

"It has been a relatively recent addition to the policing year and was the brainchild of Inspector Joe Holness, who has now retired from policing. He wanted to ensure that fallen officers were honoured and recognised following the tragic and brutal killing of his Kent Police colleague Jon Odell in 2000.

"Each year now police officers of all ranks and representatives of the Government and other policing bodies join the families of fallen officers at the National Police Memorial Day service which rotates around the four nations of the UK.

"While giving us all a chance to remember our fallen colleagues, memorial day also serves as a reminder of the dangers police officers face as they serve and protect their communities. We should never forget those who pay the ultimate price while going about their duties."

This year's service will be held at the Royal Concert Hall in Glasgow on Sunday 29 September. It will start at 2pm.

[Find out more about the service and book your place.](#)



REGISTER FOR POLICE UNITY TOUR

Registration is now open for anyone keen to get involved in this year's Police Unity Tour.

The sponsored cycle ride, which this year will be completed by at least 17 teams, aims to raise awareness of police officers killed in the line of duty but also raises funds for Care of Police Survivors (COPS), the charity supporting the families of fallen officers.

The cyclists will set off from their home forces on Friday 26 July and will - over a two-day route usually covering around 180 miles - make their way to the National Memorial Arboretum in Alrewas, Staffordshire for the annual COPS service of remembrance on Sunday 28 July.

The Police Unity Tour is now in its 12th year and has raised more than £1.2 million to fund the invaluable peer support offered to families through COPS.

To take part this year, entrants have to [register online](#) and pay a £150 non-refundable registration fee which will offset the costs of two nights' accommodation and a PUT cycling jersey.

COPS was founded in 2003 by Jim McNulty and Christine Fulton MBE. Jim was a retired police officer from Strathclyde Police while Christine's husband, PC Lewis Fulton, was murdered on duty in Glasgow in 1994.

COPS contacts the survivors of every officer who loses their life on duty, explaining what support the charity can offer and inviting them to get in touch if they need such support.

[Find out more about COPS.](#)

COURT ISSUES: LOG YOUR ANNUAL LEAVE

Suffolk Police Federation members are being urged to keep their Duty Management System (DMS) up to date to avoid court warnings disrupting their annual leave.

Branch secretary Ben Hudson is reminding officers that any changes to their circumstances, whether it be booked annual leave or training, must be contemporaneously logged.

Ben said: "As a Federation, we are becoming increasingly concerned that our members' rest days are frequently being cancelled due to court hearings being scheduled, with no consideration to officers' availability.

"We have met with managers from the Criminal Justice System (CJS), to find a way of best mitigating the ongoing issue.

"Members can play their part by

ensuring all annual leave or training is logged onto the DMS as soon as possible. Ultimately though, this is a matter for the courts but we are confident that the CJS is doing its best to investigate the ongoing issues."

All information logged onto the DMS is used to complete an MG10 form, which lists the availability of the required officer - including their rest days, booked annual leave and training or course dates.

Rest days are not considered by the court to be protected and officers should be aware of this when scheduling important events outside of their policing duties.

The CJS will raise issues flagged by officers to His Majesty's Courts and Tribunals Service.

Head of criminal justice for Suffolk and Norfolk Richard Park said: "It is important

that officers know that Victim and Witness Services are doing all they can to minimise the impact of court listings on officers."

Echoing Ben's comments, joint criminal justice services Temporary Chief Inspector Helen Howes says: "It is critical that officers update the DMS as soon as they book annual leave so Criminal Justice Services are aware of their availability.

"We are here to support officers, so if you have any concerns then please pick up the phone and speak to one of our team members."

If you have any questions regarding the above, members are advised to contact: the Crown Court team on **01603 276385** or the Magistrates' Court team on **01603 276386**.

MEMBERS CAN PLAY THEIR PART BY ENSURING ALL ANNUAL LEAVE OR TRAINING IS LOGGED ONTO THE DMS AS SOON AS POSSIBLE.

