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issue 05

DEVON & CORNWALL POLICE FEDERATION

Summer 2020

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SHE'S AWESOME / REGIONAL UPDATES / WAYNES WISDOM /
FINANCIAL WELLBEING / FAMILY LAW

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Thank you.

Our world has changed. Suddenly. With little warning or time to prepare.

As police officers you not only have to process this in your personal life, but you are also being asked to play a vital frontline role and it is likely that more will be asked of you yet.

You are being asked to help enforce the government's message to the nation to 'stay home' to protect yourselves, your families, and the NHS, whilst not being able to do so yourselves.

As a Federation, and as individuals, we'd like to **thank you** for your continuing work - and if you are self-isolating we'd like to **thank you** for protecting your fellow officers, yourselves, or your families.

We are still here for you, and we are working hard to fight for the best protection and working conditions for you. **Your professional and personal welfare is our main priority** always, and it's no different now.

Please get in touch with us if you have any queries or would like support, and follow us on [Facebook](#), [Twitter](#), and [Sharepoint](#) for regular updates and useful information.

Andy Berry
Chair, Devon & Cornwall Police Federation

A VIEW FROM THE CHAIR

ANDY BERRY, CHAIR OF DEVON & CORNWALL POLICE FEDERATION

I really didn't imagine when I wrote in our last magazine that, by the time we publish this edition, the world would have changed so dramatically. COVID-19 has had an impact on us all. For most it has been at the very least an inconvenience, but for some it has had a massive impact on family life, mental and physical health and – sadly for some – the loss of loved ones. Of course the impact of COVID-19 affects us all at work as well and we have been working with our Force at all levels to ensure that officers don't fall foul of unintended changes to policy or expectations that are placed on them. We have been taking part in Force COVID meetings at Bronze, Silver and GOLD meetings both within BCU's and also at strategic level. We have also been able to feed into National meetings via our national operational policing lead, Simon Kempton, enabling us to have an impact on national policy. So it's a fair question to ask if we, your local Fed, have made a difference. I think we have – along with our Union colleagues – made a very positive impact on what has happened in force. In what was initially a very fast paced changing landscape, with rapid changes in policy from both Government and the NPCC, we were able to influence some key policy decisions regarding deployment and the issue of PPE – not least moving the decisions for use of PPE from the CIM to individual officers applying the NDM. We also worked with the force to facilitate brand new student officers working within CRC (CMCU) to support some call handling. We thought that this was a good idea, but when it became clear that the need for their presence in the control room was diminished we pushed hard to get them back to their studies which they now are.

As time moves on we are now involved with the implementation of COVID-SECURE across the

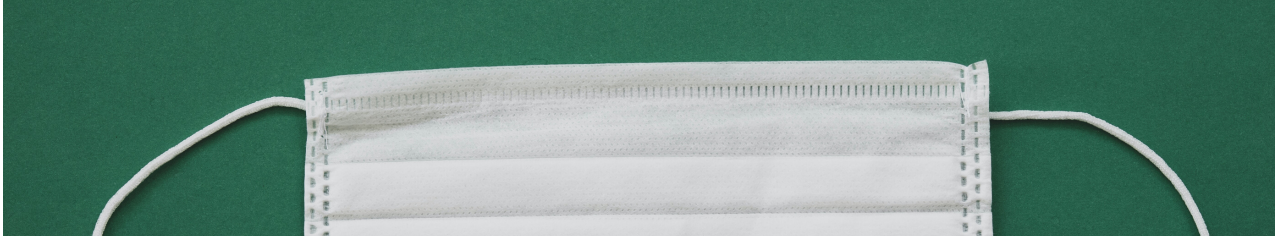
force, which is the force responding to Governmental and Public Health England's guidance, which is intending to make workplaces safer. I do get the irony that very many officers and staff have been working throughout the pandemic crisis and so these considerations may seem a bit late to the party. But I think, as more people move back to the workplace, it is important to take this seriously and recognise that there are many officers who have to take this seriously due to the potential impact on loved ones who might have particular health issues.



Other 'big' news at the moment is the subscription increase which, from September, will increase to £23.58 and also the discounts for student officers who join after that date will be less generous. This is the first increase since 2011 but I do appreciate that for some families, particularly those with partners economically affected by COVID, the timing isn't great. To be honest though we never like paying more do we, whether it's our car insurance or electricity. It certainly wasn't a decision taken lightly but we had to recognise that we must secure the future of the Police Federation.

Nationally, it costs around £30 million a year to run the organisation which includes; paying for your local rep's training, their travel expenses when they visit members, their phones and all the stuff they need to help officers in our force as well as the national stuff. Last year over £10 million was spent on legal costs supporting officers, but we also need to have a team up there who can provide the research information, legal information and comm's support if we are to be an effective voice for our members. The new subscription rate isn't out of step with other organisations either. I've had a look and if I was allowed to join UNISON I would be paying £22.50, or if I was a fire fighter then I'd be paying over £25. Remember also that as a police officer you can claim tax relief on your subscription (our UNION colleagues cannot) which reduces what you actually pay by either 20% or 40% depending on your tax code. SO IMPORTANT – Most officers will be getting this but it is worth checking to make sure.

Even with this subscription increase I believe that every officer should still be a member and that there is value in being a member. Indeed, a big part of it is just like an insurance policy. We all hope that we never need the assistance of the Federation, BUT stuff happens doesn't it and when complaints occur following an arrest, or the IOPC are investigating you because someone dies following police contact, or if you get ill and take time off work, it is reassuring knowing that a local Federation rep will be there to support you. The other part is having a body there to stick up for police officers, whether that is locally, with us working with the force on many issues, to the national part of the organisation campaigning on some of the big stuff like the Police Protections Bill currently going through parliament which will bring in stiffer sentences for those who assault us, better protection for police drivers, the policing covenant and enabling Specials to join the Federation for the first time.



Ch, ch, ch, ch, changes

Whilst Jim Purkiss continues to fulfil the role as Temporary Branch Secretary, we have decided that we need to ensure that the critical 'Conduct and Performance Lead Officer' post receives the attention it deserves. Consequently, we are pleased to announce that Richie Poole will be taking up this role. His key responsibilities will be maintaining a strategic overview of conduct issues across the force, supporting Federation reps with cases and liaison with PSD. Many of you will know Richie as the geographic rep for NEW Devon and he will maintain ownership of this role for the time being although other opportunities are being considered.



