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The magazine of North Yorkshire Police Federation

Winter 2017



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Chairman's introduction

I have had a lot to learn since I took over from Mike Stubbs in August and I have approached the role with an open mind. I have been developing my understanding of police regulations, pensions, injury on duty awards, representing members in disciplinary matters, dealing with welfare issues, Health and Safety, regional and national issues affecting policing and negotiating with the force on a wide range of issues affecting officers. Like many officers my only experience with the Federation was representation in disciplinary matters. I think this, my first introduction, is a good opportunity to share some of my learning about what the Federation actually do on our behalf.

I have taken over the role of NYP Federation Chair at a time of unprecedented challenge to the Police Service when resources are spread more thinly, arguably, than ever before. We are fully aware of the pressures and the impact they are having on the wellbeing of officers.

In the North East officer numbers have reduced by 19% since 2010 with the loss of 3,736 officers across the region (19,673 to 15,937). In North Yorkshire the number of North Yorkshire police officers has fallen from a high of 1650 to just 1293 officers in Federated ranks today. In 2007, there were 2.1 police officers for every 1000 residents today there are just 1.5 police officers for every 1000 residents.

This reduction in officer numbers has coincided with an increase in recorded crime of 13%, record levels of 999 calls and growing non-crime demand to bridge gaps in local services. Nationally and locally the police



Rob Bowles

service is stretched our members are feeling it and the public is noticing it. It is also telling that The latest figures from 2015 show that the UK spent £119 per capita on the police service, compared with £163 in Denmark, £207 in the Netherlands and £215 in Germany.

The impact of this environment on officers has been significant with Police Federation of England and Wales' recent pay and morale survey showing that on average, 60 per cent of officers in the North East were experiencing low morale. Morale and living standards have also been undermined by the ongoing pay reductions and recent pay settlement.

Whilst some issues like the public sector pay cap are beyond the influence of the Federation it has raised the national profile of some of these pressures and public support for the Police has improved as a result.

Whilst some issues like the public sector pay cap are beyond the influence of the Federation it has raised the national profile of some of these pressures and public support for the Police has improved as a result. The Federation campaigns on behalf of officers to increase Police funding and also makes detailed and evidenced representations to the Police Remuneration Review body, including details of the pay and morale survey, to lobby for a long overdue increase in pay.

More practically the Protect the Protectors bill to impose tougher sentences on those who assault police and other emergency services has cleared its latest hurdle

CHAIRMAN'S INTRODUCTION

at Parliament.

A police officer is assaulted every four minutes in England and Wales. The bill creates a new form of common assault where the assault is against an emergency worker. An offence would be triable in either magistrates or crown court and will carry a maximum penalty of 12 months in prison; double the current maximum penalty for the existing offence of assault.

It also seeks to protect emergency workers from communicable diseases by making it an offence for someone who spits on a blue light worker to refuse to provide a blood sample.

The Federation has also forced a review of the protections for Police Drivers. There are no exemptions in the current legislation that take into account the high level of specialised training officers are given. All driving standards are measured against that of a non-police trained "competent and careful driver" which immediately leaves our members in a legally vulnerable position.

As a result of work undertaken by the Federation Policing Minister Nick Hurd outlined that a review, including the issue of protection for police drivers, will be undertaken.

I have also been making progress with establishing a national position for the Federation on Her Majesties Inspectorate of Constabularies External Reference Group; giving the Federation some influence over what forces are inspected on and how inspections are undertaken.

We have made contact with our MPs in North Yorkshire in order to ensure their support of the Protect the Protectors Bill and to develop relationships for the future.

Locally we are routinely negotiating with the Force to improve the conditions of Officers.

We have recently organised a series of meetings with Area Commanders, the ACC, Occupational Health and Welfare and duties to discuss Officers concerns about Operation Kingfisher. As a result we proposed solutions and negotiated some very positive outcomes for officers.

The Federation represent your interests at Force meetings as diverse as the Operation Kingfisher Gold meetings, Health and Safety Meetings and Public Accountability meetings.

We are actively are supporting officers with a wide range of welfare/ wellbeing issues; negotiating with the Force to improve working conditions for individual officers. For example we are supporting various members in their return to work from sickness; ensuring that organisation make the necessary adjustments to safeguard officers wellbeing.

