

frontline

THE MAGAZINE OF HUMBERSIDE POLICE FEDERATION

AUTUMN 2020



CONTENTS

- 02 Secretary's foreword
- 02 Officers urged to use Test and Trace app
- 03 Federation survey: have your say
- 03 Police Covenant progress welcomed
- 04 Skydiving fund-raisers aim to boost charities' funds
- 05 'KIDS transformed my life'
- 05 Charity wants to get men talking and stop suicides
- 06 Helping the police family
- 06 Physio available through the PTC
- 07 Tough sentences needed for assaults on officers
- 07 Maximum jail terms to double
- 08 Prince pays tribute to fallen officers on memorial day
- 10 Are you covered?
- 11 Safety review: proposals must be acted upon
- 11 IOPC improvements 'must continue'
- 13 Your Federation officials and workplace representatives
- 15 No1 Copperpot: helping the financial wellbeing of its members

frontline

is published by Humberside Police Federation. The articles published do not necessarily reflect the views of the Humberside Police Federation. The editor reserves the right to reject or edit any material submitted.

Every care is taken to ensure that advertisements are accepted only from bona fide advertisers. The Police Federation cannot accept liability for losses incurred by any person as a result of a default on the part of an advertiser.

All material is copyright and may not be reproduced without the express permission of the editor.

Contact us:

Humberside Police Federation
1a Redland Drive
Kirkella
East Yorkshire
HU10 7UE

Telephone: 01482 653480

Email: HCollier@humber.polfed.org

Designed and produced by [XPR \(UK\) Ltd](http://www.xpruk.com)
www.xpruk.com

Secretary's foreword

By Helen Collier,
secretary of
Humberside Police
Federation



In recent years, we have seen a growing number of assaults on police officers.

As a result, the Police Federation of England and Wales launched its Protect the Protectors campaign calling for tougher sentences for those who attack the police and other emergency service workers.

Earning the backing of Holly Lynch, Labour MP for Halifax, who saw first-hand the dangers officers face when she accompanied West Yorkshire officers on patrol and garnered cross-party support for new legislation, the campaign led to the Assaults on Emergency Services (Offences) Act of 2018.

This introduced a maximum sentence of one year in prison for those convicted of attacks on police officers and our blue light colleagues.

Sadly, despite this law, the courts have been seemingly reluctant to use the toughest sentences available to them and, even where they have, the number of mindless thugs undeterred by the risk of imprisonment and intent on carrying out these attacks has shown no sign of dwindling.

Shockingly, the pandemic has in many ways only served to make matters worse. Now, not only do these individuals push, punch and kick police officers but they also cough and spit at

them while claiming to have coronavirus.

Research by the BBC Wales has revealed that North Wales Police saw twice as many assaults on its officers between March and June compared with the same period in 2019.

And between March and May this year, almost a third of assault charges involving South Wales officers were related to spitting or coughing, according to the study.

These grim findings, I am sure, will be the same at many other forces across England and Wales.

Fortunately, the Home Secretary, who at our centenary event last year pledged to double the maximum sentences available to the courts when dealing with those who attack the police and other emergency service workers, has acted.

Maximum sentences will be doubled. However, I am left wondering if setting a minimum sentence might be more effective. Perhaps that would be a more effective punishment and deterrent.

Only time will tell if the doubling of the maximum sentences will have an impact, of course. But if it doesn't, the Federation will once again push for more to be done to protect its members.

You can read more about officer assaults on Page 7.

Please also take the time to find out more about three charities that we as a branch will be supporting over the next year, and maybe you could be inspired to get involved. See Pages 4 – 6.

Officers urged to use Test and Trace app

Officers are being encouraged by Humberside Police Federation to use the Test and Trace app to help stem the spread of coronavirus.

The Federation is asking officers to download the contact-tracing app to their personal phone and use it while working.

Federation chair Pete Musgrave said: "We can see with infection rates rising and the introduction of local lockdowns that the threat from coronavirus hasn't gone away.

"We have to do everything we can to halt the spread, and to protect ourselves, our families, our colleagues and the people in our communities.

"That includes using the Test and Trace app which is another tool available to us alongside the use of personal protective equipment, social distancing, good hygiene and self-isolating when necessary."

The Police Federation of England and Wales approached the National Police Chiefs' Council on behalf of members following confusion over guidelines from police chiefs advising officers not to download the app on work phones.

But the Federation is supporting the use of the app on personal phones after discussions with the app developers and colleagues from the National Cyber Security Centre.

Federation survey: have your say

Branch chair Pete Musgrave is urging members to help Humberside Police Federation build a clear picture of policing during the pandemic.

The national Federation has today launched this year's Demand, Capacity and Welfare Survey which gives members across the country an opportunity to help shape Federation policy, and includes a focus on how policing has been affected by the ongoing Covid-19 crisis.

Pete said: "We'd encourage as many of our members as possible to have their say in this important survey. It will help us build a clearer picture of how our members are affected by a whole range of issues, not least the Covid-19 pandemic which has had such an impact on policing and society in general.

"I appreciate you're extremely busy but please take a moment to have your say. The more members who are able to complete it, the stronger our message will be when representing you to our policing and political leaders here in Humberside and in Westminster."

This is the Federation's third Demand, Capacity and Welfare Survey and, as well as questions around the pandemic, it also examines the plan to recruit an extra 20,000 officers by 2023.

The results will allow the Federation to make meaningful comparisons with the data gathered in the 2018 and 2016 surveys.



The last Demand, Capacity and Welfare Survey found that in Humberside the average job satisfaction rating was 5/10, 82 per cent of respondents reported frequent single crewing and 54 per cent reported never or rarely taking their full rest break entitlement.

