



News & views

WINTER 2020 News and views from Derbyshire Police Federation



Season's greetings

Chair's foreword



By Tony Wetton, chair of Derbyshire Police Federation

As 2020 draws to a close, I think there may be an audible sigh of relief that the year is almost over.

And, while we can't predict what 2021 will bring, or when we may be able to start living more normally again, we can, at last, start to feel a bit more optimistic with the Covid-19 vaccine now arriving in the UK.

Policing is a tough job at the best of times but I think 2020 has brought challenges that none of us would even have considered at this time last year.

But, we have risen to those challenges, adapted to seemingly ever-changing Government restrictions and tried to work with the public. The priorities from the outset were to help protect our communities but also to protect the NHS.

I would like to thank all officers, police staff and volunteers for their efforts this year. While carrying out their frontline duties, they have had to face the risk of contracting the virus and possibly taking it back to their

loved ones at home.

I would also like to recognise the difficulties faced by those who were forced to work from home. I know some people have really enjoyed the increased flexibility that has given them but, equally, there are those who have set up their laptop at a kitchen table or in a bedroom, while possibly in the first lockdown home schooling children, and others who have felt isolated.

I think the pandemic has taken its toll on most of us in some way or another and, of course, there are those who have lost loved ones and then been denied the opportunity to hold, what they would consider, a fitting funeral service. Our heartfelt sympathies to them and our thoughts are with them over the festive season.

As we approach Christmas, I hope you are all able to spend some quality time with your families. I appreciate we are not going to enjoy the usual celebrations. Christmas 2020 is certainly going to be different to any other.

The end of any year tends to lead to a period of reflection so I am sure we will all spend a bit of time looking back through the events of 2020 and hopefully looking forward to better times in 2021.

From a Force perspective, we will have a new senior officer team in place with the arrival of Nottinghamshire ACC Kate Meynell in February and I am sure she and Chief Constable Rachel Swann will have plans for taking us further forward.

Meanwhile, the Federation will be planning for its elections so I would encourage any officer considering standing as a workplace representative to get in touch with us if they want further information.

Being a Fed rep can be a challenging role but offering support to a colleague in need is also one of the most rewarding things you can do.

Have a lovely Christmas and a happy and healthy year ahead. Stay safe.

Federation's festive gesture



Around 180 tubs of chocolate will be circulated around police teams over the coming weeks – courtesy of Derbyshire Police Federation.

The festive gesture is intended as a thank you to officers for their efforts during 2020.

"We appreciate that this year has been tough for everyone and just wanted to show our appreciation," says Kirsty Bunn, Federation branch secretary.

"The Federation's plans have been approved by Operation Talla as there were some concerns about us encouraging the sharing of food but we would just urge everyone to be sensible. The wrapped sweets can be emptied onto a table so that officers can select their favourites rather than rummaging around in the tub. I think it's just a case of 'safe sharing' and being Covid aware."

Cash prize up for grabs

Christmas could come early for one lucky winner with £2,020 up for grabs in a competition being run by Police Mutual.

Police Mutual, which offers financial services for serving or retired police officers, staff and their families, is giving away the cash in a free prize draw.

Entries close on 21 December and the draw takes place on 22 December.

During the week you enter, you could also win a £100 e-giftcard for Argos, Marks and Spencer, Tesco or amazon.co.uk. Four winners will be picked on 7, 14 and 22 December.

[Enter the prize draw now.](#)



Cover photo: The first snow of this winter at Harpur Hill, Buxton. Photo by Sergeant Dan Quick.

Pay freeze: public sector should not be penalised

The Chancellor should be praising public sector workers not penalising them with a pay freeze, says Derbyshire Police Federation chair Tony Wetton.

Tony was reacting to the Spending Review announcement of Chancellor Rishi Sunak at the end of November in which he confirmed that most public sector workers – including police officers – would be subjected to a pay freeze next year.

“I can only really reiterate what I said when news broke that a public sector pay freeze was on the cards,” said Tony, “We all appreciate there are thousands of people who have either lost their jobs this year or have had their household incomes significantly reduced due to the impact of the pandemic and we do have sympathy

with them.

“But police officers and other frontline workers have continued to work day in, day out to serve and protect their communities while facing the risk of not only contracting Covid-19 but possibly picking it up and passing it on to their own loved ones.

