

FEDERATION



West Midlands Police Federation

February/March 2024



WEST MIDLANDS POLICE FEDERATION BRAVERY AWARDS 2024

Pages 8 to 17

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WELCOME

Welcome to the February/March 2024 edition of **Federation** - the magazine for members of West Midlands Police Federation.

We are always on the look-out for good news stories so please get in touch if you have something to share with colleagues. It does not have to relate to your policing role - though we are definitely interested in hearing about what's going on around the Force. Do you have an interesting hobby or perhaps you are involved in sport locally, as a player, a manager, a coach?

Just get in touch and let us know.

We would also be interested to hear what you would like to see featured in your magazine.

Cover photo: Glenn Brabham, overall winner of the West Midlands Police Federation Bravery Awards, with his wife Becca. Photo courtesy of West Midlands Police.

Published by:
XPR (UK) Ltd

Editor:
Rich Cooke, chair

Design and production:
XPR (UK) Ltd

Contact us:

Guardians House
2111 Coventry Road
Sheldon, Birmingham
B26 3EA

Telephone:
0121 752 4900

Email:
westmidlandspf@polfed.org

www.polfed.org/westmids

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The value of effective community policing should never be under-estimated



By **Rich Cooke**, chair of West Midlands Police Federation

This time last year the Force had just welcomed Craig Guildford as its new Chief Constable and there was speculation as to what changes he might bring.

From my point of view, I was certainly hopeful that he would introduce a neighbourhood policing model so that we could once again take a more preventative approach to tackling crime rather than the reactive style largely forced on us due to years of cuts and under-investment in policing.

The value of effective community policing should never be under-estimated. Dedicated local officers can build links with their local communities, creating the two-way conversations that will help the flow of intelligence, something that has sadly been lacking in recent years. They are able to pick

up on issues and respond accordingly, often preventing them escalating. They also provide the visible policing presence that we know members of the public want to see since they find it reassuring.

The years of austerity - along with decimating officer pay - brought tightly-squeezed budgets and cuts to police officer numbers, the closure of local police stations and police bases and a move away from neighbourhood policing. This has meant that, for far too long, we have basically been a reactive force with officers sweeping into an area as the result of a major incident but then moving on to the next one. This firefighting style approach does not solve problems or help build strong links between the police service and the communities we serve and does little to strengthen the principles of policing by consent that we so heavily depend on.

I am therefore pleased Chief Guildford's Change Programme has introduced a neighbourhood policing model and I am hopeful that this is going to deliver the transformation of policing our region that I have wanted to see.

Of course, that transformation was never going to happen overnight - though sadly the

inspectorate did not seem to grasp that when it put the Force under Special Measures late last year.

The impact of the new model has to date been hindered by a few significant factors. Improvements to call handling have meant we are answering far more calls than ever from the public, which is a good thing. But, off the back of that, we are having to work through this demand which impacts heavily on frontline and neighbourhood teams. This can't go on forever and we need neighbourhood officers ringfenced to do their work as soon as possible. The Force has also had to urgently improve investigations, which will mean more offenders brought to justice, but again it has a knock-on effect taking extra time and resources. The good news is we are succeeding, and these problems are slowly being solved and absorbed.

From a frontline colleague's perspective, tangible change is slow, and it feels we are working harder than ever. But, I think, in the medium to longer-term we will start to see the real benefits filter through to our communities while also bringing benefits for the Force and officers themselves.

Day in, day out police officers are out and about, doing their best to serve the public,

“ **DEDICATED LOCAL OFFICERS CAN BUILD LINKS WITH THEIR LOCAL COMMUNITIES, CREATING THE TWO-WAY CONVERSATIONS THAT WILL HELP THE FLOW OF INTELLIGENCE, SOMETHING THAT HAS SADLY BEEN LACKING IN RECENT YEARS. THEY ARE ABLE TO PICK UP ON ISSUES AND RESPOND ACCORDINGLY, OFTEN PREVENTING THEM ESCALATING.** ”

fighting crime, keeping order and seeking to protect the vulnerable, often putting their own lives at risk in doing so.

Never is this more apparent than when we attend the Police Federation's national Police Bravery Awards which are held in London each summer and see brave acts by officers from all 43 forces recognised. Last year, our nominees – the policing team who responded to the incident at Babbs Mill in which four young boys sadly lost their lives – deservedly won the national award.

This year for the first time we, as a Federation branch, held our own bravery awards night so that we could recognise the bravery of our members. You can read more about the awards, and the winners on Pages 8 to 17. The overall winner of our local event will go forward as our nominee for the national award so we will keep you posted on how they get on.

“ **DAY IN, DAY OUT POLICE OFFICERS ARE OUT AND ABOUT, DOING THEIR BEST TO SERVE THE PUBLIC, FIGHTING CRIME, KEEPING ORDER AND SEEKING TO PROTECT THE VULNERABLE, OFTEN PUTTING THEIR OWN LIVES AT RISK IN DOING SO.**

These events show all that is good about policing which, I think, is incredibly important right now when officers are facing the most intense scrutiny I have ever seen during my career of 20 years plus. This scrutiny is making officers lose confidence in themselves and their ability to do the job they signed up to do; a job which is difficult and challenging already. We need to restore their confidence, recognise the many examples of good work they carry out each and every day and provide some balance to the negative media narrative.

Next year we plan to organise another awards night and I hope that senior officers from across the Force will consider putting forward nominees.

Perhaps those nominated will include the officers who dealt with the despicable violence at two of our local football grounds in recent months. The scenes were quite shocking to see, and our officers deserve recognition for their efforts to prevent further escalation of the disorder.

Officers praised for tackling violence at FA Cup derby

West Midlands Police Federation deputy chair Jase Dooley has praised officers' bravery after violent clashes broke out in the stands during the FA Cup derby between West Bromwich Albion and Wolverhampton Wanderers.

Jase said the officers prevented a mass disorder inside The Hawthorns, West Brom's ground, when fighting started among the crowd moments after Wolves took a 2-0 lead.

The match, which took place on Saturday 27 January, was suspended while officers brought the trouble under control.

Jase said: "Without the police officers and club stewards there, it would have been absolute carnage in the ground.

"The officers have prevented a massive disorder. It would have escalated very quickly.

"It was amazing work by our colleagues. From top to bottom, it was well planned and all concerned should be very proud. Brave work from the frontline yet again."

Jase said that an officer who was seen on the television coverage of the game to be pushed down the stairs was 'fine'.

"The officer has bruising to his legs and back, but he'll be okay," said Jase, who is the branch's assaults lead, "I wish him a full recovery very quickly.

"We are contacting the officers who have been assaulted to see if they have any issues or lasting injuries and, if there are any, what we can do as a Federation to help them."

Jase said a police investigation had swung into action to identify the people behind the violence.

"There's now officers reviewing the CCTV and, if anyone is seen to have pushed our officer, then we'll be identifying them and making arrests," he said.

"Our members should not have to face violence or the threat of violence, in any

setting, just for going about their jobs. It is totally unacceptable.

"We're looking for positive action from the investigation to make sure that the officers who have been assaulted are dealt with as victims, because that's what they are.

"We will also be looking for people who caused problems on the day and who have not yet been arrested. If anyone has information about who caused problems then contact the police."

Six people - four West Brom supporters and two Wolves fans - were arrested in connection with the trouble.

All have since been bailed while the investigation continues.

Those arrested were:

- **A 16-year-old held on suspicion of having an offensive weapon after he was stopped by officers using Section 60 stop and search powers in a pub before the game**
- **A 29-year-old man arrested for affray after violence in one of the stands**
- **A 24-year-old man arrested for violent disorder after pushing towards officers**
- **A 33-year-old man arrested for violent disorder and assaulting police officers after pushing one officer to the floor and kicking out at another**
- **A 34-year-old man arrested on suspicion of a public order offence after picking up a corner flag and brandishing it as a weapon**
- **A 58-year-old man arrested for assaulting a police officer after throwing punches at police.**

Chief Inspector Tim Robinson, from West Midlands Police's football department, said: "A number of officers have been injured, and we have already started the process of reviewing evidence including body-worn video and CCTV to ensure that we identify and arrest all of those involved over the coming days and weeks."

Discipline lead says conduct process 'must change'

The conduct process needs to change for the benefit of officers and the public, says West Midlands Police Federation's conduct lead.

Dave Hadley said the current system 'breaks good people' as he called for changes to the case to answer tests and for cases to be considered more quickly.

He said: "It is essential that forces should expeditiously pursue those who are unfit to wear the uniform. No sensible person would ever advocate that there shouldn't be accountability for officers, but the processes of accountability shouldn't be a punishment in themselves."

Dave said that one obstacle to dealing with conduct matters expeditiously lies with the case to answer test.

"The test that is applied when prosecutors are considering instigating criminal prosecutions is much more stringent than those applied to police misconduct hearings," he said.

"Criminal prosecutions only occur where there are reasonable prospects of success, I'd like to see something similar for misconduct cases.

"In criminal cases, the Crown Prosecution Service considers two things. Firstly, whether there is sufficient evidence to provide a realistic prospect of conviction and, secondly, if it is in the public interest to bring the prosecution. With misconduct matters, that's not the case.

"There is no assessment as to whether a potential misconduct matter has reasonable prospects of success, instead, the assessment is confined to whether there is any evidence available on which a panel could find misconduct. It's an incredibly low threshold.

"To illustrate the point, you could have five statements saying an officer acted appropriately, one statement says they didn't, and that's it. That one statement is enough for the case to go to a hearing because there's something which a panel could hang their hat



Conduct lead Dave Hadley.

on to make a finding.

"It's an entirely profligate way of approaching such an important decision - in terms of the public money that is being spent, and in terms of time; professional standards investigators' time, which should be focussing on the cases that need to be progressed for the good of policing in general.

"In my view, the assessment should involve an assessment of the case in the round. Is there sufficient evidence to provide a realistic prospect of a finding against the officer, or not and is it reasonable and proportionate to bring the case to a hearing?

"That would enable forces to put their best efforts into the cases which involve those officers who need to be rooted out of policing rather than clogging up the system with cases which will almost certainly end in an outcome

of 'not proven', leaving everyone with a bitter taste in the mouth."

Dave said that the timescales involved in the misconduct process 'can be scandalous'.

There is currently no cap on how long an allegation or complaint against a police officer can be investigated. A significant number of misconduct cases take years to come to a conclusion, which is why [the Police Federation of England and Wales \(PFEW\) is campaigning for police disciplinary investigations to be concluded within 12 months](#) from the moment an allegation is made.

"Accountability shouldn't take years," Dave said. "I see first-hand how newly vindicated officers react when they leave those hearings.

