



## Comments from Norfolk Delegates on Conference

### "Transparency and reform."

It was very interesting to listen to the speech by **Jim McAulsan**, who is part of the new advisory group for the PFEW, which has been set up to hold the fed to account and to improve transparency. Certainly the right way forward for the organisation as it reforms under new Police Federation Regulations.

An interesting conference this year, with some very positive comments by the new Home Secretary, let us hope his actions will back up his words.

Andy Smith (Fed Rep)

**Ian Collins** for a third year facilitated the entire conference. Ian has his own radio show on LBC

and is often seen on news channels doing newspaper reviews. He is skilled in maintaining the pace and allowing for meaningful engagement of the guests on stage at the conference.

### Fatigue

Rest days are sacrosanct and they are the only main opportunity to recover...

Not getting rest was the main point raised by the researcher who has given 30 years of study to the topic and in conclusions it was stated that an officer will try to reduce the demand on their fatigue by taking shortcuts, concentrating less and findings show that many officers will leave the industry if the fatigue is not managed.

Keith Bristo (Fed Rep)

*Bad habits that forces impose and cause fatigue;*

- ⇒ Rotating shifts which are unhealthy due to the impact it has on being unable to adjust your body clock in keeping with such shifts
- ⇒ Not including sufficient time off between shifts as required.
- ⇒ Compressed weeks 12 hour shifts
- ⇒ Cancellations of leave and rest days

*Watch the video in key topics.*

### Videos to key topics

Click on any title to view a video on that topic discussed at conference.

### Protecting our streets

Looking at the impact of Stop Search on knife crime.

### Fatigue

A leading figure in the topic discusses the points that need to be understood regarding this issue. View from 3 minutes in.

### The Home Secretaries Speech

This is a PDF of the speech given by the new Home Sec

## Norfolk Chairman's View on Home Secretary's Speech to Conference

This is the second year in Birmingham. Less officers attended from around the country. Norfolk took five officers including myself.

Conference opened with the national Chair, Calum Macleod. His speech was very impactful, forceful and direct telling the Home Sec what he was going to be doing for our members. This years conference left me thinking we were finally on the brink of moving forwards after years that can be described as challenging, difficult and exhausting. I'm feeling more optimistic than I have for some time and that optimism applies to the Fed locally and na-

tionally but also in terms of Government and, in particular, the new Home Sec For years now, the keynote speech of the Home Sec at conference, and I am thinking mainly of Theresa May's appearances but it has to be said Amber Rudd seemed to be made from the same mould, has felt like a lecture from your least favourite school teacher. We were spoken at, told what we had done wrong, where we were failing and what we had to do. Largely it was along the lines of you have to do more with less and stop moaning. Sajid Javid, with a brother who is a police officer, did actually seem not only to get it but to actu-

ally want to hit the reset button to form a more effective partnership between Government and the police service. The tone of his speech was nothing like many, if any, of his predecessors in recent years. He appeared to listen, care and appeared to want to help. His body language was different, he turned in his chair so he could look at the national chair as he spoke. He made a couple of jokes, telling an officer with hairline like his own that he liked his hair cut. This is all well and good, and it is welcome,. But we now need to see him act on his words, for fill his promises. Time cannot stand still. Chiefs are planning ahead under current budget restraints. While three, five, seven year plans are made, the one thing I am hearing in meetings is that the only way forward is to lose more people. We cannot continue to lose more. We're already overstretched. Andy Symonds (Chair)

## Protect the Protectors: "I was just doing my job"



The theme of the conference continued with the Protect the Protectors, highlighting the realities of policing. The Federation continues to push on getting a change to the legislation that will include that assaulting a police officer will be an aggravated offence. The aim is to provide an actual deterrent for those people that contemplate assaulting an officer.

The conference watched a moving video in the life of a uniformed police officer, you can watch the video by clicking on [https://youtu.be/G51lh\\_5ncU](https://youtu.be/G51lh_5ncU)



Other videos that officers have filmed are available by clicking on <https://youtu.be/sFmLeCNLaig>

**"Tougher sentences for those who assault emergency service workers"**

Officer speaks about how she was stamped on and caused to go unconscious...



Then back on duty the next day and get back on the job as I did not want this to happen to another as we are short on shift...

## A career in policing

**"A survey showed 70% of new recruits intended to stay until pension age, when re-surveyed at two years in the job this had dropped to 53% and then down to 30% five years in."**

A presentation by **Dave Bamber**, college of policing lead for the PFEW and **Dr. Fran Boag-Munroe**, a research practitioner for the PFEW.

The presentation was more about data analysis and through career surveys. The purpose of which is to find out what officers actually want and not

make assumptions. A typical recruit is now on average 27 old. Half will have a degree and prior serve with the police in some way and one in five will have some carer responsibility.

Candidates are now less likely to join for job security or benefits but more for advancement in rank.

This presentation was full of data obtained from the surveys sent out to members of the federation. It only highlights the absolute need to complete surveys received.