“I do not think it is right to penalise public sector workers with a pay freeze.

“In spite of the financial crisis the nation is facing, I think most people will remember the gratitude they have felt for frontline key workers throughout the pandemic and would not want those bearing the brunt of keeping the nation safe to be the ones to shoulder the burden of paying the bill for it.”

The Federation’s national chair, John Apter, has called the pay freeze a ‘kick in the

teeth for police officers’.

Speaking on the day of the Spending Review announcement, he said: “This year my colleagues have been on the frontline in the battle against Covid-19, protecting the public and putting their own safety and the safety of their families at risk. Despite the warm words and the weekly applause for key workers, it seems to count for nothing.

“We are realists; we know that the country is facing a difficult economic future. But rewarding those who have played a vital role in the fight against the virus with a pay freeze is nothing short of a disgrace.

“A handful of officers will get the additional £250 for the lowest paid workers, but only those who are already on an appallingly low starting salary for the dangerous job they do.

“I appreciate the devil will be in the detail, but the headlines from this announcement does nothing to show appreciation to police officers and other public sector workers who have kept the wheels turning during 2020.”

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Policing the pandemic: public urged to work with officers

The chair of Derbyshire Police Federation is encouraging the public to work with police officers now tougher new regional tiers have been introduced to control the spread of coronavirus.

Tony Wetton says the police have had “fantastic support” from the public throughout the pandemic and hopes that will continue through Christmas and into 2021.

Tony said: “It’s been a really demanding period for police officers. They’ve been policing this pandemic as well as continuing to carry out their other duties, and all while managing the unprecedented challenges the pandemic has thrown up around their home and family lives.

“They’re only human and feel the same stresses and strains as everyone else. The

vast majority of the public have given us fantastic support and stuck to the rules to prevent the spread of this deadly virus.

“I’m sure that will continue now the new rules are in place.”

Ché Donald, national vice-chair of the Police Federation, said the new rules could be difficult to enforce, particularly with a relaxation over Christmas.

“Police officers are human beings who are doing an extraordinary job in extraordinary circumstances,” he said, “However, a potential short-term relaxation of Covid-19 regulations and a return to the tier system represents a unique challenge and will be next to impossible to police.

“We will not be trying to spoil people’s fun or ruin Christmas - we’re trying to stop

this deadly virus taking more lives. The vast majority of the public understand this and support us.

“However, we’ve also been criticised by some for enforcing too much – while others have said it’s not enough.

“A limited break in restrictions may also introduce scenarios where travelling across the UK to visit family could be a breach of regulations one day and not the next.

“My colleagues will step up to this challenge - as they have many times since the lockdown began in March.

“But our message to the Government is police officers need clearer and more consistent rules which can be enforced fairly, and the public need clearer instructions so that they know what they are allowed to do within the law.”

Annual pay and morale survey considers effects of pandemic

More than half of Derbyshire Police Federation members reported low morale in an important new survey that shines a light on the impact of the Covid-19 pandemic.

The survey was carried out across all 43 forces in England and Wales by the Police Federation of England and Wales giving more than 130,000 Federation members their first opportunity to provide detailed feedback on how policing the pandemic had affected their finances and wellbeing.

In Derbyshire, 51 per cent of respondents said their morale was low or very low. The national average was 48 per cent. A total of 63 per cent felt morale in the Force was low or very low compared to 75 per cent nationally.

The main reasons for the low morale were how the police were treated as a whole (88 per cent), pay and benefits (75 per cent) and the Covid-19 crisis (69 per cent).

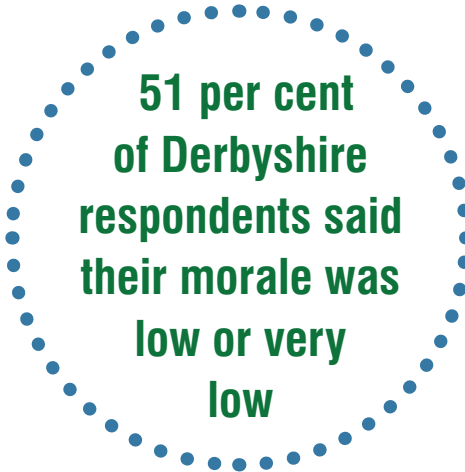
In terms of the pandemic, 52 per cent of respondents said the Force has managed officers well during the pandemic, higher than the national average of 49 per cent.

