

WEST MIDLANDS POLICE FEDERATION

Here for you

OUR WORK IN 2021

ANNUAL PUBLIC VALUE REPORT



Supporting our members in everything we do





HERE FOR YOU

West Midlands Police Federation is committed to representing the Force's constables, sergeants and inspecting ranks. It works hard to negotiate on behalf of members, while influencing decisions being made locally, regionally and nationally.

The Federation is based at Guardians House in Sheldon, Birmingham. Made up of full-time officials, workplace representatives across the Force and a staff team providing administrative support, the Federation has the members' best interests at the heart of everything it does.

From regular telephone calls, text messages and emails between Federation representatives and members, the Federation pledges to provide an effective and efficient service, ensuring value for money for all members.

This year's annual report gives an overview of the work the Federation has done on members' behalf during 2021. While it would be unrealistic to give an in-depth detailed account of all the support the Federation has given, this publication highlights some of the key developments and statistics from across the year.

The annual report also outlines some of the partnerships the Federation has developed to give members access to exclusive discounts and services.

CHAIR'S FOREWORD

BY JON NOTT

Welcome to Here For You, West Midlands Police Federation's annual public value report covering its work on behalf of its members during 2021.

My term as branch chair came to an end in November 2021 and I would firstly like to congratulate my successor, Rich Cooke, and wish him the best for his time in office.

The country was still in the grip of the coronavirus pandemic at the start of 2021 and as a Police Federation we continued to tackle all the challenges that came with it.

Our members' health and wellbeing has always been a top priority but the importance of that was brought into sharp focus during the pandemic as police officers put their own health at risk to serve the public, help uphold the various lockdown restrictions and protect the overstretched NHS.

Throughout that time we ensured a wide range of wellbeing support was available to

our members whether that was in a physical, mental or financial sense.

The country is now emerging from the unprecedented health emergency but there is no doubt it had a huge impact on the physical and emotional welfare of many of our members and I am proud that we were there to provide support as and when they needed us.

The Police Federation also stood four-square with its members when, despite the personal sacrifices they made during the pandemic, they were offered a zero per cent pay rise as a reward for their hard work and efforts.

This led to a vote of no confidence in the Home Secretary and the withdrawal of our cooperation with the Police Remuneration Review Body which proved it was not fit for purpose.

The fall-out from this disgraceful decision is still being felt today but hopefully the pressure that has been put on the Government as a result will see a fair pay deal next time round.

BY RICH COOKE

I took over as branch chair at the elections last November and would like to thank Jon Nott for all the work he did during his leadership and also to everyone who made the hand-over so successful.

One of my first jobs has been to challenge the Force's decision to stop funding Taser refresher courses for sergeants.

The policy, introduced on grounds of costs, left many experienced officers angry and frustrated and we were successful when we pressed for an urgent re-think.

We are also closely monitoring the closure of local police stations which fly in the face of the stated aim of our Police and Crime Commissioner to try to move back towards a community-style of policing which most people agree is beneficial to everyone.

Recruitment is improving and the Government's Police Uplift Programme appears to be bearing fruit but we are still a long way from the officer numbers required to provide the most effective service possible and, again, this is something the Police Federation is keeping a careful eye on.

SECRETARY'S SUMMARY

BY TIM ROGERS

I would like to start this summary of 2021 by first paying tribute to my predecessor, Steve Grange, who retired from the Force in the summer.

Steve completed 30 years as an officer with the last six as our Federation branch secretary and certainly helped put us in a strong position in terms of the services we provide to members.

He has a wealth of knowledge about the police pension schemes and I know that many members have sought his guidance during the continuing uncertainty around the Government's remedy to the discrimination found in the implementation of the 2015 Police CARE Pension Scheme.

Steve began his summary to the 2020 annual review, published this time last year, by acknowledging that everyone had faced challenges never before seen in our lifetimes, but also recognising that for policing some issues remained constant.

It is fair to say that, in so many ways, 2021 was very similar.

The pandemic continued to affect the way we all lived and worked, with police officers remaining on the frontline, serving their communities, fighting and preventing crime while also trying to uphold the Government's Covid restrictions.

Despite this, they found themselves under intense media scrutiny with the actions of a few despicable individuals sully the

reputation of the vast majority of officers who do their jobs to the best of their ability, seek to protect the public and respect their unique role in society.

Yet there were positives too.

The Government's Uplift Programme, through which 20,000 new officers will be recruited nationwide over a three-year period, has helped us boost our establishment. By October 2021, we had taken on a further 867 officers, though this still does not take us back to the numbers we had pre-austerity.

Sadly, this sudden influx does not come without issues. We have challenged situations where two student officers have been doublecrewed in a city centre in the early hours and we also have concerns about the demands that are placed on those learning what is a challenging role in itself while also coping with the demands of studying for a degree. We continue to keep a close eye on how our new recruits are faring and also want to be sure that our recruitment processes are fit for purpose.

Recruitment is obviously important, but retention is equally vital. We do not want to see a revolving door whereby as fast as people come in through one door, they are leaving through another. We must recruit the right people, but we must ensure they then



receive the right training and are treated fairly – with the 2021 pay freeze doing little to help us there.

2021 was an election year for all Police Federation branches so we now have a new Branch Council made up of 46 workplace representatives with all new reps embarking on a series of training courses to equip them with the skills to effectively support the membership.