"The initial relief often gives way to anger which starts the minute they begin to reflect on how long they've had to wait, side-lined from active duties, promotions put on hold, roles that they have been working towards given to others because the posting can't be left unfilled indefinitely, and sometimes parlous personal finances from a lack of over-time and unsocial hours payments which some officer rely on to keep their heads above water after a decade of pay degradation.

"I hear the calls to the husbands, wives and families at home who have lived through those months and years of stress.

"These processes break good people who are caught up in this flawed system, people who only want to serve their communities. There is no public interest in inflicting such torment and stress on those people."

Dave suggested that 'the toxic effect of such treatment leads to a 'ripple effect of passive policing'.

"You can see how in some circumstances - when officers see a colleague unfairly subjected to a lengthy investigation and restricted duties - that they might think that by being proactive you're putting your job at unnecessary risk," he added.

"Many will think if they keep their head down, they still get the same wages at the end of the month, and it won't be their family left wondering whether they're going to be able to pay the mortgage.

"If officers haven't the confidence to do their jobs, and passive policing becomes widespread, we would be in a terrible position as a society."

“ IT IS ESSENTIAL THAT FORCES SHOULD EXPEDITIOUSLY PURSUE THOSE WHO ARE UNFIT TO WEAR THE UNIFORM. NO SENSIBLE PERSON WOULD EVER ADVOCATE THAT THERE SHOULDN'T BE ACCOUNTABILITY FOR OFFICERS, BUT THE PROCESSES OF ACCOUNTABILITY SHOULDN'T BE A PUNISHMENT IN THEMSELVES.



Roads Policing Seminar: branch secretary leads the conversation

Chief officers could be leaving police drivers 'exposed' by failing to meet their commitments in embedding new legislation, the Federation's Roads Policing Seminar has heard.

Tim Rogers, secretary of West Midlands Police Federation and the national Federation's pursuits and driver training lead, was addressing a discussion on the effectiveness of the Police, Crime, Sentencing and Courts Act 2022.

Describing it as 'a great bit of legislation', Tim said it had the power 'when correctly applied' to give police drivers the appropriate protection which has bizarrely long been absent in law.

However, he said that some chief officers have not familiarised themselves with the legislation and their obligations in order for it to provide the wide ranging benefits to both officers and public.

"I'm bored of saying this but, put simply, it's a case of comply or die," he said.

Tim was leading a discussion during the online seminar titled New driving legislation - does it deliver better protection for officers?

He described how the Federation campaigned to 'remedy the legislative flaw that saw police officers routinely charged for doing their job'.

"It was a perverse situation that saw officers being prosecuted for simply doing what they are trained and expected to do in keeping the elected government of the day's public safe," he said.

"I'm happy, and the Federation is happy with the new legislation, and we're grateful to our partners in the Home Office, the National Police Chiefs' Council (NPCC) and those other supportive partners who helped us facilitate this change.

"But we are disappointed it does risk failing to achieve its true potential due to some errant application.

"Our achievement in securing this generational reform for police driver legislation is being squandered by a small proportion of beneficiaries.

"You're probably asking who would do that? Out of all the users, it's sadly the police service. The issue is with the police service thus chief officers, who are the main offenders. We're far from satisfied with some who seem

unable to familiarise themselves with their legal obligations.

"Their failure to effectively plan for the introduction of the new legislation and the chronic underinvestment in roads policing - even though in February last year for the first time this critical area of policing was included as a strategic policing requirement.

"We accept this underinvestment starts with central government. Some of the problems we're seeing is that the prescribed training that is set out in the act is not being consistently applied."

Tim explained how he had 'worked really hard on the governance that sits behind the primary legislation', as he strongly added: "Forces must adhere to this. There's no wriggle room.

“ WE ARE DISAPPOINTED IT DOES RISK FAILING TO ACHIEVE ITS TRUE POTENTIAL DUE TO SOME ERRANT APPLICATION.

"Any deviation from the statutory instrument will leave your officers exposed, yet some chief officers seem unable to grasp this fact and it can't be allowed to continue.

"Whether you're a police driver, senior leader, a chief officer, you've got a duty to yourself, your staff, the public to get the best out of it - and it is a great bit of legislation. Correctly applied it should achieve its policy objectives."

The debate heard from Jo Boxall-Hunt, subject matter expert from the College of Policing, who spoke about the licensing requirements under the new legislation.

Barrister Mark Aldred, from QEB Hollis Whiteman, who has worked closely with the Federation during its campaign for the new legislation, spoke about other protections provided for police drivers.

Mr Aldred said that 'experts should think beyond driving policies' when looking into the actions of a police driver.

Describing a situation where a driver might be forced to pursue a suspect who was fleeing

on foot or bike, he said people may be 'astounded to know there's no tactic in the tactics directory, no policy, and there is no training to cover this entirely foreseeable situation'.

But he said that case law meant that an officer could be convicted of a criminal offence for failing to act, so doing nothing was not an option.

He went on to describe how drivers could use the National Decision Model (NDM), alongside the Criminal Law Act and the Police and Criminal Evidence Act (PACE), to mount a pursuit.

"If you apply NDM there is sufficient there in policy, but experts are giving too little credence to it," he said.

Other discussions during the seminar included forensic collision investigation, electric vehicles and a victim-led approach to roads policing.

The final session was a debate on whether the future of roads policing might see the introduction of a nationwide roads policing unit.

The discussion heard that there are five deaths a day on the UK's roads, with the estimated cost of a fatal road traffic collision around £2 million.

It was also told that, despite those figures and it being a national strategic priority, roads policing received fewer resources and investment than other areas of policing.

Brian Booth, the Federation's roads policing lead, said: "As well as the financial costs, there are emotional costs and the impact on families when someone sadly dies on our roads.

"There's the welfare of our members, our officers attending these scenes and the impact it has on them as individuals."

Simon Hill, deputy general secretary of the Metropolitan Police Federation, added: "If we had a very achievable but modest reduction of five per cent that would save the UK economy approximately £200m.

"A five per cent reduction is very modest, and I'd suggest with a dedicated roads policing force, suitably resourced, equipped and trained, it would be more than surpassed."

West Midlands Police Federation Bravery Awards:

A message from Fed chair Rich Cooke



What a fantastic first West Midlands Police Federation Bravery Awards. The evening (Wednesday 31 January) was a testament to the extraordinary courage and selflessness exhibited by individuals in the face of adversity. It gave us an opportunity, a platform, to honour and celebrate our colleagues, who each showed remarkable acts of bravery, often risking their own safety for the wellbeing of others. From daring rescues to selfless acts of compassion, the awards highlighted the indomitable spirit that runs so true throughout West Midlands Police.

As I looked around the room at Tally Ho, I couldn't help but feel so much pride. I was proud to be your chair, proud to be your colleague and above everything else, proud to be an officer with West Midlands Police Force. When surrounded by so many brave officers, in a room bursting with courage and inspiration, it was impossible not to feel an enormous sense of pride. And I have no doubt, that everyone who attended the event shared these feelings.

During the evening, a diverse range of bravery was recognised - and while the details of each of them differed, they all showcased the courage demonstrated by our officers on a daily basis.

Four brave Birmingham officers, who confronted and searched known Organised Crime Gang (OCG) members, before pursuing them and recovering a viable firearm from the streets. Our Walsall winner, a student officer, who, during one of his first shifts, found himself being sprayed by the offender with PAVA - yet, despite this, managed to cuff him. Lee, our Dudley winner, who successfully rescued members of the public, who were locked in a shop by an armed man. Three cops from our Wolverhampton team who, without a second thought, jumped into a canal to rescue a man, before they spent 10 minutes giving the gentleman CPR, having pulled him out of the water. The brave Coventry winners who saved

the lives of a mother and her young children, having courageously entered a house fire and guided them to safety. And, our duo from the Solihull team, who managed to break their way into a static car on an extremely busy motorway to the aid of a woman who had collapsed at the steering wheel.

“ DURING THE EVENING, A DIVERSE RANGE OF BRAVERY WAS RECOGNISED - AND WHILE THE DETAILS OF EACH OF THEM DIFFERED, THEY ALL SHOWCASED THE COURAGE DEMONSTRATED BY OUR OFFICERS ON A DAILY BASIS.

The Sam Hughes Inspiration in Policing Award was presented to Darren, who - despite receiving cancer treatment himself - launched the 'Cancer Club', a supportive network for colleagues living with the disease. Like our other award winners, Darren is the epitome of bravery. His selflessness and positive attitude is inspirational, he lights up every room, the moment he walks in. And although he has fought his own health battles, the welfare and wellbeing of his colleagues remain at the forefront of his mind. If everyone could be a little more like Darren, the world would be a brighter place.

Of course, it would be remiss of me not to mention who Darren's award is named after: our former branch deputy chair, Sam Hughes, who sadly died following her own battle with cancer last year. There's no doubt in my mind that Sam would have loved everything about these awards and what they stand for. She was a

cheerleader for her peers and worked tirelessly to boost the wellbeing of our members. Just like Darren, Sam never put herself first, her priority was always supporting her colleagues. I'm so pleased that we've been able to honour Sam in such an appropriate way, may her legacy live on.

The overall winner from the evening and the recipient of the PC David Green Shield is our Sandwell Award winner, Glenn Brabham. Glenn heroically rescued two elderly women from under an unstable car. The women had been run over and were trapped, and without giving a second thought to his own life, Glenn managed to get under the vehicle - which could have fallen on top of them at any second - and help get both women to safety. Glenn's actions meant that both women - despite being seriously injured - were alive and able to make a full recovery. A huge congratulations to Glenn, and all of our worthy award winners.

Glenn will now represent West Midlands at this year's National Police Bravery Awards in London.

It was an honour to welcome PC Green's fiancée to the awards evening. The PC David Green Shield is named in honour of PC Green, who was stabbed to death by a mob in Birmingham city centre, in 1975. In PC Green's 15-month career, he was commended three times for his bravery. I hope that Thelma felt some comfort in knowing PC Green and the sacrifice he made in the line of duty is remembered, all of these years later.

I'd also like to take this opportunity to thank all of the sponsors, especially headline sponsors Slater and Gordon. Without you, and all those who supported the event, the awards would not have been possible.

And finally, thank you to everyone who put forward each of our award winners and ensured they received such recognition. I hope this is the first of many events of its kind, and I look forward to growing the awards year on year.

Headline Sponsor:

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Chair Rich Cooke
welcomes the room.



Words from the event's main sponsor - Slater and Gordon

We are immensely proud to have sponsored the first-ever West Midlands Police Federation Bravery Awards. We have worked with the Police Federation for more than six decades, providing legal services and support to police officers and witnessing the commendable work every officer carries out daily.

