



Derbyshire
Police
Federation

Police Officers Representing
Police Officers

News & views

SUMMER 2021 News and views from Derbyshire Police Federation

2021 | POLICING UNDER PRESSURE



Our chair says



By Tony Wetton, chair of Derbyshire Police Federation

The highlight of many a Police Federation conference has been the keynote speech of the Home Secretary of the day. There have been some dramatic moments, a slow hand clap for Labour's Jack Straw and deathly silence for Theresa May immediately springing to mind.

It has to be said that the Police Federation is currently enjoying a much more positive relationship with the Government and with Home Secretary Priti Patel in particular. To be honest, it is hard to imagine that it could have got worse than it was when Ms May was in the post.

But, while we appreciate that there appears to be a far more constructive working relationship, we actually need to see something more tangible in terms of Government support for policing.

The Home Secretary was very supportive

of the police service in her speech saying there was nothing she took more seriously than her duty to the police but some of us remember the early days of Ms May's tenure when she said very similar things.

Priti Patel made promises around many of the issues we have been campaigning on – the Police Covenant, tougher sentences for those who assault emergency service workers, better protection in law for police drivers. We have seen progress on all these issues and the Police, Crime, Sentencing and Courts Bill covers these issues and is making its way through Parliament now.

We welcome this progress. But there was nothing new in the speech even though it was full of praise for officers' commitment to their work and the sacrifices they make on a daily basis.

Officers have looked to the Government, and the Home Secretary, for support on two key issues in recent months and sadly they were completely let down by them.

The first was over the Covid jobs. At no time did anyone in policing say that officers and frontline staff should jump the queue during the first stage of the vaccine roll-out programme.

It was right and proper that the elderly, the vulnerable and those working in the NHS and in care homes should be the Number 1 priority. But once those people had been offered the job, I believe officers and other essential workers, including prison officers, should have been given some priority. The Government failed officers at a time when they were on the frontline serving and protecting their communities.

The other issue where officers have felt let down has been over pay. The Government has insisted officers have to accept a pay freeze which does not really show any great appreciation of the extraordinary work they have been carrying out through the pandemic.

I think we need to see how the Home Secretary's other promises play out.

2021 POLICING UNDER PRESSURE

PM's 'huge thank you' to officers



Prime Minister Boris Johnson.

Boris Johnson delivered a message of thanks and support at the opening of the conference.

The Prime Minister issued a 'huge thank you' to officers for their work during the pandemic and praised them for rising "to an enormous challenge".

He said: "You have shown over the past year just why British police are the best in the world, now we are going to make sure you have the tools you need to deal with criminals, make our streets safer, and get on with the job you signed up to do."

Watch conference with on-demand service

Derbyshire Police Federation members are being urged to catch up with the annual conference via a special video on-demand facility.

The theme for this year's event was Policing Under Pressure and it featured a range of key topics such as officer wellbeing, trial by media, the use of force and policing protests.

Highlights included Derbyshire Chief Constable Rachel Swann's appearance at a powerful panel discussion and Q & A on tackling misogyny in the police service.

Speeches from Prime Minister Boris Johnson, Home Secretary Priti Patel and Police Federation chair John Apter are also all available on

catch-up.

Derbyshire branch chair Tony Wetton said: "This year's conference looked in depth at some of the tough issues our members face as frontline police officers in 2021.

"I know a lot of our members couldn't attend the live sessions because of work commitments but staging it online means the whole conference can now be viewed via the on-demand service and I would encourage everyone to do so."

To access the on-demand videos, please simply email events@polfed.org and you will be sent a link.

Chair reflects on challenging year



National Police Federation chair John Apter.

Police Federation chair John Apter has reflected on an extraordinary year in his keynote speech to this year's annual conference.

John said officers found themselves in unprecedented situations and often felt they were held responsible when things went wrong.

He noted assaults on officers shot up during the coronavirus pandemic as they became the focus of public anger and frustration.

The chair told members: "This past year has been one of the most challenging and one of the most extraordinary for us all in recent history.

"For the past 15 months we have been required to police in a way that none of us ever expected to when we joined the job.

"We knew it was never going to be easy. But our job was made even harder by the ever changing rules and regulations."

He told Home Secretary Priti Patel, who also addressed the conference: "We had officers going out on patrol literally hours after the new regulations were introduced.

"They had often received no detailed briefing because the laws had only just been passed, which meant they were often going

out on patrol with no specific detail about what the change meant for policing.

"There was no discussion about how to deal with the new laws or the new guidance. And let's be honest Home Secretary, the rules were not always crystal clear."

He said the police had unfairly become the focus of blame: "My colleagues, who were doing their very best, every single day, in the most difficult of circumstances, became the focus of public anger and frustration.

