

# Upbeat

Federation voice in Leicestershire

conference special



SUMMER 2018



**'Let's reset the relationship  
between the Government  
and the police'**

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## He says he gets it, but will the new Home Secretary deliver on his promises?

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



If I had to sum up the last few weeks in just two words, they would have to be: at last!

The annual national Police Federation conference has long been one of the key events in the policing year.

But this year's conference left me thinking we were finally on the brink of moving forwards after a few years that can be described as challenging, difficult, and exhausting.

I am feeling more optimistic than I have for some time and that optimism applies to the Federation locally and nationally but also in terms of the Government and, in particular, the new Home Secretary.

So, let's start with the positives that we do have some control over, because one thing for sure, we have no real power over politicians and we should under-estimate them only at our peril.

Locally, we have just gone through the elections for our new workplace representatives, our branch officials and the Branch Board, which is the executive committee overseeing the work of Leicestershire Police Federation Branch Council.

I am delighted to have been elected as your Federation chair for the next three years. Having first taken on this role four years ago, I believe I have put strong foundations in place and I am relishing the opportunity to now build on these and further develop the way in which we support our members, negotiate on their behalf, represent them and seek to influence the decision-makers who shape their working lives.

I am equally delighted, and excited, that we now have not just a number of experienced reps who will continue to do their best to help the membership but also a handful of newly-elected reps who are showing great enthusiasm for their new role. So, I am looking forward to watching them develop into effective reps after undertaking their training courses and getting some experience under their belts.

Nationally, I believe the Federation is also on a better footing than it has been for some time. This year's conference was among the best I have attended and I got a real sense that the Federation has come through its

reform programme, fit for purpose, re-energised and with a sense of direction that maybe has been lacking.

Conference had a theme of Protecting the Protectors: the reality of policing and, in short, it did what it said on the tin. It highlighted the difficulties the police service is currently facing and, crucially, set out how many of these should be addressed. All too often in the past, we have been guilty of showing up the problems and not necessarily leading the way with the solutions.

But, of course, we can come up with as many suggestions as we like as we seek to drive change but unless we have a Government willing to listen – and act – then we may as well continue to bang our heads on the proverbial brick wall.

For years now, the keynote speech of the Home Secretary at conference, and I am thinking mainly of Theresa May's appearances but it has to be said Amber Rudd seemed to be made from the same mould, has felt like a lecture from your least favourite schoolteacher. We were spoken at, told what we had done wrong, where we were failing and what we had to do, largely along the basis of more with less.

Sajid Javid, with a brother who is a police officer, did actually seem not only to get it but to actually want to hit the reset the button to form a more effective partnership between the Government and the police service.

The tone of his speech was nothing like many, if any, of his predecessors in recent years. He appeared to listen, he appeared to care and he appeared to want to help. Even his body language was different, he turned in his chair so he could look at the national chair as he spoke. He made a couple of jokes, telling an officer with a hairline like his own that he liked his hair cut.

But, this is all well and good, and it is welcome. But we now need to see him act on his words, fulfil his promises.

Time cannot stand still. Chiefs are planning ahead under current budget restraints. While three, five and seven-year plans are made, the one thing I am hearing in meetings is that the only way forward is to lose people. We cannot continue to lose our people. Officers are overstretched and more and more we are hearing they cannot cope with what is expected of them.

More funding needs to come from the Government to enable forces to plan ahead and work with two hands rather than with one tied behind their backs or nothing will change.

Time will tell.

# Chair's Chat

Leicestershire Police Federation chair Tiff Lynch is reaching out to members through a new 'Chair's Chat' initiative.

Each month, the Federation holds an electronic draw of members' collar numbers with the officer holding the number selected then contacted by Tiff to arrange a meeting to discuss any concerns they might have and share information on the latest work being undertaken by the Federation officials and workplace reps.

"The aim is to reach out to the membership and counter the idea that members can only contact us when they need some help, advice or support," says Tiff, "Contacting the members in this way gives us a great opportunity to speak with them in a one-to-one or as part of a group with their colleagues. It's all about two-way conversation between officers and the Fed so we can find out about their concerns and also break down barriers so they feel more comfortable contacting us."

"During the meeting we discuss what we do, what's going well, what we could do better



*Federation chair Tiff Lynch is pictured catching up with Inspector Carl Mee as part of the 'Chair's Chat' initiative.*

for members and what the member knows about the work we do."

Working alongside Tiff and secretary Matt Robinson, Leicestershire Police Federation also has a full-time rep, Simon Alborn, who has been touring the Force area, letting members know more about the Federation's work and

answering their queries.

The 'Chair's Chat' sessions have been running since April this year and have already been enlightening for Tiff.

"When I first call the officer selected I introduce myself as Tiff from the Federation. The initial reaction is worry. They ask, 'What have I done wrong?' This is exactly why we need to be doing this. The Federation should not be feared. We should not be seen as only coming to members when there is something to worry about," says Tiff.

But there has also been some great feedback.

"The move to Keyham Lane has been seen as a huge positive. Members feel we are now more in touch and being at Keyham, one of the busiest hubs, they can pop in with an enquiry. They also didn't realise that no appointment was necessary and they could call in for a coffee or to use the agile computers in the office," Tiff explains, "Each officer I have met has thanked the Federation and me, as the chair, for taking the time to make contact."

All members selected for the 'Chair's Chat' have received a small token of the Federation's appreciation.

## Our secretary says...

By Matt Robinson

So, a busy period has culminated with what I thought was a good Federation conference. It was great to see and feel a more positive attitude from both delegates and the content of conference, I thought, was more relevant.

Keynote speeches by chair Calum Macleod and the new Home Secretary Sajid Javid were well received and it will be interesting to see how they deliver on the assurances given in what were important speeches for both of them. Calum has the challenge of completing and delivering Federation reform to the membership. He is likely to be challenged in the current elections but this must not derail the progress made so far. Mr Javid, on the other hand, must deliver much more. He seemed to extend an olive branch to the service and gave an assured performance for what he had been told was a 'tough crowd'.

Having a brother in the service, he should know and recognise the challenges we face and use this knowledge to encourage other Government departments to support the police and give us the resources and finance to make a difference and deliver a first-class service to the public. An interesting conference session on pay



and conditions prompted a debate on entry points to the service. This included the new Police Apprenticeship Scheme. We will start this in September.

Do you need a degree to enter policing? I don't think so. However, the level our officers are working at in terms of technology and knowledge is one that should be recognised with an academic qualification. If this is a degree level qualification then why would you not want it? There is work to do to make this fit for purpose and the NPCC has not worked quick enough to cement the plan and get the required support. An issue remains around pay scales for those on this scheme.

The Police Federation is committed to ensure they are paid a fair rate of pay and, although we recognise the financial constraints, we would urge Mr Cole to look at a level we presently pay our new recruits as the appropriate point.

It was also a final conference for our general secretary Andy Fittes. Andy retires from the Metropolitan Police later this year and has delivered on some big projects including electoral reform and changes to Regulations and Federation Rules. This has involved protracted battles and negotiations with the Home Office when Government was focussed on other matters such as Brexit. All this was done while coping with the personal tragedy of losing his wife to illness and bringing up his family. Andy visited us recently to open our new office

and was still as keen to pass on his experience and wealth of knowledge. The Police Federation will miss Andy and I personally wish him well and hope he achieves his goals for the future.

PS Dave Stokes has been appointed as my deputy and I look forward to working with Dave and delivering on some of our projects around well-being, welfare and improving claims and representation for members.

I am looking also looking forward to presenting soon to the first cohort of Force Welfare SPOCS. This area has been lacking in guidance and structure for some time and it's good to see we have progressed the project. It's important that we have the right people in the right places to deliver in these important areas.

We will be contacting you soon in relation to data held by ourselves and asking some brief questions to complete our transfer in line with GDPR. Please be assured that we share no personal information with outside organisations. Your data is held within the national server and is secure. Please take the time to complete the enquiry as this will help keep your information up to date.

Please keep using our website and follow the news from the office on Twitter and Facebook.

Our new office is open 8am to 4pm Mon to Friday and you are more than welcome to drop by for a tea or coffee and a chat.



# 'I am listening and I get it' – Home Secretary tells officers

**T**he new Home Secretary said he understands how 'hard and horrible' a police officer's job is and pledged to do all he can to give police forces and their officers the resources they need.

Making his maiden keynote speech to conference, Sajid Javid told delegates he was committed to reviewing public funding for policing at the next spending review and assured officers on the front-line he would be standing with them.

He told a packed conference: "My pledge to you is this – I will prioritise police funding in the spending review next year. I will give you the tools, the powers and the back-up that you need to get the job done.

"I'm not arrogant enough to turn up here after three weeks in the job and tell you how to do yours. What I will say is that I am listening and I get it. I get that there's increased demand."

He called for a 'reset' of the relationship

between the Government and the police, gave his support to the Federation's Protect the Protectors campaign on assaults and vowed to 'totally transform the welfare provision for officers'.

He admitted the Government has had to make 'difficult decisions' since 2010 but it was now time to prioritise public investment in policing.

He said: "Since becoming Home Secretary, I've spoken to front-line officers about your experiences of crime and policing. You've told me you're feeling stretched, over-burdened and not sufficiently rewarded. I know it's frustrating when your days off get cancelled – often at short notice. And I know your work can take its toll on your mental and physical health. And you deserve to be respected and valued, but all too often what you get is abuse.

"I will prioritise police funding in the spending review next year. But this isn't all

about money. You have a job like no other. You never know what you're going to be faced with. It might be a murder scene, a child abuse investigation or a serious car accident. And it's not surprising that dealing with all that takes its toll on you. We need to Protect the Protectors."

He continued: "When you're out in public trying to do your duty, you should be protected. That's why I'm backing the Assaults on Emergency Workers' Bill which will include tougher penalties for those who attack police officers and other emergency service workers.

"That's why I'm also supporting changes to the rules on police pursuits; to make it clear that a criminal is responsible for their decision to drive recklessly, not the police.

"That's why I'm making sure you have the right kit and the right technology to do your jobs effectively. It makes no sense that while many of you update your mobiles every



couple of years, at work you use technology dating back to the 1990s.

"And I fully support those officers who want better protective equipment like spit and bite guards. It's ridiculous that you can't restrain those who physically abuse you. If you don't feel you're getting the tools you need, I want to know about it. It's perfectly reasonable that you should want to protect yourself from harm when you're out on the beat."

And he said he supported an uplift in the use of stop and search powers following the rise in gun and knife crime across England and Wales.

"If stop and search can mean saving lives from the communities most affected, then that has to be right," he said.

"Some of you don't feel comfortable using it - and that's not how it should be. I have confidence in your professional judgement. So, let me be clear - I support the use of stop and search. You have to do your job and that means protecting everyone."

He spoke about how at the age of 11 he was in a gang, a gang of two consisting of himself and his nine-year-old brother - they were called 'The Crimestoppers'. Their mission was to fight crime in their neighbourhood. His brother became a police officer 25 years ago and is now a chief superintendent at West Midlands Police.

"Over the years, I've heard what he has to say about policing," he explained, "I know the tricky situations he's been in. He's been hospitalised more times than I know from being assaulted on duty. I remember him missing Christmas one year after having his jaw dislocated. I've seen the impact the job has on family life. And, as you would expect from a brother, he doesn't shield me from the truth."