The survey revealed 48 per cent of Derbyshire respondents felt they had received adequate training on the crisis compared to 41 per cent nationally while 78 per cent said the Force had kept them up to date on Covid-19 related guidance, in line with the national figure.

Derbyshire Police Federation chair Tony Wetton said: "While the Force is performing better than many in terms of handling this crisis, there's still work to do.

"The pandemic has impacted on everyone, none more so than officers who've been under huge pressure to police the lockdown and various rule and tier changes while carrying on with their day job.

"They've even been targeted by thugs



who've sought to weaponise this deadly virus and all the time they're worrying about whether they're taking it home to their loved ones.

"No wonder many members are saying their morale is low. We'll be sharing the survey with the Force and urging them to take the results on board and to work with us going forward."

Other key findings in Derbyshire were:

Pay and remuneration

- 88 per cent of respondents didn't feel fairly paid for the stresses and strains of the job
- 78 per cent didn't feel fairly paid for the hazards they faced
- 71 per cent said they were dissatisfied with their overall remuneration, including pay and allowances
- 33 per cent worried about the state of their finances daily or almost daily
- More than half (54 per cent) felt they were worse off financially than they were five years ago, and six per cent reported never or almost never having enough money to cover their essentials.

Attitudes towards the police

- 54 per cent of respondents from Derbyshire Constabulary said they didn't feel valued within the police
- 62 per cent said they wouldn't recommend joining the police to others

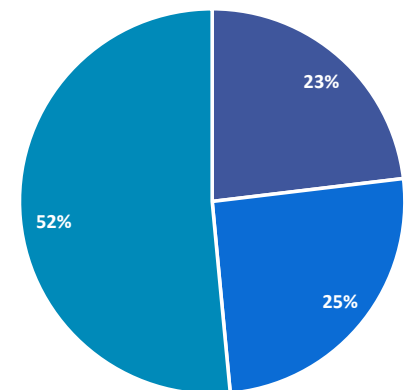
Fair treatment

- 36 per cent said they aren't treated fairly compared to 40 per cent of respondents from Derbyshire Constabulary who feel they are treated fairly.

The Covid-19 crisis

Overall, 52 per cent of respondents from Derbyshire Constabulary said that their force has managed officers well during the Covid-19 crisis. This is higher than the proportion of respondents in the country as a whole where 49 per cent said that their force has managed officers well during the Covid-19 crisis.

To what extent do you agree or disagree that your force has managed officers well during the Covid-19 crisis?



52% Agree
25% Neither agree or disagree
23% Disagree

“While the Force is performing better than many in terms of handling this crisis, there's still work to do. The pandemic has impacted on everyone, none more so than officers who've been under huge pressure to police the lockdown and various rule and tier changes while carrying on with their day job.”

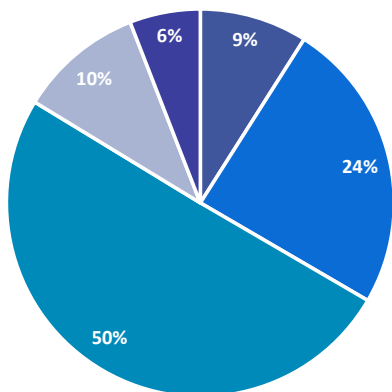
The annual Federation pay and morale survey gathers members' views on pay and conditions, as well as attitudes to work and the police service. Since 2014, it has been one of the largest annual surveys of police officers conducted within England and Wales.

This year's survey covered a wide range of subjects and canvassed views on topics such

Cost of living

33 per cent of respondents from Derbyshire Constabulary reported worrying about the state of their personal finances every day or almost every day. This is lower than the national figure for England and Wales as a whole, where 37 per cent of respondents reported that they worried about their personal finances every day or almost every day.

How often do you find yourself worrying about the state of your personal finances?



- 9% Every day
- 24% Almost every day
- 50% Occasionally
- 10% Almost never
- 6% Never

as pay, the cost of living, morale and the proposed police officer uplift.

It was compiled by the national Federation’s research and policy department, which plays a vital part in providing strategically important evidence to achieve better pay and conditions for members.

The survey generated more than 25,000 responses which is around 20 per cent of all Federated rank officers across England and Wales.