Before signing off, I would just like to mention the Police, Crime, Sentencing and Courts Bill which will lead to the creation of a Police Covenant, enshrining officer wellbeing in law,

and will also mean that Specials will be able to join the Federation for the first time. In addition, and as a result of a campaign that I have been heading up for the last seven years, police drivers will also be given better protection in law. This change to legislation is long overdue but will give officers the confidence to drive in accordance with their skills and training without fear of falling foul of the law.

REPRESENTATION

Police Federation representatives do not just represent their colleagues, they also negotiate on their behalf and seek to influence decision-makers and stakeholders.

West Midlands Police Federation has eight full-time executive officers based at Guardians House in Sheldon. They act on members' behalf in dealings with the Force and in discussions around regulations, policies and procedures, locally and nationally.

Each of these full-time officials has their own roles, responsibilities and specialisms covering the full range of Federation workstreams including conduct, health and safety and equality. They, along with the 46 workplace representatives, receive full training so they can professionally represent members. The workplace reps are an easily accessible first point of contact for any Federated member with a work-related or welfare issue.

Two representatives from our region, which also includes the Staffordshire, Warwickshire and West Mercia branches, sit on the Police Federation of England and Wales (PFEW) National Board, based at the national headquarters in Leatherhead, Surrey. The board takes the lead in negotiations with the Home Office around legislative changes affecting officers.

From the start of 2022, we also had two additional reps elected to the PFEW National Council – Rod Rose as a black, Asian and minority ethnic (BAME) member and Kin Devi as a female member.

During 2021, branches of the Federation across England and Wales held elections for new workplace representatives to serve for the next triennial period. Once workplace representatives had been elected, they formed the new Branch Council and they then selected their executive, the Branch Board. Officials were elected from the Branch Board members with candidates for the chair's position going out to a vote among the wider Federation membership.

While the Branch Council, Board and officials are now in place, there may still be vacancies that occur during the year. Federation members are advised to contact the office or their workplace representative if they want to find out more about how they can help and support colleagues.



CONDUCT AND PERFORMANCE

BY GEORGE MCDONNELL AND DAVE HADLEY,
WEST MIDLANDS POLICE FEDERATION
CONDUCT AND PERFORMANCE LEADS

It is fair to say 2021 was another busy year in the conduct arena with trained Federation representatives – conduct and performance liaison officers (CAPLO) – supporting members through a wide range of proceedings.

To take some positives from the year, it was pleasing to see the use of reflective practice (RP) slowly gathering pace within the Force – bringing benefits to the Force and to officers but also to the public we serve.

RP allows line managers to work with officers to address performance issues. The overall aim is that what happened is accepted, lessons are learnt and people can then move forward. This can speed up the process by preventing cases dragging on but also helps reduce mistakes being repeated. It also eliminates the need for punitive action for minor issues.

RP was part of changes to conduct regulations which came into effect in February 2020 and, while we initially felt the Force and some line managers were slow to make the shift from sanction and punishment to learning and development, we are now starting to see progress in this area.

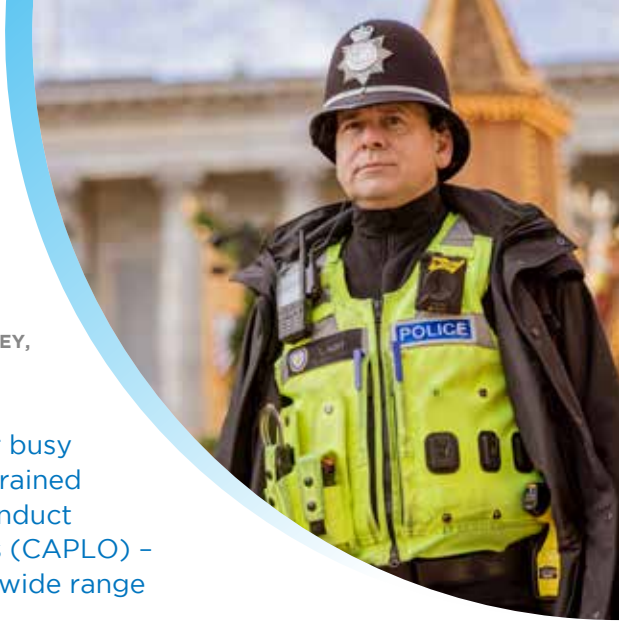
The new regulations also introduced a higher threshold for disciplinary action. Conduct proceedings should now only be triggered if the wrongdoing warrants at least a written warning. Low-level outcomes have been removed from the discipline process so only more serious matters are progressed which,

in turn, has meant that we have seen harsher outcomes from conduct investigations.

Nevertheless, conduct trained officials and workplace representatives have been kept busy and similar themes continue to cause issues:

- *Discriminatory conduct – which is dealt with severely under the new conduct regulations*
- *Social media – all officers should be aware that nothing is private, particularly in the case of WhatsApp groups with other officers where there is a positive obligation to report and challenge inappropriate behaviour*
- *Accessing Force systems without lawful and/or policing purpose. Breaching this code can lead to criminal investigation and is very much career-threatening*
- *Inappropriate relationships.*

The Government's Uplift Programme, through which it is recruiting 20,000 new police officers over a three-year period, has led to an influx of new recruits and sadly we are seeing a number of these being served with Regulation 13 notices due to concerns about their performance, academic development, attendance or conduct.



These student officers are struggling to cope with the demands of training for what is a very challenging role while also studying for a degree and are finding themselves facing discipline procedures, with the potential for them to be discharged.

