

# Devon & Cornwall Police Federation



## Annual Value Report 2021

# Foreword by Chair Andy Berry

## Snapshot of the year

Welcome to Devon and Cornwall Police Federation's Annual Value Report. As the Branch Chair I am proud to represent over 3200 police officers from Constable to Chief Inspector across our two counties. Whilst our priority is to support our membership, it is not our only focus. In fact, the law also requires the Police Federation to act in the interests of the public to build public confidence in the police service and accept public accountability for the use of public money. As Chair of our Branch, an important part of my role is to ensure that the public are aware of the amazing work done by our members and also hear from me where, as a Federation, we are concerned about the efficiency of the police force where it might affect the delivery of good services to the public.



*Andy Berry, Chair*

## Celebrating the Police

Over the past year I have represented my members at a number of prestigious events which celebrate the great work and bravery of police officers; officers who run towards danger when others run away. These have included the unveiling of the National Police Memorial at the National Memorial Arboretum in Staffordshire, the National Police Memorial Service at Lincoln Cathedral and the National Police Bravery awards.

## Communication

Communication is an important part of my role as Branch Chair and, to this end, over the last year we have made improvements to our own website, where I post regular updates, and built on our members only Facebook page. Our Facebook page really took off during G7 where it was quite clear that officers were turning to us for information about the deployment when they were struggling to get it from the force systems. It has proved to be a space for some lively debate

and I find it a useful way to gauge the feelings of officers on important issues. As well as communicating with our own members, I also work with local and national media companies to highlight the good work of the police and the difficulties we face. Over the past year this has included BBC Spotlight, ITV Westcountry, BBC Radio Devon, BBC Radio Cornwall, Heart FM, Pirate FM, Plymouth Herald, Daily Mail & Police Oracle website. Some of the subjects I have spoken about have been the number of assaults on officers, police pay, police numbers, policing during the Covid pandemic and demand on policing outstripping its capacity to deliver Neighbourhood policing.

### Wellbeing

Wellbeing is also a top priority for our Branch, and we continually work to improve what we can offer to our members. We can offer access to the National Federation Welfare Support programme but, locally, we also have a number of areas where we can help. One way is through offering a Group Insurance scheme to our members. This provides a number of benefits both financially and physically when they are most needed. For instance, knowing that you can get the one of the top specialists in the world to review a concerning medical issue, to ensure that you are getting the best treatment possible, can provide immense reassurance. In addition to the Group Insurance scheme, we also offer a Healthcare scheme which is great value for money and, again, reassuring at a time when waiting lists can be so long. We continue to provide respite breaks for officers and families where they have had particularly tough times and will also be bringing a Welfare van into service in 2022. Our Welfare van will not only be a useful way of improving our Branch visibility, but will be an asset that can be dynamically deployed by the force to provide welfare facilities for officers deployed at incidents and crime scenes.

### Our continuing work

As a Branch, some of the most important work we do is the direct support we provide to our members, often at the time of greatest need. In my presentations to student officers, I always point out that it can feel a very lonely place, without the support of the Federation, when one feels that your employer is against you. This is why we work to ensure that we have well trained reps across the force ready to assist at those times of need.

Currently, we have about 40 Federation reps across the force including 8 full time reps who, between them, provide access to support 24/7. The collective of Federation Reps makes up our Branch Council and they formulated our Branch Strategy which sets out the ambitions we have to work with the force to improve the working lives of all our members.

## Update by Secretary Jim Purkiss



*Jim Purkiss, Secretary*

2021 was a very busy year for D&C Police Federation. Our role, and aim, is supporting our members to the best of our ability utilising the collective Police Federation of England and Wales (PFEW).

Early in the year saw the announcement of the G7 conference being held in the far west of Cornwall. Much will be written in this report around the support offered to members, both in D&C and those from other forces who came to assist in the most complex of police operations ever seen in the force. I would like to thank my colleagues in D&C, the officers who assisted us on Mutual Aid from across the four home nations and, indeed, the public of Devon and Cornwall for the support offered to officers during the period.