Your local Federation



Our team are still working tirelessly to look after you at this tough time. If you have an issue but don't know who to contact, please speak to one of your local Fed Reps or Mitch in the office on 01392 354770 or fedoffice@devon.polfed.org.

Please bear in mind that all reps' availability will be subject to their shifts and work requirements. Therefore, if you don't receive a response please consider contacting another rep in your locale.

Find your local Fed rep

(Full-time reps in Bold)

Chair **Andy Berry** - 07834 546347

Temporary Secretary **Jim Purkiss** - Treasurer **Andy Collins** Temporary CAPLO Lead **Richie Poole**

NEW Devon

Richie Poole - Suzie Vbranch - Tanya Youngs - Wayne Thielman Becky Davies

South Devon

Nick Jones - Matt Townrow - Ollie Abercrombie - Nichola Drury

Plymouth

Sam Samuel - Rachel Blanchard - Chris Harwood - Andy Denton Martin Whitehouse

Cornwall & IOS

Mark Atkins - Steve White - Gavin Barnes - Scott Randall
Andy Robinson - Sue Honeywill - James Honeywill

For contact details please see the force email address book or this link to sharepoint for the phone list for reps:

<http://intranet/PolFed/Lists/News%20and%20Messages/Attachments/558/Police%20Response%20to%20COVID.pdf>

FROM ALL 4 CORNERS

REGIONAL UPDATES FROM YOUR FULL-TIME REPS

Hi all, well where does one start!

Busy few months it's fair to say and many examples of first class policing in challenging and changing times.

I have lost count of examples of professionalism and courage during these unprecedented times, as mentioned in the Commanders' messages. As you will be aware, awards ceremonies are on hold due to the Covid-19 situation but as soon as is able, dates will be published.

Worth noting that the amount of assaults on officers has increased to new levels during the pandemic, but I am sure you will agree some robust sentencing is welcomed and work is being done to keep the momentum of such punishment post Covid-19.

Challenging situations have also been seen across the world with the Black Life Matters protests: again, Devon and Cornwall's professionalism stands us in good stead going forward.

Worth a timely reminder on Social media that seems to catch officers out in the world of conduct, please be careful with regards to any platform you use including WhatsApp. Remember once its posted it always leaves a footprint!

Please feel free to contact me with any concerns you have within the workplace; I am always happy to assist and have links in with SMT meetings and the Covid-19 bi-weekly meetings.

Welfare is also a big concern and I am carrying out a piece of work surrounding TRiM, looking at its implementation and suitability. Again any thoughts or concerns please feel free to contact me for assistance and I can signpost accordingly.

We are all busy within the federation raising issues and negotiating on many matters big and small on behalf of our members and I for one feel frustrated being unable to "do the rounds" due to Covid-19.

I hope you all managed to grab an Easter egg, I am sure having sorted some 750 eggs per station there may be the odd one kicking about!

MARK ATKINS CORNWALL & ISLES OF SCILLY



Please contact me on
matkins@devon.polfed.org or
07814848775

Stay safe, social distance as required
and make sure you take annual leave and
recharge your batteries.

SAM SAMUEL

PLYMOUTH

Having only been in my full-time post as full time rep for Plymouth for just under 4 months this has been a steeper learning curve than I anticipated due to the global pandemic suddenly impacting on all aspects of everyone's life, and I suddenly found that there was much more for me to learn in a very, very short space of time.

Almost overnight what was regarded as the normal way of serving the public changed, as did the way the police service had to adapt to the changes.

In Plymouth, officers suddenly found that posts that they had just moved into, or were due to move into, suddenly changed and a number of officers were moved back to their previous roles as Response officers to ensure that there would be appropriate resources available in order to ensure that the message that the government expected police officers to pass on to the members of the public was able to be conveyed in an informed and reasonable way.

Due to the recent relaxation of some of the restrictions imposed by the government, Plymouth officers will begin to see that some parts of their policing life will be getting back to some form of normality, and movement between posts is slowly beginning to happen.

Throughout the sudden change in the way that the world changed, I was very proud to witness how professional all of my colleagues have been to ensure that they were able to adapt to the sudden changes that were imposed, and continued to portray a positive image of policing.

RICHIE POOLE | NEW DEVON

As this goes to print I am getting back up to speed with all of the goings on across North and East LPA's, after an absence of several months. This time returning with a titanium shoulder. Having been a frontline officer for the whole of my career, Response, ARV, Traffic, PSU and CBRN, it has really hit home the effect that a debilitating long term condition can have on you. I liked to think that I had an understanding of the difficulties that officers have, when they have to come away from many years on an active position as a result of illness or injury, but that understanding has certainly become more acute over the last weeks and months. When you joined the job to lock up the baddies and protect the innocent, it can have quite a psychological impact when you are forced into a position when you can't and you have to reappraise what you can do. I'm firmly of the view that we all joined the job for the same reason, and we are all working towards the same thing, sometimes we have to adjust how we do it.

In my role as your full time federation rep, I'm assisting a number of officers through disability and ill-health processes, and it isn't lost on me the wider effect that it has. I'm here to ensure that we, as your federation, hold your employer to account and you get the support, both pastorally and legally, that you are entitled to and deserve.

Crikey, there's been a lot going on while I've been away. I have to mention the absolutely amazing work and dedication from officers across the LPA's through the ongoing COVID crisis, still turning up to protect the public while having to take steps to protect their families. I'll be amongst the first in line to shout about its shortcomings, but this is still an organisation I am proud to be a part of, and it's because of its people.

We've had to contend with the critical situation at Barnstaple, where the force are having to urgently look at relocating all of their resources due to a significant risk in the current building, and pausing the migration that had been planned into the new Exeter Police station (it was mentioned in planning over 18 months ago that only a global crisis was ever going to stop it...). We are just about to start on the planning with the OPCC for the longer term solution for the sports complex at HQ and I will be seeking your views once I have terms of reference.

Your fed reps, me included, continue to be present and fighting your corner at all of the Gold and strategy meetings, ensuring that your interests are first and foremost.