We are doing what we can to support these new recruits and work with the Force on this issue going forward.

Our work is largely focussed on supporting a member through the conduct process, being on hand to guide them through what can be an incredibly stressful time in their careers, often having an impact on their mental health and therefore also affecting their families, friends and colleagues. But we do not work in isolation.

We have built effective working relationships with the Force's professional standards department (PSD), ensuring that we can have a dialogue around its decision-making and practices. We may not always agree but it is important that we can challenge where necessary and achieve the right outcomes for the members we represent.

We are also continuing to work with the Independent Office for Police Conduct (IOPC) and we welcome the fact that it is adopting a more transparent, open and fair process.

The national Federation's Time Limits campaign, which we have supported, is calling for a cap on how long an investigation into an allegation or complaint against an officer can be pursued and aims to put an end to long-drawn-out inquiries that serve no one well. We have seen some cases drag on for years and years, which can take a toll on all those caught up in the process.

The Federation is calling for a time limit to be set at 12 months from allegations being made. That would fit in with Police and Crime Commissioners currently being given explanations when cases take longer than 12 months.

The Federation's conduct and performance committee had 10 members during 2021. Once again, a huge thank you to our committee who are nearly all working at full capacity as, without this help, we would very much struggle to give our members and colleagues the support, representation and service they deserve.

PLEASE REMEMBER:

If you are served with a Regulation Notice advising you of an investigation into your actions, please sign the document to accept service but do not say anything until you have spoken to one of the CAPLO reps.

Your CAPLO rep will accompany you to any interview you are asked to attend as part of any inquiry and, if there is a criminal allegation, will arrange legal representation.



CONDUCT MATTERS AND COMPLAINTS

1 January to 31 December 2021

	POLICE OFFICERS			POLICE STAFF			UNIDENTIFIED		
Cases received and finally assessed as:									
Gross misconduct	-	-	-	-	-	-	-	-	-
Misconduct	-	-	-	-	-	-	-	-	-
Unsatisfactory Performance Procedure	-	-	-	-	-	-	-	-	-
Not misconduct	-	-	-	-	-	-	-	-	-
Cases received – severity assessment:									
Gross misconduct	56	5	51	21	2	19	-	-	-
Misconduct	15	1	14	11	1	10	-	0	-
Unsatisfactory Performance Procedure	4	-	4	-	-	-	-	-	-
Not misconduct	2	-	2	-	-	-	-	-	-
Cases finalised and finally assessed as:									
Hearing – Special case	2	-	2	-	-	-			
Hearing	22	10	12	11	1	10			
Meeting	14	4	10	1	1	0			
Unsatisfactory Performance Procedure	1	-	1	-	-	-			
Management action - misconduct	13	4	9	-	-	-			
Management action – not misconduct	10	2	8	6	1	5			
No action	38	25	13	5	3	2			

	POLICE OFFICERS			POLICE STAFF		
	Total	Public complaints	Conduct matters	Total	Public complaints	Conduct matters
Outcomes at misconduct hearings						
Proceedings discontinued	2	-	2	-	-	-
No action	2	1	1	-	-	-
Not proven	5	3	2	1	-	1
Management advice	-	-	-	-	-	-
Written warning	-	-	-	-	-	-
Final written warning	4	1	3	7	-	7
Final written warning extension	-	-	-	-	-	-
Dismissal with notice	-	-	-	-	-	-
Dismissal without notice	9	5	4	4	1	3
Outcomes at misconduct meetings						
Proceedings discontinued	1	-	1	-	-	-
No action	1	1	-	-	-	-
Not proven	3	-	3	-	-	-
Management advice	7	3	4	-	-	-
Written warning	6	1	5	3	1	2
Final written warning	2	2	-	-	-	-
Final written warning extension	-	-	-	-	-	-
Outcomes at special case hearings						
Proceedings discontinued	-	-	-	-	-	-
Case dismissal	-	-	-	-	-	-
Return the case to the appropriate authority	-	-	-	-	-	-
Remitted back to hearing	-	-	-	-	-	-
Final written warning	-	-	-	-	-	-
Final written warning extension	-	-	-	-	-	-
Dismissal with notice	-	-	-	-	-	-
Dismissal without notice	2	-	2	-	-	-
Criminal investigations						
Discontinued	1	-	1	-	-	-
No evidence given	-	-	-	-	-	-
Not guilty	6	5	1	-	-	-
Non conviction	-	-	-	-	-	-
Caution	-	-	-	-	-	-
Guilty	6	1	5	-	-	-

PUBLIC

PRIVATE

NO DATA

Public hearings and special case hearings

Hearing – special case	2	0	0
Hearing	15	6	1



PERSONNEL AND EQUALITIES

BY CLIFF TOMKINSON, PERSONNEL AND EQUALITIES LEAD

Each year when it comes to the time to write a report covering our work in the personnel and equality arena, I have found myself drawn to areas where we have felt more improvements have been needed.

Of course, it is always good to look at where we can try to bring change but this year I also want to draw attention to those areas where I feel we have made progress and, above all, I do want to acknowledge that in so many ways the Force has been listening to what we have to say and acting.

So let me highlight a few successes.

GRIEVANCES

For the previous two years I have openly criticised the Force on the matter and timeliness of grievances. In my 2021 review of all that had happened in 2020, I pointed out that grievances averaged 118 days to resolve. During 2021 they averaged 27 days. There are always some grievances that are particularly serious, require more fact-finding or are delayed due to disciplinary action but this improvement is staggering. So what changed? The Force listened and recognised the importance of resolving the issue as early as possible.