"And for some perverse reason, some chose to see us as the enemy. We were

labelled the villains of the pandemic and that is grossly unfair.

"A minority of people - and let's be honest about this: often agitators intent on causing mayhem - focused their anger and often violence on police officers.

"Well, I have a message to those who goaded my colleagues, a message to those who attacked police officers who were simply doing their job and to those vile people who weaponised Covid by coughing and spitting at my colleagues, often saying they had Covid and they hope the officer caught it and died.

"To those individuals: you disgust me, you completely disgust me. And I know that you disgust every decent, law-abiding person."

John said officers were also facing 'trial by media' on a daily basis and called on the Home Secretary for her support, he said: "We need you to speak out when you see footage of police officers being attacked on social media. When we see people reaching for their phone, not to dial 999 for help, but reaching for their phone to film an attack for nothing more than entertainment.

"Social media companies must also take more responsibility and the Government must ensure this happens. What kind of society have we become when attacking police officers is seen as nothing more than entertainment, nothing more than a sport?"

John finished his keynote speech by pointing out that police pay had fallen by 18 per cent in real terms in the past 10 years and that most officers were also currently affected by the public sector pay freeze.

OUR REPS SAY...

"A typically passionate speech from the national chair, whose relationship with the Home Secretary and Home Office is 'constructive without being cosy'."

Tony Wetton, Derbyshire Police Federation chair

"A video statement from 26-year-old PC Leanne Gould of Devon and Cornwall Police was included in the chair's keynote speech and she raised concerns over the thousands of officers attending mutual aid policing duties for the G7 conference, leaving her and other unvaccinated officers at risk. I was pleased to see a young officer standing up for what she believes and voicing her concerns and would encourage other younger serving officers to speak openly and share their views with their local Fed branches."

Paul Russell

Home Secretary praises officers and says 'I have got your backs'

Home Secretary Priti Patel has told Police Federation members the country depends on them and pledged: "I have got your backs."

In her keynote speech, the Home Secretary praised the courage shown by frontline officers throughout the coronavirus crisis.

She told them: "On behalf of the whole country, thank you for still being there for us during one of the toughest moments in our country's history. You have done it superbly well and courageously."

Ms Patel acknowledged a rise in the number of attacks on officers as protests swept the country last summer and described such behaviour as "grotesque".

She said: "It's a cruel irony that while most crimes naturally fell during lockdown, violence and abuse directed at police officers increased."

“On behalf of the whole country, thank you for still being there for us during one of the toughest moments in our country’s history. You have done it superbly well and courageously.”

"You were spat and coughed at by thugs claiming to have the virus. Some of you were seriously injured and your vans were set on fire during the despicable events in Bristol earlier this year.

"Police were bloodied and pelted with bottles in Hyde Park in April."

Assaults on constables without injury increased by 21 per cent to 25,156 in the year to December 2020 and attacks resulting in injury rose by 2 per cent to more than 11,000, figures branded 'shocking' by the Home Secretary.

She said: "This behaviour is grotesque. And I will never accept that it's simply part

of the job.

"It is an attack on the fabric of our society. And every police uniform is worn by a human being who is entitled to dignity and respect.

"The right to protest and speak freely does not include the right to smash up property, or abuse police officers."

Ms Patel confirmed the Government was doubling the maximum prison sentence for common assault or battery against emergency workers from twelve months to two years.

She said: "I will continue to do everything in my power to ensure assaults on our police are treated with the appropriate severity across the whole criminal justice system.

"Those who have contempt for the police may be louder and more vitriolic than ever, but they are vastly outnumbered and utterly wrong.

"Far from feeling any shame in being a police officer, you all should feel very proud indeed. We have also acted in response to what you said about the tools and powers you need."

Ms Patel insisted she would not let the police be subjected to trial by social media and said she supported calls to release more body-worn video footage of incidents.

She told the conference: "That's why I backed the Police Federation's call for forces to share body-worn video footage to counter highly selective, and misleading, video clips uploaded on to social media.

"I want forces to be more proactive in sharing body-worn video footage to highlight the fantastic work of their officers, to build public confidence, and to correct harmful misinformation circulating online.

"It is critical that we work as a system to



Home Secretary Priti Patel.

ensure that we maintain public confidence in policing, which is vital for victim reporting, intelligence-led policing, and to maintain our treasured model of policing by consent.

"As part of this process, we will be looking carefully at strengthening the system of local community scrutiny and the value of body-worn video, because transparency is vital."

Ms Patel said the police had played a heroic role bringing the country through the incredible shock of the coronavirus pandemic.

