



Downing Street reception for brave officers

See Pages 6 and 7

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Cover photo: Our brave officers outside 10 Downing Street. See Pages 6 and 7.
Photo courtesy of Anderson Photography.

Upbeat is published by Leicestershire Police Federation
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So much for a quiet summer...

By Tiff Lynch
Chairman of
Leicestershire
Police Federation



There was a time not so long ago when there seemed to be a general slowing down over the summer months.

But, this year there appears to have been no such let-up. And, in fact, we saw a real flurry of activity during July in particular.

Workforce statistics were published, unsurprisingly showing officer numbers are still falling, and these were closely followed by crime figures which showed an increase in crime. Apparently, we are told, there is no link between a decrease in feet on the beat and increased criminality; I am unconvinced. We all know community policing has been hit by a Government cuts programme that has seen our numbers severely depleted and, as the Federation has always argued, effective community policing is the bedrock of the police service.

We all know demand for our services has shown no corresponding decrease, in fact, the opposite is true. Not only are we trying to respond to the traditional crimes – burglaries, motoring offences, theft, robberies and so on – but we are also upping our game to tackle new and emerging crimes, such as human trafficking, an explosion in cyber-crime and the ever-increasing threat of terrorism.

Meanwhile, we are picking up the slack for other organisations hit by cuts. We are called upon to cover gaps in mental health support provision, for example. Quite simply, we are the service of first and last resort, and the service that never says no.

However, we are also the service that runs towards danger while others run away. After the horrific terrorist attacks in both London and Manchester earlier this year, MPs praised the response of police officers and other emergency service workers and the need for investment in policing became a key issue in the run-up to the General Election.

However, once again, it appears the words of some MPs were hollow. After the General Election, I wrote to all our newly elected Leicestershire MPs to explain the

pressures the Force is under and to highlight the Police Federation's national Protect The Protectors campaign which aims to tackle the growing problem of assaults on police officers and other emergency service workers.

Sadly, only five of the MPs have so far replied and one of those cannot manage to meet me until next year. So I would just like to thank Edward Argar, Andrew Bridgen, Liz Kendall and Keith Vaz for agreeing to meet me in the not so distant future.

I just don't understand why the other MPs are not interested in finding out more about the reality of policing the communities they serve. But I will certainly be writing to them again to see if I can arrange to meet them to discuss my concerns, and those of the police officers I represent. The first duty of Government is to protect its citizens so surely MPs should have a duty to at least try to understand how the police officers they entrust to uphold the law of the land are being affected by the cuts and how, in turn, that is affecting our communities?

In another blow to the at times fraught relationship between the police service and the Government, just days before MPs started their seven-week summer recess, we learned that an announcement on our annual pay deal would not be made until this month.

We had expected to hear if we were to get an uplift in pay at the start of July. Any increase in pay usually comes into effect on 1 September.

However, despite the fact that the Police Federation and the Superintendents' Association had met an earlier than usual deadline for their joint submission to the Police Remuneration Review Body (PRRB), a decision was delayed.

After the election, some senior members of the Cabinet argued the current one per cent cap on increases to public sector pay should be lifted. However, the sticking point, and it is a big one, was the Chancellor of the Exchequer who was quoted as saying that he felt public sector workers were over paid.

Perhaps he was given the summer to reflect on his figures? We can only hope so.

- We have recently taken steps to improve our presence on social media so that we can communicate better with not just members but also the public and other interested parties. Please take the time to visit our Facebook page and let us know your views by rating our page.

Force acts on Federation pressure on spit guards

Leicestershire Police officers are set to be issued with spit and bite guards following a successful campaign by the Force's Police Federation branch.

The Federation had put pressure on the Force to introduce the protective equipment after its members voted overwhelming in support of the move.

"We carried out our own survey of members earlier this year and 96 per cent of the officers who responded said they wanted the Force to issue them with these guards to help protect them from being spat at or bitten," says Tiff Lynch, chairman of Leicestershire Police Federation.

"The Federation is committed to the welfare of officers and, as such, once we had found out our members' views we arranged to speak to chief officers to put pressure on them to act on the survey findings.

"We are aware that some people are opposed to officers using spit guards but for me it's really quite simple – if you don't want to wear a spit or bite guard do not attempt to spit at or bite a police officer.

"For far too long, police officers going about their duties, serving and protecting their communities have been subject to these hideous attacks and I am afraid enough is enough; we must protect those who protect the public.

"I am pleased that the Force has listened to us and to our members."

Tiff has worked closely with chief officers to ensure that the design of spit guard introduced in the county protects officers but, unlike those used in some other forces, does not cover the person's head completely.

Chief Constable Simon Cole announced on 15 August that the Force would be issuing fine mesh guards which officers can fit over the mouth of anyone who attempts to spit at them or bite them.

A total of 667 officers took part in the voluntary Federation questionnaire and the overall results painted a clear picture of how they feel towards the issue of being spat at while doing their jobs.

Over a quarter (27 per cent) said they had been spat at while on duty and not only



did 96 per cent say they would like to see spit guards introduced but 97 per cent also said they would be confident using them.

As the Police Federation of England and Wales tackles the issue of the growing number of assaults on police officers with its nationwide Protect The Protectors campaign, an initiative supported by Leicestershire Police Federation, some forces have already introduced spit guards for their officers.

But spit guards is only part of the story, says Tiff.

"While we welcome the Force's decision to issue the spit guards, this is not the end of our campaign. We will be working with the Force to ensure that all assaults on police officers and police staff are properly recorded and will be pushing for offenders to be prosecuted; only then can we assess the true extent of the problem and ensure that we tackle this issue effectively," she explains.

Dramatic officer assault footage sparks huge reaction in the media

Leicestershire Police Federation's decision to release video footage of one of its members being assaulted has led to a huge reaction on social media and among national and local media outlets.

It was something the Federation had never done before but chairman Tiff Lynch felt it was time to show members of the public the true realities of modern-day policing.

The footage shows an officer being punched and knocked down while dealing with a detainee in a Force custody suite.

The images provoked a large response from media outlets across the country with many national news companies giving the story high priority in both print and online.

The story also featured strongly with local papers and radio stations who discussed the implications of the incident – and other incidents faced by officers every day in the line of duty.

Meanwhile the video sparked a huge

reaction on the Federation's Facebook and Twitter feed with supportive comments flooding in from members of the public.

The one-minute video has already attracted well over 13,000 views on Facebook.

Tiff said that she hoped the reaction to the video would add further weight to the current Protect The Protectors campaign, which aims to highlight the physical and mental dangers faced by police every day while on duty.

She also hoped that MPs would not only see the video but act on it as soon as possible to bring through legislation for tougher penalties for those who assault officers.

All too often, we are hearing of horrific assaults on police officers, police staff and, it has to be said, other emergency service workers," she said.

Statistics do illustrate how common these assaults are - though, I must admit, I am still not convinced that all assaults

are being properly reported and recorded. However, statistics are just a list of numbers, while videos of officer assaults are far more impactful in terms of showing the public what officers have to contend with.

"We received a huge response to the footage, the national and local media picked up the story and we received many supportive messages.

"But we hope that it's not just members of the public who sit up and take notice when they see footage of this nature. What we really need is for MPs to not just view this video but also act on it.

"Thankfully, just before Parliament's summer recess, MPs supported a Private Members' Bill that echoes the demands of the Police Federation's Protect The Protectors campaign."

Find out more about the bill on Page 4.

You can see the footage on the Leicestershire Police Federation Facebook page.

MPs back bill to Protect The Protectors

A bill calling for tougher sentences for those who assault police officers and other emergency service workers has won cross-party support in the House of Commons.

The Assaults on Emergency Workers (Offences) Private Members' Bill, presented by Chris Bryant, the MP for Rhonda, will now go forward for a second reading on 20 October.

"I am pleased to see that MPs are supporting this bill," says Tiff Lynch, chairman of Leicestershire Police Federation, "Assaults on the police and other emergency staff are getting more and more frequent and there needs to be harsher sentencing of these offenders to ensure they are suitably punished and also

to act as a deterrent to others.

"Police officers lay their lives on the line to protect the communities they serve. At the very least, they need to know that the law offers them some protection from those who attack them as they go about their duties."

The bill incorporates many of the provisions that the Police Federation and partner organisations have been calling for as part of its Protect The Protectors campaign.

It will:

- Introduce new offences including wounding or assault when perpetrated against an emergency worker in the performance of their duties
- Compel those suspected of assault - including spitting - who may pose a

health risk to undergo blood tests

- Make it an offence to refuse to undergo such tests, and
- Lay down tough sentences for those convicted of these new offences.

Mr Bryant explained: "It is so important that we protect the protectors. One of the really shocking injustices is that we have so many assaults on police officers, and for that matter other emergency workers, in the last few years, and sentences that have been handed down have been wholly inadequate to deal with the problem."

Holly Lynch, the Halifax MP who previously introduced a 10 Minute Rule Bill calling for stronger deterrents for those who assault emergency services, said she was delighted that the issue is going forward as a Private Members' Bill.

She said: "The work of our emergency services has never been on the agenda quite so much as at the moment. Everybody really sees, really appreciates, the work they do that's so important to keeping [the public] safe. It's our job as legislators to make sure that we are keeping them safe. I've been so concerned that's not the case as it stands in law."



