

Upbeat

Federation voice in Leicestershire



WINTER 2018



2018 – a year in policing



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Our cover shows a pictorial snapshot of 2018.

Upbeat is published by Leicestershire Police Federation
 Keyham Lane Police Station
 Colin Grundy Drive
 Leicester LE5 1FY
Telephone: 0116 248 5910
E-mail: lpfstaff@lpf.polfed.org
Editor: Dave Stokes
Editorial Consultant: Julie Butterworth

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I want a two-way conversation for the benefit of us all

By Dave Stokes
Chair of Leicestershire Police Federation



The end of any year always sparks a need to reflect on all that has happened in the last 12 months both from a personal and professional perspective.

I would just like to say how proud I am to have taken over as chair of Leicestershire Police Federation, taking over the post vacated by Tiff Lynch as she moves into a role on the national Federation.

I wish Tiff well in her new position and also thank her for everything she has done for our local Federation, as a workplace representative and chair. I am sure she will still continue to support us going forward too.

In the last few weeks, Jon-Carter Lang has been chosen as our new deputy secretary, allowing for a smooth transition when Matt Robinson retires from the secretary's post next year (see Page 5 for more details) and Adam Commons has been elected as vice-chair to offer us added resilience (see Page 6).

I am keen to build on the strong foundations we have in place, developing my own style in this role. While the Federation has, quite rightly, always put the members at the heart of everything it does, I want to take this a step further.

I want to spend as much time as I possibly can meeting officers at work; I want to be more visible to you all and will remain operational working alongside you as much as I can to enable me to maintain a true perspective of the demands and pressures that officers face.

I hope to instigate a two-way conversation that benefits us all. I will tell you what we are doing, what are plans our, how we can help and support our members. But I also want you to tell me what your concerns are and what you believe we are getting right and wrong.

However, as well as the inevitable issues I know you are facing, I also want to hear about where the Force is getting it right, where you feel individual officers or teams are doing well, those good news stories that can all too often get swamped in the bad news.

So, let's work together to make your Federation even better than it is but also to give credit where any is due.

Back to those challenges then. First and foremost, I think most – if not all – officers

would agree the Government's decision not to honour the pay review body's recommendation on our pay was another disappointment.

We were given two per cent when the recommendation was three per cent. The Government can claim it's about affordability but that doesn't really wash with me. Police officers are putting their lives on the line to protect their communities and the 'more for less conference debates' are now a reality.

Officers of all ranks and roles, are pulled from pillar to post with conflicting demands, we deserve fair pay and fair treatment. However, I am pleased that the national Federation is challenging the Government over this.

From a local perspective, we are in a really good position with our chief officer team, we are regularly consulted and we are invited to strategic meetings where decisions are made. This puts us in on a solid platform in supporting members but I must find an effective method of communicating this out to our members, so you understand that officers' views and concerns are being listened too.

As an example, how many of you know about the work being done by the Force to reduce demand where we the police should simply not be attending? Often we go to incidents that we know we should not be going to, but the call comes in and officers are sent because the public and other agencies know that by calling us, they will be faced with a path of least resistance. I attended a brilliant presentation last week with one of our chief inspectors who addressed this very issue. There was an immediate decision to put a stop to this which is now being implemented.

We have purchased a new welfare van which I want all our officers and police staff to see. It has central heating, a microwave, a toilet and office space with hot and cold running water. This will be a great asset on those cold nights when we have a major incident or during big events.

It was raised following the Hinckley Road major incident, the Leicester City helicopter tragedy and has featured in Post-Incident Procedures discussions. Well, now we have one which I promise to deploy over the festive season, so we can meet our officers. Who knows, I may convince Matt, as our branch treasurer, to provide some hot food and refreshments!

Finally, I would like to wish you all a very merry Christmas and a happy new year. Enjoy time with your loved ones and stay safe.

Extraordinary incidents in challenging times

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

Policing finds itself in the spotlight for many reasons; some good and some not so good. Opinion can change from one to another in an instant with a newspaper article, social media post or a television report.



In Leicestershire in recent months, we have witnessed some extraordinary incidents and our reaction to them - as a Force and a staff association - has stood the test, bringing us support, praise and thanks from members of the public who it is our duty to serve.

We saw once again the dangerous roles our officers perform on a daily basis when a colleague was injured while trying to stop a vehicle. A man has appeared in court charged with attempted murder after the incident after allegedly driving a car at the officer involved. He has pleaded not guilty to that charge and also denied causing injury by driving a vehicle dangerously. A trial is scheduled for March.

Colleagues administering first aid to a team member is not pleasant particularly when it appears it may be life-threatening.

There was also an incident in which a firearm was discharged when officers were sent to detain a suspect. This brings into focus the threat which police officers face every day.

Officers deal with bereavement and tragedy first-hand or have to re-live incidents in court as with the trial following the Hinckley Road explosion.

We have had an incident that has raised our profile in national and International news. When the helicopter carrying five people crashed at the King Power Stadium none of us were prepared for the reaction of the media and the public.

This tested our officers and staff not only at the scene but also in control rooms and in

the aftermath as they had to perform demanding roles front of stage in the media spotlight. I think we can say the test was passed with flying colours.

As a Federation, we turned out to all the above to offer post-incident support and also for the welfare of those involved. We have in place a structure that delivers support and care to our members affected by these incidents.

We also provided support to Specials involved at King Power and followed this up with some contact after. It always strikes me that our colleagues in the Special Constabulary leave duty and may not be seen again for some time. They return to their normal jobs and would not necessarily have support to deal with such trauma. They are some of our most vulnerable colleagues. We will continue to develop a support system for them to tap into when needed.

We learnt from talking to officers involved that people who say at the start of a debrief 'I'm ok' are very often by the end 'definitely not ok'. We would encourage staff to make full use of all support networks in times such as these.

Evidence gathering also proved to be challenging for our teams involved in DVI and family liaison and these roles will continue for some time. The public outpouring of grief at King Power was something else we had to deal with. I would like to place on record our thanks to everyone involved in all of the above incidents.

Post-incident work is about to get much busier with the introduction of the new death

or serious injury (DSI) guidance. Our post-incident suite next to our office in Keyham Lane is developing into one of the best equipped in the region and our experience in dealing with these incidents 24/7 is second to none. Legal advice to members is provided quickly and efficiently and the feedback we get from officers involved is positive.

However, I still think the Force has a way to go in calling Post-Incident Procedures (PIP) correctly and accepting it is a process that gathers evidence efficiently in line with best evidence. There is no such thing as 'PIM Light'.

We hope we can work with our senior officer team to make this more efficient as we believe an effective PIP means a well-informed investigation and also essential welfare and support delivered to officers.

We cannot ignore that Christmas is just around the corner and with it comes the regular question of duty changes. We have this year offered the Force support in dealing with duties and were disappointed that our suggestion was ignored for a second year.

This resulted in officers receiving short notice enforced changes that could have been sorted back in July/August.

In particular, we have dealt with a situation within our NIU/PMU which would have seen 119 duties changed outside of Regulations. This was brought to our attention by local Federation representatives and I have worked with resource planners and senior officers to resolve it. We have drawn a line in the sand and stated that nobody should have to work on any of these dates unless they volunteer.

“ In Leicestershire in recent months, we have witnessed some extraordinary incidents and our reaction to them - as a Force and a staff association - has stood the test, bringing us support, praise and thanks from members of the public who it is our duty to serve. ”

Our view is that duties for key dates at Christmas in this unit and indeed across the Force should, and could, have been done before the three-month notice cut-off point which Police Regulations ask for. Our representations were granted and I am pleased that nobody from the NIU/PMU will be being forced to work key dates at Christmas.

I have also spent some time talking to new student officers. They have been great to talk to about our work in the Federation but also about what they expect from the career in policing they are embarking on.

Some are coming in on the new apprenticeship scheme which pays them less than others entering the service. While I respect the decision of the Chief to take this line on initial salary, it is disappointing and the Federation would not be doing its job if it did not explore this to see if there is any challenge in terms of pay.

We need to keep the foot on the recruitment pedal as in the next few years we will see a large number of people leave the organisation. With them, they will take skills and experience that we will need to replace in order to provide a credible police service across the county.

I have been very vocal on local radio about the suggestion that we will lose 180 officers as a result of the developments over the re-valuation of police pensions. I have said, and stand by the comments, that this simply cannot happen.

The issue around the pension was partly caused by the lack of any sustainable wage rises being received. The police service has been failed by this Government and the public should make their voice heard in support of policing.

It was good that, at last, we heard a collective voice from National Police Chiefs' Council (NPCC) on this issue. Our own Chief has spoken out about this in the past but I question the support from the NPCC in general in terms of what the Federation has been saying for a long time about the effect of cuts in relation to rising crime, falling police numbers and diminishing public confidence.

There is a will within the Federation to take this fight to the Government and make it listen and acknowledge we were correct when we issued our warning several years ago.