Of the respondents, 73 per cent said their workload was too high, 91 per cent said there weren't enough officers to do the job and 85 per cent indicated they had experienced difficulties with their health and wellbeing over the previous 12 months.

National Federation chair John Apter, in a message to members, said: "I can't tell you how important it is we get as many responses to this survey as possible. It's important for people like me and your local Fed reps to have that information on how you felt you've been treated during this pandemic, not only by policing but by Government and others, so that we can take that to the leaders within policing and also to Government."

Contact the Federation office if you have not received a link to the survey.

“We'd encourage as many of our members as possible to have their say in this important survey. It will help us build a clearer picture of how our members are affected by a whole range of issues.

Police Covenant progress welcomed

A move by the Home Secretary to enshrine a Police Covenant in law has been welcomed by Humberside Police Federation chair Pete Musgrave.

Pete says it would recognise the unique job of members and be a big step in supporting their welfare, and that of their families.

He was speaking after Priti Patel told the Police Superintendents' Association annual conference that a Police Covenant would be introduced in legislation.

Pete said: "We've been campaigning as a Federation for a Police Covenant that provides us with support and protection and recognises the unique role we have in society.

"Policing is a dangerous job. Our members have been on the frontline throughout the pandemic and continue to put themselves in harm's way to support and protect our communities.

"Therefore, it's only right that police personnel are given the support and protection they deserve, which is why I welcome the latest step towards a Police

Covenant," Pete added.

The covenant will apply to serving and former police personnel and their families and focus on protection, health and wellbeing. It will create a statutory duty for forces to support police officers and also places a requirement on the Home Secretary to report annually to Parliament.

John Apter, the chair of the Police Federation of England and Wales (PFEW), said: "This covenant will mean much more than words to serving or former police officers. It recognises the unique position they hold in society and the fact they very often put their lives on the line.

"The benefits of this Police Covenant will be welcomed by the entire policing family.



Home Secretary Priti Patel.

We would therefore like to thank the Home Secretary for her enthusiastic support and for turning PFEW's campaign for a covenant into a reality."

It follows a campaign by the national Federation which included a public consultation process that found more than 90 per cent of respondents backed Government plans for a covenant.

Ms Patel, while addressing the superintendents' conference, also outlined a commitment to stand firmly by the side of police.

She said: "The police and the families that stand behind them deserve special recognition. Their bravery and sacrifices are what keep us and our loved ones safe. I will put the Police Covenant in law to ensure they will always have the support of the nation."

The Government proposals ensure the covenant applies to all those working within or retired from policing roles, whether paid or as a volunteer. A new governance structure is planned to drive future activity on wellbeing and protection to fulfil the covenant.

Skydiving fund-raisers aim to boost charities' funds



Humberside Police Federation is aiming to help charities that have been hit by the Covid-19 pandemic by organising a tandem skydive.

The Federation is supporting three charities – Police Care UK, a national charity offering a wide range of support to members of the policing family; KIDS (Yorkshire), a local charity which helps disabled children and their families, and Hull-based Andy's Man Club, which offers mental health support for men and women and aims to prevent people taking their lives, for its charities for the year.

It has set a target of £10,000 to be split between the three charities and is encouraging officers and staff to sign up to take part. The jump takes place on Wednesday 7 April 2021.

Helen Collier, secretary of Humberside Police Federation, said: "These are three fantastic charities and I'm pleased that we're going to be raising funds for them so they can continue the invaluable work they're doing.

"Charities have been particularly hard hit by the coronavirus pandemic with many of the

fund-raising events planned to help boost their funds having been cancelled this year.

"Hopefully, by April next year though, we'll be in a position to do our bit to raise money for them all with this charity challenge.

"We'll be covering all the costs of the tandem skydives as long as everyone taking part raises at least £250 each in sponsorship. So, if you are interested in taking part, just get in touch and we'll sign you up."

Humberside Police Federation reps Lee Sims and Andy Green, and office manager Jenny Dooley were among the first people to sign up, alongside two of the Force's Chief Superintendents, Phill Ward and Christine Wilson.

They'll be joined on the jump by the Federation's national chair John Apter and his deputy Ché Donald.

Email Helen at hcollier@humber.polfed.org to sign up.

Or to support the fund-raising make a donation via the JustGiving page at <https://tinyurl.com/yy6ao46t>



'KIDS transformed my life'

KIDS provides specialist support services to disabled children, young people and their families in local communities across England.



It ensures disabled children from birth to 25 have the chance to learn, play, build friendships and improve their wellbeing, and it provides time, emotional and practical support to parents and siblings.

KIDS supports more than 13,750 disabled children and their families each year throughout England. This includes KIDS Yorkshire, which supported more than 1,100 families in the Hull and East Riding of Yorkshire area.

KIDS had a transformative effect on the lives of children, young people and their families.

"Until the arrival of KIDS, I had been a helpless spectator, terrified at doing the wrong thing with my daughter," says one parent.

"KIDS taught me how to look after and stimulate her. I learned to delight in all that she could achieve and not worry about what she could not.

"KIDS transformed my life and made Charlotte's life possible."

Another parent says: "Your involvement

with my family has meant huge practical help during a difficult time.

"I think the key thing is that KIDS does stuff with and for the whole family, not just the child. I'm sure yours is the kind of service that helps prevent family breakup as a result of the strains that child disability brings.

"Thanks to KIDS, my children have had a social life. They've laughed and played and asked questions, learning to accept their own and other children's issues.

"I've chatted to your staff about the weather, about Disability Living Allowance, about times when I felt I couldn't cope.

"It's precisely because you build trust and relationships with parents so well that you can tackle difficult questions and give sound advice. Thanks very much indeed."

