

DECEMBER 2017

DC Emma Kunne  
Leicestershire Police



## Emma lands national award

See Page 9





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**Cover photo:** DC Emma Kunne (right) receives her award from Claire Long from Police Mutual.

Photo courtesy of Anderson Photography.

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# It's time the Government listened

**By Tiff Lynch**  
**Chairman of**  
**Leicestershire Police**  
**Federation**



**S**caremongering? Crying wolf? The Police Federation was accused of stirring up a storm by none other than Theresa May when it said at the outset of the Government's cuts programme that communities would pay the price of reductions to police funding.

We all said that crime would increase, public safety would be affected and that there could be lasting damage to our communities due to the effects of budget restrictions on neighbourhood policing.

Cuts, the Federation warned, would have consequences.

Of course, no-one likes to hear the words: "I told you so." But, with latest crime figures proving that we were not scaremongering, I do think many in policing circles at least feel vindicated. However, there is no smug satisfaction because, having joined up to serve our communities, we do take no pleasure in seeing those communities suffer.

Perhaps now Theresa May – who was Home Secretary when she accused us of crying wolf – will realise that the public, the "lambs" of the fable – are at risk.

It would seem the public themselves are putting two and two together and definitely making four. They are equating the lack of a visible policing presence with the rising tide of crime.

As I write this, we have just seen a string of ATM raids across the county. With our numbers stretched so far, these criminals are striking with impunity.

Of course, we are doing our best but we have lost 400 officers in recent years and that has had an impact on our ability to provide an effective policing service. While our numbers have fallen, we have seen no corresponding demand for our support and, in fact, the opposite is true.

Crime is changing. We are seeing an increase in traditional crimes – theft, robbery and the like – but we are also trying to respond to an explosion in cyber-crime as criminals take advantage of a new world of online opportunities, meet the challenges of modern day slavery and child sexual

exploitation and, let's not forget, the heightened risk of terrorism.

As if that was not enough to put policing under pressure, we are also the service of last resort so, as cuts start to affect our public sector and voluntary group partners, we are the only service that cannot say no. We are finding ourselves dealing with more and more people suffering from mental ill health and, somewhat ironically, we are also seeing more officers' mental wellbeing suffering due to the stresses and strains of trying to match reduced resources with increased demand.

Ahead of the Chancellor of the Exchequer's autumn budget statement, the Federation's national chair, Steve White, called on Phillip Hammond to set clear direction for police funding with a more long-term approach rather than the current year-by-year strategy which prevents chief officers and PCCs little ability to plan ahead.

Once again, it appears our pleas were ignored. Police funding was not mentioned in the budget. Perhaps we should be grateful, more cuts were not announced but, to be honest, anything less than a re-investment in policing was always going to be a disappointment.

But, as we approach the end of 2017, perhaps we can just hope that 2018 brings better news for policing; surely, at some point, the tide is going to turn and the Government is going to realise it needs to pull us back from the brink.

Changing tack, I would just like to mention the forthcoming Federation elections. Changes to our election processes were put forward in Sir David Normington's independent review of the Police Federation of England and Wales. These proposals were backed by the Federation at conference more than two years ago but required regulatory change that we hope will finally emerge from the Home Office at the end of December.

So, now is the ideal time for you to put yourself forward to be a workplace Federation rep. There is information about the role on the [polfed.org](http://polfed.org) website but if you want to know more please feel free to contact your workplace representative or the Federation office.

Finally, I would like to wish you all a very happy and safe Christmas and best wishes for 2018. I appreciate many of you will be working for at least part of the festive season so please stay safe and enjoy some time with your family, friends and all your loved ones



# Assaults bill continues to

A bill to give greater protection for police officers and emergency service workers has been widely supported by MPs.

The Assaults on Emergency Workers (Offences) Private Members' Bill, introduced by Labour MP Chris Bryant, received unanimous support from MPs during its second reading in the House of Commons in October and has now passed through the committee stage after being scrutinised line by line by a smaller group of MPs.

Key clauses were amended or supported and the bill is expected to have its third reading in April 2018.

The progress of the bill has been welcomed by the Police Federation and follows the nationwide Protect the Protectors campaign which raised awareness of the rising numbers of assaults on the police and called for better protection in law for them, police staff and all emergency service workers.

Leicestershire Police Federation chairman Tiff Lynch, who has worked with the Force to introduce spit guards for front-line officers, believes the bill could not just introduce tougher sentencing for those who assault police officers, police staff and other emergency service workers, but could also lead to there being a better deterrent and therefore fewer attacks.

"It is a shame we need this legislation to give us the protection we – and our emergency service colleagues – deserve. We are committed to serving the public but all

## PROTECT THE PROTECTORS

too often in doing so we find ourselves the subject of sustained and vicious attacks, spitting and biting," says Tiff.

"The number of assaults have increased in recent years and this cannot be allowed to continue. An attack on a police officer should be seen as an attack on society. We are there to protect our communities but we need protection too.

"I hope this bill continues to get a safe passage through Parliament so that those who assault emergency service workers feel the full weight of the law."

The bill 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.**

During the debate in the House of

“The number of assaults have increased in recent years and this cannot be allowed to continue. An attack on a police officer should be seen as an attack on society. We are there to protect our communities but we need protection too.

## Officers invited to apply for 'rewarding' Fed rep role as e

Constables, sergeants and inspectors and chief inspectors from across the Force are being asked to consider becoming a Leicestershire Police Federation workplace representative.

Elections are coming soon and all Federation members can put themselves forward for a role that can be extremely rewarding.

Leicestershire Police Federation chairman Tiff Lynch says she has got a lot out of her Federation role since first becoming a rep in 2008.

"Becoming a Federation rep can be very rewarding because it gives you a chance to represent people you know and help fight their cause in some difficult situations," explains Tiff who took on the chair's role in 2015.

### Reps@work

"Coming from active roles within the Force, you know their jobs and you know the difficulties they face in doing them which really helps in the role of a rep. You have a level of understanding and empathy which is hugely beneficial to all parties.

"Of course, there are frustrations but when you help an officer in need with anything from a piece of advice to representation on a serious matter, it can be very satisfying."

So would you like the opportunity to represent, support and negotiate on key

issues for your colleagues?

All reps receive comprehensive training and can go on to have access to numerous new qualifications to further complement their skill-set.

Federation reps don't just deal with detail and factual information on issues like pay, pensions and grievances, they can also offer moral support and friendly advice to officers who may be going through a difficult time at work for whatever reason.

Reps also have access to third-party sources who may be able to aid officers, if they don't know the answer themselves.

As part of the Police Federation of England and Wales (PFEW), Leicestershire reps also have the chance to put themselves forward for the national body whenever



*Labour MP Chris Bryant.*

Commons, cross-party support and messages of thanks to Labour colleagues Holly Lynch (Halifax), who first championed the Federation's Protect the Protectors campaign, and Mr Bryant were overwhelming.

MPs recounted some traumatic personal accounts of attacks on police, nurses, firefighters, paramedics and other blue light workers.

Calum Macleod, vice chair of the Police Federation of England and Wales, said: "The outpouring of public support had been astounding and a tremendous boost for those who take extreme risks to help others. We thank those who continue to support our calls to better Protect the Protectors."

## elections approach

opportunities arise.

PFEW was established in 1919 and has represented the interests of officers from the ranks of constable to chief inspector ever since. The organisation is funded by monthly subscriptions from officers and the Federation works on three levels: local, regional and national.

There is a Police Federation branch in every force together representing 120,000 officers, which is 97 per cent of the rank and file.

For further information and to read case studies from officers whose careers and lives have been helped in some way by Federation reps, visit <http://www.polfed.org/campaigning/3733.aspx>

# MPs invited to experience front-line policing

**L**eicestershire Police Federation chairman Tiff Lynch has invited MPs to try a shift alongside front-line officers so they can see the realities of policing the county.

Tiff has met both Jon Ashworth (Labour, Leicester South) and Andrew Bridgen (Cons, North West Leicestershire) in recent weeks to raise concerns about the ongoing effects of police funding cuts and discuss the issues affecting members.

"It was interesting to talk face to face with two of our Leicestershire MPs but it soon became clear to me that they would be better placed to understand the issues faced by officers if they were to go out and see them at work," says Tiff who has previously written to all county MPs and sought to arrange meetings with all of them.

"One of the most pressing issues I wanted to talk about was the ongoing Federation Protect The Protectors campaign which highlights the growing number of assaults on police officers and other emergency service personnel.

"During the second reading of a Private Members' Bill seeking to impose tougher sentences on those who carry out these assaults, a number of MPs spoke in the House of Commons about their support for the changes in law being proposed. But, while the bill was unanimously supported, not one of our Leicestershire MPs spoke up in support of us which I think is quite disappointing.