NYP Federation is also actively supporting individual officers with a wide range of Disciplinary issues, Pension matters, Injury on Duty Awards and Police Medical Appeals Boards.

The scope of the work undertaken by the NYP Federation Office and your Reps is far broader than many appreciate. I want NYP Federation to be approachable and transparent and we actively seek your views on what we can do differently.

I have joined a strong team with Will Eastwood and Brad Jackson as full time Federation Officials and together with our work place Reps we are committed to working with our members and the organisation to promote Officer Wellbeing and to improve working conditions during this challenging period.

It is a privilege to have been elected to be you Chair and I look forward to hearing your views and working with you.

Rob Bowles - JBB Chair

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Winners announced at North Yorkshire Police's third Annual Awards ceremony

The third North Yorkshire Police Annual Awards event, held at Sandburn Hall, York, took place on Friday 3 November. Winners, their families and senior officers attended the event which celebrates the achievements of officers and staff who embody the force's values of courage, compassion and inspiration. North Yorkshire Police Federation are proud to sponsor the Courage award.

PC Richard Farrar of York was the Courage and public choice winner on the night, following his courageous act to apprehend an armed thief singlehandedly, on a busy Saturday night in York city centre.

Talking about his award, PC Farrar said: "I am truly honoured, humbled and proud to be the public choice winner so thank you to all those who nominated me. I accepted the award in memory of my friend and colleague Nina Mackay from the Metropolitan Police, who was fatally stabbed in

her course of duty 20 years ago almost to the day. This incident is a reminder of the risks that myself and police officers face in serving and protecting the public every day here in York, across the county and the country.

"Everyone is equally as worthy as me to be recognised for their efforts and I'd like to congratulate them all."

Sergeant Simon Wilson of Northallerton was awarded the Lifetime Achievement Award for a Police Officer, for his ongoing commitment to supporting communities by setting up successful interventions to tackle crime and anti-social behaviour.

Mick Gill, force kennel manager at Solberge, was awarded the Lifetime Achievement Award for Police Staff for his 30 years of hard work caring for literally hundreds of police dogs.

Special Sergeant Phillip Brette of Stokesley was awarded the Glenn Goodman trophy for his exemplary work on cross border crime. This

Talking about his award, PC Farrar said: "I am truly honoured, humbled and proud to be the public choice winner so thank you to all those who nominated me. I accepted the award in memory of my friend and colleague Nina Mackay from the Metropolitan Police, who was fatally stabbed in her course of duty 20 years ago almost to the day. This incident is a reminder of the risks that myself and police officers face in serving and protecting the public every day here in York, across the county and the country.





award – one of North Yorkshire Police's premier honours – is given in memory of SC Glenn Goodman, who was tragically shot dead by an IRA gunman whilst on duty in Tadcaster in 1992.

Speaking about the ceremony, Chief Constable of North Yorkshire Police, Dave Jones, said:

"It's not every day that our officers, staff and volunteers get recognised for going above and beyond in what they do and so it's an honour to celebrate the winners of this year's awards.

"From those who have shown courage, compassion and inspiration in their day-to-day work to the colleagues who have made lifelong contributions to the service and the community we were humbled to see so many nominations for this year's award and I am extremely proud of each and every one.

"As a police force we continue to operate in challenging times but these awards are a chance to remind ourselves of the remarkable

dedication and sense of duty that is shown by those who work and volunteer for North Yorkshire Police."

Julia Mulligan, Police and Crime Commissioner for North Yorkshire, championed the idea of the Public Choice Award, three years ago, to allow the public to show their appreciation to those who go the extra mile.

She said: "I was delighted to support this award once more and to hear about the courage and compassion shown by the finalists. The public showed a tremendous amount of support and appreciation of those who went above and beyond, often in incredibly challenging and dangerous circumstances.

"It was an honour to be able to reveal PC Richard Farrar as the winner of the Public Choice Award, and what a deserved winner he is. He put himself in danger to protect the public from a repeat offender which resulted in a prison sentence. Given how outstanding the finalists

were, this is a real accomplishment.