The charity provides practical and timely support for parents in a wide range of areas including short-term intervention for families going into crisis; specialist parent training on sleep, autism, teen life; respite, guidance and support, after school and holiday clubs; helping families access Education Health and Care Plans (EHCPs) and supporting young carers.

The charity's youth participation project ('Young Person's Engagement Group') in Hull was nominated and shortlisted for a national



diversity award last year.

The charity's youth groups and youth participation projects in Hull were nominated and shortlisted for a National Diversity Award last year.

KIDS Yorkshire also runs weekly baby sensory groups; learn and play together groups for pre-school children struggling with speech, language and communication; a parent to parent befriending service, and advocacy for looked-after children and young people in Hull and parts of the East Riding and Wakefield.

The children the charity works with are disabled or have a life-limiting condition. This often means they have limited mobility, few opportunities to socialise and limited social skills, which causes loneliness and low self-esteem.

It also supports parents, carers and siblings as the family unit is often under enormous strain when caring for a disabled child.

Find out more at www.kids.org.uk/ **hull-sensory-group** or find **KIDS Yorkshire** on Facebook and **@KIDSHull** on Twitter.

Charity wants to get men talking and stop suicides

Andy Roberts was one of life's good guys.

A proud father, son, brother, grandson, cousin, nephew and friend.

One day in 2016, without any warning, the 23-year-old was taken away from those people who loved him by suicide.

Brother-in-law Luke Ambler and mum Elaine Roberts promptly set up the charity, 'Andy's Man Club' in a bid to prevent other families going through what they had just endured.

The first session they had organised took place in Halifax and nine men walked in through the door that day.

Project development manager Andrew Greenway started off as a group user (in 2017) and is now employed by the charity.

He takes up the story.

"Halifax is a stereotypical northern, Yorkshire town where men have a chin up, chest out attitude as a defence," he said. "When nine blokes came to the first session, it was clear there was a real need for something like Andy's Man Club.



"Now, there are 28 clubs all over the UK and there were over 900 men using them every week before lockdown.

"All of those clubs want to help and let men know that it is okay to talk. We want to end the stigma associated with men talking about mental health issues and bring down male suicide rates.

"Our clubs are all run by volunteers who are absolute heroes in our eyes. There's no cost to attend them. We just encourage people to rock up, have a brew and sit with us.

"And all of our clubs will remain operational even if just one bloke uses it. We believe that is one more family who could still have a son, a husband or a father if coming to a club can help them."

The charity's links with many areas of society have grown organically and that has included the police.

"The police in Halifax, for example, are aware of what we do and often refer people to see us when they think it's the right thing to do," says Andrew.

"It's staggering to see the amount of support we have and for those involved in the Humberside Force and Police Federation to be prepared to throw themselves out of a plane to support the charity boggles the mind!

"We are really honoured to be nominated as a chosen charity.

"Any money will be greatly received and used for the continued running of any current clubs as well as setting up new ones too because we will continue to grow."

The charity's website – www.andysmanclub.co.uk – says that one male takes his own life every two hours in the UK and a common factor is believed to be that men rarely talk about their problems. Andy's Man Club was 'born to break down these stigmas'.

You don't have to be suicidal or have mental health issues to attend an Andy's Man Club, they just want to get men talking.

Helping the police family



Police Care UK is the national charity for all policing, providing dedicated, confidential support for serving and veteran police officers and staff, volunteers, and their families.

Formerly known as the Police Dependents' Trust, the charity relaunched as Police Care UK in March 2019 to better reflect the broad range of assistance provided throughout the UK and the needs of modern policing.

Research funded by Police Care UK has shown that more than 90 per cent of police officers will be exposed to repeated traumatic incidents during their career, and that one in five serving police officers and staff are currently living with symptoms of post-traumatic stress disorder (PTSD).

Police Care UK provides practical, emotional and financial support to serving and former police officers, police staff, police volunteers and their immediate families, who have suffered 'harm' as a result of policing.

The charity is independent and confidential and receives no statutory funding. Its small staff team is supported by a network of 100 volunteers across England, Scotland, Wales and Northern Ireland.

"Our volunteers assist us by representing us at local events or meetings or by providing a more local point of contact for those who may need our assistance," says Dave Blundell, a former national Federation official who is now Police Care UK's engagement officer.

"We would like to have volunteers in every corner of the UK but sadly we were forced to postpone our volunteer recruitment campaign earlier this year due to the coronavirus pandemic. It is our



intention to relaunch this campaign very soon, and this is open to anyone who has been part of a UK police force."

Since 2016 Police Care UK has provided £5.7 million in grants to improve the physical and psychological welfare of serving and veteran members of police forces and their families across the UK. In addition, the charity provides a confidential careline service giving access to confidential advice and support (including telephone support) for those needing a one-off chat with a trained counsellor. It can also provide face to face or telephone counselling for depression, anxiety, addiction, relationships, bereavement, stress or trauma counselling for those showing signs of unprocessed trauma.

Most recently, Police Care UK and the Police Treatment Centres (PTC) have begun

work to establish a psychological wellbeing centre of excellence in Harrogate to better care for those who suffer psychological harm because of their policing role.

The charity has seen an increase in the number of requests for help, and accordingly it has hugely increased the assistance it provides. A driver for this would appear to be people who have already registered with injuries, PTSD and similar conditions, who are finding that their mental health has been impacted by the negative effects of the pandemic lockdown.

The number of calls to the careline has increased substantially since the start of the year with more than 900 specialist therapy sessions being provided between April and June - 50 per cent higher than the number of sessions provided during the whole of the previous year.