BRANCH SECRETARY PRAISED FOR CAMPAIGN WORK

A Suffolk MP has 'applauded' branch secretary Ben Hudson for his work surrounding the Federation's #SimplifyDG6 campaign during a debate in the House of Commons

Peter Aldous, the Conservative MP for Waveney, said the job of a police officer would be made 'easier and happier' if the Government 'reduced unnecessary red tape'.

He went on to throw his support behind the Police Federation of England and Wales' (PFEW) #SimplifyDG6 campaign, which Ben leads.

"I applaud the work of Ben Hudson, who is the secretary and treasurer of Suffolk Police Federation on their campaign to amend the Data Protection Act and Data Information Bill," he said, before recognising that the campaign had been supported by fellow MP, Jane Hunt, who represents Loughborough.

Mr Aldous said that a further amendment to the Data Protection Bill is being tabled in the House of Lords by Baroness Morgan, before adding: "I would really love the Government to look at this issue very, very closely and do all they can to accept it.

"It will, in doing so, free up thousands of policing hours every year and would enable chief constables to better utilise allocated budgets."

He ended his comments during a debate on the Police Grant Report in February, by saying: "Finally, please, please, less red tape."

Changes by the CPS to disclosure rules resulted in investigating officers spending more than four extra hours per case on redaction, PFEW said. In some instances, the delays have resulted in victims withdrawing.

Ben, who is also chair of the Police Federation National Detectives' Forum, has been leading the #SimplifyDG6 campaign



Suffolk Police Federation branch secretary Ben Hudson.

since its launch in 2022.

"It's extremely positive to see that our #SimplifyDG6 campaign is still being supported at such a high level," said Ben, "Mr Aldous is always looking for ways to help the Federation achieve its goals.

"Mr Aldous and Ms Hunt (Cons Loughborough) have both given the Federation a voice when it matters, and their continued support is greatly appreciated.

"We have taken big steps forward since the launch of the campaign, and it's

promising to see that pressure is still being applied to the Government to adopt our amendment into the Data Protection and Digital Information Bill.

"These amendments will simplify the redaction obligations placed on police officers. In essence, all unnecessary redaction would be avoided."

PFEW provided evidence on disclosure and redaction - and a range of other issues - to the Home Affairs Committee for its inquiry on policing priorities.

The committee, which also took evidence from academics and policing bodies, was looking at topics including culture change, balancing demand, retention, funding, training, community policing and improving national conviction rates.

Much of PFEW's evidence has been incorporated into the [final publication](#) of the findings and recommendations, including asks from its [#SimplifyDG6 campaign](#).

Now, thanks to the campaign and support from the National Police Chiefs' Council, the Home Affairs Committee has recommended the Home Office speed up its work with the Attorney General's Office and Crown Prosecution Service (CPS) to identify potential solutions, including considering necessary changes to data protection regulations.

PFEW has a feasible, legally-approved, [drafted clause ready to be adopted into the Data Protection and Digital Information bill](#), with the support of Ms Hunt, who sits on the Bill's committee.

Ben is now urging other MPs to lobby the Government to support this amendment to the act.

"The campaign continues and we need to see as many MPs as possible get behind us if we want those amendments to be made," he ended.

“ WE HAVE TAKEN BIG STEPS FORWARD SINCE THE LAUNCH OF THE CAMPAIGN, AND IT'S PROMISING TO SEE THAT PRESSURE IS STILL BEING APPLIED TO THE GOVERNMENT TO ADOPT OUR AMENDMENT INTO THE DATA PROTECTION AND DIGITAL INFORMATION BILL.

CANCELLING REST DAYS TO WORK FOOTBALL MATCHES IS NOT SUSTAINABLE

'We hear your concerns and we are taking this seriously', Suffolk Police Federation chair Darren Harris has reassured members as he acknowledges the Force regularly cancelling officers' rest days to cover football matches is not sustainable.