At the time of writing, we have just elected Jon Carter-Lang as deputy secretary of Leicestershire Police Federation. He will spend some time shadowing myself in the coming 12 months and will take the reins as secretary full-time when I retire next year. Jon is an excellent choice and will add value to this role during a challenging time for policing.

I wish everyone a happy and peaceful Christmas with family and, for those spending it at work with colleagues, stay safe.

Jon selected as new deputy secretary

Jon Carter-Lang has been elected as deputy secretary of Leicestershire Police Federation.

Jon has been a workplace representative for almost four years and has been the Federation branch's equality lead for nearly two years.

"I am really pleased and proud to have been named as deputy secretary," says Jon, "Over the last four years, I have become increasingly involved in the Federation and representing colleagues. The more I have done, the more I have enjoyed it.

"There are times when it is incredibly challenging but those times are far outweighed by those where you feel you have been able to help another officer through a difficult time, whether that is in terms of an equality issue or a more general matter.

"I have developed a wide knowledge of Police Regulations, Force policies and the Equality Act and have also built up effective working relationships with senior officers and staff. I hope to build on this as assistant secretary and to help further progress the



work that Leicestershire Police Federation carries out on behalf of members."

Acknowledging the pressures the Force is facing due to the Government's programme, Jon says one of his key concerns for the future is the wellbeing of officers who are suffering work-related stress as they try to meet increased demand with reduced resources.

"I think we are going to see more and more officers being completely burnt-out due to their workloads. Policing is a job like no other but police officers are still human and they cannot operate under continual pressure without it having an impact upon them," he explains.

"This is just one area that I will be aiming to focus on over the coming months in my new role. We appreciate the difficulties the Force is facing but we do have to prioritise officer wellbeing."

Jon has recently completed a Federation advocacy course and has already taken Level 4 Awards in representing and advising members, equality and diversity and performance, attendance and conduct. He has also undertaken an external Driving Up Performance course based on the Police (Performance) Regulations 2012.

Tougher sentences for officer assaults

An assault on a police officer is an assault on society, says Leicestershire Police Federation chair Dave Stokes.

Dave's comments came as the new Assaults on Emergency Workers (Offences) Act came into force.

The act, which came into effect on 13 November, creates a new aggravated offence of an assault against a member of the emergency services and doubles the maximum sentence for these cowardly and despicable acts from six to 12 months.

The Federation says the act is a significant win in its high-profile Protect the Protectors campaign.

Dave said: "Nobody should face attack because of their job or their uniform, and certainly not emergency workers such as police officers, firefighters, paramedics, nurses and doctors

"These assaults are an attack on us as a society. This new law makes clear it won't be tolerated and those who cross that line will be dealt with robustly."

Last year there were 26,000 assaults on

police officers. The Federation hopes the new legislation will act as a deterrent and provide justice for emergency service workers.

Dave explained: "This is a significant step in the right direction but we need it to be backed up by the Crown Prosecution Service and the courts," he said.

"And we will continue to make the case for a stronger deterrent, for a wider roll-out of Taser, body-worn video and spit and bite guards and the appropriate levels of staffing."

The Federation's Protect the Protectors campaign was launched at Parliament in February 2017 in connection with a Ten Minute Rule Bill introduced by Halifax MP Holly Lynch.

The General Election brought the bill to a premature end but the Labour MP for Rhondda, Chris Bryant, introduced his Assaults on Emergency Workers (Offences) Private Members' Bill securing cross-party support to become law.

Find out more at <https://tinyurl.com/y8wl83g3>

Adam's delight at new Fed role

Adam Commons has admitted his first few weeks as the new vice-chair of Leicestershire Police Federation have been a bit of a whirlwind.

Adam took up the post when Dave Stokes took on the role of chair following Tiff Lynch's election to the new Police Federation National Board.

"It still hasn't properly sunk in that I have the position as I have wanted it for so long, it really is a dream come true. Thank you to everyone for the kind messages and support I've received, it really does mean a lot," says Adam, who has 18 years' service and has been a Federation workplace representative for the last two years.

"Since taking on the vice-chair role, I've completed my health and safety training



and also an advanced discipline course. Straight out of that, I represented the Federation at the Chief Constable's Awards night where I was privileged to hear of some truly outstanding work, not just from colleagues but from members of the public as well.

"While all of this was going on, I began the work to improve the Airwave signal out at Coalville. I'm sure many of you know that this has been unacceptably poor for some time and we've managed to make quite a bit of progress on this. My fellow rep Leon Gamble is now taking this further to ensure it is fixed and working satisfactorily."

Adam has supported officers facing a wide range of issues including grievance, UPP and ill-health retirement procedures. He is a trained discipline representative enabling him to deal with PSD and IOPC enquiries and has recently completed the Federation's equality course.

His time within the Force has been split

between the old GDO role, dispatch in CMC and PRT on F Shift at Loughborough.

The vice-chair position is not a full-time post and Adam will combine his Force duties with his Federation role, despite the difficulties it sometimes brings.

"I thoroughly enjoy helping colleagues, it can be challenging at times but it is also incredibly rewarding. There's nothing better than when you can intervene or assist with a request for help and get a positive outcome," says Adam, adding: "Sometimes I can't give the answers that people want to hear and that can be difficult."

"But I am looking forward to getting stuck into this new role and continuing to help and support members."

Adam has also congratulated Jon-Carter Lang on his election as the new deputy secretary.

"I'm delighted that Jon was elected; his depth of knowledge is outstanding and he will be excellent in the role," he explains.



Shauna Ashton

Shauna Ashton first became a Federation workplace representative in 2012.

A former GDO of the Year (2008), Shauna was a GDO on shift at the time of taking on the Federation role.

She is about to complete her final module to gain a CIPD Diploma in HR – three years after starting the course.

During her time as a Federation rep, Shauna has advised and supported members at all stages of their policing careers.



Nige Baraclough

Nige became a workplace rep after this year's elections and is already enjoying helping members and the organisation in ensuring that people are being treated fairly.

He explains: "I became a Fed rep to help and support my colleagues and, at this moment in time, I feel I am achieving this objective."

Nige joined the Federation in 2008 and is currently deputy NPA commander for East Leicestershire. He has previously worked on response at Mansfield House before moving to the NAT, being assigned to a vehicle crime team and then moving to a test purchasing operation for around a year.

He was transferred to the old City CID office based at Beaumont Leys as a DC and then into what was the FIU at Euston Street. In 2015, he moved to Spinney Hill as a NPA beat sergeant before taking on his current role. For around five years, he was a PSU trained officer.

"I am confident that my varied experiences give me a good insight into the issues being experienced by police officers in a variety of roles," he says.

Nige has undertaken the initial Fed rep course, giving him the basic tools needed to advise and support members.

"Currently, I am assisting members with queries relating to police regulations and flexi working arrangements. In the near future, I am hoping to specialise and advance my knowledge in specific areas such as health and safety, conduct and discipline to further support our members," he adds.

Jim Harvey

Sergeant Jim Harvey's varied career has led him to describe himself as a jack-of-all-trades, master of none!

Jim has been a GDO, PBO, area car driver, a member of a plain clothes pro-active team, PSU since 1999 and regged since 2014 before promotion last year.

He first became a Federation representative in 2010, and after a spell away from the role as he couldn't be a rep while regging, took it up again in 2015 as he says he has never been afraid of challenging something he believed was wrong.

"I've never been shy to speak out and challenge, whoever it is, when I thought something wasn't right and that hasn't changed much," says Jim.

"My role as Federation rep means I can put officers' minds at rest as I know only too well that, when under investigation, it's not nice and support is what is needed most. That accounts for UPP and helping with grievances."

"Members need to feel they are listened to and I want to do my best for them. What annoys me is when you can see they are being wrongly accused so to stand with them so they know we have their backs is all I want."

"I really enjoy getting a positive result for a member; to know I've made a massive difference to a colleague who can get on with their job knowing they always have someone to speak to if they need to."



Legal action on pay award

Legal proceedings are now being started by the Police Federation of England and Wales (PFEW) after the Government's failure to accept the recommendations of the Police Remuneration Review Body (PRRB) for the second year running.

The Federation has lodged an application to judicial review proceedings into the lawfulness of the Government's decision.

The pay review body had recommended a three per cent rise from September this year but the Government only awarded two per cent, though the Federation has argued this is only worth 0.85 per cent in real terms.

The PFEW had sought a 3.4 per cent increase in a joint submission to PRRB with the Superintendents' Association.

John Apter, national Federation chair, said: "We must have confidence in an independent pay review system and for that to be ignored by Government undermines the whole process. Our members do not have industrial rights so it's important they know we will stand up for them and fight their corner.

"It is a disgrace that for the second year running the Home Office has cheated police officers out of the pay increase they should receive; this year officers are being awarded a derisory two per cent increase, despite the recommendation of the PRRB - the independent body established by this Government to make evidence-based recommendations on police pay - that it should be three per cent.