Keep an eye out for my LPA messages and get in touch if you need federation help or advice.
Stay safe and wash your hands!!

NICK JONES | SOUTH DEVON

For those that don't know me: Nick Jones, I am your main time Federation representative for South Devon BCU, and have been so now for many years, operating with Federation colleagues, looking after Devon before South Devon became a BCU in its own right.

I deal with a vast variety of work, mostly behind the scenes liaising with Senior Managers the SMT HR and OHSU on a regular basis in support of members. As a main time rep, I have geographic support and am assisted by workplace reps (Ollie Abercrombie, Matt Townrow & Nicky Drury) who are effectively my eyes and ears on the frontline – which I am grateful for.

This has been particularly helpful during recent months as we have endured lockdown dealing with the global pandemic that is Covid-19 and the complexities surrounding not only how we protect our communities, but also ourselves and colleagues at the same time. Most of my work has been via Skype Teams and Zoom over recent weeks, so I hope the gradual lifting of restrictions will allow me to circulate around some of our stations in due course. Covid-19 is still an issue as is social distancing and keeping colleagues safe within stations, so our work here continues to ensure we safeguard one another, but do it so as not to hinder service delivery or make our processes overly bureaucratic.

I am trained and deal with all federated members on matters of Misconduct, Attendance, Performance, Equality and Health & Safety, representing members at Misconduct Meetings and Misconduct Hearings, UAP (attendance) and UPP (performance) formal and informal meetings, together with OHSU and Medical Case Conference meetings, Employment Tribunals, ACAS matters and Appeals. I am also trained in Post Incident Procedures (PIP) dealing with Death and Serious Injury following Police contact and a member of the Force Peer Supporters group.

It is important to understand that if I don't know the answer, I know someone that will and am constantly in touch with managers supporting them to support you in delivering to our communities. We don't always get things right, but my aim is to be as proactive as possible and ensure that Police Regulations are adhered to, Force Policies are followed, Health & Safety advice and guidance is observed and you are treated fairly appropriately and proportionately within the workplace, thereby ensuring your work life balance is optimised in your chosen field of policing.

The recent Covid-19 prompted the BCU Commander to engage with staff on a weekly Skype platform to ensure we had an overview of good, bad and indifferent working practices as we got to grips with – and dealt with – the initial phase of the lockdown restrictions. Whilst the dynamics of this has changed slightly, I have requested this communication portal with you remains in place reverting to a monthly process. I would invite as many of you as possible to engage with the Commander as there is a real desire to get things right, and where this doesn't happen, deal with it as quickly as possible.

The era of putting your head above the parapet is not lost on me, but constructive professional commentary or observation to understand a concern is always welcomed as the most effective way of ensuring we are getting things right. Where there is a concern or change in working practise, communicating why and a rationale are generally helpful and avoid misconceptions.

I could go on to write chapter and verse, but my message is a simple one; if you have a question, problem or concern, please get in touch and seek help and support as necessary. Policing is a demanding role, and whilst I haven't been frontline confrontational for over a decade, the modern challenges you face are not lost on me. A problem shared is a problem halved and whatever your need or request, a supportive hand or signpost in the right direction is generally straightforward and the most effect route to resolution.

I can be contacted on 07825 382952 or njones@devon.polfed.org. Force No. 13536.

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Sign up at <https://alliancewellbeing.silvercloudhealth.com/signup/>

You will need to use the relevant PIN - devcornpolice - to sign up to the site. When you sign up you will be asked to complete a short, online wellbeing assessment. This will help tailor the support you are offered to your specific needs. You will also have the opportunity to receive online support through one of the Force Peer Supporters. They will check in with you at regular intervals and provide feedback and guidance.

This service is in addition to the Force EAP with Health Assured. The EAP is always available and offers 24/7 telephone support and access to face to face counselling. Call them on 0800 030 5182 or visit their website at <http://www.healthassuredeap.com/>.

If you have any queries please contact the wellbeing team at WELLNESS@devonandcornwall.pnn.police.uk.

SHE'S TRULY AWESOME

SARAH JEFFREY, LEAD CHAPLAIN

It always makes me chuckle when I'm introduced as the force chaplain in a police station and I hear and see what people's initial reaction is to me and my team. Suddenly everyone's behaviour changes, the jokes stop, and people begin to watch their language. When I started in the role over six years ago, (having already done two years with Surrey police), there were some stereotypes to overcome. Like all stereotypes, these were mostly based on myths and misconceptions. Some people thought we were all about evangelising and trying to 'correct' people's lifestyles or activities. But after a chaplain has been in a station for a length of time, an amazing thing happens - much like police officers, it turns out that chaplains are just people too, people with a faith but people nonetheless. And the idea that chaplains are in force to offer welfare and support, not to push a religious agenda becomes more apparent.

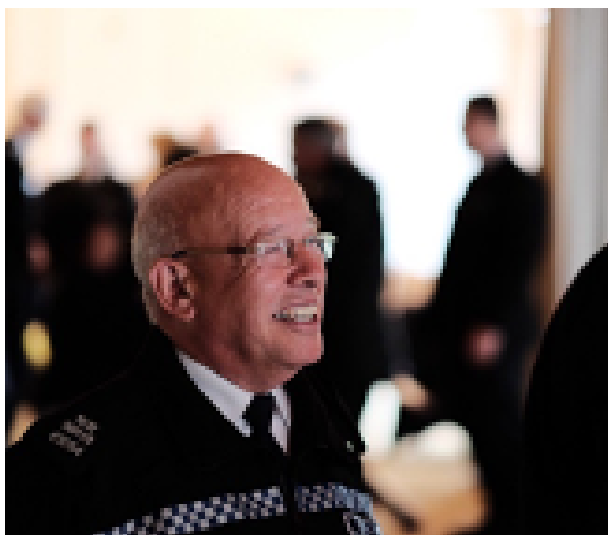
So we may have overcome the stereotype battle for now, but what exactly do chaplains do? One simple answer is that the volunteer team provide a non-judgemental, listening ear. Last year they gave over 3,400 hours of service to the force, that's a lot of listening! Topics of conversation range from work stress, personal issues, financial concerns, illness, relationship issues, etc. But this isn't just tea and sympathy. Chaplains are trained in listening skills with a pastoral viewpoint, not an evangelistic one. Therefore, staff can feel comfortable that they will get understanding, not a sermon (unless you want one!). In cases where additional help is needed, chaplains are regularly updated about other areas of support to which they can signpost. If a staff member is off work due to illness, maternity leave, etc., chaplains also offer home visits. Whilst not taking the place of a line manager when someone is away, they can really compliment colleagues' visits as being



