

# frontline

THE MAGAZINE OF HUMBERSIDE POLICE FEDERATION

WINTER 2020



Season's greetings  
to everyone

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# Policing has risen to the challenge

By Helen Collier,  
secretary of  
Humberside Police  
Federation



Welcome to the last edition of Frontline for 2020. This edition includes a round-up of recent Federation news and covers in more detail the findings of this year's Police Federation pay and morale survey. Writing my introduction for the last magazine of 2019, I said that I felt 2020 had to be a year in which officer and staff wellbeing was a priority with a focus on not just recruitment but also retaining our people.

I wrote: "Part of this will, of course, involve ensuring we make them feel valued and appreciated, some of which we can have an impact upon but some factors are beyond our control, officer pay, for example."

Other factors beyond our control, and I doubt we would even have believed what was on the horizon in 2020 had we been told, have proved to be a worldwide pandemic that has had such a dramatic and devastating impact on the way we have lived and worked this year.

Police officers have been at the forefront of the nation's response to Covid-19 and it's fair to say it has not been easy.

Police officers, police staff and volunteers have stepped up to the mark. Many will have had their own concerns and anxieties in terms of being out and about serving, and protecting, their communities while – particularly in the early days of the pandemic – they were facing a great unknown.

Not only were they worried about the impact on their own health but many were, understandably, afraid that they could contract the virus and take it back to their own families, some of whom may have been particularly vulnerable.

Police officers may not have faced the job uncertainty of those in the private sector; our jobs were secure. But many have had to consider that their household incomes could be affected due to their partners being furloughed or losing a

business. It has been tough all round.

But this was not helped by the changing Government guidelines which, it has to be said, did cause some confusion for the public and police officers alike.

Our role was to help ensure the public adhered to the restrictions in place, regardless of how many times they had changed or how confusing they were. We followed the four Es – engage, explain, encourage and enforce. We still met with criticism. Some said we weren't strict enough, others that we were too harsh.

But police officers did their best in what was an unprecedented situation – incidentally unprecedented must be one of the most used words of 2020 and who knew that furlough, social distancing, Covid-safe and PPE would become part of everyone's everyday vocabulary?

I want to express my thanks to each and every one of the Humberside Police team. It has been a challenging year but we have risen to that challenge, managing the usual demands of policing – which have not gone away because of the pandemic – alongside the extra work involved in trying to protect our communities and the NHS.

I appreciate the Christmas and New Year period is going to feel very different this year. But I hope that all the same you are able to spend some time with your families – even if it is via Teams, Zoom or another electronic platform. Again, who would have predicted that would be the case this time last year?

Before signing off, I would just like to give advance notice that next year is an election year for the Police Federation. So if you have ever considered being a Federation representative, now is perhaps the time to start trying to find out more about what the role entails.

It can be a tough role. But supporting colleagues at their time of need can also be incredibly rewarding.

And, on that note, please remember that the Federation is here to support members. If you have concerns about work, money worries, wellbeing issues or you want to find out more about being a rep, please get in touch.

Best wishes for the festive season. Take care and stay safe.

# Pay freeze ‘an insult’

The confirmation of a public sector pay freeze is an insult to police officers who have put their health at risk while policing the pandemic.

That is the view of the chair of Humberside Police Federation.

Pete Musgrave was commenting after Chancellor Rishi Sunak confirmed in November’s Spending Review announcement that most workers in the public sector would have their pay frozen.

“This did not come as a complete shock because there was speculation that this



*Pete Musgrave, chair of Humberside Police Federation.*

was on the cards,” said Pete, “However, I think when these kinds of stories come out you do still hope that they are just speculation and that they won’t come to fruition.

“Sadly, that was not the case with this and the Chancellor’s speech will not have gone down well with police officers who throughout the pandemic have risen to the challenges they have faced in terms of policing ever-changing guidelines and unprecedented restrictions on people’s liberty.

“Of course, we understand that the pandemic has caused an economic crisis. But I think the fact that police officers are facing a pay freeze is insulting given the pressure they have been under and the dangers they have faced. They have done their best to help protect their communities and yet their efforts don’t

appear to have been recognised, or appreciated.”

