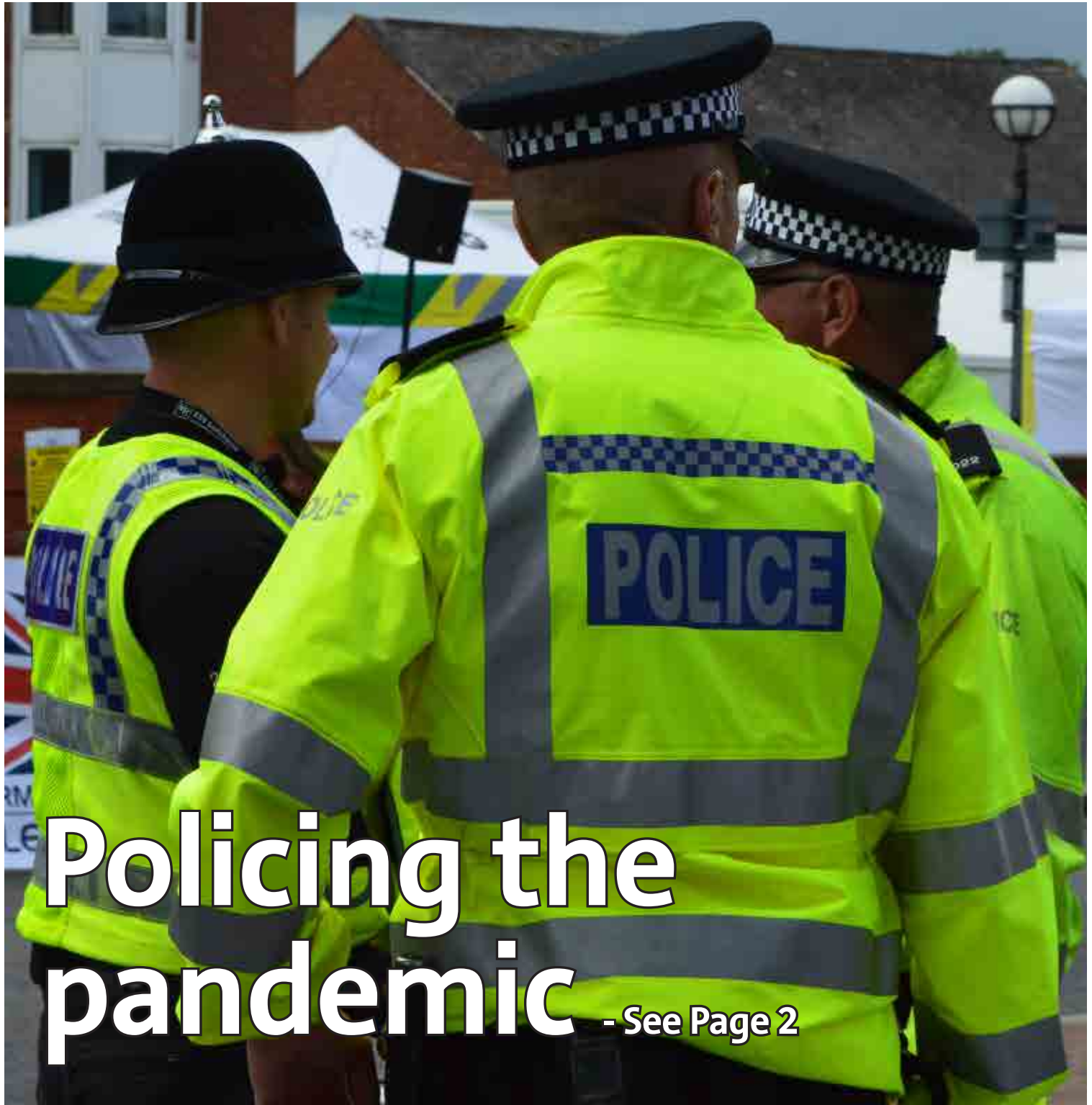


frontline

THE MAGAZINE OF HUMBERSIDE POLICE FEDERATION

SPRING 2021



Policing the pandemic - See Page 2

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frontline

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Rising to the challenge

*By Rob Granner,
secretary of
Humberside Police
Federation*



Welcome to the spring edition of your Federation magazine.