As Secretary, my role was to ensure that the operational pressures placed on the force did not reduce or erode the terms and conditions set in Police Regulations over the period. It would be fair to say this was a testing time and our members went above and beyond, not only in the venue areas, but across all communities within the force area as life went on. They succeeded in providing the protection and showcased excellent community policing during that week in June.

2021 saw us move through the gears on coming out of the restrictions of the Covid 19 Pandemic, with policing being at the forefront of any new legislation imposed by Government. Our members were tasked in a way never seen in policing before and, again, they stood up to that challenge.

The Government's UPLIFT for policing in England and Wales has seen unprecedented numbers of new officers join the force. This was always going to be difficult on training departments (reduced during austerity) and, combined with the pandemic, has only seen an increased pressure to deliver. The operational traditional front line of the force is currently very young in service and will continue to be so for the next 3-5 years. We are supporting these new members, and the force, with the challenges faced by such a change.

As with any year, 2021 saw impacts on legislative changes to policing. This included the pension changes faced by all public services following the McCloud/Sargeant case where the changes introduced to public service pension in 2015 were ruled as discriminatory in 2019. I work with national federation and the local pension board to ensure consultation and delivery of any consultation and legislative changes are communicated to members.

As a Branch, we engage with external partners to deliver advice to members through seminars and briefings, over virtual methods due to the pandemic, and these were well received.

With the triennial elections for the Branch completed in the latter part of the year, we move into 2022 with some stability to face the challenges faced by our members in supporting the public of Devon and Cornwall through the year.



## Conduct and Performance update

by Richie Poole, Conduct and Performance Lead Officer



A critical part of the Branch's work revolves around conduct and performance, and legal representation absorbs a substantial part of your federation membership subscription.

We have around 14 conduct trained representatives including all full-time and some part-time workplace reps, with new reps being trained all the time. These reps support members in the majority of cases where an officer has been served a regulation 17 notice and is under investigation for Misconduct, Gross Misconduct or criminally. A number of these reps are also trained to the same level as the force Post Incident managers to provide support and guidance following any police contact death or serious incident.

As the Conduct and Performance Lead Officer (CaPLO) I provide a point of reference and am subject matter expert for such matters, providing advice and guidance for regulatory processes and hearings. I facilitate direct liaison between Professional Standards, Force Legal services, the IOPC, HM Coroner and prosecutors as well as assisting in funding applications for legal representation at hearings, tribunals and court. Additionally, I will often sit on Gold strategy groups, steering, planning and project groups to provide advice and guidance to police managers on regulatory and ethical matters on behalf of our members.

2021 was an extremely busy year. I worked with PFEW nationally and put a support package in place ready to assist any of the thousands of officers that joined us for G7 in case they were subject to investigation. We had Federation reps and legal support ready and available to attend within minutes to any post incident. Thankfully it wasn't needed but this model was taken forward as a basis for COP26 and other national policing events.

During 2021, there were a number of dismissals following hearings over the previous twelve months, and the majority of these were legacy cases where the investigation and process had taken several years to reach a conclusion. With the introduction of reflective practice (RP) as a part of the 2020 regs, the bar for assessing Misconduct was changed and, at the time of writing this report, we are seeing fewer cases taken to hearings and a greater use of RP.

In 2021 we assisted 751 members who needed our help, with 75 members under some form of investigation being provided with an experienced rep and legal support for Misconduct or Gross misconduct, and at least 18 of those going to a full hearing.

Outside of the force, as the Branch CaPLO I sit as part of a national conduct group within PFEW, keeping up to date on legislative and regulatory developments as well as, through the Centre, providing evidence to support PFEW's campaigns for legislative change in support of our members.