Dave said: "We will provide as much assistance as we can afford. We are so grateful to all our supporters, past and present. Their donations assist us to help police families in need. Some make one-off donations, perhaps in memory of someone special, others set up monthly payments, and legacy giving is also a very good way we can raise funds. It all helps to enable us to continue providing our much needed services."

Officers, staff and volunteers can access help and support from Police Care UK for themselves or a colleague (although they must have consent) by visiting the charity's website policecare.org.uk/, emailing hello@policecare.org.uk or ringing **0300 012 0030** during weekday office hours.

Physio available through the PTC

The Police Treatment Centres (PTC) have now re-opened their doors and are using leading edge technology to accept new physiotherapy applications.

Mark Oxley, head of the PTC's clinical services, said it was good to be back: "It's great to have people back in the building and, although things are running slightly differently, people are getting on with it and we're offering the best possible treatment we can.

"New physio patients will be offered an 'Attend Anywhere' appointment to address their condition. This is a new video platform the charity invested in during the closure and we think it offers the best remote

consultation experience. It is designed to mirror a normal clinical consultation so will address patients' symptoms and conditions and make sure they're happy to come to the centre for residential treatment. Also, importantly for us, it's a really secure platform."

New applications for the Psychological Wellbeing Programme are not yet being accepted but, in preparation for when that also re-opens, a new, updated application form is required. Any new applications received on the old form will be rejected.

Members who subscribe to the PTC can apply for treatment through the centre's website.



Tough sentences needed for assaults on officers

Humberside Police Federation chair Pete Musgrave has called for offenders who weaponise Covid-19 in attacking police officers and other front-line workers to feel the full weight of the law.

He was speaking after new figures from the National Police Chiefs' Council (NPCC) showed a 29 per cent increase on emergency services workers in the four weeks to 30 August compared to the same period in 2019.

The NPCC said: "The rise may be driven by increases in common assaults on police constables, including suspects spitting on officers while claiming to be infected with Covid-19."

Pete said: "These figures are shocking. It's disheartening to see such a steep increase in

the attacks on our emergency services workers, the very people who have been working tirelessly during this pandemic to try to keep people safe.

"To spit on officers and use Covid-19 as a weapon is utterly appalling and unacceptable. We need offenders to be given the toughest possible sentences to send out the message that it won't be tolerated."

The NPCC figures show that crime trends have returned close to pre-lockdown levels. After a 28 per cent reduction at the height of lockdown, police recorded crime is now three per cent lower than in the same period in 2019.

Mental health incidents were up five per cent in this reporting period, the NPCC said, reported rape saw a four per cent rise and domestic abuse incidents increased by seven

per cent.

National Federation chair John Apter said: "The recent return to pre-Covid crime levels comes as no surprise, as during lockdown there were fewer people out and therefore less opportunities to commit crime.

"Regrettably, I am not surprised either to see the rise in the number of call outs for mental health incidents. This has been steadily increasing year on year and the police are often seen as the first port of call when people need help.

"My colleagues will continue to do their job to the best of their ability but, as I have said many times before, there is no magic box of extra officers waiting to be opened, and undoubtedly policing will struggle with this increased demand."

Maximum jail terms to double

The Government has agreed to fast-track an increase in maximum sentences for assaults on police officers.

The Police Federation, through its Protect the Protectors campaign, has been calling for longer sentences for assaults on all emergency workers and the new law will double the maximum term from 12 months' imprisonment to two years.

Pete Musgrave, chair of Humberside Police Federation, has welcomed this latest breakthrough.

"Our Protect the Protectors lobbying has been all about safeguarding the wellbeing of

our officers and our blue light colleagues. Attacks on police officers are totally unacceptable yet they have increased, even during the pandemic when some individuals spat and coughed at officers while claiming to have coronavirus.

"These despicable attacks have to stop and I hope this increase in sentencing sends out that message clearly. But we also need the courts to hand out the toughest possible sentences when offenders are brought before them."

More than 11,000 people were prosecuted for assaulting an emergency

worker in 2019, according to Ministry of Justice statistics.

This latest change in the law will be the second in two years after the 2018 Assaults on Emergency Workers (Offences) Act increased the maximum sentence from six months to a year.

The new law will mean that when a person is convicted of an offence, including sexual assault or manslaughter, a judge must consider whether an offence against an emergency worker merits an increase in sentence.



“These despicable attacks have to stop and I hope this increase in sentencing sends out that message clearly.”

Prince pays tribute to fallen officers on memorial day

Humberside Police Federation chair Pete Musgrave says National Police Memorial Day (NPMD) ensures that fallen officers are never forgotten.

The annual remembrance service was held on Sunday 27 September and came two days after Metropolitan Police Sergeant Matiu (Matt) Ratana was shot dead at a Croydon custody centre.

Pete said: "National Police Memorial Day is always an emotional day, and our thoughts are with the families, friends and colleagues of those who have died on duty.

"This year's service was particularly poignant, coming just days after the death of our colleague in the Metropolitan Police, Sgt Ratana.

"The day ensures that we will never forget those officers who have lost their life in the line of duty. We will always stand shoulder to shoulder with their families, their friends and their colleagues.

"We owe them all a huge debt."

This year's service had been due to take place at Lincoln Cathedral but was held online because of coronavirus restrictions.

The annual event commemorates and honours the lives and service of police officers killed in the line of duty.

Tributes were led by HRH The Prince of Wales who made an address ahead of the online service.

Prince Charles said: "I particularly wish to



HRH The Prince of Wales.

remember those officers who have so tragically lost their lives since we met in Glasgow last year.

"The dreadful incident in Croydon on Friday is the latest heart-breaking evidence of the risks faced by our officers daily.

"I would like to send my deepest sympathy to the families of each of these officers who have given their lives."