The federation is able to counter the senior managements assumptions

about what you want with cold facts about what you do actually want. So next time you get that email with a survey attached, if you delete it without completing it, you are doing a dis-service to yourself and colleagues and you may end up with what you clearly don't want. Please end the apathy when it comes to surveys and start to build a service we want and need.

A video of the talk is available here:

<https://polfed18app.glasgows.co.uk/vod/day2breakout>

*Andy Smith (Federation Rep)*

## Women standing shoulder to shoulder

This was a very positive and uplifting talk at conference. **Annita Clarke** an Inspector with Bedfordshire Police spoke first, candidly, bravely and with humour about her personal journey to becoming a police officer and her career since.

Annita suffered an abusive childhood growing up in Manchester and was seriously sexually assaulted. She is now a trained coach and mentor and has been responsible for implementing a positive coaching and mentoring policy in her Force. She has also been very involved with BAWP and IAWP

and has won awards from both organisations.

**Holly Lynch** the MP for Halifax also talked about her journey in politics as a woman. She also movingly spoke of her friendship with **Jo Cox** and how her shocking murder had affected her. Holly is one of the main supporters of the Protect the Protectors campaign.

**Emma Hawksworth** from Slater and Gordon Solicitors gave information in general terms about several of the Equality related ET cases in the Police Service that she had dealt with over the years. Flexible working remains

one of the biggest Equality issues in Policing.

A video of the talk is available here:

<https://polfed18app.glasgows.co.uk/vod/day1breakout2>

*Sam Hawkins (Equality Lead)*

## Detectives in Crisis

**"Where are all the detectives."**

'Detectives in Crisis' is a national campaign that seeks to raise awareness of the current state of detective policing.

The recent results from the PFEW's national detectives' survey provide a true reflection of the reality of this valuable role in policing.

Detective officers are under pressure and severely under-resourced. This is not only having an impact on the service afforded to victims of crime but also detectives themselves.

Conference heard from detectives under pressure and victims of crime who relied on detective investigators to seek justice.

**Martin Plummer**, Chair, Police Federation's National Detectives' Forum (PFNDF)

**Matt Jukes**, Lead for Investigator

Resilience, NPCC

A video of the talk is available here:

<https://polfed18app.glasgows.co.uk/vod/day2breakout2>

Keith Bristo (*Federation Rep*)

**"Detectives are overall 5000 officers short according to Matt Jukes the NPCC lead on Detective resilience"**

## Police Pursuits

### Police Pursuits

The law needs to change and government recognise that it needs to change.

Police officers are trained to break the law of the 'reasonable careful driver' standard.

An officer talked about when he went to court after a road traffic collision whilst on duty and waited for the court case to conclude, then was investigated by IPCC, then 6 years later and still ongoing this officer waits for an outcome from the IPCC (Now the IOPC).



## Protecting our communities

A question was asked, has the reductions in neighbourhood policing affected our ability to tackle terrorism?

**Amanda Morris** from the Muslim council of Britain had this to say...

PREVENT makes Muslims feel unfairly targeted by its legislation. Our counter extremism strategy is adding a new layer of challenge for Muslims.

They are being made to feel like they have to spy on each other. The unequivocal answer to the session question was "yes", with the following solutions suggested to address the growing problem...

A move towards more evidence based projects to deal with terrorism.

Release funding for more community policing.

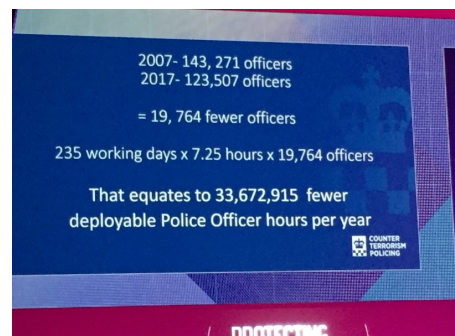
Sam Hawkins (*Equality Lead*)

**Simon Cole**, Lead for Local Policing, NPCC "Has the reductions in neighbourhood policing impacted our ability to tackle terrorism?.....YES!"

**"Prevent is safeguarding and it is voluntary"**

**Simon Kempton**, Operational Policing Lead, PFEW "Neighbourhood policing is key, cuts to NPTs have undermined the police's ability to obtain intelligence and a represents a clear danger to national security"

James Hill (*Federation Rep*)



**"33,672,915 fewer deployable Police Officer hours per year"**



## Federation Conference Newsletter 2018

# ( PROTECTING THE PROTECTORS )

Your Norfolk Federation representatives who attended the Police Federation Conference 2018 have supplied topics and articles you have read in this newsletter. Much discussed in this newsletter reflects those speeches representatives heard.

A highlighted summary of the speeches and topics from the conference is found on the link below.

<https://polfed18app.glasgows.co.uk/vod/highlights>

Norfolk Police Federation has produced this newsletter internally at neutral cost, which is effectively a saving to the membership funds of over £1000.