Darren says issues around the cancellation of rest days so cops can cover football matches 'cannot continue as it is' into next season.

His comments come after the latest pay and morale results revealed that 93 per cent of officers who responded said their morale was currently 'low' or 'very low' with Darren adding that the cancelling of members' rest days was 'undoubtedly' a contributing factor.

"As it stands the Force is unable to resource football matches without cancelling our members' rest days and putting in place annual leave bans on match days," said Darren.

"At the moment - our members can be 'told' they are working - even if they have rest days planned. They aren't asked, they are told."

And while there is an appeal process in place, the appeal must be due to exceptional circumstances.

Darren said: "This can't continue. Officers' wellbeing and mental health are at rock bottom, they are under enough pressure without having their rest days cancelled.

"The Force needs to come up with a plan before next season, especially now Ipswich have been promoted to the Premier League."

Darren said that while, historically, policing football matches would have relied on cops volunteering to work, that 'just is not the case anymore'.

"Policing has changed," he continued, "You can't get the volunteers to work those matches anymore. Staff are burnt out and, honestly, they work enough overtime as it is.

"Their annual leave, weekends spent with loved ones, family and friends, is so much more important to them than money. They want their time off, but more often than not, these football matches impact

that precious time with loved ones.

"It's no wonder that our members are so fed up."

Darren explained that the only certain way officers can 'protect their rest days' is by booking annual leave at either end.

"Of course, I appreciate asking our members to book annual leave to protect their rest days, all of the time, is totally unrealistic," Darren said, "After all, there's a limit to how much annual leave we all have."

The match between Ipswich and Huddersfield, which took place on Saturday 4 May and determined whether the local side would be promoted, meant that all officers were warned their rest days were cancelled.

"Everyone who works as a cop in Suffolk was told that if they were on a rest day that weekend - which was also a bank holiday weekend - to treat that rest day as cancelled as they might be called to work," Darren said.

"Again, our members are not being asked, they are being tasked. It's not sustainable and it's not fair.

"The message I want to send is, as a Federation, we understand this is an ongoing issue and we are taking it seriously. We hear what our members are saying and we are doing what we can to ensure working conditions within Suffolk Constabulary improve."

“ THE MESSAGE I WANT TO SEND IS, AS A FEDERATION, WE UNDERSTAND THIS IS AN ONGOING ISSUE AND WE ARE TAKING IT SERIOUSLY. WE HEAR WHAT OUR MEMBERS ARE SAYING AND WE ARE DOING WHAT WE CAN TO ENSURE WORKING CONDITIONS WITHIN SUFFOLK CONSTABULARY IMPROVE.



DUO SET FOR NATIONAL DOG TRIALS

Suffolk Police Federation's PC Nick Lofthouse has spoken of his delight at reaching the National Police Dog Trials with Police Dog Adam only five months after the duo were assigned together.

Adam, a German shepherd-labrador cross, was born in Poland in 2020 before being picked up by Suffolk Constabulary to become a general purpose police dog.

"I think Adam showed potential to be a great police dog from an early age," said Nick, who 'jumped at the chance' to become Adam's new handler when the opportunity arose in November last year.

"I'd already seen him in action long before he was with me. When Andy [Adam's former handler] moved to a new team within the Force, I was really excited to start working with him more directly."

Looking back, Nick said the pair were on the same wavelength from almost the very start of their partnership.

"It's fair to say Adam wasn't quite sure of me when I first collected him from kennels - there were definitely a few growls involved," Nick continued, "Thankfully, a gravy bone soon won him over and our relationship has been perfect ever since."

“ ADAM IS SUCH A LOVELY DOG, EVEN OUTSIDE OF HIS WORKING LIFE. WE'VE BEEN INSEPARABLE FROM OUR FIRST DAY TOGETHER.

This all-but-instant connection enabled the experienced dog handler to build up an understanding of the canine both out on street patrol and at in-house training sessions. This has seen them advance through local trials between Norfolk and Suffolk Police Forces and then grab second place in this year's regional trials.