"Long before I was a politician, he took me out on a ride-along in the back of his police car in Bristol city centre. I thought it would be an interesting insight into his job. But I wasn't prepared for the abuse he and his colleague received: teenagers giving them the middle finger, swearing and spitting. And worst of all, as his car approached the lights and slowed, one teenager leaned over and yelled at my brother 'You Paki bastard'."

"That was the first time it really hit me just how hard and horrible it can be being a police officer."

He pledged to set up a formal front-line review to get officer feedback about what officers really think, telling conference: "Your ideas and responses will inform what happens next in policing. Because I understand that no-one knows more about policing than you do. But I also know that the public demand - and quite rightly expect - a high standard of support from their local



**When you're out in public trying to do your duty, you should be protected. That's why I'm backing the Assaults on Emergency Workers' Bill which will include tougher penalties for those who attack police officers and other emergency service workers.**

police. And, ultimately, I want to reach a place where every member of the public is served by a force which is at least rated 'good'."

And he concluded: "I don't want any of you to believe that some changes belong in the 'too hard to fix' box. I want you to be bold and ambitious and to change the bits which don't work - or put pressure on your bosses to make it happen."

"It's often said that British policing is the envy of the world. Everyone in this room wants to keep it that way."

"Let's reset the relationship between the Government and the police. I will give you the tools, the powers and the back-up that you need to get the job done. For those of you who stand on the front-line, be in no doubt, I will be standing with you."

## Support for spit guards

The Home Secretary said it was 'plainly ridiculous' that chief constables would put public perception above officer protection and not issue spit guards to officers.

Sajid Javid was asked about spit guards and body armour by Lisa Stanhope, a Federation representative from Thames Valley Police.

She said: "I've been listening to you saying 'I pledge, I will give you, I promise you' so I'm going to ask you a question and it's a yes or no answer question: some forces have both formed body armour for both women and men and spit guards. Spit guards are my passion because I'm in health and safety and I've seen the consequences and wellbeing and welfare of officers who have been spat at."

"The research on spit guards has been done and it's available but chief constables are still saying they put public perception around spit guards above the safety and welfare and wellbeing of their officers. That is unacceptable. Public perception is of concern to forces and chief constables because it's our accountability and it can go wrong, we know that, but research has moved on."

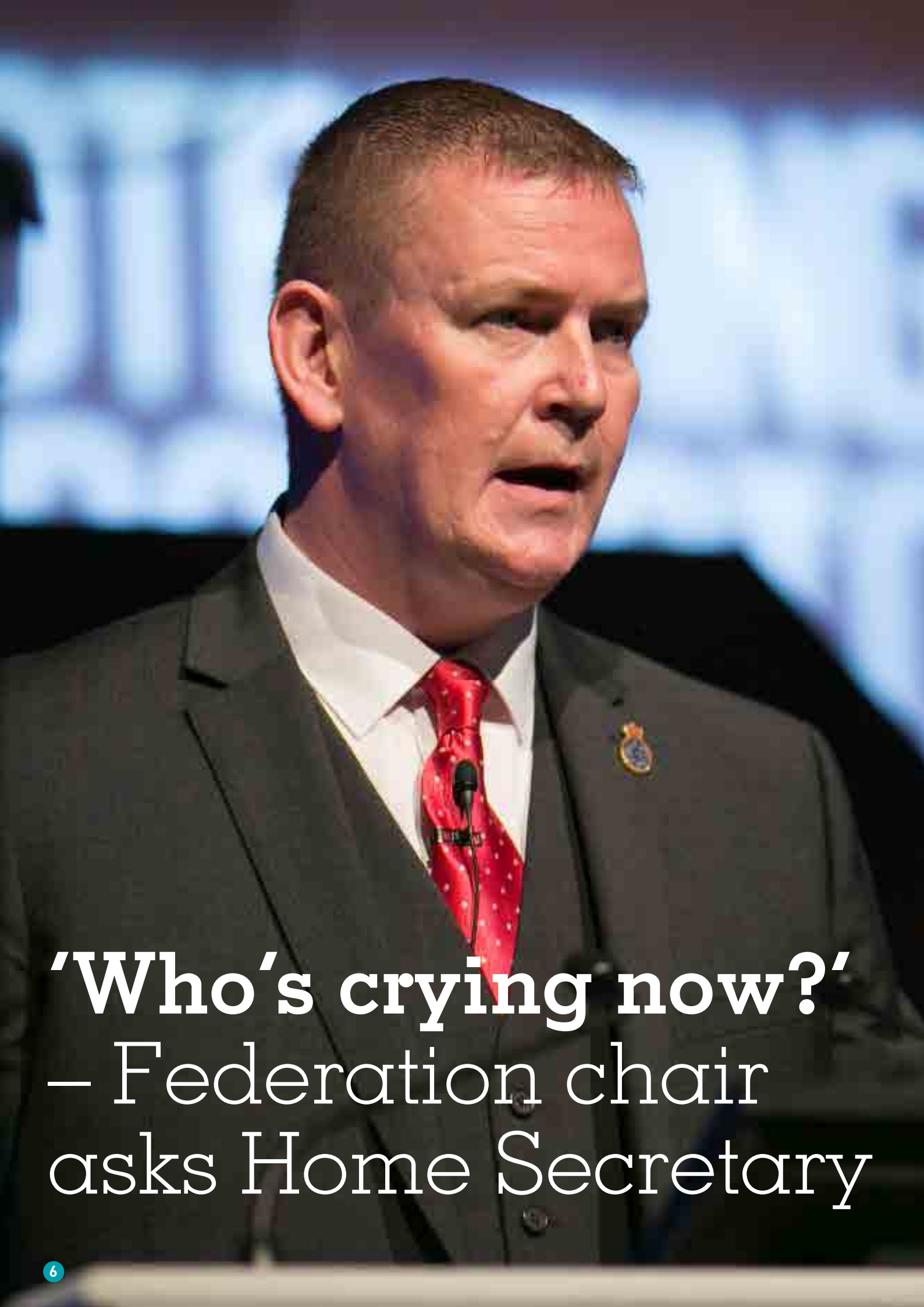
She added: "I'm asking you to pledge to my members today that you will mandate chief constables to properly provide spit guards without any further delay, without any further nonsense that it's some kind of operational decision when they've already been provided in other forces, and quickly and effectively look into the provision of proper body armour for women, and I understand some men, who need that type of formed body armour."

He replied: "I do know chief constables can make that decision about spit guards today and I think 33 of 43 forces have made the decision which shows it is possible. I cannot understand why any chief constable would put public perception before the welfare of officers, I think it's plainly ridiculous. I met with Staffordshire Police last week and one officer mentioned it to me and I just couldn't understand it. I left there, got back in my car and said I can't understand why any police officer would reject it."

"I've already started work on it and I will pledge to you that I will do everything in my power to make that come about and if that means I can mandate them to do it then I'm going to look at that. But hopefully I don't need to. Hopefully, the message is very clear to chief constables. I need to understand body armour a bit more, but you made a very good point today about women and body armour and making sure it's the right type. Your question was will I look into that and I will."

Later, in the Q and A session, Ken Marsh, chair of the Met, said Diane Abbott MP was one of the main reason his members did not have spit guards and that it was absurd that British Transport Police did have them when his officers did not. He asked the Home Secretary if he fully endorsed their use so that he could go back and tell the Commissioner this.

The Home Secretary said: "Diane Abbott is wrong on this, like she is wrong on many things." He added that not only should Ken go back to the Commissioner on this issue, but he would take it up with her too.



**'Who's crying now?'**  
– Federation chair  
asks Home Secretary

Federation chair Calum Macleod issued a stark warning to the new Home Secretary urging Sajid Javid to 'learn the lessons your predecessors failed to'.

In his keynote address on the second day of the annual conference, he also spoke of his frustrations with the weakening of the provisions of the Assaults on Emergency Workers (Offences) Bill, his concerns around officer welfare and the clear correlations between dwindling officer numbers and the rise in crime.

Delivering his speech to a hall full of delegates and sharing the platform with Mr Javid, who was appointed just three weeks previously, Calum warned: "It is important that you listen here today to the voices of experts with years of operational policing experience. Learn the lessons your predecessors failed to. Three years ago Theresa May accused us of 'crying wolf'... Yet what have we seen? Robbery offences up 29 per cent, knife crime up 21 per cent and violent crime up 20 per cent. These are not just statistics – every number is a real person – a real victim," he said, "Who's crying now? Let me tell you who – thousands of families who became victims of crime as a result of budget cuts – that's who."

He spoke of his frustrations with the assaults bill saying it was 'intended to show emergency service workers that they are not society's punch bags for those fuelled by drink and drugs, or trying to evade arrest. But it has been watered down to such an extent that it gives nowhere near the level of protection we expected for police officers'.

He said the deterrents in the bill were nowhere near strong enough, explaining that a maximum six-month sentence issued by a magistrate could easily become eight weeks after deductions for an early plea and automatic reductions of sentences by a third.

"Before you know it - in little over eight weeks - they are back on the streets, free to re-offend," he said.

"We have argued that the sentence should be 24 months yet it was felt by some in Government to be unreasonable. Unreasonable? Unreasonable to offer better legislative protection for those who run towards danger when others run away. Unreasonable - for those who protect society from criminals who rob, burglar and assault indiscriminately. Is that really unreasonable, Home Secretary?

"And yet, at the same time the Animal Welfare Bill, which increases the maximum prison sentence for animal cruelty 10-fold, from six months to five years, quite rightly receives Government support. That is the reality, Home Secretary. But this approach to our safety just adds to how the rank and file feel – expendable, undervalued, worth less than an abused household pet."

The chair, making his first keynote speech



**You have the opportunity to show that you understand, respect and appreciate police officers and the difficult job we do. To stop hollow words and show us through your actions. You have the opportunity to do what is right to ensure we have sufficient numbers, sufficient resources and sufficient funding to help keep the British public safe. Home Secretary, you have the opportunity. Take it.**

to conference, implored the Home Secretary to 'do what is right for police officers' and give magistrates the power to issue 12-month sentences for officer assaults.

He also spoke of more frustration over the Emergency Response Drivers (Protections) Bill. After seven years of campaigning for a change in the law to allow better protection for response drivers, the Government had failed to support Sir Henry Bellingham's Private Members' Bill, and said it would consult on the change in the law.

He said: "We ask you today - as a matter of urgency - prioritise the legislation needed to protect officers and to protect the public."

And he continued: "Home Secretary, you may only be three weeks in office, but you know that policing is far more than just fighting crime. You know the pressure that police officers are under – dealing with human trauma, the sorrow of victims of crime and helping the most vulnerable people in society.

"This all takes its toll on police officers and their families. Particularly as we have seen police numbers fall and demands increase. Annual leave and rest days cancelled. No guarantee of back-up when needed. Unprecedented levels of officers suffering stress and anxiety. And then cheap shots if an officer dares to take five minutes out to sit and have a cup of tea in a local café.

"Yet, despite all of this, we know that policing is about being there for the public. An arm to support someone who has come home to find their house burgled. A shoulder to cry on when someone is involved in a road traffic incident. A symbol of strength, reliability, safety and compassion. Policing is all of these things. Not just some of the time, but all of the time."