"As our representatives in Parliament, I think police officers – and police staff – would like to hear that their MPs support them and value not just the role they undertake but the great price they sometimes pay for serving the public.

"Police officers join the police service because they want to serve and protect their communities. They accept that their role will sometimes result in accidental physical contact since they are dealing with people in traumatic and stressful situations but they should not be expected to accept sustained and deliberate attacks, spitting and biting."

The assaults bill making its way through Parliament now was originally championed by Holly Lynch, Labour MP for Halifax, who

got behind the Federation's Protect the Protectors campaign after seeing first-hand the realities of front-line policing.

While spending a shift with West Yorkshire officers, she saw the officer she was with – PC Craig Gallant – surrounded by a group of bystanders after he challenged a driver who had failed to stop.

She was so alarmed by what she witnessed as she sat in the patrol car that she rang 999, fearing that PC Gallant was going to be attacked.

Writing in a blog, Ms Lynch, the daughter of a police officer, said: "Response officers like PC Gallant clearly have a lot of experience in dealing with difficult situations and, whilst he managed the incident incredibly well, I saw first-hand just how dangerous it can be for officers working alone.

"When the crowd that had gathered became increasingly hostile and he drew his baton to give himself some space, I was so concerned for his safety that I rang 999 myself, thinking it was the fastest way to stress just how urgently he needed back-up.

"Officers do a tough job, and whilst most will tell you they understand that there are risks, I am telling the Government that to keep sending officers into dangerous situations without support is unacceptable. There were 991 recorded assaults on West Yorkshire police last year, with 23,000 recorded across the country. Yet in addition to this many attacks going unreported or instead being recorded as being part and parcel of 'resisting arrest'."

Tiff says reading the MP's account is just one of the reasons why she is asking Leicestershire MPs to take up her invitation of spending time on the front-line with officers.

"I think it is important for MPs to get out into our communities to see what police officers are dealing with day in, day out," Tiff explains, "I am more than happy to make the necessary arrangements for Mr Ashworth, Mr Bridgen and indeed all our Leicestershire MPs to spend time with officers. They will get the chance not just to see officers at work but also to talk to them about their concerns."

# Time to get it right first time with our staff

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

It was great to be present at the Police Federation National Detectives' Forum Awards and see



one of our own officers, TDC Emma Kunne, rewarded for her hard work. Emma was nominated and won the Trainee Detective Award beating off some very stiff competition from around the country. TDC Frank Fraser from Leicestershire was also nominated.

The event was combined with a CPD seminar which was attended at the invitation of the Leicestershire Police Federation by other detectives from Leicestershire nominated for national awards. These included DS Henry Henderson and DC Kim Welford.

It was pleasing that Leicestershire was recognised for its work in this area given the recent report highlighting that we are in need of improvement in investigation. It did, however, focus my mind that investing in our detectives and providing them with suitable training should be a priority.

As we travel around, we are hearing the new models are already under strain. Detectives are being taken away from roles to backfill Prisoner Processing Units.

While officers understand the need to help elsewhere and show that they are able to deal with what is in front of them, we have had to intervene recently where duties were being pushed too far. Police Federation representatives are in the workplace to help and support managers when these sorts of issues arise and are happy to be part of the solution. Please take the time to speak with them.

I recently had a meeting with David Lehbrecht, the chair of the Police Remuneration Review Board (PRRB), and made it clear we were not happy with the Government and the stance on the recent pay deal. To be fair he seemed as confused

as we were. As some may know, I wrote a letter recently highlighting our views to the Prime Minister and you will not be surprised to know that as yet there has been no reply.

It is important that all take time to complete the Police Federation's pay and morale survey when it comes out as this provides lots of information to be used in the evidence we submit for next year's pay consultation. I also spoke in relation to the development of a new pay structure which must be completed for 2020.

Although there is some common ground between the Federation and National Police Chiefs' Council, I am yet to see any proposal as to what this may look like. Targeted pay is something the Federation is not comfortable with until the detail is available. There are too many variables at present. Everyone involved – and that includes the College of Policing – need to start working through this quickly and canvass opinion.

Nationally, the Police Federation is about to have a new set of rules and regulations approved by Parliament. These will complete the review which made many recommendations in 2014. Financial governance was a priority and I can report that this, under the steer of a professional finance director, is now stable.

This will allow local branch boards to support members and provide a better service. It is worth noting that a recent financial report has highlighted the Leicestershire branch board as running effective and efficient financial operations which is how it should be.

You will see in the coming months that we will be highlighting the national elections in which ALL Federation representatives will stand for re-election. You may want to find out more and stand for election yourself. If so, come and speak to us and we will talk you through what is involved. I speak to many officers who would make good representatives and add value to the staff association.

Federation work can be rewarding and we will ensure it does not impact negatively on your day job.

We are looking forward to Christmas as

we hope you all are. It was disappointing that we had to support approaching 100 officers having rest days and bank holidays cancelled in September to provide the cover required over the festive period.

Some of these changes were completed at the last minute which, given that this event is on the calendar every year, continues to astound me.

The Federation had highlighted this as a priority last year after some issues had to be dealt with at the last minute.

We had suggested regular staffing meetings and a system by which if you were shown working Christmas 2017 on advanced duties you would be working.

Therefore, once bank holidays and annual leave had been overlaid, the Christmas staffing would be known in July. We even suggested that an increase in cover may be a sensible way of ensuring we can deal with the what ifs.

Only good news could have then come from resource planning informing some that they could actually have the day off if required. This was also suggested by a manager working on this project.

We know there are fewer officers to complete the work that is itself increasing. This should not be constantly churned out as the reason why our staff are not being treated right and given the protection of regulations.

This is especially frustrating when events such as Christmas are known well in advance and can, and should be, properly planned for.

Please speak to our workplace representatives if you need to have clarification on duties or if you are a manager being asked to complete this sort of work.

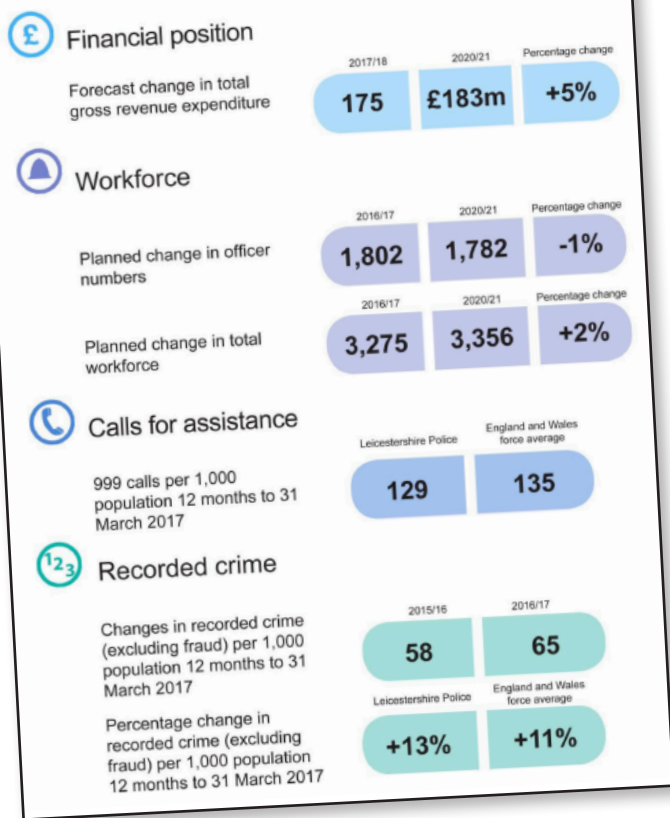
**GETTING IT RIGHT FIRST TIME** used to be a phrase we used constantly in relation to our work with victims and the public.

Let's make it one we use to deal with our staff.

Stay safe.

# Force's "requires improvement" rating is disappointing, says Fed chair

## Force in numbers



the public despite the cuts to our budgets. Officers and staff are under pressure and the chief officer team are trying to match resource with demand."

HM Inspector of Constabulary Zoë Billingham acknowledged the Force was working hard to improve its efficiency.

She explained: "I am encouraged that the Force has recognised that its organisational structure is causing some inefficiencies. It's extensive change programme is designed to address this through a reorganisation of its workforce and considerable changes in how incidents and investigations are managed. I am encouraged that the Force is also improving how it manages

hidden demand.

"The Force has a sound understanding of the operational skills of its officers and staff, although more could be done to further encourage talented people within its workforce through more formal development schemes.