National chair John Apter said: “These results should give serious concern to chief constables and to government. The low morale reported by officers comes as no surprise, but the police service needs to take its head out of the sand and acknowledge we have a serious issue.

“My colleagues take the time to fill in these surveys and give their honest views, so it would be a failing by police leaders to ignore what is being said.

“This year, more than ever, officers have been put under significant pressure, dealing with the day job as well as policing the constantly changing Covid rules.

“Despite doing their very best, they have been turned into the villains of this pandemic by some, damned whatever they

Reasons for low morale

The survey asked respondents about the factors that had a positive or negative impact on their morale, the table below shows the proportion of respondents in Derbyshire Constabulary who said a particular factor has had a negative impact upon their morale compared to the national figures.

	Negative impact on morale (Derbyshire Constabulary)	Negative impact on morale (England and Wales)
Pay and benefits (including pension)	75%	73%
Workload and responsibilities	67%	66%
Work-life balance	47%	59%
Health and wellbeing	56%	58%
How the police as a whole are treated	88%	90%
The COVID-19 crisis	69%	65%
Your pension	68%	69%
The 20,000 officer uplift	10%	12%

Satisfaction with pay

88 per cent of respondents from Derbyshire Constabulary said they do not feel that they are paid fairly for the stresses and strains they have within their job, and 78 per cent said that they are not fairly paid for the hazards they faced within their role. Nationally, 86 per cent of respondents said that they were not fairly paid for the stresses and strains of their job and 77 per cent said that they were not fairly paid for the hazards they faced.

Comparison of 2020 and 2019 figures for perceptions of fair pay in Derbyshire Constabulary is provided in the table below.

	2020	2019
Do not feel fairly paid for the stresses and strains of their job	88%	88%
Do not feel fairly paid for the hazard faced within their job	78%	81%

71 per cent of respondents from Derbyshire Constabulary said that they are dissatisfied with their overall remuneration (including basic pay and allowances) and 61 per cent said that they are dissatisfied with their pensions. Comparison of 2020 and 2019 figures for pay and remuneration in Derbyshire Constabulary is provided in the table below.

	2020	2019
Satisfied with total remuneration	71%	75%
Dissatisfied with pension	61%	62%

do; and this constant criticism takes its toll.

“While it might come as a surprise to some, police officers are human beings; they have their own worries about the virus and the fear that they take it home to their families.

“I accept that the wellbeing of police officers is considered more now than it has ever been in the past, there is some good

work going on in some forces, but the benefits of this good work are still not being felt by all of our members and that is a serious issue.

“This must be seen for what it is, a cry for help from police officers who need to ensure their voice is heard. If these results are ignored by police leaders, then this will be a failing that will be unforgivable.”

Adam takes on Federation wellbeing role

Tackling post-traumatic stress disorder (PTSD) should be a welfare priority for the Force, says Derbyshire Police Federation wellbeing lead Sergeant Bryan.

Adam says there are several areas in which the Force can improve, with PTSD – an anxiety disorder caused by stressful, frightening or distressing events – high on the list.

“I want to push the Force for improvements around trauma,” said Adam, “PTSD is an issue it is yet to address and needs to.

“The exec team puts an emphasis on officer and staff wellbeing but it appears to water down the nearer it gets to those who need help.

“The Force is doing well at realising it’s not got it right yet,” he added.

Adam, who is based at the Chesterfield

investigation hub, joined the Force in 2006 and became a Federation rep four years ago.

“I had a keen desire to help others and to influence policing,” he said, when explaining why he took on the Fed rep role.

“I put myself forward for the wellbeing role because I care, and because I’ve been habitually failed by others in the past.

“Improving wellbeing is one of my personal aims, so it made sense.”

He added: “I’m still learning but I aim to grow relationships, to see how all groups work and to work cohesively with them.”

Adam said that helping colleagues through difficult times made the role particularly rewarding.

“It’s seeing individuals make a full turnaround,” he said, “Policing is full of sadness and to support someone through a tough time is rewarding.”



Wellbeing lead Adam.

Communication and kindness are key to wellbeing

Derbyshire Police Federation wellbeing lead Sergeant Bryan has spoken openly about his own mental health in a moving account of the challenges he has faced during this year.

In a blog published to coincide with Alcohol Awareness Week in November, Adam comes to the conclusion that he has also learnt some valuable lessons, which could apply in people’s personal lives but also in policing.