As well as giving credit to the groundwork of Adam's previous handler, Nick, 48, has paid tribute to the high standard of training he believes has facilitated their fast progress.

"Training weeks with the dogs are now planned into our operational weeks - instead of just being an add-on to them as they were in the past. This means we can devote enough time to learning and bonding with them," he said.

"We were competing with officers and dogs who had been together for years at the regionals, so the quality of our training



A winning combination: PC Nick Lofthouse and PD Adam.

has clearly been top-notch. To come second was a surprise, but one I'm still absolutely thrilled about."

Nick and Adam earned high scores in all three phases of regional trials, including an overall victory in the second, which tested the contestants' searching skills inside a building full of simulated criminals and obstacles.

While phase one focused on tracking, phase three scrutinised agility and obedience, and it was a moment on the latter for Nick which affirmed his pride and confidence in the talented pooch.

Nick explained: "In essence, the third phase was testing whether a dog is safe to operate for the police, so it was a big one. We had to perform an emergency recall, which can be conflicting because it's telling them to abandon something else they've been trained to do.

"I'd have put my mortgage on Adam coming straight back to me - and he did. That sort of thing is our bread and butter."

Ahead of the national trials in Stirling, Scotland on 20 May, Nick heaped praise on Adam, saying 'he is the one who has to do it'.

He added: "It all starts and ends with him and his brilliant nature. He's only an animal at the end of the day.

"Adam is such a lovely dog, even outside of his working life. We've been inseparable from our first day together."



Adam enjoys time away from duties.

Suffolk's Operational Dog Sergeant James Thomas has commended the strength of the 'incredible' partnership in their achievement against the odds.

"We are exceptionally proud of Nick and Police Dog Adam for reaching the national trials and being able to compete in Scotland," said James.

"They make an incredible team, and this has been clear with the standard they have shown so far. We wish them both very well for the next stage of the competition."

REFORM PLANS ARE 'STEP IN THE RIGHT DIRECTION'

Suffolk Police Federation chair Darren Harris says Home Office plans to reform police accountability systems are 'a step in the right direction'.

Darren welcomed the proposals by Home Secretary James Cleverly and said the amendments were 'overdue'.

He was commenting on an announcement by the Home Office that investigations into police officers suspected of committing offences in the line of duty will be sped up to provide swifter clarity to both officers and victims.

The Home Office also announced a rise in

the threshold for referring police officers for criminal prosecution, saying that 'only cases that have a reasonable prospect of conviction should be referred'. This mirrors the test for members of the public suspected of committing a crime.

Darren said: "It is right that police officers are accountable for their actions but the system needs to strike a balance between taking action against those who do not meet the high standards expected of officers and supporting those who make a split-second decision to use their powers effectively and in line with their training.

"Most IOPC cases find officers have done nothing wrong, or that they have made a mistake in a pressured situation.

"And yet investigations sometimes take years to complete, with a huge impact on officers and their families.

"As a Federation, we've been calling for a 12-month cap on disciplinary proceedings through our [Time Limits campaign](#), so we welcome the Home Office announcement that the process will be sped up.

"We also welcome the change to the threshold for referring officers for criminal prosecution to mirror the test for the public. Interestingly, the Home Office has acknowledged a different standard for police officers, which can't be right.

"These changes are a step in the right direction and members will want to see them implemented quickly."

In September last year, the then Home Secretary, Suella Braverman, announced a review of the way in which police use of force and police driving-related incidents were investigated.