"I am pleased that the Force works in strong and close collaboration with neighbouring police forces across the region and works well with other local agencies, like local councils and other emergency services. The Force has rolled out mobile devices to all front-line officers and staff. This initiative will help to improve the efficiency of the workforce, and support the provision of a better service to the public.

"The Force's finances are stable and it has consistently met savings targets. The Force

The report listed a number of specific areas for improvement:

The Force should develop its understanding of demand, ensuring that it has analysed appropriate information and intelligence from wider sources.

The Force must ensure call-takers record the outcome of THRIVE assessments and formalise when those assessments are reviewed for unresolved incidents.

The Force should review how incidents are allocated to and resolved by neighbourhood teams, ensuring demand is not suppressed and the public receive an appropriate service.

The Force should ensure it understands fully its workforce's capabilities, so that it can identify and address any gaps. These should enable the Force to be efficient in meeting current and likely future demand.

The Force should conduct a leadership skills audit that will allow it to understand leadership capacity and capability.

The Force should consider how to improve the identification and development of talent in the workforce.

will need to plan carefully to achieve a sustainable financial position for the future, while meeting increasing demand. I am confident that the chief constable and his chief officer team will continue to move the Force in the right direction over the coming year."

Leicestershire was inspected by HMICFRS as part of the third annual efficiency reports which examine how well police forces in England and Wales understand demand, use their resources and plan for the future. Two forces have been graded as "outstanding", 30 as "good", 10 as "requiring improvement", two more than last year, and no force was rated as "inadequate".

The overall finding was that in an environment of increasingly complex crime and changing demand, police forces are generally continuing to manage their resources well.

The report concludes that while most police forces throughout the country have risen impressively to the challenges they face, policing remains under significant stress. Forces need to be more ambitious and innovative in terms of their plans for the future; the problems facing those forces that fail to do so could potentially prove overwhelming.

Leicestershire has been found to require improvement in all three areas of an efficiency inspection by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

Inspectors said the Force:

- "Requires improvement" at understanding the demands for its services
- "Requires improvement" at how it uses its resources and
- "Requires improvement" at planning for the future.

"I am really disappointed at the inspectors' findings," says Tiff Lynch, chairman of Leicestershire Police Federation, "Everyone within the Force is working really hard to provide the best possible service to

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# Leicestershire detective "surprised" to be honoured at national awards



Photo courtesy of Anderson Photography

*DC Emma Kunne (centre) with Leicestershire colleagues at the awards (left to right) DS Henry Henderson, Federation secretary Matt Robinson, DC Jason Helm, DI Simon Preston, DC Kim Welford, DC Ali King and DC Bal Mahal.*

Leicestershire Detective Constable Emma Kunne has wasted no time in making an impact during the early stages of her career.

DC Kunne was recognised for her work at the Police Federation National Detectives' Forum annual seminar and awards where she was presented with the New Trainee Detective of the Year Award.

The awards formed part of the two-day seminar for detectives.

DC Kunne said she was both delighted – and surprised – to be recognised for the work she had done.

"I felt really privileged and was so surprised when I heard I had been nominated that I literally could not believe it," she explained, "I never expected to win in a million years because I was just happy to get to go to the awards and seminar.

"The awards event was great and it was really nice to dress up and mix with officers

from other forces. It's such a great morale-boosting event, hearing about other projects that forces have worked on and some of their fantastic results."

Of the seminar itself, she said: "It was brilliant and I really enjoyed the SIO talks. It was great to meet so many fantastic people who all do their part in helping you solve crimes and get the media involved."

The seminar and awards took place at the De Vere Staverton Estate in Northamptonshire and recognised new trainee detective DC Kunne for her work, in particular, in the immediate aftermath of a murder within a community where tensions were high, acting as the family liaison officer of the deceased.

Working long hours to help the family, she managed to help complete the remand file and was part of the professional hand-over to the murder investigation team.

Having joined the Force in May 2013, DC Kunne became a DC in September 2015 because of a love of investigations and her work has seen her become involved in a variety of cases from an armed robbery to crime spree which involved a serious GBH.

"When innocent members of the public are affected, it is really satisfying to get good results for them," she said, "I always enjoy investigations and I really enjoy frauds. I like taking ownership of a job and seeing it through from start to finish. I also like the variety of jobs with the opportunity to move into other areas.

"I am still really new and all jobs are a learning curve but being able to be part of such complex investigations is a real privilege.

- Leicestershire Police Federation has made a £500 donation to the detectives' forum to ensure the future of the awards.

# Cautious welcome as college issues misconduct guidance



**By Phill Matthews, national Federation conduct and performance lead and Region 4 representative**

**T**he College of Policing has now published its guidance on outcomes in police misconduct hearings.

We are keeping a watching eye to see if this has any effect on the outcomes of hearings moving forward. This has been a long time in the making by the college, with the alleged aim of bringing more consistency to hearings around the country.

As a Federation, we provided extensive feedback to the college as we felt the guidance, and the language used in it, was very weighted towards the presumption for dismissal by panels.

Of the 30+ pages of guidance, we feel that the most relevant part and probably the only part panels should take note of is the very last paragraph – 135 which states:

Each case will depend on its particular facts. Panels and chairpersons should have regard to all relevant circumstances when determining the appropriate and proportionate outcome to impose.

They could have saved a lot of effort if they had just started and finished with that paragraph.

Over the last year, I have spent a lot of time liaising with the Home Office, National Police Chiefs' Council (NPCC) and Independent Police Complaints Commission (IPCC) influencing changes to the discipline regulations as they are re-written following the Police and Crime Act 2017 at the beginning of the year.

We had hoped to be a lot further forward

with these changes, however, the snap General Election caused significant delays with the Home Office. The regulations are being dealt with in three phases:

Phase 1, which is ready for sign off and will hopefully be taking effect in early December, will see the removal of Regulation 10a; something we have been campaigning for since it was introduced in 2015. This is the rule which prevented officers under investigation for gross misconduct retiring or resigning.

However, with its removal, will come a requirement for Appropriate Authorities to continue investigations to their conclusions, including holding hearings if required, under certain circumstances.

These are: if the allegations amount to gross misconduct and they came to light either before the officer resigned or retired or within 12 months of doing so, or if there are "exceptional circumstances" if the allegation comes to light after 12 months of leaving.

Phase 1 also contains a requirement for the College of Policing to maintain a barred list (for those that were dismissed or had a sanction that they would have been dismissed if still serving) and an advisory list (those under investigation). This is to ensure that those dismissed, or who would have been, can't re-enter policing or related occupations. There will, however, be a review mechanism for the barred list to allow appropriate cases to be removed at set points.

Phase 2, which is set to come into force on 8 January 2018, deals with the change in name from IPCC to IOPC (Independent Office for Policing Conduct) and the change in its management structure from a commissioner based organisation to one with a director general and staff.

Phase 3, these are under discussion at the moment and there are currently 36 recommendations to change regulations that we have influenced and are being consulted on. They cover a variety of issues from the reform of the misconduct system,

investigations, hearings and appeals processes.

The overall aim is to move the discipline system to one that better reflects a learning and developmental approach as for which we have been campaigning for some time now.

In brief, they propose changing the thresholds for discipline offences, creating more routes out of discipline and into a performance regime (performance requiring improvement) and emphasise speeding up the process.

There are proposals to remove the sanctions of management advice, management action and dismissal with notice but include the sanction of reduction in rank back into the system. There would be a duty for officers to co-operate with investigations, disclosure of terms of reference and investigators reports and also explanations if cases run longer than 12 months.

There are also measures to improve transparency in the selection of LQCs and PAT chairs and also the publication of determinations and to give LQCs a greater role in case management and setting time limits for cases.

I am continuing to challenge the IPCC and hold it to account where it still fails our officers. We have actually had a great deal of co-operation and engagement from the IPCC over recent months and it is running a variety of trials to try to address some of the issues we have raised with them including timeliness, proportionality, disclosure, media releases and so on. Some of these will be assisted by the Phase 3 changes.

I have yet to meet with the newly appointed director general, Michael Lockwood, who starts in January but am hopeful that he will be a new broom and sweep in changes to the newly named IOPC when he takes charge.

There is a lot of work still to be done but we have made some great strides forward towards a better fairer system.



**The overall aim is to move the discipline system to one that better reflects a learning and developmental approach as for which we have been campaigning for some time now.**

# Federation bid to tackle stress with new nine-point plan

A national template for a new nine-point stress plan which aims to help forces better prioritise officer wellbeing has been launched by the Police Federation of England and Wales (PFEW).

Health and safety representatives from all 43 branches of the Police Federation have been presented with the template and it has also been shared with the Scottish Police Federation, the Police Federation of Northern Ireland, the British Transport Police, the Civic Nuclear Constabulary and the Ministry of Defence.