ILL-HEALTH RETIREMENT

Working with the Force, West Midlands Police Federation is leading the way with regards to managing this process. I hear and listen to some particularly poor cases across the country. Federation colleagues nationally highlight some distressing and lengthy experiences.

As a Federation, we are particularly grateful to Martin Keating and his occupational health colleagues for their supportive and timely interventions. From my own perspective, when I first took up my position as equality lead officer, the process took around 18 months to two years to reach conclusion. Currently this has been reduced to six to nine months.



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It is vitally important that the Federation is fully engaged with the process and that the good practice developed allows reviews with well submitted evidence rather than Police Medical Appeal Boards (PMABs) which again are lengthy, costly and distressing for the officer.

FAMILY MATTERS

From a Federation perspective, these sessions, held regularly during the year, are the “jewel in the crown” for the Force. There are not many occasions where you can have a meeting which highlights a problem with all the Force experts there at hand and have an Assistant Chief Constable to chair and manage the process.

They are like a “one-stop shop” for anything related to pregnancy, maternity and adoption including aspects that branch from them such as flexible

working. Federation members have benefited financially to the tune of thousands of pounds through interventions in relation to maternity or adoption pay and KIT days. Some of the issues raised and resolved within these meetings are nothing short of amazing.

Police Regulations govern maternity pay entirely differently to ordinary maternity pay and it is important that members recognise this. To minimise mistakes, inputs have been provided to key Force stakeholders. Again, I must highlight that the Force has been very receptive to resolving mishaps and ensuring that Federation members receive what they are entitled to under Regs.

PEOPLE & ORGANISATIONAL DEVELOPMENT

The majority of Federation representations are made with, for and against HR representatives. The last 12 months has seen a fantastic increase in resolving matters swiftly and while also reducing conflict. There are numerous HR managers to thank for their constant commitment during 2021 but special mention must be given to Jill Morris and Amy Smith who regularly field Federation complaints but particularly Sumita Sopariwala who deals with the brunt of representations from me in such a professional manner.

THANKS TO THE CHIEF

My final mention has to be to our Chief Constable, David Thompson.

Within my role, I have been able to see the strides and focus that our Chief has placed upon improving equality within our Force. When things go wrong, he is keen to resolve them without abusing his position.

When the Federation complained about grievances,



he immediately directed extra staff to resolve the issue.

He has set high standards and laid bare his expectations within his blogs. He has faced criticism on social media for his overwhelming support of equality and diversity and none more so than at Birmingham Pride.

When as a Federation we were overwhelmed with equality work, it would have been easier for the Chief to ignore our struggles as this area of work only creates problems towards the Force. However, he did entirely the opposite and increased access to Federation reps and facilities.

He most certainly has had to endure a difficult period as our Chief

with reduced funding and staff with an ever-increased scrutiny on policing from the Press and politicians and yet has managed to do all of this. On behalf of our Equality Committee, I would like to wish him well in his retirement and hope that the incoming Chief Constable builds on the foundations already implemented.



HEALTH AND SAFETY

BY DEANO WALKER, SECRETARY OF THE WEST MIDLANDS POLICE FEDERATION HEALTH AND SAFETY COMMITTEE

From a health and safety perspective, 2021 could be summed up as a year of recovery.

From the outset of the pandemic in March 2020, we very much supported the Force as it sought to respond to the unprecedented challenges of trying to maintain policing services while also keeping officers and staff as safe as possible. As well as helping to address issues across the Force, ensuring people had access to PPE and that our buildings and offices were Covid-compliant, we also had to consider the Federation staff and officials at Guardians House and look to protect them too. While, like many others, they were able to work from home as directed by the Government, when they did return to work, we had to ensure they were as safe as possible and we led the way in terms of putting measures in place to ensure that was the case and our premises were Covid-secure.

Thankfully, during 2021 we did start to see things calm down somewhat but, inevitably, that meant we had a lot of catch-up to do. While coping with Covid-19 had to be the priority, it had meant other health and safety concerns had been side-lined.

As always, we placed an emphasis on the branch objectives in those areas of most concern to members – officer assaults and accidents, safe working environments, officer wellbeing generally, support for student officers and ensuring officers have the correct equipment to do the job.

One critical area where we have had to ensure the Force gets get back on top of things concerns its health and safety management such as fire risk assessments, fire evacuation drills, fire awareness, fire marshal and evacuation chair training. Also, as the Force starts to recover from the effects of the

pandemic, we must ensure that when any planned changes take place it consults with us.

During 2022 we will be relying on local Fed reps to ensure fire evacuations drills have been carried out. With the Force occupying more than 70 police buildings, the health and safety reps on our committee cannot get around them all.

In addition to the fire risk assessments, we all carry out health and safety “walk throughs” within offices and departments, flagging up areas of concern and ensuring issues are addressed. But again, we are spread thinly.

We have also been working closely with the Force to make sure that all our health and safety policies are fully up to date, compliant with current legislation and followed to the letter.

For me, the key message I want to get over is that health and safety is everyone’s responsibility. We all have to make sure it’s a priority. It’s not just something for the Force to put at the top of its list, nor is it just for managers – though they obviously have to lead the way. We all have a duty to report near misses properly; there is no excuse for not doing so. A near miss that goes unreported can lead to a real risk to someone’s life further down the line. None of us should allow health and safety to fall to the bottom of the pile, however busy we all are.