John Apter, national chair of the Police Federation has called the pay freeze, a ‘kick in the teeth for police officers’.

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

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

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

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

The police minister has confirmed incremental pay rises and promotion for members would not be affected by the announcement.

**“Of course, we understand that the pandemic has caused an economic crisis. But I think the fact that police officers are facing a pay freeze is insulting given the pressure they have been under and the dangers they have faced. They have done their best to help protect their communities and yet their efforts don’t appear to have been recognised, or appreciated.”**

## Supporting men’s mental health

A new service has been set up in Humberside to tackle the stigma around men’s mental health.

The Westerly Club is open to Humberside Police officers and staff and aims to help men talk about their wellbeing and to find support.

Set up by Grimsby-based Fortis Therapy and Training, the Westerly Club is a safe environment where men can talk, access support and be part of a community.

It’s open to over 16s and, due to the Covid-19 restrictions, is currently being run on Facebook. You can join by requesting access to the group.

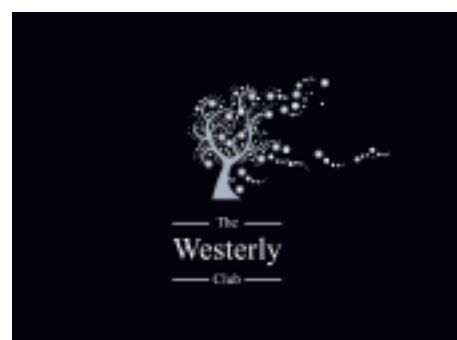
Alexis Powell-Howard, Fortis Therapy and Training director, BACP-accredited psychotherapist and TEDx Speaker, said: “Societal expectations of what men should be and that they should be able to cope have taken their toll and currently there is nothing out there to bridge the gap for people who perhaps aren’t ready for one-to-one therapy but need, or would like, to access support.

“There’s nothing in the way of a support group for men in its own right – and that’s where the Westerly Club comes in.

“The Westerly Club will be a space for men to support men. There are so many younger men, teenagers even, who are just wanting to hang around with blokes, to feel included while at the other end of the spectrum there are the older generations who are lonely.

“For us, this is about empowering men by creating a club which evolves into what they want it to be; where they can find support, genuine empathy and a level of interaction they don’t get elsewhere.

“We already support those working in construction, logistics, renewables industries, the police, law firms, schools, food manufacturing, the military, sportsmen and the agricultural and chemical industries. Many of these are hard, physical and often unsociable industries to work in and many are potentially stressful sectors to work in too. Finding a way to reach out to all of those



industries, those hard industries was vital.”

Every fortnight, The Westerly Club will host guest speakers or interviews via Facebook Live or Zoom, giving the group different perspectives on men’s mental health.

For more information, or to register your interest in supporting The Westerly Club as a partner, ambassador or speaker please contact Fortis Therapy and Training on **01472 241794** or email **enquiries@fortistherapy.co.uk**

# Pay and morale survey reveals impact of pandemic

Officers in Humberside have once again reported better Force morale than the majority of other forces.

And those reporting low morale in the Force fell by another 12 per cent, to 35 per cent, when compared to last year.

There was a slight increase in officers reporting low personal morale – from 35 per cent to 41 per cent – but these figures still mean Humberside officers have the 10th highest level of personal morale when compared to the other 42 forces in England and Wales.



The figures are revealed in a report compiled after the annual Police Federation pay and morale survey.

The Force also came out well in other areas of the report - intention to leave policing (7th lowest in the country) and whether they would recommend policing to others (3rd highest).

"It is good to see that our officers are faring better than others across the country. They have been under huge pressure due to the pandemic and have remained committed to serving their communities regardless of the risks to their own health and that of their families," said Pete Musgrave, chair of Humberside Police Federation.

"We will be discussing the findings of this report with the Chief Constable and the Police and Crime Commissioner and will work

with the Force to see what improvements could be made.

"But I think it is fair to say that some of the issues having the biggest impact on our members – such as attitudes towards the police, pay and pensions – are out of the control of the Chief and the PCC and it will be down to the national Federation to discuss these with the Government and other stakeholders."