"In response to this betrayal and based on legal advice, PFEW has instructed solicitors to formally proceed with a judicial review against the Home Secretary on the basis that he has stated that the pay decision was a Government decision and not his decision alone.

"Now more than ever it is imperative pay is adequate and fair acknowledging the incredibly demanding job officers do. It is unacceptable to see officers struggling to make ends meet whilst working all the hours under the sun to keep the public safe because there simply aren't enough officers to meet the increasing demand.

"Police officers must be treated fairly and have confidence that any independent pay recommendations will be accepted in full by the Home Secretary.

"I know the deep sense of anger felt by many of our members about the way they have been treated. This is why we have taken this action and make no apology for doing so. Doing nothing was simply not an option and it is right and proper that we legally challenge this unfairness."

- The 0.85 per cent is derived from the fact that of last year's two per cent increase, only one per cent was consolidated. That one per cent has now been removed by the Government for this year's pay award so, taking into account pension contributions, then the actual uplift is worth approximately 0.85 per cent to constables.

NPCC action over pensions shortfall

A move by police chiefs to take legal action against the Government over plans to deduct hundreds of millions of pounds from their budget has been welcomed by the secretary of Leicestershire Police Federation.

Matt Robinson commented after police chiefs reacted to the Treasury re-calculating the amount each force needed to pay into the police pension scheme.

The re-calculation means forces nationwide have been landed with a £420 million pension shortfall to make up while also struggling to cope with existing police budget restrictions.

The National Police Chiefs' Council (NPCC) has sent a formal letter to the Treasury saying it will seek a judicial review of the Government's proposals.

"This move comes after the Police Federation's own legal challenge of the Government over pay," says Matt, "I am pleased to see the NPCC taking this stance. For too long, it has felt like we have been the only staff association to be seeking a better deal for police officers and for the police service.

"We fully support the NPCC on this; it cannot be right for the pension deficit to fall to cash-strapped forces to fund. Forces are already struggling to match increased demand with reduced resources and finding £420 million is just going to cripple them further and even further damage the service we are able to provide for our communities."

The Police Federation of England and Wales (PFEW) has itself lodged legal proceedings against the Government following its failure to act on police pay recommendations.

A judicial review will now take place into the lawfulness of the Government's decision to ignore the recommendations of its own Police Remuneration Review Body (PRRB) for two consecutive years.

John Apter, national PFEW chair, said: "It really is a sorry state of affairs when the most senior figures in policing along with ourselves feel there is no other option than to take legal action against a Government which continues to turn a blind eye to the fact that the service is at breaking point.

"We have been saying for a long time that the Government is putting the safety of the public in jeopardy and now police leaders are saying it too - but how much more is it going to take?

"The Government needs to wake up and end the unprecedented cuts suffocating the police service because at the end of the day it's not just police officers suffering but the public too."





Delegates view the VIPER firearms training simulator as one delegate tries it out.

PIP seminar delivers critical messages

Post-incident procedures (PIP) can deliver the best possible outcome following traumatic or life-changing events.

This was the take-away message from the Police Federation of England and Wales' annual PIP seminar which was attended by 225 delegates from across the country at the end of October.

The Federation's vice-chair, Ché Donald, summed up the importance of PIP when he said: "Whether you are an officer involved in a serious incident or the family of someone who has lost their life, PIPs can deliver the best possible outcome following a traumatic or life-changing event."

This year's event, held in Hinckley, Leicestershire, was the third seminar of its kind and covered a variety of topics including perception and distortion, anonymity, the physiology of restraint and a video and a presentation from Staffordshire Police about a pursuit incident which resulted in an accident involving members of the public.

Delegates were invited to take part in a VIPER firearms training simulator as part of a session entitled 'Shoot Don't Shoot'.

Scenarios including a hostage situation, a drugs den and an armed man threatening to shoot himself were shown on screen as volunteers armed with laser-enabled guns had a split second to decide whether to shoot.

The exercise also prompted a discussion around perception and distortion as tunnel

vision comes into place in the moment an officer is faced with a life or death situation.

Two serving firearms officers tackled the simulations, allowing delegates to see the differences in their approach.

Body-worn video (BWV) was also discussed and it was agreed that it is a vital tool in the aftermath of a death or serious injury involving police contact but the officers' 'honestly held belief' remains key to understanding the outcome and whether blame should be apportioned.

Lawyer Mark Wardley, a partner in Straw and Pearce, told the seminar that the Federation needed to be ready when the Authorised Professional Practice was rolled out for non-firearms DSLs (deaths and serious injuries) from police contact as in his view there will be an increase in PIPs.

A revolutionary 'Fit-bit'-style bracelet which could help prevent custody deaths was unveiled. The equipment, which delivers vital health data in real-time, was showcased in a live demonstration of a police restraint scenario. It is hoped it could eventually be rolled out nationwide to help diagnose a medical condition called Acute Behavioural Disturbance (ABD) by monitoring heart rates and oxygen saturation levels of detainees.

Staffordshire Police response officers Tony Collier and Rob Goodwin were involved in a pursuit which ended in a three-car collision with victims suffering life-changing injuries.

With the support of the local Federation, sympathetic bosses and occupational health, they were guided through the investigation procedures after a malfunctioning 'black box' system – Spirit - showed their car speeding at 100 mph.

The drama began after the officers had pulled over a suspicious vehicle. PC Goodwin was speaking to the male driver and had attempted to whip the car keys out of the car's ignition when the driver suddenly shot off leaving the officer clinging on for dear life.

The officers immediately chased after the offender, who had a warrant for immediate recall to prison, but after several miles doing only moderate speeds, the errant driver crashed into two cars, seriously injuring three other people.

PC Goodwin said: "Over a 15-year career, it was probably the worst day of my policing career – and as it transpired, probably the very best."

With the casualties cut out of the cars and the air ambulance having left the scene, the officers and three other colleagues were ferried to Staffordshire Police HQ where the PIP process was started.

PC Collier said: "Unlike Rob, I had not had any previous PIP awareness training so I felt like the pressure was ramping up all the time because I had no idea what to expect."

But he felt grateful to post-incident manager (PIM) Pete Owen, 'the most

important man in the room' because, he said: "There was a very calm approach, no bullying or finger pointing – these are the people looking after you. I was quite glad there was no separation and although I was very worried, I could feel that wraparound support."

PC Goodwin added: "The most important thing was that we were given time, there was no pressure put on us. We had great support from the Federation and occupational health. In fact, if I hadn't had the support of occupational health, I don't know if I would still be in the job."

The investigation carried out by the police watchdog, the Independent Office for Police Conduct (IOPC), was originally meant to last three months but ended up taking 10 because a member of the public - who was not even present at the scene of the accident - claimed officers were driving in an illegal manner.

BWV was crucial in calibrating the actual speed of the officers' car, vital because the on-board Spirit computer gave false readings.

As a result of the investigation, Spirit was eventually removed from all Staffordshire vehicles. "Body-worn cameras will save you," said PC Goodwin.

But also key to both PCs was the support they received throughout, emerging afterwards with renewed vigour for the job. PC Collier said: "The whole process ultimately turned five cynical officers into massive fans and supporters of Staffordshire Police and the way that they do their business."

'PIP process is so important'

I found the presentation of Tony Collier and Bob Goodwin, two Staffordshire officers who had been through the Post-Incident Procedures (PIP) process, highly impressive, writes Leicestershire Police Federation delegate Simon Alborn.

They had been involved in an incident as non-firearms officers and praised the process and the support that it offered them in the highest possible terms. To have an example of the benefits of the process was highly educational.

Another highlight was an input from Dr Meng Aw-Yong who did an informative and entertaining presentation and practical demonstration on the impact of Acute Behavioural Disturbance on the health of people the police have contact with.

It is clear from his presentation that this is an area that needs to be developed. Detained people are potentially at risk of serious harm and, as such, that risk is then transferred to officers detaining them as well as custody officers and staff.

From the seminar as a whole, I learnt the vital importance PIP carries for members but also the police service. More than that, with input from lawyers, IOPC representatives, senior officers as well as Federation members

Delegates also heard from national firearms lead DCC Simon Chesterman who urged officers to follow Authorised Professional Practice (APP), saying it was a better bet and afforded more protection than the new draft statutory guidelines issued by the Independent Office for Police Conduct.

He said: "The new statutory guidance does offer some wriggle room and is much better now than it was in its original form when it first came out in 2014. But the APP has been tested in court and if you stick to it, you can't go wrong."

Mr Chesterman also tackled issues around the separation of officers – this makes people who have just been through a life-changing incident feel like suspects rather than witnesses he said – and discussed the issue of anonymity in today's world of BWV.

The seminar also heard from the Federation's national custody forum chair, Chris Bentley, who said PIP was not always easy to accommodate in the custody arena.

"At 3am where are you going to find three custody sergeants and seven jailers needed for the 39 other detainees being held that night?" he asked.