He also touched on police pay, saying members needed to have faith that the recommendations of the review body will be implemented in full after the previous Home Secretary 'passing the buck' and 'completely ignoring' the recommendations of the Police

Remuneration Review Body on officer pay last year.

And he called for the Government's backing on work around demand and capacity, stating: "This valuable piece of work can make a real difference to find shared solutions to deliver a service to the public that we can all be proud of."

He concluded by issuing a rallying cry to the Home Secretary to take his opportunity to make a difference for the public and the police service.

Calum told Mr Javid: "You hold the most important political position when it comes to the safety and security of this country. The responsibility for the safety of the British public is firmly at your door. And we are the people who do this for you – day in, day out. We all join the police service to serve and protect the public.

"You have the opportunity to make a difference for the public and for the police. To put right the wrongs of the past. To value the fact that we police by consent in this country – that the police are the public and the public are the police – and to keep politics out of policing.

"You have the opportunity to show that you understand, respect and appreciate police officers and the difficult job we do. To stop hollow words and show us through your actions. You have the opportunity to do what is right to ensure we have sufficient numbers, sufficient resources and sufficient funding to help keep the British public safe. Home Secretary, you have the opportunity. Take it."

## OUR REP SAYS...

*"Calum Macleod's speech was very impactive, forceful and direct, telling the Home Secretary what he was going to be doing for our members in the years to come."*  
**Tiff Lynch, Leicestershire Police Federation chair**

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# Delegates warm to Home Secretary during Q and A



The Home Secretary told conference he was prepared to put colleagues under increased pressure in order to reduce demand on the police service.

In the Questions and Answers that followed his speech, Sajid Javid also agreed to a number of other actions prompted by delegates' questions.

Nick Smart from West Yorkshire explained the burden of mental health issues on police forces.

"We can't say no, we're accountable. People go missing from A & E departments and we have to find them. That is extra demand on us," he said.

The Home Secretary replied: "I take it very, very seriously and part of the answer has to be better cross-co-ordination of this in Government. I want to set up a group that can follow through with results. My colleagues might complain and say I'm putting them under pressure but I will put them under pressure."

In a recorded question, PC Mitch Derby West Midlands Police told the Home Secretary about an incident he was involved in where an offender subjected him to a sustained assault but only received a £100 fine and a six-week curfew.

"Isn't it time the sentence for assaulting a police officer reflected the seriousness of the offence?" he asked.

"I agree absolutely and it is time we dealt with this properly," Mr Javid replied.

"The Emergency Workers' bill is going to change things and I want to look at magistrates' powers as well. Magistrates have had more powers since 2003 but it hasn't been enacted so I want to look at that. Any kind of attack on any emergency

worker is completely unacceptable and we will do what we can do."

Calum Macleod, chair of PFEW, added: "Clear messages and clarity need to be sent through the whole justice system. Emergency services are under attack day by day and that can't be an accepted part of society because it's a slippery slope."

John Apter, Hampshire chair, told the Home Secretary: "I find myself liking you a little. But you've asked for evidence; we've lost 998 officers which is 25 per cent of our force, as well as hundreds of police staff. We are struggling. The demand on my colleagues

is drowning them and they are breaking. You say you'll prioritise funding but you need to give policing a life line now."

The Home Secretary responded: "You have given me a challenge. There was a big budget problem in 2010 for the Government so it's right that that was looked at and that has put us in a stronger position now. All I would say is that the starting point of action is that I need to first get the issues, understand them and not argue with people, then work with my colleagues, understand their pressures but then get collective agreement."

## 'We could do more with more'

"One of your predecessors, who is now in quite a powerful position, suggested that we should do less with less," Nick Hawe from North Wales Police told the Home Secretary during the Questions and Answers that followed the keynote speeches.

"Your predecessors came here and told us how we should deal with the cuts, how we should police and do more with less. That was never going to work because it didn't make any sense," he told Sajid Javid.

"The suggested answer now is that we do less with less, so not do the things we shouldn't be doing such as picking up the pieces from other organisations, or maybe not even turning out for some crime types. But none of us here want that and that's not the service that the public expect – they expect to ring the police and get some kind of response. My suggestion, and what the public expect, is that we do more

with more. That is the only thing that makes sense and that will protect us and the public," Nick said.

The Home Secretary replied: "I recognise the increase in demand and your capacity hasn't been able to keep up so more needs to be done. I made clear that long-term funding and resources need to be looked at and policing prioritised."

Calum Macleod, Federation chair, added: "We are here to provide a service for the public. The crisis in policing is ongoing. Anything that needs to be done to protect the safety and security of the public and our membership needs to be done quick time."

He told the Home Secretary: "I appreciate you may need a longer outlook but this is having a devastating impact and effect on communities up and down England and Wales."

# Police minister tells officers they have won the argument on funding

Police minister Nick Hurd waved something of a verbal white flag when he repeatedly told conference that the Police Federation had won the argument about 'stretch and demand' and needing more funding.

In his Question Time session on the first day of conference, he said more funding had indeed been, and still is, necessary, and that 'the first step has been taken'.

But he also repeatedly asked for recognition that the UK is still paying an annual interest bill of £50 billion.

He was joined on the panel by Calum Macleod, the Police Federation chair, Louise Haigh, the shadow minister for policing, Chief Constable Sara Thornton, chair of the National Police Chiefs' Council, and Sir Thomas Winsor, HM Chief Inspector of Constabulary.

Richard Eccles from North Wales then asked Mr Hurd if he could introduce him to the man sitting on the left of him on the panel who has some quite good views on under-resourced services (Sir Thomas Winsor) before asking a more serious question about what he was planning to do about the impact that under-resourcing was having on officers saying, 'we are breaking good people on a daily basis'.

The police minister said he had visited every police force in England and Wales since being appointed last year and had a 'very clear picture' that the 'police system we rely on was very, very stretched' due to increased and more complex demand.

"Some forces are genuinely really struggling to manage existing demand," he admitted, saying that a common theme from meeting front-line officers was one of frustration from professionals who did not feel they could do their job properly because they were being pulled all over the place.

The impact of that was that he went back and won an argument for more money for policing and, as a first step, £460 million was invested and £1 billion more than two years ago due to improvements in the economy.



*Police minister Nick Hurd.*

He pledged to work with the Federation and others to make 'the strongest possible case' for investment in policing in the Comprehensive Spending Review to increase capacity. But work also needed to be done to make best use of officers' time too, he said.

The shadow police minister, who had served as a special with the Met, shared

officers' concerns, and said: "It's great to hear the police minister acknowledge that the police are struggling to meet demand and a large part of that, of course, is about resources."

She told conference: "You cannot do the same as you used to do when you have had 21,000 officers cut, 18,000 police staff and 6,800 PCSOs, that is just a matter of

**“ I have gone out on a limb on this. I absolutely see the case for additional investment in policing, I have made that case, I have won that case and I will continue to make that case as we approach the really big conversation about the next spending review.**

*Nick Hurd, police minister*



*The Question Time panel (left to right): the police minister, Sir Thomas Winsor, Louise Haigh and Calum Macleod.*

fact. But whilst you have had those numbers cut from your ranks, we have seen crime rising and we have seen demand placed on you increase exponentially."

Calls to service had also risen, she said, with the number of calls received every day now at the same level as it used to be on New Year's Eve. Demand was also coming from 'creaking public services across the spectrum' with the police service picking up work for mental health services, the ambulance service and the NHS.

While Theresa May had told the police to concentrate on crime, 83 per cent of calls were not about crime, Ms Haigh said, asking if this was what the public wanted of the police.

"The next Labour government will invest in you in order to reduce the demand and the pressures that you face. We will invest £718 million over the next Parliament to fund 10,000 neighbourhood police officers but crucially we will also invest in other public services... to ease those pressures on you, to reduce that demand you face day in, day out."

Although it was only six years since she had been a Special, she said the service was now 'unrecognisable' and she wanted to invest in policing so officers could concentrate on their basic duty, fighting crime.

The national chair said the police service was in the midst of a perfect storm – public safety had been compromised, officer wellbeing had been compromised and people were suffering as neighbourhood policing had been decimated. Public confidence in the service was affected because people were not

seeing the police.

"The situation needs to be addressed and it needs to be addressed now," Calum told conference.

Chief Constable Thornton said chiefs were aware of the problems and it was good to hear the police minister and his shadow cabinet colleague recognise the issues, with officer numbers at 1985 levels.

Detective Inspector Warren Hines from West Midlands Police said 1985 levels of officers would be a luxury since his Force's officer numbers were down to the same level as 1974. He also said he was concerned the £460 million figure being quoted as new money was criticised and asked if it was correct that £270m of that would come from council tax precept.

Mr Hurd confirmed that £280 million

would come from council tax precept and the rest from central Government. But he added: "This is a totally artificial conversation because there is no Government money if we want more money in police, it's the tax payers who pay it either directly through tax or the interest we pay through additional borrowing."

But he stressed things were changing: "There is a very important recognition underneath that which is the Government understands the system you are part of and very proud of is very stretched at the moment and we need to increase capacity and part of increasing capacity is increasing public investment in our police system."

Sir Thomas added: "What the Treasury needs is objectively prepared, fairly and independently assessed hard evidence of what the demand the public is putting on the police, what is the state of the assets and how much money does the police have and if it doesn't add up that is the prioritisation debate to be had."

All chief constables will now be required to submit Force Management Statements, which should give ministers hard evidence to present to the Treasury.

But Louise Haigh questioned how much more evidence the Government needed, saying it needed to wake up and realise that the police service was not sustainable in its current form.

The police minister said he had already outlined that change and investment were happening: "I am speaking but no-one is listening."

And he made a plea to the Federation: "We can sit here and have the same conversation we have had for years or we can actually look forwards."

## Minister asked for PRRB pledge

The police minister has promised that he will always fight for fair pay police officers.

He was repeatedly asked by the chair of Sussex Police Federation, Matt Webb, if he would go on record to say he would argue on officers' behalf for the Government to accept in full the recommendations of the Police Remuneration Review Body (PRRB) on pay this year, after the Government failed to do so in 2017.

Apparently, lost for words initially, he said he could not agree since he hadn't seen them.

But Matt came back by saying the police service hadn't either but it would accept the recommendations in full.

Last year, he said there had to be a compromise on the recommendations due to affordability.

Nick Hurd finally said he would put that on record and undertake to do so with the caveat that it was as long as they weren't 'bonkers'.

Shadow police minister Louise Haigh said the PRRB was a 'complete joke' since it was supposed to be independent but the Government then ordered it to keep any pay rise under one per cent. Labour would either return to negotiation on pay or would accept in full the recommendations, the shadow minister said.



# Officer assaults: 'we are winning the argument, so let's keep fighting'



Supporters of the Protect the Protectors campaign (left to right) MPs Holly Lynch, Philip Davis and Chris Bryant, with Federation response drivers' lead Tim Rogers and West Yorkshire Police Federation chair Nick Smart.

**M**Ps and the Federation insist the fight must continue to increase penalties for those who assault officers.

The overall theme of conference was Protecting the Protectors: The reality of policing and Day 1 included a session on the Federation's Protect the Protectors campaign on officer assaults just weeks after a private members' bill received cross-party support in its third reading in the House of Commons. The bill aims to provide better protection for officers, through kit such as spit guards, and stronger deterrents and punishments in terms of improved legislation.

While that saw possible punishments for common assault offenders rise from six months to 12 months, there was disappointment that sentencing did not go even further.