Force releases latest assault figures

The Force recorded 28 assaults on police officers during the latest quarter.

But the figures, which cover the period from January to April this year, may not be a true record of the actual number of assaults according to Leicestershire Police Federation chairman Tiff Lynch.

"We do not believe that all officers are completing the Force's HS3 forms when they are being assaulted and this is how these incidents are recorded," says Tiff.

"One of the issues we have is that the form is too lengthy and complicated and there is no process to ensure that the Federation is informed of officer assaults.

"It is essential that all officers who are assaulted fill out this form. Only by ensuring we have accurate figures can we begin to truly tackle this problem.

"We are now working with the Force's head of health and safety, Peter Coogan, who is re-vamping the form to address these concerns. It is hoped the new form will be ready in the next couple of months."

Assaults increase

A total of 243 Leicestershire Police officers were assaulted on duty during 2016/2017, according to police recorded crime statistics.

In the same period, 212 "assaults without injury on a constable" were reported in Leicestershire in Force data submitted to the Home Office.

Based on assaults reported to the Force health and safety or HR teams by officers, 46 Leicestershire officers were injured after being assaulted on duty in the year, though it is widely believed many do not submit the relevant forms or record the assault on crime data recording so many assaults go unreported.

Leicestershire is one of 20 forces to voluntarily supply separate data on the total number of assaults on its officers - including those involving injury - from its crime recording system.

"These figures are of great concern," said Tiff Lynch, chairman of Leicestershire Police Federation, "It is totally unacceptable for officers to be assaulted as they carry out their duties protecting their communities.

"Police officers understand their role puts them into contact with people in extreme situations but that does not mean that they should see being assaulted as part of the job.

"All too often police officers - and other emergency services staff - are the victims of sustained and deliberate attacks by members of the public."

Increasing our presence within Force

**By Matt Robinson
Secretary,
Leicestershire
Police Federation**

As I write this, I have today welcomed PC Simon Alborn into his new role within Leicestershire Police Federation.



One of his responsibilities will be to improve our footprint around the Force and provide face to face advice and support to members.

Members have told us we needed to be in the workplace more so this will enable him to be on hand to resolve issues quickly rather than allowing them to become protracted.

I wish Simon well in this part of his career and if you see him around the Force area please take the opportunity to speak to him and raise any issues of concern.

I wrote some months ago about the change to a more local investigation driven model within Force. It seems this is happening and it will be interesting to see how this goes in terms of satisfying the

shortcomings identified in the report by HMIC.

It is easy to keep moving the pieces around the board to satisfy the demand or to deal with criticism. Sometimes you just have to accept that you haven't got enough pieces. I was subjected to some ridicule when I pointed out in the same article that I thought our officer numbers were unacceptable. But I think this has been proven to be the case.

I hear that student officers still in the tutors' phase of operational training are now treated as part of the numbers. This is unacceptable and the arguments I hear to justify this need to be discussed and I intend to do this immediately. Student officers must have the opportunity to learn from experience and they are not getting this at the moment. It is also not fair on the officers who have volunteered to mentor and tutor them.

I also see the gaps being filled with officers from the Special Constabulary. Our Specials never cease to amaze me with the effort and hours that they give to this organisation. The article about this year's bravery awards on Pages 6 and 7 should demonstrate that perfectly. However, they should be supported as they are most vulnerable when things go wrong. It is the

Police Federation that supports them as they have no other support network.

I am constantly being asked to deal with requests to stretch duties to eight-day runs. This will not be accepted and I have informed senior managers of this stance. I cannot do this without your support. By this I mean we would advise no officer to work eight-day stretches. I appreciate over-time and extra money is something that you may feel you cannot refuse.

However, if you were to make a mistake it could have consequences for not only you but also a colleague or a member of the public. Of course, this would not happen if the organisation itself took the responsibility to support its resource planners when they point this out.

Finally, I would just like to let you know that we will shortly be launching a new website linked to the national Federation site. It will be easier to find and will not require a log in. It will provide a link to the national Federation website and give you access to all the latest information and updates about regulations and other issues affecting you in the workplace.

I would also like to thank all of our local representatives for the work they do on your behalf every day. Make sure you know who your local reps are and make use of them!



Supporting those who support you

It was great to accept the invitation of chief executive Mark Williams (pictured left with me) and his team to attend the annual charity ball to celebrate the work of the Police Firearms Officers' Association (PFOA).

The PFOA provides an essential service to our members in the world of firearms.

It is without hesitation that I say that lives have been saved thanks to the expert counselling and guiding hand that the PFOA's Welfare Support Programme provides.

The PFOA also provides our Post-Incident Management training for managers and Federation representatives. This area of work will only get busier with the uplift in Taser and the increase in firearms officers.

The scrutiny around advanced police drivers will also create more work for Post-Incident managers and the knock-on effect will be more Post-Incident Procedures being attended and dealt with by trained Police Federation representatives.

Unfortunately, this year's charity ball – which raises vital funds to enable the PFOA to continue its work – came shortly after we all were tested with terrorist attacks in Manchester and again in the capital. A reminder that this threat is real and is not confined to London.

Leicestershire Police Federation had already taken the decision to make a donation to the organisation and it was with great pleasure that I handed over a cheque for £1,000 for the PFOA to Mark during the evening.

Brave officers honoured at awards ceremony

A drinks reception in the garden of No 10 Downing Street and a meeting with the Prime Minister were two highlights of a memorable day for Leicestershire's two nominees for the annual Police Bravery Awards.

PC Matthew Eld and Special Constable Neil Deveney were nominated after their brave efforts to rescue two people from a burning flat. Along with 69 other nominees, their achievements were celebrated during a ceremony at The Dorchester Hotel in London.

Alongside Prime Minister Theresa May and Home Secretary Amber Rudd, the Metropolitan Police Commissioner Cressida Dick was among distinguished guests on the day.

The two Leicestershire officers were nominated for the awards by Leicestershire Police Federation. They had arrived at a reported incident to discover flames up to the ceiling and thick black smoke which made it hard to breathe.

A woman was lying half on and half off a sofa and a man was leaning over the top of her - both refused to leave, despite the unbearable heat.

The officers grappled with the woman and eventually, with further help, were able to carry her outside where she resisted SPC Deveney's attempts to administer first aid.

The man tried to prevent PC Eld getting out, but the brave officer activated his body worn video and forced him down the stairs and out of the building.

PC Eld was accompanied to the bravery awards by his wife, Charlotte, while SPC Deveney's father, Bernard, was his guest.

Leicestershire's nominees were included in the Federation's Eastern Region with the regional award being won by two officers from Lincolnshire who intervened in an armed robbery on a jewellers in Newark while off duty.

Sergeants David Wilson and Iain McIvor faced up to offenders with lump hammers and a pump-action shotgun and 11 offenders eventually pleaded guilty in court.

The overall winners were three Northumbria officers. PCs Sarah Currie and Michael Otterson had a violent and lengthy struggle with a man, grabbing his arm as he held a gun, in a bid to stop him from aiming it at them.

Sergeant Elliot Richardson intervened to help disarm the man who fired a shot through the ceiling of a pub foyer. A later search of his belongings revealed two handguns, a crossbow, a pack of throwing knives, home-made petrol bombs, smoke grenades and a baseball bat.

A "surreal experience"

Leicestershire PC Matthew Eld described his visit to No 10 as a "surreal" experience after being nominated for a Police Bravery Award.

A drinks reception in one of the world's most famous residencies was the first part of a memorable day for PC Eld, who then enjoyed the main awards ceremony at the prestigious Dorchester Hotel with the other nominees from other forces across England and Wales.

With the Prime Minister Theresa May, and Home Secretary Amber Rudd both at 10 Downing Street, HRH The Countess of Wessex was among other distinguished guests at the evening awards ceremony.

"I was very surprised and privileged to be put forward," said PC Eld, "It was a surreal experience being inside No 10 and it was great to see some of the history on the walls, like photos of Winston Churchill.

"The evening was a great event too and it was nice to meet and talk to lots of different officers of varying ranks. It was nice to talk with the Chief Constable and PCC and to hear of all the stories of the great things officers

PC Matthew Eld with his wife Charlotte who is also a serving Leicestershire officer.



have done across the country.

"It was brilliantly organised by the Police Federation and I want to thank Leicestershire Federation chairman Tiff Lynch and all those involved in the event.

"I also got to shake hands with PC Wayne Marques (BTP) who had been injured in the recent knife terror attack in London, where he took on the terrorists with just his baton. That guy is a true hero. I have massive respect for him and it makes me very proud of British policing."

PC Eld was accompanied by his wife, Charlotte, who is also a serving Leicestershire officer. She said: "I was very proud of Matt's actions, but yet not surprised. Matt loves his job and would do anything for anyone on his beat. When Matt told me he had been into a fire to save someone, I was very proud of him, but I also gave him a telling off!"

"I am glad that both Matt and Neil were recognised for their bravery. While police officers deal with difficult situations daily, it's not every day that they run into a burning flat."

She added: "At the awards ceremony, we all had a fantastic time celebrating a once in a life-time opportunity."