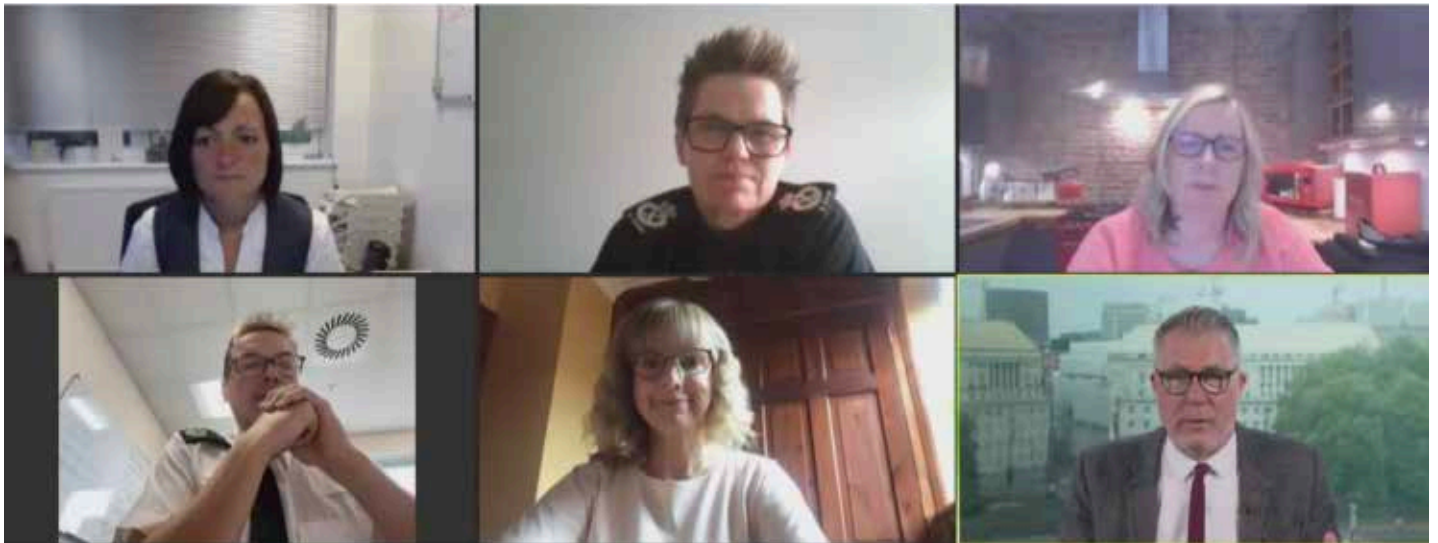
She told Federation members: "As we come out of coronavirus, we must cut crime and build back safer – and we can't do it without you.

She concluded: "Our country depends on you. And I have got your backs."

OUR REP SAYS...

"I truly hope she is good to her word and can restore the faith in Government from police officers up and down the country." Paul Russell

'Having a laugh is important, but not at someone else's expense,' says Chief



The panel members with Ian Collins bottom right.

Banter around sexuality and race is now off-limits but it still seems to be OK to make jokes relating to gender, Derbyshire Chief Constable Rachel Swann told a conference session called Understanding Misogyny in Policing.

The Chief, who is the National Police Chiefs' Council (NPCC) gender lead, told the session: "It isn't about not having fun – having a laugh is important for de-stressing - but it shouldn't come at someone else's expense."

Rachel presented on the current work of the NPCC around gender and discrimination, including the National Violence Against Women Strategy which aims to help create a safe environment for women and girls.

South Wales Assistant Chief Constable Mark Travis gave a presentation on gender discrimination in the workplace which showed the severity of sexual harassment.

He revealed statistics from an independent survey showing that 90 per cent of female officers and staff had experienced sexual harassment in the workplace.

And the ACC said: "When we talk to people who experience this harassment, they don't want things to escalate, they

don't want a big, formal process, they just want the behaviour to stop."

The meeting was led by the Federation's self-organised women's group with its chair Zoe Wakefield giving an introduction highlighting the effects of misogyny.

Also taking part was group member Belinda Goodwin who told delegates: "You still get eye rolls when you talk about 'female' issues. It's just about creating change and bringing barriers down so we can discuss things properly."

The session outlined the ways in which female police officers can still face discrimination including the questions that women have received from other police officers about their competency for the job – for example, one female officer was challenged about wanting to be a firearms officer with questions about whether she was strong enough to wear all the kit.

The panel also took questions from the audience on topics such as promotion and flexible working.

OUR REP SAYS...