As with all other areas of Federation work, and within the Force generally, we have been significantly impacted by the Government’s Uplift Programme through which forces across England and Wales will see an influx of 20,000 officers over a three-year period.

Of course, we welcome our new colleagues as they embark on their new careers and the boost to officer numbers, but this sudden upsurge does not come without risks. We were contacted by student officers who were heading out on patrol in Birmingham crewed up with another new recruit. Thankfully, we have been able to work with the Force to address this and we have been assured this will not be allowed in the future.

Membership of the Federation's Health and Safety Committee is as follows:

- **Chair – Lee Haywood**
- **Secretary – Deano Walker**
- **Deputy chair – Jason Dooley**
- **Deputy secretary – Simon Wheeler**
- **Members – Lorayne Brown, Mick Woods, Suky Bagri, Andrea Forrester, Patrick McBrearty and Ash Forster.**

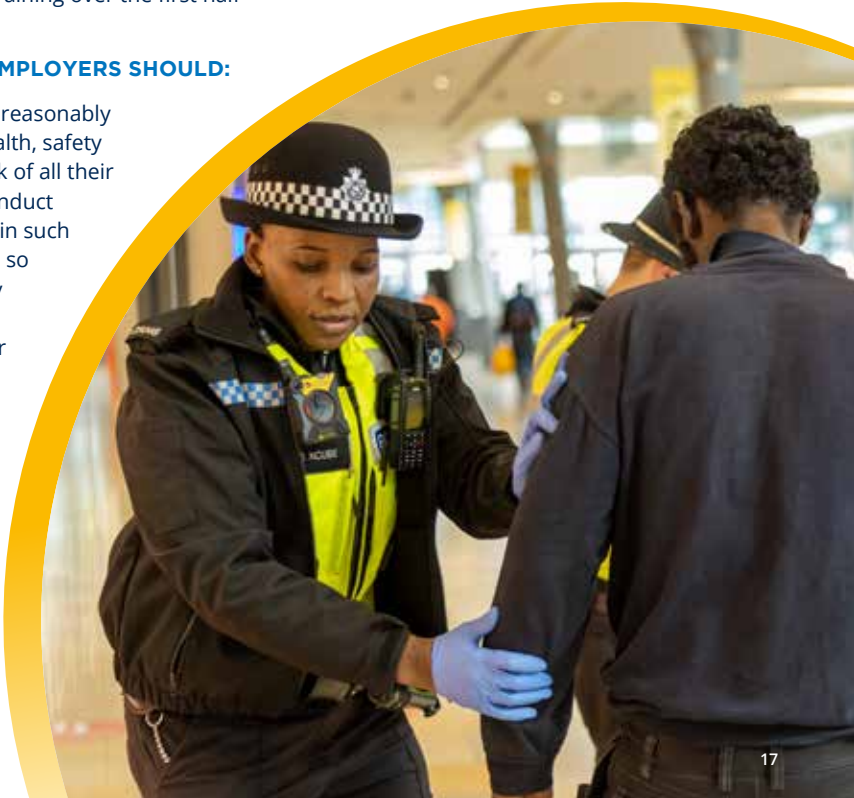
All are now qualified or are due to attend health and safety training over the first half of 2022.

UNDER HSWA, EMPLOYERS SHOULD:

Ensure, so far as is reasonably practicable, the health, safety and welfare at work of all their employees; and conduct their undertakings in such a way as to ensure, so far as is reasonably practicable, that persons not in their employ who may be affected are not thereby exposed to risks to their health and safety.

EMPLOYEES SHOULD:

Take reasonable care of their own health and safety and of others who may be affected by their acts or omissions at work; and co-operate by following any requirement imposed on them by their employer, for example, to follow safe systems of work and to use personal protective equipment. The act is a powerful tool and with the possibility of criminal sanctions in relation to health and safety is an area where we have the most leverage for change. It is our intention to work with the Force to achieve our objectives of making the workplace as safe as possible for our members and not expose them to any unnecessary risks. However, if all reasonable efforts to do so for a particular risk have been exhausted, we will have no issues escalating the matter to the appropriate body with accompanying supporting evidence.



LEGAL SCHEME

West Midlands Police Federation funds legal expense insurance for all its subscribing members.

The branch is one of only two in the country to do so. It has been a great success with many of our members benefiting from the cover provided by LIM. If you are not aware of this scheme, please take a little time to read the policy details on our website.

It could well save members money directly as it includes uninsured loss recovery in relation to motor insurance for the member, their spouse or partner and any children living with them. This cover (often referred to as

'legal cover' or 'P I cover' in motor insurance quotes), is not required for any subscribing Federation member as they all have it within the scheme benefits.

During 2021, the scheme received more than 150 claims and made pay-outs totalling more than £280,175.

Claims ranged from motor insurance defence, family consumer disputes, family personal injury, and family criminal prosecution defence and disciplinary hearings.

The Legal Helpline receives on average 40 calls per month from West Midlands members with the average call length being 20 to 30 minutes.

For the last three years, members have had access to an online legal document service which provides templates to help in a range of disputes from gaining access to a neighbouring property to complaining about lost luggage.



GROUP INSURANCE SCHEME

More than 8,700 members of West Midlands Police Federation and retired members are covered under the Group Insurance Scheme.