This magazine features updates on the issues affecting officers but please remember we also post news items on our Federation website – polfed.org/humber – so try to visit the site regularly to make sure you are fully informed.

Since the last edition of the magazine, Helen Collier and Pete Musgrave have stood down from their respective roles as branch secretary and chair. They have both made an incredible contribution to Humberside Police Federation so I would like to put on record my thanks to them, and also wish them well in their new roles as sergeants.

They have left some big shoes to fill so myself and your new chair, Lee Sims, will be doing all we can to build on the firm foundations they have put in place.

I am now weeks into my new role and have found myself on a steep learning curve. But I am determined to maintain a clear focus on serving members and putting them at the heart of all we do.

Already I am starting to feel more settled. There will be challenges ahead but the Federation team will never shy away from those. We are here to represent you, negotiate on your behalf and influence decision-makers and, at all times, ensure officer wellbeing is put to the fore.

Both Lee and I took up our posts at a pivotal time for policing. A year after the first lockdown, it was a time for reflection on all that has happened in those 12 months.

Officers – and police staff – were at the forefront of the nation's response to the pandemic, seeking to uphold regulations and legislation that were changed multiple times, often at short notice, with hastily drawn up guidance – or none at all.

They were concerned for their own health and for that of their families, fearing if they contracted the virus on duty they risked taking it back to their loved ones.

Policing really is not a job that you can do while socially distanced. Officers often had to get up close and personal to members of the public and, to make matters worse, we saw despicable individuals weaponising Covid-19; coughing or spitting over them while claiming to

have the virus.

But despite their efforts and their commitment to serving their communities and maintaining effective policing services, the police still found themselves under the scrutiny of armchair critics.

They were criticised for being too heavy-handed when seeking to ensure the public complied with Government guidance and also accused of not being tough enough; frustrating to say the least.

But an inspection by Her Majesty's Inspectorate of Constabularies and Fire & Rescue Services (HMICFRS) involved a thorough review of the police response to the pandemic from March to November last year.

Inspectors praised forces for their 'immediate and decisive' action in responding to the extreme circumstances of the pandemic and highlighted the fact that the fast-paced announcement and introduction of new legislation affected their ability to produce timely and clear guidance for officers and staff; something the Federation has been saying throughout.

HMICFRS concluded there were some inconsistencies in forces' approach, something I believe is inevitable, but where mistakes were made, they learned from them and generally did well to maintain public trust.

For me, HMIC Matt Parr summed it up well when he said in his report: "In these unprecedented times, the public looked to the police to continue to keep them safe and to keep order. While daily life substantially changed for the majority of us, the police were expected to continue to carry out their duties.

"Overall, the police rose to the challenge with dedication and commitment by taking immediate and decisive action to keep people safe and prevent crime, while also learning lessons from the rare occasions that they got it wrong.

"We know that police officers are on the frontline of Covid-19, with some tragically losing their lives to the virus. I offer our condolences to all those who have lost relatives, friends or colleagues."

As ever, HMICFRS made recommendations for how the police service could improve, and I think we all welcome that. Everyone can look back and see how things could be done differently.

But I think the vast majority of people will see that police officers, and staff, have been doing their best, in the most extreme circumstances, rising to the challenge of policing a pandemic.

All change: end of an era for Pete and Helen

It's the end of an era at Humberside Police Federation as both chair Pete Musgrave and secretary Helen Collier stood down from their roles at the end of March.

Pete and Helen have recently been promoted to sergeant and are now working in new roles within the Force. Pete is working as a response sergeant and Helen is a DS in CID. Pete still remains as a workplace representative.

"I firmly believe we have led some significant progress within the branch," says Helen, who has been secretary for five years and a workplace representative for 14.

"It was a massive learning curve when I took on the role but we have driven the



Stepping down, chair Pete Musgrave and secretary Helen Collier.

branch to be much more member focussed and have launched a number of initiatives, including access to physiotherapy and counselling, that I feel have had a real impact on officer wellbeing."