Labour MP for Rhondda Chris Bryant played a huge role in getting the bill to Parliament and told conference there was 'no reason' why the punishments should not stretch to five years.

"We have put a really good case forward. An attack on an emergency service worker is

an attack on every one of us," he said.

"Just 18 months ago, the Government was saying there was no need for this legislation. Now, there is no reason why this should not be in place by the end of the year."

Conservative MP for Shipley Philip Davies is a big supporter of the Protect the Protectors campaign. He said the Police Federation had done a fantastic job with the issues involved.

"It is great that sentencing has doubled but it needs to go further," he told delegates. "We need to get it up to five years. We are winning the argument so let's keep going. In politics, things happen frustratingly slowly but people should be properly punished for the crimes they commit."

"I will not be satisfied until there are proper punishments for those who assault police officers and I will not rest until we get them."

Halifax Labour MP Holly Lynch has also played a pivotal part in bringing the campaign to the attention of MPs and getting the bill to Parliament. She explained: "This has been achieved on the back of public

support and the support of your members. We are very nearly there."

The harsh realities faced by police officers were highlighted by the harrowing account of West Yorkshire PC Laura Gargett who joined MPs on stage to explain the injuries she suffered at the hands of an attacker.

She was kicked in the face during an arrest on Christmas Day, had her head stamped on and was knocked unconscious. She told how her children now see her off to work hoping she doesn't get killed.

"My plea to the Government is to start supporting our front-line workers," said Laura. "It's reassuring to know that the Federation are 110 per cent behind this campaign."

Nick Smart, chair of West Yorkshire Police Federation and a member of the Federation's Parliamentary Working Group, said that, while the Protect the Protectors campaign had moved on, it had also taken a couple of steps back.

He highlighted the scale of assaults in his own Force, 1,729 officer assaults were recorded in West Yorkshire in 2017/2018, a



39.8 per cent increase which amount to around five officers being assaulted each day. He explained that 21 per cent of officers – or 362 individuals – had been spat at in the same period.

A package of measures had been introduced to respond to the problem including issuing officers with spit guards, Taser, body-worn video, Force assault plans and the campaign for better legal protection.

Amendments to the assaults bill had weakened its original provisions, he explained: the 24-month sentence proposed had been lowered to 12 months, spitting as an aggravated offence was not included and the requirement for those who spit to be blood tested was also removed.

But he perhaps best summed up the general consensus when welcoming the new animal cruelty legislation which could lead to someone guilty of abusing a pet a five-year sentence by asking: "Why then have we as police officers only got 12 months? That tells me that those in power care more about cats and dogs than they do about you, us, our front-line colleagues."

The Protect the Protectors session also drew attention to the plight of police response drivers who are judged by the standards of careful and competent drivers in law despite their unique role in protecting the public and the advanced training they receive.

Legislation to change that had recently stalled and the Federation's pursuits lead, Tim Rogers, said too much time had already been wasted in their attempts to give response drivers proper protection.

"Officers are trained to break the law and the law has to change to reflect that fact," said Tim, "The Government has confirmed that the law needs to change, and the ball is now firmly in its court. We have waited long enough."

## OUR REP SAYS...

*"This was a good recap as to how far we've already come and what we aim to do in the future. Holly Lynch MP was very good, she's clearly on our side and is doing a lot of work to get other politicians on board."*

*"In terms of the message back to the membership: please, if you are assaulted on duty, make sure it is recorded on Niche. We need to get the law changed and can only do it with your evidence and it also means we can support you."*

*"I have been assaulted many times while at work and I am also supporting a number of colleagues who have been assaulted recently."*

**Adam Commons, Leicestershire Police Federation representative**

## Powerful testimony



Facilitator Ian Collins interviews PC Laura Gargett.

"I was kicked in the face. I was stamped on. It was Christmas Day. My eyes were blackened. My face was swollen and my children were devastated."

Those were the impactful words of West Yorkshire PC Laura Gargett, one of a number of assaulted officers, featured in a video produced by the Police Federation to raise awareness of the impact of assaults on their members.

Laura was interviewed by conference facilitator Ian Collins who said he had expected her assailant to have received a sentence of perhaps five years.

His perception was wrong, she told him. The sentence the woman who attacked her

received was 16 weeks on a tag and a £150 compensation order, an amount the PC knew she would not receive as the woman did not work.

She told him: "We are not super heroes; we do get bruised, we do get battered."

But she also admitted that being assaulted was too commonplace.

"It's a known risk of the job, it's something we all face when we go out day to day on our beats. I just get a little disheartened that the legislation is not in place to support us when these types of events happen, and I think that's because the criminal justice system is currently shackled by legislation."

## Years of uncertainty

Vaughan Lowe bravely took to the stage at the annual Police Federation conference in Birmingham to describe the events that have dominated his life since a tragic incident in 2012.

As a response driver in West Midlands Police, he was responding to reports of a stolen vehicle when he collided with a pedestrian who stepped in front of his car and subsequently died. He was charged with dangerous driving and acquitted after a 10-day trial at court in Warwick.

Yet, just 20 minutes after being found not guilty, the IPCC (now the IOPC) announced he would be facing a gross misconduct hearing.

The painfully lengthy processes used during the IPCC's investigation had a profound effect on Vaughan, his career and his family.

"To listen to the verdict, it was the worse time. For five seconds, your life is in the balance and you are either guilty or not guilty. It's something I wouldn't wish on

anybody, especially a police officer that's done nothing wrong," said Vaughan.

"Then the IPCC stood on the steps of the court and said I would face a gross misconduct hearing. To go through that (another 18 months) and be found not guilty, was something I would also not wish on anybody."

"There was a review by the IOPC and the West Midlands Police to see how I had been dealt with. That review was concluded but to me, it was (just) a paperwork exercise. They said they got it wrong - but after six years - that's no answer for myself or my family."

Accompanying him on stage was Tim Rogers, the Federation's lead on pursuits and the West Midlands Police Federation's deputy secretary. He is at the forefront of attempts to change current legislation to help police pursuits drivers, through a bill in Parliament.

He added: "Vaughan has suffered with an inexperienced investigator. It was appalling. There are still a lot of unanswered questions."

# IOPC chief: we need to be better as an organisation



*New director general of the IOPC Michael Lockwood.*

The Federation remains unconvinced that the Independent Office for Police Conduct (IOPC) fully understands the effects of being subject to lengthy investigations not just on officers but also their families, according to its conduct and performance lead Phill Matthews.

But he did admit, after a very busy and encouraging year in the conduct world, there were signs of change and reform at the IOPC with a move towards learning and improvement rather than the blame and retribution culture to make the system better for the public and for police officers.

The IOPC replaced the former Independent Police Complaints Commission in January this year and the Federation has been keen to work with the re-structured body, under the leadership of new director general Michael Lockwood, to

change the way it conducted investigations, in terms of timeliness and interactions with officers.

"We knew that there was recognition from all sides – the Federation, the NPCC, the Home Office and the IPCC that things needed to change and I have to say that since then I have been really impressed with everybody's willingness to engage," Phill said in his opening address to the first session of conference, 'IPCC now IOPC – What's in a name?'

However, Phill argued that while there had been improvements in some areas – the removal of Regulation 10A and changes to the culture within PSDs – there was still a way to go with work ongoing to take out of the system a large chunk of what used to be classed as misconduct so these matters could now be treated as performance issues. The Federation has

also put forward 36 recommendations to the Home Office for improvements to the conduct regulations.

He said it had not all been plain sailing, however, with the announcement of the Jermaine Baker decision the week before highlighting the issues with the 'case to answer' test and raised concerns about drawn out investigations.

"We have been assured this is something the IOPC is working hard to address. We are yet to be completely convinced that they have fully resolved that or fully understand the implications of the case to answer decisions or long time delays have for all our officers that are involved in investigations. The recent decisions on the Sean Rigg case in the Met after a 10-year wait and the Thomas Orchard case in Devon and Cornwall after nearly six years cause us huge concern."

And he made it clear he was expecting Mr Lockwood to tackle this: "The ball is now firmly in your court. Our 120,000 plus police officers up and down the country are looking to you to prove that if they're investigated they will be treated fairly, proportionately and a lot quicker by your organisation than they have been in the past."

In his responding address, the director general responded to the title of the session, explaining: "Changing from the IPCC to the IOPC will not just be about a new logo but a new strategy and a new approach; one that I hope will be respected on all sides of the policing debate."

Improvements were needed, with one of his priorities being to tackle the problem of lengthy investigations. He pointed out: "We need to be better as an organisation and a number of changes are already underway to speed up our processes."

He highlighted improvements that had already been made in terms of timeliness, roughly one third of cases had been closed in six months, and around two thirds within a year, for the first time more cases had been closed than opened and case closures were up by more than 60 per cent.

"We are getting quicker," he told conference, but conceded that some legacy cases were complex, and also said that it was about the quality of investigations not just speediness.

Mr Lockwood also urged the Federation to encourage officers to be co-operative at an early stage since it made a huge difference.

"The new IOPC will do all it can to improve timeliness and quality but in the case of the former we are not the only players in the system and we need your help and support from others," he said.

A former council chief executive, he said he had been listening and learning from people within the IOPC but also Federation members and other stakeholders. As an organisation, he argued, the IOPC would be impartial and follow where evidence led it but that he wanted to build up confidence within the system. The IOPC is not the judge and jury but was about accountability in the police service.

He wanted his staff to understand what it means to be a firearms officer, a police driver, a custody sergeant or a constable on the beat to make them more effective and insightful in their work and more aware of the context in which decisions are made.

While officers who committed the worst misconduct are not fit to wear the police uniform and damage the good



*Conduct and performance lead Phill Matthews.*

name of the majority of brave and committed officers, he did not want officers pursued for making a mistake under pressure.

"Like you, I don't want to see officers sanctioned because of a genuine mistake which could be better dealt with as an opportunity to learn and improve. However, the line between mistake and misconduct is not clearly drawn. Many of those I have spoken to have supported the need for an improved approach to addressing unsatisfactory performance within the police, so that mistakes and poor performance are recognised and treated as such – and the disciplinary route is focussed on the most serious matters," the director general told delegates.

But he added: "We will not always agree and the IOPC will not always be popular but I hope that an unwavering focus on impartiality, combined with better listening and improved relationships with communities, and yourselves will help us earn respect from all sides even in disagreement."

The session included an input from Thea Walton, head of knowledge and oversight at IOPC, who outlined how the organisation gathered and responded to feedback.

It concluded with a question and answer session involving delegates.