The team is currently made up of over 30 chaplains. They come in all shapes, sizes, ages, and faith backgrounds. Some are vicars or priests, and some, like myself are people with an active faith but not ordained or leading any sort of religious community. We rarely hear phrases anymore such as 'here comes the God squad' but rather 'it's great to see you, or I'm so glad you're here.' About a year ago, I rang an inspector who didn't have a chaplain in his station. When I introduced myself his first comment was 'I hope you're ringing me to tell me you have a chaplain for my station' What a turnaround from six years ago when, in some cases, I had to try and persuade some staff to even allow us in the door! I used my secret weapon, chocolate cake, and it all turned out fine.

off work for any length of time can be a lonely place.

On a slightly more operational level, chaplains are involved in training such as role plays for student officers, attending various committee meetings to offer their perspective, leading events such as the Remembrance Day service, carol service, National Day of Prayer for Police, and multi-faith and diversity events. One of the chaplains, after a week of role play for students, enjoyed telling his faith community that he'd been arrested that week! Chaplains are vetted and have assisted officers with issues such as helping locate missing persons, supporting in custody and linking stations up with community resources in neighbourhoods.



At the beginning of 2019, the team recognised that whilst attending any death is difficult, attending a child death carries its own challenges. Some updated training was offered in this area, outlining not only the emotional impact that this can have on officers but also the process that is required during this type of job. Twenty-eight chaplains have now been trained for this and when we are told of a child death, phone calls are made to officers to check in and see how they are doing. If necessary, chaplains are happy to have a follow up visit or phone call. Initially, we were unsure how often we would be called to such a situation, but so far we have been involved in twenty-seven such incidents. Whilst we always find it an incredibly tragic and sad event, we are glad that we can be there for the staff who handle it so sensitively and professionally.

Another area which the team have recently become involved with this year is the delicate subject of domestic abuse, internally. For those officers or staff who find themselves in this situation, it can be hard to know where to turn for fear of colleagues finding out, referrals being made to other departments, etc. In some cases that is absolutely the right course of action. However, we have recently had approval by the force registrar, that if there are no immediate physical safeguarding concerns or children involved, that a member of staff can disclose to a volunteer chaplain without a forward referral automatically happening. Training, and a helpful input from PSD, were undertaken. Whilst this is a complex issue and one which I won't go into detail in this article, I'm happy to share further

with any manager or Federation rep who may find this helpful or has a concern about a member of staff.

Welfare is paramount in a chaplain's mind and this extends to staff and their families. If you are a manager and feel a member of your staff could benefit from chaplain support, or you are a federation rep for an officer who is suspended or facing a disciplinary hearing and think we could be part of the support package, don't hesitate to contact us. Chaplains have attended court or sat outside whilst a hearing has been ongoing in order to be there for officers who find themselves in such a situation.



Our details are listed on our website on Sharepoint and can be accessed here: <http://intranet/chaplaincy/Pages/homepage.aspx>

If I can answer any questions (or organise a cake run!) don't hesitate to let me know.

Sarah Jeffrey,
Lead Chaplain



WOMAN POWER: FIGHTING FOR YOUR RIGHTS

SUE HONEYWILL, REPRESENTATIVE OF DEVON & CORNWALL POLICE FEDERATION

Once again questions have been raised over how representative the nation's police forces are of the communities we serve. While there is no quick or simple solution, things are changing.

My name is Sue Honeywill and I have been a Federation Representative since 2015, when I joined as the full-time rep for Cornwall. I carried out this role for two years until I was promoted in 2017. The promotion came with a move to neighbourhood policing and I have been the NTL for Bodmin & Wadebridge since that time. This is a full-time position, but I continue to undertake federation duties in a work-based capacity. This is purely voluntary and mostly entails work in addition to my 'day job'.

As well as being a representative for my colleagues in Devon and Cornwall, I also hold a seat on the National Federation Council for region six, (representing, Devon and Cornwall, Dorset, Wiltshire, Avon and Somerset and Gloucestershire). I was subsequently selected for the National Equality Board and more recently in June 2020, I was voted to the position of Vice Chair for Women's Self Organised Group.

There are many who ask why I do this for no extra pay and with extra commitment and responsibilities. The answer for me is simple, I am passionate about fairness and equality, and I genuinely care. 23 years ago, I joined a completely different police force to the one I serve today: a world of PCs and WPCs; where women were half the population and 15% of police officers; where 13% of the country identified as being BAME, but that was true for less than 2% of my colleagues.



I know from personal experience that, when you are in the minority, you don't want to draw attention to yourself. You want to fit in.

But I also know that it's simply not good enough to accept that things can't, or won't, change for the better. Neither is it good enough to sit by and wait for someone else to act. It's incumbent on us all to act to force the current glacial pace of change, recognising that inclusion, equality and fairness are everyone's business – and benefit us all.

That's why, I am delighted to have been elected to be more active in the Police

Federation, as Deputy Chair of the Women's Network. I want to be a catalyst for change, to help out beleaguered colleagues and try to make people's lives just that little bit easier – and that's precisely what the Federation does each and every day.

Over recent years, officers have seen an erosion of pay and working conditions; assaults on officers have increased exponentially; more is expected from less; and levels of stress hit an all-time high – even before the Covid-19 crisis. In short, the demands on officers have never been greater. As an operational officer, I want to know that the Federation is working on all these issues and more.



My work involves supporting officers who are undergoing Misconduct investigations, supporting officers through attendance support processes, offering advice and guidance and representing your voice at the National Federation. To remain operational whilst carrying out this role, I feel is a privilege.

My work at local level involves supporting women and other minorities – and I genuinely believe that inclusion matters within the policing world. I do not want to see new recruits join and leave, or to leave the next generation to inherit the same battles that we have fought so hard to overcome. I want to be part of paving the way, so members can look to the Federation, and know that it is there to listen and to continue to champion the issues many still face within policing today.