Over the years, Slater and Gordon has stood with the Police Federation, recognising the monumental challenges faced by our police officers, who do what it takes to protect the public.

We have witnessed firsthand the sacrifices made and the risks taken. Our long-standing partnership is not just a professional collaboration; it is a testament to the profound respect that we hold for the demanding tasks undertaken and we look forward to continuing this strong partnership.

This event was an opportunity to shine a light on the brave and extraordinary actions of police officers, recognising the selfless acts of those who proudly wear the uniform.

We are proud to highlight those individuals who have been awarded for their extraordinary acts of bravery. These officers, in the face of danger, exhibited remarkable courage and resilience, exceeding the expectations of their duties. Their stories are a source of inspiration and a poignant reminder of the sacrifices made by our police officers every day.

We are not only celebrating the exceptional few who are here, but also recognise the strength of our law enforcement community. They are the unsung heroes who work tirelessly to ensure our safety and well-being.

Congratulations to all the winners.
Jamie McDonnell, account manager at Slater and Gordon.





Overall winner Glenn Brabham and his wife Becca.

PC Glenn Brabham named overall winner

A life-saving cop who rescued two elderly women from under an unstable car will represent West Midlands Police Force at this year's National Police Bravery Awards.

PC Glenn Brabham was named the overall winner at this year's inaugural West Midlands Police Federation Bravery Awards, taking home the PC David Green Shield.

The father-of-two clinched the title having saved the lives of two elderly women who had been accidentally run over in a car park.

"Having heard all of the stories tonight, about what others have been through, it's unbelievable that I've been chosen to receive the PC David Green Shield," said Glenn, who will join colleagues from across the country at this year's National Police Bravery Awards ceremony in London, this July.

"It's a real honour to be the first recipient. I don't think it's really sunk in yet that I'll be representing West Midlands at the National Police Bravery Awards."

The PC David Green Shield is named in honour of 20-year-old officer PC David Green, who was stabbed to death by a mob in

Birmingham city centre. In David's 15-month career, he was commended three times for his bravery.

Glenn, 42, who also received the Sandwell Area Award, which was sponsored by Metfriendly arrived at an incident earlier this year, to find two elderly women trapped underneath a vehicle.

Despite not knowing whether the car was stable or not, Glenn courageously managed to squeeze beneath the vehicle.

"Upon arrival, we didn't even know if the two women were alive," he recalled.

"The ladies weren't responding and at first, we didn't even know if they were alive. In fact, the first resorts we'd had were that they were both dead.

"I knew I had to get under the car as quickly but as safely as possible."

Having carefully manoeuvred himself underneath the car Glenn said that he quickly realised that only one of the women was responding.

"My priority was reassuring them, talking to them and letting them both know that they

were safe," said Glenn, who told how he had to continuously 'switch' between talking to the women underneath the car and liaising with his colleague who was looking after the driver.

"I had to make sure the women didn't realise how serious it was. All I could think about was my wife's nans - who were of a similar age - and what they would want to hear.

"And at the same time, I was aware there was a car over all three of us that I couldn't disturb."

Glenn explained how the car was blocked on three sides, making it difficult to move the women to safety.

"I managed to remove one of the women OK but the second lady just would not respond to begin with, until she started to express the pain she was feeling," he added.

Eventually, Glenn managed to remove the woman from underneath the vehicle by which time a team from both the ambulance and fire service had arrived on site.

He explained how his colleagues had closed off the road, while a team from the fire service had set up a 'safe patient area' where the two women were able to be initially assessed and made as stable as possible.

The pair were then taken to hospital via ambulance where they were reported to be in a stable but critical condition. They have since been discharged from hospital and are recovering.

"At their age, to survive is incredible really. The injuries they received were pretty horrific. I was extremely worried about them both."

Glenn was nominated for his 'exceptional bravery' by Police Sergeant Gareth Johnson, who said: "Having watched the body cam footage back from the incident, without any thought from himself, Glenn immediately got under the car.

"It's clear he just wanted to save those women. But realistically at any point, that car could've fallen down on him.

"Not just bravery but complete composure from him. He remained calm and professional the entire time, even when he was leading the first aid after the women had been released."

Gareth attended Wednesday's event, along with Glenn's wife Becca.

"Glenn was shocked to have won the Sandwell area award, let alone receive the overall winner title," continued Gareth.

"Like so many officers, Glenn is so modest about the incidents he attends, so for him - and all of the other award winners - to receive such positive recognition is much deserved."

Chair of West Midlands Police Federation Rich Cooke said he felt 'immensely proud' of all the award winners, as he admits choosing

Slater Gordon
Lawyers

an overall winner was 'a huge challenge'.

"I feel really proud of all of the award winners. They have each demonstrated impeccable bravery, and every single one of them is an asset to our Force, here in the West Midlands," said Rich.

"A personal congratulations from me to Glenn. It was difficult for the panel to choose an overall winner, but having heard about Glenn's courageous actions it became clear that he should be the officer representing the West Midlands at this year's National Police Bravery Awards.

"Glenn, who - at the risk of his own life - instantly got under the car and rescued two elderly women, is nothing but admirable."



Glenn also received the Sandwell Area Bravery Award.

The lead investigator who is looking into the incident said he was 'so impressed with how Glenn went about his work'.

He said: "I just wanted to relay how proud I was of your officers [Glenn] as I watched them go about their work and I think it is important they know, and the whole of the team for that matter, how much we appreciate what they do, keeping their colleagues and the public safe in the most difficult of circumstances.

"It's a tough role and we should be really grateful for their willingness to do what they do, especially in the current climate."

A paramedic from West Midlands Ambulance Service also praised Glenn for his 'professionalism'.

"The police played a vital role in rapidly extricating the patient from under the unstable vehicle and have no doubt this contributed significantly to saving their lives at that time.

"Please pass on my thanks and recognition of their levels of professionalism in a situation that isn't their typical deployment."



Four cops scoop award following organised crime group arrest



Birmingham winners: PC Russell Sutheran, PC Aikam Hundal, Sergeant Myles Duce and PC Akeel Akhtar.

West Midlands Police Federation members who arrested two organised crime group (OCG) members and recovered a loaded firearm won the Birmingham Area Bravery Award.

Sergeant Myles Duce, PC Akeel Akhtar, PC Aikam Hundal, and PC Russell Sutheran confronted and searched the known OCG members in the Alum Rock area and retrieved a handgun.

Their actions led to the four officers being named this year's Birmingham Area Bravery Award winners.

Russell said: "When I joined the police I knew I could be involved in incidents that have a possibility to be dangerous and a possible risk to my life.

"I do not class what took place that night as brave but getting on with our duty. It's nice, however, to be recognised for the work we do.

"On the night, me and the other officers involved did what we do on a daily basis and got on with it without worrying about our own personal safety."

The officers were working as part of Operation Guardian, which aims to tackle knife crime and youth violence.

Their patrol was based on data from the Force's intelligence analysts, who had identified key times and hotspot areas where knife-related incidents and youth violence are

likely to take place.

Sergeant Kiran Patel, who nominated the officers for the award, called them 'outstanding officers', who 'are very professional and very good at their jobs'.

He added: "To stay calm and professional when they were dealing with people who are carrying a loaded firearm is a real credit to them.

"They identified two OCG nominals, which was good to be able to identify them given it wasn't their local neighbourhood.

"They engaged them and, based on their behaviour and actions, decided to conduct a stop-search.

"The males started to become aggressive, and when they tried to take them to the floor, one threw his bag away which contained a loaded handgun.

"As it was happening, there were passers-by and people were coming out of their properties, so they had the challenge of managing crowds and conflict towards them.

"They put themselves at risk but have taken a viable firearm off the streets and I thought it was a really brilliant piece of police work," he added.



Pair recognised after rescuing children and mum from house fire

Two West Midlands Police officers who rescued three children and their parents from a house fire won the Coventry Area Bravery Award.

PCs Mollie Jackson and Soni Pattar were described as 'genuine heroes' after pulling the family to safety from a house fire in Willenhall.

The officers were the first emergency services on the scene in January last year.

They arrived to find a woman with three small children shouting for help from an upstairs bedroom window while the fire was in the downstairs kitchen. The house was filling with smoke and visibility was extremely poor.

Without hesitation, the officers ran

upstairs, found the children, who were upset and distressed, picked them up and went back downstairs and out to safety, guiding their mother as they went.

Sergeant Danielle Hawley, who nominated the two officers for the West Midlands Police Federation Bravery Award, said: "They communicated with the family and, in particular the children, throughout and after they saved them from the address, reassured them and made them feel safe.

"The officers assisted ambulance staff who were struggling to keep them calm while they were trying to assess them for injury.

"The officers did not know how severe the

fire was, they did not know the lay-out of the address but, without hesitation for their own safety and without any protective equipment, they have without a doubt saved this family from what could have resulted in tragic circumstances."

She added: "They did an amazing job and definitely saved lives.

"However, they came back into the office, massively played it down and made a cup of tea for everyone else. They are diamonds and they thoroughly deserve the recognition for this job."

Mollie said: "It's very nice to win the award. It's what anyone would have done in that situation. Anyone would have ran in and got them out."

“THEY COMMUNICATED WITH THE FAMILY AND, IN PARTICULAR THE CHILDREN, THROUGHOUT AND AFTER THEY SAVED THEM FROM THE ADDRESS, REASSURED THEM AND MADE THEM FEEL SAFE.

GeorgeBurrows 

Officer saves locked-in customers from armed man

A West Midlands Police Federation member who confronted an armed man threatening shop staff and members of the public has been recognised for his bravery.

PC Lee Gilbert used his initiative to safely disarm the suspect, who was armed with a screwdriver and had locked people inside a retail store.

Now Lee was named the area winner for Dudley at the West Midlands Police Federation Bravery Awards.

Lee, who has been a serving officer for 20 years, said: "It's really nice to be recognised and to win the award.

"There are lots of officers in the West Midlands, and up and down the country, who are deserving of an award.

“THE TRAINING KICKS IN YOU HAVE TO STAY CALM AND COLLECTED. YOU DEAL WITH WHAT'S IN FRONT OF YOU. I WAS ABLE TO GO IN AND WE SAFELY CONTAINED HIM.

"You don't do it for recognition but when it comes it's nice to get something back."

The drama unfolded in June last year when officers were called to reports that someone with a weapon was holding staff and shoppers hostage in the store.

When Lee arrived, colleagues were already trying to engage with the suspect at the front of the shop so he went to the back of the building and went in through a staff entrance.

"It was busy at the time with customers and staff," he said, "Some of the customers were managing to get out through the rear door.