PC Eld said he would do the same again if faced with a similar situation.

"Like many cops, it is just what we do. You deal with lots in this job so it's nothing special in our eyes," he said. "I knew the lady we saved, as she lived on my beat. So it was great to help someone, even though they didn't want to be helped!"

"I would also like to thank colleagues such as PC Chazz Billkhu who greatly assisted us on the night of the house fire. It was great team effort."



A toast to Leicestershire's brave officers.

Special thought he was in trouble

Special Constable Neil Deveney's initial thought when he received a phone call from Leicestershire Police Federation chairman Tiff Lynch was: "What have I done wrong?"

But the reality of the conversation was a totally different story as he was told he had been nominated for a national bravery award and was to spend a memorable day in London at 10 Downing Street and the Dorchester Hotel.

"I couldn't believe it when I heard I had been nominated," SC Deveney said. "Sending us to London, going inside No 10, meeting the Prime Minister and then the awards evening. It sounded too good to be true!"

"When we arrived, the staff at Downing Street were so warm and welcoming. There's so much history within that one building. It was a great privilege to go beyond the gates and to stand in front of the famous black door.

"The evening reception at the Dorchester was the highlight for me. It was humbling getting to meet some of the bravest police officers in the country. It was emotional too, hearing some of the stories of heroism and acts of bravery.

"It's great to be recognised for our work, but it's important to remember that there are police officers out there every day who do extraordinary things and put their lives on the line.

"The biggest highlight for me was the evening reception. I was honoured to represent the Force in the awards, but also to represent the Special Constabulary too."

SC Deveney said it was great to be able to take his father, Bernard, to London with him as there was a special family story behind his decision to do so.

"My grandad always wanted to join the Garda, however, he didn't meet the height requirements so he couldn't," he explained, "But he always had a great moral compass and believed in doing the right thing. Because of this,

I thought it fitting to take my Dad, and hopefully make my grandad proud.

"It was lovely to see how everyone welcomed my Dad to the policing family and made him feel so welcome."

Bernard said afterwards: "I feel very proud and honoured that Neil was nominated. I feel that his actions were a mixture of heroic and remorseful; as a member of the public, heroic, as a parent I wish he hadn't done it. On the day, I felt very humbled to be in the company of so many heroes, many unsung. I enjoyed the evening reception and the welcoming nature of the Federation and members of the police services."

Neil's Mum, watching the ceremony at home, added: "I'm very proud of Neil and all the other officers who were nominated. It was great to see all the amazing stories when I watched the evening on the internet. I feel like all of the officers are winners. I wish I could have been there in London with them."

As a member of the Special Constabulary, SC Deveney explained why he decides to give up his time to help out the Force.

"During my day job I work at the Next Head Offices in Enderby," he said. "They are very supportive when I have got training or other arrangements and need to move my shifts around. I've learnt skills as a police officer which have helped me in my day job and people are really surprised to hear I am a Special.

"The question they always ask is 'why do you do it?'"

"I say that it is a great opportunity to help people. When you hear about all the cuts that are going on, along with the pressures the emergency services are under, I thought that rather than complaining about it, I would try to help. I've always wanted to be a police officer, and I am currently applying for the regulars in Leicestershire."

Photos courtesy of Anderson Photography



SPC Neil Deveney and his father Bernard at No 10.

Two thirds of officers say their workload is too high

Two thirds (66.4 per cent) of Leicestershire officers who took part in a national Police Federation survey on pay and morale reported that their workload was too high, meaning the Force ranks ninth out of 43 forces for this indicator.

Almost three quarters (74.9 per cent) per cent also said their workload had increased over the last 12 months.

But Tiff Lynch, chairman of Leicestershire Police Federation, is concerned about the results since only 25 per cent of the Force's Federated ranks completed the annual survey.

"On one hand, this is really disappointing but on the other I do understand that officers are feeling a little surveyed out right now," says Tiff, "There is also a certain amount of apathy because they often feel their views are not taken into account anyway."

"However, you only have to look at our own survey on spit guards earlier this year when we were able to use the results to convince the Force to issue this extra protective equipment to officers to see how members can influence decision makers."

"The danger with the pay and morale survey is that if officers don't take part it weakens the impact of our results. But, despite the low return, I think the results are still valid and we would have seen similar results in terms of the percentages if more had completed the questions."

The results showed that 83.9 per cent of Federation members in Leicestershire feel they are not paid fairly for the stresses and strains of their job and also revealed:

- 62.5 per cent were dissatisfied with their total remuneration, the third highest level of dissatisfaction of the 43 forces for this indicator
- 57.5 per cent were dissatisfied with their pension
- 67 per cent felt they were worse off financially compared to five years ago

- 57 per cent of respondents reported low personal morale, and
- 89 per cent reported low Force morale.

When asked about the reasons for low morale, Leicestershire respondents' answers were:

	Negative effect on morale Leics Police)	Negative effect on morale (England and Wales)
Pay and benefits (including pension)	61.7 per cent	72.9 per cent
Day-to-day job role	42.6 per cent	48.1 per cent
Workload and responsibilities	60.9 per cent	61.1 per cent
Work-life balance	63.8 per cent	65.3 per cent
Opportunities for development and promotion	56.6 per cent	52.9 per cent
Health and wellbeing	53.7 per cent	61.5 per cent
How the police as a whole are treated	85 per cent	84.9 per cent
Treatment by senior managers	44.5 per cent	48.5 per cent

A total of 67.1 per cent of respondents said that they would not recommend joining the police to others. Nationally, the proportion of respondents who said that they would not recommend joining the police to others ranges from 78.9 per cent in the top ranking force to 57.5 per cent in the bottom ranking force.

Almost 66 per cent of Leicestershire respondents said that they did not feel valued within the police.

Just 8.3 per cent of Leicestershire officers said they intend to leave the police service within two years, slightly lower than the national figure of 12.3 per cent.

The main reason given for their intention to leave was how the police are treated as a whole (80 per cent), their morale (71.4 per cent) and the impact of the job on their health and wellbeing (74.3 per cent).

Firearms survey: results due soon

All Federation members across the country have now had a chance to say if they would like to be routinely armed.

The Police Federation of England and Wales emailed members during August using the national database and will announce the results of the survey towards the end of September.

"The question of arming more officers has been in the headlines a lot recently so the Federation decided it's time to ask officers

themselves for their views," says Tiff Lynch, chairman of Leicestershire Police Federation, "Members were last surveyed on this issue back in 2006 when the vast majority said they did not want to carry firearms. Of course, much has changed since then so it will be interesting to see if there has been a shift in that view."

The survey closed on 1 September and results are expected towards the end of the month.



Remembering fallen officers



National Police Memorial Day is being held in Cardiff at the end of September.

The service, to be held in the city's St David's Hall, will be attended by senior police officers, politicians and Federation representatives who will join the families of fallen officers to remember those who have given their lives to serve their communities.

Among those on this year's roll of honour will be Leicestershire PC Austin Jackson who died on duty on 16 March this year.

Tiff Lynch, chairman, will represent Leicestershire Police Federation at the service which will take place on Sunday 24 September 2017.

Austin is remembered at COPS service

Leicestershire PC Austin Jackson was among seven officers to have died on duty in the last year to be honoured at this year's Care of Police Survivors (COPS) memorial service.

The service was held at the National Memorial Arboretum in Alrewas in Staffordshire at the end of July and included a roll of honour led by Denis Gunn, the charity's president.

He read out the names of the officers who have died since the last COPS memorial service:

DC Joe Mabuto of Thames Valley Police, 27 September 2016

Inspector Mark Estall, Essex Police, 5 January 2017

PC Paul Briggs, Merseyside Police, 21 January 2017

DC Ben Devonshire, Cambridgeshire Constabulary, 9 March 2017

PC Austin Jackson, Leicestershire Constabulary, 16 March 2017

PC Keith Palmer, Metropolitan Police Service, 22 March 2017

PC Gareth Browning, Thames Valley Police, 1 April 2017.

Tiff Lynch, chairman, represented Leicestershire Police Federation at the service and said afterwards: "The COPS service is

always a moving occasion and it was particularly poignant for Leicestershire officers this year since it is only a few months since the tragic loss of Austin Jackson.

"I was pleased that Austin's wife, Simone, their children and other family members were able to attend the service and the family weekend which precedes it. Hopefully, this will have shown them that they are not alone, that they are a part of the police family and that support is available to them should they require it."

Ahead of the service, members of the Police Unity Tour cycled into the arboretum –

Continued overleaf



COPS
'Rebuilding Shattered Lives'



including the Leicestershire contingent - to be greeted by rounds of applause. The cyclists set off from points around the country to complete a 180-mile sponsored ride in aid of COPS. As part of the tour, which seems to grow each year with more and more people taking part, the cyclists wear a wristband dedicated to a fallen officer and, where possible, present this to the officer's family at the end of the ride.

Once the 200 or so riders had arrived at the arboretum, a cavalcade of motorcyclists from the Blue Knights were also welcomed by the crowds.

The service itself, held in an open-sided marquee on a bright and sunny day, was attended by hundreds of people; so many, in fact, that some had to stand outside.