Chief Constable Lee Freeman said: "I will continue to do everything I can to support my officers and staff. Myself and my leadership team will continue to work relentlessly to make improvements to those things that are within our control and that do make a difference to their working life."

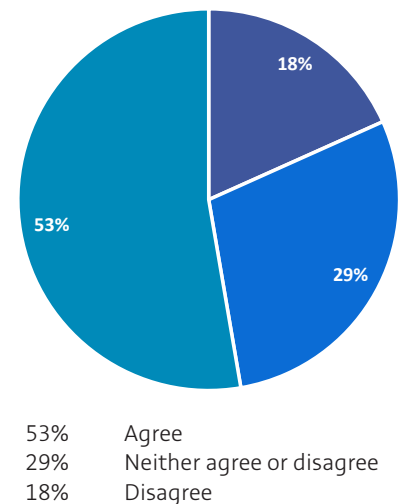
The survey was carried out across all 43 forces in England and Wales giving more than 130,000 Federation members their first opportunity to provide detailed feedback on how policing the pandemic had affected their finances and wellbeing. It revealed:

- **53 per cent of respondents from Humberside Police felt the Force has managed officers well during the pandemic, against a national average of 49 per cent**
  - **74 per cent said the Force had kept them up to date with Covid-19-related guidance, the figure nationally was 78 per cent**
  - **41 per cent said they had received adequate training on the crisis in line with the national figure.**
- Other key findings from Humberside Police Federation members were:
- Pay and remuneration**
- **87 per cent of respondents said they don't feel they're paid fairly for the stresses and strains of the job, and 73 per cent said that they're not fairly paid for the hazards they faced. Nationally, the figures were 86 per cent and 77 per cent respectively**
  - **70 per cent said they were dissatisfied with their overall remuneration, including pay and allowances**

## The Covid-19 crisis

Overall, 53 per cent of respondents from Humberside Police said that their force has managed officers well during the Covid-19 crisis. This is lower than the proportion of respondents in the country as a whole where 49 per cent said that their force has managed officers well during the Covid-19 crisis.

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



- **33 per cent worried about the state of their finances daily or almost daily, lower than the national figure of 37 per cent**
- **58 per cent felt they were worse off financially than they were five years ago**
- **Six per cent reported never or almost never having enough money to cover their essentials.**

## Morale

- **The top reasons given for low morale were how the police are treated as a whole (85 per cent), pay and benefits and workload and responsibilities (both 66 per cent), pension (63 per cent) and the Covid-19 crisis (60 per cent).**

## Attitudes towards the police

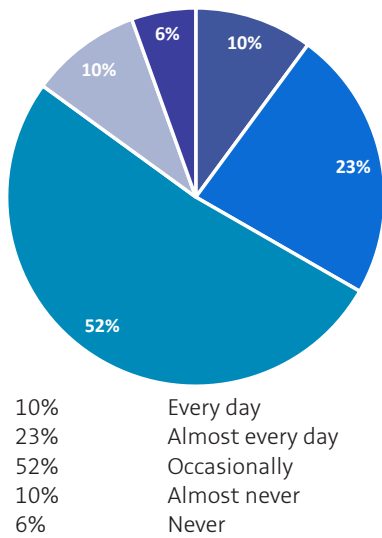
- **More than half of respondents (55 per cent) said they did not feel valued in the police compared to 57 per cent nationally**
- **48 per cent said they wouldn't recommend joining the police to others.**

**“We are obviously concerned that four out of 10 of our members are experiencing low morale. They have been under huge pressure due to the pandemic but they are faring better than the majority of other forces.**

**Cost of living**

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

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



“These results should give serious concern to chief constables and to Government.”

**Recruitment drive**

- **44 per cent (33 per cent nationally) felt the Force would be able to recruit the number of officers allocated to Humberside as part of the Government’s plans to boost officer numbers by 20,000 over a three-year programme.**

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

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

National Federation chair John Apter said: “These results should give serious concern to chief constables and to Government.

“The low morale reported by officers comes as no surprise, but the police service needs to take its head out of the sand and acknowledge we have a serious issue.