"I made my way in slowly and saw that he was still wandering around with his screwdriver so I confronted him with Taser and was able to neutralise the threat.

"My colleagues came through the front door and between us we restrained him."

Lee added: "The training kicks in you have to stay calm and collected. You deal with what's in front of you. I was able to go in and



Award winner PC Lee Gilbert.

we safely contained him."

Lee was nominated for his 'stand-out bravery' by Chief Inspector Gareth Taylor.

Gareth said: "The officers who were at the scene couldn't get in and Lee used his initiative to find another way into the store through a staff entrance at the back.

"He went in unaccompanied and, with the use of Taser, he was able to secure the suspect while being threatened with a screwdriver and bravely bring the incident to a safe conclusion.

"No one was harmed and the evidence was recovered."

Gareth welcomed the launch of the West Midlands Federation Awards, which were held

for the first time at the end of January.

He said: "It's really important that our staff are recognised for the hard work they do. We already do this through West Midlands Police, but I think it's fantastic that the Federation, which represents rank and file officers, has taken this approach and is recognising officers for their hard work and their bravery."



Award winners PC Marc Russell and Probationary Officer Jack Biddle.



Recognition for duo who rescued unresponsive woman from car

Two police officers who rescued an unresponsive woman from a car on a busy motorway and gave her CPR have received the Solihull Area Bravery Award.

PC Marc Russell and Probationary Officer Jack Biddle were on their way to reports of a robbery when they were stopped by a distressed male who waved them down, alerting them to a woman who had 'passed out' at the wheel of her car.

The pair stopped the car and quickly saw a stationary car, with an unresponsive and 'pale' woman slumped over the steering wheel.

"When we stopped, I remember just freezing. I looked at Marc, he looked at me but we both knew immediately that something was seriously wrong," said 22-year-old Jack,

who was a Special Constable at the time.

Jack immediately grabbed his baton and smashed the back window of the vehicle.

"The woman wasn't breathing," added Jack.

Together, the pair managed to safely remove the woman from the car and carried her to the side of the road.

Marc started CPR on her until colleagues from the ambulance service took over.

"You just go into auto-pilot," recalled 31-year-old Marc, who has been in the Force for three years.

Sadly, the woman had suffered a cardiac arrest and died.

Speaking about winning the award, Jack said: "I am over the moon, what a way to kick start my career.

"I immediately wanted to tell my parents, I couldn't wait to tell them. They are immensely proud of me.

"And to win this award with Marc makes it even better."

Marc said the pair were just doing their job, but he is 'very grateful' for the award.

"I'm so proud of Jack. He was a volunteer at the time but I couldn't have asked for any more of him that day," he says.

"He really is such a great guy, who has a clear passion for policing and is always willing to learn."

Inspector Glenn Mernagh who nominated the pair for the award said the duo showed 'exceptional bravery'.

He said: "Sadly, the lady subsequently died but their actions resulted in providing the family with a precious opportunity to say goodbye in hospital."

“ WHEN WE STOPPED, I REMEMBER JUST FREEZING. I LOOKED AT MARC, HE LOOKED AT ME BUT WE BOTH KNEW IMMEDIATELY THAT SOMETHING WAS SERIOUSLY WRONG.

AXON

New officer sprayed with PAVA during arrest

A Probationary Officer who was sprayed with PAVA as he made an arrest on only his third day in the job was recognised with the Walsall Area Bravery Award.

PC Ibbadat Thaman, who has since become a regular officer, said he was 'honoured' to be one of the first officers to be recognised at the Federation's inaugural bravery awards.

Ibbadat and his tutor were called to reports of shoplifting at two supermarkets in High Road, Walsall on 23 July last year.

They found two men who matched the suspects' descriptions. While Ibbadat's tutor stopped one of them just with the warning he had Taser, Ibbadat had to give chase to the second.

“THE EXPERIENCE HAS TAUGHT ME A LOT. WHEN YOU'RE LEARNING THINGS IN PERSONAL SAFETY TRAINING, YOU DON'T REALLY KNOW HOW THE WORLD IS OUTSIDE.

"I grabbed him and told him I needed to search him," Ibbadat said, "He made off and I caught him again.

"As I was taking my cuffs out, my PAVA was next to them and he grabbed it and sprayed me. I managed to turn my face away and it went on my neck and then onto my face.

"I was struggling to see because of the PAVA, so I took my baton out and managed to use it to subdue him. I managed to cuff him and then support arrived.

"He was arrested and we found out he was wanted in connection two other incidents, one in the West Midlands and another in Staffordshire."



PC Ibbadat Thaman.

Ibbadat said: "I was fairly new at the time, so it's really good to win the award and have your actions recognised."

Six months on, Ibbadat said he had learned a lot from the incident.

"It happened that early in my career and has made me more aware when I go to other incidents," he said.

"The experience has taught me a lot. When you're learning things in personal safety training, you don't really know how the world is outside.

"Now I have more confidence in myself and managing situations and conflicts. I think it's made me a better police officer."

Ibbadat was nominated for the award by Detective Inspector Helen Jackson.

She said: "I'm so pleased, and proud to see his work recognised. My day job is detective

inspector in the Wolverhampton Investigation Team but, on that particular day, I was covering as the Wolverhampton response inspector on Ibbadat's shift.

"The aftermath of the investigation sat with my investigation team, so I had seen it through from start to finish and felt immensely proud of one of our newest Wolverhampton officers, and how he had conducted himself in a situation that I am sure may have tested even the most experienced officers.

"I nominated Ibbadat for his immense bravery in such unique circumstances. He is a credit to himself, the team and the Force."

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Wolverhampton winners, PC Simon Jesse, Probationary Officer Aaron Numan and Inspector Matthew Barnes.



Brave trio jump into canal to save male

The winners of the Wolverhampton area West Midlands Police Federation Bravery Award are three officers who 'without hesitation' entered a canal to rescue an unresponsive man.

Inspector Matthew Barnes, PC Simon Jesse and Probationary Officer Aaron Numan were called to reports of a male in distress, who appeared to be drowning in the canal at the rear of Albion Street, in Wolverhampton.

When the officers arrived at the scene the male was face down in the water, on the far side of the canal, in a section which was quite isolated and there was no nearby towpath. Members of the public indicated that the male had stopped struggling a few minutes earlier.

Without hesitation, Simon and Aaron entered the water and were soon joined by Matthew, who had not long arrived at the scene.

The trio swam across to the male, rescued him and got him out of the canal and onto the nearest towpath.

"We could see the top of the man's head in the canal - we both knew there was only one option and that was to get in the water and get him out," said Aaron, who joined the Force just under two years ago.

"To be honest, we didn't even speak about it. At the end of the day, our priority as police officers is to save lives and protect the public. We knew what we needed to do."

Simon said that the water 'got very deep,

very quickly'.

Simon, who is heading into his sixteenth year with the Force, said: "We didn't have an issue getting into the water, it was getting the male that was a challenge.

"But if there's the chance of saving someone's life, you do it. I think any officer would do the same, we just happened to be there on the day."

The male was completely unresponsive, he had no pulse and was not breathing.

The three officers, plus two other colleagues, who had arrived on the scene, immediately commenced CPR on the male. This continued for around 10 to 15 minutes before being joined by paramedics.

Despite a pulse being re-established, the man sadly did not regain consciousness and died five days later.

Although the male did not recover, the actions of all those involved in the rescue gave his family a chance to see him at the hospital.

Inspector Becky Taylor who nominated the officers said: "Without a second thought each one of those officers put their lives at risk. This was a completely selfless act of bravery and one that should be recognised."

Speaking about receiving the award, Aaron said: "It's a great feeling and it's nice to be recognised."

Simon added it 'was a bit of a surprise', adding: "I'm really happy, and like Aaron said, it's nice to get recognition."

IM irwinmitchell

“ TO BE HONEST, WE DIDN'T EVEN SPEAK ABOUT IT. AT THE END OF THE DAY, OUR PRIORITY AS POLICE OFFICERS IS TO SAVE LIVES AND PROTECT THE PUBLIC. WE KNEW WHAT WE NEEDED TO DO.

'Cancer Club' founder receives Sam Hughes Inspiration in Policing Award

A sergeant who was diagnosed with cancer two years ago has received the Sam Hughes Inspiration in Policing Bravery Award after he set up a support group for others living with the illness.

Darren has been recognised for selflessly providing a 'lifeline' to colleagues facing cancer, despite undergoing treatment himself.

Having discovered a lump on the side of his head in 2022, the father-of-two was referred to hospital by his doctor, where he was given the devastating news that he had skin cancer.

The lump was removed and following further tests, Darren was told the cancer had spread to his lymph nodes. The cancer was treated through targeted therapy in the form of tablets.

"At the time, when I was being treated for cancer, I felt like there was no support at work available. There are so many invaluable support networks - yet, there seemed to be nothing for those living with cancer, a disease that not only affects so many of us but can kill us," said Darren.

"So when I returned to work I decided I wanted to set something up. And that's where the 'Cancer Club' was born."

Darren just so happened to be sharing an

office space with the Force's wellbeing manager Sophie Petrie at the time, who helped him set up the club and nominated him for this award.

"The Cancer Club is the one club that no one wants to be part of. It's for those living with or those who have lived with cancer," explained Darren, who was told he was cancer-free in October last year.

"When I was told I had cancer, everything went through my mind: the kids, my partner, money, work - everything. And you just want someone else to talk to about it, someone who has been there and experienced those feelings."

The Cancer Club meet virtually every quarter providing invaluable support and advice to 'members'.

Guest speakers from across the Force are often invited to join the meeting by way of providing that extra element of support to those attending.

"I also want to stop the stigma surrounding cancer," said Darren.

"I think so often people hear the C word and attach it to dying. And although that so sadly does happen, it's not always the case - I want to provide a safe space for people to have honest and open conversations in."



Force wellbeing manager Sophie Petrie who nominated Darren for the award.

Darren has also created a document for colleagues to access, full of vital information that will help them if they have been diagnosed with cancer.

"My first piece of advice to those who have been diagnosed with cancer is 'don't go on Google' and my second piece of advice is 'don't go on Google,'" said Darren.

"The document basically contains the information you want to know but that the doctors can't tell you - for example, advice about work and pay, or why you should always take someone with you to your appointments."

Speaking about winning the award Darren said 'it just doesn't feel right'.

"There can't be many people who get an award without stepping foot outside the police station," he said, adding: "I just want to support others and if that's what I'm doing through the Cancer Club then that is great."

Looking forward, Darren and Sophie are now working towards providing sun cream for officers who work out in the community during the summer.