The congregation included Chief Constables, PCCs, local MP Michael Fabricant, Councillor Michael Greateorex, chairman of Staffordshire County Council, and Andy Alexander, head of complementary policing at the Home Office. The focus of the day, however, was not on those special guests but, quite rightly, on the families.

Jan Berry, former national chair of the Police Federation of England and Wales and now chair of the COPS trustees, welcomed everyone to the service and also made special mention of retired Leicestershire Police officer Clive Sparling and his fiancée Meryl Gibbins who spent the weekend before their wedding taking part in the Police Unity Tour. She called them to the front of the marquee to congratulate them and present them with flowers.

Jan went on to say that the memorial service was a day when everyone came together to remember those who did not make it home.

"Their sacrifice will never be forgotten," she said.

The service featured readings from the

“ Their sacrifice will never be forgotten.

families of fallen officers – a daughter, a mother, two sons and a wife.

"These readings were really impactful," says Tiff, "They really highlighted the effect an officer's death has on their family, not just immediately and not just in the days, weeks and months afterwards but for a life-time. It really brings home to you the fact that we should always remember fallen officers but also the families, and friends, they leave behind."

After the first of two songs from soloist Diane Whyllie, the first guest speaker was Catherine McVicar, daughter of PC Joseph Drake, who was killed, aged 36, on 11 August 1967 while attempting to stop a stolen vehicle at a road block near Falkirk.

Catherine talked about her father and her childhood but recalled that there was no support organisation for the family to turn to when their lives had been turned upside down. Getting in touch with COPS, she said, had been cathartic since it allowed the family to meet people who had similar experiences.

Other family members to talk about their experiences during the service were:

- Suzette Mitchell, mother of HPO Timothy Mitchell
 - Trevor Woodward, son of PC Ian Woodward, whose speech was read out by his young son, Daniel
 - Gill Wright-Boulton, wife of PC Alan McMurray, and
 - Chief Inspector Kerry Blakeman, son of PC Kerim 'Kerry' Blakeman, who had also taken part in the Police Unity Tour.
- In the middle of the service, there was a



Jan Berry addresses the congregation.

wreath-laying ceremony led by the Staffordshire Police Cadets with background music played by the West Midlands Police Band.

After the service, members of the congregation walked to The Beat, the avenue of trees where each force has its own tree. Individual wreaths were laid at the Leicestershire tree with Deputy Chief Constable Roger Bannister addressing those gathered at the Leicestershire tree. The families of fallen Leicestershire officers were also able to lay a single red rose at the tree as a tribute.



Jan Berry congratulates Clive Sparling and his then fiancée (now wife) Meryl.

Force cyclists join Unity Tour to support charity

A Leicestershire Police team embarked on a 180-mile cycle ride to the National Arboretum at Alrewas as part of the national Police Unity Tour.

They used their pedal power to raise £10,200 for Care of Police Survivors (COPS), a charity offering support to the families of fallen officers, which held its annual remembrance service at the arboretum at the end of July.

The Leicestershire team was made up of:

Support team:

Peter Williams, retired Leicestershire officer and Chapter leader, Leicestershire officers Mick Graham, Jed Keen, retired Leicestershire officer Gail Simpson, and Katie Coleman, wife of Leicestershire officer Ryan.

Riders:

Leicestershire officers – Mark Body, Cara Guest-Moore, Neil Hinchliffe, Chris Moore (son of fallen Leicestershire officer Brian), Laura Millward, Sarah Stables, Ian Waterfield, Jim Holyoak, Jon Carter-Lang, Nick Timms, Stephen Brown, Leah Brown, Martin Leeland, Marie Collis, Emma Gilbert, Ryan Coleman, Graeme Baxter, Mark Morris, Johnny Monks and ACC Phil Kay.

Retired Leicestershire officer Clive Sparling and his then fiancée (now wife) Meryl (Gibbins). Police staff member Sally Porch.

Scott Askew, a retired Gwent officer who rode with the Leicestershire cyclists.

Before the group set off from FHQ on the Friday ahead of the service, ACC Nixon wished them a safe journey, pledging to join the riders for the 2018 tour, and Chris Moore spoke about his own journey with COPS and the support he and his family had received.

Sandie Burton and Sarah Moore, whose husbands both died while on duty with the Force, were also on hand to see off the riders.

Tiff Lynch, chairman of Leicestershire Police Federation, had planned to take part in the ride for the second year running but was forced to pull out just days before due to an injury.

"I am so disappointed not to be taking part," says Tiff, "While it was a tough ride last year, it was so worthwhile. Each cyclist wears a wristband bearing the name of a fallen officer and families are invited to attend the COPS event so the rider can present this to them at the end of the ride. It is really moving as you cycle into the arboretum at the end of the ride."

"While I won't be with the team of cyclists this year, I did go along to FHQ to see them off and was also able to present the wristband I wore last year in memory of Nick Archer to his brother, Chris."



Leicestershire rider Johnny Monks talks to Elizabeth Anne Irwin, daughter of Leicestershire DC Edwin Trump who was killed in an air raid while on duty in Leicester city centre in 1940. He was just 26.



Force traces families

I was asked to contact the surviving families of the officers who have been killed as I keep the Pensioners database, writes Dominique Allen, the administrator for the Force Benevolent Fund who is also responsible for liaison with COPS.

We placed an article in the Leicester Mercury asking for families of officers who had died in the 19th and early 20th century to get in touch and a couple came forward. With the approval of the Chief Constable, we organise a coach trip. We took about 10 people in 2016 and in 2017 we placed the advert in the papers again and some more families came to light.

We were also contacted by a genealogical organisation called Finders International who asked if we minded them helping and I said the more people looking for relatives the better.

They advised us that they had located Christopher Archer who is the brother of Nick, aka Dan, who was killed at Castle Donnington in 1984 as well as Anne Irwin who is DC Edwin Trump's daughter. He was killed with two others in 1940 in the Highfields.

They also asked if they could meet the families on the Friday morning which was the day that the riders set off for the ride.

Christopher Archer and his wife and Sandra Wheelwright and her daughter attended HQ as well as Insp Lowe's sister and brother in law and PC Wells' great great granddaughter and great granddaughter.

We also had contacts via the Force twitter feed, from the Force historian Neil Bell and the Leicestershire & Rutland Family History Society.

This year, for the Sunday service, we took 24 people on the coach and were met at the arboretum by the families of PC Barrett, PC Wheelwright, PC Archer, DC Trump and PC Wells, who had made their own way from all points of the compass.

On the coach we were joined by the relatives of PC Wilkinson, PC Bentley, Insp Lowe and PC Wells.

Some of the families were contacted and they thanked us for getting in touch but said, due to age and distance, they would not be attending and wished us well.

It has been hard work but rewarding and I have enjoyed meeting the families. For many, despite the passage of time, it was an emotional journey.

We are the only Force which traces relatives and I was amazed at the number of people at the Leicestershire tree after the memorial service.

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Officer numbers fall

Government workforce statistics published by the Home Office show the number of officers has fallen by 57 (3.1 per cent) between March 2016 and March 2017, leaving the Force with just 1,802 officers.

Despite the decline, it is an increase on the last set of figures published earlier this year, which showed that on 30 September 2016, the Force had 1,794 officers, a decrease of 5.8 per cent or 104 officers than 12 months previously.

However, in September 2015 there were 1,904 officers.

Tiff Lynch, Leicestershire Police Federation chairman, said: "On the same day these statistics were released there was a second set which showed crime is on the rise – and let's face it, it's hardly a surprise.

"Our primary responsibility is to look after the safety and security of the people of Leicester, Leicestershire and Rutland and we simply cannot do that with the number of officers we have got.

"While things have improved slightly over the past few months here in Leicestershire, we are nowhere near where we need to be, or even

close to where we were just two years ago.

"The Government has been insistent that we can do more with less but these latest crime figures, placed alongside the officer number figures, clearly demonstrate the fact that with fewer officers to go around we are finding it harder and harder to fight crime, keep our communities safe and protect the vulnerable.

"Surely this must be the wake-up call they need. We are the service that people rely on, that people turn to when they need help, but we are at breaking point. Crime is rising and we don't have enough officers. The solution is simple – we need more officers to enable us to serve our communities."

During the same 12-month period to March 2017, the number of police community support officers in Leicestershire rose from 210 to 240.

And nationally, officer numbers fell from 124,066 at the end of March 2016 to 123,142 at the end of March 2017, a decrease of 0.7 per cent and the lowest figure since 1985.

Nottinghamshire saw the biggest percentage decrease (6.9 per cent) in the

country, losing 136 officers.

Across England and Wales 16 forces saw an increase, including West Yorkshire and Gwent, who saw rises of 4.9 per cent and 4.5 percent respectively.

Nationally, the number of officers has fallen every year for the past eight years.

Steve White, national Federation chair, said: "Officer numbers are dropping consistently every year yet our members are having to deal with not only more crimes, but the most unimaginable atrocities such as those in Westminster, Manchester and London Bridge.

"Particularly worrying is the drop in front-line and neighbourhood officers when we all know that community policing is fundamental in tackling both traditional crimes like burglary (up by 3 per cent) and the terror threat.

"Government needs to start to invest now in backing the police service so that it can carry out its primary responsibility, which is the safety and security of citizens. These figures demonstrate that this has not happened."