He explains: “I have learnt that communication and kindness are key to effective wellbeing. I believe that many anxieties can be addressed earlier by effective, honest communication between staff and their managers. This will prevent fairly minor situations snowballing out of control. It will improve relationships and it will prevent individuals suffering. When absence statistics for the organisation indicate that over 50 per cent of absence is mental health related then that tells me

things need to change.”

And he adds: “If this year has taught me anything it is that we are all in this together, we stayed apart but came together. Covid has been incredibly challenging for us all; an overnight change from freedoms to feeling like prisoners in our own homes. Local amenities shut and loved ones lost by many.

“I suppose the privilege of policing is that we will not lose our income like so many others have. Unbeknownst to me, I have helped many people cope over the lockdown. I run a totally unrelated guitar forum and I was really humbled to start receiving emails from members saying how my positivity had helped them from the brink. In turn, I could explain to them how it went both ways.

“This enabled me to learn that kindness is the forgotten virtue in life. It costs nothing yet is so easily overlooked. Kindness is a positive feeling which encourages both individuals to achieve better wellbeing.

Kindness simply needs to be tied into police management. Organisational change happens, but there is no excuse for treating others negatively during it. Engage people in that change, be kind to those who may feel negatively affected and the outcome is much more likely to be favourable to all.

“Treat people badly, ignore them and be dishonest then the likelihood is they will feel devalued, become unwell and end up as one of those 50 per cent statistics I spoke of earlier.”

He calls on Chief Constable Rachel Swann and her new executive team to make officer and staff wellbeing a key priority.

Adam says: “My challenge to them is to put ‘our people’ as our Number 1 Force priority. Let’s invest in our most important asset and put proactive measures in place to look after our people.”

[Read the blog in full.](#)



'Continue to use PPE to keep yourself safe'

Derbyshire branch chair Tony Wetton says a successful personal protection equipment (PPE) campaign by the Police Federation of England and Wales has played its part in helping prevent officers contracting Covid-19.

New figures gathered by the Press Association for 24 forces across the four nations of the UK show 849 officers have been infected with the virus since the pandemic broke out in March this year.

Tony says that figure may have been higher if forces had not been quick to ensure that officers and staff had access to PPE.

"We don't want to see anyone contracting this horrible virus but the reality is that it's out there and officers are as susceptible to it as anyone. We're only human," he says.

"Police officers have been on the frontline of the nation's response to Covid-19 and, of course, often have to get close to people in the course of their duties which perhaps makes them more at risk.

"To mitigate this, the Police Federation campaigned for PPE to be provided and I think that most forces responded very well in

terms of listening to what the Federation was saying and getting sufficient supplies of PPE out to everyone.

"Here in Derbyshire the Federation was heavily involved from the outset of the pandemic and from within the Gold and Silver Group meetings I saw the Force act quickly and effectively, being keen to ensure that everyone had access to adequate supplies of masks, sanitiser and so on.

"Some of the work the Force did in terms of social distancing has changed the landscape for flexible and agile working for years to come. The Force deserves credit for its response in trying to keep officers and staff as safe as possible.

"While it's not always comfortable and practical to use PPE, I would encourage officers to continue using it where possible. We want to protect ourselves, our colleagues, our families and the public and to prevent, as much as we can, the spread of this virus at this time of rising numbers of infections and outbreaks. From the middle of November officers and staff will be encouraged to wear face masks in all Force buildings when moving around or not sitting

at a workstation.

"Members are also encouraged to wear masks, particularly when social distancing is not an option, to wash hands and wipe down equipment before and after use."

Officers have also been urged to download the Test and Trace app to their personal phones to carry on duty and familiarise themselves with the PPE guidance leaflet which gives practical advice around stop and search procedures, details how to handle contact with the public and explains the PPE measures required in many routine situations.

National Federation chair John Apter said: "Let's also remember that policing the pandemic is taking a toll on the mental health and wellbeing of officers. They continue to work 12-hour shifts and have rest days cancelled to help protect the public at this difficult time.

"There is also the constant worry of taking the virus home to their loved ones which is exacerbated when they deal with offenders who weaponise the virus by spitting, biting and coughing – which is disgusting and unacceptable."

Struggling to sleep?

A new guide has been produced to help members who struggle with their sleep during shift work.