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

**Reasons for low morale**

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

	Negative impact on morale (Humberside Police)	Negative impact on morale (England and Wales)
Pay and benefits (including pension)	66%	73%
Workload and responsibilities	66%	66%
Work-life balance	44%	59%
Health and wellbeing	53%	58%
How the police as a whole are treated	85%	90%
The COVID-19 crisis	60%	65%
Your pension	63%	69%
The 20,000 officer uplift	10%	12%

**Satisfaction with pay**

87 per cent of respondents from Humberside Police told us they do not feel they are paid fairly for the stresses and strains they have within their job, and 73 per cent said they are not fairly paid for the hazards they faced within their role. Nationally, 86 per cent of respondents said they were not fairly paid for the stresses and strains of their job and 77 per cent said they were not fairly paid for the hazards they faced.

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

	2020	2019
Do not feel fairly paid for the stresses and strains of their job	87%	87%
Do not feel fairly paid for the hazard faced within their job	73%	79%

70 per cent of respondents from Humberside Police said they are dissatisfied with their overall remuneration (including basic pay and allowances) and 60 per cent said they are dissatisfied with their pensions. Comparison of 2020 and 2019 figures for pay and remuneration in Humberside Police is provided in the table below.

	2020	2019
Satisfied with total remuneration	70%	70%
Dissatisfied with pension	60%	54%

ignore what is being said.

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

“Despite doing their very best, they have been turned into the villains of this pandemic by some, damned whatever they do; and this constant criticism takes its toll.

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

families.

“I accept that the wellbeing of police officers is considered more now than it has ever been in the past, there is some good work going on in some forces, but the benefits of this good work are still not being felt by all of our members and that is a serious issue.

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

# Keep using your PPE



**H**umberside Police Federation chair Pete Musgrave has urged officers to continue playing their part in preventing the spread of coronavirus by using personal protective equipment (PPE).

Figures gathered by the Press Association for 24 forces across the four nations of the UK show 849 officers have tested positive for Covid-19 during the pandemic.

Pete said the figure would be higher but for officers using PPE such as masks and hand sanitisers.

"As a Federation, in the early stages of the pandemic, we campaigned for PPE to be provided to officers and staff and the Force has been very good throughout, ensuring there has been adequate supplies for everyone," says Pete.

"I believe the provision of PPE and the responsible actions of our colleagues in using it has helped to limit the number of officers contracting coronavirus."

"But I would still urge officers to continue to play their part in preventing the spread. We can't be complacent because the virus hasn't gone away.

"We all need to do our bit, maintain the social distancing regulations and wear our PPE where it's practical to do so, to protect ourselves, our loved ones and the public."

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

Officers are also encouraged to familiarise themselves with the PPE guidance leaflet which can be found on the College of Policing website and contains practical advice around stop and search procedures, handling contact with the public, and the PPE measures needed in many routine situations.

National Federation chair John Apter has also warned that policing the pandemic is

taking its toll on the mental health and wellbeing of officers.

"They continue to work 12-hour shifts and have rest days cancelled to help protect the public at this difficult time," he said, "There is also the constant worry of taking the virus home to their loved ones which is exacerbated when they deal with offenders who weaponise the virus by spitting, biting and coughing – which is disgusting and unacceptable."

Spit and cough attacks by offenders who claim to have Covid-19 increased by 74 per cent in the first lockdown period.

"This shows the sorts of individuals we have to deal with. People need to realise behind the uniform, officers are mothers, fathers, sons and daughters," John explained.

"So, we will continue to lobby the Government and the Sentencing Council to ensure harsher sentences are handed down to those who attack emergency workers."

## Public urged to support policing

Humberside Police Federation chair Pete Musgrave is urging people to play their part in preventing the spread of coronavirus now new tiered restrictions are in force.

Prime Minister Boris Johnson set out a new three-tier system of Covid-19 restrictions for England when it came out of the second national lockdown of the pandemic on 2 December.

The tiered system is set to be in place until spring 2021.

Pete said: "Police officers and staff have been working hard every day of this pandemic to protect the public, and will continue to do so. While it's the Government that introduces new measures, it's up to my colleagues to ensure they're adhered to.