"I agreed with a lot of what was being said in relation to misogyny within the workforce but from my view certain parts seemed one-sided. Yes, there are comments made towards females which are unnecessary and at times female officers are treated differently, sent to rapes or jobs involving children. But there was a comment about female officers being sent to single-crewed jobs and male officers asking if they are OK with attending or just turning up at the job. In my years of service, I have never felt a female couldn't handle the job but I have, along with other male colleagues, turned up if we have been in the area. To me this isn't a trust thing, it's looking after your colleagues and having local knowledge of who and where they are attending, but this also happens with young in service male colleagues."

"I think it depends on where you work and who you work with. I know a lot of female officers who will not tolerate being treated differently and openly challenge any comments. But I agree attitudes need to change." Leigh Gyte

Police minister says service is coming out of the pandemic in better shape than it went in



Policing minister Kit Malthouse.

Policing minister Kit Malthouse has acknowledged the pressure the police found themselves under at the height of the coronavirus crisis but insisted they have always enjoyed the full support of the Government and the vast majority of the public.

Mr Malthouse said he stood 'square-shouldered' with frontline officers who had been asked to carry out their normal duties while also policing lockdown restrictions with great courage and professionalism.

And he told conference that, despite the unprecedented challenges of the last 18 months, officers had managed to maintain and probably improved public trust during the pandemic.

He said: "Policing is coming out of the pandemic in better shape than it went in."

The minister admitted he regretted not doing more to ensure police officers were



Her Majesty's Chief Inspector of Constabulary Sir Tom Winsor.

prioritised in the Covid vaccine programme.

The opening session of conference, the theme of which was Policing Under Pressure, saw a live panel featuring Mr Malthouse, National Police Chiefs' Council (NPCC) chair Martin Hewitt, shadow policing minister Sarah Jones and Her Majesty's Chief Inspector of Constabulary Sir Tom Winsor.

Mr Hewitt praised the response of police officers but admitted frequent changes in legislation had presented extraordinary challenges for both the police service and the Government.

Sir Tom paid tribute to the police response during the pandemic and dismissed social media criticism of how officers had handled the ever-changing landscape during lockdown.

He said while not perfect, the police performance had been "very, very good" and deserved high marks of nine out of 10.

Brave Geoff interviewed at conference



Derbyshire Police Bravery Award nominee Geoff Marshall.

Derbyshire Police Bravery Award nominee and 'Whaley Bridge dam hero' Geoff Marshall has revealed he would not have been able to live with himself if a young officer had volunteered in his place and something had happened to them.

PC Geoff Marshall spoke about his nomination for the 2020 Police Bravery Awards ahead of the postponed award ceremony later this year.

He received the nomination after the dam at Whaley Bridge became unsafe, leading to him selflessly risking his life when placing sandbags on the weakened structure.

During the virtual conference, TV's Mark Durden-Smith, host of the yearly Police Bravery Awards, asked PC Marshall why he volunteered.

"You just make that decision at the time," said PC Marshall, "It came down to me being old and stupid. I couldn't have lived with myself if the dam had gone and a younger officer had been at risk. Some of them have children at home."

The 2020 ceremony has been postponed repeatedly due to the Covid-19 pandemic, with it hopefully happening this October. The 2021 ceremony is set to take place in December.

OUR REPS SAY...

"Having had several years of seeing and now understanding what police officers do, the difference in Sir Tom Winsor's view of police officers from the days of his 2010 review is always good to see. I told him so at conference a couple of years ago. Positive messages towards police officers and the Police Federation from all involved on the panel session."

Tony Wetton, Derbyshire Police Federation chair

"The title and artwork of this year's conference truly reflected the state of policing and I totally agree that cracks are starting to show under the ever-increasing demands of modern day policing. What is reassuring is that the guest speakers in the opening presentation do seem to understand. Typically, there were teething troubles with technology for this 'virtual' conference and I missed what Sir Tom Winsor was saying when he quoted incidents in Derbyshire so I will definitely be revisiting this." Paul Russell

OUR REP SAYS...

"It was really humbling to hear these men tell their stories. It's always nice to be reminded that officers are heroic just by doing their job; a fact most take for granted." Adam Bryan



'Be braver with BWV'

Police forces need to be braver in releasing body-worn video in response to officers being tried on social media, the Police Federation's annual conference has heard.

John Apter, chair of the Federation, said that where it was appropriate and legally sound to do so, body-worn video (BWV) should be made public to counterbalance unfair, edited and out of context social media clips.

John said: "Forces need to be braver in putting body-worn video out to redress the balance. It's incumbent on us as Federations to liaise with our chief officer team and, where we're legally able to do this, we need to push out that body-worn video because what it does show, invariably, is certainly not what is being portrayed in that 20-second clip.

“There needs to be better training for young officers, for everybody out there, especially if you're doing on the beat policing.”

"If you look at the context, it shows that police officers are doing incredibly well in the most difficult and challenging of circumstances."