Having supported Darren with the launch of the Cancer Club Sophie said: "The thing that strikes me about Darren is there is absolutely no personal gain from this whatsoever. He simply wanted to bring people together who could offer advice and guidance.

"Darren has the biggest heart and he is so passionate about caring for others. Over the past few years, the group has suffered their own personal losses - including Sam and the effects of their cancer can still be felt today, yet Darren continues to remain aware and sensitive to every single person he interacts with.

"I am so proud to call him my friend."

The Sam Hughes Inspiration in Policing Award is named after former branch deputy chair Sam Hughes who died in March last year at the age of 53.

The mum-of-two who joined the Force in 2003, was originally diagnosed with breast cancer in 2017.

She became deputy chair of West Midlands Police Federation in 2021, just a short time before she was given a further cancer diagnosis.

“ I THINK SO OFTEN PEOPLE HEAR THE C WORD AND ATTACH IT TO DYING. AND ALTHOUGH THAT SO SADLY DOES HAPPEN, IT'S NOT ALWAYS THE CASE - I WANT TO PROVIDE A SAFE SPACE FOR PEOPLE TO HAVE HONEST AND OPEN CONVERSATIONS IN.

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‘Make the Elizabeth Medal a reality’ - Fed deputy chair urges politicians

West Midlands Police Federation deputy chair Jase Dooley has called on politicians to make the Elizabeth Medal a reality after it was discussed in Parliament.

Jase hopes a posthumous medal for fallen officers will be introduced this year following a campaign by the Police Federation of England and Wales (PFEW).

The Medals for Heroes campaign was launched by PFEW, the Police Superintendents' Association and the Prison Officers Association, and calls for unique recognition of emergency service workers who make the ultimate sacrifice in the line of duty.

Jase said: "It's pleasing to see Medals for Heroes discussed in Parliament but I can't understand why it is taking so long to introduce official national recognition for our colleagues in policing and the emergency services who are killed in the execution of their duties.

"The armed forces have their recognition, so why not policing?"

"It should have been introduced years ago and I hope that 2024 is the year that it finally is. It would mean so much to their families, that their sacrifice won't be forgotten."

The Medals for Heroes campaign was raised in Parliament by Shadow Home Secretary Yvette Cooper during a debate on the Criminal Justice Bill.

Ms Cooper said that 'we should have a



Deputy chair Jase Dooley.

police bravery award for those who lose their lives in the line of duty'.

Speaking in the debate, Dame Priti Patel, the former Home Secretary, paid tribute to police officers who have lost their lives.

She said: "We must do more to represent the fallen and protect family members as well, that is why the Police Covenant is so important.

"I would like this House and ministers in

particular to do much more to just recognise collectively that bravery because it affects the families of officers in a very, very challenging way."

Meanwhile, a number of families of officers killed in the line of duty have received a brass leaf in recognition of their sacrifice at a ceremony at the House of Commons.

Each leaf was carved from the UK Police Memorial at the [National Memorial Arboretum](#) and was inscribed with the officer's personal details and the tribute 'in recognition of their courage and sacrifice'.

The event was hosted and arranged by North West Cambridgeshire MP Shailesh Vara along with the UK Police Arboretum Memorial Trust.

“IT SHOULD HAVE BEEN INTRODUCED YEARS AGO AND I HOPE THAT 2024 IS THE YEAR THAT IT FINALLY IS. IT WOULD MEAN SO MUCH TO THEIR FAMILIES, THAT THEIR SACRIFICE WON'T BE FORGOTTEN.

KING'S POLICE MEDAL FOR COP



Sergeant surprised to be named in New Year's Honours list

A West Midlands Police Federation member says he was 'surprised' and 'humbled' to have been recognised with the King's Police Medal (KPM) in the New Year's Honours.

Detective Sergeant John Price initially thought someone was playing a joke on him when he found out about his award - and then had to keep it a secret for almost two months.

John said: "I was totally taken by surprise. It's very humbling. I found out in November, but you're sworn to secrecy not to tell anyone until it's officially released.

"I had a call from the Home Office to say my name had been put forward from the Prime Minister to the King. I did ask a couple of times if it was a blag or a bit of a joke, but they did confirm it wasn't.

"It's difficult to keep it to yourself when you know something like that. You can't really announce it to anyone. That's been the hardest bit, keeping it a secret. I'm surprised I managed to keep it a secret for so long.

"But, since it's been announced, I've had lots of messages and lots of support from family and friends, which has been really nice."

The King's Police Medal is awarded to members of the police service in all four nations of the United Kingdom for a specially distinguished record in police-specific services of conspicuous merit, according to the Cabinet Office.

John's award recognises his leading role in enhancing digital forensics.

John said he does not know who nominated him for the award, but said it would not have been possible without the support of his colleagues.

"Potentially I'll never know who nominated me," he said. It's a pinch yourself moment where you wake up and think wow, I've been awarded a KPM.

"But it's a massive team effort and you're only as good as those around you."

John joined the service in 1998, initially with the [British Transport Police](#), before transferring to West Midlands Police in 2001.

He has worked in a number of teams, including neighbourhood policing, CID, tackling acquisitive crime, counter-terrorism, and has been working in digital forensics since 2016.

His work has included developing the role of digital crime scene manager to provide on-the-spot digital advice to officers investigating serious crimes and ensure potential evidence is gathered at the earliest opportunity, the Force said.

This included the introduction of digital scene triage - 'digivans' - which provides faster and easier access to tools and technology to examine digital devices at any location.

"Digital cyber is one of those areas where you see something different every day," John said.

"There's never a day you go into work and think you know it all because the way digital cyber changes every day, you'll always have to stay on top of the curve.



Detective Sergeant John Price named in New Year's Honours.

"It's always changing as devices change and the way people use digital devices."

West Midlands Police Federation chair Rich Cooke sent his congratulations on behalf of the branch.

He said: "It is a great honour for any officer to be awarded the [King's Police Medal](#), one of the highest awards in policing.

"On behalf of the Federation, I send my congratulations to John. I am sure he is very proud to have been recognised in this way."

Chief Constable Craig Guildford added: "This recognition for John is very much deserved and acknowledges his outstanding contribution to not only West Midlands Police, but UK and international law enforcement agencies.

"His professionalism in showcasing the important work West Midlands Police digital forensics have been undertaking for victims of crime is inspiring."

“

I WAS TOTALLY TAKEN BY SURPRISE. IT'S VERY HUMBLING. I FOUND OUT IN NOVEMBER, BUT YOU'RE SWORN TO SECRECY NOT TO TELL ANYONE UNTIL IT'S OFFICIALLY RELEASED.

HAVE YOU BEEN AFFECTED BY NOISE-INDUCED HEARING LOSS?

Noise-induced hearing loss can drastically affect those who work in law enforcement

Noise-induced hearing loss (NIHL) is a term used to describe hearing loss, deafness or tinnitus caused by exposure to excessive noise at work where insufficient or no training or ear protection has been provided. NIHL can have a significant impact on those who work in law enforcement, particularly those who use firearms, due to frequent exposure to extremely high levels of noise in their line of work.

Though hearing loss is a common symptom of age, it's important to note the distinct signs that indicate noise-induced hearing loss. Some signs to look out for include:

- **Difficulty hearing or understanding speech, particularly in environments with background noise.**
- **Tinnitus, which is a ringing, buzzing, hissing, or other sounds in one ear or both ears.**
- **Some people become more sensitive to loud noises. Everyday sounds that were previously tolerable may become uncomfortable or even painful.**
- **Difficulty accurately determining the direction a sound is coming from.**
- **Constantly increasing the volume of the television or radio.**
- **Asking others to speak louder or repeat themselves frequently.**
- **Fatigue or strain from listening for extended periods of time.**

All these signs and symptoms can vary in severity and differ from person to person.

As police officers often deal with exposure to loud sounds such as gunshots, sirens, explosions, and high-decibel events, this can and often does lead to damage being sustained to the sensitive structures of the inner ear, which can turn into noise-induced hearing loss. Though symptoms differ, this could cause a permanent decrease in hearing sensitivity, making it more difficult for police officers to hear important sounds, such as verbal commands from colleagues or approaching emergency vehicles.

Hearing loss may also compromise an officer's situational awareness, making them less able to identify any potential threats or hazards. This can impact the ability to respond quickly and appropriately to dangerous situations, potentially jeopardising their safety and the safety of others. Hearing loss could even affect an officer's job performance, especially in tasks that require good hearing abilities, such as gathering witness statements, conducting interviews, or participating in surveillance operations.

To minimise the risk of police officers developing noise-induced hearing loss, it's important for police forces to implement hearing conservation programmes. These could include training in and the provision of hearing protection devices, regular hearing screenings, education on the risks of noise exposure, and strategies to minimise exposure to loud sounds whenever possible. The law says that every employer has a duty of care to protect employees from suffering harm in the workplace, including noise induced injuries.

Madelene Holdsworth, Managing Director of Specialist Legal Services and expert in noise induced hearing loss cases on behalf of police officers, says: 'It's imperative that police departments have stringent safety strategies in place to reduce noise induced hearing loss and tinnitus amongst their staff. Having worked with police federations for over 60 years, we've seen the detrimental impact that hearing loss and tinnitus can have on officers. Employers' duty of care is crucial in safeguarding the health and safety of police officers and safety measures used must be fully effective at all times particularly around the use of radio earpieces.'

Police officers, like other employees, are protected by the Health and Safety at Work Act 1974 and the Control of Noise at Work Regulations 2005. These regulations set out the standards and requirements for employers to manage and control noise in the workplace to prevent occupational hearing loss.

If a police officer believes that their hearing loss was caused or significantly worsened by their work environment, they may be eligible to make a claim for compensation.

Expert noise-induced hearing loss claims lawyers at Slater and Gordon will arrange for you to be examined by a medical professional to determine what proportion of your hearing loss is due to workplace exposures to noise, and on the basis of that independent medical opinion, you will be advised on whether you have a claim that can be pursued.



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Fed happy to work with whoever gets responsibility

Branch chair Rich Cooke says West Midlands Police Federation will work with whoever has responsibility for policing in the Force area.

Home Secretary James Cleverly has agreed to West Midlands Mayor Andy Street's request that the powers of the Police and Crime Commissioner (PCC) should be transferred from the PCC to whoever wins the mayoral election on 2 May 2024.

Rich said the Federation did not favour either system of oversight - a PCC or a metro mayor - and would prefer a return to one that was more reflective of the communities the Force served.

He said: "We work in goodwill and with good faith, and we'll work with whoever is there because we want to do the best for the people of the West Midlands.

"In terms of the transfer of powers, we don't favour a metro mayor running policing and we don't favour a commissioner.

"We think it's damaging to the police to

have a system with a partisan figure holding the police accountable.