Chris called for better PIP training for non-police custody staff such as detention officers and custody nurses.

In closing, it was noted that the benefits of good post-incident procedures can make all the difference between 'career death' or keeping the job officers love.

and representatives, I found that the process is agreed.

The main message I would like to get across to officers is that they have nothing to fear from the actual process. It offers protection for both them and their evidence. The Force has to be supportive of it. It ensures that officers' welfare is at the fore. It ensures that questions over officers' evidence can be addressed early which ensures better outcomes for them at court.

The seminar was very well organised as well as being very informative. It was my first PIP seminar so I genuinely had no idea what to expect. On my arrival, finding such a great mix of people from various interested parties was great. The IOPC, the Federation, and management from police services were all represented. This led to a real sense that there was a shared view of, and faith in, the post-incident process.

This process is likely to become more common as new guidelines for non-firearms incidents are rolled out. Leicestershire Police Federation will continue to support officers through the process when these come into effect and will also work with the Force to hopefully make all officers more aware of PIP and educate them as to what to expect.

Praise for clear direction from armed policing lead

By Detective Superintendent Paul McKinder, Force PIM lead

The Federation's annual Post-Incident Procedure (PIP) seminar was extremely useful and there are areas for the Force to learn from going forward.

The highlight of this year's seminar was the address given by DCC Simon Chesterman, the armed policing lead for the National Police Chiefs' Council.

Simon is passionate about the subject and he speaks with such clarity. He gave clear direction, specifically with regards to Authorised Professional Practice (APP) and the Independent Office for Police Conduct (IOPC) Section 22 guidance.

This was the third seminar that I have attended and each one is uniquely different. Each year the themes for PIP change but each of the three seminars that I have attended have been excellent and consistent in their content.

The seminar had a busy agenda – it was attended by 225 delegates and speakers – but all of the items were relevant and highlighted the up-to-date thinking around the PIP.

Indeed, the numbers were so big that it made it difficult to see or hear the demonstrations outside the main hall. But that aside it was a very useful and productive seminar.

As always, there was plenty to learn and to take away. For example, I found clarity with regards to the officer/staff non-conferring element of the PIP and anonymity and who can authorise this.

I also learned about acute behavioural disturbance, and how to recognise the signs and the symptoms.

In terms of messaging, one thing I will be bringing back to the Force is clarity for post-incident managers (PIM). That will feature in our PIM training, together with separation.

Both are key components of the PIP process and are often misunderstood.

Federation represented at seminar

Leicestershire Police Federation sent a number of detectives to the Police Federation's National Detectives' Forum two-day seminar and awards which were held in Manchester.

In addition to DCs Tom Butler and Sarah Jones, who were nominated for awards, Matt Robinson, branch secretary and former detective, equality lead Jon Carter-Lang,

Federation workplace rep DS Rich Matlock and fellow Detective Sergeants Dawn Meldrum and Jemma Harrison all attended.

"I think it's important for our detectives to meet up with their colleagues from across the country, share their experiences, pick up on best practice and discover what is happening with investigators in other forces," says Matt.

"The seminar covered some really

interesting subjects while the awards ceremony proved a great showcase of some of the fantastic work that detectives are carrying out despite the enormous pressures they are facing.

"While our own two nominees didn't land an award, I am pleased that they were able to enjoy the presentation night and have their efforts recognised."

Interview techniques put under the spotlight



A Leicestershire delegate at the Police Federation's National Detectives' Forum (PFNDF) seminar said he was shocked to learn some 'home truths' about what he considered good interview practice while at the event.

During the investigative Interviewing session, Gary Shaw MBE, formerly of Northumbria Police, talked about negative trends in interviewing both witnesses and suspects.

Tom Butler, who was put forward for an award at the forum's presentation evening, said: "There was unanimous agreement that interview training can be provided in the first months and years of an officer's career but that then, for the next 20 to 25 years, bad habits and myths 'creep in'."

Gary has been the national interview adviser, adviser to the NPCC lead on interviewing and is professor of professional practice at Sunderland University for undergraduate and post-graduate qualifications in applied investigations and investigative management. He had an hour to talk about a subject that every detective present agreed could have filled a week.

He said he was proud to be involved in the work that is ongoing nationally but said he also had to point out some fundamental failings in the presentation of evidence produced from witness interviews, including: the lack of key detail in victim and witness statements, officers' interpretations of events which change the offence, and lack of any structure and planning.

"One key change in our daily business, he revealed, was that every video-recorded interview (ABE) will need



Martin Plummer, chair of the detectives' forum, addresses the seminar.

to be reviewed by a supervisor for every NGAP case prior to any court hearing. This will be for technical quality control as well as evidential quality and review. No date was given for this change," Tom explained.

"Other developing issues that he highlighted included vulnerability; Gary said everyone is vulnerable after being the victim or witness to a crime and every person has an element of vulnerability once arrested. But does that mean everyone requires an appropriate adult? By ensuring that an appropriate adult is used, the vulnerability is tailored to the individual, not the term, he said.

"In addition, he explained that the raising of points to prove and defences in interview is unnecessary and can have a very negative impact at court. Similarly, incorrect challenges to no comment interviews are a concern."

Gary told delegates necessity for arrest is a decision made by the arresting officer, not the custody sergeant and that the detention

decision is not based on the necessity for arrest. "This was met with quizzical looks and exclamations from the audience!" Tom added.

Gary reiterated that the 'detail was the day' throughout his talk and said he could not stress enough that detailed planning of all interviews was essential.

"I first thought this was obvious but when he pointed the obvious out as being 'what is the purpose of this interview?', it made me think about how many times I have reviewed my own statements and noticed that I had missed key points of the offence," Tom admitted.

"Five minutes taken to plan the victim/witness statements, or a considered suspect interview plan with a brew can make so much difference and turn an average interview into a good one.

"As a detective in the NIU, I can see how busy every officer is and how little time there is to take a statement as we would if still at police college. Has my technique slipped over the 16 years? Have I developed bad habits and bad practice without noticing? Does anyone review or quality check my suspect interviews before the barrister? Refresher training and input from experienced investigation managers could put this right. But I can't help but wonder how many extra charges, detections, positive outcomes at court and happier victims I could or would have had."

While the Leicestershire nominees narrowly missed out on an award at the PFNDF presentation, Matt Robinson, Leicestershire Police Federation secretary, said he was proud of all the officers from the Force who were shortlisted for awards. "They are a credit to the Force but also to detectives everywhere," Matt pointed out.

Former officer praises police service's progress in approach to disability

"Being able to maintain my professional career is testament to how far the police service has moved in its management of, and approach to, disability," one speaker told this year's Police Federation National Detectives' Forum seminar.

DS Dawn Meldrum from the Force's domestic abuse investigation unit, attended the event's Disability in Policing session and heard from Paula Craig MBE who retired from the Metropolitan Police in June 2017 following 30 years' service.

"Paula was an enthusiastic speaker and very passionate about her career within the police and her running and triathlon interests. Her zest for life and her commitment to everything she did no doubt gave her the ability to remain a police officer following an accident in 2001 which left her paralysed from the waist down," says Dawn.

Paula explained how her previous role as a radiographer meant she immediately knew the extent of her injury after the accident and she didn't think she would work as a police officer again, believing that the Metropolitan Police would not keep her. But she emailed the Commissioner who confirmed that she would, in fact, keep her role and this buoyed her spirits so much that when asked by the medical team about a goal, she said she wanted to compete in a marathon in 2003. The reply was: "We were thinking more along the lines of being able to put your socks on!"

Paula joined a wheelchair group and by 2002 had completed her first half marathon, becoming the first woman to have run and pushed. She also returned to work which provided the much needed 'banter' she enjoyed rather than sympathy which she did not want or need.

Already qualified for promotion to sergeant prior to her accident, Paula gained promotion in 2003. By 2005 Paula had qualified to be an inspector, although arranging her Part II resulted in an awkward conversation about whether she needed a



Former Met officer Paula Craig MBE.

doctor's certificate to take it.

She said she was then approached to run the homicide task force threats to life unit. The superintendent who offered her this role knew her prior to the accident and Paula is aware that this probably paid a large part in her getting this post.

"But I have no doubt her own determination to continue working within the police service had a huge impact on her career," Dawn explains, "Paula's humour is sometimes self-deprecating but we can all relate to it. She told us she didn't care if there is no red emergency cord in the toilet as she would rather die than let a male colleague pick her up off the floor, citing this as one of a number of reasons why she could not complete a firearms silver command course. As you can imagine, she did duly complete the course."

Paula continued competing as a

triathlete and became world champion for wheelchair athletes. A series of bone infections has meant Paula has been unable to compete since 2005 but she still swims and hand-cycles for fitness. Unsurprisingly, she has not ruled out the possibility of another London Marathon as she has a determination to make it to 10!

"Life is all about goals and ambitions," Paula said, "they are what drives me as an individual, and give me a sense of achievement."