## Equality update

### by Sue Honeywill, Equality Lead



The Devon and Cornwall Police Federation Branch strategy encompasses several areas to promote fairness and equality within Devon and Cornwall Police:

- Promotion and posting processes
- Grievances
- Ill-Health retirement
- Injury on duty awards
- Advice and support to Line Managers
- Flexible working
- Priority posting procedures and adjusted duties (Non-operational roles due to injuries or disabilities)
- Reasonable adjustments
- Maternity/paternity/adoption leave
- Job related fitness testing (JRFT)

### Equality Federation work

We are often contacted by officers who feel that they have been treated unfairly by the organisation. In all cases experienced reps, eleven of whom are specially trained in equality legislation, will work hard to support our members.

We always do our best to negotiate and influence decisions at the lowest level possible to obtain the best outcome for all involved. Often the organisation might be perceived to be unfair, but being unfair isn't always unlawful. However, sometimes it is necessary to seek legal advice on behalf of our members. Employment Tribunals are a last resort, but we don't shy away from taking action where necessary to ensure our officers are protected in equality matters.

As a federation we have fantastic links with support groups within Devon and Cornwall Police and, as reps, we voice the views of our members to influence change.

### Welfare

We work with the force to maximise the benefits of new ways of working, flexible working and shift patterns that are regulation compliant. We also have our own National Welfare Support Programme which provides vital support to officers, facilitating access to fully trained and accredited professionals.

There are so many areas to equality, and I can only scratch the surface. Our goal is to ensure the force's processes are open, straightforward, and fair and we are not afraid to challenge where necessary to support our officers.

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## Finance update

Financial control of the finances of Devon & Cornwall Police Federation was managed by our then Treasurer, Andy Collins, and administered by our Assistant Treasurer.

Subscriptions are all sent to PFEW Leatherhead to administer. The Branch sets a yearly budget, for which in 2021 £160,623 was agreed.

Expenses are managed by the use of Continia, an IT app which enables the national finance team to authorise and make payments with the minimum of bureaucracy.

A Treasurer's update is given to both Branch Council and Trustees.

Annual audited accounts are provided by KPMG.

## Expenditure

The key areas the organisation concentrates on are:

- ❖ Personnel wages
- ❖ Subsistence and travel for membership and reps
- ❖ Office
- ❖ IT – Case Management System
- ❖ Media services

## What We Offer

In addition to providing legal and regs advice to our members, we also offer:

- ❖ George Burrows Group Insurance
- ❖ PMM Pre-Retirement Seminars
- ❖ Respite stays at Finlake Lodge
- ❖ Annual diary which is produced at no cost to the Federation through the use of selective advertising

## Donations

During 2021, Devon & Cornwall Police Federation made the following donations:

- ❖ £1194.00 to D&C Police for memorial lighting event
- ❖ £500.00 to the Men's Health Network Event
- ❖ £160.00 for football tickets for two officers stabbed in a serious incident
- ❖ £100 gift vouchers for officers injured during G7 event
- ❖ £2000.00 to support families through difficult times with sick children in Bristol hospital



## Group Insurance



3204 members signed up to Federation Scheme as of December 2021



There were 9 Life claims



There were 23 Critical illness claims



36 officers attended Treatment Centres



19 cases of court award compensation claims were awarded



17 Temporary Disablement claims were settled



Over 970 breakdowns were attended



6 Legal Expense claims were registered



13 half pay claims were settled

## G7 Summit

The 47th G7 summit was held from 11 to 13 June 2021 in Cornwall during the United Kingdom's tenure of the presidency of the Group of Seven, an inter-governmental political forum of seven advanced nations. Forces came from across the country on mutual aid and, with the eye of the world on St Ives, there was pressure for everything to go well. Our reps worked tirelessly to look after officers' wellbeing and ensure they were fully supported and able to carry out their duties. The event passed off successfully and generated positive feedback from both the press and public.