"Whichever party they're from, Labour, Conservative or any other, they're always going to have a partisan label.

"We police by consent and there's the risk it skews what we do towards a particular party which is in power at that time."

Rich added: "Under the Police Authority, while the make-up might have reflected that we were in a Conservative or Labour period, there was still a cross-section of councillors.

"It was inclusive of the range of opinions in the communities we serve, so they held us to account as a collective. It wasn't perfect but, to me, it was better than what we have now.

"Policing is too important to be left to a

powerful figure to use as their football."

Rich said one example of that politicisation was the fact the person who holds West Midlands Police to account - be that the PCC or the mayor - "has the power to hire or fire a chief constable".

"That inevitably has an effect on the chief constables," he said. "The chief constables should be purely operational and doing what's best based on operational matters.

"Are they going to be as ready to do that if they know their job is dependent on the patronage of a partisan commissioner or metro mayor?"

He added: "We feel it's better, without the risk of politicisation, if you have a more inclusive system."

“ WE WORK IN GOODWILL AND WITH GOOD FAITH, AND WE’LL WORK WITH WHOEVER IS THERE BECAUSE WE WANT TO DO THE BEST FOR THE PEOPLE OF THE WEST MIDLANDS. ”

Men's health 'walking group' is gaining momentum



A walking group to support men's mental health set up in memory of a West Midlands PC who took his own life is gathering momentum.

West Midlands Police Federation member PC Dan Phillips created the group as a tribute to his friend and colleague PC Marc Forth, who died in April last year.

The group was set up in October, initially for male officers in West Midlands Police.

In the space of three months, the group has gained more than 800 followers on its Facebook page and is attracting walkers from outside the Force as well.

Dan, who has been a police officers for 22 years, said: "Marc was a good friend of ours and his death hit home hard.

"I think he was the fifth or sixth officer since I joined that I've known who has taken his own life.

"I'd already thought about setting something up and that was what really motivated me to do it.

"I've faced issues myself in the past. I've always been out and taking the dogs for a walk and I've found it cleared my head.

“ WE DON'T HAVE TO TALK ABOUT ANYTHING IN PARTICULAR BUT JUST GET OUT IN THE FRESH AIR, A BIT OF WALKING, TALKING, MAKING FRIENDS AND MEETING PEOPLE YOU MIGHT NOT NECESSARILY COME ACROSS WHEN YOU'RE IN WORK. ”

"I decided to set up a group, initially for male colleagues in the Force.

"We don't have to talk about anything in particular but just get out in the fresh air, a bit of walking, talking, making friends and meeting people you might not necessarily come across when you're in work.

"We've had so many people outside the job find out about it and want to get involved, so I've opened it up to any bloke who wants to come and have a walk."

The group is named **Back and Forth - Men's Mental Health** after PC Forth.

Dan said: "I wanted to keep his name in it to make sure people remember why we're doing this."

The group has been meeting at Coombe Abbey Country Park in Coventry on Sunday mornings, but, as spring approaches, there are plans to add more days and more routes - and possibly further down the line to take on charitable status.

Dan explained: "We've been doing Coombe Abbey because the weather has been pretty rubbish, which limits where you can go.

"Most people come from around Coventry,

so it's an easy place to get to, but the plan is for longer walks, and to hold them in different places.

"In the long run, I'd like to register the group as a charity, with the idea being we could do some sponsored walks, raise some money, and put it to use sending groups of blokes on small breaks together so they can get away but are not on their own - but that's a little way off yet."

Dan said that mental health was now talked about more than it had ever been in his previous two decades in policing.

"It used to be we just got on and dealt with it and didn't talk about it," he said.

"I'm a massive advocate for talking about things and getting them off your chest and not bottling them up.

"In general, it's far more accepted now and there are far more opportunities for people to speak about it, and we hope this group supports that.

"I always bottled things up and never spoke about things. I've been there and had some pretty low times.

"It's getting over that first hurdle of doing it, acknowledging you've got something going on and that you could do with someone to talk to or some fresh air to take your mind off things."

More information, including walk dates and times, is available on the **Back and Forth - Men's Mental Health** Facebook page.

Member thanks charity for picking up vet bill

GRATEFUL FED MEMBER THANKS CHARITY FOR FUNDING EX-POLICE DOG'S SURGERY

A West Midlands Police Federation member has said 'thank you' to a national animal charity that paid the costs of surgery for his retired police dog.

PC Greg Ward said he wanted to give back to the National Foundation for Retired Service Animals (NFRSA) after it stepped in to pay for an eye operation for his 12-year-old springer spaniel Nugget.

Greg, a Force hackney carriage and private hire liaison and enforcement officer, said: "I'm really grateful for the support of the NFRSA. It's such a good charity. I wanted to say thank you and give something back."

Nugget was a brood bitch with the Force before she retired aged eight and was given a home by Greg. She needed an operation on her eye late last year and, as the West Midlands Police retired police dog fund does not cover brood bitches, Greg was able to get support from the NFRSA which helps with medical costs for police dogs and horses, fire dogs, prison dogs and border force dogs.

Greg said he was pleased to receive a phone call from the charity's founder, Lady Bathurst, after making an application for help.

He said: "Nugget had the operation on the Monday and then, on the Tuesday morning, I had a phone call at home from Lady Bathurst to ask how she was and about the operation. I was amazed.

"She set up this charity and was calling me at home. The fact she phoned me up shows how much she cares and is involved on a day-to-day basis.

"She phoned again on the Friday and said that it would pay the bill. I didn't really know what to say. I'm so grateful and now I want to give something back."

Greg is now highlighting the NFRSA for owners of other service animals.

And he's also promoting the charity's Paws for a Coffee fundraising campaign, which he has signed up for. The campaign asks people to donate just £3, or the price of a coffee, each month.

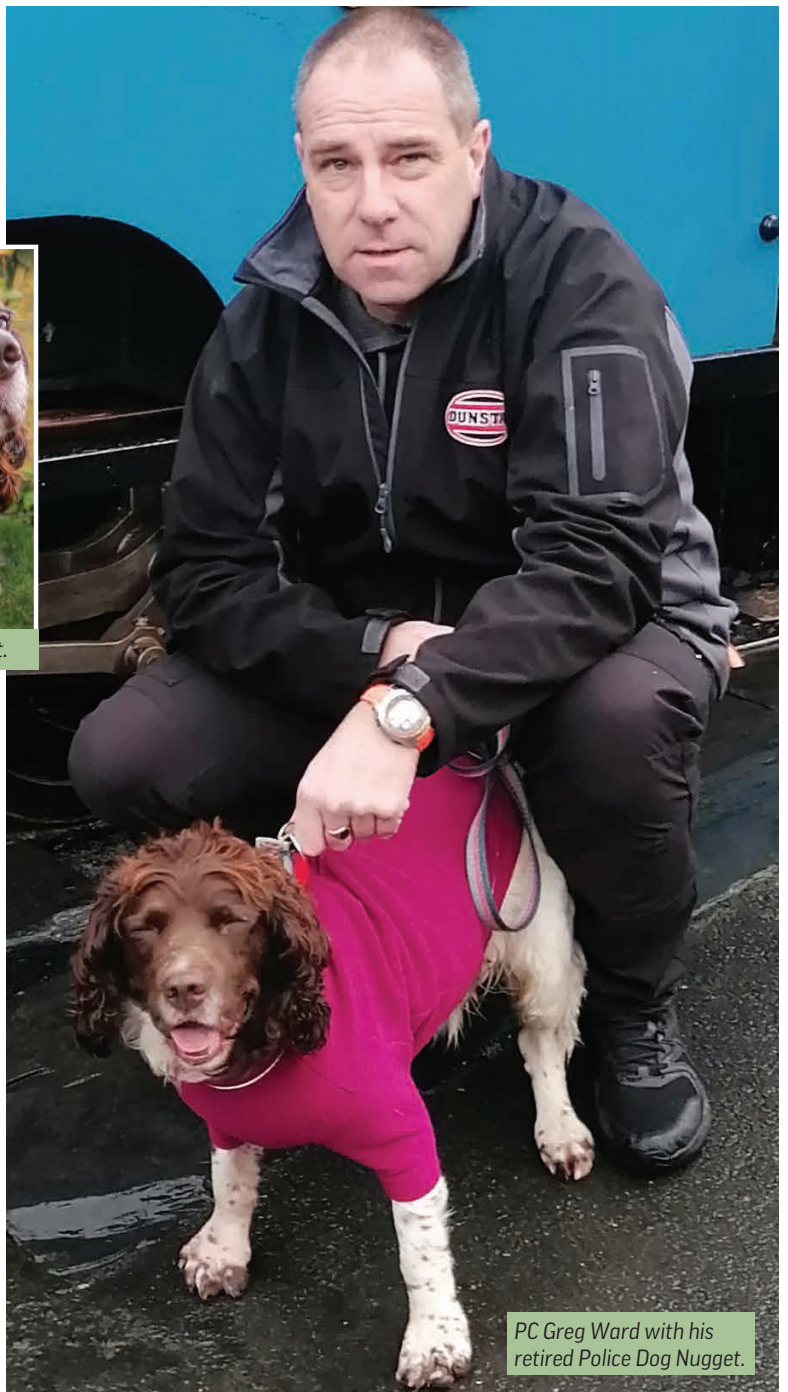
"I want to help raise awareness of the charity and the campaign because it has been so good to Nugget and me," he said.

"And I also want to make colleagues aware of the charity. There are plenty of dog handlers out there, and you never know when you might need its support."

[Find out more about the charity.](https://www.nfrsa.org.uk/)



Retired Police Dog Nugget.



PC Greg Ward with his retired Police Dog Nugget.

Member Services:
are you making the
most of the offers
available?



Most members are aware of the key benefits of their Federation membership in terms of support and representation.

But, in addition, West Midlands Police Federation has teamed up with a variety of Member Service partners to offer a range of discounts and services to members.

You can find out more about these on the [Member Service pages](#) of our website but here we highlight just some of the deals available.

And please remember to check the Member Services section regularly so that you don't miss out on the latest deals.

Mortgage advice surgeries

If you are looking to move house, re-mortgage or buy a property to let, then you can get advice at free surgeries offered by [First Call Mortgages](#) and [Warren & Co Mortgage Specialists](#) which both offer independent mortgage advice.

[Find out more about our partners offering support with finances, mortgages and conveyancing.](#)

We also have partnerships with a number of solicitors who can give advice on family law and other legal matters.

Clothing and footwear

Our clothing and footwear member offers are available through six companies including Alt-berg, Haix and Lowa, which all provide specialist boots for the police service.