"Being able to maintain my professional career is testament to how far the police service has moved in its management of, and approach to, disability."

Dawn concludes: "Paula has come across barriers in some aspects of her career but has overcome these and encouraged others within the organisation to see what can be done if you are prepared to have those candid and sometimes difficult conversations. As long as you explain reasons and keep a good sense of humour, there are opportunities and roles that are achievable."

“Being able to maintain my professional career is testament to how far the police service has moved in its management of, and approach to, disability.”

Memorial day service honours fallen officers



An emotional moment after Samantha Dixon lit the memorial candle with son, Parker Cameron James.

Thousands of police officers who have died or been killed in the line of duty were honoured at the annual National Police Memorial Day service in Belfast.

Families, friends, colleagues, senior officers, and Government officials – including the Home Secretary – were welcomed on arrival at the Waterfront Hall by a guard of honour formed by representatives from forces in England, Wales, Scotland, Northern Ireland, and uniformed officers from overseas forces.

Leicestershire Police Federation secretary Matt Robinson was part of the guard of honour and also attended the service which rotates around England, Northern Ireland, Scotland and Wales. It is held on the last

Sunday of September each year.

“The memorial day service is one of the key dates in the policing year and it is important for us to take the opportunity to remember those who sadly never returned home at the end of their shifts,” said Matt.

“During the service, I took a few moments to remember our Leicestershire colleagues who died while serving their communities. Their sacrifice will never be forgotten and their families will remain a part of our police family.”

The congregation was welcomed by the Lord Lieutenant of Belfast, Fionnuala Jay-O’Boyle CBE.

Home Secretary Sajid Javid gave a reading and later said: “It was an honour to

help pay tribute to the thousands of police officers and staff who have given their lives while serving and protecting us all, including those who died in the First World War.

“The National Police Memorial service is an important and poignant reminder of the courage shown by the police each and every day.”

The sermon was given by The Right Reverend Dr Charles McMullen, Moderator of the Presbyterian Church in Ireland, before prayers were read by Denis Gunn, father of PC Richard Gunn of Surrey Police and Pearl Marshall, mother of Constable Michael Frederick Leslie Marshall of the Royal Ulster Constabulary (RUC).

Canon David Wilbraham, National Police

Chaplain, led the act of remembrance during which Sid Mackay, chair of the Police Roll of Honour, laid a wreath to mark the centenary of the end of the First World War and in memory of the police officers who lost their lives.

Candles from each of the four nations of the United Kingdom of Great Britain and Northern Ireland were lit by family members of fallen officers to signify the undying flame of devotion and commitment.

Representing Northern Ireland: Joseph Ferguson and Susan Ferguson O'Neill, brother and sister of Constable Michael John Ferguson (21) of the RUC who was murdered by the IRA in 1993.

Representing Wales: Jayne Griffiths, wife of PC Terence John Davies (34) of Gwent Police, who was killed in 1990 when cycling home after a tour of duty. He was hit by a stolen car which failed to stop.

Representing Scotland: Callum Alcock, son of PC John Alcock of Grampian Police, who died last year aged 54 after being in a coma for 14 years following a road accident while travelling to Royal Protection duties at Balmoral.

Representing England: Samantha Dixon and Parker Cameron James Dixon, wife and son of PC James Dixon (39) of Thames Valley Police, who died last year when his police motorcycle was involved in a road accident.

Samantha later said: "I think it's a really important thing to do to remember all police officers who have fallen over the years.

"They go to work to protect the public and they don't ever come home, and it's us that are left behind.

"It's a really lovely day and to know that



The Home Secretary, Sajid Javid (second from the right) with Federation chair John Apter to his right.

they're never going to be forgotten and they'll always be remembered by their immediate family but also by their police family."

Mark Lindsay, chair of the Police Federation for Northern Ireland, read the names of the officers who have died in the last year:

PC Steven Richard Jenkins, Gwent Police.

PC John Alcock of Grampian Police.

PC James Dixon of Thames Valley Police.

PC David Fields of South Yorkshire Police.

There was silence at the end of the service as green, blue and red petals of remembrance fell from the gallery before the Last Post was sounded.

Chief Constable of the Police Service of Northern Ireland George Hamilton said: "The National Police Memorial Day is a fitting tribute to police officers everywhere who have died in the course of their duties to protect the public.

"It is important and indeed only right that we take time to pause to remember our colleagues and friends who have given the ultimate sacrifice and lost their lives on duty protecting their communities.

"It is a privilege for the Police Service of Northern Ireland to have been able to welcome so many visitors to Belfast for this year's National Police Memorial Day."

John Apter, chair of the Police Federation of England and Wales, said: "National Police Memorial Day is an incredibly important day in the policing calendar, it's a day where we come together to remember those of our colleagues who paid the ultimate sacrifice.

"I hope today brought some comfort to those families who have lost loved ones, it important that they know they will never be alone, we are a policing family and their loved ones will never be forgotten."



The standards are lowered in honour of fallen officers.

Discipline regulations: **an update**

**By Phill Matthews,
national Federation
conduct lead**

If you were at conference this year, or read about it, you may well have picked up on the fact that we (the Police Federation of



England and Wales) have been in negotiations with the National Police Chiefs' Council (NPCC) leads on misconduct and performance, the Home Office, College of Policing, Independent Office for Police Conduct (IOPC) and HMICFRS about changing the disciplinary system.

So what's happened and when can we expect any changes to come into effect?

We have been working hard to try to effect wholesale change not only to the regulations but also to the culture of investigatory bodies; trying to get them to take a more pragmatic and proportionate approach to investigations and move more matters into the performance arena instead of discipline.

We have had some success with chiefs actively calling on their professional standards departments to change. This will not happen overnight, but that journey has started and we are starting to see changes occurring.

We are at a stage now where the Home Office has re-written regulations to incorporate a large number of changes, a good number of which we have been calling for.

The next stage is for these new regulations to be officially released to us and the other representative bodies involved for official consultation to start through the Police Advisory Board process. We then anticipated that agreements would be reached before Christmas with the new regulations getting Parliamentary approval in the new year.

We have therefore been working on a realistic start date of 1 April 2019. But we have just found out that while the Home Office, the Federation and others around the table may be ready, our Parliamentary window of opportunity may now be put back due to the prediction that Brexit issues will be taking up so much of the allotted opportunities to put it before MPs. We will be pushing for 1 April if at all possible.

Main reforms include:

- Changing the threshold for misconduct to focus on the most serious breaches
- Introducing a new performance category of Practice Requiring Improvement (PRI), creating more exit routes into performance from misconduct
- Removing the sanctions of management action and advice, extension of a final written warning and dismissal with notice

- Written warnings to be valid for a minimum of two years
- Reduction in rank to be re-introduced as a sanction
- Requirement for routine disclosure of terms of reference and investigation reports
- Requirement for written explanation if investigations take longer than 12 months
- Greater clarity about role, appointment and selection of LQCs including greater powers in case management and pre-hearing issues (disclosure, timings, legal arguments and so on)
- Some reform of appeals tribunal panel appointments
- An addition to the Standards of Behaviour to clarify that officers have responsibility to assist investigations when they are defined as witnesses.

Once we have been through the official consultation and know the definitive and full extent of the changes, we will be circulating a fuller picture and conducting training events and seminars for Federation discipline representatives.

Taken as a whole, we feel that the new regulations will (if accompanied by the cultural change required) mean fewer of our members finding themselves facing the prospect of misconduct investigations and complaints being dealt with much quicker and more proportionately. This can only be a good thing for everyone.

Lengthy IOPC investigations are in no-one's interest

The length of time taken by the Independent Office for Police Complaints (IOPC) to carry out its investigations is top of the list in terms of what members want Leicestershire Police Federation to tackle, according to the new branch chair, Dave Stokes.

On taking up his new role, Dave canvassed the opinions of members on what they wanted from him and the Federation.

"The most common answer related to the time it takes for misconduct investigations to be undertaken," Dave explained. "As an example, during 2017 into this year, I represented a sergeant who made a decision relating to the deployment of police resources.

"The officer was served misconduct papers and an investigation was undertaken by the IOPC. After a year, it was decided that the officer had not breached any conduct regulations and that they had made reasonable and lawful decisions during their risk assessments.

"I totally understand and support that

officers should be accountable when there are allegations relating to breaches of the standards of professional behaviour. However, it is not in the interest of the public, the police service or police officers when investigations are unduly lengthy.

"The IOPC must understand that mental torture is unacceptable and that investigations should be completed with this in mind as well as maintaining professional practices within policing."

Dave said he feels both the Leicestershire professional standards department and the chief officer team understand this.

He added: "While we must maintain and improve professional standards, consideration as to the welfare of staff and timeliness of investigations is at the top of strategic reviews."

Dave's comments come as the Federation's national conduct lead, Phill Matthews, called for timelines to be introduced for IOPC investigations saying the current regime was inhumane and was

blighting lives.