"We've had the support of the majority of

people so far and would ask the public to continue to be supportive and realise this is an extremely challenging period for frontline officers."

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

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

"We will not be trying to spoil people's fun or ruin Christmas - we're trying to stop this deadly virus taking more lives. The vast

majority of the public understand this and support us.

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

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

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

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

# Officers to be allowed Taser in court



Years of campaigning for a change in legislation means police officers will now be able to carry Taser in court.

Subject to local policy officers will not be required to remove the devices when attending court on routine business, such as giving evidence or delivering exhibits.

"This is the news that we wanted for police officers," says Pete Musgrave, chair of Humberside Police Federation, "It makes perfect sense that they are able to have their usual items of personal protective equipment on hand at all times and Taser should be included in that.

"Officers having access to Taser while in court will enable them to protect not just themselves but the court staff and the public should the need arise."

The move comes after the Lord Chief Justice amended the Criminal Practice Direction.

Evidence gathered from front-line officers by the Police Federation of England and Wales (PFEW) highlighted the difficulties

they faced when having to remove and store the equipment before being allowed into court – including lack of secure storage facilities and eating into their time.

Steve Hartshorn, firearms and Taser lead for PFEW, thanked Deputy Assistant Commissioner Lucy D'Orsi, who is the National Police Chiefs' Council (NPCC) lead for less lethal weapons, NPCC Taser adviser Inspector Andy Harding and the team that worked hard for many years to secure the legislative changes needed.

"We would also like to thank Federation members who took the time to supply evidence to support the successful outcome. It has been very frustrating for my colleagues whose jobs have been impeded at times because of this," he said.

"This much welcomed and long-overdue decision means they can better protect themselves, the courts' staff and the public if faced with violence or threats of violence and we appreciate the judiciary and senior judges for listening to the concerns raised."

## Taser training to open up to officers with CVD

A change of policy which will allow police with Colour Vision Deficiency (CVD) to apply for Taser training will help protect officers and the public, says Humberside Federation chair Pete Musgrave.

The College of Policing is establishing a new training and assessment process which means officers with CVD - who were previously excluded from Taser training - will now be assessed using a Taser fixed sight.

It follows successful lobbying by the Police Federation. It had challenged the college over its original CVD Taser training standards on the grounds they were unfair and discriminatory. Fed reps argued it was putting officers at risk of being assaulted on duty.

Pete said: "Taser is an important piece of equipment for officers and is an effective way of dealing with potentially dangerous situations.

"Often the act of drawing a Taser can defuse a situation. Therefore, it's unfair and discriminatory that officers with CVD, who face the same dangers as their colleagues, should be disadvantaged by not having access to the same levels of training and equipment.

"It's only right that officers who want to use Taser are given the training, equipment and support they need to do their job," he added.

In August, the Home Office also approved the new Taser 7, which uses a green laser and is suitable for officers with certain types of CVD - which affects one in 12 men and one in 200 women.

Steve Hartshorn, firearms and Taser lead for the Police Federation of England and Wales (PFEW), said: "The Federation has been involved in actively challenging the College of Policing's previous position. This was not fair, valid or reliable, and we have been seeking a positive resolution.

"The new training and assessment process will allow officers with CVD to apply for Taser training and to be deployed operationally if successful.

"The college's revised process will be reviewed over time to ensure it remains current and fit for purpose. PFEW - via its network of local Federation reps - will be involved in that process."

**“ Officers having access to Taser while in court will enable them to protect not just themselves but the court staff and public should the need arise.**

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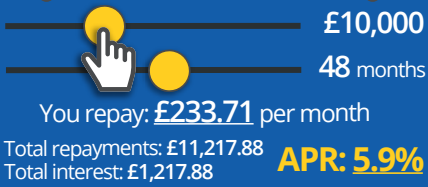
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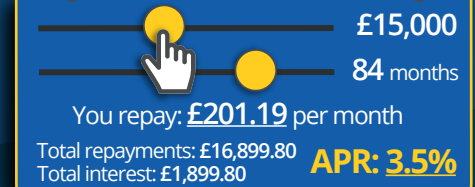
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# Why do more people get divorced in January?