The Reverend Canon David Wilbraham,

the National Police Chaplain and co-ordinator for NPMD, led the online service.

He said: "The Trustees of National Police Memorial Day would not let this day pass without finding a solution to honour loved ones, friends and colleagues lost in service.

"Today is so important to the many who make the annual journey to join to support each other and commemorate those who gave us their all. Not being able to meet physically leaves a void, especially for those whose pain is life-long. I am immensely proud that we pulled together to try to fill that void with our online service and I thank the families who contributed.

"This is an honourable day and a poignant reminder of the dangerous nature of policing. We stand in virtual solidarity to pay our respects."

Priti Patel, the Home Secretary, gave a reading of The Beatitudes and expressed her personal gratitude to police officers and staff for their "selfless work", adding that those courageous officers who made the ultimate sacrifice would "never be forgotten".

The Prime Minister, Boris Johnson, sent a video expressing his support and the Archbishop of Canterbury, the Most Reverend Justin Welby, gave a blessing.

John Apter, national Federation chair, said: "Policing comes with a huge amount of risk and this is at the forefront of our minds, even more so following the devastating news on Friday when our colleague in the Metropolitan Police was killed.

"National Police Memorial Day ensures that police officers who gave their all are never forgotten. We must always remember them – their commitment and ultimate sacrifice to public service.

"Every day police officers selflessly put themselves in harm's way for the sake of others – I thank them, and I am proud to represent them."

The British Police Symphony Orchestra played 'I Vow To Thee My Country', with more

“These are losses we can never replace, sacrifices we can never repay but of which, as a society, we can only strive to be worthy. We owe our police service and its remarkable officers the most profound debt of gratitude for their continued selfless commitment and dedication.



Lissie Harper lights a candle as national Federation chair John Apter looks on.



Prime Minister Boris Johnson.

than 60 musicians who recorded their contributions while in isolation.

Speakers from the four corners of the UK talked about what the day means to them.

They included Louie Johnston, son of Reserve Constable David Johnston of the Royal Ulster Constabulary George Cross, who was taken in 1997, aged 30.

He said National Police Memorial Day was an occasion to “look past the uniform and to celebrate the character, the memories and the special place that our loved ones will always have in our hearts”.

Jayne and Lowri Davies, the widow and daughter of PC Terry Davies of Gwent Police, who died in 1990, aged 34, recalled attending the inaugural NPMD, not knowing what to expect but finding it a “wonderful day” and a source of comfort.

Lowri is now a serving officer with Gwent Police and wears her father’s collar number.

Rumbie Mabuto, widow of DC Joe Mabuto of Thames Valley Police, who died in 2016, aged 42, said the event is something her family looks forward to each year.

She said: “We’re grateful for the support

we receive and hope everybody will be able to meet again next year.”

Donna Alcock, widow of PC John Alcock of Grampian Police, injured in 2003 and who died in 2017, aged 54, said: “When they say police are a family there is no truer statement.”

Candles were lit to represent the four nations of Great Britain and Northern Ireland and to remind everyone of the flame of devotion and commitment, exemplified by those whom the service remembers.

England was represented by Lissie Harper, widow of PC Andrew Harper of Thames Valley Police, who died on 15 August 2019, aged 28. Lighting a candle for Wales was Rebecca Davies, daughter of PC Terry Davies of Gwent Police, who died 23 August 1990 aged 34, and for Northern Ireland, Louie Johnston. Scotland’s candle was lit by its Chief Constable, Iain Livingstone QPM.

“ This is an honourable day and a poignant reminder of the dangerous nature of policing. We stand in virtual solidarity to pay our respects. ”



Roll of honour

The service included a tribute to all officers who have died since last year’s National Police Memorial Day.

PC Chris Miller, Metropolitan Police
Special Constable Resham Singh Nahal, West Midlands Police

PC Matthew Lannie, South Yorkshire Police

PC Nick Dumphreys, Cumbria Constabulary

DC Jonathan Mark Hicken, Dorset Police

PC Roy Buggins, Police Scotland

PS Matt Ratana, Metropolitan Police.

Those who have died as a result of the Covid-19 pandemic were also remembered.

Are you covered?

By Ian Spain, Humberside Police Federation conduct and performance lead

Officers are still becoming unstuck "assuming" the Police Federation subscription covers all legal outcomes and this certainly is not the case.

Sitting in a cell is not the place to discover you have no legal provision, nor is when you are served with job-threatening misconduct papers.

Please read the guide below and if you find you are not contributing, please email admin@humber.polfed.org immediately, speak to a Fed representative or get in touch with me.

FEDERATION SUBS MAY FUND: CRIMINAL

On duty

Criminal proceedings brought against a member for any offence committed, or founded upon something done, in the performance or purported performance of their duties as a member of the police force or, in cases where it can be demonstrated that criminal proceedings are only being initiated due to the fact the member is a police officer.

The matters must have arisen out of their performance or purported performance of police duty. It can't be just because the member was on duty at the time. It has to be policing.

Off duty

The member will have to demonstrate that they were performing the roles of a police officer at the time or that it arose purely out of the fact that the member is a police officer.

GROSS MISCONDUCT

This is conduct so serious that dismissal would be justified if proven.

On duty

Whether the alleged gross misconduct was committed, or founded upon something done, in the performance or purported performance of their duties as a member of a police force.

Again, in a mirror of the above, this must be related to police duty and not just be a case of being on duty at the time.

Off duty

Again, the same as above, this must be performing police duties or due to the fact that they are a member of the police.

GROUP INSURANCE SCHEME MAY FUND:

Please note you have to be contributing at the time of making a claim and this cannot be done retrospectively.