"And finally, I'd like to thank the public for their votes and also more widely, the support they give to the police. Without the public's support, policing North Yorkshire would be all but impossible."

North Yorkshire Police gratefully acknowledges the support of its sponsors for this event, who included: the Police and Crime Commissioner for North Yorkshire, CGA Accountants, the Police Federation, the High Sheriff of North Yorkshire, ASB Help, NARPO and UNISON.

Speaking about the ceremony, Chief Constable of North Yorkshire Police, Dave Jones, said: "It's not every day that our officers, staff and volunteers get recognised for going above and beyond in what they do and so it's an honour to celebrate the winners of this year's awards."

New laws planned to protect police drivers



Police drivers are to receive better protection under the law after new legislation is drafted.

The Police Federation have been campaigning for new laws to protect police drivers for the past seven years as officers have been faced with charges of careless and dangerous driving following their actions during pursuits.

Currently, police drivers receive no extra protection; so when a collision has taken place they are treated like any other motorist, which can lead to career-ending criminal charges.

Rob Bowles, Chairman of North Yorkshire Police Federation, said: "We welcome these proposals in relation to the protection of our members as far as police driving is concerned. We are in a completely untenable position at the moment, whereby trained professionals are being judged by the same standards as members of the

public in normal driving situations.

"There is no differentiation in law to recognise the professional training emergency response drivers undertake.

"There has been inertia on the part of Government to address the issue and there hasn't been a widespread appreciation of the problem. But I think that the Police Federation has done a particularly good job in bringing this to ministers' attention and we are pleased that assurances have been given by Police Minister Nick Hurd that legislation will be put in place to address the situation."

"The necessity of providing a service for the members of the public means that we have to respond using blues and twos, and in the meantime North Yorkshire Police Federation will work to support our members if, as a result of their lack of protection in law, they suffer any detriment."

Currently, police drivers receive no extra protection; so when a collision has taken place they are treated like any other motorist, which can lead to career-ending criminal charges.



“450 is far too many assaults on our

Police assaults: 450 North Yorkshire officers attacked on duty

More than 450 North Yorkshire Police officers were assaulted on duty in the year ending in March, official figures have shown.

The statistics were released ahead of the passing of the Emergency Workers (Offences) Private Members Bill, which is currently going through parliament in a bid to better protect police officers and other blue light colleagues from attack.

The new legislation, which is expected to become law by Easter 2018, would make it an aggravated offence to assault emergency service workers. It calls for tougher sentences for attacks on emergency workers, increasing the maximum sentence for common assault from six months to a year if staff are attacked while on duty. And it would force anyone who bites, spits at or attacks an emergency service worker to undergo blood and/or saliva tests.

Rob Bowles, Chairman of North Yorkshire Police Federation, said:

members, and our hope is that the ‘Protect the Protectors’ Bill will go some way to providing a deterrent, and preventing that number of assaults from taking place.

“We in the Federation are constantly and routinely monitoring assaults on police officers, we’re there to support individual police officers that have been assaulted, and we are also constantly trying to analyse and identify any trends in those assaults so that we can hopefully address that with the organisation.”

Rob said attacks were so prevalent because there isn’t enough of a deterrent for offenders, adding: “No police officer, nor any member of the emergency services, should have to expect assaults and have to accept those kind of problems just by virtue of their job. It is important that the Government has acknowledged the difficult, challenging and sometimes dangerous role that police officers undertake.”

Rob said that in order for the

No police officer, nor any member of the emergency services, should have to expect assaults and have to accept those kind of problems just by virtue of their job.

force to prevent attacks and properly support police, it is vital that officers report any incidents, and that they know being assaulted should never be seen as part of the job.

He added: “We need to get a true picture of assaults, so we welcome reports into the Federation. We will routinely monitor and we offer support for all individuals who have been assaulted in the line of duty and we’re there to provide whatever support we can. So I would encourage all officers to report assaults so that the organisation has a full appreciation of the extent of the problem and also identifies any trends in relation to the problem so that we can address the issues in the future.”

Post-Incident Procedures are vital to protecting officers at work



All police officers should make themselves aware of Post-Incident Procedures so they can keep themselves protected at work, North Yorkshire Police Federation has warned.