By Pamela Dick, lawyer in family law at Slater and Gordon



The start of a New Year is a time of reflection. It's common for resolutions to be made and people often look forward to the future, taking a closer look at their relationships and home life.

There's no denying that 2020 has been a particularly difficult year for many couples as a result of the global pandemic. With couples having to navigate two national lockdowns, as well as juggling home schooling, periods of self-isolation and caring for vulnerable family members, it's sadly no surprise that relationships will have come under additional pressure.

If you or your spouse work on the frontline, then the impact of the pandemic is likely to have affected all aspects of your working and personal life.

As family lawyers, we often see an increase in the number of divorce enquiries following the festive season. In fact, the first Monday of the New Year has often been referred to in the press as 'National Divorce Day'.

If there were already problems in a relationship, couples may find themselves putting on a brave face over the Christmas period for the benefit of their children or relatives. Christmas 2020 is likely to be

even more difficult with the ever-changing Government guidance about mixing of households.

## Is my marriage really over?

If you're considering a divorce, this is the first thing that you must ask yourself. It's a personal decision that can only be made by you.

You may wish to consider whether there's any chance of reconciliation. You should think about seeking additional support from marriage counselling services, such as Relate, or discussing matters with your own support network.

## What are the grounds for divorce?

There's only one overall ground for divorce in England and Wales and that's the irretrievable breakdown of your marriage.

'No-fault divorce' has received Parliamentary approval but has not yet come into effect. This means that if you and your spouse have not been separated for a period of two years or more and wish to start divorce proceedings in January 2021, you'll have to rely on the fault based facts of either adultery or unreasonable behaviour.

You can start divorce proceedings at any time, as long as you've been married for a period of at least 12 months.

## Seeking advice

It's always advisable to seek legal advice from an expert family lawyer as early as possible. This does not mean that you have to issue divorce proceedings straight away. Instead, you'll be provided with comprehensive advice which will allow you

to consider the options available to you.

Seeking early legal advice can often make it easier to discuss your separation with your spouse before formally starting the divorce process.

We're often asked about protecting an officer's police pension on divorce. The pension can often be the most significant, and sometimes the only, asset of a marriage. Your spouse's entitlement to your pension will depend on a number of factors, including the length of your marriage, whether any of the pension was acquired prior to your marriage and mostly importantly, the needs of the parties.

## Couples with children

If you have children and are considering divorce, you'll also need to think about future child care arrangements. Children of separated parents have been able to move freely between their parents' respective households, as an exception to the Government's 'stay at home' rules.

You should try to reach an agreement with your spouse about the most suitable and appropriate care arrangements following your separation. If you're unable to reach an agreement, you should consider mediation and seek legal advice. An application to court should be the last resort. The welfare of the children will be the court's paramount consideration.

If you need to speak to a specialist family lawyer, please contact Slater and Gordon Lawyers on **0808 175 7710** and we will be happy to help.

## Maternity and adoption leave pay move welcomed

The chair of Humberside Police Federation says an increase in entitlement to full pay while on maternity or adoption leave will support officers at an important stage in their lives.

Pete Musgrave said the move also underlined the police service's commitment to equality, diversity and inclusion.

Officers on maternity or adoption leave will be entitled to full pay for 26 weeks instead of 18 from 4 January 2021.

"To increase officers' entitlement to full pay while on maternity or adoption leave by a further eight weeks is a really welcome step," Pete said.

"Becoming a parent is a huge moment and this move will support our members at an important stage in their lives, giving them extra money at a time when they will be building those crucial bonds with the new addition to their families.