Group life assurance claims						
Year	Serving officer	Partner	Child	Retired officer	Retired officer partner	Grand total
2021	4	2	2	21	4	33
2020	3*	0	0	11	4	18

*One additional life assurance claim

Group life claim values						
Year	Serving officer	Partner	Child	Retired officer	Retired officer partner	Grand total
2021	£520,000	£130,000	£6,000	£632,500	£90,000	£1,378,500
2020	£360,000	0	0	£415,000	£110,000	£885,000

Critical illness claims				
Year	Serving officer	Partner	Child	Grand total
2021	10	7	0	17
2020	7	2	0	9

Critical illness claim values				
Year	Serving officer	Partner	Child	Grand total
2021	£150,000	£52,500	0	£202,500
2020	£105,000	£15,000	NA	£120,000

Personal accident and Regulation 28		
	Claims	Value
Personal accident	70	£15,012.77
Regulation 28	48	£92,655.56

RAC

During 2021, there were 1,735 claims under the RAC breakdown cover with 211 recoveries and a patrol fix rate of 84 per cent.

GADGET

There were a total of 360 claims under the gadget insurance policy during 2021 with a total pay-out value of £70,461.93. A total of 39 claims were pending at year end.

TRAVEL

There were 65 travel insurance claims with a total of £56,851.90 being paid out.

GP CARE ON DEMAND

A total of 566 cases were handled under the GP Care on Demand service included within the Group Insurance Scheme during 2021.

This compared to 409 during 2020.

ADVICE

Your Federation offered members FREE advice and expert support on a wide range of issues during 2021.

POLICE REGULATIONS

West Midlands Police Federation's in-house expert Gary Nuttall answers all members' questions relating to Police Regulations.

You can contact Gary if you have any queries on 0121 752 4900 or email him on GNuttall@westmids.polfed.org.

MORTGAGES

Free mortgage advice was given to members in person or via a video call.

One of our providers held a few surgeries when permitted under the Covid restrictions and when stations could accommodate them.

They spoke to around 600 clients and wrote 419 cases. Some just wanted advice or had general enquiries.

A second mortgage adviser arranged an average of 15 mortgages per month for officers and staff.

FAMILY LAW

The majority of our family law surgeries were held via video calls.

However, Gorvins did manage to hold nine face to face meetings at Guardians House:

3 were held in August
2 in September
3 in October, and
1 in November.

PLANNING FOR RETIREMENT

Our pre-retirement seminars, held at our Guardians House office for officers in the last three years of their service, once again proved popular.

The usual programme was disrupted due to the pandemic but we still managed to hold 10 seminars, attended by a total of 174 officers, while complying with the restrictions in place.

FINANCIAL EDUCATION

Caroline Harris provided financial surgeries to officers offering help and advice with regard to matters of tax and overall financial wellbeing that have been really well received. Unfortunately, Caroline is currently unavailable but we hope to resume this service soon.

We have retained the services of former branch secretary Steve Grange who, since his retirement, has been offering information to officers with regard to their pensions and how the changes that are being implemented from April 2022 will affect them personally.

Steve is currently retraining as a financial adviser and will be taking the lead on the financial input at our monthly retirement seminars from June 2022. He will be available to help any officer with any financial matter from this time onwards.

MEMBER SERVICES

Due to the pandemic, we were once again unable to hold Federation roadshows in 2021 but there were thousands of visits to our Member Services website pages.

Members were able to access a wide range of offers, discounts and services.

OUR COMMUNICATIONS

TWITTER

1,113,700

impressions on
our Twitter feed

Average of **92,808**
impressions per month

806
Tweets

Average **67** Tweets
per month



New followers
up 5%
to **5,438**



FACEBOOK

558,000

Reach in a six-month period

79,154

engagements on our FaceBook
page in a six-month period

270

new followers –
increase of five per cent

WEBSITE

428,216

Total number of site visits

273

news items were posted
on our website

73,354

page views on our
news items

The most popular Member Services pages visited were:

Vehicles – **5,487**

Discounts, holidays and leisure – **5,055**

Healthcare, insurance and bills – **1,984**

Total number of Member Service page views – **35,000**

Total Group Insurance Scheme page views – **42,088**

Total advice and Regulations page views – **125,990**

OUR FINANCES

BY MICK TIERNEY

West Midlands Police Federation was allocated a budget of £307,000 for 2021 and overspent considerably. This was mainly due to building repairs and the need for a further member of staff to cope with the excessive workload created by the new database system and bringing the Federation into centralised administration. This, of course, will eventually ease the workload.

To justify further money required in submitting our 2022 budget, we applied for a further £40,000 and submitted a business plan to meet our demands bringing it up to £344,000 and this budget has now been approved.

EXPENDITURE

As we enter the fourth year of the new accounting system with the Police Federation of England and Wales' head office in Leatherhead, I'm pleased to inform members that the budget was adhered to and, as already mentioned, overspent, however, as explained previously this was justified expenditure.

We continue to support our membership with free legal cover which is designed for any off-duty incidents for which you may need a solicitor adding to this we also have the Care on Demand service for medical reasons where you cannot get to see or speak to your own doctor and may need attention for both these services contact your Federation representative for further details.

The key areas the organisation concentrates on from a financial perspective are:

Personnel: mainly wages.

Subsistence and travel: expenses for members and representatives.

Training: with the recent elections and new reps, we need to deliver the best service to

represent members and they need our reps to be up to date with legislation, health and safety guidance, personal welfare and legal matters.