Yorkshire based Alt-Berg provides boots that have been tried and tested in the toughest of conditions with boots for all kinds of police use including general duties, special ops, rural use, public order, motorcycling and ladies specific.

They offer exclusive discounts to Police Federation members on their whole range of high-quality police boots.

Meanwhile Haix, a leading manufacturer of shoes and boots for professional wear, offers all Police Federation members and police staff 10 per cent off their whole range of police shoes and boots – plus free P & P - through Bond Safety, a supplier notorious for excellent customer service.

LOWA's range of police boots incorporates a number of footwear technologies, including Gore-Tex® membranes, Cambrelle® linings, Vibram® soles and Cordura® fabric. Worn around the world by police, security personnel, emergency services and armed forces personnel, LOWA boots have a reputation for being reliable and long-lasting.

Federation members can benefit from an exclusive 15 per cent discount on all LOWA boots ordered through Task Force Distributions, the official UK importer and distributor of the LOWA Professional Collection.

The code is **PFEW2020** and is for any boots [on its website](#) that are not already discounted or on special offer.

[Find out more about offers on clothing and footwear.](#)

Funeral, wills and charities

If you need help with making a will, or if you need the support of a police-centred charity, please [find out more.](#)

Discounts, holidays and leisure

There are numerous offers available through our [discounts, holidays and leisure page](#).

Some of the big names involved include Gusto, Nandos and Vets4Pets.

In terms of holiday destinations, there are offers both home and abroad – from holiday cottages in the Lake District and luxury lodges in Cornwall, the New Forest and Norfolk to deals on Eurocamp (through Time Out 2 Enjoy) and a luxury holiday home in Florida.

And if you are just looking for a day out, there are also [discounts on theme parks and tourist attractions.](#)

Sports, fitness and wellbeing

Five companies are featured on our sports, fitness and wellbeing offers page.

[Anytime Fitness](#) in Yardley offers Federation members a 10 per cent discount on gym membership and, as well as having a large gym, runs Les Mills work-outs as well as a range of other fitness classes.

Energie Fitness, which has a centre in Chelmsley Wood, also offers a discount to Federation members, simply [email West Midlands Police Federation](#) for a promotional code.

But, if you don't like going to a gym, perhaps [GB Personal Training](#) will be more up your street. Gemma Booth, whose husband is a serving police officer, is an online fitness trainer based in Nottinghamshire. She offers a 20 per cent discount to Federation members and their families.

For those who just need a wellbeing boost, [Champneys Health Spa](#) and the [LivingWell Health Club at Hilton Birmingham](#) may be able to help.

[Healthcare, insurance and bills.](#)

Vehicles

Whether you are looking to buy or lease a car, rent a vehicle short-term or take out vehicle insurance then we may be able to help.

[Affinity Leasing](#), for example, regularly updates us with deals on its range of vehicles while Motorfinity issues monthly offer sheets for both [lease](#) and [purchase](#).

In terms of hiring a car for leisure, we have teamed up with APH, Flexible Autos, Flypark, Holiday Autos and Rhinocarhire.com while for vehicle purchase we have many of the most popular manufacturers including Citroen, Fiat, Hyundai, Jaguar, Jeep, Land Rover, Nissan and Vauxhall.

Motor Source Group specialises in new car discounts for emergency services personnel, NHS, military and teachers throughout the UK. You have access to a full range of makes and models of new cars so, whether you're looking for a new Audi, BMW, Toyota, Lexus, Nissan, Volkswagen or anything in between, you'll be able to find this with Motor Source Group. **Customers save an average of £6,019.**

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- Buy a used car with money-back guarantees.

[Explore our vehicle deals.](#)

Near miss reporting



Q&A with Patrick McBrearty, West Midlands Police Federation's health and safety lead

What is a near miss?

The near miss definition used by the Police Federation of England and Wales is:

"An event or situation that could have resulted in injury, illness, damage or loss but did not do so due to chance, corrective action or timely intervention."

As such, the case of an event or situation which **did result** in injury, illness, damage or loss **is not a near miss** and should be reported as an accident or incident.

Here are some near miss examples, not all, but some:

- **Premature failure of Airwave batteries**
- **Failure of Airwave emergency buttons to obtain a response**
- **Leaks or other failure of PAVA**
- **PAVA, baton or other PPE having no or little effect during a violent incident, provided no injury occurred to officers or staff. If the injury occurred it's an accident**
- **Falling asleep at the wheel of vehicles - personal or work - en route to, during or on way back from tours of duty**
- **Exposure to extremes of temperature or inclement weather**
- **Vehicle faults which endanger safety, such as, engines cutting out while in motion, brake failures, vehicle fires. Such vehicles should be withdrawn from service and faults reported to vehicle workshops immediately**
- **Building defects or damage which could cause injury or ill health, line managers should be notified of such defects and the estate department contacted to remediate the same.**

Why should a near miss be reported?

There are three reasons why you must report a near miss: legally, morally and financially.

Legally

According to Section 2, of The Health and Safety at Work etc Act (1974), employers - including police forces across England and Wales - have a legal duty 'to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all their employees'.

Section 7(b) of The Health and Safety at Work etc Act (1974) places a general duty on employees, when at work, to co-operate with their employer in health and safety matters.

Morally

Due to their greater numbers and greater involvement in operational policing, officers from the Federated ranks are more likely to be exposed to near misses than senior managers. Whatever your role, you are under a moral obligation to assist in preventing your colleagues and others from coming to harm in

the workplace.

Academic research indicates that there is a relationship between the number of near misses which occur in a workplace and the incidence of injury and even death. It is vital therefore that employers put in place robust procedures to record and, where appropriate, investigate near misses to learn from them and eliminate risks which, if they go unchecked, could result in injury or death.

Financially

The police budget is under unprecedented pressure and accidents can result in substantial costs including compensation to injured or bereaved parties, replacing damaged equipment, legal costs, as well the payment of fines. Therefore, we should do what we can to prevent accidents from occurring in the first place.

When should I report a near miss?

The position of the Police Federation of England and Wales (PFEW) is that, by default, all incidents which meet the definition should be recorded and reported to supervisors.

How do I report a near miss?

If a near miss occurs, they should always be reported using the eSafety system. However, when this is not possible, a written report should be made to your immediate supervisor.

Should I make a near miss report due to resourcing difficulties?

The Health and Safety at Work etc Act has adopted the position that the specific deployment of resources is a matter for chief constables, and they will not dictate resource levels to management. However, there are several occasions where a lack of resources can constitute a near miss:

- **Deployment of clearly inadequate numbers of officers to deal with a specific incident, for example, deploying a single unit to deal with a large-scale violent incident**
- **Failure to react to information around the need for extra officers to respond to developing situations which present a risk to safety**
- **Deployment of non-specialist officers to incidents or tasks which should be dealt with by specialists, for example, untrained officers being sent to incidents on fast roads (speed limits of more than 50mph) due to a lack of roads policing resources, particularly where the officers do not have access to suitable clothing and equipment. Note, due to the nature of policing, non-specialist officers will come across incidents like this and will be expected to deal with them to the best of their abilities until relieved by specialist officers**



- **Where an incident escalates and there is a lack of available specialist resource to conclude the incident safely, for example, no dogs available for ground searches or public order incidents.**

Is missing a refreshment break reportable as a near miss?

In short, yes. Officers not being able to take refreshment breaks due to a lack of resources can constitute a near miss. It is acknowledged that operational demands may prevent officers having a break during a shift. However, this should be the exception and not the rule. Officers who are tired, hungry or dehydrated are at greater risk of being involved in an accident. Where an officer is prevented from receiving a full refreshment break more than once in a run of shifts (a series of shifts rostered on consecutive days between sets of scheduled rest days), this should be recorded as a near miss.

Will I get in trouble for reporting a near miss?

No. There is legislation protecting those who make reports in the unlikely event that they find themselves dealing with an issue that could not be resolved in the normal way. [Find out more.](#)

If, for any reason, you do not feel comfortable reporting a near miss, you should [contact Patrick](#), who will be able to advise as necessary.

Can reporting a near miss influence future policies and procedures?

Near miss reports cannot be ignored, and using them as evidence could have an impact on future policies and procedures. This is why it is so important for officers to continue reporting near misses.

How is the Federation helping to monitor these incidents?

As the branch's health and safety lead, Patrick is working collaboratively with the Force's health and safety team and is aware of all accidents, incidents, assaults and near miss reports.

If members feel they need further support or advice on anything related to health and safety, including near miss reports, then [contact Patrick](#).

Fed concerned about Criminal Justice System

West Midlands Police Federation chair Rich Cooke has voiced his concerns about the way the Criminal Justice System (CJS) deals with people with mental health issues who commit crimes.

Rich said the system 'often shies away' from taking suspects with mental health issues to court - including cases where they are a potential danger to themselves or others.

He said: "My criticism of policing throughout my career, and I've been in the job 24 years, is that very often when the issue of someone having a mental illness is raised, we often shy away from taking the matter to court.

"I think that includes some cases where the suspect is sometimes is dangerous or displays signs of danger.

"The court is the place which holds the powers to deal with them."

Rich added: "Early in my career I was assaulted quite badly with a knife by a person suffering a mental health episode.

"They were arrested and it was decided to treat them for their mental health.

"They were sectioned, and for 30 days they were in secure detention being treated, but after that they were out and the criminal matter, the matter that may well have killed me, was never dealt with.

"I think that's been repeated throughout my career.

“ SOMEONE HAS GOT TO JUDGE WHERE THE SERIOUS RISK TO LIFE HAPPENS AND WHEN SHOULD THE POLICE GO.

"That's not through bad intentions, that's through good intentions to try to help the person, but first and foremost we have to deal with that risk and manage that risk.

"It's the courts that have those powers and we're not using them."

Rich was speaking on the Channel 4 News following the [conviction at Nottingham Crown Court of Valdo Calocane](#), who killed university students Grace O'Malley-Kumar and Barnaby Webber, and school caretaker Ian Coates.

Calocane admitted three counts of manslaughter and three of attempted murder.

The court was told Calocane had been detained four times under mental health laws, but had no previous convictions or cautions despite being involved in incidents of criminal damage and trying to force his way into flats.

Rich said: "Three totally innocent lives lost. It's absolutely awful. My heart goes out to the families."

During the interview, Rich voiced his concerns over policies designed to change the way emergency services respond to calls involving issues with mental health.

He said: "Someone has got to judge where the serious risk to life happens and when should the police go.

"Someone has got to make that decision and no case is the same.

"There's always nuance and that is my fear with these sorts of policies, is that we lose the assessment of cases on the merits of that case."