John was speaking during a session on Day 2 of the conference titled Trial By Media alongside criminal barrister and TV



Federation chair John Apter, (left), with Robert Rinder and Danny Shaw.

broadcaster Robert Rinder and former BBC home affairs correspondent Danny Shaw.

In a vote of delegates, 93 per cent said they wanted forces to share BWV to set the record straight when footage of incidents were posted on social media.

The session began with an anonymous officer sharing their harrowing experience of being vilified on social media.

"What myself and my family has gone through is crushing and still haunts us today," they said, "I don't want anyone to go through what I have when I was simply doing my job."

Robert Rinder called for a transformation of the way policing responds when officers are vilified in the media.

He said: "There needs to be better training for young officers, for everybody out there, especially if you're doing on the beat policing. It's about understanding not just the law, but it's understanding you are in the presence of people filming you and that

radically changes the complexion of how you police and communicate, and that needs training and thinking.

"Policing in 2021 needs a meaningful, creative, national strategy about how our community police communicate on social media and use those channels for themselves."

Robert added: "We have a 1990s – at best – media response to a 2021 media landscape."

Danny Shaw, head of strategy and insight at criminal justice and communications consultancy Crest Advisory, said there was a distinction between mainstream and social media, and how they treat the types of clips being discussed.

He said: "There's a difference between mainstream media and social media. It's a bit like walking into a private members' club on a quiet Saturday afternoon and going into a pub at closing time. People are shouting at each other on social media, mainstream media has a filter."

'This award is really for victims who are still suffering'

A former victim of domestic violence has received the Outstanding Contribution to Women in Policing Award 2021 having shared her own experience to help others.

Chief Inspector Sharon Baker of Avon

and Somerset Police said she was accepting the award on behalf of all the victims who were still suffering.

"I hope this award shines the light on the darkness and shows you that you're not alone," she added.



Chief Inspector Sharon Baker.

Pay, conditions and pensions: 'We need to get our message out more'



Session facilitator Alastair Campbell.

The Federation has to be the unequivocal voice of policing, getting its message out more and rallying together, the Federation's national secretary told a conference session looking at pay, conditions and pensions.

The session was facilitated by Tony Blair's former spokesperson, Alastair Campbell, who recently appeared as a host on the breakfast TV programme Good Morning Britain, and featured inputs from Police Federation of England and Wales (PFEW) national

secretary Alex Duncan and deputy secretary John Partington.

"As we come out of the pandemic and we return to normality, I think it's beholding on PFEW to be the unequivocal voice of policing. We need to get our message out more – we will all have different opinions, but it's important we rally together," Alex said.

John added: "We have to realise how powerful we can be when we come together

with a united front."

Time was spent discussing the uncertainty around pensions with Alex explaining there were officers who did not know when they could retire, what they are entitled to and had no pension forecast.

But he said the Federation was working with the Government and further guidance was imminent, including a pension calculator tool that was being tested.

OUR REPS SAY...

"This session was complex to understand for individuals who hadn't been exposed to the topics previously. I felt even Alastair Campbell hadn't grasped what the pension remedy was and how it affected everyone retiring after 31 March 2022. It was interesting that the majority of voters said there was little worth in the annual PDR system. Derbyshire have used an informal 'check-in' system for at least three years and don't impose the PDR on officers. However, there seems to be less enforcement and engagement and it is only carried out by certain supervisors. There needs to be something in place that is worthwhile, meaningful and encourages officers to engage."

Kirsty Bunn, branch secretary

"I was pleased to hear Alex Duncan disclose that a new pension forecast system is in the testing phase; long overdue. The panel were asked a question about whether the Federation would consider helping out with the fees from the original pension challenge. I was disappointed, but not surprised, to hear that this couldn't be answered due to legal proceedings."

Paul Russell

Prioritise officers' safety

"My view will always fall on the side of officer safety," national chair John Apter told delegates during a conference session on policing protests.

The segment focussed on the protests that have taken place over the past year and whether more needs to be done on educating the public on the role of the police during these sometimes violent demonstrations.

John warned against taking advantage of the goodwill shown by officers, who continue to want to protect the public, despite the situation.

He said: "We have the best police force in the world. We don't have to do a lot to make people feel valued and wanted."

Speaking about the fact that frontline officers are not always required to wear protective kit when working at protests, he argued that there were more concerns about how they will look in the protective gear rather than prioritising staff safety.

Looking to the summer ahead, John said



Metropolitan Police Sergeant Nikki O'Malley spoke about her experiences of working on the frontline at protests.

forces are committed to protecting the public.

"Policing reacts to crisis," he explained, "The pressure cooker of frustration has built up and we had a taste of it last summer."