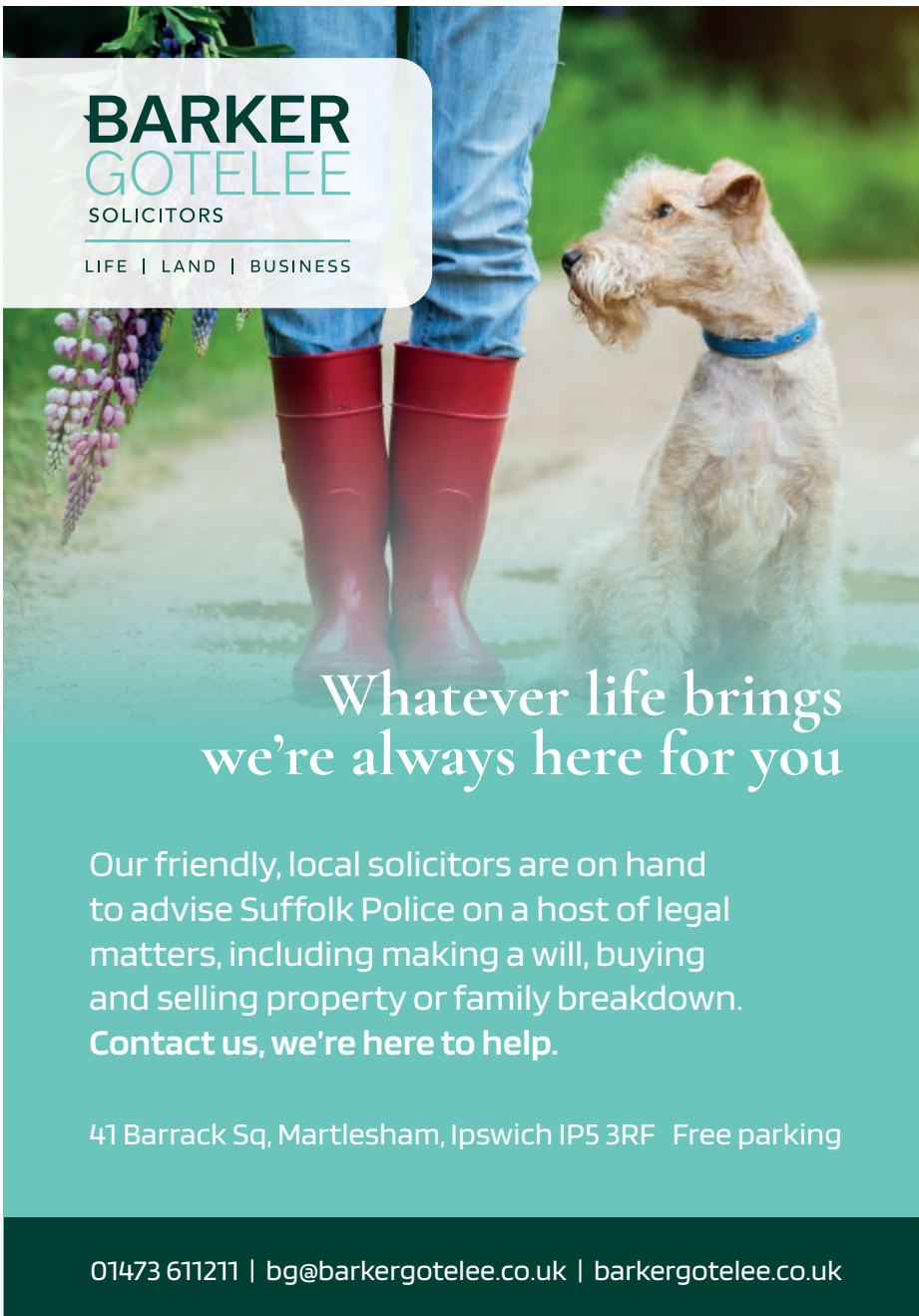
Announcing the outcome of the review and [reforms to the police accountability system](#), Home Secretary James Cleverly said: "Our police officers act bravely in the line of duty, and they should not fear that their actions, when lawful and taken in line with their training and guidance, could damage their careers, wellbeing and family life.

"It is vital for the public and our policing that officers are held to the highest of standards and a balance must be struck between making sure officers can do their jobs safely and confidently and holding them to account.

"That is why the changes we are setting out today, and further measures in the coming months, will ensure both our officers and the public have faith in the accountability system."