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Amy Brown
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Mark Hands
Partner
✉ mark.hands@irwinmitchell.com
☎ +44 (0)7801 981 795



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Berni is 'surprised and humbled' to be Force's Volunteer of the Year

Former cop Berni May has seen a lot in 50 years with West Midlands Police but admits he was 'surprised and humbled' to be named the Force's Volunteer of the Year.

A former police officer, Police Federation member, police cadet and police staff member, Berni is now one of the people who support the running of the West Midlands Police Museum.

And his work dealing with genealogy enquiries and taking tours at the museum at the Lock Up, in Steelhouse Lane, Birmingham has earned him the title of Volunteer of the Year at the West Midlands Police Excellence Awards at the end of last year.

He said: "I was really surprised, because I didn't know there were any awards, so I didn't know I'd been nominated.

"I initially thought maybe I'd won it as the museum's volunteer and, okay, there's quite a lot of us there, but when I found out it was for all the volunteers that the Force has then I was quite shocked.

"There are so many people to support the Force as volunteers in so many different roles and somebody chose me - I'm humbled.

"I've been chosen to do something I really enjoy. It's a labour of love. If I didn't enjoy it, I wouldn't do it, but it's great fun."

Berni was unable to attend the awards ceremony as he was flying to Tokyo when it was being held to start a dream cruise that took in parts of Japan, Taiwan, Hong Kong, Vietnam and Singapore.

"I was in the air oblivious to it all," he laughed.

“ I’VE BEEN CHOSEN TO DO SOMETHING I REALLY ENJOY. IT’S A LABOUR OF LOVE. IF I DIDN’T ENJOY IT, I WOULDN’T DO IT, BUT IT’S GREAT FUN.



Berni May.

Berni's involvement with the Force began as a cadet in 1973 when the Force was still Birmingham City Police.

In 1974, Birmingham City Police passed to the new West Midlands Police and Bernie joined the Force as a regular officer the following year.

He spent 30 years as a West Midlands Police officer and was a temporary chief inspector by the time he retired in 2005.

He returned to the Force as a police staff member and worked for just short of 10 years in the counter-terrorism unit.

After that he volunteered at the police museum at its old site in Sparkhill with the late Dave Cross.

"I learned so much about police history from Dave," he said.

And Berni has continued to give his time to the new museum at the Lock Up.

"Day to day I deal with the genealogy enquiries," he explained.

"We've got service records, particularly for Birmingham City Police, back to 1839.

"We've got other records for Coventry, Wolverhampton and Walsall, but they're a bit more patchy. When West Midlands Police was formed in 1974 we only got some of the records from the other forces, that's because some of those forces split.

"As well as police service records, we've also got quite a collection from the late 1890s and early 1900s of mugshots of villains.

"They come up from time to time in news articles. We get people emailing us to say they're researching their family history and that their great grandad was arrested in Birmingham and ask if we have a picture.

"And sometimes we do. I probably get about a one in twenty hit rate for offenders.

"Then, on top of that, I volunteer a few times a month at the Lock Up as an engager, meeting the public, talking about the building, the history of the Force and answering questions. I love it."

Range of benefits with Group Insurance Scheme

With world-wide family travel insurance, RAC breakdown cover, a critical illness policy and a wide range of other benefits, the West Midlands Police Federation Group Insurance Scheme (GIS) offers its subscribers comprehensive insurance cover.

And, subscribing could cost you as little as £25.94 per month.

The main benefits include:

- **Worldwide family travel**

insurance - this is available for the GIS subscribing member, their spouse/co-habiting partner and dependent children and grandchildren up to the age of



18, or 23 whilst in full time education, in full-time education and residing with the member. It provides annual multi-trip cover for worldwide travel, up to 31 days in any one trip. Winter sports and scuba diving to 40m (providing the member holds a recognised diving qualification) are included along with a wide range of other activities. Cover for natural disasters, such as volcanic eruption, earthquake, tsunami, flood and so on, is also included.

- **RAC motor breakdown cover**

- roadside, recover, at home, onward travel, miss-fuelling and even European assistance are all included on a 'personal'



basis covering the member in any vehicle they are driving or are a passenger in. Partners will also be covered for RAC motor breakdown if the member is subscribing for spouse/partner Life Assurance benefits.

- **Life assurance including terminal illness benefit and Child Death Grant** - life

assurance benefit is payable on the death, by any cause, of the member or their subscribing partner under the age of 70 years. Partner benefit levels depend on the age of the subscribing officer. If a member under the age of 69 for serving officers and police staff and



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under 64 if retired at the date of diagnosis as having an illness or injury from which he or she is expected to die within 12 months, they may apply for an advance of 20 per cent of the life assurance benefit. The amount advanced will be deducted from the final settlement. The child death grant is paid on the death of a dependent child aged between 6 months and 17 years.

- **Regulation 28 - sickness**

insurance - the sickness scheme offers a benefit of 20 per cent of gross salary per week tax free for members who have been placed on half pay.



Payments are made in arrears and are paid for the six months while on half pay - policy limits and exclusions may apply, please see policy wording for full terms and conditions.

In addition to these core benefits, the Group Insurance Scheme also provides critical illness cover through which a lump sum is paid to members who are diagnosed with a critical illness and survive for 14 days.

Cover is as follows:

Member £15,000

Children £3,000

(covered under members policy and partners policy from 1st April 2018)

Spouse £7,500

(if paying for spouse cover)

The critical illness scheme includes RedArc assistance (should the claimant want it). RedArc aims to support and help serving officers and their families cope with the

practical and emotional effects of the diagnosis of a serious illness.

As part of the service, the claimant can be assigned to a member of the RedArc nurse team who, in turn, will contact the member to introduce the service. For further details please see the [RedArc leaflet](#).

The Care on Demand service is also part of the GIS and their resident family giving unlimited access to a GMC licensed practising GP. GIS subscribers can conveniently schedule a video consultation or request a telephone call back consultation from an experienced GP. Where appropriate, they will be able to issue an open private specialist referral letter or a private prescription.

If it is identified the subscriber will benefit from a second medical opinion the doctor will connect them to the Best Doctors® service which has a network of more than 50,000 world leading specialists to review the case in full and help support some of the most

important decisions someone may have to make around their health.

Brought to you by Teladoc Health, a world leader in virtual care, you can use the GP service when you are abroad to access doctors who are practised in supporting patients wherever they are in the world.

Key benefits:

- **24/7, 365 days a year, worldwide access**
- **Connect via the App, or simply call**
- **Discuss all aspects of your physical and mental wellbeing**
- **Unlimited consultations; you can use the service as much as you need**
- **Connect with a high quality GP* who has the time to listen and to help you.**

Mobile phone and gadget cover is also included in the scheme with the Insurers paying two claims per member per year, up to a maximum of £1,000 per gadget or £1,150 per mobile phone, for repair or replacement (as applicable), in the event of accidental damage, theft, accidental loss (mobile phones only) or breakdown.

The GIS cover can be extended to a partner or spouse and the scheme is also open to Specials, retired officers and police staff.

Full details can be found on our [Group Insurance Scheme pages](#) where you can also access all scheme documents and application forms if you want to join the scheme.

These forms should be sent to the Federation office at **Guardians House, 2111 Coventry Road, Sheldon, Birmingham, B26 3EA** or by email.

[Find out more.](#)



NATIONAL ASSOCIATION OF RETIRED POLICE OFFICERS



NARPO is a rank-free association of retired police officers, dedicated to improving benefits for its members.

NARPO has Branches across West Midlands:- Birmingham, Coventry, Dudley, Walsall, and Wolverhampton.

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Our service is open to all Police Officers and Civilian Staff.

We normally charge a fee for mortgage advice with a typical fee being £200. However for anyone responding to this promotion (website and poster) we will not charge a fee. The Financial Conduct Authority does not regulate most Buy to Let mortgages.

Contact **Louise Norton** CeMap M: 07968 317 671
Independent Mortgage Adviser E: louisenorton@hotmail.com

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WEST MIDLANDS POLICE FEDERATION REPS - FEBRUARY 2024

LOCATION	REP(s)		POSTING
FEDERATION OFFICIALS			
Guardians House	8474	Tim Rogers	Secretary
	9270	Rich Cooke	Chair
	20428	Chris James	Dep secretary
	8851	Jase Dooley	Dep chair
	9878	Dave Hadley	CaPLO
	2162	Dawn Murkett	CaPLO
	6979	Jon Nott	P & E
	4368	Julie Fleming	P & E
	2703	Patrick McBrearty	H & S
	9233	Darren Neville	Treasurer

WORKPLACE REPRESENTATIVES			
NAME	COLLAR No.	ROLE	LOCATION
Martin Bonser	4377	N'hood	Sutton Coldfield
Lorayne Brown	6219	Response	Park Lane
Steve Green	4575	Partnerships	Lloyd House
Gemma Griffith	3799	Response	Stetchford
Raj Kanth	8137	CID	Perry Barr
Andrew Lavanchy	7338	Response	Stetchford
Jasdeep Pahil	20455	Response	Park Lane
Simon Wheeler	6329	N'hood	Bournville
Curt Wilkins	9900	N'hood	Sutton Coldfield
Peggy Lamont	5139	Log Quality Team	Coventry
John Williams	6906	TBC	
Matt Manwaring	6587	Coventry Central Police Station	Coventry
Winston Christie	5456		Lloyd House
Jordan Keen	9996	Traffic Investigation	Lloyd House
Michael Woods	9152	Custody	Wolverhampton
Lee Howkins	3249	CTU	CTU
Sam Staite	21352	CTU	CTU
Ian Smith	8879	Task Force	Brierley Hill
Andrea Forrester	6736	Investigative Training	Tally Ho
Marcia Francis	20287	Investigative Training	Tally Ho
Carrie-Ann Lowe	5508	Driving School	Halesowen
Aaron Bell	4413	Airport	Birmingham Airport
Sue Cheek	4468	Dog Handler	Wednesbury
Duncan McDonald	20213	OSU	Park Lane
Matt Minton	7658	Firearms	Park Lane
Barrie Punshon	5992	Firearms	Park Lane
Roy Teague	9694	Firearms	Park Lane
Osman Khan	21554	Major Crime Unit	Aston
Rod Rose	4993	Command	Lloyd House
Michael Brown	1409	Response	West Bromwich
Ash Forster	9104	CID	West Bromwich
Jess Davies	24843	Response	Solihull
Suky Downes	21420	Response	Solihull
Stacey Francis	2503	Task Force	Solihull
David Keasey	1284	Response	Bloxwich
Lee Hayward	21287	Response	Wolverhampton
Darren Neville	9233	Gangs Team	Wolverhampton
Westley Smith	643	N'hood	Sandwell
Vince Kevin	7398	Custody	Coventry



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