Metropolitan Police Sergeant Nikki O'Malley spoke about her experiences of working on the frontline at protests, including one in which she was not wearing a protective kit, resulting in her getting injured.

OUR REP SAYS...

"Another interesting session. It was very impactful to hear from Met Sergeant Nikki O'Malley who had been injured when the Hyde Park protest turned violent towards police officers."

Tony Wetton, Derbyshire Police Federation chair

New culture on conduct?

It is not the end of the journey, and adjustments still need to be made but it is absolutely clear that we are moving in the right direction in terms of embedding a culture of learning and development rather than sanction and punishment with police conduct proceedings.

That was the message given to delegates at a conference session asking New Regs – New Culture?

Phill Matthews, conduct and performance lead for the national Federation, said that relations between the Federation and the Independent Office for Police Conduct (IOPC) had improved and he thanked the police watchdog's director general Michael Lockwood for his efforts to overhaul the system.

As a sign of the progress made, Phill will soon be giving the Federation's first input into IOPC investigators' training.

But he said there were some issues with forces adjusting to the new raised bar for conduct proceedings and the performance requiring improvement and reflective practice procedures introduced with the new conduct regulations in February last year.

Much of the session focussed on the timeliness of conduct inquiries which all agreed was essential for police officers,



Clockwise from top left: the session featured Phill Matthews, Chief Constable Craig Guildford, Ian Collins, Michael Lockwood and Ian Balbi, head of police discipline policy at the Home Office.

complainants the reputation of the complaints system as a whole. Mr Lockwood said there would be times, where a case was complex or there were vulnerable victims, where cases might go over the 12-month limit the Federation would like to see on investigations. The IOPC was setting targets for nine and six months next year.

He stressed that there should be a real emphasis on learning not just for individual officers but also for forces themselves.

Phill agreed and said the IOPC had now

issued more than 400 learning reports, rather than those involved being sanctioned.

OUR REP SAYS...

"The new regs haven't had the impact that was intended and it is for Fed reps to keep pushing the importance and usefulness of reflective practice. The new regs are very helpful if they are used correctly." Kirsty Bunn, Derbyshire Police Federation secretary.

Panel praises pandemic recruits

There was no shortage of praise for new recruits during a panel session at this year's annual conference, with those who have been forced to complete virtual training due to the pandemic called 'resilient' and 'nothing short of commendable'.



Federation roads policing lead Gemma Fox.

With an ambitious target of an extra 20,000 officers by 2023, concerns were raised about the impact virtual training has had on new recruits, with Federation roads policing lead and National Board member Gemma Fox recognising that newcomers have been immediately asked to put both themselves and their

families at risk.

She said: "What we've asked of them, is to pick up a uniform, to put it on and get on with it. They have done exactly that while putting themselves at risk of coronavirus, as well as risking taking the virus back home with them."

Dave Bamber, national Federation lead for professional development and issues related to the College of Policing, explained: "What we can't deny is the impact that the last year has had on our officers and members. Young officers have been forced to learn independently, online and virtually. We need to get an understanding of what effect that has had on them.

"What needs to be acknowledged is none of this is at the fault of our officers."

As well as recruitment, emphasis was also on retention and the significance of finding out why people are choosing to leave the service early.

OUR REP SAYS...

"The session was very informative, there has been a massive overhaul of new recruit training. The College of Policing is responsible for the curriculum but this may be altered by forces responsible for its delivery. Session leaders also wanted to make it clear that anyone wanting to do the course part-time would be supported in doing so. I hope this is the case. I feel the new way in which we recruit officers puts a lot of pressure on them as they have to do the university course along side learning on the job. It seems to be aimed at younger people too."
Becki Smith.

Wellbeing: 'It's the simple things that need to change'



National wellbeing lead Hayley Aley says that 'even the smallest changes made across the force will have a huge impact' on the welfare of officers, as she joined a conference session called Wellbeing – Whose Responsibility Is It?

Hayley's comments were part of a discussion that focused on the wellbeing of officers, which highlighted the demands of the job, pressures felt by staff and solutions that could help combat wellbeing issues.

Looking ahead, Hayley said she hoped to not be sitting here next year, 'saying the same thing over and over'.

"We've only just opened the box, looking at what pressures are affecting officers," she said, "We need to look at the things that need to change to prevent mental health and the physical issues people are feeling. We need to prevent people from walking away from the workplace because they can't cope."

"It's the simple things that need to change, the day-to-day jobs. Those quick changes will have a long-term impact on the organisation."

Hayley was joined by National Board member and wellbeing secretary Belinda Goodwin, who said that wellbeing can be broken down into four parts, including



National wellbeing lead Hayley Aley.

mental health, physical wellbeing, financial wellbeing and general wellbeing.