The guide outlines why working shifts can interrupt rest patterns and gives a series of tips on what members can do during a shift to put themselves in a position to sleep soundly when it's finished.

The guide also has a general focus on sleep, the benefits it brings and advice on getting a good night's sleep.

The free guide has been produced by Police Mutual, which provides financial services and welfare support to the police service, and is [available to download](#).



Chief's pride at the way the Force has adapted

By Rachel Swann, Chief Constable of Derbyshire Constabulary

Colleagues, as I approach the end of 2020, my first year as Chief Constable of Derbyshire Constabulary, I thought I'd take a moment to reflect upon the past year and also look ahead to 2021.

In August this year I took over from Peter Goodman, who had served as Chief Constable for almost four years, and I think it is fair to say that he changed the constabulary during his time into one that is more reflective of policing in the 21st century. I'd like to take this opportunity to thank him for his service, and wish him the best of luck in his retirement.

Going forwards, you'll see that I'll be streamlining the constabulary's priorities. These will really reflect what most of us joined the police to do in the first place: fighting crime, proactively bringing offenders to justice, and protecting the most vulnerable from harm. Our principle of doing the right thing is something that isn't going to change, but the streamlined priorities should help you determine what this actually means in practice as the right thing isn't always the easy thing. I want us to consistently deliver a good service for our communities and for them to trust the service that we give.

In 2020, the coronavirus pandemic has dominated everything that we have done and has, I believe, changed the face of policing forever. I don't think any of us could have ever imagined that we'd be



asked to enforce restrictions upon the private lives of the residents of Derbyshire. I know that this has not been easy, and the Constabulary, and policing in general, has received some completely unjustified criticism about how it has attempted to ensure the safety and wellbeing of our most vulnerable communities. This is a challenge we will continue to need to face well into the New Year.

Let me be absolutely clear, policing is in a very difficult position. However, you must not be fearful of criticism; that is something

that I can worry about and respond to if necessary. I am so proud of the way that you have all adapted, and I just ask that you continue to be brilliant until we get through this, together.

As I am writing this message, the Chancellor has just announced a pay freeze for the public sector. I can assure you that we are working through the implications of this but I expect that from next year we'll start to see a return to some form of financial austerity. This is not good news, and certainly not the message that I'd hoped to give you all just before the festive period. However, I believe that the funding for the uplift of almost 300 officers over the next three years is protected, which means that you should start to feel some pressure relief as our new colleagues filter out onto the frontline.

While the future is looking somewhat uncertain, I hope that the festive period will provide some relief from the toll that this year has taken upon all of us. Some of our colleagues will be really hurting this year after suffering losses of family members or friends, and the festive period will be difficult for them. Please support each other, and take some time to breathe and relax if possible. I send my best wishes, and those of my colleagues in the Executive, for this festive period.

Finally, I know that it is never easy to work over this period, and this year will be especially difficult. If you are working this year, thank you for giving up your time so that others can enjoy theirs in safety.

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“I hope that the festive period will provide some relief from the toll that this year has taken upon all of us. Some of our colleagues will be really hurting this year after suffering losses of family members or friends, and the festive period will be difficult for them. Please support each other, and take some time to breathe and relax if possible. I send my best wishes, and those of my colleagues in the Executive, for this festive period.”

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The pandemic has caused us all to think differently

A message from head of operations for North BCU, Superintendent Richard Alton

I would like to thank the Police Federation for giving me the opportunity to be a part of this Christmas magazine. I have been giving some serious thought as to key messages that I would like to deliver to the staff that work throughout North BCU. I hope my message touches upon not just the Federated ranks within the North but also the police staff and our colleagues throughout the whole Force area.

This year has presented many challenges and has seen the organisation change how it works with some changes some would have never thought we would have seen in our life-time of policing. Covid-19 and the pandemic has caused us all to think differently in both work and our family life.

If I touch upon the policing side first. I took up this post in the summer when the policing response to the pandemic was in full swing seeing many people working from home, with some forced to do so because of personal health issues. This was rightly so; as an organisation we should look after those who are unable to come into the workplace and help them through the pandemic.

We have seen an increase in people working from home and again this has been welcomed by many. What we must not forget though is those who have actually made this possible from support staff on BCU to those within Information Services, who I would commend. They have been able to produce equipment to support the majority of staff, ensuring that we can stay safe and work in this new way to support the services we deliver.