Tiff's inspiring journey

Leicestershire Police Federation chairman Tiff Lynch talked about her life's journey when she was a guest speaker at the Force's Women's Inclusive Network (WIN) event at De Montfort University.

Tiff joined nearly 200 officers and staff from the Force, surrounding forces and other blue light services at the event staged to promote the WIN. Tiff talked about growing up in Oakham, her school years, joining the Force at 18, the various roles she has undertaken as a front-line police officer, a career break and finally her role as Leicestershire Police Federation's first female chair.

She told the audience about taking on the Federation post: "To say it was a steep learning curve is something of an understatement.

"I have always been a PC, and I imagine I always will be, but all of a sudden, from being a constable, I found myself in regular meetings with the chief officer team; my views were sought, my opinions were taken on board.

"As a Federation official, it is a huge responsibility to represent your colleagues, to negotiate on their behalf and to seek to influence key decision-makers."

Sponsored by Leicestershire Police Federation and LPF Trusts, the all-day event, called 'Your Journey', was open to everyone within the Force, and key partners who

wanted to learn more about the network.

Chief Superintendent Kerry Smith, chair of the network, said: "Today has been an opportunity for networking and to hear the 'journeys' of inspirational women and colleagues.

"It has been a real inspiration and I am so proud and pleased to have been part of the event. We have heard the amazing journeys of some inspiring and determined individuals and I hope that the day has been both supportive and informative for those in attendance."

The day began with a welcome from Chief Constable Simon Cole and the Deputy Police and Crime Commissioner Kirk Master followed by talks from inspirational speakers from a variety of backgrounds who shared their stories about their personal and professional experiences.

Along with Tiff, speakers included Ch Supt Smith; Amy Morgan, the mother of murdered Tyler Thompson, who spoke about the impact her son's death has had on her and why she's supporting the #LivesNotKnives campaign; Jo Ashworth OBE, head of forensic services at East Midlands Special Operations Unit; Ellah Kandi - a De Montfort University student and the Rev Julie Nicolson - who spoke about losing her daughter Jenny in the London 7/7 bombings.

As part of the event, the winner of the Force's Woman of the Year award was

announced. The award is for an officer, staff member, special constable, volunteer or police cadet who has demonstrated their determination and commitment to policing while inspiring others.

Barbara O'Donoghue, who is a retired CSI (Crime Scene Investigator) from Leicestershire Police, was presented with the award by Ch Supt Smith and Helen King from the Office of the Police and Crime Commissioner.

During the afternoon the Chief Constable joined Paul Griffiths, vice president of the Police Superintendents' Association of England and Wales, in the Leicestershire leg of his charity cycle ride.

Paul is using his annual leave and rest days to cycle more than 2,000 miles between the 46 police headquarters in England and Wales that are part of the association, to raise money for the National Police Memorial Day Trust. Mr Cole and Paul cycled into the venue and were greeted with cheers and support from people at the event.

The day included a buffet lunch and a raffle with donations of £354 going to the Mia Moo Foundation. The WIN has collectively raised £3,734 for the foundation.

The WIN provides informal support and advice about issues that in the main, but not exclusively, affect female members of staff, such as discrimination, recruitment, retention, specialist roles, uniform, flexible working, and work-life balance.

The Gurney Fund: supporting officers' families

The Gurney Fund, founded by Miss Catherine Gurney OBE, has existed in various guises since 1890. Today its remit is providing assistance with the education and development of the children of police officers who have died, or retired on medical grounds, either on or off duty.

Currently in Leicestershire, 18 families with 32 children between them are receiving weekly allowances; contact is being maintained with five families and help with higher or further education is being provided for three families.

In addition to the allowances help may also be considered for school uniforms, equipment, sporting activities, drama clubs and school trips. If there's an educational benefit, the trustees are keen to support applications.

For the financial year ending 31 March 2017 almost £37,000 has been provided for

Leicestershire families by the Gurney Fund.

Long gone are the days of trips to museums with a packed lunch. The fund this year has helped young people with visits to Andalucía, Madagascar, France and South Africa. The geography syllabus has seen an influx of applications for trips to Iceland.

One youngster to benefit, George, said: "One of the major benefits of this trip was, without doubt, the knowledge I gained which I feel significantly assisted me with my A Level exams."

While family and friends may be able to empathise with the loss or ill-health of a loved one, The Gurney Fund's activity and sailing holidays beneficiaries have the opportunity to meet peers who know exactly what they have been through. The children are not the only ones to benefit as parents get contact with others who understand the pressures they face.

These trips also give the families contact with serving and retired police officers and force personnel; they are physically and emotionally demanding but all of those involved are emphatic that it is a fantastic experience. It is this support which makes it feasible to hold these events and the support of the personnel involved, and chief constables who release staff to participate, is much appreciated.

There are emotional farewells at the end of the holidays, however, the connections the young people make continue long after their contact with the fund ceases.

Through the fund's welfare service there is the opportunity to have a chat with someone totally independent of the police service. The conversations are wide-ranging and confidential.



While counselling is not available from fund personnel, sometimes just having a sympathetic ear to bounce a problem off helps put it into perspective. If a topic is raised that the fund cannot help with every effort is made to point people in the direction of someone who can - perhaps the Force, the Federation or another charity.

The weekly allowance ceases at around 18 years of age but the help does not stop there. Those going onto higher education may receive a contribution towards fees and help with the cost of laptops, books and course-related expenses. There are mechanics with tool boxes; hairdressers with scissors and brushes and at least two tree surgeons with hard hats, boots and chainsaws the fund helped to provide.



Testimonials

The Gurney Fund arranges for youngsters to take part in an activity holiday at PDL, Liddington.

George Bryan, 13 years

"My time at PGL was amazing. I arrived on the Wednesday, partway through the week. Even though I missed the first part of the week everyone was so welcoming towards me and I made some friends quickly. Everyone there was in or had been in the same situation as me. They had lost someone. We were all equal. I didn't feel pressured into telling them and regardless of what happened they supported me.

"We were one big happy family. Everyone was so kind, and no matter of the ages, we all mixed and helped one another. I am looking forward to going again next year and meeting new people as well as seeing old faces. The trip has really been a memory I will remember forever. I'm glad people made it possible."

Eddie Bryan, 11 years

"My time at PGL was one of the best holidays I have been on. Mostly I liked it not because of the activities but because of the amazing people that I got to meet there. Everyone was so supportive and as soon as you saw anyone they would talk to you and it felt like one happy family. Also it's nice to know that some people are in the same situation that I am in and they kind of know what you are going through. As well as the kids, the adults are brilliant, they really support you and encourage you to try things you haven't done before like some of the activities.

"Some of the activities include tunnelling, climbing, campfire and survival skills. I was pleased to have the chances to do all of these things. I am looking forward to going back next year but will miss all of the older children who will be going sailing, but I still keep in touch.

"Overall it was amazing and next year hopefully I can go again."

My 2016 time at the Gurney Fund, by Eddie Bryan, aged 12

"This year and last year I have had one of the best weeks. It was an amazing week at PGL and I love it. Because I feel like, I can talk to anyone and I can just connect with them and open up to people who know how I feel.

"All the activities were brilliant along with just being able to sit in our rooms talking. This was good because we could talk about anything and my friends would just listen. Also, all of the people who organised it: John, Ian, Tracey and Nikkie were some of the nicest people I have ever met because they had taken 28 kids away for a week, out of the kindness of their hearts. They are just amazing people and I



cannot thank them enough.

"Furthermore, the two days out were brilliant! On the Tuesday we visited a police station and looked at all of the departments like firearms (we saw the Tasers), the dogs and then at the end we were driven in some unmarked police cars.

"On the Thursday we then went to LegoLand which was a good day out, the whole experience of that week was brilliant where I got to meet up with everyone again from the year before as well as meeting new people.

"So I'd like to say a huge thank you."

George Bryan

'Last year I went to PGL with the Gurney Fund and it was brilliant.

"During early 2015 I was selected to go on a charitable trip to South Africa with my school. I needed to raise a large amount of money through fund-raising. I raised money by doing things like a sponsored walk, a car boot sale, book stalls, car washing and fruit picking. I asked the Gurney Fund for help with my fund-raising and was overwhelmed by the contribution they donated to me. This allowed me to reach my goal of raising enough money to go on the trip.

"On 13 July I

travelled to South Africa and helped the local community in Benoni including work in the school there called Zama Montessori. I also helped at Barcelona Swatter Camp.

"I had the most amazing time in South Africa and I couldn't have done it without assistance from the Gurney Fund. It was a life changing-experience, one that I will never forget.

"Thank you very much."





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Support on hand through Police Dependants' Trust

Leicestershire officers who have been injured on duty are being urged to register with the Police Dependants' Trust.

"It is a painless process to register," says Dominique Allen, who liaises with the trust on behalf of the Force, "When someone registers, we also send off a document that confirms that they have been injured on duty."

"An officer may not need the services of the PDT right now but no-one knows what the future holds especially in the current climate within the service. We have registered more than 30 officers."

Contact Dominique on **extension 4472** or **Dominique.allen@leicestershire.pnn.police.uk** for more advice.

About the PDT:

The trust has provided financial support to police officers and their families in the event of that officer being killed or seriously incapacitated while on duty.