"We have to stop just talking about it," she said, "We need to make fundamental changes to impact the wellbeing across forces."

OUR REP SAYS...

"I think I can quickly sum this session up: there is still work to be done."

Adam Bryan, Derbyshire Police Federation wellbeing lead.

New wellbeing toolkit is aimed at detectives

A unique wellbeing toolkit aimed specifically at detectives and investigators has been previewed at the annual national Police Federation conference.

Details of the specially-commissioned Oscar Kilo Toolkit were unveiled during a discussion which covered issues such as recruitment, retention and growing fears of officer burn-out.

Detective Chief Superintendent Martin Brunning of the Bedfordshire, Cambridgeshire and Hertfordshire Major Crime Unit said the package could be transformative in terms of improving the emotional wellbeing of detectives and stop them leaving the CID.

He told the session: "This is not a one size fits all or a token gesture. It's got real substance as it comes from a group of people who have been through the pain of having colleagues crashing and burning."

The Investing in the Investigators discussion was led by Staffordshire Police Federation secretary Glyn Pattinson, chair of the Police Federation's National Detectives' Forum (PFNDF) which has long campaigned for leaders to provide better support for investigators in relation to the unique pressures they face.

OUR REP SAYS...

"Due to the shift allowance and shift patterns within different forces, a lot of section officers don't want to apply due to a reduction in pay and the large workload but also CID isn't what it used to be and the majority of staff don't want to go onto PPU. With Derbyshire, we have a career pathway which speaking with some people seems to be more of a career dead end."

"The whole service needs to look at better ways to treat detectives in order to recruit and retain."

"But the best part for me was the fact that the College of Policing still thinks the degree-entry and PCDA entry is the best way to recruit new police officers. I still think, and I would suggest a large amount of colleagues would agree, the college is blinkered in this decision by removing the IPLDP entry system." **Leigh Gyte**



Privilege comes under scrutiny

Fairness and equality came under the spotlight with a powerful session examining race, policing and privilege and the impact they have on public confidence and trust.

The session was led by scholar, activist and broadcaster Robert Beckford, a professor of black theology, who said British society remained one of the most unequal in the western world with unchecked privilege leading to financial and socio-economic consequences across the country.

He told the conference: "We have got to address the subject of privilege because we have got the persistence of structural inequality."

Session host Zac Mader, secretary of the Federation's Black, Asian and Minority Ethnic and BAME Belief Self-Organised Group, asked how the understanding of privilege could be improved within policing.

Prof Beckford said: "It is about talking about it. Part of the problem is it is not talked about. We need to talk and reflect upon it, to see how we can help in certain circumstances."

"Radical honesty is necessary to address these problems in institutions and organisations. In society we find a way to deny things exist, but we need to be completely honest so we can move forward."

He also said officers should try to educate themselves about the issues around privilege and suggested better training and honest



Session host Zac Mader, secretary of the Federation's Black, Asian and Minority Ethnic and BAME Belief Self-Organised Group.

answers to difficult questions were needed to tackle bias and inclusion across policing.

He said: "Think about how you can be an ally and support under-represented groups to ensure there is a real fairness. The fairness we want to see in public institutions and public life."

The professor called for 'really clear and powerful pathways' for career progression among under-represented groups to help improve an imbalance so the police can better reflect the communities they serve.



Professor Robert Beckford.

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“In society we find a way to deny things exist, but we need to be completely honest so we can move forward.”
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'We need diverse experiences'

A leading equality expert has identified three key barriers blocking the recruitment of new police officers from black and Asian communities.

Professor Robert Beckford, an academic, activist and broadcaster, pulled no punches

when the issue was raised during a diversity session called The Challenge of Difference at the Police Federation annual conference.

Prof Beckford said the first stumbling block was a perceived lack of integrity within the police service.

He told the conference: "There is a lack of recognition of the negative history of policing black and brown communities, particularly black deaths in custody, particularly around miscarriages of justice."

"If I was running the force the first thing I would say is sorry. It doesn't take much to appease people in this context and sorry goes a long way. So firstly there needs to be that kind of acknowledgement."

Prof Beckford said the second key factor in the recruitment of black and brown officers was the idea that the issue could be addressed by simply having more black and brown people in positions of power.

The award-winning academic said the third stumbling block was over-reliance on long-term recruitment targets.

.....
“In society we find a way to deny things exist, but if I was running the force the first thing I would say is sorry. It doesn't take much to appease people in this context and sorry goes a long way. So firstly there needs to be that kind of acknowledgement.”
.....



Fears over changes to driving law

Federation representatives are being urged to implore their chief officers to ensure that changes to driving legislation aimed at better protecting police drivers make the law truly fit for purpose.