Office: to provide facilities for our membership to attend and discuss any concerns outside police premises with complete confidentiality.

Events: to provide mobile facilities for roadshows and attending major incidents to help the membership.

Marketing and advertisements: when the need arises, we have to provide up to date information. This is a key area with ongoing issues such as road policing. Legislation is due to be passed by Parliament for the protection of police drivers in several areas as an example and there are also developments around health and safety and changes to pensions to mention just a few ongoing issues.

IT: it is essential that we stay current with IT requirements. There has been a recent investment in a state-of-the-art database in a central area rather than the old system of various databases spread throughout the country thereby expediting enquiries for the benefit of the membership.

Professional services: these are mainly concerning legal issues to provide and represent the membership. The good work on the business plan has now enabled us to have our own regional solicitor so it's a great step in the right direction.

INCOME

Due to the budget being controlled centrally by the Police Federation of England and Wales, all subscriptions are sent directly to the Federation's headquarters so West Midlands Police Federation's only source of income is its budget which is reconciled monthly.

To allow us to generate extra income, we are still providing Member Services through various insurance policies. The online services are declining as sometimes a better deal is found elsewhere (Amazon, eBay, Ticketmaster etc). This area is now under review to find a way to provide a better deal for members.

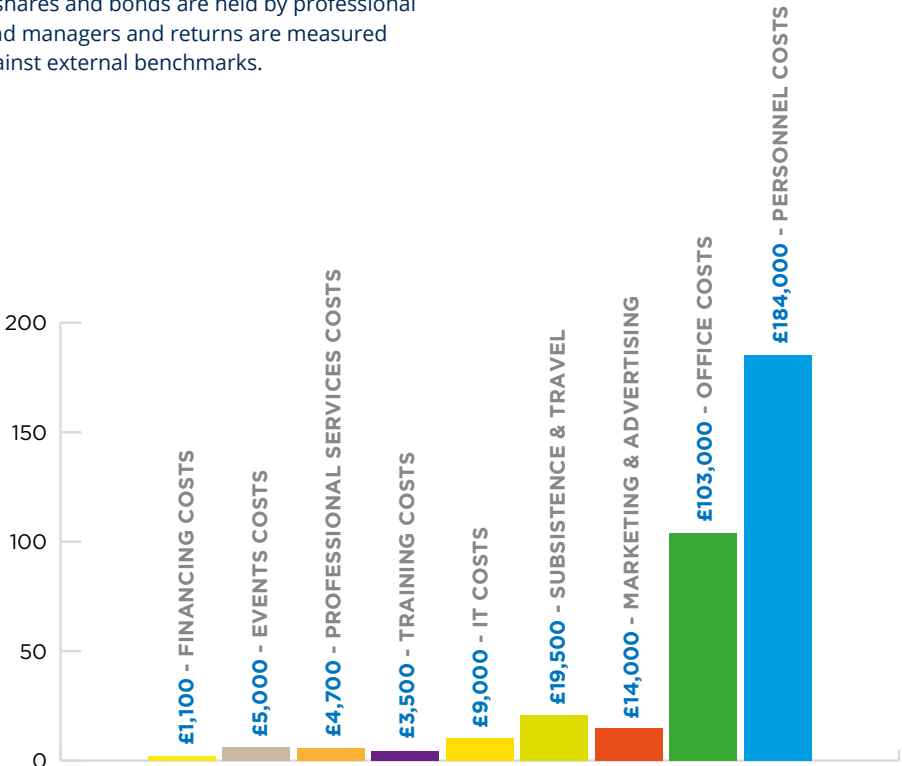
OVERALL

The balance sheet remains strong. The Federation Board believes that a strong balance sheet is essential to maintaining the long-term viability of the branch. Investments in shares and bonds are held by professional fund managers and returns are measured against external benchmarks.

This year there has been a need to review due to Covid-19. The investment market has picked up and we are seeing a slight increase in profit. Currently it's stable but it is still dependant on the world economy and current events in the Ukraine.

RESERVES

As mentioned, we are providing our membership with two free services - Care on Demand and Legal Off Duty Cover. Of course, this comes at a price whereby we are using our reserve funds to give this free cover. Later this year it will be reviewed to see if we can justify the expenditure and whether we are getting value for money as the provider seeks to increase the price.



A SNAPSHOT OF 2021



PC Stuart Ward.

JANUARY

A West Midlands police officer who was racially abused as a child became Britain's first football hate crime officer. PC Stuart Ward vowed to improve the ability to investigate offences against players and fans.

A month-long project, focussing on the work of detectives revealed many were working excessive hours, giving up rest days, missing time with families, while having to deal with some of the most traumatic investigations.

West Midlands Police Federation called for offenders who weaponised Covid-19 to be jailed. Branch chair Jon Nott called for urgent action to be taken to protect officers.



Jon Nott.

FEBRUARY

West Midlands Police Federation chair Jon Nott called for police misconduct investigations to be speeded up for the benefit of officers and taxpayers.

Following an appeal from West Midlands officers, a local resident who was celebrating her 100th birthday but has no close family, received 9,000 cards and gifts from across the world helping her mark the milestone celebration.



MARCH

West Midlands Police Federation teamed up with the Force to order a welfare van which would provide a warm and dry place for officers when they needed to take a break.

On 23 March, West Midlands Federation supported the National Day of Reflection. The event marked a year to the date since Prime Minister Boris Johnson told everyone to stay at home when announcing a national lockdown, to try to halt the spread of Covid-19. The Federation supported two West Midlands Police officers who launched an appeal to pay for life-changing spinal surgery for their 12-year-old daughter. Macy Handley subsequently had a successful operation.