CRIMINAL

Professional fees incurred in the defence of criminal legal proceedings.

GROSS MISCONDUCT

Professional fees incurred by the beneficiary for representation during an investigation by the Independent Office for Police Conduct (IOPC).

Professional fees incurred by the beneficiary for representation where the beneficiary is subject to a Regulation 15/17 Notice - if Police Federation funding is not available.

Professional fees incurred in providing representation at a disciplinary hearing before a Misconduct Tribunal Panel or the

Police Appeals Tribunal following a disciplinary procedure.

So what does this mean?

On duty policing and you receive a complaint of gross misconduct = Police Federation lawyer and representative.

If you are not a subscribing Federation member you are on your own.

On duty policing and you receive a complaint of misconduct (not job-threatening) = Police Federation representative, fully trained to support you.

But only if you are a subscribing member of the Police Federation.

Off duty criminal allegation not related to policing duty or because you are a police officer = Group Insurance Scheme provides you with a lawyer and a rep.

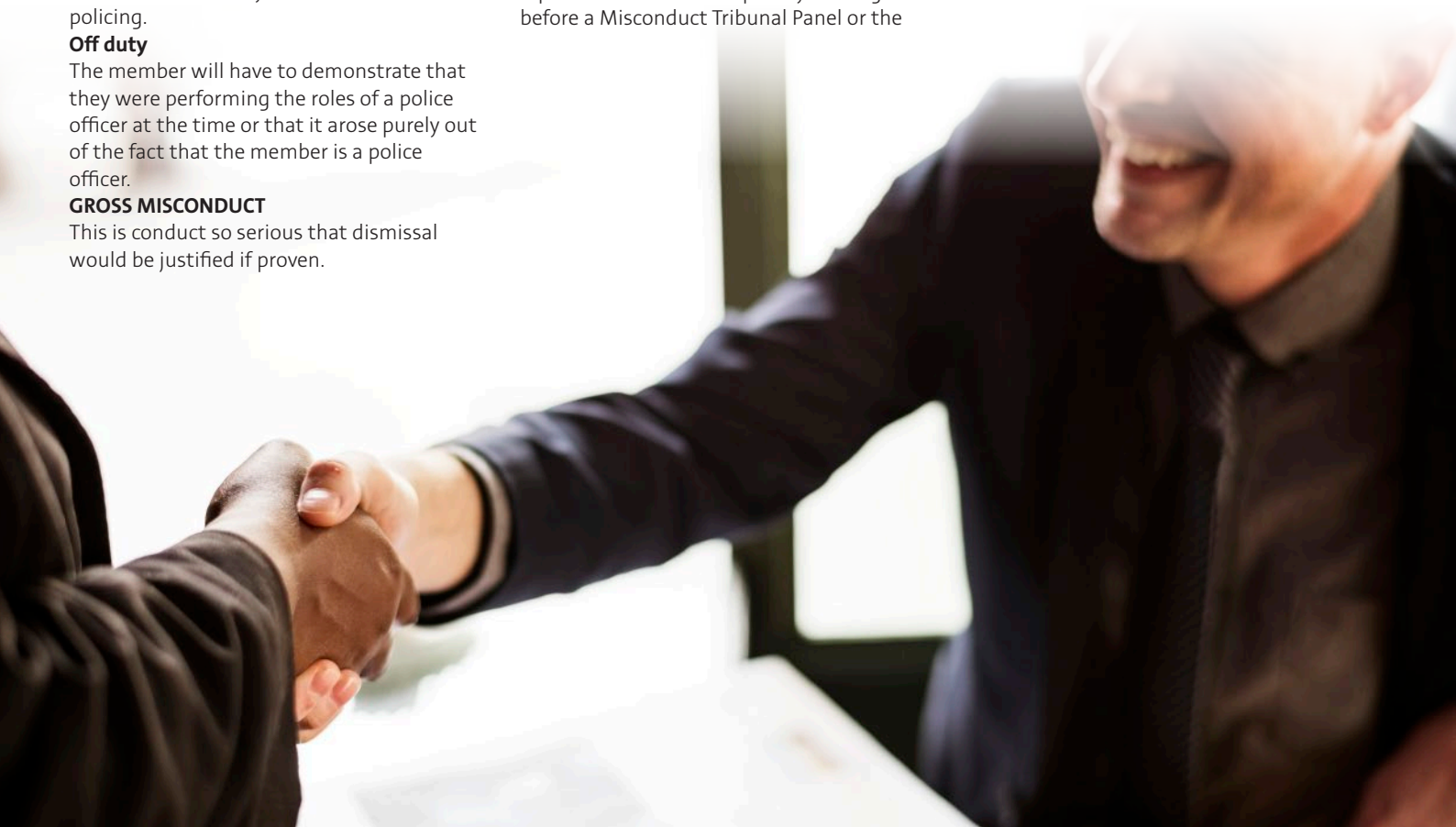
If you are not a subscribing member of the Group Insurance Scheme you are on your own.

Off duty criminal allegation related to policing duty or because you are a police officer = Police Federation lawyer and a rep.

If you are not a subscribing Federation member you are on your own.

YOU MUST CHECK... IF IN DOUBT CHECK YOUR PAYSHEET TO SEE WHAT DEDUCTIONS ARE COMING OUT.

Remember, you have got to be in it to win it!



Safety review: proposals must be acted upon

A new report into the rise of assaults against police has been welcomed by the chair of Humberside Police Federation as he called for officers to receive the best training, equipment and support.

Pete Musgrave says he's disgusted by the increase in attacks on officers, particularly during the pandemic lockdown.

Now he's calling for offenders to receive the toughest possible sentences to send out the message that assaulting officers will not be tolerated.