Devon and Cornwall have some really great support networks and I work closely with these groups. Some recent work includes making representation on maternity related matters, ladies only fitness testing, uniform, pensions, equality policies including; attendance support policy, menopause, compassionate leave, grievance and flexible working. I am also working with the force to develop a new policy to support those going through IVF, along with dealing with the tragic loss of a child.

But to make change you have to stand up and be counted. It's why I am so passionate about encouraging women (and those from other minority groups – not just BAME colleagues, but those of different faiths and beliefs, sexual orientation, gender identification, with disabilities or other characteristics) to get involved with the Federation. That's how every single officer in the country can influence change – and create a police force that is stronger because of it.

We go to election in June 2021, so if anyone wants any information about the federation, please do not hesitate to get in contact on shoneywill@devon.polfed.org.



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CHILD ARRANGEMENTS DURING LOCKDOWN

BEN EVANS, SENIOR ASSOCIATE IN FAMILY LAW
AT SLATER + GORDON



The country was placed into lockdown in Boris Johnson's address to the nation on 23 March 2020 and this new regime only allowed people to leave their homes for one of four reasons:

1. Exercise once a day
2. Necessary travel to/from work
3. Essential shopping
4. Medical/care needs

Government guidance provides an exception to the stay at home requirement by confirming that 'where parents do not live in the same household, children under 18 can be moved between their parents' homes'. The President of the Family Division, Sir Andrew McFarlane issued guidance confirming that just because children could move between their parents' homes, this didn't mean that they should; any decision about what was in a child's best interests was a decision that should be made by those with parental responsibility rather than the court.

If the actions of a parent in stopping contact are questioned by the other parent in the Family Court, the court will look to see whether each parent acted reasonably and sensibly in light of the Government advice in place at that time.

Cafcass also issued advice, 'unless you or your child has any underlying health condition or other vulnerability, transporting them from one home to the other would usually be a legitimate journey'.

The starting point when considering arrangements for your children is that suspension of any existing arrangements should be a last resort. Whether these arrangements are set out in a Child Arrangements Order or not, if your children are in a routine of seeing both parents, the suspension of that time will have an impact on them.

We've set out below some questions that we've been asked during these times, for useful guidance:

Can I stop contact between my children and their other parent?

Stopping contact between your child and their other parent should be a last resort. Whether there's an order or not, these arrangements have been considered to be in your children's best interests and therefore any change to these should only be made where you consider there are serious concerns, such that continuing the arrangements would risk your children's welfare. If there are alternative ways that contact can continue safely then these should be explored. If arrangements contained in a court order are changed without agreement, an application for enforcement can be made to court.

Top tips when contact arrangements have been suspended

If direct contact can no longer take place between a parent and their children, there are a number of ways in which you can continue to play an important role in their lives whilst you're not seeing them face to face:

- Video calls – these should be encouraged as much as possible so that conversations can continue between children and their parents.
- Online games – there are a wealth of resources online which allow parents and children to play online games together. This could be done alongside a video call.
- Reading bedtime stories – you could record yourself reading a bedtime story to your children so this can be played to them in the evenings.
- School work – it's important that both parents are taking an active role in their children's schooling whilst they're at home. Keep up to date with ParentMail or directly with the children's school. These can be the basis of conversations on video calls and you can involve yourself in some of their school work.
- If contact can take place face to face but they can't travel to your home or stay overnight and if they're old enough, you could go on a bike ride/walk together ensuring that social distancing guidelines are being followed.

The most important thing to remember is that any involvement in your child's day to day life will reassure them that you're safe and well, even when you're not seeing them and will continue to remind them of the importance of your relationship.

If there's a dispute between parents about what level of contact should be taking place, don't involve your children in these discussions. They'll already be anxious about what's going on and the impact on their lives, so don't worry them with adult issues.

What can I do if contact has stopped without my agreement?

The first thing to do is to ensure there's consistent indirect contact (video calls/emails) between you and your children. Make sure they know that there's nothing for them to worry about and that they can see and speak to you over video calls. You should then seek legal advice from one of our expert lawyers to discuss your options.

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





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"It's nice to relax knowing my divorce settlement is sorted."

Getting a divorce is never easy, especially on top of the pressures of police work. At Slater and Gordon we offer Police Federation members a free initial consultation, a divorce fixed fee package and discounted hourly rates. We'll be with you every step of the way so you can focus on your job and let us deal with everything else.

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MEET OUR NEWEST FULL-TIME REP

PS SAM SAMUELS, FULL-TIME FEDERATION REPRESENTATIVE FOR PLYMOUTH



I have been a serving officer for 18 years and joined D&C police after working several years with BT as what was described as a Triple Skilled Engineer. Prior to that I served in the Royal Navy, having enlisted straight from school.

I class myself as a "late joiner", as I had already had what was considered to be two previous careers, but being a police officer was something that I always wanted to do. Despite some reservations from some family members and friends I decided to apply and have no regrets.

I was a union representative when I worked for BT so becoming a member of the PFEW was never an issue for me; I was used to having the security of knowing that there would be someone there to support me personally, if ever that time came, but also to know that

someone would be there to negotiate the important things that could impact in our lives that most of us would not know where to start if we needed to challenge proposals, or decisions.

I have spent the majority of my police service as a Response officer, which is the role that I felt committed to from day one, but I have also had roles within other workstreams, and I think that working within CID as a uniformed investigator helped me to become a more rounded police officer when it came to identifying offences and investigating crime.

I decided to become a Workplace Representative in 2017 after seeing an invitation to all interested officers to attend a presentation at Pynes Hill which gave an insight into the role of the Federation in supporting its members. I realised that there was more to the PFEW than negotiating every year for our pay, or just being at our side if we are unfortunate enough to find ourselves under investigation, so I decided to throw my hat in the ring and attended some very good courses in Federation House, Leatherhead, and began to support colleagues whilst continuing in my role as a Response officer.

I took my role as a Workplace Rep very seriously, and when the opportunity arose for the full time Plymouth's Fed Rep role, I decided that the time was right for me to throw my hat in the ring. I applied for the post and was lucky enough to be successful. With the valuable support from the other full time Fed Reps, my confidence is growing even more when I am supporting colleagues with whatever issues might be affecting them personally.