Writing in a blog posted on the national Federation website, Phill, who is one of Leicestershire's regional representatives on the Federation National Board, said: "We would argue that 12 months is a more than adequate length of time for any non-criminal investigation to be satisfactorily concluded, particularly as all the witnesses are usually already known. There is also often CCTV, body-worn video or other documentary evidence that is already in police possession.

"Of course, as police officers, none of us want to see the small number of bad apples escape justice. We genuinely do not want them in the service.

"But to uphold this draconian regime which is blighting so many lives is not only unacceptable, it is inhumane."

Phill added: "In our view, justice delayed is justice denied – for everybody."

The issue is set to be debated at this week's meeting of Federation conduct leads from across the country.

Force recognised for approach to mental health

Leicestershire Police are getting it right when dealing with mental health. That was the message from this year's custody seminar which Custody Sergeant Andy Partridge attended on behalf of Leicestershire Police Federation.

'Mental health cop' Chief Inspector Michael Brown spoke about the recent changes to the Mental Health Act and said Leicestershire was one of a number of forces using that legislation correctly.

This followed Assistant Chief Constable Nev Kemp, the National Police Chiefs' Council's custody lead, saying mental health in custody is becoming a bigger

issue every day, as is the care and support for people with mental health issues in custody.

"There was then an emotional input from Tony Herbert, the father of James Herbert, who died while in police custody in 2010," Andy said, "He talked about his frustration at the length of time the investigation into that took and about the poor care that his son received in custody."

In addition, Peter McCabe of Headway, the brain injury association, spoke of the increasing number of people in the custody process with brain injury and how easy it is to miss their symptoms as many of them

are similar to those of intoxication.

"A brain injury ID card which would enable individuals to get the correct care is available but the roll out is slow," Andy explained. "That would be an enormous help for providing the correct care for those people when in custody."

"I was disappointed that the police minister didn't attend the seminar but was interested to hear ACC Kemp talk about how the role of custody officer is traditionally undervalued and unpopular – something I can really relate to as my experience is that custody and custody officers are almost seen as a necessary evil by many within the organisation."

"He said he'd like to make the role more prestigious, professional and high profile rather than one people are forced into. He also spoke of the potential for bringing in a national accreditation scheme for custody officers."

PM doesn't understand forces' investment in mental health support

The investment – in terms of money, officer time and training – the police service has made as it tries to pick up the pieces of broken mental health support systems is not supported or understood by the Prime Minister and Home Secretary, says the chair of Leicestershire Police Federation.

Dave Stokes said everyone should read and digest a report on policing and mental health published by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) but admitted that one paragraph stood out for him.

He highlighted this section: "We are in no way suggesting that the police don't have a role in protecting those who are vulnerable because of their mental ill-health. This should be a priority for all forces."

"As Lord Adebawale, chair of the Independent Commission on Mental Health and Policing, stated in the commission's 2013 report, mental health needs to be 'seen as a part of the core business of policing'. But funding cuts have reduced community services, which means some needs are no longer being met. This unmet need means police forces are seeing unjustifiably higher demand for their services."

Dave totally agrees with the points made and says Leicestershire as a Force has made a huge investment in supporting mental health.

He explained: "We have a very strong and professional police negotiator cadre which regularly supports members of the public who are in crisis. We have a bespoke mental health triage vehicle, which is staffed with warranted officers and mental health

practitioners.

"Our officers are trained to recognise mental health symptoms and to identify appropriate agencies. But all this cost investment is not supported or, in my opinion, understood by our current PM."

Dave gave an example of a case around a month ago when a young lad was suffering from a mental health episode.

"Police responded and were able to negotiate with him, securing his safe attendance at hospital. An hour later, he was reported missing from the hospital and assessed as high risk by the police," said Dave.

"On such incidents, officers are pulled away from other equally important parts of policing, sometimes causing dissatisfaction from members of the public. But, with current budget cuts and restraints within policing, something has to give, we just don't have the resources to respond to everything and we have to make tough decisions."

Dave believes the problems have arisen as a direct result of the Government dismissing Police Federation warnings going back several years.

He said: "I personally think the PM in her current position and as Home Secretary has chosen to ignore sincere and good advice by the Police Federation of England and Wales, but let's hope that she and the Home Office take notice of this HMICFRS report."

It is a view shared with the national Federation chair, John Apter, who says both Theresa May and Home Secretary Sajid Javid should 'hang their heads in shame' that the police service is being left to pick up the

pieces due to the breakdown of mental health support systems.

The HMICFRS report, 'Picking up the pieces', followed an assessment led by inspector Zoe Billingham of how effectively police forces in England and Wales as well as the British Transport Police identified people with mental health problems and when they first contacted the force; identified and recorded the number of cases involving people with mental health problems to provide the right support; and made sure expert help is available from other organisations, in particular health professionals.

The national Federation chair said: "The very title of this report – 'Picking up the Pieces' gives you a good idea of the situation facing my members, and I welcome Ms Billingham's frank assessment which reflects the reality of what we are experiencing every day."

"She acknowledges we are the service of last resort, the organisation which cannot refuse to go when we are called, the people who fill the 5-9 gap left by other agencies; and that it is placing an 'intolerable burden' on police officers."

And he added: "It is not right for anyone – officers or the public – that the police should be responsible for the safety and welfare of people that other professionals would be better placed to deal with. We are police officers not social workers or medical experts."

Read the full report at <https://tinyurl.com/yaxmjurf>

David lands SIO of the Year title



DCI David Swift-Rollinson (centre) with his award. Also pictured are Commander Stuart Cundy (left) and Darren Bradley.

A Leicestershire detective has been awarded the title of National Senior Investigating Officer of the Year.

Detective Chief Inspector David Swift-Rollinson was presented with the award at the Senior Investigating Officer (SIO) conference.

Since 2002, he has had a role in 84 homicide investigations, 17 of which he has fronted in the role of SIO for East Midlands Special Operations Unit (EMSOU) Major Crime since 2016.

"It is great to see David's commitment to his role honoured in this way," says Dave Stokes, chair of Leicestershire Police Federation, "On behalf of the Federation, I would like to congratulate him. Just like all officers across the Force, I am sure he does not carry out his work expecting awards and praise.

"His motivation, I am sure, will be to serve the public, solve crimes, make sure offenders face the courts and ensure victims of crime get justice. However, his

outstanding service is worthy of recognition."

Chief Constable Simon Cole has also spoken out in support of David's work.

"He is an absolute star," says Mr Cole, "Teams will follow him anywhere, families believe in him and he believes in justice. He's one of the very best – and I've seen quite a few."

Most recently, David led the investigation into what has become known as Operation Degree – the kidnap and murder of Leicester jeweller Ramniklal Jogiya.

Last year, David also received recognition for his outstanding contribution to the investigation of deaths when he was given a joint commendation from Senior HM Coroner Catherine Mason and Leicestershire Police's Chief Constable, Simon Cole.

David has taken a lead role with the East Midlands Pathology Unit, having initially done so on behalf of Leicestershire Police, but latterly on behalf of the region.

PC Matt Eld has been named as the Community Police Officer of the Year



The award, presented at the Chief Constable's Awards Evening in November, comes just over a year after Matt was honoured at a Downing Street reception having been nominated for the national Police Bravery Award by Leicestershire Police Federation.

"Matt has shown himself to be an excellent police officer, working closely with members of the community and other partners to provide an excellent service to the public," says Dave Stokes, chair of Leicestershire Police Federation.

Over the past year, Matt has seized a number of personal development opportunities – including Taser and 4x4 driver training and starting to learn Polish so he can communicate better with Polish people living in the Westcotes area.

Sgt Spencer Dyer, who alongside the Leicester City community nominated Matt for the award, said his commitment to the community is outstanding and that he epitomises going above and beyond.

"Whilst he carries out his day to day duties with great care and due diligence, it is also what Matt does away from work that makes him so special. To go away and learn a new language shows great initiative and tells you just how much he cares about his job," he explained.

And he added: "Matt has done a great job within his community. Having patrolled with Matt on numerous occasions it is clear how well respected he is. Matt is also well respected within the Force, I have personally received both face to face and email reports thanking Matt for the brilliant work that he does."

Angie's inspiring work recognised with Woman of the Year Award

Angie Middleton says she was speechless after winning the Woman of the Year Award at Leicestershire Police's Women Inclusive Network (WIN) annual awards event.

Angie was nominated by Chief Superintendent Kerry Smith for demonstrating a determination in her commitment to policing while inspiring others.

Now in her 45th year with the Force, Angie was presented with the award by Zoe Billingham, Her Majesty's Inspector of Constabulary.

"When I found out I was nominated I was initially speechless, which is very unusual for me!" joked Angie.

"I was asked to attend a meeting with Kerry which I assumed was to discuss an agreement I had been putting together. Instead, I was told I had been nominated for the Woman of the Year Award. It became clear during the conversation that Kerry had undertaken considerable background research on my career with the Force."