Pete said: "Our members worked tirelessly on the front-line during the pandemic to keep the public safe, so to see officers assaulted for doing their job – and in some cases threatened with Covid-19 as a weapon – was disgusting, and I'm sure the public will be equally as

appalled.

"Any attack on an officer is one too many and we need the toughest possible sentences handed down to send out the message it won't be tolerated.

"Our members are human and have the right to return safely to their families at the end of their shift. They need to receive the best equipment, the best training and the best support to carry out their roles safely.

"That is why I welcome this new report and look forward to the recommendations being swiftly implemented."

Pete was speaking after the National Police Chiefs' Council (NPCC) and College of Policing published their wide-ranging Officer and Staff Safety Review.

The review was commissioned by NPCC

chair Martin Hewitt after a spate of attacks on officers – last year there were 30,679 assaults on police officers in England and Wales, or 84 a day.

More than 40,000 voices were canvassed for the Officer and Staff Safety Review, including many front-line officers.

Recommendations include training for roads policing officers, improved equipment and further research on the link between shift work and safe driving practices with the review having identified the high number of officer deaths as they travelled to and from work.

The national Federation has also welcomed the report's recommendations, but vice-chair Ché Donald said it must not just become another doorstop and be forgotten in a year's time.

IOPC improvements 'must continue'

Improvements in the timeliness of investigations by the police watchdog have been welcomed by Humberside Police Federation conduct lead Ian Spain.

But Ian says there is more work to be done with the Independent Office for Police Conduct (IOPC) so it can build on this progress.

Ian said: "The Federation has long called for investigations to be completed within 12 months of the allegation and, while it's welcoming to see the timeliness improving, we'll continue to push for this through our Time Limits campaign.

"We fully appreciate the need for the police service to maintain its professional standards, but there must be consideration as to the welfare of officers and the timeliness of investigations.

"It's not in the interests of the public, the police service or individual officers for investigations to drag on. They can have a huge impact on officers' lives and that of their families, friends and colleagues."

Ian was speaking after the publication of the IOPC's new Impact Report for 2019/20, which showed it completed 718 investigations, 210 more than it started.

Of these 35 per cent were completed within six months, an improvement of five per cent on the previous year, and 83 per cent within 12 months, excluding the most complex major investigations such as Rotherham and Hillsborough.

The number of open investigations was

reduced from 548 to 327 and the average age of cases was reduced from more than ten months at the start of the year to fewer than nine months at the end.

The report said that by the end of 2019/20, two thirds of the IOPC's open caseload was fewer than six months old. Cases open for longer than 12 months decreased from 24 per cent to 17 per cent.

The IOPC report said that it focused on improving the timeliness of investigations by:

Piloting a new investigation model focused on quick-time decision making and improved early engagement with police forces, the Police Federation and CPS. This is now being evaluated for national roll-out

Making changes to the way it identifies and engages experts to procure evidence more quickly

Working with the Police Federation and other staff associations to improve understanding of its role, resulting in increased cooperation with investigations and securing earlier statements and interviews.

Michael Lockwood, director general of the IOPC, said in the report: "We completed over 700 investigations into serious and sensitive matters, with a continued focus on improving timeliness and quality of our work.

"Our investigations meant some officers faced discipline or dismissal from forces, but also identified that police acted appropriately, reasonably and proportionately in many cases.

"More significantly, our work identified learning recommendations which helped drive national and local changes to policing practice from making tactical pursuits safer for police to strengthening the way police respond to stalking and harassment cases."

Elsewhere in the report, the IOPC's work has seen an increase in the percentage of young people who are confident complaints are dealt with fairly by police from 41 per cent in 2018/19 to 52 per cent in 2019/20.

There has also been a 16 per cent increase in the number of people from a black, Asian and minority ethnic (BAME) background who said they are now aware of the IOPC.

Mr Lockwood added: "We recognise we still have more work to do to improve this and continue to raise confidence, which will be informed by deliberative research we conducted with BAME and black communities during the year."

The IOPC has also made 105 learning recommendations to improve policies, procedures and training on a local and national level on areas including stop and search, domestic violence, tactical pursuits and search warrants.

Mr Lockwood said: "I've been particularly keen to place a greater focus on learning to ensure we try and prevent the same issues happening again. To me, prevention is better than cure."

Read the full report at <https://tinyurl.com/y6a2ghky>



“Now the pressure's gone, I can get back to my police work.”

You never know when you're going to need legal advice. Slater and Gordon have been advising and supporting Police Federation members for more than 60 years, taking the legal stress away and leaving you to focus on keeping people safe.

For all life's legal needs and with offices throughout the UK.

0808 175 7805

slatertgordon.co.uk/police-law

24h criminal assistance

0800 908 977

**Slater
Gordon**
Lawyers

Your Federation

Officials and workplace representatives

Chair
Equality lead
 Pete Musgrave
 07837 914 316
 pmusgrave@humber.polfed.org

Secretary
Professional development lead
 Helen Collier
 07970 001 221
 hcollier@humber.polfed.org

CaPLO/PIP lead
Deputy secretary
 Ian Spain
 07970 001 213
 ispain@humber.polfed.org

Constables

Scott McCreight 1533 (trustee)
 CID - Grimsby
 07523 519 354
 smccreight@humber.polfed.org

Cat Slaughter 0219 (deputy ELO/trustee)
 PVP, Clough Road
 07523 519 349
 cshann@humber.polfed.org

Ryan Stratton
 Grimsby
 07523 519 329
 rstratton@humber.polfed.org

David Williams 2158 (roads policing lead)
 SOU Melton
 07523 519 360
 dwilliams@humber.polfed.org