Tiff Lynch, Leicestershire Police Federation chairman, is liaising with chief officers to launch the plan in Force.

Jason Kwee, national health and safety lead for the Federation and regional inspectors' rep for the Federation's No 4 region which includes Leicestershire, has been instrumental in pulling together the plan, which was presented at the National Police Chiefs' Council (NPCC) health and safety working group and accepted in principle.

He explains: "The health and safety leads from the 43 forces in England and Wales, as well as representatives from the Scottish Police Federation, the Police Federation for Northern Ireland, and three of our non-home forces – the British Transport Police, Civic Nuclear Constabulary and Ministry of Defence Police - meet twice a year for a two-day seminar.

"Part of the two days involves identifying key issues that impact on our members and, in turn, allows us to work together in identifying and providing a solution. There are often quick wins, for example, through our collective knowledge and experience a solution for a piece of PPE is found. One issue that kept coming up was stress in the workplace – it was everywhere.

"We got to work in having a quick bit of crude research to see what was being done in each force. There were no surprises that there were different ways and levels of tackling stress within the different forces with some having active wellbeing committees while others just had a policy with little actually being done with it.

"We identified that a key method to make a start in tackling stress was the implementation of a structured process and the industry standard was the HSE's Stress Management Standards. Further research revealed that all forces had heard of the standards but again there was much variance in how they were implemented."

At the next seminar, the HSE/HSL delivered a very intensive day's course, condensing what was normally spread over two days, to bring the health and safety leads up to speed with the Stress Management Standards. They then returned to their forces to discover what worked and, just as importantly, what didn't.

Jason explains: "At the following seminar the health and safety leads worked in group led exercises to come up with a perfect 'to do' list in order for forces to start to tackle workplace stress. At the time there were a lot of successes in the launch of the seven-point assault plan through which individual chief constables signed up to a 'contract' to tackle the issue and I was impressed with the poster and displays I saw around Leicestershire during its launch.

"We saw a lot of similarities with the plan to tackle stress in that the legislation existed, there were established processes available and everyone knew something had to be done about it. With that in mind, we started to pull together a plan to tackle stress. We were not surprised that we were rapidly exceeding the seven points on the assault plan and were conscious of keeping as concise as possible to hopefully have the same impact. We managed to identify as a group the key nine points we think should be

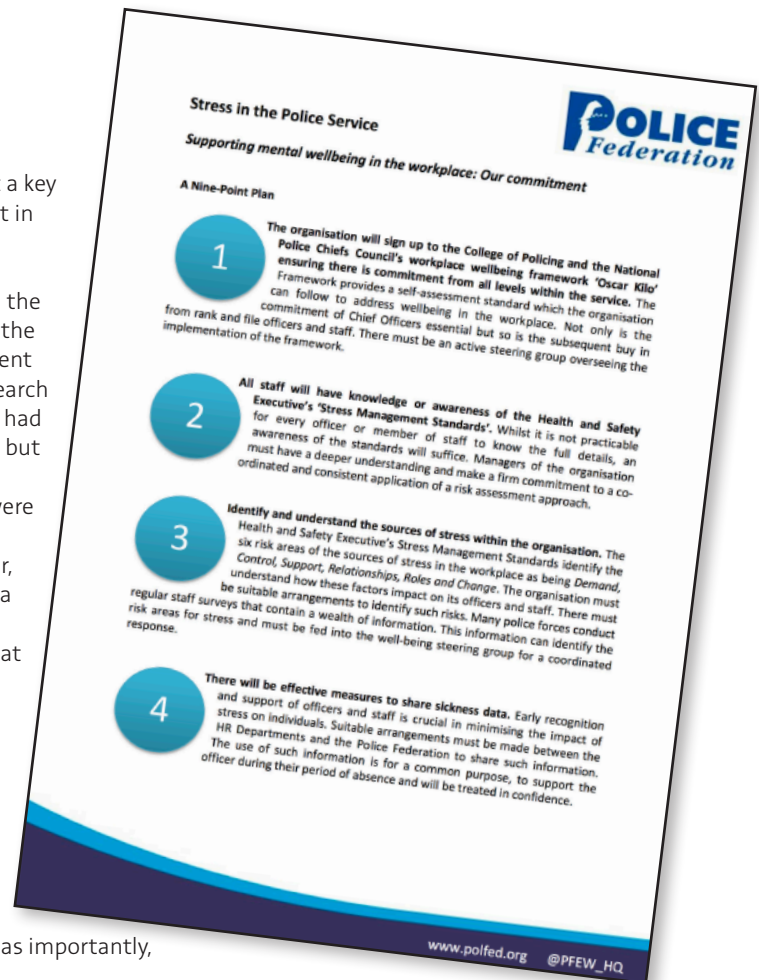
addressed in individual forces."

The next step was to start the consultation process.

Jason ensured that the proposed nine-point plan complemented the NPCC wellbeing charter and also the College of Policing's Oscar Kilo initiative which is aiming to bring assessment, learning and conversation about wellbeing into one place.

The final product was launched at the Federation's health and safety leaders' seminar in September and a number of forces have started to sign up to the plan including Lincolnshire and Cambridgeshire in our region.

"The plan remains a template and allows the flexibility for forces to tweak the wording to suit their individual needs. I hope in time it will emulate the success of the seven-point plan on assaults, getting a national sign-up and beginning to tackle probably the biggest health issue impacting on our members," says Jason.





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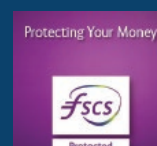
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# PIP: officers needed to be supported and protected

Officers in Post-Incident Procedure (PIP) situations are often being required to give their account of what happened "too soon" without allowing the brain sufficient time and rest to process, according to a neuropsychology expert.

Dr Jess Miller was talking at a two-day PIP seminar organised by the Police Federation of England and Wales (PFEW) and led by its firearms lead Che Donald.

"Dr Miller explained that understanding of how a brain works after a critical or traumatic incident has come on in leaps and bounds in recent years and I think we have to adapt to any new findings to ensure that officers are supported and protected accordingly," says Tiff Lynch, Leicestershire Police Federation chairman.

Tiff attended the seminar with Leicestershire Police Federation secretary Matt Robinson as well as colleagues from the Force's PSD and legal team and post-incident managers which the Federation branch invited to the seminar as stakeholders in the PIP process.

"It became clear during the seminar that there is a need for forces to fully invest in awareness training in this area," says Matt, "At present limited post-incident training is given and it was also clear that sometimes expectations placed on key police witnesses are too high. We must work to create a process where best evidence is achieved

without leaving our officers vulnerable."

Issues discussed during the event included how to get the most out of the post-incident brain, trauma, spatial processing and genetics, body-worn video and post-incident management.

In response to feedback from last year's event, the 200 delegates were faced with PIP scenarios by Dave Blocksidge of Mind Your Evidence, an independent organisation which looks at expert witness testimony and memory training solutions. Dave also delivered a session on body-worn video and recall.

During the seminar which was held in Staffordshire, DCC Simon Chesterman, firearms lead for the National Police Chiefs' Council (NPCC), spoke via video to stress that deaths involving firearms officers are "thankfully extremely rare" but when they happen it is essential that police follow established Authorised Professional Practice (APP) to protect themselves.

He said that it should not always be necessary to separate officers in a PIP situation, particularly with the advent of body-worn video creating a record.

Delegates were told that the number of road fatalities involving police contact stood at 32 in the last year, and deaths in custody at 55, far in excess of six firearms fatalities - yet there is no APP for custody or roads policing.

Tim Godwin, representing the Independent Police Complaints Commission (IPCC), gave an assurance that the watchdog is making efforts to speed up its investigations and invited challenge if it appears to falter.

He discussed the forthcoming IPCC restructure and best PIP practice, adding: "When we talk about separation of officers in a post-incident situation we don't mean isolation - they should have access to a Federation rep and support - this is purely to maintain integrity."

Other speakers included:

- Gill Scott-Moore of the Police Dependants' Trust
- Detective Chief Superintendent Chris Mead and Temporary Chief Inspector Julia Hands from Cambridgeshire Constabulary who gave a detailed account of their role as Post-Incident Managers after a fatal shooting.

Che Donald said the seminar was vitally important to help aid understanding of the issues at hand.

He explained: "The seminar is not just about firearms - it is much wider than that and the importance of the PIPs process affects not only firearms officers but all officers involved in the world of operational policing as well as the custody arena, where there are deaths and serious injuries."

## Violent crime up 35 per cent

Violent crime in Leicestershire is up by 35 per cent, according to the latest figures.

In the 12 months leading up to June 2017 there were 17,494 offences of violence against the person.