In particular, it supports:

- Dependants* of police officers, or former police officers, who die, or have died, as a result of an injury received in the execution of duty;
- Police officers, or former police officers, who are, or have been, incapacitated as a result of an injury received in the execution of duty; and
- Dependants* of police officers, or former police officers, who are, or have been incapacitated as a result of an injury received in the execution of duty.

*Dependants can refer to spouses, partners and children, but may also include elderly parents and other relatives, and foster/adoptive/stepchildren for example.

The trust operates across the UK and has to raise around £2.5 million each year to continue supporting officers and their dependants who are in need of financial support. Since its inception, PDT has given more than £45 million to around 7,000 beneficiaries.

The PDT also administers the National Police Fund, which shares broadly the same eligibility criteria i.e. financial support is provided to the families/dependants of police officers who have been killed or injured on duty, and this support is provided on the basis of need.

Where there is a need for financial support, the National Police Fund provides grants to:

- Police dependants* who are in further education (university degree or vocational qualification)
- Widows and orphans of police officers who were below Inspector level at the time of their death or medical retirement. (These grants are made by the Mary Holt Fund which is an element of the National Police Fund)
- Police Benevolent Funds or sports/social clubs
- Police charities and other bodies which assist the police service.

"You never know when you will need the PTC"

In 1988, while dealing with an RTC, I fell into a hidden ditch and broke a vertebra in my neck.

In short, this was the end of my career in the police service.

Just after leaving, I was asked by my NARPO rep if I was a member of the Police Dependants' Trust (PDT), which I wasn't as I hadn't heard about them before.

On looking at the PDT work and how it helped other retired officers, I joined. It cost nothing, even though at that time I didn't think they could help me, perhaps with ignorance or stubbornness, but soon afterwards, how wrong could I have been.

Within a very short time, I developed other serious medical conditions and complications which have over the years worsened to a point now where I cannot walk at all. Everyday tasks like washing, dressing, cooking and many other daily routines have all become a problem for me but, with the help of my carer, I manage to do most things.

However, without the help, on a regular basis, from the Police Dependants' Trust, I would be virtually housebound and wouldn't be able to go out other than on a mobility scooter for short distances.

The trust gives me the deposit for a suitable vehicle for my needs, while the Motability scheme covers the purchase, repairs, insurance etc for the vehicle.

My current vehicle is a very large people carrier, which is adapted for me. I also have a hoist/crane fitted that allows me to take my small mobility scooter with me anywhere I wish to go.

I can now do many social activities, attend shows and functions, go on holiday.

In short, the PDT has given me independence and freedom to do virtually what I want or am capable of doing, bearing in mind my disabilities.

Without the help of the PDT, I would have just vegetated at home each day.

So to any retired or serving officer who has been injured, all I can say to you is JOIN, you never know when you will need the help of the PDT.

Don't be shy or embarrassed to ask for help as I was. It is simple, easy and it will change your life.

Retired PC 781 Peter Bursnall, Leicestershire Police.

Special award for a special Special!

A Special sergeant presented with a Special Recognition Award by Leicestershire Police Federation is now training to become a police officer.

Adam Ahmed, who was based at Spinney Hill Police Station as a Special, was honoured for his 'pure dedication' to his beat.

Alongside his officer training, he took on a mentoring role in the Op Wings team and his experiences have been invaluable in helping new recruits to believe in themselves. He also attended Moat College to deliver a talk to pupils on policing and received fantastic feedback after the event.

"Adam has shown real commitment to

serving the community and supporting new recruits," says Leicestershire Police Federation chairman Tiff Lynch who presented him with his award at the third annual Leicestershire Police Volunteers in Policing Awards, "I would like to wish him every success in his policing career."

More than 500 volunteers and guests including the Chief Constable Simon Cole and Police and Crime Commissioner Lord Willy Bach, attended the awards ceremony at the King Power Stadium.

The event aims to recognise the effort of the hundreds of people who volunteer for the Force as Specials, cadets, chaplains and police support volunteers.



Leicestershire Police Federation chairman Tiff Lynch presents Special Sergeant Adam Ahmed with his Special Recognition Award.

New stress plan echoes assaults initiative

By Jason Kwee,
Region 4
inspectors'
representative
and national
lead on health
and safety



A new Nine-Point Stress Plan with a similar concept to the Seven-Point Plan on assaults already rolled out across the country is now well on its way to being launched.

This has been developed with the support of the health and safety leads, the Health and Safety Executive (HSE) stress team and representatives from the College of Policing behind Oscar Kilo, the initiative aimed at bringing assessment, learning and conversation about wellbeing into one place.

It captures the essential steps in dealing with officer stress in a concise document and has been presented to the National Police Chiefs' Council (NPCC) health and safety group.

We are now working with the NPCC to arrange a formal launch.

Spit and bite guards

We have also had regular meetings with the HSE, the NPCC and other stakeholders to resolve some of the concerns forces had about issuing spit and bite guards. It is important to note that the aim was to

protect officers from not only potential contagious diseases but also assaults.

A new policy guidance document produced by the NPCC Self-Defence Arrest and Restraint (SDAR) group is in its final draft form and will be circulated soon. It will address some of the residual issues surrounding training and deployment. Of course, Leicestershire has developed its own version and is awaiting final approval.

Body armour

I have been heavily involved in the development of the new Body Armour Standards and Guidance which were published on 31 July 2017 by CAST. The new sections now include standards and guidance on "formed" body armour and will allow a greater choice for female officers who find "flat" body armour uncomfortable.

Lighter body armour is now appearing on the market, and I am exploring these developments. I have also ensured that there is a thorough inspection regime in it so that body armour is checked at least once a year for condition and fitting with a record kept.

Aegis (who were at conference) are using a "new" material which could make body armour lighter and I recently visited their factory in Warrington to discuss their developments. Para-aramid (often mistakenly referred to as Kevlar, which is a brand) is a poly paraphenylene terephthalamide based material, and has been the material of choice for a number of years. It is in use in almost all body armour in

the UK and is dated - it is 1970s technology!

At last a manufacturer is using an ultra-high molecular weight polyethylene which I feel is a welcome step in the right direction in being thinner and lighter. As with any new technology, it does cost more and, with that in mind, I am pressuring CAST and the NPCC to shift the high weighting in any procurement frameworks away from the "financial" element and have some more equality with the "technical" element. In other words: "Don't buy the cheapest, buy the best you can."

Body armour guidance leaflet

This leaflet was developed after my visit to the Police Treatment Centres (PTC) as a patient last year and stems from a casual conversation with one of the physiotherapists. We agreed a guidance document would be useful and this was developed by the PTC at subsequent meetings.

There will be limited printed versions available via your health and safety lead but there is an online link (<http://www.thepolicetreatmentcentres.org/physiotherapy-programme/physiotherapy-overview/BodyArmour>) which you can share on social media. While the leaflet is targeted at all officers, a priority is the new officers joining so that they get into good habits from the start and, of course, the unfortunate officers who are currently suffering with discomfort.

Professionalising the Federation

By Craig Hewitt,
Region 4
constables'
representative
and national
lead for response
policing



I have now taken on a new role within the Police Federation as the first ever lead for response policing.

I have worked as a response cop for 15 years so feel well placed to take on this position and to work with the Federation's other leads in the Operational Policing Group.

The role will also see me linking in with Assistant Chief Constable David Hardcastle, the National Police Chiefs' Council (NPCC) lead in this area who is heading up proposals for national and regional development for front-line response officers.

I see it as a priority to raise awareness of the fantastic job professional response officers are doing up and down the country.

I am already involved in planning the Police Federation's annual Roads Policing Conference which will be held early in 2018 and other issues I am looking at include the best ways to use new technology to help response officers to do their job.

One key concern I have is around staffing levels, which are critical in response teams. Some teams seem to be working with minimal staff numbers and I recently attended a 7am brief in my own Force (Lincolnshire) where it became clear there were only two response officers covering a 300 square mile area around Louth and one of those had reported in sick.

Away from the response lead role, I am also sitting on the Fitness Test Working Group which has been considering alternatives to the Chester Treadmill Test. I have to say I have found the alternative test, which has only just been agreed, harder to

pass - although it does take out the turning element of the original test which some officers have struggled with.

I have found the whole thinking behind the fitness testing surprisingly complicated. Interestingly, we know that there were concerns around how the new compulsory tests would affect women officers but through work in Lincolnshire we have found the biggest barrier, generally speaking, has been confidence and where we have supported women officers with one-to-one training, we have achieved good results.

Looking more internally, I have also been involved in developing a performance management framework for the Federation's national board and national representatives. This builds on work we have done within Lincolnshire to develop job descriptions and PDRs for our executive team. It's all about professionalising the organisation for the benefit of the members we serve and also making sure we are all more accountable.

Conduct and performance update

By Phill Matthews, Region 4 sergeants' representative and national conduct lead

Regulation 10A (the right to resign or retire while under investigation) is set to be removed before the end of the year.

10A was the regulation that the Home Office brought in to prevent officers resigning or retiring while under investigation for gross misconduct, which took effect in January 2016.