I wish though to make a special mention to those within the policing arena who have not been able to work from home, those who have kept the frontline delivery possible, whether this be staff within CMARC, custody or crime investigation and for those who I see day to day pushing themselves to deliver that policing response 24/7.

One thing the pandemic has not broken



is the will of all Derbyshire officers and staff to continue delivering the policing service to those we serve. I, for one, am extremely proud to be a part of the response. I know my place though and it is those staff who are receiving calls and responding to the public who call us in their time of need who get my respect for how they continue to serve day in, day out.

I could not do an article as we come to the final part of the year without spending a little time to reflect on the last couple of months since I have been in post. I am enjoying every minute but I do know some of you have not enjoyed the job as much as I think you should.

There has been significant pressure upon staff throughout this BCU and I thank those who have raised the issues they may have been facing over their wellbeing. One of my many jobs is to try to do the very best for the officer and staff team and to ensure whatever we do does not put unrealistic

pressure onto people who are already under strain.

I vowed at the start of my tenure to remove, wherever possible some pressures from the frontline. The BCU has seen the introduction of the North Investigation Hub and the introduction of the Crime to Resolution Team. The Crime to Resolution Team was part of a longer-term project in place before I came to the BCU but I would like to thank BCU Commander Chief Superintendent Hayley Barnet for giving me the freedom to support this with the investigation hub.

There were some who doubted what this would bring to the BCU but the feedback we have received would suggest that this is starting to release some of the pressures that officers face. This is still in its early days but the work that those within the unit have done to date is nothing but exemplary. The unit has gone way above my expectations and I hope that as a BCU we can move and develop this even more over the next six months to remove even more pressure from frontline officers and staff.

My final thought is about all of you. It is not lost on me that you too have had many pressures placed upon you over the last year. Some of you will have had traumatic events in your personal life over the last year. I know some have lost loved ones and not been able to celebrate their lives as you would have done if it were not for the pandemic.

I want you during this time of the year to take a bit of time to remember the loved ones we may have lost throughout the year whether colleagues or family.

I want you to spend some time with your family and friends and, if you can't get together in person, use the technology that you have to hand to bring people together that way.

Those working during Christmas and New Year, a sincere thank you. Please make the time that you can spend with family and friends a special time

Some have said over the past year that policing seems to have lost some of the family ethos, I disagree. Sometimes we just need to take a step back and look, all I can see is the majority of people wanting to come to work, do a decent job and, more importantly, look after each other and long may that continue

“One thing the pandemic has not broken is the will of all Derbyshire officers and staff to continue delivering the policing service to those we serve.”

I am really proud of how people have responded

A message from South Area Commander Chief Superintendent Dave Cox

Like so many other people, particularly those in the police service, I would never have believed a year ago that in 12 months' time there would be hundreds of police officers working from home but, I have to say, the new flexibility has been an unexpected success in what has been a difficult period.

It is quite simply amazing how quickly an organisation adapts to new ways of working when it needs to. This is how we should be all the time; we shouldn't be afraid of trying new things and we shouldn't be afraid to innovate.

“All officers and police staff have adapted remarkably well to policing the pandemic. Processes have become more convoluted and difficult and we are all, me included, operating in a new environment.”

I am really proud of how people within the Force have responded. All officers and police staff have adapted remarkably well to policing through the pandemic. Processes have become more convoluted and difficult and we are all, me included, operating in a new environment. We always try to get it right – sometimes we do and sometimes we don't but that's all part of the learning process.

There is no template for this but what has been particularly good is the resilience and flexibility of the teams. I'm genuinely proud of how we have worked through the last year and what we have achieved in most unusual circumstances.

We have had to adapt to the restrictions that are in place and enable people to continue to work. Some of this is where we have enabled agile working in whole teams. I'm really pleased that we have managed to keep business, mostly, as usual and those of you who have adapted to working away from the office have certainly contributed to that.



Crime hasn't gone away because of Covid-19 but you've all made sure that the fight against crime has continued.

From a personal perspective, I know I would have struggled working from home but I fully acknowledge that it may work well for others. I am a big believer in being around your colleagues and having a collaborative working environment. It would have driven me nuts being at home through all this but some of you may have found that it worked really well for you. I also recognise there

were some officers who had to work from home who found it incredibly difficult to do so. The challenge has been staying in touch and preventing people feeling isolated.