Angie was told in advance that she had won the award – "I suppose to ensure that I turned up to the event!" – and admitted she was hugely touched to receive it.

"I am not an emotional person," Angie said. "But at that moment, knowing I had won, I was very emotional and amazed that someone I had met very briefly at three meetings had taken the time to nominate me and that, having been nominated, a panel had decided that I was worthy of the award."

"Having served with the Force for 45 years this year, I have always been committed to my various roles, but do admit to being very passionate about my current role."

Angie's role is information officer within the Information Management Section. The section advises the Chief Constable to ensure his and the Force's compliance with the legal obligations in respect of the personal information held including that relating to police staff, police officers and, of

course, the public.

Angie joined the Leicestershire and Rutland Constabulary as a police cadet in 1973 before becoming a regular in 1975. She served at Syston, Blackbird Road, Uppingham Road, Market Harborough, Traffic Department Headquarters and East Traffic.

She was the first woman traffic officer to undertake a City and Guilds in Mechanical Engineering – Police Officer; qualifying her to undertake vehicle examinations.

But Angie was forced to retire in 1989, before returning to the Force as a member of police staff.

She explained: "During the bad winter of 1987, while conveying the then Chief Constable from his home address to Force Headquarters in deep snow, I fell while pushing a vehicle out of a drift and cracked my kneecap.

"The policy was to have a 100 per cent fit police force and I was required to retire two years later. After a break of two days, I returned to the Force as a member of police staff having been successful in securing a job as a vetting clerk."

Part of Angie's role as Force information officer is to have an input on induction courses for all new members of police and support staff and she says: "I welcome the opportunity this presents to better prepare staff for some of the problems they will face, in an area of law that will be unfamiliar to many."

Angie has a huge range of interests outside of policing. She holds a ringing permit under the Wildlife and Countryside Act, to ring birds for the British Trust for Ornithology.

"I used to run a ringing site at Ferry Meadows, Peterborough with another ringer but spare time is limited so I have had to give that up," she said. "My ringing is usually in the garden or at the sites of other ringers, but I do try to find time to give ringing demonstrations to primary after school clubs in areas where the children would not normally have the opportunity to learn about birds and migration at such close

quarters."

Angie also has an interest in entomology and uses her knowledge to give talks to young children on moths. "It helps them to understand adaptation, natural selection and camouflage; which forms part of the curriculum," she said.

She also holds a LANTRA qualification for the control of moles, is a wood-turner and collects fountain pens, enjoying restoring any that do not work. She also works with leather, making small items such as pen cases and travel wallets as presents.

She has numerous other qualifications, at one time successfully studying for two degrees simultaneously!

Angie enjoys family history and genealogy, and has compiled several books on her own and her husband's relatives. She is writing a book on the history of Kings Norton (Leicestershire), in memory of her mother, which is set to be sold in aid of the church restoration fund.

So with everything going on, what are her career aspirations?

"Having recently been asked, I have agreed to join the NPCC information management portfolio, under Ian Dyson, Commissioner for the City of London," she said. "I will hold the audit portfolio for the police service."

"I will continue to be involved in the regional compliance audit meeting, attended by nine forces in the East and West Midlands which I currently chair, but will be encouraging others to take over."

"I want to suggest a new approach to compliance auditing. Rather than spending time putting together a three-year audit plan and a one-year audit programme to address an identified or future risk, a better approach would be for forces to audit at the speed of risk."

"And I want to finally complete the compliance audit manual for the police service."

She added: "Although becoming Woman of the Year, I have expressed a wish to try to inspire over the forthcoming year and have already been a guest at the Chief Constable's Inter-Cultural Evening."

"It gave me the opportunity to talk about the role of women in the Force and as a member of police staff. I have been invited to attend the WIN meetings and want to continue to encourage and support the individuals I manage and those I work with."

"I want to suggest a new approach to compliance auditing. Rather than spending time putting together a three-year audit plan and a one-year audit programme to address an identified or future risk, a better approach would be for forces to audit at the speed of risk."

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The importance of having rainy day savings

The term 'rainy day savings' is used a lot, but what does it actually mean and why is it so important? Rainy day savings are also known as emergency savings, as it's a pot of money that is there to be used when an unexpected cost or emergency arises.

Everyone should prepare for these situations, it could be that your car needs a new tyre, your washing machine breaks or you need to pay the excess on your insurance. They're all payments that you wouldn't expect to arise on a regular basis but when they do it is better to have the money saved and available to you.

Starting a rainy day fund doesn't need to be difficult and it doesn't need to be expensive. Save what you can afford, even if it's only £5 - £15 a month, it will all add up over time. Think about it... saving £15 per month could mean giving up a takeaway or swapping your lunchtime meal deals for packed lunches, already after one year you'll have £180. It doesn't matter how small the amount is that you start with, just start!

Preparing for the unexpected not only



takes the pressure off you when something does happen, it also prevents you from turning to forms of credit. It's in times of emergency when people may be tempted to use a credit card or even go to a payday lender if they don't have the funds available.

Think about this, if you don't have the money to pay at the time then how are you going to afford the credit card repayments

with interest charged on top? This can lead to people ending up in a debt spiral... this is why we are highlighting how important your rainy day fund is.

We understand the importance of saving for a rainy day and this is why we encourage all of our members to do it. Some of our members use their Member Account as their source of emergency savings, as the use of payroll deduction can make it easier to save up! Credit unions want what's best for their members, and that's help each and every one of them become more financially stable.

One of the biggest benefits of saving with us is that we have a payroll deduction facility set up with Leicestershire Police. This means your savings can go straight into your savings account, before you get paid. Not only does it allow you to budget with what's left, but it can reduce temptation to spend. Once you're saving, you can have peace of mind knowing that it's money there for you to withdraw as and when you need it.

For more information or to join the credit union, please visit

www.no1copperpot.com

'We will get a change in the law'

The Federation's national response driving lead has expressed his 'bitter disappointment' that a Private Members' Bill proposing better protection in law for police drivers has been delayed once again.



Tim Rogers.

Tim Rogers has spearheaded the campaign for a change in legislation and has spoken out after the second reading of Sir Henry Bellingham's Emergency Response Drivers (Protections) Bill, put forward on behalf of the Police Federation, was put back from Friday 23 November to March 2019.

"While the lack of progress for Sir Henry's bill is, of course, a bitter

disappointment, we have to take stock of where we have come from and what has been achieved over the past two years. It's certainly not all bad," said Tim.

"Our focus was, and always will be, to get the current legislative flaw remedied to ensure that our stretched professionals can do simply what society expects without the reserved right to prosecute them.

"We train officers to do things that members of the public can't so they can serve their communities and protect people from harm. But currently by doing this very thing, using the tools policing has given them, they break the law – under current traffic law where they are judged against the standard of the careful and competent driver – officers can, if the will dictates, be charged with a criminal offence for using a trained tactic."

But Tim says it's not the end of the commitment from the police minister to

change the legislation in line with the Federation's submission.

He added: "They still assure us that this ridiculous aberration will be fixed and have asked to take control of the Private Members' Bill. This is in order to have it reflect the Federation's submission of 2016 and also the slight amendments as a result of the public consultation. So, the direction is the same with the vehicle for change now being the Private Members' route.

"Officers have, in the main, full support from their senior officers. Some actively encourage the use of tactics that clearly are at odds with the law. This is nice but it's not them who will be charged or sent to jail or lose their job. The officer carries all the risk, the senior officers need them to take these risks. We will get this changed I'm certain."



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Things to think about if you are considering a divorce in the New Year

By Katherine Muldoon,
lawyer in family law at
Slater and Gordon



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

Is it really over?

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

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

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

When can I get a divorce?

Some people assume that they will not be able to divorce immediately, as there has been no particular reason for the breakdown of the marriage. Some people think that there has to have been an affair, or particular incident, to be able to start a divorce straight away, but this isn't the case.

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

When should I make the decision?

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

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

Your spouse is likely to be successful in

claiming against the value of your pension at the time of divorce, rather than its value at the time of your separation, i.e. a claim to more of your pension. For example, we acted for an officer who separated from his wife, but waited 13 years before dealing with his finances on separation. His wife might have achieved a 14 per cent share of his pension 13 years ago, but had an argument for an increased share of some 32 per cent, 13 years later.

What about the children?

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

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

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

EveryonePause – Federation carries out forces-wide menopause survey

The first police survey on the menopause has closed.

Federation members had six weeks to take part in the online survey – called EveryonePause – which was launched by the Police Federation of England and Wales to encourage men and women to speak about the menopause and improve understanding and support

"I hope many people took the time to complete the survey," says Steve Grange, secretary of West Midlands Police Federation.

"The menopause doesn't just affect

women – the wider implications can also affect men. It will be interesting to see what the results show."

It was the first survey of its kind to be carried out in the police service and is being supported by a number of stakeholders and working groups.