We had been opposed to it all the way through. They are now removing that regulation so in future officers will be able to resign or retire while under investigation. The appropriate authority/IPCC will still be able to investigate and bring gross misconduct proceedings against officers if started within 12 months of resignation or retirement



although in practice I imagine that there will be a reluctance to do so except in serious cases as this just costs them a lot of money to conduct empty chair hearings.

It was hoped that this could be removed during the summer, however, the snap General Election and then the summer recess of Parliament has delayed the legislation that is required being ready to be enacted. We are working hard with the Home Office to try to speed up the consultation process from our end to ensure that this gets in front of Parliament on its return after the summer.

At the Federation's national conference, I spoke of the desire to move discipline more towards performance, learning and development. That is happening, however, the wheels of progress turn slowly. I am engaged in working with the National Police Chiefs' Council, Home Office, IPCC and College of Policing to try to make that a reality that will hopefully be seen in changes to the discipline regs and Home Office Guidance when they are re-written over the next 18 months. I do have to say that there does appear to be a genuine

desire from those engaged (and there are a large number of PSD leads) to get this change in ethos embedded.

We're also still taking every opportunity to engage with the IPCC's senior managers nationally and effect change in their approach. I have been trying to assist them in improving their interactions with officers and get their processes right. They are starting to engage more with Federations and we have caused a greater openness and engagement with us, particularly with the office at Quinton in Birmingham that covers Leicestershire.

We will continue to challenge them where they get assessments and decisions wrong, in our opinion, and are awaiting with interest the change to the Independent Office of Policing Conduct towards the end of this year. We await with interest the announcement of who the next director general will be.



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Menopause matters: Keeley spreads the word

At the age of just 38 Nottinghamshire DC Keeley Mansell found she had early onset menopause.

At first, she did not know what she was experiencing, having gone to work feeling dreadful, not being able to do her job and walking into a room and immediately forgetting why she was there.

It reached a point where she was signed off on sick leave but, having tried different treatments, she found one that suited her and was able to return to duty.

She also found an inner resolve to meet the challenges she faced head-on and, in doing so, help other women trying to hold down a career in policing while also facing the menopause, at whatever age they were.

This determination has led her to spearheading a national drive towards all forces adopting policy and best practice guidelines she has produced, and also earned her the national Women in Policing Award at this year's national Police Federation of England and Wales conference.

"Hopefully, long-term, all 43 forces will adopt these guidelines or at least adopt their own guidelines on how they are going to deal with the menopause in the workforce. That's what I am trying to push anyway," says Keeley, who has been a police officer for 15 years.

"Since the conference I have been invited to speak at a number of key menopause events and am still continuing to get invites to talk about it in other forces. I will continue to attend as many of these events as I can, spreading the word around the importance of supporting women in the workplace around the menopause.

"I have found from speaking to many that the menopause has always been on people's agendas over the years, however, it isn't long before it's forgotten again. While I appreciate that there are lots of pressing issues, the menopause cannot keep being ignored or forgotten about hence why we need to push for forces to adopt a policy or best practice guidelines so that it's here to stay and women will continue to be supported long after we have all retired."

Keeley is still busy with meeting and supporting women in her own Force around menopause issues. Some of these women have agreed to become in-Force points of contact and support other officers having similar issues in the workplace.

She explains: "This will hopefully keep



Keeley Mansell is presented with her Women in Policing Award by Dame Vera Baird, chair of the Association of Police and Crime Commissioners, at the Federation's national conference in Birmingham in May this year.

growing so that women have their own support networks. I have found through my journey sometimes you just need to talk. And having someone sharing the same experience feels quite reassuring. This I hope will continue and grow."

At an informal Force evening focused on the menopause Keeley was surprised to hear that some women are still having issues with line managers not recognising that they may need extra support and not taking the issue seriously. So the next event she will stage will be an informal meeting for line managers with a view to re-launching the Force policy with more publicity in Force and she will also look at further training events.

On returning to work after her own diagnosis, Keeley undertook her own research to find out what support was available from the Force, and found that neither human resources nor occupational health had anything in place that recognised this condition or how to deal with it.

In her own time, she undertook further research around the country with other forces and employers and it soon became clear that the police service was not alone in not being able to recognise issues associated with the menopause. With her Chief

Constable's backing, she set up a working group, held meetings and a seminar, which quickly became over-subscribed.

The Managers' Guide and Policy Keeley helped establish has now been adopted by Nottinghamshire Police and it is this document that she hopes will be rolled out nationally.

Keeley was asked to contribute to a book "Menopause in the Workplace" written by Deborah Garlick and this is due to be published soon.

In the meantime, she will also be reviewing the menopause policy and considering whether it needs amending or updating.

"The policy was just the beginning and the work has really started now trying to make sure that it's not forgotten and we continue to promote that the menopause matters," says Keeley.

- Keeley has been a detective for 10 years. She has served with Nottinghamshire Police for four years, having transferred from Leicestershire where she began her policing career. She works as part of the Public Protection Team managing sexual and violent offenders.



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Police pensions on divorce or dissolution

By Kelly Willmott, lawyer
in family law at Slater and
Gordon



Police pensions are often the most valuable asset on divorce and yet, due to their complexity, a great deal of confusion surrounds them. Officers who do not seek guidance from an expert often find themselves provided with incorrect and often misleading advice from well-meaning others.

Following a separation it is important to get advice about the financial arrangements surrounding your pension including how the courts are likely to deal with the pension as part of any overall financial settlement, as there are various options available including Pension Sharing Orders or offsetting against other assets, such as savings or equity in a family property.

In complicated divorce cases, particularly those where the pension is already in payment due to retirement or ill health, it is not uncommon for it to be necessary to seek advice from a pension actuary who provides

a report about the different pension needs and options within the court process.

The conclusions reached in such reports may prove critical in informing the court about how issues in relation to pensions held by both parties should be resolved. It is very important you have a lawyer who is confident from the outset, ensuring the correct questions are asked and to vigorously challenge any conclusion, making certain your interests are properly protected.

Because of the various options available for the division of pension assets upon divorce or dissolution, there are many myths surrounding them. For example, the recipient of a Pension Sharing Order in relation to a police pension does not receive an immediate lump sum equivalent to the "share" and will have to wait until their 60th birthday to realise any benefits.

Further, if the person having their pension deducted has already retired, they will experience an immediate deduction in any income they are already receiving, even if the recipient might not receive theirs for a number of years because they are not yet 60.

When deciding how to deal with your pension, and other matrimonial assets, the

Family Court will consider a number of different criteria and it may be that a Pension Sharing Order may not be the best outcome based on the length of your marriage, the value of your pension, your length of service and the value of the other matrimonial assets.

For example, if a marriage is short, a court might prefer to "offset" any interest in pension funds generated during the marriage by way of a smaller lump sum. No two situations are the same and you should have a lawyer who understands these complexities and how the different circumstances might affect the outcome.

If you would like specialist advice from a family lawyer then please contact Slater and Gordon on 0808 175 7710 and we'll be happy to help.

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Poem praises officers

A member of police staff has written a poem dedicated to police officers.

The poem has been published on the Force intranet alongside another honouring police staff written by the same person, but who wishes to remain anonymous.

We are the police

*We are the people on that thin blue line
Who risk our lives from time to time
As we run towards danger to help save a life
To tackle a gun man, to disarm the knife
And we are the people in the towns and the city
Who tackle the bad ones and show real pity
To those who succumb to man's worst excess
Who need care and compassion at times of distress
Yes we are the people who stand in the dock*

*To help stop the louts from running amok
And we are the people who talk to the kids
To divert them away from a life on the skids
And we are the people who investigate crashes
And hunt down the dealers and their illicit stashes
Of crack and of phones, and of trafficked human souls
And we are the people who find the missing
And we are the people whose families are wishing
We come home safe, undamaged, alive
A constant burden for our husband, our wife
And we are the people who burn midnight oil
To track down the killers, their plots to foil
And we are the people who provide the insurance
To residents requiring community assurance
And we are people who get abused and assaulted
Whose hearts skip a beat as we're deployed, catapulted
To dangerous places to arrest the offenders
With firearms and truncheons, and tasers*

*with lasers
And we are the people who talk the distraught down
From the rooftops of buildings in the city and towns
And we are the people who tackle the fraudsters
The thieves and the robbers, the feral marauders
Yes we are those people in our uniform blue
Whose sign up and swear that we'll protect you
And for most we survive, but, for a few
In a garden with roses of a beautiful hue
We're remembered on a wall, our name on a plaque
Where colleagues fall silent hands behind backs
As they reflect on the dangers that we face, day by day
To keep you safe and free from harm's way.
Yes we are the men and the women in blue
24/7, here for you.*



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Mobile Phone Insurance (Couple Cover)	£205.00	Included
24 Hour Emergency Dental Cover	£48.00	Included
Accident Benefits	Not Available	Included
Hospitalisation Benefit	Not Available	Included
BUPA Healthy Minds	Not Available	Included
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Retiring officers...

Leicestershire Police Federation is keen to mark officers' retirement and launched this regular feature so that they could share their memories of life in the Force.

While we try to contact all retiring members, not everyone wants to take part so here is just one of the 'exit interviews' carried out with officers who are off to pastures new!