Other proposals include giving the Independent Office for Police Conduct (IOPC) the ability to refer cases to the Crown Prosecution Service (CPS) earlier, once an investigation has finished rather than waiting for a final report to be drafted. This will allow them to speed up the referral process and give officers and victims clarity sooner, the Home Office said.

The Home Office also said that to ensure that no cases slip through the net, the IOPC's Victim's Right to Review policy will be put on a statutory footing, strengthening the ability for victims of police use of force to challenge when cases have not been referred to the CPS.



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INSPECTOR PRAISES NEW SUFFOLK POLICING MODEL

Inspector Ed Scott has spoken about the positive impact the change to Suffolk Police's operating model is having on community policing.

Speaking to Suffolk Police Federation, Ed said the change had freed up officers to be more visible on the county's streets, to work with partners and to understand what was important to communities.

Ed said: "It's a different style of policing. In the old days, the safer neighbourhood teams (SNTs) would have had all the volume crime. Officers would be bogged down in an office churning through volume crime.

"Now, with the community police teams (CPTs) we've removed all that investigation work and our community police officers are free to do visible policing, work with the community, with partners, and with residents, and to try to understand exactly what is important to them."

The Force's new policing model was launched in December in response to rising and changing demands to the service.

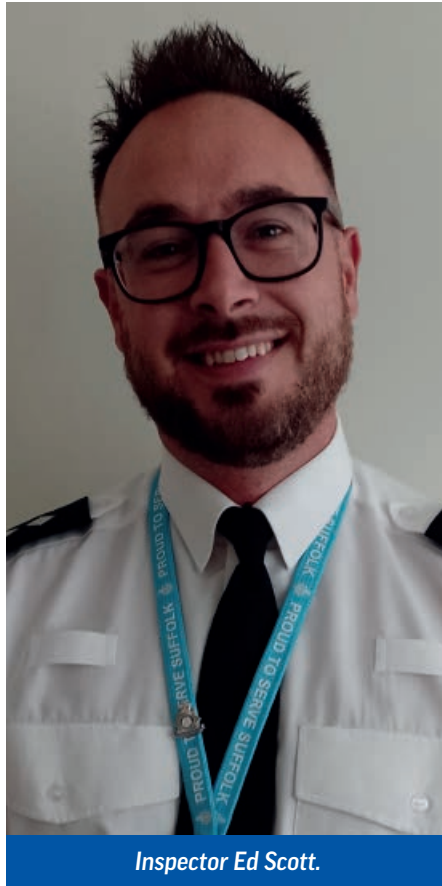
The aim was to enhance the way Suffolk Constabulary engages with local communities, responds to emergencies, investigates crime and deals with other incidents that cause the public to make contact.

Ed, who is the Halesworth inspector as well as a Suffolk Police Federation workplace representative, said: "The work we do is fairly broad. It's being at the heart of our communities to get to grips with what they want.

"It's about building public confidence, developing those relationships with our communities to help them trust us, give us more information, share intelligence, so we can really tackle what's important to them."

He said the CPTs had priorities to tackle, including anti-social behaviour, youth imagery crimes and hate crime.

"That involves working with young



Inspector Ed Scott.

people to try to prevent any potential offending and to support them to divert them away from crime," he said.

"On top of that, what are priorities for our communities?"

"At the moment we've got Operation Night Owl, which tackles overnight and inquisitive crime. We've had a rise in burglaries from outbuildings, sheds, thefts of motor vehicles.

"It's trying to work closely with our colleagues in the crime community hub, and reaching out offering crime prevention advice.

"We're working with farmers and

businesses who are rural and may feel isolated, and trying to put some target hardening in place to make it more difficult for them to be targeted."

He said officers were also revisiting people who have been victims of crime to offer them reassurance and also to ensure all avenues have been pursued.

"Historically we will have done much of this work, although now we can manage our time better to engage with people more fully.