Tim Rogers, deputy secretary of West Midlands Police Federation and national pursuits and driver training lead, gave an update on the provisions of the Police, Crime, Sentencing and Courts Bill during a roads policing session at the Federation conference.

The bill, which is due to become law later this year, sets out changes that will mean officers will no longer be judged by the standards of the careful and competent driver, allowing their professional training and expertise to be taken into account.

But Tim fears the wording of the proposed legislation could lead to officer being further criminalised.

"We are very grateful for the support so far from the Government, the Home Office, the Ministry of Justice, the National Police Chiefs' Council and the Independent Office for Police Conduct," he said, but adding that an amendment to the bill is now required.

A new legal test will currently be applied so officers' driving will be measured against

that of a 'careful and competent police driver', however, this could still leave them exposed.

"An officer will be licensed to drive in accordance with what they have been trained to do but nothing more. Performing a manoeuvre which is not trained or in policy is likely to fall into the new definition of dangerous and careless driving under a new test against the careful and competent police driver," Tim explained.

"Going beyond the terms of that licence could give rise to criminal liability. I have grave concerns around the practicality of this approach."

OUR REP SAYS...

"Although I've been involved as Derbyshire's rep on the national Federation's Roads Policing Forum for the past year or so, I hope to see an Ops Division rep elected in the upcoming Fed elections to pick up this portfolio, which is important both to roads policing officers and all police drivers."

Tony Wetton, Derbyshire Police Federation chair

Reps@work

Fed elections coming soon



PFEW national vice-chair Ché Donald.

Members are being encouraged to stand in the upcoming Federation elections, with national vice-chair Ché Donald calling his appointment 'life-changing'.

Ché was joined by John Partington, deputy national secretary, at this year's annual conference, ahead of the election process which will be kicking off on 1 July.

The pair called on members to stand in the elections, with Ché referring to workplace reps as the 'lifefood' of the Federation.

He added: "There are many officers out there who would struggle without them. I really want people to consider it. I found it life-changing."

Officers will be given the opportunity to meet current reps and ask any questions at an election café on 21 June from 2pm - 3pm.

[Find out more.](#)

Derbyshire Police Federation is also holding an online surgery on 22 June for its members wanting to find out more about being a rep.

Clarity needed on use of force

Frontline police must be given greater clarity on the use of force with officers at risk of falling foul of the law under existing guidelines, the 2021 Police Federation of England and Wales conference has heard.

The Federation is campaigning for better standards and education for officers who are forced to make split-second decisions to use force or authorise other officers to do so.

Scott Ingram, lead lawyer on criminal police misconduct at law firm Slater and Gordon, said: "An officer's decision to use force will be justified based on their honestly held belief so if it is their honest belief about the need to use force they are not going to be found guilty of any criminal offence.

"That's a subjective test - the honest belief of the officer based on their understanding or their perception of the facts.

"But in misconduct proceedings, because of a Court of Appeal decision, even if an officer has an honestly held belief, they can still be dismissed if a view is taken



Scott Ingram, lead lawyer on criminal police misconduct at law firm Slater and Gordon.

on an objective level that the belief was unreasonable.

"Most police officer decisions to use force

are in quick time, they are in a difficult situation, a stressful scenario, so quite how an officer is expected to be able to weigh up the criminal law test and the misconduct test before they decide to use force is really what identifies the problem here.

"It is far from ideal and needs to be resolved by a decision in the Supreme Court."

Federation firearms and less lethal lead Steve Hartshorn said: "My concern is this decision, which is authoritative at the moment, affects every strand of policing, it affects the frontline officers who are responding to 999 calls, it affects decision-makers at a senior police leadership level, it might affect a chief constable who wants to effect a policing plan.

"So it is only right that everybody involved - at the front end, in the middle and at the very top - knows exactly what standard they are being assessed and held to account by because at some point they will have to justify their decisions either in a criminal court, at a gross misconduct hearing or at an inquest."

'We made it the best it could be'

The national chair of the Police Federation of England and Wales closed this year's conference by saying the decision to make it a virtual event was the right one.

John Apter told facilitator Ian Collins: "This was our first virtual conference so it has been strange. We would rather not have had to do it this way but I think we made it the best it could be."

He added: "People asked me why we didn't wait until after lockdown was lifted but we had to make a decision and we didn't know what was going to happen - we still don't - so it was the right decision in the circumstances and the feedback has been really positive."

Facilitator Ian Collins said the theme of conference 2021 had been Policing Under Pressure and at times it had also been 'conference under pressure'.

John added: "We had a couple of glitches and some things going on behind the scenes which caused some hairy moments!"



John Apter sums up conference 2021.