Pete, who has been a rep for 11 years

and has spent the last three and a half years as chair, has campaigned on the issue of officer assaults and acted as the branch's media spokesman on a wide range of issues.

"It has been an interesting and challenging role," says Pete, "But I have thoroughly enjoyed representing colleagues, negotiating on their behalf and influencing decision-makers locally, regionally and nationally."

Lee Sims has taken over as branch chair and Rob Grunner becomes secretary with the official hand-over of roles now complete. See Pages 4 and 5.

"We wish Lee and Rob every success in their new roles," says Pete.

Fed member teams up with charity to educate youngsters on crime

A Federation member has told how she has teamed up with a charity to educate children on crime, prison, and the police after a visit from the organisation to her school as a youngster cemented her life-long desire to become an officer.

Ria Featherstone, a Neighbourhood Beat Officer based at Bransholme, works with 'Prison Me, No Way!' (PMNW) a charity led by former prison officers to raise awareness among young people about the causes and consequences of crime, while in turn, inspiring them to abide by the law.

Ria managed to secure £5,000 funding for the charity to launch a local community project which meant they could visit West Carr Ward area primary schools, speaking to children aged nine to 11.

"Having early contact with youngsters is really important to us as a team," said Ria, who has been a full-time officer for the past six years, having previously worked as a detention officer and special constable.

"The engagement with young people at an early age is the real focus. If we lay the groundwork early and educate schoolchildren, then they are less likely to get into trouble in the future.

"We hope that it encourages them to build trust and confidence in the police and prison service. We hope that they feel they could come to us about any problems they have and hopefully the sessions will prevent them from becoming involved

with crime."

Ria and the local PSCOs have attended every event, which focus on anti-social behaviour, criminal exploitation and online bullying.

"When we're out on foot patrol, we get children approaching us and asking us if we were the police officers who came into their school," Ria adds.

"It humanises police officers and encourages children to see us as more than just people who are there to tell them off. It really does help to build the bridge between communities and the Force."

During each school visit, the children are also allowed to experience what being in prison would really be like, thanks to the cell that has been replicated in the charity's van.

"There's a bed, a toilet, a sink and actual photos of what Hull Prison is like," says Ria. "The children get to ask lots of questions, like 'do prisoners get presents at Christmas?' and 'do they have a Christmas dinner?'. They find out lots of information because most of the people who work at the charity are former prison officers."

Ria says she remembers the charity visiting her school, when she was



growing up.

"It was so interesting, learning about the crimes and getting an insight into the job. I was already curious about the Force, as I'd always wanted to be a police officer," added Ria, who admits her passion for policing stemmed back to her dad watching The Bill.

Following the success of the partnership, Ria has now arranged for a further seven schools in the wider Hull area, to receive visits from PMNW, with the local Neighbourhood Police Team staff for each location attending the events.

"The project has been more successful than I could've ever wished for it to be. The charity now wants to expand into other areas, which is amazing," said Ria.

Federation secretary 'passionate' about looking after members

"I like making a difference in the career of an officer who is going through a difficult time," says new secretary Rob Grunner, as he settles into his new role within the Humberside Police Federation branch.

Inspired by his police officer grandad, Rob joined the Force 20 years ago.

"Grandad was an officer in the City of Birmingham - latterly West Midlands - Police. He always talked about the job and the things he did and people he met. Sounded right up my street," he explained.

His first post was at Scunthorpe East Local Policing Team, back in 2001. Two decades later and Rob reflects on his career, saying: "Being promoted to inspector in 2012 and having command of an excellent team was a highlight."

His latest career move to full-time branch secretary follows years in Special Ops. He talks fondly about his experience with marine underwater search and the police dogs. He explains that his career has also seen him work overseas, in Holland to work with Dutch customs.

"We actively targeted organised crime groups, smuggling in large amounts of contraband," he adds, "I also worked to uplift the dog section, increasing the number and quality of dogs used, personal issue vehicles for all handlers and reintegration of dogs into local response teams."

Rob first became a Federation workplace rep in 2015, after a colleague suggested he had the skills to look after colleagues across the Force.