Julian McGill 2545
 Deputy H&S lead, DDM, MASH
 07523 519 326
 jmcgill@humber.polfed.org

Andrew Mager
 Op Galaxy - Melton
 07523 519 357
 amager@humber.polfed.org

Andrew Green108
 CID - Clough Road
 07523 519 345
 agreen@polfed.org

Darren Harris 2071
 Intel - Clough Road
 07523 519 348
 dharris@polfed.org

Lana Walsham 1011
 DA / PVP – Clough Road
 07523 519 330
 Lana.Walsham@polfed.org

Scott Morcom 2010
 DSU – Hessle PS
 07523 519331
 Scott.Morcom@polfed.org

Office managers - Jen Dooley and Laura Atkinson
 01482 653480

Sergeants

Lee Sims 2283 (treasurer/detective lead)
 PVP, Clough Road
 07523 519 346
 lsims@humber.polfed.org

Mark Dunphy 0521 (Deputy CaPLO)
 CID - Beverley
 07523 519 334
 mdunphy@humber.polfed.org

Simon Archer 1152 (trustee and custody lead)
 Custody, Birchin Way
 07523 519 352
 simonarcher@humber.polfed.org

Steve Littlewood 0281
 PVP, Clough Road
 07522 239 034
 slittlewood@humber.polfed.org

Nick Hunt 0810
 Osbourne St
 07523 519 332
 nhunt@humber.polfed.org

Tracy Taylor 1712
 Scunthorpe
 07970 001 218
 ttaylor@humber.polfed.org

Inspectors

Maxine Teasdale 5665 (vice-chair)
 The Hub - Hessle
 07523 519 335
 mteasdale@humber.polfed.org

Rob Grunner 5664
 SOU Melton
 07523 519 338
 rgunner@humber.polfed.org

Phil Hinch 5692
 H&S lead, Beverley
 07523 519 337
 phinch@humber.polfed.org

Andy Robinson 5723
 CID - Clough Road
 07523 519 333
 arobinson@humber.polfed.org

Jo Taylor 5123
 PVP, Brigg
 07523 519 336
 jtaylor@humber.polfed.org

John Symes 5608
 Courtland Road
 07523 519 342
 John.symes@polfed.org

Helping the Police Family financially



Stress-free borrowing

We are here to look after you, so sit back and relax

- Loan decisions are based on affordability and not just your credit score alone
- No representative APR meaning our rates won't change based on your credit score
- Repay your loan direct from your payroll
- Loan calculator available on our website
- No fees for early repayments



Apply online at www.no1copperpot.com

All loans and mortgages are subject to affordability and our lending criteria.

Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit <http://www.fca.org.uk>.

No1 Copperpot: helping the financial wellbeing of its members

No1 CopperPot Credit Union offers easy access savings, clear and transparent loans, and mortgages up to 90 per cent Loan to Value (LTV), exclusively to the police family.

LOOKING AFTER YOUR FINANCIAL WELLBEING

2020 saw the launch of the wellbeing area on No1 Copperpot's website with the aim of helping improve the financial wellbeing of the police family. It includes information on various topics, such as: managing debt, help for first time buyers, and a financial jargon buster. It also includes a free downloadable budget planner and external resources for members to contact should they need to. No1 Copperpot has also provided Humberside Police Federation with its financial wellbeing booklets for members to collect and read at your leisure. You can also view more information online at: www.no1copperpot.com/financial-wellbeing/ or by scanning the QR code at the bottom of the page.

SAVINGS

No1 Copperpot understands the importance of saving regularly. It encourages members of the police family to save small amounts each month into a Member Account to improve their financial security.

How the Member Account works:

- You can save a between £5 and £1,000 per month effortlessly via payroll deduction
- Savings are easily accessible - you can request a withdrawal at any time (withdrawals take two to three working days)
- You could earn a share of the credit union's profits in the form of an annual dividend
- Once you are saving with No1 Copperpot, you can introduce your family members too.

Whether you're saving for a holiday, a house or even just a rainy-day fund, it's easier to achieve when you get into the habit of saving small, regular amounts. For example, if you are aiming to save £600 for a holiday in 12 months, you only need to save £50 a month. That doesn't seem so bad, does it?

LOANS

No1 Copperpot offers loans for a wide range of purposes to suit its members' needs. As it solely exists for the police family, it can offer police specific products like its Student Officer Loan and Commutation Loan. It also offers a Debt Consolidation Loan, helping its members to combine their existing debts. The aim of this is to reduce the overall amount of interest paid and create more disposable income.

Key benefits of No1 Copperpot loans:

- Loan applications are personally assessed, and it bases decisions on affordability, not just your credit score

- It doesn't use representative APR – if approved, every applicant is charged the same rate regardless of their credit score, dependent on the amount they borrow
- Loan repayments are made via payroll deduction.

MORTGAGES

No1 Copperpot's in-house mortgage advisers aim to assist members by helping them to get them onto the property ladder, move home or re-mortgage.

Mortgages with No1 CopperPot:

- Up to 90 per cent LTV
- No arrangement fees
- Mortgage repayments are made via payroll deduction.

No1 CopperPot Credit Union is here to help the police family financially and the financial wellbeing area on its website is available to everyone, not just existing members.

Your credit union membership begins when you open a Member Account. Once you are a member, you can apply for additional products including loans and mortgages.

Visit the No1 Copperpot website if you would like to join its 35,000+ members and start your credit union membership today.

www.no1copperpot.com





Authorised and Regulated by the Solicitors Regulation Authority.

“It’s nice to relax knowing my divorce settlement is sorted.”

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

**Slater
Gordon**
Lawyers

For all life’s legal needs and with offices throughout the UK.

0808 175 7710

slatergordon.co.uk/police-law