APRIL

A mental health toolkit was launched by national charity Mind, designed specifically to support police officers and other emergency workers during the pandemic.

Police forces were praised for their “immediate and decisive” action in responding to the extreme circumstances of the pandemic in a report from Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).



MAY

West Midlands PC Andy Rudnicki was named at the Force's 'Dog Handler of the Year', along with his four-legged sidekick, Vapour. Later that month, fellow officer and dog handler, PC Paul Hopley, received the Dog Action of the Year Award, alongside police dog Stark.

Two West Midlands Police officers, Emad Choudhury and Skye Morden, were honoured at the prestigious Pride of Birmingham Awards.



JUNE

The Police Federation's annual national conference took place, virtually. The two-day event had a theme of "Policing Under Pressure" and involved attendees hearing from leading figures in policing, as they discussed a wide range of issues.

The conference included an input from West Midlands Police Federation deputy secretary Tim Rogers, who sat on a panel called Driving Change. Home Secretary Priti Patel also addressed conference.



HRH Prince Charles at the National Memorial Arboretum.

JULY

A survey revealed more than three quarters of police officers experienced mental health or wellbeing difficulties over the past year, highlighting the devastating impact the coronavirus pandemic had on policing.

The Police Federation sent a letter to Prime Minister Boris Johnson and Chancellor Rishi Sunak expressing their anger members felt towards the pay freeze.

A sculpture at the National Memorial Arboretum (NMA) was unveiled during a ceremony that was attended by Prince Charles. The 12-metre-high sculpture is dedicated to police officers who have lost their lives on duty.



Chief Constable Dave Thompson presents an award to Steve Grange (right).

AUGUST

Resham Singh Nahal (53), a West Midlands Police Special Constable, was honoured at the annual Care of Police Survivors (COPS) ceremony at the National Memorial Arboretum, after he died having been struck by a vehicle while on duty.

West Midlands Police Federation secretary Steve Grange was presented with a Chief Constable's Award ahead of his retirement. Steve had spent three decades with the Force and represented members of the Federation for 15 years.



Jon Nott with the Chief Constable at National Police Memorial Day.

SEPTEMBER

West Midlands Police Federation welcomed more than 25 new workplace representatives onto the Branch Council following the elections.

Police forces from across England, Wales, Scotland and Northern Ireland came together to remember fallen colleagues at the National Memorial Day service at Lincoln Cathedral.



Jon Nott (centre) with Holly and Paul.

OCTOBER

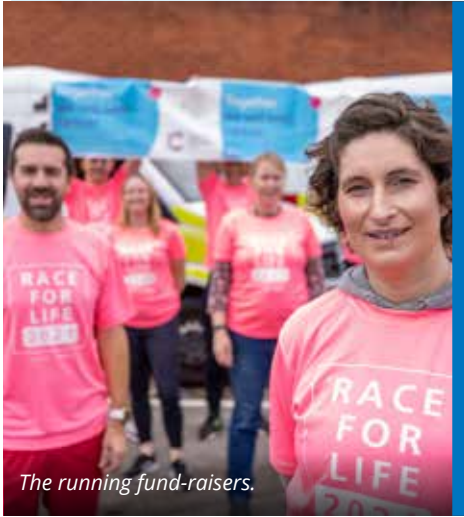
Two brave West Midlands PCs, Paul Newman and Holly Necchi, were recognised at the national Police Bravery Awards in London. They were nominated in 2020 but the awards ceremony was cancelled due to the pandemic and finally went ahead in October 2021.

Phil Kingsley revealed he was “humbled” to have been named Police Officer of the Year at the annual Force Diamond Awards, a ceremony that is sponsored by West Midlands Police Federation. Phil has faced a number of challenges during his 18 years in the Force, including being run over by a drunk driver.

A team of determined runners, including officers and staff from the Force, took part in the Liverpool Rock ‘n’ Roll Marathon and Half Marathon, raising more than £60,000 for a charity fund set up in the name of former West Midlands Assistant Chief Constable Chris Johnson.



Crossing the line at the Liverpool Rock 'n' Roll Marathon.



The running fund-raisers.

NOVEMBER

A West Midlands Police sergeant raised almost £2,000 for Cancer Research UK in honour of a colleague who is battling the disease, by organising a fun run.

The West Midlands branch of the Police Federation took part in a service of remembrance at Tally Ho, with interim branch secretary Tim Rogers laying a wreath as part of the service.



Rich Cooke.

DECEMBER

Rich Cooke says he was delighted to be elected as chair for West Midlands Police Federation after a members' vote. Rich, who paid tribute to his predecessor Jon Nott, said meeting officers throughout the campaign gave him a greater appreciation of the challenges the Federation, collectively, face.

Coventry MP Colleen Fletcher told Prime Minister Boris Johnson that West Midlands Police were under "significant pressure" due to the fall in officer numbers over the past 10 years. She also called for extra funding.

A West Midlands Police officer won the Regional Award for the Midlands at the 2021 Police Bravery Awards. PC Mat Evans was nominated for tackling a knifeman who stabbed an emergency services worker in the heart.



PC Mat Evans talks to Home Secretary Priti Patel at the Downing Street bravery awards reception.





Supporting our members in everything we do



Photographs courtesy of West Midlands Police.

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