"It also demonstrates a commitment to equality, diversity and

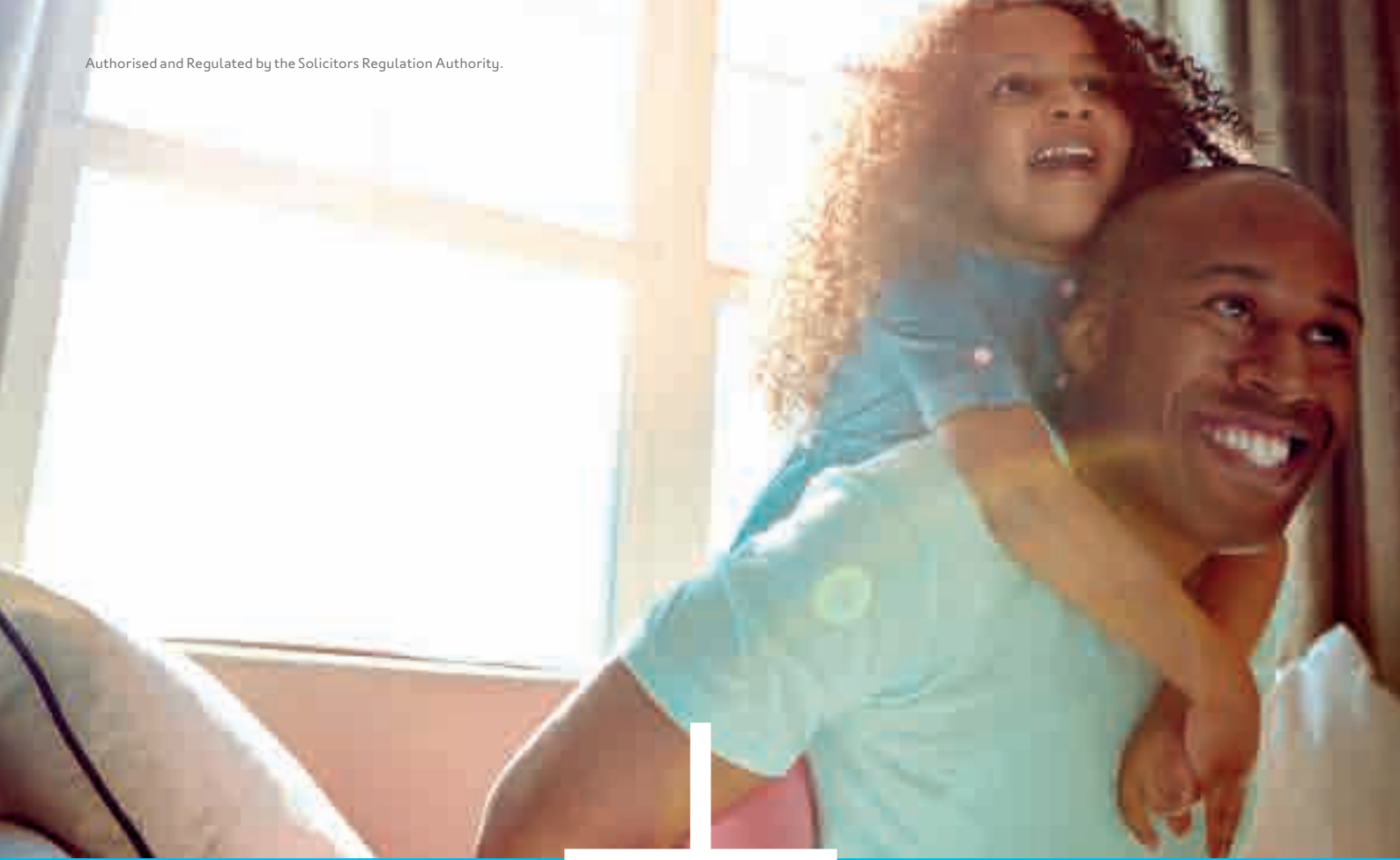
inclusion, and that we're always striving to be better.

"We want to ensure that we reflect the communities we serve. Family-friendly policies like this, at a time when we're going through a recruitment drive, will only help us attract and retain a more diverse workforce," Pete added.

The additional maternity and adoption pay benefits were gained for members through the Police Federation of England and Wales' participation in the Police Consultative Forum (PCF), the voluntary forum for employer and staff representative bodies.

Further guidance is expected before next year from the National Police Chiefs' Council (NPCC) National Reward Team (NRT) about the implementation of the new regulations, including clarification for those already on maternity or adoption leave.

Contact the Federation office if you need more information.



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