## OUR REP SAYS...

*"There was a buzz in the air for this the first session of the 94th annual Police Federation conference as historically these have been seen by many officers as the 'enemy' always trying to take two bites at the cherry and leaving no stone unturned in an attempt to sanction one of our colleagues.*

*"I follow Phill Matthews, the Federation's conduct and performance lead on twitter, and he's tweeted about the way in which the IOPC had treated an firearms officer who has been acquitted of any criminal wrongdoing in a 'shooting' incident. The IOPC had instructed the officer's force to conduct a misconduct hearing. Phill is passionate about ensuring officers are treated fairly and in a timely manner and he challenged the director general about these during his opening speech.*

*"He mentioned that IOPC staff now, more than ever are engaging with the Federation and he hopes this will continue into the future.*

*"Michael Lockwood says he is making positive changes in the way that the IOPC works and pointed out that he wants the IOPC to be truly 'independent', but also wants to work with the Federation and forces to improve the time it takes to complete investigations and ensure the stress of the investigations is kept to a minimum.*

*"I felt during his speech that he wants to move away from the blame culture that officers perceived (correctly in some cases), when we talk about the IOPC. He wants to change this to a 'learning' culture which I believe Leicestershire Police is already moving toward.*

*"The IOPC has grown in size when forces like ours are shrinking and they are taking on more and more cases.*

*"He challenged officers to co-operate with investigators at the earliest opportunity but was reminded that without 'disclosure' this would be difficult.*

*"Thea Walton then took to the lectern, explaining she takes a 'thematic' approach and had four work streams she and the IOPC wanted to concentrate on. Timeliness, communication with officers and families throughout the investigation, disclosure (which we believe is vital but the IOPC hasn't really started working in) and finally the general relationship between the IOPC and police officers.*

*"She made a point of telling us that the IOPC is quicker at coming to a conclusion in investigation than nine Home office police forces. Well, that means that they are slower than 33 others. There's some work to do but I think the tide is slowly turning and maybe there is more than just a change of name!"*

**Joe Lloyd, Leicestershire**



# Federation seeks national policy on fatigue to tackle 'burnt out' officers



Jayne Willetts, the Police Federation's roads policing lead.

**T**he detrimental effects of fatigue on the performance of police officers were laid bare during conference.

The Federation set out plans to push for a national policy on fatigue and make forces across the country aware of their responsibility towards trying to alleviate the problem of 'burnt out' officers.

With the police service stretched to the limit and recent media reports of thousands of rest days being cancelled across all forces, guest speaker Dr Paul Jackson from the Transport Research Laboratory, a psychologist specialising in fatigue risk management, said officer fatigue was 'too important an issue to ignore'.

Addressing the conference floor during the 'Fatigue in our Forces' session, Dr Jackson said: "Fatigue can result in reduced alertness, procedural errors and impairment in risk perception.

"We are not talking about police officers feeling a bit tired, what we are dealing with is officers reaching the point that their decision-making could be impaired.

"Fatigued people don't follow the rules

but they do have their judgement affected and a fatigued person is more likely to make mistakes. All of this can be exacerbated by operational demands placed upon officers such as shift work and interrupted sleep patterns."

In addition to shifts, extended work days, working at times of the day when you should be sleeping, and then sleeping at times when we are naturally most alert, contrary to the Circadian sleep pattern rhythm, working on rest days when you should be recovering and preparing for your next shift, would all take their toll.

Under the current doing more with less reality of policing, there were staffing issues such as single crewing, the pressure to do longer hours, unrealistic time pressures, unachievable deadlines and leave requests being refused, all of which led to higher workloads and police officer fatigue and stress.

This, in turn, lowered morale, had an effect on wellbeing and created more sickness and absenteeism, creating a vicious circle.

The long-term effects, he explained, could include injury and serious illness with higher levels of the stress hormone cortisol leading to obesity, cardiovascular conditions and diabetes.

Jayne Willetts, the Police Federation's roads policing lead, said fatigue levels among officers were getting so bad that action needed to be taken immediately.

"People are shattered before they go out for work," she said, "We need to ask senior officers: 'what are you doing to support your officers out there'?

"This is the elephant in the room and we need to be aware of it. We can't carry on the way we are because we will have a burnt out police force. Other industries have recognised the importance of addressing this issue and

it must be mirrored in policing. Something has to be done, and it has to be done now."

Jayne described a trip back to her home force of West Mercia to see for herself the effects of fatigue on officers.

"They are telling me how frequently they are called in early and off late, and how many rest days they are having cancelled. They were saying quite openly 'we are knackered', 'we are burnt out' and they feel that they can't provide the service to the public they want to," says Jayne.

She added: "This is unacceptable. It is no wonder that people are off sick because they know when they come back, they will be in exactly the same position they were before they went off."

The panel, which also included Adrian Smiles from the Police Federation's health and safety sub-committee, agreed that management needed to provide officers with the tools to help them get good levels of sleep and rest.

Issues were raised around officers taking work home with them and working on annual leave just to catch up with their workload. They were booking leave off work instead of admitting occupational health problems.

Jayne and Adrian said the Federation was now planning to promote awareness around the causes of fatigue and around the legal requirements for forces. They said there should be a shared responsibility from both individuals and organisations to tackle the situation.

Members are being encouraged to look out for the Federation's demand, capacity and welfare survey which will be issued in the summer in a bid to get an accurate assessment of officers' views on these issues.

The results of this year's survey will be analysed and compared to a similar survey two years ago.

**“ We are not talking about police officers feeling a bit tired, what we are dealing with is officers reaching the point that their decision-making could be impaired. ”**



# Protecting our streets: Does stop and search reduce knife crime?

## Former gang member says officers need to understand the communities they police

An address by a former gang member provided a fascinating back-drop for a break-out session asking if stop and search reduced knife crime.

Sheldon Thomas spoke from experience, when addressing the national Police Federation conference in Birmingham, outlining the mindset of a gang member.

He has since moved on to launch Gangsline – a helpline and prevention service for anyone involved in gang culture.

He also lectures, advises and consults police forces and governments and his insight could be very useful for a force battling rising violent crime in areas of the country.

At the seminar entitled 'Protecting our Streets – Does stop search reduce knife crime?' Sheldon spoke of the need for society to change and for communities to take their fair share of responsibility for reducing violent crime.

Having been shot at four times in a London nightclub in the 1970s, he outlined how the issues surrounding violent crime were complex and said both families and communities had a strong part to play in dealing with the situation. He explained how their involvement could change current attitudes as particularly knife crime takes a dramatic increase.

He believed that many of society's problems exacerbated the situation, like poor mental health and the on-going difficulties faced by drug selling and drug use among inner-city populations.

Sheldon said the police could play a huge part in tackling the problems at source but insisted those officers had to fully understand the communities they policed.

And those police had to be properly resourced and funded if they were to truly tackle the current issues.

Other speakers during the session included the Federation's operational policing lead, Simon Kempton, and Roger Pegram, vice-chair of the Society of Evidence-Based Policing.



Sheldon Thomas.

Everyone agreed that the much-discussed issue of stop and search had a role to play in reducing violent crime and that it was a tactic that should always be deployed at the right time and place.

### OUR REPS SAY...

*"We were looking at whether stop and search would reduce knife crime. It was not the session I thought it was going to be. Speakers spoke through statistics and the different areas of knife crime."*

*"Sheldon Thomas was the third speaker and the founding member of Gangsline and he gave an amazing talk to us. It was not written in advance and he talked about what he has been through and his perception of what he thinks needs to change with regards to family and community and social media. It completely flipped on its head everything I was expecting and really impressed me. It was very interesting."*

*"I wanted to go to the session because stop and search is a hot topic in the media, especially with what is going on in London. It didn't answer every question I had going in but Sheldon's talk was fantastic."*

**Adam Commons, Leicestershire representative**

*"This is a subject close to my heart having worked in this area for a number of years. It's about instilling confidence in policing. We are working together with communities, to deal with issues as a collective as they are too an important stakeholder. Communities not only defeat terrorism but also crime itself."*

*"I see the importance in what neighbourhood policing can bring not just for Prevent but also the CT/DE network."*

*"Mr Cole argued that boots on the ground are really important; he was open and honest and clearly values neighbourhood policing. He agreed, as I do, that reductions in neighbourhood policing have impacted on our counter-terrorism work."* **Sanjay Chauhan, Leicestershire Police Federation representative**

## A career for life?

Research conducted by the Police Federation found the majority of new recruits join the service with the intention of staying for life, but after five years only a third still see it that way.

More than 100 delegates attended a break-out session on the second day of conference entitled 'A career in policing: living the dream... or killing it?'

Dr Fran Boag-Munroe, Police Federation research practitioner, said: "The majority of new recruits do join with the intention of staying until retirement

age. The fact that after five years only 38 per cent of them still see themselves staying for that long must mean that their experiences in those five years lead them to think otherwise."

The stats show that officers are leaving because of issues such as their physical and mental health, low morale and the impact the job has on their family and personal life. She continued: "Recruiting officers is one thing, keeping them is another and if officers are not being supported to achieve what they want within their career, this could impact on retention going forward."

# The police cannot keep the public safe, says vice-chair

**T**he police service cannot deliver a service to adequately keep the public safe.

That stark and worrying admission came from the Police Federation's vice-chair and welfare lead, Che Donald, at the national Police Federation conference in Birmingham.

During a session called 'Protecting our service: the demand and capacity imbalance', Che outlined numerous factors that he said were adding stresses and strains to forces across the country and stopping them providing a service of which they could be proud.

During a dramatic address to delegates, Che said: "With the increased demand and decreased numbers, we cannot deliver a service we can be proud of. We cannot deliver a service to adequately keep the public safe. If our members are not adequately protected, how can we expect them to protect the public?"

"Cancelled rest days, leave embargoes, single crewing, reductions in neighbourhood policing and unworkable, unsocial and unmanageable shift patterns. All of these are attempts to meet the current demands being placed on the service. All of them are failing and all of them impacting on the health and wellbeing of our members and our ability to protect and serve the public.

"There is glaring, unequivocal evidence. It's not scaremongering, just facts. Cuts do have consequences. How do we resolve this for the sake of our members and the safety of the public?"

The Federation has tried to take the lead in this area, holding a series of workshops earlier this year attended by Federation officials, senior officers and other stakeholders, where the findings of its demand, capacity and welfare survey were discussed with a focus on the causes not the symptoms.

Che said they had outlined four specific areas to concentrate on:

- 'The changing nature of crime and reductions in other public sector services



*Former Met chief superintendent John Sutherland.*

means the police will need to find out what the public needs and what the police can deliver with limited resources.

- 'The need to better qualify demand.
- 'Problems with resources like old and outdated systems.

- 'Police taking on roles within the public sector that would have previously been done by others. Only joined-up thinking across all agencies will make this work. He announced that all major stakeholders had signed up to these suggestions and was looking forward to working them towards solutions.

It was little surprise that the vice-chairman's views were echoed throughout the auditorium and, when delegates were asked: 'Are there enough police to keep the public safe?', there was a resounding and overwhelming answer of 'No' from 97 per cent of delegates who voted.

The police service has lost 20,000 officers since 2010 and that has led to high levels of stress, poor mental health and low morale. Thousands of rest days have been cancelled in forces across England and Wales due to rising demand.

Another speaker in this session was former Met chief superintendent John Sutherland who was medically retired in February after the stresses of the job had taken too much of a toll on his health.

He has written a book entitled 'Blue' on his experiences and spoke emotionally about a mental breakdown.

"I love this job. I really love this job and I love the people who do it," he said, "For 25 years, it was a privilege to serve because when you strip away all of the things that don't matter, this remains as extraordinary as any job can be.

"These are the most challenging times for policing in this country since the end of World War Two. It's more complicated and the risk is rising while numbers are falling to their lowest levels in a generation. Every single one of you remains a terrorist target and this job remains more dangerous than at any point in my lifetime.

"I spent more than 25 years working with heroes and what troubles me at the moment is that some of those heroes are breaking. People are breaking on our watch."