The Force also saw a 63 per cent increase in possession of an offensive weapon (a total of 628 offences), a 63 per cent rise in stalking and harassment (3,501 offences) and a 50 per cent increase in public order offences, bring the total to 3,238.

In other areas, sexual offences rose by 15 per cent to a total of 1,693 crimes and domestic burglary increased by 20 per cent to a total of 5,102.

However, there were a couple of areas where the Force saw a reduction - theft from person was down by 31 per cent and bike theft was down by six per cent.

The figures have been released by the Office of National Statistics and cover June 2016 to June 2017.

Tiff Lynch, chairman of Leicestershire Police Federation, said: "I find these latest figures incredibly worrying. Crime is up almost right across the board with some of the most awful offences increasing by

significant numbers.

"Our officers are at breaking point. They are exhausted both mentally and physically and their mental health is suffering as a result.

"They signed up to be police officers so they could serve and protect our communities and they are doing all they can to do this, but with the constraints being put upon them by the Government it is making it an almost impossible task.

"Officer numbers are nowhere near what they were before the cuts came in, yet the workload has, if anything, increased. What's more, they are dealing with people who have mental health difficulties, vulnerable members of our communities and those who need safeguarding - none of this appears in these figures.

"I will keep pushing for change from the Government as it is the only way things are going to improve. We have to keep fighting."

Nationally, between June 2016 and June 2017 crime was up by 14 per cent. There were huge increases in violent crime (19 per cent) and sexual offences (19 per cent).

Police recorded theft, which has previously been on a steep downward curve, increased by 11 per cent overall. This included a six per cent rise in burglary, 17 per cent rise in vehicle related crime and 11 per cent rise in theft from the person.

# Michael volunteers for BVI aid mission

The devastation of the British Virgin Islands (BVI) following Hurricane Irma in September led one Leicestershire officer to cancel his holiday in favour of volunteering to help.

PC Michael Thomas, who has been an officer for eight years, took leave from his role as beat officer at Saffron Lane for deployment in the BVI to "make a real difference to people's lives".

He explained: "I volunteered as this was an amazing opportunity to be able to help people who were desperate for support. I wanted make a real difference to people's lives and help the community get back on its feet."

Michael left the UK on 19 October on a Royal Air Force Voyager aircraft which landed in Barbados. He and the rest of the group of volunteers then travelled from Barbados to the BVI on a small charter plane.

"Leicestershire Police had warned me that the living conditions would be difficult but I still wanted to go," he said.

"My Force and Federation have been brilliant. I was given a couple of extra days off to spend with my family before I left the UK and both gave me their full support. But, although I began my police career as a volunteer, I've never undertaken such challenging and overwhelming voluntary work."

Describing his initial impression of the islands, he said: "As we descended I could see

from the plane window the complete devastation caused by the hurricane. There were boats inland and a plane on the roof of a building. Then as we left the airport we could see how bad the living conditions were.

"Most houses that were still standing had no roofs on and there was raw sewerage running in the road. There was one man just sitting on a chair under a big yacht where his business originally was."

Michael said being able to talk to family made the experience more bearable.

"Thankfully the Federation managed to secure a deal with my phone company to allow me to call home free of charge. This has been brilliant as it means so much just to be able to talk to my family especially when I've had a particularly difficult day," he explained.

"My family were concerned but said they are proud of me for being willing to spend at least a month away from them to help people here who have lost everything.

"And my partner, Hayley, has been amazing. Not once did she try to make me change my mind about coming even though we've never been apart for this long in the six-and-a-half years that we've been together.

"I couldn't be more thankful for her encouragement and support as she has kept me positive during what has been some of the most difficult work of my whole policing



*PC Mark Morris (Leics) taking five.*

career."

Michael and fellow Leicestershire officer Hayley (Stokes) were due to travel to Portugal for a holiday when the deployment opportunity arose.

"We both decided cancelling the holiday was a small price to pay for a once in a career opportunity to provide help and support to a country hit by such a devastating hurricane," Michael said.

"The community was so happy to see us, even in all the devastation, they were shouting hello and thanking us for coming, honking their horns and waving at us. It was really humbling to see how much our presence meant."

Michael's main role was to support the BVI police to maintain order following some incidents of theft and disorder after the hurricane. But he is also now involved in community policing and restoring some normality for the islanders.

"We've had to make some arrests when people have tried to use the disaster as a way to make money, such as through looting. But we've also been out in the community finding out what people need and getting support and help for them. We've been to local schools and spent time with children, too," he explained as he approached the end of his period in the BVI.

"We are not getting many rest days because the local police need so much help.



*Helping out with Aid Relied.*





*Michael Thomas and a local lady in BVI.*

Most of them have lost everything themselves yet they're still coming to work and doing an amazing job.

"Any time off is spent trying to help with local projects so we've helped an American charity to unload three shipping containers full of aid, sort it out and get it to the people who need it. Then other time off has been cancelled to support the BVI CID with investigations into murders that took place before the hurricane and suspicious deaths after it. We volunteered to scale down a mountain to a valley in the middle of what can only be described as a rainforest one day, to locate clothing, which will hopefully help a CID investigation."

Michael stayed at the Treasure Isle Hotel which, like the rest of the islands, was still experiencing power cuts. It had only had part of its roof repaired at the start of November when the owner could pay for the work and officers previously staying at the hotel had restored the water supply and therefore flushing toilets.

"The power goes off at times but the power cuts are less frequent now. There are thousands of mosquitoes, though, that bite even with repellent," Michael pointed out.

Michael said he felt the voluntary work was making a difference and that he would do it again:

"In the few weeks that we've been here

**“The community was so happy to see us, even in all the devastation, they were shouting hello and thanking us for coming, honking their horns and waving at us. It was really humbling to see how much our presence meant.**



*Michael showing where some of the aid has come from.*

we can see a difference. Shops and businesses are starting to re-open and government buildings are being repaired. The community feels safe with the UK police here and this is helping them get back to normality," he added.

"Every day we get thanked for being here and even the police can't thank us enough for coming out to help. We've been educating them on how we police in the UK and offering advice and training where it's been asked for, specifically around community policing and working with the community.

"I've unfortunately had to deal with a fatal RTC and performed first aid on a male but he died on the way to hospital. This is one incident of many but it stands out as one where I was able to use my skills and training as a UK police officer to support a family through a very difficult time."

Michael said his over-riding memory of his time in the British Virgin Islands would



*Rope work searching in difficult terrain.*

be the people.

"Even after losing everything they are so welcoming," he said, "They are so thankful and willing to help anyone even though they have nothing. I cannot say enough how upbeat they are despite having been through one of the worst hurricanes ever recorded on the island."

He also said he would volunteer again in similar circumstances.

"I absolutely would. Being able to come here and help has been one of the best experiences of my life and I'd like to thank Leicestershire Police and Police Federation for all their help on this deployment which has made it easier.

"The support from both Force and the Federation has been endless both for me and for my family. No matter what answers or support we have needed, we have had it.

"I'd also like to thank my family and friends for supporting me but most of all my partner, Hayley, who really has helped me from the beginning to the end."

Michael and Hayley, who is also a Leicestershire police officer, returned to the UK, on 17 November.



*Some of the devastation.*

# Extra funding needed for custody training

Extra funding is needed if the additional training needs identified in a review of death in custody are to be addressed, according to the Federation's national custody lead.

Andy Ward was speaking after a report into custody deaths put forward 110 recommendations, with 39 relating to policing and the remainder aimed at the NHS and justice and regulatory systems.

"The Federation has been highlighting concerns about the lack of good quality, consistent training in the custody arena for years but it has fallen on deaf ears and the service appears to have made little headway," says Andy.

"There are custody personnel who have had no refresher training for more than five years, custody suites are being shut because of a lack of resources and there is a rising toll on the mental health and sickness levels of those officers who work in that environment.

"While we are glad that custody

training needs appear to have been recognised, we are not confident that the necessary additional resources will be made available to pay for it or to ensure that we have the appropriate levels of custody personnel to ensure detainees' safety."

And, while cautiously welcoming the report, he added: "It makes many valid recommendations but stops short of detailing how they are to be achieved against a background of continued austerity and police officer numbers dropping by more than 21,000 since 2010."

The Federation has pledged to work with all parties to try to ensure that the recommendations can be implemented to ensure the safety of detainees, police officers and communities but has expressed its concerns.

Andy explains: "While there are elements of the report that could be implemented quickly, many others are going to take an awful lot longer to achieve and others still might not be achievable at all.

"Some of the recommendations, such as the nationwide roll out of body-worn video, something the Federation has been calling for through its Protect the Protectors campaign, and CCTV in police vans, carry significant cost implications so they will depend on the appetite of Government to effect change, both legislatively and financially."