*Full-time Reps handing out supplies to officers*



*Welfare Van from assisting Federation*

## Devon & Cornwall Peelers Charitable Trust

The 'Peelers' was set up by our Federation Branch back in September 2018 but is an independent charity (Registered charity number 1179980). The charity is keen to support the relief of hardship or distress for victims, witnesses or others who are adversely affected by actions or behaviour which the police are required to investigate, and do investigate, in the Devon & Cornwall area. This is done through the provision of a gift or small act of kindness. To date it has supported 53 applications and spent over £5k.

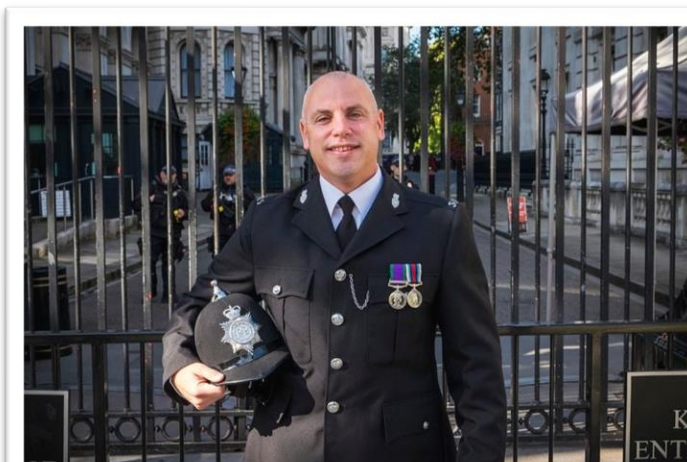


**We've supported some well-deserving applicants, and we never have favourites. But...Angus the guide dog would be up there if we did...**



## Brave Officer

PC Christopher James was recognised at the Police Bravery Awards 2020 (held in Oct 2021) for his bravery when he attempted to rescue two men from drowning off Penzance promenade in July 2019. He was first on the scene and, seeing the men struggling in the water, he cast off his uniform and dived into the sea from the high promenade. With assistance from a colleague, both men were eventually pulled to



shore. Despite his efforts, one of the men sadly died after being airlifted to hospital. But he undoubtedly saved the other man's life through his heroic and selfless actions. The PFEW Chair said "Christopher is quite simply a hero. He risked his safety to try and save others. We cannot underestimate the bravery and courage needed – and the pure instinct to launch

yourself into dangerous water to try and save lives."



*Christopher with D&C Fed Chair Andy Berry and ACC Jim Nye*

## Brave Officer

PC Alan Lenton was recognised at the Police Bravery Awards 2021 for courageously saving the life of a colleague who had been doused in petrol and set on fire. The incident occurred as officers tried to evict a man from land near Newquay. He refused to leave and threatened to set the officers on fire. He backed up his threats by opening a glass bottle containing petrol and standing next to a naked flame he had fired up from a home-made cooker. Realising the danger they were in, the officers rushed forward to prevent the man from carrying out his threats. However, as they did so, the man managed to douse them in petrol which instantly ignited PC Mares into flames. PC Lenton knew he had to act at once to try and save his colleague's life and, despite having petrol on his uniform, he dragged his partner away from the main fire and into some long grass. He then rolled PC Mares around on the ground to extinguish flames while the bailiffs stepped in to pin the man down. Once PC Lenton had removed PC Mares' burnt clothing and had administered first aid, he went to the assistance of the bailiffs to control the man. PC Lenton received a Chief Constable's High Commendation, a commendation from the judge in the case and a Society for the Protection of Life from Fire Award. Andy Berry said PC Lenton fully deserved his National Bravery Awards nomination. "This was incredible bravery and quick-thinking, and it's highly likely that Alan saved his colleague's life. He went to help his partner while covered in petrol himself; it could have ended tragically for both officers, but Alan put danger to one side to do what he needed to do. Being able to think clearly enough to roll PC Mares in the grass and remove his burning clothing shows real clear thinking in a highly challenging situation. It was excellent police work."



*Al with D&C Fed Chair Andy Berry and T/CC Jim Colwell*