The head of HMICFRS, Sir Thomas Windsor, said that police face 'enormous risks' every day and that the wellbeing of those officers should be at the forefront of everyone's mind for the police service and



Head of HMICFRS Sir Thomas Windsor.

the minds of the communities they serve.

"As the head of the inspectorate, we will be putting the welfare of officers and their wellbeing at the top of our agenda, both mental and physical," he said.

"As well as the person armed with a weapon, officers also have the stresses and mental strain that goes with the job. That can come with being run ragged but also the appalling things that they see and hear in their working lives like suicides, sudden deaths and road traffic accidents. They can have a serious detrimental effect on officers."

Sir Thomas added that changes were needed to alleviate this situation and they are happening too slowly.

He said there were 'no excuses' for the shortcomings the inspectorate sees at forces around the country and said chief constables needed to improve performance and efficiency.

Rob Flanagan of Lancashire Police ended the session by explaining how the Oscar Kilo initiative will be promoting new ways of protecting the work force and supporting the wider wellbeing agenda.

## OUR REP SAYS...

*"The Donald was a strong opening speaker offering straight evidence about the demand and capacity imbalance. It was a good clear message that seemed well received. John Sutherland gave an affable and funny introduction. John said he believes policing is facing its hardest times since WW2, crime and demand is rising. He offered well received comment supporting the same mantra as FEW. Impressive oratory and human interest, personal account of his own experience.*

*"Sir Tom praised the 'can do' attitude of the police service, however, he identified this can be a weakness as the true demand stress picture becomes hidden. I was very interested to hear about Force Management Statements, which I see as a positive move brought in by the HMIC. These are evidenced-based demand predictions which chief constables 'must' sign and submit. As is expected at conference, Sir Tom offers a strong presence on the stage, whether you agree with him or not!*

*"Rob Flanagan of Oscar Kilo gave a personal account of being assaulted and off work for a considerable period of time. He gave an easy to listen to explanation of what Oscar Kilo is and what it does. It is an online toolkit that enables officers to make a personal welfare assessment and also aids a force's wider holistic approach.*

*"I believe the demand and capacity imbalance is widely accepted as the single most significant issue facing the police service. As a police sergeant I have experienced challenges when leading a response police team and, more recently, a neighbourhood police team and it is fair to state there were always challenges with there being too many jobs and not enough cops. However, in recent weeks, I started a new role working in CMD and the current level of demand really hit home hard with me.*

*"There simply are not sufficient available operational front-line officers to meet the level of demand expected of them. Having seen first-hand the current picture within CMD, my own concerns about me or my family becoming victims of crime increased. This was not so much due to a concern about increasing crime and disorder, but more to do with that I worry the police would not be there if we ever needed them.*

*"The NPCC and Superintendents' Association are finally becoming vocal about the lack of police numbers, this is long overdue though and I remember well the comments coming from them to the Home Office that the cuts can be absorbed without affecting efficiency. I would like to now see both organisations joining with PFEW to present a united front in the fight for more Government investment in policing."*

**Danny Graham, Leicestershire representative**

**“With the increased demand and decreased numbers, we cannot deliver a service we can be proud of. We cannot deliver a service to adequately keep the public safe. If our members are not adequately protected, how can we expect them to protect the public?”**



# Neighbourhood policing cuts hit fight against terrorism

Leicestershire Chief Constable Simon Cole cut straight to the chase when he took part in the conference break-out session centred around counter-terrorism.

The session, on Day 2 of conference, was headed up 'Protecting our communities: have reductions in neighbourhood policing impacted on our ability to tackle terrorism?'. And Mr Cole, the National Police Chiefs' Council lead for local policing, began by putting up a slide showing that question and the answer, 'yes'.

He said that with 33 million fewer deployable officer hours each year, neighbourhood policing had been hit as forces tried to prioritise as the cuts hit.

Mr Cole's starting point was that communities defeat terrorism and policing needed to be part of those communities. He also referred to the new College of Policing document Modernising Neighbourhood Policing which set out the principals of community policing.

Mr Cole highlighted research showing that those concerned about a loved one being drawn into terrorism would turn to a relative, a friend or the local police.

"That local police, that boots on the ground, call it what you will, is really, really important and that figure from the police is more likely to have something shared with them than a teacher or perhaps even a community leader," he explained, adding that the police needed a local presence, with an officer in the community sensing what is going on within their area was important.

As the NPCC lead on Prevent too, he also talked about the safeguarding work it involved and some of the benefits of its initiatives.

The Chief concluded: "We have a capacity challenge around neighbourhood policing; it does impact on our engagement with communities."

Other speakers in the session were Simon Kempton, operational policing lead for the national Federation, who said neighbourhood police officers should have the time to build up the trust with



*Leicestershire's Chief Constable Simon Cole.*

communities that could help tackle terrorism.

He told delegates: "The wholesale reduction of neighbourhood policing endangers us all. It undermines all our efforts in fighting extremism of all sorts where ever it's found, what ever it looks like. We know from our own experience that neighbourhood policing builds trust; trust in

what we do; trust in why we do it. We know that where there are strong community links between those who we serve and our neighbourhood policing teams, that we are far more likely to be able to work together to solve those community issues, rather than the police simply constantly reacting to problems and putting a plaster on them – parachute in, parachute out."



**We have a capacity challenge around neighbourhood policing; it does impact on our engagement with communities.**





*Simon Kempton, operational policing lead for the national Federation.*

"Our neighbourhood teams, properly resourced, can introduce other agencies to help deal with those issues rather than the police service being that service of first resort where we all too often find ourselves."

He concluded: "I believe that cuts to policing, which have undoubtedly decimated neighbourhood policing across our country, have not just impacted on our ability to tackle terrorism but have fundamentally

undermined those efforts," he said.

He was joined on the panel by Amanda Morris, community liaison officer at the Muslim Council of Britain, who said the Prevent agenda was not working since it was not built on evidence, created suspicion in the Muslim community, it fuelled Islamophobia and was not transparent. She argued that building relationships with communities was key.

**"I believe we are at the stage where cuts to neighbourhood policing, and policing more generally, are a legitimate national security issue and one which this Government must reverse."**

People who developed violent tendencies, the council had found, tended to have some kind of grievance with wider society. The Prevent agenda was creating more grievances not alleviating them, it was a blunt tool and should be reviewed.

She said: "There obviously is a need for counter-terrorism strategies, there is a need for policing and there is a need for more policing on the ground and I believe the solution to this is to increase funding to community policing."

## Chief takes part in conference debate

While at conference, the Chief Constable agreed to appear in a brief video interview for our social media channels.

He said: "Fantastic to be back in Birmingham. I have just walked across ground that I used to walk as a PC 30 years ago. I did the Memory Lane bit.

"I have just come out of the pay and reward session and there is lots and lots going on. It is all quite tricky and challenging because it involves balancing the books and so things like amounts of pay are balanced against the number of people you can then employ. It was a really good discussion and very interesting."

# Concern over starting salaries in pay and conditions debate

**D**urham Police and Crime Commissioner Ron Hogg argued that it was thanks to Police Federation members that the police service had not collapsed.

Speaking out in the pay and conditions session in the opening segment of Wednesday's conference, Mr Hogg also agreed that proposed starting salaries for new recruits were now too low and that he had not dropped them to the £18,000 level put forward under Theresa May's time at the Home Office as he did not feel it was right to do so.

"The only reason that the police service has not crashed is because of the efforts of the Police Federation members, the men and women out on the streets and we must actually listen to them very carefully," he explained.

The service needed to reform but it needed to learn from its mistakes, the PCC said, pointing to the divisive effect of CRTF and SPP, although they were well-intentioned. Skills had to be recognised along with hard work and commitment.

He expressed concern that change was being driven by the Treasury and concluded, to widespread applause, that pay reform needed to bring: "The right change, for the right reason, to get the right results."

The issue of starting salaries was a theme throughout the session with Andy Fittes, general secretary, starting by criticising the £18,000 figure for apprentices: "We have a fundamental issue over the starting salary for that; we think it's too low. And I still think it's wrong that we are asking people to do a job we all do at such a low level of pay."

Apprenticeship pay would be 'paypoint -1', he said.

There needed to be a joined-up plan on recruitment, pay and career progression that was fair to all.

Not surprisingly, he was backed up by Dr Joan Donnelly, the Federation's head of research and policy, who argued that the starting salary of £23,000, which was paid at the time of the Winsor review, would now stand at £26,500 if it had increased in line

with inflation.

Dr Donnelly said the Treasury seemed to be dictating that pay should be linked to some kind of productivity and that was not necessarily the right approach to policing.

And there was widespread concern about how the lower salary would attract the right recruits and also recognise the pressure they would face in training in the challenging role of being a police officer and also completing more academic studies.

The session began with a dry presentation from conference regular, Chief Constable Francis Habgood, the National Police Chiefs' Council (NPCC) lead for pay and conditions, who talked about the link between workforce transformation and officer pay structures.

He outlined a national pay structure, local supplements, links between pay and contribution, pay and competence and pay and specialist skills, a review of increments, consolidation of allowances and consistency between police staff and officers doing similar work.

He talked about the College of Policing and NPCC Workforce Transformation in the Police Service project which was looking at attracting and recruiting people into the police service, professional development, wellbeing and engagement, leadership, pay and grading and organisational development. The aim was to give a clear framework for career development and progression through the police service.

Unique elements of policing should be reflected in the P-factor – perhaps formerly referred to as the X-factor – which refers to physical, psychological, legal and socio-economic issues, including the restrictions on an officer's use of social media.

Andy said that police pay was not easy to sort out and admitted, if it was easy, it would have been dealt with a long while ago. There were many variations on the theme of recruitment across forces and this did not help consistency. Leaders, he said, the Home Office, chief constables and PCCs, should be consistent and should have a plan in place.

Dr Donnelly questioned the validity of the pay data used to calculate the entry level



*Durham Police and Crime Commissioner Ron Hogg.*

starting salary used in the submission made to the NPCC, stating that it contained data from apprenticeships that did not fall into the same high-level apprenticeship that would be used in the police service.

Another theme that Federation representatives returned to in their questioning of the panel was whether it was right to put an emphasis on recruits needing a degree to join the service. Later in the day Home Secretary Sajid Javid was asked if he thought a police officer needed a degree - he replied: "No, I don't."

## OUR REP SAYS...

*"This is always a lively session with some good engagement. We talked a lot about the new apprenticeship scheme and the ways that people can into policing and the service."*

*"The debate was a bit one-sided around the question of whether you need a degree to be a police officer. Personally, I don't think you do - but think a degree in policing is a good idea and one that should be explored. Chief constables need to come up with a plan of how they integrate that and the way that you come into the service. In particular, we have to face the facts that chiefs have tough budgets and one thing we can't do is let that result in having fewer police officers."*

*"If apprenticeships schemes can bring us, as it will in Leicestershire, another 20 police officers, then we need to get that right and embrace that scheme and make it fit for purpose and the Federation is keen to be engaged and involved in that discussion."*

*"I look forward to having that discussion with Mr Cole who sat next to me in the debate and is keen to talk and make that work."* **Matt Robinson, Leicestershire Police Federation secretary**

# Time to tackle the crisis in detective policing

**P**olice chiefs and Government leaders are being urged to tackle the crisis in detective policing.

Martin Plummer, chair of the Police Federation's National Detectives' Forum, led a break-out session centred on the Detectives in Crisis campaign on the Wednesday of conference.