The Independent Review of Deaths and Serious Incidents in Police Custody, chaired by Dame Elish Angiolini, makes recommendations across a wide range of other issues including restraint techniques, healthcare provision, detainees with mental health issues, IPCC investigations and post-incident police procedures.

The report highlights the number of custody deaths involving vulnerabilities such as mental health, drunkenness and drug use. Of the 14 people who died in or following police custody in 2016/17, eight were identified as having mental health concerns and 11 were known to have a link to alcohol and/or drugs.

Andy says: "The Federation has long held the view that police cells are not the right place for individuals suffering a mental health crisis, yet officers are increasingly required to deal with the most vulnerable members of our society because of reducing resources across the public sector."



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# Ahead of retirement the DCC looks back on his career



Deputy Chief Constable Roger Bannister joined Leicestershire Police four years ago as ACC and took on his latest role in July 2015. He retires in February having given 30 years' service to policing.

Ahead of his departure, he took part in our Q and A feature.

## **What made you join the police service?**

My family home was a tea spot for local beat bobby PC Jerry Thorrold. He would come around and eat and drink Mum's tea and loads of home-made cake for an hour or more. Suddenly, he would jump to his feet and announce how busy he was before darting off. I also love tea and cake and I'm also pretty good at pretending to be very busy so it seemed the perfect job! The nice thing was when I became a Detective Superintendent and SIO Jerry was a really excellent FLO on the Major Crime Team. I think we were both proud to work together.

## **Did you get in at the first attempt?**

Yes, they were desperate then!

## **What career would you have chosen if you hadn't made it into the police?**

I wanted to be a journalist and then, at one

point, a barrister. I've always been interested in journalism and the media and some may say this explains why I have never shied away from TV or radio interviews even on difficult, high profile matters. I think their role is similar to that of an investigating police officer. The focus on recent years on the relationship between chief officers and journalists is funny in my case.

## **What were your ambitions when you first joined up? Did you always have your sights on being a chief officer?**

No, not at all. As a 1988 Skegness probationer, all I wanted to be was on Traffic. I set records for high numbers of tickets, breath tests and arrests. On nights, I used to wake up lads who were very sensibly asleep in cars parked in Skegness car parks after a heavy night out. Technically, they were drunk in charge, woken up and found themselves arrested. It wasn't long before I was advised to steady up a bit. I then also got the brand-new F reg (1989) sergeants' car stuck on the beach with the sand pretty much level with the bonnet. It was a prank on nights that went a little wrong and even more so when I had to abandon the car to the tide and walk back in to the station and admit my "slight problem".

I vividly recall an HGV recovery truck having to attach a 60-metre steel rope and drag the car out in the nick of time. Local reporters and a crowd of people watched. I ditched the Traffic idea. I then went on my CID attachment to Skegness CID which had a reputation for, well... working hard and playing hard. Being aged 21 and single, it seemed a pretty good approach to policing and the detective desire grew stronger. As a detective working through the ranks, then all I wanted to be in my wildest dreams was the Head of CID. It happened in 2009. Only then did I realise I had it in me to join ACPO.

## **If you had to name three highlights of your policing service what would they be?**

Firstly, as a young DS dealing with the knife-point abduction of a 12-year-old schoolgirl on her way home from school one summer afternoon. We identified the suspect (who had a previous conviction for a similar kidnap) and I arrested and charged

him. He was subsequently sentenced to life imprisonment.

Secondly, here in Leicestershire not long after transferring, I was privileged to lead at Gold level the response and investigation into a local man who was fatally stabbed and then hours later a family of four who died in a linked fatal arson attack late at night on their Wood Hill home. They were Operation Rubble and Operation Rubytail respectively. It was a major case and I was so impressed with the professionalism of everybody involved. I recall walking around the area and visiting mosques with PC Yunus Dada; sitting in the many Major Crime briefings and everything in between.

I contributed a bit in leading three big press conferences with lots of big name reporters from BBC, ITV and Sky as well as international stations. It was rewarding to see all those responsible imprisoned through the great team work.

My final highlight has been more recent and includes my involvement as a commander in major CT investigations - one last year in the Midlands and the Manchester Arena bombing in May 2017. It was my first experience of a mass fatality and bomb scene and was deeply upsetting if I am honest. Again, to help in work intended to bring those people to justice who may have been involved in such atrocity feels a privilege.

As I type this, I see a link between all three highlights being focussed on helping victims and people who find themselves in crisis. Isn't that a simple but very true reflection on all police work?

## **And what about low points?**

Probably only two really and in very different ways. As a young Acting DI, I was working on a five-handed murder case where a local man was shot dead in a gangland execution style. His body was found several months later in a field in Co Durham. Long story short - owing to some defence suggestions at court - the judge halted the prosecution case. All five defendants walked free from court and the victim's family never saw justice.

I was accused of fairly serious things which around three years later were shown not to be the case although I did receive a written warning. Despite the personal impact on my wife and family, I learnt how to behave respectfully towards the PSD investigation, accept shortcomings and remain professional.

More recently, I was a bit disappointed not to have been successful in a process to be a Chief Constable. I thought I would have been good for the role and the wider regional forces' development and national business. I learnt that in life things

*Continued on Page 18*



sometimes happen for a reason and, although it may not feel it at the time then, sometimes even for the better!

### **What has changed the most in policing during your career?**

Technology. I'm sure things were a lot easier for us before digital downloads, social media and cyber-crime. Then again, we successfully catch and convict a lot of people through their criminal use of technology.

### **What do you consider the greatest strengths of Leicestershire Police?**

A number of things, starting off with its people - maybe a bit clichéd but it's true. I mean here that attitude of general team working and everybody pulling together for the most part and particularly when things get really busy. I include the excellent people working in the Federation and UNISON. People I have seen are also just so able and experienced. I guess as a result of work and events over the years then teams have accrued lots of skill and experience to tackle whatever gets reported.

I also find senior leaders not only work together well but they are focussed on welfare and wellbeing. I like that. There is more to be done but while leaders have that mindset then it's really positive. In addition, I feel as though links with the community are really strong and the PCC is very good at helping bring us all together. At the most recent Inter Cultural evening, for example, the pride and respect our community has for the Force came shining through. That hasn't happened by accident and we need to continue to work at it.

### **What challenges do you think the Force faces in the year ahead, and the next five years?**

This is beginning to feel like my DCC interview two years ago all over again! Inevitably, funding or a lack of it. As DCC, I have quite a big responsibility for leading some work around our medium-term plan and it's tricky. I'm not sure we can go on in the same way as we have done for so long. I also think changing crime types are a challenge – CSE, cyber-crime and fraud are a big focus now but I wonder what else is around the corner.

### **What do you consider your greatest achievement (in Leicestershire)?**

In addition to the operational matters I have touched on (and there are lots more) then I think it is something about helping set the tone and culture of chief officers. On transferring to Leicestershire, I very quickly picked up on the Chief's really good attitude to people and our workforce. I was pleased as it was pretty much the same as mine. I do



*Diwali 2013.*

feel as a team we have achieved a lot of great results and my contribution has been in helping foster something of leading from the front where necessary; helping set a culture of trusting people and empowering them to be as good as they can be.

### **How would you like to be remembered in terms of your time with the Force?**

Someone who was a very normal bloke and was friendly and approachable; fair but firm and did what was expected of him i.e. was prepared to listen to others, stepped forward when things got a bit difficult and took responsibility for tough decisions.

### **Who do you most admire in policing?**

This sounds as though it could be difficult for the DCC to answer! I think one point I would like to make is that over the years probably some of the most skilled people I have worked alongside have been constables or lower ranking staff members. Rank and skill don't automatically increase commensurately particularly when one thinks of specialist skills. After all, senior leaders and particularly operational commanders have to consider a very wide range of factors.

My examples - I have interviewed suspects with very, very skilled and tenacious officers; listened to the most effective and sensitive VWI; sat on sofas with FLOs who bring calm and support to tearful families; been briefed by the most knowledgeable firearms and public order TAC Ad; crunched through complicated financial spreadsheets with clever finance team members and debated serious misconduct matters with

diligent, reasonable and sensible Federation and UNISON reps. In short, I admire loads of people and quite often tell them too.

### **Who has had the biggest influence on your life?**

My parents. My Dad (who sadly died in 2014) was an architect and was very quiet, unassuming and only spoke when he had something meaningful to contribute. He was always very balanced and fair over things with lots of time for others. I learnt a long time ago that it is often the quietest and calmest who is not only probably the most confident but also gets things done. My Mum is quite a driven person and has always given me the confidence to try new things.

### **What advice would you give to someone just starting out in a career in policing?**

A number of things including work hard and remember you are there to serve the public and not yourself; you are undoubtedly even better than you think you are and have the confidence to have a go and try something. It's not all about upwards promotion but I have seen people move around a lot and become excellent in new and sometimes very different roles. Don't forget to enjoy it - you are allowed to!