Post-incident procedure, or PIP as it is known, refers to the process undertaken when a death or serious injury occurs following police contact. It is often thought of as the preserve of those in more dangerous specialisms, such as firearms, but it can equally affect officers in driving, custody and other areas of frontline policing.

Last year nationally there were 32 road fatalities involving police contact, 55 deaths in custody and six firearms deaths.

Brad Jackson, Deputy Secretary, said: "Awareness of the PIP process is something that we actively encourage in North Yorkshire Police Federation. The process is a vital one in that it enables the force to gather evidence in relation to the incident, to provide the welfare support that officers need, but also, crucially, to provide the right level of legal protection for officers in the event of an incident of that kind of

severity."

The Federation has a cadre of specially trained representatives on hand to support any member who finds themselves in the PIP process, and a 24-hour rota to ensure that they are contactable any time, day or night.

Brad added: "We are always able and willing to turn out in the event of any unfortunate incident. If any of our members find themselves involved in such an incident, we would encourage them to notify supervision about the severity of the incident and also advising or suggested that a PIP process should be initiated."

In October, 200 people from across operational policing attended a seminar focusing on the issues around PIP at a conference hosted by the Police Federation of England and Wales in Staffordshire.

Post-incident procedure, or PIP as it is known, refers to the process undertaken when a death or serious injury occurs following police contact.



Federation works with Force to address Operation Kingfisher concerns

The number of officers being sent to police fracking demonstrations is having wide-ranging impacts across the force, as bobbies struggle to complete their day-to-day police work or spend time with their families.

North Yorkshire Police Federation said a recent survey carried out by members showed how disruptive the operation has been for police officers. It has held a number of meetings with chief officers to find solutions.

The solutions include Chief officers at North Yorkshire Police promising to do their best to avoid cancelling rest days after complaints were made about

staffing Operation Kingfisher.

Will Eastwood, NYPF Secretary said: “Many officers have also expressed concerns about the impact of rest day cancellations have on officer morale, fatigue and family life. In particular we shared your concerns about cancellations to work night shifts in the middle of sets of rest days. The chief officer team has undertaken to stop this from happening in all but the most exceptional cases. The organisation has also undertaken, wherever possible, to minimise the cancellation of Rest Days per set for each officer.”

The force has pledged to better spread the burden across officers, and that they should start to see the

benefit of this for the rest of the operation. It has promised to support officers if workloads become too much and, where this is the case, officers are encouraged to raise concerns with line managers and the Federation.

The Federation added: “The key message we received from the chief officer team, area commanders and all involved with this process was their sincere gratitude for the hard work, dedication and professionalism you have all showed through a period of unprecedented demand. We, in the Federation, also appreciate your ongoing support and ask you to continue to communicate your views and concerns to us.”

Stressed detectives say cuts have had huge impact on morale

Detectives in North Yorkshire feel overworked, under resourced and stressed out, a new survey has shown.

The Detective Survey 2017, published this month by the Police Federation of England and Wales, found widespread dissatisfaction in investigation departments across the nation.

More than half of detectives said police cuts have had a “huge impact” on their morale – while more than a quarter said their physical and mental health has been affected, according to the biggest ever survey of investigators in the UK.

Half of more than 7,800 respondents said cuts had led to a substantial increase in fatigue (53%) and stress (49%).

This was echoed in North Yorkshire, where 58% of respondents reported a major impact on morale. Three in ten detectives said that service cuts have had a major impact on their mental health and wellbeing.

And 58% of respondents in North Yorkshire Police said that service cuts have substantially increased their overall workload and also substantially increased how fatigued they feel. And a worrying 74% said that their workload in the last 12 months was



either too high or much too high.

Rob Bowles, Chairman of North Yorkshire Police Federation, said: “There are considerable pressures on detectives and that is reflected in our lack of ability to be able to recruit more.

“There needs to be more acknowledgment of the work that they do. And there needs to be a greater undertaking nationally to address some of the mental health problems that are associated with the role. There needs to be some recognition of the sacrifice in terms of pay that detectives have to undertake.”

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Derisory' police pay award reflects Government's lack of appreciation

North Yorkshire Police Federation has hit out at the Government's "derisory" pay rise for police officers that has left bobbies feeling dissatisfied and angry.