"I bring a passion for looking after our members," he says, adding: "I recognise the stresses and pressures they are under and I'm prepared to challenge senior leaders to do the right thing by their staff."

Having sat in on SLTs as an inspector, Rob says he feels comfortable negotiating with senior leaders. He says he understands the politics of getting things done.

"I enjoy meeting different people I ordinarily would never meet due to where they work and in different departments," Rob



Rob Grunner, new Humberside Police Federation secretary.

says, as he admits he enjoys being challenged and asked things he needs to find out.

While the role of a rep is full of rewards, Rob outlines some of the challenges he has faced too, saying: "It's difficult having to tell officers that they are not right, and the Federation will not back someone who is in the wrong. We have to adjust the message and how it is given to ensure the officer leaves in the best place they can be." Eager to build his relationship with members, Rob wants to empower reps to have an impact on decisions within the Force by encouraging them to be engaged with the SLTs in their area of work.

"I want to establish trust from members, to show them that I do have their best interests at heart and that the Federation will always work hard to achieve the best possible outcomes for them," he adds.

During his time in the Federation, Rob has so far trained in misconduct, advocacy, equalities, plus health and safety, with the data protection managers course in the pipeline.

He adds: "My special areas of interest are misconduct, as well as the general day to day management of how we can get the best out of our reps."

Looking forward, Rob predicts the future will present a few challenges for the new leadership team at Humberside Police Federation, as they assess the priorities of the branch.

As for the Force, he anticipates a post-Covid world might deliver a few hurdles. "Especially as we come out of a year's lockdown," he adds.

"We also have a very young workforce on the frontline, with a lack of experience to support them. Plus, CID are suffering with a lack of experienced detectives and I don't believe the pathway through to CID is being used to its full potential."

As the new Fed secretary, Rob is keen to encourage his colleagues to put themselves forward to become a rep, not least for the lifetime friendships they could make.

"If you have a passion for meeting and representing colleagues and for challenging yourself in areas out of your comfort zone come to the Fed," he says.

"You will meet colleagues from around all forces in England and Wales and make contacts and friendships that will last forever."

“My special areas of interest are misconduct, as well as the general day to day management of how we can get the best out of our reps.

Chair encourages officers to consider being Fed reps

All members are being asked to at least consider putting themselves forward as workplace representatives in the forthcoming Federation elections.

And, the new Humberside Police Federation chair hopes officers with an interest in their colleagues' welfare will stand for election.

Lee Sims, who succeeds Pete Musgrave as chair, explains: "Since beginning in my new role, I have been actively encouraging other officers to consider becoming Federation representatives. I have explained the rewards of helping colleagues and, yes, it can be a challenging role but there is nothing more satisfying than being able to support a fellow officer. I would say to anyone considering becoming a rep, please go for it as it is extremely rewarding.

"It is quite a challenging time for our branch because we have lost a large number of workplace reps due to retirement and promotion and this means we have lost a vast amount of experience. However, we have a lot of keen and enthusiastic potential new representatives who I believe will deliver an excellent service in the future. They are bringing with them a range of transferable skills and we are investing in them which in turn will mean we can deliver an excellent service to our members."

Lee has acknowledged the dedication with which both Pete and outgoing secretary Helen Collier have carried out their roles and their service to members, thanking them for their outstanding efforts.

Lee has been a workplace rep for four years, having taken on the role after being subjected to a lengthy conduct investigation.

"I just wanted to be able to help other officers who found themselves in a similar situation and use my experience from the investigation in a positive way," says Lee, who was branch treasurer for 18 months before taking on the chair's role in April. He has also been the branch's detectives' lead.

He put himself forward as chair when he realised Pete was moving on and felt he had the right skills, experience and desire for the role.



Lee Sims, new Humberside Police Federation chair.

Lee, who has conduct, post-incident management, health and safety, and trustee training, is a Force negotiator and is mental first aid trained. He firmly believes that officer wellbeing has to be the branch's key priority.

He explains: "I have many fresh ideas that I would like to implement but the welfare of members will be paramount at all times. I have a number of new and innovative ideas especially around wellbeing which I know will benefit members greatly."