I played rugby from a young age and continued after leaving school and played throughout my military career and I am a qualified RFU Level 2 coach. I did take a break from coaching several years ago, but began again at the beginning of last season with under 7 year olds. Believe it or not, I found it refreshing and relaxing, being part of a team introducing very young players to the sport, even though it really was like herding cats most of the time, but we'll get there!

As I write this I know that the PFEW is working hard, not just nationally, but locally, to ensure that all of our members are supported throughout the government and Public Health England restrictions that we are all having to adhere to. The mental health implications on some of our colleagues, combined with the everyday stresses of policing, means that it is important for every member to be aware that your PFEW reps - whether full time or a workplace rep - are here to support you.

Sam

**IF YOU'RE A MEMBER IN THE PLYMOUTH AREA
AND WOULD LIKE TO GET IN TOUCH WITH SAM
TO RAISE AN ISSUE, LOG A CONCERN, OR JUST HAVE A CHAT,
YOU CAN CONTACT HIM OR ANY OF THE OTHER
FED REPS FOR PLYMOUTH ON THE DETAILS BELOW.**

**PC 6055 SAM SAMUEL, PLYMOUTH FULLTIME REP
07740 104001 SSAMUEL@DEVON.POLFED.ORG
OFFICE NEXT TO THE POST ROOM @ CROWNHILL**

**PC 6921 CHRIS HARWOOD (IIMU)
07834 564387 CHARWOOD@DEVON.POLFED.ORG
BASED AT**

**PC 1998 ANDY DENTON
07947 162065 ADENTON@DEVON.POLFED.ORG
BASED AT PLYMSORT OFFICE, CHARLES CROSS**

**PS 1238 RACHEL BLANCHARD (CMCU)
07947 162064 BLANCHARD@DEVON.POLFED.ORG
BASED AT CROWNHILL**

**PS 3300 MARTIN WHITEHOUSE (CUSTODY)
07399 642038 MWHITEHOUSE@DEVON.POLFED.ORG
BASED AT CHARLES CROSS**

Looking for a quick answer to your regs question?

THERE IS A Q&A SECTION ON THE FED INTRANET PAGE THAT CAN HELP YOU.

Sometimes members have simple questions that can be answered relatively quickly. To help you answer your enquiry quicker try using the Q&A section on regs. This can be found on the Federation intranet site through Sharepoint. The page covers a multitude answers for questions you might have on various subject areas. These will include OVERTIME, LEAVE, SICKNESS, MATERNITY/PATERNITY REGS, CONDUCT MATTERS ETC. If you are still not sure about certain regs by all means make contact with the office but try the Q & A page first. You might get the answer you are looking for a lot quicker.



Financial Wellbeing.

COVID-19 has already plunged our economy into recession, and these effects are being seen at a personal level.

It may be that you have a partner who is furloughed or has lost their job, or you suddenly find yourself supporting someone else. If you are struggling to make ends meet, or are feeling the pressure there are many services who can offer you free or no obligation advice, tailored specifically for the police family.

FINANCIAL WELLBEING PROVIDES SOUND MENTAL WELLBEING

JOHN MILLS, FINANCIAL ADVISOR AT CHARLES ROYLE & CO.

In recent months, our physical and mental wellbeing has been tested in a number of ways, with some individuals dealing with issues never experienced in their lifetimes before.

One area of discussion, when speaking to clients, is that the Covid-19 pandemic and subsequent lockdown has made them think much more about their current and future financial wellbeing. With our ability to arrange and conduct video calls, police officers can take advantage of this no cost service from the comfort and privacy of their own home.

It has become clear that those who have a well-structured financial plan find themselves better placed to deal with the financial knowns and unknowns and, equally, are in a better place mentally with more focus and less worry with day to day issues.

If you want to have a discussion we can help, no matter what stage of life you are at. Charles Royle and Company have been providing professional and impartial advice to police officers for 30 years; whether it is providing advice on mortgages, protecting your family or loved ones, saving for the future, planning for the end of your police career, or full retirement.

Contact us now on 01626 332083 or email info@charlesroyle.co.uk and we will respond as quickly as possible. Remember trust and longevity of advice is imperative and this is why we have been advising Federation members since 1990.



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Dear Colleague

First and foremost, I hope this letter finds you, your family and colleagues well and surviving in these extraordinary times.

I am writing to update you on the development of the new UK Police Memorial at the National Memorial Arboretum and assure you that, despite the current public health crisis, work is on track. There have been some challenging moments over the past year in terms of predicted income, but I am delighted to be able to tell you that, thanks to recent generous pledges totalling £600k from two donors, work on the Memorial has now commenced and is continuing apace.

Ground clearance at the National Memorial Arboretum is complete and materials are on order, with a view to starting onsite construction next month. There has been every indication to us from Government that construction stoppage is not being considered in the current plans, so to that end we are encouraged. Nonetheless we have built several months flexibility into the construction schedule to allow for unforeseen events at this unprecedented time. Supply chain issues and the availability of a full workforce are factors which need to be considered. However, all other things being equal, I remain confident that a Spring 2021 Dedication remains realistic.

We recognise the real risk that the current COVID situation could slow income down, but is not grave enough to slow work down, leading to a perfect storm for cashflow! To mitigate against this; in part, we have postponed further development of the Digital Memorial (which can be seen here: <http://digital.ukpolicememorial.org/>) until the situation is clearer.

Looking forward, we still need to bank current pledges and to raise a further £500k to complete the project in its entirety. I'm delighted to report that Axon has generously agreed to sponsor another dinner at the BT Tower at which the Policing Minister, Kit Malthouse MP, will speak. BT, who are fully underwriting the event guaranteeing a minimum of £50K to our bottom line, have indicated that they anticipate being open for business again in October, which is good news.

If you have any questions - or would like to discuss the Memorial further - I can be reached on 07917 385821.

Kind regards, and with best wishes and thanks

Sir Hugh Orde OBE
QPMChairman
The Police Arboretum Memorial Trust
www.ukpolicememorial.org

VIRTUAL CONFERENCE HELD ON JUNE 17

FIRST REVIEW OF SUBSCRIPTION FEE IN ALMOST A DECADE

ANDY BERRY, CHAIR OF DEVON & CORNWALL POLICE FEDERATION

History was made this week when the Police Federation of England & Wales held its first ever Virtual Conference.