Essentially, the work hasn't stopped. Every day cops and police staff have put themselves in the line of fire. You have been assaulted, spat at – sometimes by people claiming to have Covid-19. There have been some very distasteful incidents and ones where cops have found themselves in danger.

I am absolutely worn out and I know most of you will be too. Please support your colleagues, help them if they are struggling, stay in touch with those who are working from home – it's probably not their choice that they are there. I know there is a lot of work on at the moment and I know in particular sergeants have a heavy workload which we are trying to look for ways to alleviate.

But if you are struggling please speak up as there is a lot of support around the organisation.

As for Christmas and the New Year, it may be a bit different this year but please enjoy and celebrate Christmas. It's probably been a year when we have all reflected on what is most important to us: that's our family and friends.

I'd like to thank the teams for everything that they have done, whatever the role or contribution. I'm very proud of what we have achieved. The Division is in a good place and I'm very proud of what we have achieved.

I hope everyone has a fantastic Christmas.

“We have had to adapt to the restrictions that are in place and enable people to continue to work. Some of this is where we have enabled agile working in whole teams. I'm really pleased that we have managed to keep business, mostly, as usual and those of you who have adapted to working away from the office have certainly contributed to that. Crime hasn't gone away because of Covid-19 but you've all made sure that the fight against crime has continued.”

Could you help a family this Christmas?



PC Steve Broadhurst has spoken of the difficulties he faced as a child as he urged Derbyshire Police Federation members to donate presents to underprivileged families this Christmas.

Federation Support Officer Steve said that he went without when he was young and has encouraged his colleagues to give toys, games and clothing to families who are struggling in the run up to the festive season.

The Derby City Safer Neighbourhood Team and the Derbyshire Christian Police Association are supporting a drive by local charity Derby City Mission to reach out to families.

The charity said that the impact of Covid-19 on jobs and the economy has caused a sharp increase in the number of families facing poverty who are seeking help with food and debt advice.

The charity fears that with coronavirus restrictions in place and church congregations not meeting it will receive fewer donations of presents than in previous years.

Steve said the charity is asking people to bring hope and happiness to these families with toys and gifts this Christmas.

He said: "Child poverty is a hidden and sometimes stigmatised shame, not only in wider society, but with our local communities.

"Some have the view that it's not for others to provide for children – that's the role of a parent. I'm not here to challenge you if you are of that opinion, but to ask us all to look past it.

"I am a beat officer working in Derby city. As an adult I'm lucky enough to provide for my children but as a child I was one of those children who slept on a floor and went hungry."

Kirsty Bunn, Derbyshire Police Federation secretary, said: "The impact of the Covid-19 pandemic this year has meant an increasing number of families facing a challenging time this Christmas.

"We hope that by donating a gift to families facing difficulty

we can make their Christmas a little more special and bring a little extra joy to families who might need it."

PC Robert Smith, Derbyshire Christian Police Association chair, said: "It's worrying some parents are struggling to provide for their children despite their best efforts and the pandemic has made things even worse for many. So, I'd ask that if you can, please do help us by supporting this appeal."

Last year more than 460 local children received a bag of Christmas presents, including two main presents, a book, a cuddly toy and chocolate, donated by churches, schools, businesses and individuals.

To support the appeal, gifts can be delivered to the **Derby City Mission offices at 10 Normanton Road, Derby DE1 2GW**. Please call on **07954 783454** beforehand to check someone will be there to receive your gifts.

An [Amazon wish list](#) has been created to make it easy for people to buy a gift. Please make sure gifts are sent to the Gift Registry address so they come directly to their offices.

If orders are made by AmazonSmile and Derby City Mission is chosen as the Charity of Choice, it may also raise extra funds.

Or people can donate money via [Derby City Mission's website](#).

This year, because of having to quarantine donations before packing and distributing, people are asked to make donations by Monday 14 December at the latest.

Suggested gifts for babies/toddlers include clothes (0 to 12 months only), board or cloth books, shape sorters and sensory toys; for four to nine-year-olds - Lego/Megabloks Micro, Power Ranger figures/dolls, imaginative play sets, arts and crafts kits, books and jigsaws; for pre-teens and teenagers remote controlled vehicles, nylon wallets, water drinking bottles, fancy hot water bottles, journals and stationery, mugs and hot chocolate sets, and belts.