Morale among detectives was at rock bottom, he told delegates who were also shown two videos.

The first highlighted the pressure on officers to be superhuman despite the fact that they too could be victims. In the film, Staffordshire DC Gary Cliffe, a former Manchester City junior side player who waived his anonymity to tell his own story after the trial of football coach Barry Bennell, talks of the trauma of being seriously sexually abused over a four-year period and the support he had since received from his colleagues.

The abuse happened when he was between 11 and 15, virtually every weekend and every school holiday while he was in training with his abuser even attacking him in his own home while his parents were in the next room.

He admitted he buried what was happening to him: "I hadn't got the words or vocabulary to speak up at the time. I was dying inside. I knew it was wrong."

Gary said there was also a fear that the bubble would burst in terms of the footballing opportunities ahead of him. "The football was great," he said.

Having first plucked up the courage in the '90s, he reported the abuse to the police but then did not have the strength or stomach to press charges. But when other youngsters came forward to make similar allegations in September 2015, he once again spoke to the police and, as awareness of the case grew, he finally told his sergeant that he was one of the victims as the pressure just got too much.

"I have got to say the support has been immense," he said, adding of his Force colleagues, "I can't thank them enough."

But he stressed the importance of people realising police officers were just the same as everyone else.

"Members of the public do think we are invincible and perhaps lack feelings but that is not the case," he said, explaining that his colleagues were professional and



*Martin Plummer, chair of the Police Federation's National Detectives' Forum.*

compassionate, supporting survivors and victims, "Police officers, we're normal people, we have got feelings. But we still get on and we want to do the best we can for the public."

The second video focused on the role the Family Liaison Officer (FLO) provides to victims. Amanda Richards witnessed her step-father's murder on Boxing Day in 2012. T/DS Mark Petrovic, of Nottinghamshire Police, who works on the Major Crime Team, helped Amanda and her family through the emotional process of coping with the murder and the investigation during the months afterwards.

In the video, Amanda explains: "For us, he was there to listen and to talk to us and to answer questions and to liaise and to be that bridge between what was happening and the important role that the police were doing but also to keep our lives as normal as they could be within that."

And Mark also highlighted the toll the role could have on officers.

"Investigating these types of crimes is difficult. It does have an impact on you particularly for the Family Liaison Officer. You are there to support the family. What you are hearing and recording in witness statements and accounts from those witnesses is quite harrowing. So, it is very difficult but nonetheless, it's an important role," said Mark, who has 25 years' service, 18 in CID.

Amanda summed up the importance of the support he offered: "He is the one person who understands the experience that I had that no-one else understands so for me

that's important."

And, she added that she felt that link between them would always be there.

Chief Constable Matt Jukes, of South Wales Police and national lead for investigative resilience, also gave an overview of what is being done at a national police level to tackle the issues of recruitment and retention within the detective policing arena, where it has been highlighted that there is a national shortage of 5,000 detectives.

## OUR REP SAYS...

*"Three real points came from the session focusing on the recruitment of detectives, retention of detectives and the qualifications needed to be a detective. It has been announced that there are 5,000 vacancies around the country for detectives and their specialisms.*

*"In Leicestershire, we don't have that issue on retention and recruitment but we do have that issue around qualifications. That is being addressed.*

*"The other issue was around the wellbeing of those officers and the workloads they are undertaking. That is being addressed in Leicestershire and we are working towards making sure our detectives are qualified and that we are working towards that wellbeing agenda."* **Paul McKinder, Leicestershire representative**



# Women standing shoulder to shoulder



about MP for Halifax Holly Lynch was one of three speakers to talk about their careers in the 'Women standing shoulder to shoulder' break-out session on the opening day of conference.

Holly, who first championed the Federation's Protect the Protectors campaign on assaults after seeing for herself the dangers faced by officers when she joined a West Yorkshire officer on patrol, told delegates she had just six weeks from being nominated as an election candidate to starting her new role as an MP. She also touched on the emotional toll of liaising with the local community and party supporters following the murder of Jo Cox, the MP for Spen in June 2016.

Bedfordshire Police Inspector Annita Clarke, another of the guest speakers, described her unconventional way of picking which force to join, her career path and the effect having children had on that.

She also mentioned her work with the British Association for Women in Policing (BAWP) and the International Association of Women Police (IAWP) and in coaching colleagues.

The third speaker was Emma Hawksworth from Slater and Gordon who has regularly given legal updates to conference but talked about the way in which she had supported women members of the Federation and how things had progressed.

## PC receives award for her work with city's sex workers



*Sam Roberts, regional Federation rep, Holly Lynch MP and Tina Newman with the Women in Policing Award.*

The winner of this year's national Women in Policing Award told conference 'it doesn't feel right that I'm singled out' and paid tribute to her colleagues.

Avon and Somerset PC Tina Newman received the award for her work with sex workers in the Bristol area and, in particular, re-defining the way they are policed.

The attitudes of both the police and the local community were very different 20 years ago; the women sex workers had no confidence in the police and, despite being extremely vulnerable, were misunderstood and misinterpreted.

Tina worked hard to engage with local

community groups and in doing so built relationships and trust. She became a role model for other police officers and staff and, prior to the introduction of Independent Sexual Violence Advisers, helped women navigate the rape conviction process, from the initial report through to court appearances, to secure convictions against dangerous offenders.

Tina said: "It's a real privilege to win this Women in Policing Award 2018 but it doesn't seem right that I should be singled out. I am proud that in Avon and Somerset we have a true partnership approach to how we police our streets."

## Fallen officers remembered

Both the Home Secretary and national chair paid tribute to the two officers who had died in the line of duty since the last conference.

Calum Macleod asked conference to pause for a moment in honour of PC James 'Dixie' Dixon (39) from Thames Valley Police, a motorcyclist killed in a road accident while on a training exercise on 5 December 2017, and PC Dave Fields (45) from South Yorkshire Police who died in a crash in a police car in Sheffield on Christmas Day.

He also remembered PC Steven Jenkins from Gwent Police who died while on duty on 6 October at Pill Police Station in Newport after being taken ill.

"They will never be forgotten," said Calum.

Sajid Javid remembered the officers and the families they left behind.

And he added: "This week, we also remember the extraordinary acts of police bravery in the aftermath of the Manchester Arena terrorist attack a year ago. We remember those officers who ran in to help and protect the many innocent people who found themselves caught up in the attack. We remember DC Elaine McIver who lost her life in the attack whilst off-duty. And we must also remember those officers who got to London Bridge in eight minutes. Saving countless lives.

"I am also hugely grateful to Detective Sergeant Nick Bailey; one of the first at the scene in Salisbury who put himself at great risk helping others. Every single day, you make the brave decision to pull on your uniform and go out to work not knowing what you'll have to deal with on your shift. People call policing a 'job like no other,' but you simply call it 'the job.'"

Conference observed a minute's silence for the victims of the Manchester bombing at 2.30pm on the Tuesday, a year to the day since the terrorist attack.



# Taking the Federation forward

**T**he future of the Police Federation of England and Wales (PFEW) is all about becoming a responsive organisation for members, with democracy and governance at its core, general secretary Andy Fittes said in what was his last speech at a Federation annual conference due to his forthcoming retirement.

In the speech, which earned him a standing ovation, he gave the Annual Value Report which replaced the AGM. Describing a year of managing positive change, he said the aim was to improve processes so that Federation representatives have more time to spend with members, and there is more money to spend on services for members.

Current electoral reform of the Federation is helping to drive the organisation forwards, he added, and he welcomed the many new reps attending conference for the first time.

The initial electoral focus, using a number of positive actions, has been on addressing inequalities in gender and BME representation, but in response to a question on LGBT and disabled representation, Andy confirmed these too would be addressed.

He explained: "We have a legal obligation to become more representative," and added, "We have made a good start, but we need to keep doing more."

The electoral change process will be completed in September with the selection of his own successor.

Andy also highlighted the value of the pay and conditions survey and the esteem it is held in outside the organisation – with its results last year helping to win the backing of the pay review body for a pay rise above one per cent.

He also listed progress on a wide range of issues:

- After much asking, the Police Pensions Scheme Advisory Board now provides a pensions calculator and in some parts of the country there is now better access to clear pension statements although work continues to provide consistency
- The Through Life Research Project is helping to shape resourcing as it follows police officers and tracks their aspirations at every step of their career
- Invaluable welfare work is being carried out every day by representatives
- A sustained and award-winning communications programme has handled more than 1,000 media enquiries in the year and made more information easily available to members
- The Believe in Blue and Protect the Protectors campaign, the flagship Police



*Retiring general secretary Andy Fittes.*

Bravery Awards keep the work of the Federation in the public eye

- Specialist support available to firearms officers through work with the Police Firearms Officers' Association, and
- Training was provided to more than 500 people last year to help them carry out representative work.

He concluded that with new rules and regulations now in place, the spotlight is shifting to Governance and how the Branch Board Service Centre (BBSC) activities develop.

In an emotional finale, he thanked all those in Leatherhead and the branches who have worked for the Federation, often in voluntary capacities, and his family for their support.

## **The treasurer**

Tim Packham revealed the hard work of the BBSC to help drive efficiencies in costs and processes means a predicted £9 million budget deficit this year was on track now to be much less - around £5 million - with next year's deficit likely to be cut further to £1 million.

Part of that reduction is due to greater support to achieve value for money across all business services – from recruitment to IT support. An expanded team of in-house legal experts, with the skills to deal with claims against police officers, means less work is having to be outsourced

Tim said: "It's about reduced costs and better management... about getting quality service at a good price."

Looking ahead, reforms of the Claims Management System – a project which will replace systems at Leatherhead and across branches with a single system - is expected to be cost neutral in 18 to 24 months.

There is also a commitment to provide

more training for all branch trustees and treasurers.

## **The advisor**

Jim McAuslin outlined the remit for the PFEW Advisory Group as a 'critical friend' to look at the work of the PFEW and to offer advice.

The idea of a 'critical friend' had first been suggested in the Normington report and Jim said that in many ways the role could be compared to that of non-executive directors on Boards.

The six-strong Advisory Group members, drawn from a wide range of specialisms, began their work in December to look at progress the Federation has made on issues such as standards, health and wellness, equality and diversity, pay and conditions and public trust.

Giving the Federation credit for opening itself up in such a way, he said they had already 'seen some areas to challenge, to add to your thoughts'.

For example, he warns elections are only one step on a long road to transparency as the Federation takes on what he described as the 'huge agenda' of change.

All members of the Advisory Group, he said, care about the role of the Federation and its future and were committing to building a relationship based on trust in coming years.

## **Where will the Fed be in five years' time?**

In answer to this question: Andy said: "I want to be invited back to see a more representative organisation with the enthusiasm and the skills of the existing one!"

Tim pledged it would have 'financial stability'.

Jim responded: "Bigger, have more influence and will be attracting quality people."

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# Lose the neighbourhood team, lose the knowledge

**Continuing our Communities First campaign, showcasing the great work carried out by our neighbourhood officers, we feature Andy Jones and Matt Eld, two officers working hard to keep the links with members of their communities alive.**

**P**C Andy Jones describes his current dedicated neighbourhood officer role as 'the beat bobby that the public love to see'. He joined the service in 1995 at the age of 30 and began as GDO (response) officer at Beaumont Leys. He then became IRV advanced driver at New Parks – a role he said he really enjoyed.