Police officers were given a 1% increase in September, along with a 1% "bonus", despite the fact that the Federation had been lobbying for a 2.8% increase which would have been in line with inflation. The independent Police Pay Review Body said that officers should get a 2% consolidated pay rise.

Rob Bowles, Chairman of North Yorkshire Police Federation, said: "I, along with many officers and the vast majority of people in the Police Federation, consider that pay settlement derisory. It will have a significant impact on police morale and, when you take into consideration the ever increasing demand of police officers, it really reflects the Government's lack of appreciation of the professional and

dedicated work that police officers do."

Rob said the move enabled the Government to look as though it was lifting the pay cap on public sector workers, but that because the extra 1% will have to be paid out of force funds, it would do no more than put more pressure on an already overstretched police service.

He said: "The Government has really been very duplicitous over this. On one the hand they are saying that we do a fantastic job, that they respect our professionalism, that they respect the courage and dedication of our officers, but on the other hand are not prepared to pay us the money that would enable us to keep our heads above water.

"We have actually had seven years without a pay rise, and in fact when you look at inflation over the course of the last seven years, we've actually had a significant reduction

in the pay that we receive.

"There is a lot of anger and dissatisfaction from the police officers on the ground. Morale has taken a hit. In our force, we know that while 63% of officers are proud to work for the police, 68% say they would not recommend joining the police service. This is a reflection of a diminution of morale, and I don't think this pay settlement has helped that in any way at all."

There is a lot of anger and dissatisfaction from the police officers on the ground.

Q and A with campaigning police safety MP Holly Lynch



The Protect the Protectors Bill - aiming to increase the sentences for those convicted of assaulting emergency service workers - is progressing through Parliament.

Holly Lynch, Labour MP for Halifax, has been instrumental in lobbying MPs from all parties to support the Bill.

She got involved after going out on patrol with a local West Yorkshire officer and ended up calling 999 for back up after they were surrounded by a group of individuals after pulling over a car.

Here, Holly explains about how the Protect the Protectors Bill could finally end up becoming law.

Q. Tell us about the Protect the Protectors Bill in Parliament?

A. There have been ongoing negotiations between the Labour Party and cross-party MPs, and the Government. It's been a bit backwards and forwards whilst we try and negotiate exactly how we can make this Bill as effective as possible.

It is about protection for emergency service workers so that the toughest possible deterrents are in place to ideally prevent anybody from assaulting an emergency service worker in the first place. But in addition to that, in relation to spitting, somebody would now have to provide a good sample if they spit at an emergency service worker, to determine whether that person would need to start taking anti-viral treatments. And it will just give emergency service workers peace of mind about whether they're in danger of having contracted a communicable disease or not. So this is a really positive step forward for all of our 999 responders.

Q. What sort of custodial deterrents are you looking for as part of this Bill?

A. Really quite significant. What we know is the police assault charge just refers exclusively to police officers, and actually it just wasn't being used enough by the judiciary. It also meant that it had a maximum sentence of six months. This will now be extended by 12 months and it'll also be triable either way, which is great. It opens up a whole raft of much longer sentences, and we will encourage the judiciary to use those where it sends the strongest possible message that it's absolutely unacceptable to assault an emergency service worker.

Q. Why is it so important to Protect the Protectors?

A. Having been out and spent a lot of time with our frontline emergency services and seen the work that they do, I don't think anybody has any doubts about how important their role is. I've been increasingly concerned about how the cuts to emergency frontline services mean that they're increasingly out on their own, and there is an increased vulnerability that goes with that. We want to make sure that they've got all the protections that they need to do that really important work.

We've seen a number of incidents recently that they really are our frontline, but they deserve our support. And to assault our emergency service workers is to show complete disregard for law and order, and for laws that have been agreed by society itself. It's unacceptable and I think this change in law now really sends that message loud and clear.

We've seen a number of incidents recently that they really are our frontline, but they deserve our support.

Q. This has been very personal to you, as your father was a police officer. How are you feeling right now about the state of play?

A. I don't want to be celebrating just too quickly. There are a number of months to go yet before this is really enshrined in law, and get protections out on the streets for emergency service workers. However, right now, we've come an awful long way in quite a short period of time. It is something that's important.