"We recently made contact with members of the public who had some CCTV which assisted us with one of our crimes. It provides a link to suspects and helps to establish whether they are involved in other criminality in that area.

"Just by taking that time to go back to people, being sensible and clever, and using all the tools in our kit, we're making a difference.

"We've now got the time, because we're not bogged down with the volume crime. We're able to be there, take time, solve problems and put long-term fixes in place.

"And it's hopefully giving people the confidence that we are here, we do care, we are visible, we are patrolling, we will target what's important to them.

"It's gone some way to making the public think that they are seeing a lot more police officers, and it does appear they care and want to address it and fix it.

"If that makes people safer and is going to build that confidence and trust, and report more to us, then that's great."

It's almost six months since the launch of the new model, and Ed said he believes it's already starting to have a positive impact.

"The work my team has done already is keeping people energised," he said. "Getting back to this model, back to basics, back to that proper community policing, building that trust up, so that we can then help fix and deliver some good results.

"We're only at the start. We've still got a lot to do, some stuff to learn and to change but we're heading in the right direction.

"I feel really excited about that. It's nice to have time to slow down, to reflect and do some decent work.

"And it's nice to be able to make a victim feel a bit safer and a bit happier."

“ IT'S ABOUT BUILDING PUBLIC CONFIDENCE, DEVELOPING THOSE RELATIONSHIPS WITH OUR COMMUNITIES TO HELP THEM TRUST US, GIVE US MORE INFORMATION, SHARE INTELLIGENCE, SO WE CAN REALLY TACKLE WHAT'S IMPORTANT TO THEM.



FREE ADDICTION SUPPORT

Free support is now available to Suffolk Police Federation members living with addiction.

The Police Federation of England and Wales (PFEW) has partnered with Help4Addiction and Rehubs to offer 24/7, confidential guidance on various addiction issues officers may be struggling with.

Chair of Suffolk Police Federation Darren Harris says the demands of the profession mean it is vital police officers can access these services.

"Police officers deal with difficult circumstances every day. It comes with the territory and is why most of my colleagues join the job in the first place - but this shouldn't be to the detriment of their own welfare," said Darren.

"Officers are just as susceptible to addiction as the next person, and we want

them to know they are not alone. There are ways to get their lives back on track."

Members can use the Help4Addiction helpline, which provides a safe space to talk about addiction problems impacting their lives. Crucially, while the helpline is available to Police Federation members, it is completely independent and therefore ensures non-judgemental support when they need it most.

Darren continued: "Job-related or not, the reality is that many officers need help but will not admit it to anyone. Seeking support is personal and it is important they know they have somewhere to turn to in complete confidence."

Additionally, the Rehubs app offers a modern, digital approach to addiction recovery with an online rehabilitation programme. Federation members can

download the app for free from the App Store or Google Play Store through the use of the code 'POLFED'. Members should submit this code under the 'use company code' prompt at the bottom of the payment page.

Both platforms provide help on all types of addiction, including alcohol, drugs, gambling and pornography. They were launched by former cop Nick Conn, who experienced addiction himself when he was training in the Metropolitan Police as a 19-year-old.

More than 20 years later, having successfully beaten addiction, Nick went on to develop Help4Addiction, an organisation dedicated to providing others with essential support and guidance.

Darren says no Federation member should think they have to fight addiction on their own because they feel a duty to be constantly strong and in control.

"Officers need help sometimes too, and that's okay," he ended.

If you or somebody you know is suffering from addiction and needs support, call [Help4Addiction](https://www.help4addiction.org) on: 0330 058 8227 or download [Rehubs](https://www.rehubs.org) for FREE today.

“JOB-RELATED OR NOT, THE REALITY IS THAT MANY OFFICERS NEED HELP BUT WILL NOT ADMIT IT TO ANYONE. SEEKING SUPPORT IS PERSONAL AND IT IS IMPORTANT THEY KNOW THEY HAVE SOMEWHERE TO TURN TO IN COMPLETE CONFIDENCE.