"I was zipping around the estates dealing with everything and anything. That time at New Parks has a special place in my heart – great times and a great team," he explained.

His role now does not have 'all the rushing around in the cars' but Andy says he is building partnerships.

"Now I get to have a daily interaction with businesses and associated agencies, building partnerships and working with teams from Outreach, health, council and retail crime (Citywatch) to name but a few," he explains.

"You can't build the relationships when you're rushing around responding to jobs but being a neighbourhood officer allows me the time to get to know all the agencies. I get the time to stop and speak with business owners and security people.

"It is an important role because I'm generally the first point of contact when I'm out walking as the public, young, old, and most in between, love to see the 'beat bobby'. They love the reassurance and actually they'd love to see more officers. And I can't tell you how many times I've had a photo taken with a visitor!"

Andy adds: "A good example of our success



is that closure notice was recently served on a drug dealing property. It had taken the team hours to collate all the intelligence and information.

"As for 'street lifestyle' – the umbrella term used for rough sleepers, beggars and drinkers on the street – the team worked together with the Outreach team, council, health service and police volunteers to offer people on the streets advice. There is always going to be some resistance from them but we try to have a more positive and incremental approach to dealing with them."

The disadvantage to the role he has been in for five years, however, Andy said was working alone.

"Being a city centre neighbourhood officer, but with the lack of resources now, has meant that on several occasions I've had members of the public and security officers come to my aid when I've been dealing with some individuals or groups. The difficulty is the uncertainty of knowing where your back-up will come from. But that's an issue across the board in the police service now."

Andy also says he believes the service currently faces several other challenges.

"Those challenges vary according to who you speak with but they include delivering what the public want, the financial cutbacks affecting the numbers of officers, and the demands on us now are greater, and more and more we're having to justify our roles. I know we have to adapt with the demands but I feel I'm having to justify myself and what I'm doing daily.

"More officers are needed. One on every street corner is never going to happen but more officers would offer reassurance to members of the public, although I always get questioned by the public about what's going on if they see more than two or three officers!

"If we did have the luxury of more officers, more tasking could be done. We are never going to solve every issue but with more would help we could scratch away at the local issues – begging, theft, prostitution. It would also give us the opportunity to build greater relationships with our partner agencies. We have good ones now but there is always some room for improvement."

Andy concludes: "In short, neighbourhood policing is a must. The public want feet on the street and a car zipping by is impersonal. The change in our uniform is in line with the demands and current climate but it doesn't change the way we police. You can get out there and in the faces of the ones who are causing the issues. Since being a neighbourhood officer, I have got to know a lot of names and faces and, on the whole, there is a 'relationship' built up between them and myself. We say hello and speak, even after arrest. That also means I have other teams and agencies approaching me asking for help in naming or identifying suspects.

"Lose the neighbourhood team, lose the knowledge."

## Matt's brushing up his language skills...

Knowing the names and faces of people enables community-based officers to build up a good relationship with them, according to PC Matt Eld who joined the Force in 2008 as a PCSO and became a PC in 2011.

"This works to the point where certain wanted people don't run from you," says Matt, jokingly adding, "Or you can get their mother to bring them to you – adults included!"

Matt works in the West End which, specifically the Narborough Road, he says is one of the most diverse stretches of road in the UK.

"The mixture of cultures and languages can create barriers at times, particularly when trying to police the area and build trust. Perception is everything when trying to demonstrate legitimacy in the work I do and it is clear from my

interactions with the local community that the perceptions of the police vary, depending on what country the community originates from," he explains.

"Since being on the beat, I've worked hard to build up links and I now feel part of that community itself, which is something I take great pride in. I have also just started to learn some Polish in my own time.

"Until recently, there was a problem street which related to drugs and anti-social behaviour and this attracted local criminality. At first, the community lacked trust in the police and the confidence to report information.

"But by focussed patrols, lots of pro-active arrests and working with the local housing officer things changed a lot. There were several



evictions and prison sentences. Residents now state the street is unrecognisable and safe and they are very grateful. This has impacted positively on crime and anti-social behaviour in the local area too."



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# Marathon efforts



*Paul McKinder and his son.*

The months of training paid off for a number of Leicestershire Police officers, who successfully completed marathons during April.

Federation rep Detective Chief Inspector Paul McKinder completed his third London Marathon in a time of five hours 24 minutes, battling through the 24-degree heat to complete the gruelling 26.2-mile challenge.

Paul, who is based in the offender management unit, says: "I have always run, prior to joining the police, as it is good for my general fitness. I did my first marathon when I turned 50 and this was my third – they are a little addictive once you have done one!

"It went well, although it was the warmest London Marathon on record which made getting a personal best very difficult. It is an absolutely great event, a great day and seeing my little boy at the end makes the race a fantastic thing to be part of, the support all around the race is amazing."

Paul trained four or five days a week following a plan to ensure he was ready and injury free for the event.

He raised more than £2,600 for the Children with Cancer charity.

Despite not being able to walk up and down the stairs properly for a couple of days after the event, Paul has already entered the ballot for the 2019 event and has registered for a place with his charity again.

Three years ago Becky didn't run – but she recently smashed her way round Greater Manchester Marathon.

She started running with the Couch to 5K app to lose weight for her wedding and

her love for the sport has gone from there – with her now being a run leader at her running club and helping to inspire others to get in to running.

It was the first time she had taken on the 26.2-mile challenge and completed it in four hours 45 minutes.

She explains: "I've ran a few half marathons, Leicester, Nottingham and Belvoir and trained up to 20 miles on my training plan for the marathon.

"I didn't make the ballot for the London Marathon so decided to sign up to another. I also wanted to raise money for The Alzheimer's Society after a tough few years for my mum and family following my Nan being diagnosed with Alzheimer's/dementia.

"I personally wanted four hours 30 minutes but promised myself that I would enjoy the experience and soak up the atmosphere... and I did, I loved it."

To get herself marathon, ready Becky followed an Asics 18-week plan which took her from three to 20 miles. It consisted of four runs a week, generally a three-mile, five-mile, seven-mile and building up the miles on the longer weekend run.

"It was a tough winter with the amount of snow and ice we had. It definitely made some of the longer runs interesting. Some days I had to make use of the treadmill which I hate," she explains

"The plan went well, I was lucky not to pick up any major injuries. I did suffer with a bad knee for a few weeks but I replaced my shorter runs with cycling and swimming to rest and recover while staying active.

"I was lucky enough to train with a friend from my running club so I always had company on my long runs. The best part was replacing the calories at the weekend after a long run.

"There were some low points, with tiredness, feeling drained and the constant burden of the commitment to the plan. For a while I suffered quite bad after my long



*Becky.*

runs and could barely move as I felt so weak. Electrolytes in my camel pack helped this and a can of full fat Coke!"

Becky, who has been with the Force for more than 10 years and is based at headquarters, raised more than £1,800 for The Alzheimer's Society.

So, would she do it all again?

"Maybe when my children are older," she says. "It's a big commitment and I felt guilty spending so much time out of the house as the long runs would take up four hours and then I'd feel drained the rest of the day... But then I have put my name in the ballot for London next year!"

In the meantime, Becky has swapped her trainers for the bike and is currently training for the Leicester to Skegness cycle ride for LOROS.

**“It went well, although it was the warmest London Marathon on record which made getting a personal best very difficult. It is an absolutely great event, a great day and seeing my little boy at the end makes the race a fantastic thing to be part of, the support all around the race is amazing.”**

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# Rental properties: what the Deregulation Act means

By Alison Winfield,  
solicitor specialising  
in housing and civil  
litigation at Straw &  
Pearce



**A**re you a landlord? Are you a tenant? Either way, you need to be aware of the Deregulation Act 2015 and its impact upon you.

You might hope from the name of this relatively new legislation that it “deregularised” landlord and tenant law and made it a little easier to follow. However, in my humble opinion, and for what I refer to it for, the title is rather ironic and has increased the number of hoops to jump through for landlords. I see the excitement in landlords’ eyes when I mention “deregulation” and I explain that it may make life easier... eventually. I then see the disappointment when I get out my list of items to be complied with.

This law came into effect on 1 October 2015 and applies to all new tenancies from this date forward. Any tenancy created before this date escaped the wrath of being “deregularised”. But don’t get too comfortable, because as of 1 October 2018 Sections 33 to 38 and 40 will apply to all tenancies.

So, what are the changes? I am focusing upon the important Section 21 Notice, which is a “no fault” notice available to a landlord to seek possession of the property and the impact of non-compliance.

- For all tenancies that began on or after 1 October 2015, the notice only needs to be two months (beware of periodic tenancies starting before 1 October 2015 whereby it has to be at least two months and end on the last day of the tenancy)
- No Section 21 notice can be served within the first four months of the tenancy
- It is only valid for six months

- It must be in the prescribed form
- It cannot be given when a landlord is in breach of a “prescribed requirement” or is in breach of requirement to provide prescribed information.

## What are prescribed requirements?

It is common knowledge, and has been for about the last two decades, that landlords must ensure gas safety and have an annual inspection carried out. The Deregulation Act makes it clear that a gas safety inspection needs to be done and a copy of the report given to the new tenant prior to occupation. Beware landlords. If this isn’t done, you pretty much lose your right to obtain possession through the Section 21 route ever as at present this cannot be rectified.

A recent case which decided this may be challenged but for now that is how it is. Landlords must get this right at the outset and this is seen to be rather draconian. Tenants can use this as a defence to the mandatory possession.

Another requirement is to provide an energy performance certificate. This isn’t quite so cut throat. Ideally, give this at the outset of the tenancy. But giving a Section 21 won’t be prevented as long as the EPC is given to the tenant before giving the Section 21 notice.

A landlord must also give the tenant the “How to rent: the checklist for renting in England” document. This isn’t necessarily the most up to date version, but the version that

was in place at the time of the start of the tenancy.

Failure to provide the tenant with a valid gas safety record, Energy Performance Certificate and/or “How to rent” checklist will give the tenant a defence to a Section 21 possession claim. The EPC and checklist is redeemable and can be given to the tenant and a new notice served. But, as stated above, the gas safety record is critical; fatal, in fact, if not done correctly. A landlord will then have to wait for the tenant to leave or hope that they breach the tenancy in some way in order to seek possession.

Landlords often say that the law is on the side of the tenant due to the above changes, the deposit protection law and the possession procedure. How I see it is that when a landlord lets a property to a tenant they are providing the tenant with a home, a safe and secure place; their own castle.

With that must come protection and for the tenant to be able to live quietly and peacefully without facing the risk of unlawful eviction, or the landlord running off with their deposit, for example.

The provisions in the Deregulation Act that I have referred to have been in place for nearly three years and even now some landlords aren’t aware of them. I fear this may escalate come 1 October 2018 when it is applied to all tenancies.

## Thank you, Lady Gretton

Leicestershire Police Federation chair Tiff Lynch has wished Lady Gretton, the Leicestershire Lord-Lieutenant, a happy retirement.

Lady Gretton has been the official representative of Her Majesty The Queen for the county and city of Leicester since 2003.

“Lady Gretton has been a very active

supporter of the police and I have always found her to have a keen interest in the issues faced by police officers as they go about their duties protecting their communities,” says Tiff.

“I have met her at many awards ceremonies and will miss talking to her at these events in the future.”



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