Delegates met to consider the first review of the monthly voluntary subscription fee since 2011 and voted in favour of a National Board recommendation to increase subs by £2 per month from September 1st 2020.

The historic event was the first online conference in the Police Federation's proud 100-year history and almost 500 delegates from PFEW's network of 43 Joint Branch Boards attended the event.

National Chair, John Apter, welcomed delegates to the Microsoft Teams Event before delegates were given the opportunity to vote on three recommendations, including the proposal from National Treasurer Simon Kempton to increase subscriptions.

With organisational costs increasing by approximately £1m each year due to routine cost of living factors, the Board had recommended an increase to protect PFEW's future and allow the organisation to keep subscriptions affordable.

Following a presentation by Mr. Kempton, the National Chair and Treasurer answered delegates' questions before a series of votes.

In a joint statement, John Apter and National Secretary Alex Duncan said: "The National Board agreed to ask delegates to support us in calling for an increase in subscriptions.

"PFEW has not increased the current rate for almost a decade. We have now reached the point where we are spending more than the organisation accrues from annual subscriptions. PFEW's National Board believes these changes are in the best interests of the organisation, our representatives and, most importantly, our wider membership."

The other recommendations were for student officers to pay a 50 per cent discounted rate for the first year of service and then to pay the normal subscription rate, and for officers who join via the Direct Entry Inspectors' Scheme to pay the full subscription rate. All recommendations were carried.

Since 2011, PFEW has absorbed additional costs created by austerity, a large reduction in income caused by reduced officer numbers, and the introduction of additional welfare services. This was done by relying on reserves to the point where the increases are being recommended to ensure PFEW's continuing financial stability.



Virtual Conference

17 June, Microsoft Teams Event

2020
VIRTUAL

Subscription Review 2020

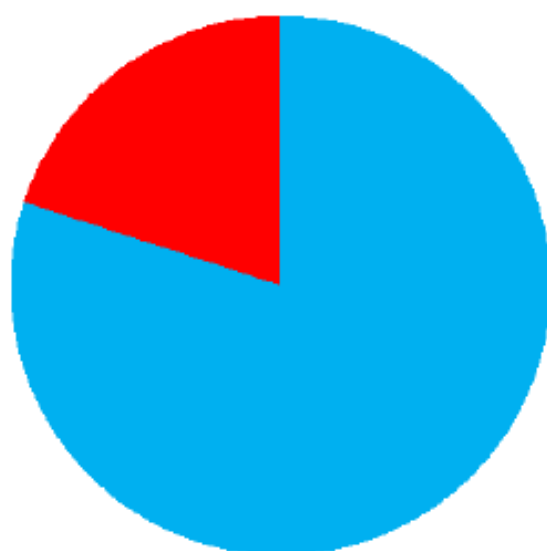
When did you last increase subscription rates?

The Federation last increased subscriptions in 2011, when the cost of membership was increased by approximately 25%. This is an important point to stress; the membership subscription rate has not risen for nearly a decade.

How much is membership increasing by?

Subscriptions are proposed to increase by £2 per month. However, because our membership is a professional subscription, we can claim back a proportion of this cost through an adjustment to our tax codes, meaning we pay less in tax.

True Cost of Membership



■ True Cost: £1.60 ■ Tax Relief: 40p

Why should I care about a review of subscriptions?

We do not have the funds that we need to sustain the support and representation that we are currently providing to our membership. We want to secure the future of the Federation to enable us to give our members the support they need and deserve into the future. Our National Reserve Fund (NRF) is currently at the level of approximately four months operating costs and because of costs rising every year, this fund is now dangerously low.

Why have you not had to raise subscriptions before?

During the austerity years when officers were receiving 0% and 1% pay rises, the Federation did not want to ask colleagues to pay more for membership, even though inflation costs were rising and the Federation were doing more to support members, plugging the gaps where force welfare spending was dropping. During that period the Federation used reserves to soak up those increases rather than passing them on to members.

Why have you chosen to review subscriptions now?

Since 2011, the Federation has absorbed additional costs caused by austerity and a massive reduction in income caused by falling officer numbers. We waited until the end of austerity and the pay freezes in order to make any rise as affordable as possible. We also waited until a new, more professional, approach to finance management was introduced, bringing stricter controls and a full review of our operations.

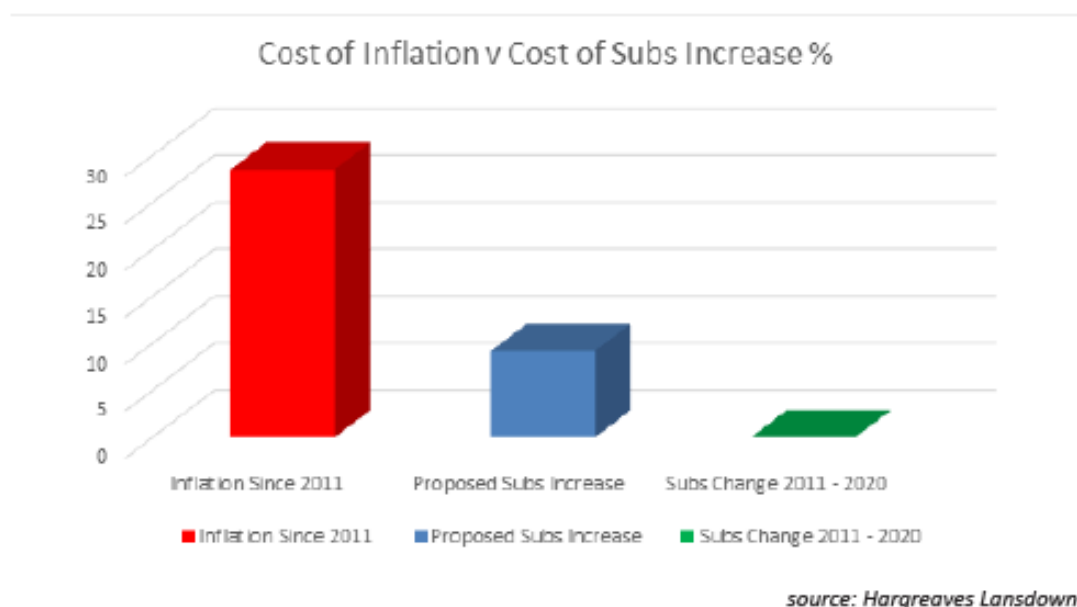
How much should the Federation have in the National Reserve Fund?