Hayley Aley, the national Federation's women's lead, said there was growing concern at the varying levels of support available to women going through the menopause.

The purpose of the survey is to provide evidence to give to leaders about



EVERYONE
PAUSE

what needs to change to ensure forces provide the right support and guidance, Hayley explained, adding: "This will ultimately give confidence to individuals that when it is their turn to face this transition, if needed, appropriate support and adjustments can be identified."

Crime stats paint 'a very worrying picture' – Federation secretary

Leicestershire Police Federation secretary Matt Robinson has said he is 'concerned and worried' by the latest crime figures, which show knife and sharp instrument crime have soared to an all-time high.

The Office for National Statistics' latest statistical bulletin Crime in England and Wales: year ending June 2018, reveal there were 772 offences in the Force area during that time period involving a knife or sharp instrument. In the previous 12 months there were 552 offences – meaning the figure has shot up by 41 per cent.

The figures show that 28 per cent of robberies (or 261 offences) involved a knife. Overall crime levels in Leicestershire increased by 17 per cent – the highest in the East Midlands region.

There were 41 per cent more robberies – a total of 938 crimes – and sexual offences went up by 32 per cent to 2,233. Stalking and harassment increased by 61 per cent to 5,628 offences and violence against the person crimes increased by 34 per cent to 23,454 offences.

Nationally, the report points to no change in the total level of crime but rises in in some types of theft and in higher-harm types of violence including an increase in the number of police recorded offences involving knives or sharp instruments, more hospital admissions for assaults involving a sharp instrument and an increase in homicides.

Matt says: "The statistics paint a worrying but familiar picture of an upsurge in violence and increases in some of the most serious crimes show that the Government's cuts to policing are having a real impact on communities

"For each person who is a victim of crime, there is a wider circle of their family, friends and colleagues that are also affected."

"The Force, officers and police staff are doing the best they can to maintain an effective policing service for the communities we serve but we are struggling to meet increased demand with reduced resources.

"We need the Government to start to



re-invest meaningfully in policing so that forces can tackle violent offenders and protect the public more effectively. Officers are doing their best to fight crime, tackle anti-social behaviour and look after vulnerable members of the public.

"We are however, constantly battling the reduction in officers available to attend these incidents and then carry out investigations thoroughly and effectively. Our officers are being stretched to the limits more often. This has to stop and stop quickly."

Nationally, the figures reveal:

- **A 12 per cent increase in police recorded offences involving a knife or sharp instrument to 39,332**
- **14 per cent increased in police recorded homicide offences – from 630 to 719**
- **A 22 per cent increase in police recorded robberies – to 79,117**
- **A 30 per cent increase in police recorded public order offences – to 409,191**
- **A 0.8 per cent increase in the proportion of adults who experienced sexual assaults in the year ending March 2018 to 2.7 per cent (these are the latest figures available)**
- **An eight per cent increase in overall thefts estimated by the Crime Survey for England and Wales (CSEW) to 3,591,000**
- **A seven per cent increase in vehicle offences recorded by the police to 457,970**
- **A two per cent increase in burglary recorded by the police to 432,267.**

There was, however, no change in overall violent offences (estimated by the CSEW at 1,275,000), fraud offences (estimated by the CSEW at 3,348,000) and overall criminal damage and arson offences (CSEW estimated at 1,127,000). Criminal damage and arson offences recorded by the police showed a similar pattern – a one per cent increase to 584,946.

The CSEW also estimated a 30 per cent decrease in computer misuse offences (1,121,000).

National Federation chair John Apter has said news that knife crime is again at an all-time high is 'deeply depressing'.

He explained: "It didn't take a crystal ball to predict these shocking increases because they only reflect what we have been telling Government for years – we need more boots on the ground.

"We can't let the Government get away with launching a Serious Violence Strategy which fails to make one single mention of the falling numbers of police officers keeping the public safe. We have lost nearly 22,000 officers since 2010, and there are now only 122,404 across the whole of England and Wales tasked with trying to stem the rising tide of violent crime. It's not enough."

He continued: "The fact that our warnings have been constantly ignored is deeply depressing, not only to us at the Federation but the 120,000 members that we represent. Hard-working police officers are frustrated that they lack the resources to efficiently fight crime and protect the public."

And the chair concluded: "A Government's first priority is to protect its citizens; by slashing the very people who are there to protect them they have failed to do this and that is shameful. They now have a chance to address this in the next Comprehensive Spending Review. They must act but I hope it's not too late because as these crime figures demonstrate, the public are being severely let down and it's not by the police service."

Are you liable for higher rate stamp duty?

By Rachel Howell,
licensed conveyancer
at Straw & Pearce

On 1 April 2016 the Government's bill introducing higher rate stamp duty on purchases of additional residential properties came into force.

The Government wanted to use the money to help towards affordable housing by charging an extra three per cent stamp duty on second homes and buy-to-let properties. The idea was to help first time buyers and encourage home ownership. But, two and a half years down the line, it has become apparent that these rules are affecting more people than initially intended.

Scenarios

The 'bank of mum and dad' has been talked about in the media constantly and in 2016 more than 300,000 purchase deposits were provided by the 'bank of mum and dad'. Approximately a quarter of first time buyers are helped out by parents or grandparents to put down a deposit on their first house.

While there are tax issues and mortgage lenders' requirements to consider, parents also need to consider whether they want to protect the money they are gifting to their child.

It is vital that anyone gifting money obtains advice as money can be lost even when families are involved, for example, when a couple purchase a property and later



on separate without the deposit monies having been protected the parents have no right to claim it back. Most parents gift money to their children without securing their money. However, should parents wish to protect their money and be registered as a joint owner then, assuming they already own a property, the purchase would be liable for the higher rate.

Married and civil partnership couples are seen as one person when dealing with stamp duty. This means that if one of them owns a property and the other (or jointly) purchases another property they too will be liable for the higher rate. The only exception with this is where couples can show they are permanently separated.

Over the last five years we have seen an increase in parents choosing to add their children to the title of their own property during their later life. Many are driven by the desire to protect their children's inheritance by making gifts early on and many are concerned with the significant increase in care home fees as highlighted by the media.

Whatever their reason, by adding their child (we are talking about adults here) to the title they are subjecting themselves to higher rate stamp duty if the said child already owns a property. Even if they don't own a property when that child wants to purchase their own property to live in, they themselves will be liable for higher rate stamp duty as they already own another property.

Property owners don't even need to own a whole house to be liable to pay the higher rate stamp duty. Anyone owning a share in a property worth more than £40,000 would be

liable. However, this doesn't apply to those who own a shared ownership property and wish to purchase a larger share although standard rate stamp duty may be payable when purchasing shares over 80 per cent.

For those of you who have inherited a property then the details of the inheritance are very important. Provided you inherited within the last three years and you were a joint owner (either tenants in common or joint tenants) and your interest was 50 per cent or less then you wouldn't be liable for the higher rate stamp duty. But, if you inherited the property more than three years ago then you would fall foul.

Are you thinking of setting up a company and investing your hard earned money into a couple of rental properties? Unfortunately, all company purchases above £40,000 are subject to the higher rate.

Was it really the Government's intention that all these people should be caught for the higher rate? Possibly not but, while it is bringing taxes in and the Government is offering stamp duty relief to first time buyers and other deals, including Help To Buy, it isn't likely to make any changes in the foreseeable future.

Stamp duty liability lies with the purchaser and, as lawyers, we can only give you advice on the information provided to us. Our team of knowledgeable fee earners endeavour to assist with queries and, if necessary, refer people on to a specialist.

For more information please contact Straw & Pearce on **01509 268931** or **info@strawandpearce.co.uk** or visit our website at **www.strawandpearce.co.uk**

Mark offers expert advice

Mark Wardley, a partner in Straw & Pearce, was part of an expert 'Question Time' style panel session during a national Police Federation Post-Incident Procedures (PIP) seminar.

Mark was invited onto the panel by the Police Federation's vice-chair, Ché Donald.

His input related to the draft Authorised Professional Practice (APP) for non-firearms deaths and serious injuries involving policing contact and the IOPC's proposed statutory guidance for PIP.

"In relation to the latter, I outlined potential areas of concern and how these could be addressed. For example, the

statutory guidance states that the IOPC would prefer officers to be separated before providing their initial accounts. However, the APP states that separation should only take place if it is safe, necessary and practical to do so," said Mark.

"I pointed out that by implementing certain procedures the IOPC would be satisfied and unlikely to insist on separation."

These procedures were, Mark told delegates:

- Early and documented conferring advice being given.
- The key police witnesses being supervised while travelling to the PIP suite.

- BWV recording of the journey to the PIP suite and only being turned off once the appointed officer was present at the suite.
- The appointed officer being present at the PIP suite and reminding the officers of the conferring advice.

Mark also warned that there would be an increase in incidents requiring PIP when the draft APP came into being as it specifies exactly when they should be instigated.

"At present, some such incidents do not always result in a PIP taking place," Mark said.

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