### **What are your plans in retirement?**

Like the very great majority of us, I work some long hours and, while also often enjoying the cut and thrust of lots of off duty on call working, I am very much looking forward to having more quality family time. Ten-year-old twin boys seem to have stores of energy to play rugby, football, cricket,

climb, sail, cycle, run, swim... you get the picture! Work-wise I would like to continue with three or so main areas that I enjoy and feel as though I have something to offer. I intend offering consultancy support in areas of counter terrorism and defence-related work; safeguarding and child protection in the education sector and strategic risk/reputation/media management. I also intend doing voluntary work with disabled people sailing and horse riding. Oh, and I have a list of very high and very cold mountains I want to climb in the Alps, Russia and Nepal (I hope my wife doesn't get to read this over Christmas). I hope to finish qualifications in mountain leadership, sailing and climbing.

#### **Is there anything else you would like to add?**

Yes, please, I want to say a massive thank you to my wife, Emma. To say she has put up with stuff is an understatement. Since we met in a cigarette smoke filled police interview room in the early '90s (she was a lawyer), Emma has put up with countless missed meals, missed parties, late parents' evenings, very late nights and me disappearing to take calls in virtually any place you could think of! Even our round the world honeymoon in 2002 was cancelled due to a court warning. Thank you, Emma, Oliver and Thomas.



**I would also like to add a really big thank you to the great many people I have worked with in the Force. As a DCC, I'm aware that being in charge of PSD, saving money and Force changes it's not always the most popular role!**



*2013 climbing trip to Skye. Powered by mugs of malt whisky and Jelly Babies!*

I would also like to add a really big thank you to the great many people I have worked with in the Force. As a DCC, I'm aware that being in charge of PSD, saving money and Force changes it's not always the most popular role! Every day - including every

weekend morning when I read the sit rep - I see amazingly impressive results. I see great work behind the scenes in those "back office" functions which I know keep everything ticking over. I have genuinely loved the Force so much so that I turned down some opportunities to apply and maybe transfer out on promotion. The Force is in many respects head and shoulders above others and even though I've only been here since 2013 I have a genuine pride in it, the chief officer team and have made some great friendships which I hope to keep going.

## Congratulations, Mr Nixon

**R**ob Nixon will be promoted from ACC to DCC when Roger Bannister retires in February next year, a move welcomed by Leicestershire Police Federation chairman Tiff Lynch.

Mr Nixon's appointment was announced after an in-depth selection process with Chief Constable Simon Cole saying the new DCC would bring both energy and continuity to the role.

"We would like to congratulate Mr Nixon on his success. We have already established an effective working relationship and I am sure we can build on this when he takes on his new role," says Tiff.

Mr Nixon has expressed his pride in being appointed.

He said: "I feel genuinely privileged to have been offered this role. I've been in policing for nearly 25 years, all of which has been spent in Leicestershire. It's where I

grew up as a child, it's where I live, and I therefore have both a professional and personal reason for wanting to play my part in delivering a superb policing service to our communities.

"It is a pleasure to work in Leicestershire with so many dedicated and talented colleagues and partners and I very much look forward to continuing working with them to keep our public safe from harm in the coming years".

Mr Cole said: "Rob came through a tough field of candidates during a process which included a community panel, and interview board with myself, the Police and Crime Commissioner, the director of HR and an independent panel member appointed via the College of Policing. Rob is well-known to the Force and will bring energy and continuity to the role."







# Austin remembered at memorial day

Leicestershire's Austin Jackson was among the officers honoured at this year's National Police Memorial Day service held at St David's Hall in Cardiff.

Austin was taken suddenly taken ill while out on patrol on the St Matthew's



estate on 16 March this year and died the same day. He was just 38 and left behind a wife and four children. The service was attended by chief officers, Federation representatives from across England and Wales and Home Secretary Amber Rudd. Leicestershire Police Federation was represented at the service by Sergeants' representative, Sanjay Chauhan who was a pallbearer at Austin's funeral at Leicester Cathedral.

"I feel honoured and privileged to have attended the ceremony on behalf of the Federation," said Sanjay, "The service provided an opportunity for us all to remember our fallen colleagues who died serving our community."

Austin was listed as one of six officers who have lost their lives since the 2016 memorial day service, held at St Paul's Cathedral in London last year. The names were read out by national Police Federation

chair Steve White. The other officers were: **DC Joe Mabuto** (42) of Thames Valley Police who died on 27 September 2016.

**Inspector Mark Estall** (45) of Essex Police who died on 5 January 2017.

**PC Paul Briggs** (43) of Merseyside Police who died on 21 January 2017.

**PC Austin Jackson** (38) of Leicestershire Police who died on 16 March 2017.

**PC Keith Palmer QGM** (48) of the Metropolitan Police who died on 22 March 2017, and

**PC Gareth Browning** (36) of Thames Valley Police who died on 1 April 2017.

Individual tributes to all the officers were also included in the programme for the National Police Memorial Day service. Austin's page included a comment from Chief Constable Simon Cole who said: "Austin was always a professional and well-liked police officer who embedded himself in the St Matthew's community. He was a much



loved, popular and hard-working officer."

The service began with processional music led by the band of the South Wales Police and Corps Drums and a welcome from the Lord Mayor of Cardiff, Councillor Bob Derbyshire, before a new book of remembrance, provided by The Police Roll of Honour Trust, was dedicated with prayers led by Canon Adrian Gatrill of Police Chaplaincy UK and the swearing of an oath of allegiance by all serving officers led by Chief Constable Sara Thornton, chair of the National Police Chiefs' Council.

Along with hymns and prayers, which included participation from the family members of four fallen officers, the Cor

Meibion Llanelli male choir performed two songs and the Home Secretary gave a reading from the gospel of St John.

During the act of remembrance four candles were lit, one for each of the four nations of the United Kingdom of Great Britain and Northern Ireland, with fallen officers' family members again taking part in this part of the service.

As the National Police Memorial Day Orchestra played Abide With Me and the Last Post was sounded, petals of remembrance, representing all who have lost their lives, fluttered down from the gallery in a very moving feature of the service. After a moment of silence, Reveille was sounded.

Next year's National Police Memorial Day service will be held in the Waterfront Hall in Belfast on Sunday 30 September 2018.

## DS Sharon Pickering

Leicestershire Police Federation secretary Matt Robinson joined officers from across the Force paying tribute to DS 4016 Sharon Pickering who died suddenly on 16 September.

DS Pickering was just hours short of retiring from the Force.

Matt attended the funeral at the South Leicestershire Crematorium in Countesthorpe, saying it was a moving and fitting send-off for a popular officer.

"Sharon was dedicated to her role as a Leicestershire Police officer and a great number of her colleagues turned out to pay their respects and stand side by side with her family," says Matt.



Home Secretary Amber Rudd gives a Bible reading.



Petals of remembrance descend from the gallery.



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# Things to think about if you are considering a divorce in the new year

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



January is a time for making resolutions. It might be deciding it's time to kick a bad habit or get fit. But sometimes the beginning of a new year will be a point when you consider a change that will have a big impact on your life. What if that change is ending your marriage? Here are a few things to think about if divorce is on your mind in the new year.

## Is it really over?

If you decide to go ahead with a divorce, you need to be sure that there is definitely no chance that the marriage can be saved.

The Christmas period can be both a joyful and difficult time of year. It may have been challenging for you if you have been on duty and this has caused a strain between you and your spouse.

A tough Christmas does not have to spell the end of a marriage and you and your spouse may be able to work through this together or with the support of family and friends or counselling services such as Relate.

## When can I get a divorce?

Some people assume that they will not be able to divorce immediately as there has been no particular reason for the breakdown

of the marriage. Some people think that there has to have been an affair or particular incident to be able to start a divorce straight away, but this isn't the case.

If you have felt unsupported by your spouse or feel that the two of you no longer make the effort to spend time together around your shifts etc, you could rely on this to prove to a court that the marriage is over.

## When should I make the decision?

If you have decided that you do want to go ahead with a divorce, we generally advise that you speak to a family lawyer sooner rather than later to ensure you are as informed as possible. Often the first question we are asked is how an officer can try to protect their police pension and taking action at the earliest opportunity can be very important.

A spouse has a claim to an ex-partner's income, capital and pensions on divorce and these will be based on their financial situation at the time of divorce and not necessarily at the time of separation.

Your spouse is likely to be successful in claiming against the value of your pension at the time of divorce rather than its value at the time of your separation, i.e. a claim to more of your pension. For example, we acted for an officer who separated from his wife but waited 13 years before dealing with his finances on separation. His wife might have achieved a 14 per cent share of his pension

13 years ago but had an argument for an increased share of some 32 per cent 13 years later.