There is no set guidance on this, with different organisations taking different approaches. Many use an approach of twelve months operating costs, to give them security and the ability to react to unforeseen circumstances. This would equate to approximately £30m.

We believe the financial security could be achieved with a lower amount, freeing up more funds to be used to support our members. A figure of approximately £20m, carefully built up over the coming years, would achieve this balance.

How much have your costs increased over the last ten years and is this necessary?

Because of inflationary increases, the Federation core costs increase by approximately £900k to £1m each year.



Why don't you just simply cut your budget and make do?

The Federation has made huge efficiencies over the last few years to ensure money is not wasted and is used in the right areas. But our core purpose is to provide a range of services for our members and we are now at the point, with rising costs, where even with those efficiencies, we would have to cut those core services.

We cannot let this happen; we must protect these services so that our members have the support and assistance they need, when they need it.

Why are we so reliant on subscriptions?

We are a subscriptions-based organisation, but we do seek alternative sources of income to relieve the burden on our members. Even so, these other income streams, such as hosting events at our HQ, cannot replace the proportion of income which is raised by subscriptions.

The Federation launched a Pension Compensation Claim against the Government - is this subscription increase to fund that claim?

There is no requirement for any additional funding for the Pension Compensation Claim to come directly from members – the two issues are separate. The Pension Compensation Claim does not rely on an increase in subscription rates. An increase in subscriptions will not impact on the Federation's existing capacity to fund this claim.

Why is our budget estimated to increase?

Our costs increase by approximately £900k to £1m each year due to cost of living factors that affect all of us. Operating costs for 2020 are approximately £30,333,000 and the doctors, medical experts, legal teams, IT provision and training we provide increases in costs each year due to that inflation.

What if we don't increase subscriptions now?

The financial viability of the Federation in the longer term would be threatened and some Branches could struggle to maintain the current levels of service for members. This could bring marked differences to the levels of service and support we currently offer, and we do not want to cut back on those core services.

However, if we do increase subscriptions we can invest more in our members, adding to the value members already receive for their subscriptions and ensure the Federation is still here, supporting and protecting police officers well into the future.



Why have your Reserves fallen so much since 2017?

Since 2011 our income has reduced because of a loss of officers due to government cuts, whilst our costs have increased because of inflation. At the same time, we increased the amount we were spending on things like welfare provision to plug the gaps that were starting to appear in forces at the same time. But because police officers were suffering low or non-existent pay rises, the Federation absorbed those rising costs by using our Reserves, rather than asking members to pay more for membership. The Federation has also invested large sums in upgrading our IT infrastructure (to ensure the highest level of security and protection of confidential, sensitive data) and on funding costly legal cases during that time, all requiring use of the Reserves.

Don't you have £70m or more in Reserves?

The figure of £70m is not accurate, and includes assets, such as buildings and offices used by reps across the country. Chief Constables are only technically obliged to provide office accommodation for one person to undertake Federation duties, which meant the Federation had to purchase accommodation in many areas. At the time of publication, there is currently approximately £8.6m in national cash reserves. This compares to a high mark of approximately £20m around five years ago.

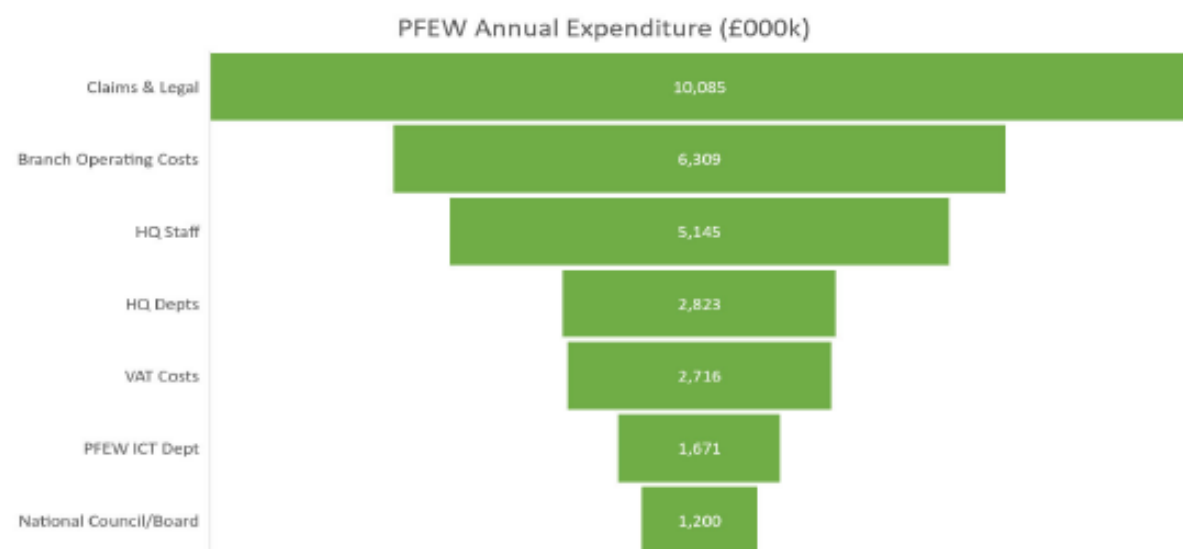
What is so important about the Federation National Reserve Fund?

This fund pays for everything the Federation does, both nationally and locally, and ensures we can represent members when they need us. Depleting the reserves would mean this burden would fall to individual branches and would jeopardise the support and cover the Federation is able to give to colleagues.

What does the Federation do with my money?

The Federation is much more than an insurance policy. Our network of reps works across strands, such as;
Health and Safety - making sure you're as safe as possible doing an incredibly dangerous job.
Equality - ensuring you're treated fairly at work while you protect the public.
Conduct and Performance – supporting our colleagues through the misconduct process.

Most of our costs are heavily weighted towards funding legal support and funding our Branch network, where most of our face to face work takes place.





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