If you are approaching retirement and would like to be featured in this column, please email Leicestershire Police Federation chairman Tiff Lynch at tlynch@lpf.polfed.org.

"If I had my time again I would still be a police officer"

PHILIPPA VIVIENNE LYNCH (known as "Pip" at work) retires on Monday 30 October this year, her 55th birthday, after more than 23 years' service.

When Pip joined the Force she was PC Smith and in 1998 returned to using her maiden name – Kitching – before becoming PC 4103 Lynch in 2003 when she married fellow Leicestershire Police officer PC 1337 Senan (Paddy) Lynch. In 2005, on qualifying as a detective, Pip became DC Lynch.

Pip joined the police aged 32 when she was a mother of three children. She had previously worked as a legal secretary in a firm of solicitors, took time out to have children and then worked as a debt collections manager in the then Alliance and Leicester Building Society's legal department when she became a SPC.

Pip recalls: "I was a Special Constable at Hinckley from 1991 – 1994 (collar 5705). My brother was also a SPC at Hinckley at the same time and became a Specials sergeant, (S/Sgt 5265 Jonny - Jonathon) - Kitching) before his death in 2003. I worked alongside other SPCs, two of whom are still serving officers (now Insp 1199 Nick White and PS 608 Nick Woodrow)."

The time with the Specials was enough to convince Pip she wanted to join the Force and on 28 November 1994 she became a full-time police officer and attended Ryton Training School before her first role as an in company Probationary General Duties Officer (GDO) at Coalville Police Station. At eight months' service, she transferred to Hinckley still as a Probationary GDO.

Her career has also seen her serve as a PC in CMC as a despatcher for North and West desks, as a PC/DC in CAIU, as a DC in the Solace and Signal teams and in FIU in Beaumont Leys. Her latest posting is in Operation Medway at Keyham Lane.

Two highlights of Pip's career were obtaining her CID qualification in 2005 and

being presented with her long service medal in 2014.

Slightly away from her day job, another highlight was more of a sporting nature. "It was joining the Force sailing section in 2010 and obtaining my RYA I and II dinghy qualification. Again, this was a challenge that I had wanted to do all my life but family commitments made it impossible. It is something both myself and my husband now do regularly as we own our own Laser dinghy. We also charter and sail larger yachts in the European waters, with a group of colleagues and friends," says Pip, who has been a member of the Sailing Section Committee as secretary and social secretary for the past six years.

She says there have been few low points during her policing career, recalling: "I have had some time off with stress-related injury on duty, due to too high workloads and extended hours of working. I have also had periods of time when I have been frustrated by the job and its expectations while managing a young family and personal life. However, I wouldn't call them low points as I have always had the help and support of supervisors and the Force and my family."

Her advice to new recruits is to enjoy their career, since it goes far too quickly, adding: "Before you know it you are coming up to retirement, which means you are 20 to 30 years older."

Pip also advises recruits to go for what they want.

"Don't be afraid to make the jump to new roles, it adds to your career enjoyment and knowledge," she says, "Never forget that being a constable is a career that affects your whole life, on and off duty. If you adhere to your values and what you know to be right, the rules, laws, PACE, procedures – you won't go far wrong. Most of all, believe in yourself and your abilities. The Force obviously does, otherwise it wouldn't have employed you!"

"Despite the challenges of the role, cut backs by the Government and general life problems, this is still an excellent career. Looking back, I have, on the whole, enjoyed

and relished my career and have felt proud to be a police officer and that I have done "my bit" to keep our communities safe and hopefully made a difference to some peoples' lives.

"If I had my time again, I would have done things slightly differently, but I would still have been a police officer."

And the biggest influence or inspiration during her career?

"I found my inspiration from the realisation that at the age of 32 I took on a new and challenging career, with a husband who was also an emergency service worker (fireman, also working lates, nights and weekends) while juggling both our shift patterns and the needs of our three young children (son aged eight and twins son and daughter aged six); and have succeeded and been successful in it," Pip explains.

"I am proud of what I have achieved despite the challenges and difficulties the job and my family life have thrown at me. I have had the usual difficulties to deal with (family illness and death, divorce, debt, both sons' deployed to war in Iraq and Afghanistan, and subsequent ongoing ill-health); while holding down an extremely challenging full-time career. I am proud that I have had the strength and perseverance to "get up and get on!"

Although Pip is retiring as a police officer, she is not planning to actually retire, saying she is not ready to let go and, with her experience and knowledge, feels she still has lots to offer. She is applying for police staff roles within the Force and wants to work for at least another five years when she will re-evaluate.

But it will not be all work.

Pip says: "I am now a Nana to two young granddaughters and wish to spend time with them and my family, we want to travel and I want to enjoy some quality time with my husband and dogs."

"I must also say that I wouldn't have got to where I am now, without the undying support of husband, children, grandchildren and family and also my friends and colleagues. Their support is so very important to keeping your career and sights grounded, when you have dealt with horrible incidents, and return home to your family at the end of the shift."

Good luck, John

JOHN PIDWELL

John Pidwell is also retiring, leaving the Force on 6 September after 30 years' service.

John has been a sergeant in the firearms department for the last 13 years and prior to that was a custody sergeant for two years. He has also worked in Braunstone on the PST and Beaumont. He transferred to the Force from Devon and Cornwall in 1996.

We hope to include more details in our December magazine.

"Inheritance from beyond the grave"

Testamentary freedom vs family obligations and the state

Is an adult child entitled to maintenance by their parent, from beyond the grave? Even when a parent expressly directs within their will that a child should receive nothing in the event of their death? The short answer is potentially.

The recent case of *Ilott v The Blue Cross and Others* [2017] UKSC 17 considered these questions, particularly the obligations of a deceased parent to maintain their children following death, over the state's continuing responsibility to their residents. Is it right that the public purse funds your family members, despite there being adequate provisions that could be left within your will?

The case involved an adult woman estranged from her mother for some 39 years following a family feud. The daughter, Mrs Ilott, was married and had children of her own, the family had a moderate income, subsidised with state benefits. The mother, Mrs Jackson, died before any reconciliation with Mrs Ilott.

Within Mrs Jackson's will she made no provision for her daughter. Her estate was to be distributed between three charities. Mrs Ilott brought a claim against Mrs Jackson's Personal Representatives and the three charities who would benefit from Mrs Jackson's will, under the Inheritance (Provision for family and dependants) Act 1975, for reasonable provision from her late mother's estate.

This case was considered no less than five times in the lower courts, including two appeals to the High Court and two to the Court of Appeal. The decisions made in each of the courts were far from consistent. The judge in the first instance, DJ Million, determined that it was not Mrs Jackson's intention to effect "reasonable financial provision" for Mrs Ilott within her will, however, he awarded her a sum of £50,000

which represented a capitalisation of the sum which he found reasonable in all the circumstances for Mrs Ilott to receive, having consideration to her needs.

Mrs Ilott appealed that decision, primarily because the award would have affected the family's entitlement to state benefits and result in a consequential decrease of the family's annual income. The beneficiaries of Mrs Jackson's will cross appealed on the basis that Mrs Ilott should not have received any award.

The appeal was heard in the High Court by Mrs Justice King, whereupon the court determined that "reasonable financial provision" had been contemplated by Mrs Jackson – by leaving her nothing!

The issue of quantum was therefore not considered by the court because the court had determined that she should not have received any award. Mrs Ilott was consequently in a worse financial position and therefore appealed the decision to the Court of Appeal. The Court of Appeal determined that King J had been wrong and restored District Judge Million's original decision. The issue of the sum to be awarded was dealt with in the High Court by Justice Parker who, having considered the evidence, restored the original award of £50,000 to Mrs Ilott.

Mrs Ilott appealed this decision in respect of quantum to the Court of Appeal. The Court of Appeal set aside the award of £50,000 determining that this sum had been calculated without reference to the effect this would have on Mrs Ilott's state benefits. A capital sum of £143,000 was awarded to enable purchase of the family home and a further £20,000 to be drawn down in instalments so as to avoid jeopardising the family's benefits position. The beneficiaries appealed this decision to the Supreme Court.

The leading judge, considering the appeal at the Supreme Court, confirmed that the court does not have an unrestricted right to amend a deceased's will and such amendments should only be made within the limited provision of the 1975 Act. The Supreme Court determined that the judge in the first instance, DJ Million, had not made an error which the Court of Appeal should revisit and restored the original award of £50,000.

In her judgment, Lady Hale made the point that this case raised many questions about a deceased person's right to choose how to dispose of their assets vs family and state obligations to maintain individuals financially. While the 1975 Act allows for an adult child to make a claim for "reasonable financial provision", the act does not provide guidance in relation to the criteria upon which such a decision is to be based.

Although the law in relation to contested probate has not changed, the variation in awards by the courts highlight the wide powers which the courts have in relation to such claims. This case highlights that "need" does not provide an automatic right for provision under the act, the court must consider a number of other factors along the way.

Every case will be determined on its merits and if you believe you may have a claim pursuant to the act seeking advice at an early stage is imperative. If you are concerned about any other aspect of your will or any entitlement you may in respect of another's, you may contact us for advice.

For more information regarding any of the above points please contact Straw and Pearce on **01509 268931** or info@strawandpearce.co.uk, or take a look at our website www.strawandpearce.co.uk

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