## What about the children?

If you have children, you will need to try to agree an arrangement for them with your spouse if you separate. The court is concerned with arrangements which are in a child's welfare. Parents are encouraged to agree a routine of care which is in a child's best interests.

You may find it difficult to reach an agreement with your spouse or perhaps your complicated shift pattern is making it difficult to set out a regular routine. If this is the case, then you should seek legal advice and a referral to mediation can be considered.

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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## Calum set to become national chair

Calum Macleod has been elected as the national chair of the Police Federation of England and Wales.

He will take up the post on 1 January 2018.

"I am honoured and privileged to be elected to the role of chair; with that comes the responsibility of ensuring that the organisation truly represents the views of rank and file police officers across England and Wales. Our organisational reform is nearing completion and now we must focus all our energy on achieving positive change for our members. Let's not sugar coat the current situation that we are facing – policing is in a critical state. We will continue to be robust with stakeholders and

demand that they acknowledge and address the real issues facing the service and our members," he said.

Calum has been vice chair since April 2016 and takes over from Steve White who became chair in May 2014.

Che Donald has been elected as vice chair and also takes over from 1 January 2018.

"I would like to congratulate both Calum and Che on their new roles," says Tiff Lynch, chairman of Leicestershire Police Federation, "They take over the reins at a pivotal time for the Police Federation and the police service itself."





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You can check availability online at [www.lpf-trusts.co.uk](http://www.lpf-trusts.co.uk)





## LPF TRUSTS

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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](mailto:tlynch@lpf.polfed.org).

## "Pidders" bids the Force farewell



**SERGEANT JOHN ANTONY PIDWELL**, aka 'Pidders', will put his force driving experience to good use on his retirement after setting up his own driver training school.

John, who was most recently RAPT Sgt in the firearms department at Force Headquarters, retired on 6 September. He joined Leicestershire Police in 1996 as a GDO at Beaumont Leys and had previously served with Devon and Cornwall.

"I was immediate response vehicle driver at Beaumont and then was promoted to PS," John explained.

"I was also on acting duty at Braunstone which was a good posting and where I met a number of funny and dedicated officers. But then I got sent to Beaumont custody where I spent seven months smiling through gritted teeth at 'customers' and solicitors!"

John then qualified as an AFO and spent the rest of his service in this role.

He said his career highlights were his post as PST at Braunstone where there was a "good team spirit and I learned how to play cards at lunchtime!"

He added: "I also enjoyed the numerous jobs I have attended as an AFO and a real highlight was rescuing seven kids from a hostage situation at New Parks."

But John's career low point involved two brothers: "There was a road traffic accident at Beaumont where two brothers ran across the A46 towards Anstey. The younger brother didn't get across before he was hit several times. My crew mate did all he could but couldn't save him while I had to restrain his hysterical brother."

John said his biggest influences or inspirations were Jim Holyoake, Andy Travis and Rachel Woodbridge-Swann and his advice to a new recruit would be to enjoy the job and find a partner who listens and understands.

"Don't be afraid to shed a tear – happy or sad – and always be honest to yourself and your colleagues," he advised.

John has recently qualified as an approved driving instructor with the AA and has set up Tuition for U (TFU) driving school. The website is [TFUdrivertraining.co.uk](http://TFUdrivertraining.co.uk).

### ANDY HOLT

CMD Controller PC Andrew Holt will receive an early Christmas gift in the form of his retirement but says returning to the service may be a possibility.

Andy, as he's known to colleagues, will retire from the Force on 18 December. He joined Leicestershire Police as a GDO in 1996 and is currently stationed at Force Headquarters.

"I completed just under 17 years with the RAF before joining the police service so I've done 38 years of combined service," said Andy.

"I've been stationed in Melton Mowbray, Oakham, Hamilton, then FHQ as a PBO, GDO, IRV and finally a controller. But a highlight for me was being a football controller – I really enjoyed that."

Andy added that working as a

controller, however, also provided career low points for him: "Over the last two years I have dealt with some truly horrific incidents. One where five people died while I was on the air, a double fatal failure to stop and a Hinckley murder."

He also said his advice to a new recruit would mostly be to enjoy the role. "It would be difficult to give advice to someone starting in the job because, to quote a cliché, 'it's not the same as when I joined'!"

"But I'd say embrace the role and take opportunities when they're presented to you; and if you screw up, be honest about it and don't hide it because it will find you out in the end! Above all – enjoy it."

Andy said he plans initially to take a few months of retirement off but that he has "a few ideas in the pipeline".

"And never say never about coming back!"



*Insp Cara Guest, PC Andy Holt and ACC Rob Nixon.*



# Duty reports – to do or not to do?

**By Mark Wardley,**  
*managing partner of Straw and Pearce Solicitors*

As a police officer, you will be asked on occasions to provide a duty report. The question I often get asked is: "Should I provide one?"



The starting point is that a request for a duty report is a lawful order and the standards of professional behaviour require police officers to abide by lawful orders. Therefore, it is potentially a breach of the standards of professional behaviour if an officer fails to provide a duty report.

There are, of course, exceptions. An officer cannot be lawfully required to provide a duty report if the officer is being investigated for a criminal offence. It is a well-established principle of law that every person has a right to silence. It therefore follows that an officer may lawfully decline to provide a duty report, or statement for that matter, where the content of such report or statement could materially prejudice the officer in criminal

proceedings.

The situation is similar where an officer is subject to a disciplinary investigation. Regulation 15 of the Police (Conduct) Regulations states that an officer who is the subject of an investigation must be notified in writing of that investigation as soon as practicable. If an officer is subject to a misconduct investigation then he/she cannot be ordered to provide a duty report or statement in relation to matter under investigation. The officer will have an opportunity to provide a response to the allegation either in writing or during an interview.

As with many areas of law there is, however, a grey area. The position becomes less clear when there is a suggestion or suspicion, whether reported or not, of a criminal offence or breach of the standards of professional behaviour and initial enquiries are being made to establish whether an offence or breach of the standards of professional behaviour has been committed.

In such circumstances, the obligation to serve a Regulation 15 notice may not have arisen. Accordingly, an order to provide a duty report or statement would be lawful and a refusal to provide a report or statement could amount to a breach of the standards of professional behaviour. The

exception to this would be if the officer could genuinely claim that the making of such a report or statement would result in providing evidence against themselves of a criminal or disciplinary offence. Under these circumstances, officers may be able to claim that they had a good and sufficient cause for declining to provide a duty report or statement.

It if it is unclear as to whether an offence or breach of the standards of professional behaviour is being investigated, you should seek confirmation from the person requesting the report or statement the reasons for the request and whether any allegation has been made against you. You can then decide whether it is appropriate to provide a duty report/statement.

Ultimately, it is your decision whether or not to provide a duty report or statement. It is always advisable to seek the advice of a Federation representative if you are concerned about the reasons for the request for a duty report or statement. The Federation representative can then make enquiries on your behalf and advise you accordingly.

Mark Wardley is the managing partner of Straw and Pearce Solicitors and is an experienced criminal defence and professional discipline solicitor.

## Former chief set to head College of Policing

A former chief constable has been appointed as the new chief executive of the College of Policing.

Mike Cunningham led Staffordshire Police from 2009 until 2014 when he became an inspector at Her Majesty's Inspectorate of Constabulary which also took on responsibility for the fire and rescue services this year.

Mr Cunningham says he is delighted with his new appointment.

"Over the last few years the college has established itself at the heart of the reform agenda for policing. In this next stage, the challenge is to move that on so that all those working across policing have a clear understanding of how the college connects and supports them to deliver a service to the public," he said.

"Policing faces a future of increasing and changing demand. The college has a major contribution to make in supporting the service, helping leaders at all levels work through the challenges and developing a workforce that is well equipped to do the job asked of them."

In congratulating Mr Cunningham, national Federation chairman

Steve White said he was joining the college at a critical time for policing and urged him to improve its links with police officers.

"We would encourage him to now lead the way in working closely with the Federation to help bridge the gap between the college and those on the front-line of policing, demonstrating its relevance to rank and file officers who are confused about its link to their day to day work," Steve explained.

"Beyond their remit to provide those working in policing with the skills and knowledge to protect the public they have a leading role in protecting officers themselves. Our own evidence shows that welfare and resilience in policing has never needed such serious attention. Police leaders are sitting up to this fact and through its professional committee, and following the recent award of £7.5 million for a new national welfare service, the college must take the reins in effectively addressing the issues that exist.

"The Federation looks forward to discussing those challenges and others with Mr Cunningham."

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