We started this campaign after I had been out and had really quite an eye opening, potentially dangerous experience, with a police officer on the streets of my constituency. My mum was a nurse, my dad was a police officer, so I'm feeling pretty delighted right now that things are going as well as they possibly can be.

It's looking like the Government is working with us, and I hope now it's only a matter of time before these deterrents are out there, on the streets, protecting people. Yeah, absolutely delighted.

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Greater support for St George's beneficiaries as new Benefits introduced



Trustees at the St George's Police Children Trust met recently to review the donation rate together with the future direction and possible expansion of services for the Trust moving forward. We are delighted to announce a number of changes and additional benefits available to Beneficiaries from January 2018.

Supporting the children of Police Officer's goes back many years, to when the Northern Police Orphanage first opened in 1898. Founded by Miss Catherine Gurney for the care and welfare of Northern Police Force children who had lost one or both parents.

Between 1898, when the orphanage opened, through to 1954 more than 600 children spent all or part of their childhood there. Running costs were funded by many hundreds of serving police officers who made a weekly donation from their pay. Other gifts and donations were received from well-wishers across the north of England and further afield.

The orphanage closed in the mid-1950's due to falling demand, possibly because of changes to the welfare state and an increase in

adoption and fostering.

The St George's Police Children Trust continues today, currently supporting the children of Police Officers who have either lost their life or suffered an injury or illness that means they can no longer work. In the last year, support has been given to more than 300 children and young people helping them to have the same chances in life that we would want for our own families.

For some time suggestions have been coming forward from current beneficiaries for ideas around additional support or where they felt there was a gap in support on the back of their particular circumstances.

Therefore, the Trustees have made a significant change to increase the support offered by the Trust, as we continue to work hard to find innovative ways to adapt to the ever-changing policing landscape.

In order for us to be able to offer this extra provision, the weekly donation rate to the St George's Police Children Trust will increase from January 2018. This will enable the charity to be financially viable over the next few years and allow the Trust to improve the support and service to the wider Police Family.

The weekly donation rate has increased from 20pence to 35pence. This equates to £1.50 per month, or £1.40 per four weeks. Please note this is the first increase in the SGPCT donation rate since 2011.

From January 2018 the following new benefits will be made available to beneficiaries.

The eligibility will be widened to include children of Police Families

A proposal was submitted to the Trustees which we have approved and I am pleased the Trust will now be offering additional support to our beneficiaries.





where the Partner of a Police officer has lost their life. The Trustees understands that the death of partners affects income received by the family and therefore impacts the children, and thus support should be offered in this instance.

The Registration Grant, renamed as the New Beneficiary Grant, will

be increased from £100 to £1000 to provide more immediate financial relief.

The application will then be considered on its full merit at the next Board of Trustees meeting (held quarterly in February, May, August and November) and a decision in regard to payment of

support allowances and grants to beneficiaries will be made.

A new Driving Lesson Grant will be made available to beneficiaries from the age of 17 up to 25, to help with the cost of learning to drive. The support is capped at £1000 per child.

A new Child Counselling Grant will offer financial support to all beneficiaries who wish to access counselling to support a child or family through a bereavement or difficult time. This support can be accessed at any time, up to the age of 25, and not only immediately after the specific event.

The St George's Police Children Trust Chairman, Ian Hanson, said

"A proposal was submitted to the Trustees which we have approved and I am pleased the Trust will now be offering additional support to our beneficiaries.

The sad reality is that some terrible things happen to Police Officers, and the Trust is able, with your support, to put in place measures to ensure the children of those brave Police Officers are supported.

Tragic and unexpected deaths leave families devastated, and whilst no amount of money can replace a parent, support from the Trust can provide a degree of financial certainty in difficult times."

Thank you for your support and we hope that you will continue to support the Charity that not only supports you but also your colleagues.

If you are not currently making a regular donation to the St George's Police Children Trust and would like to do so, simply contact the Trust, your Police Federation or Payroll Department to get this set up straight away.

A small outlay now could provide peace of mind in the knowledge that you are safeguarding your family's future.

St George's Police Children Trust
 "Providing a helping hand if the unimaginable happens."

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