Before taking on the chair's role, he volunteered to work a number of shifts in uniform on patrol as a sergeant to gain a better understanding of the pressures on patrol officers.

"I was proud at the dedication of our officers when understaffed and attending calls where there was extra risk due to Covid," Lee explains, adding that he had recently spoken to one of the region's MPs who had also expressed how impressed they were with the Force's response to the pandemic.

"Having been a detective and a DS in CID for most of my career and coming from

a CID background, I am well aware of the issues with regards to staffing and the new disclosure procedures. But I intend to visit other areas and departments to obtain a better understanding of what pressures they are experiencing.

"My first six-month plan as chair is to bring the voting forward in the Federation elections, which are due to be held nationally in July, to enable us to fill the void left by reps who have moved on for various reasons. We then need to arrange necessary courses to upskill them and give them the relevant skills for becoming an effective workplace Fed rep.

"The year ahead will be a busy year as we have plans to work closely with the Force's occupational health team to develop a joint approach to the wellbeing of our members, which I think is very important."

Lee has also conducted one-to-one meetings with all current Federation reps, listening to their ideas and thoughts to help him develop a number of new ideas for Humberside Police Federation which he plans to implement as soon as possible.

Lee grew up in a policing family with both his father and grandfather being officers. He first joined the Metropolitan Police in 1996, spending four years as a patrol officer working in central London and then spent four years in the Territorial Support Group (TSG).

He transferred to Humberside Police in 2004 and was initially put on patrol at Bransholme Police Station before moving to the proactive team at Tower Grange and then CID at Priory for two years.

A move to the burglary team was followed by a return to CID, where he was promoted to sergeant and he has been a DS for three years.

"I have had many highlights during my career from policing large-scale public order while in the TSG to being a DS in CID," Lee adds, "I firmly believe that becoming chair of the Federation will be another highlight in my career and I am looking forward to the challenge."

Contact the branch office, Lee or secretary Rob Grunner if you want to find out more about becoming a Federation representative.

Introducing Validium – providing support for officers

Serving officers, staff and Specials subscribing to the Humberside Group Insurance Scheme (GIS) now have 24/7 access to a confidential and independent counselling service.

Provided by The Validium Group, an independent organisation that runs employee assistance services, the new Employee Assistance Programme (EAP) offers a support line giving members access to telephone counselling, practical information and guidance. If appropriate, short-term brief therapy counselling can also be arranged with up to eight face to face sessions.

The service is free, as part of the GIS subscription, and is available for both personal and work-related issues.

Humberside Police Federation chair Lee Sims said: “We are pleased to now be offering this resource to our officers and staff after what has been, and continues to be, a challenging time to be in policing.

“It can be difficult to separate our personal and professional lives at the best of times and having access to a third-party counselling service will help support individuals with any problems they are facing.”

There are no limits to the service and officers are encouraged to consider the service for anything causing them concern or stress.

Lee continued: “If you are experiencing emotional distress and feel your mental health is being impacted, seeking ad hoc counselling support via Validium could be a good next step in finding support that suits you. It can be a useful tool to discuss any workplace conflicts, family matters, or relationship issues too.

“Another benefit is that any family member living at the home address can use the service, meaning support for a person’s wider home network.”

Ways the Validium EAP service can benefit you:

- **Counselling support** - counselling is a safe place for individuals to explore any worries or concerns they may be managing - no matter how big or small the issue may be. Support could be anything from a single, one-off call or it may be that a structured referral for up to eight sessions will be agreed following an initial telephone assessment.



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Access to an independent helpline which offers a wide range of support and information to help when times are tough. The service is available 24/7 and is entirely free and confidential to use. When calling the helpline, you simply need to state that you are a Police Federation Member so that the team know what support you have access to.

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Login: **PWSupport24** Password: **Support**

Available on the App Store and Google Play

- Counselling Support**
Counselling is a safe place for individuals to explore any worries or concerns they may be managing - no matter how big or small the issue may be. Support could be anything from a single, one-off call or it may be that a structured referral for up to eight sessions will be agreed following an initial telephone assessment. These sessions may be provided via telephone, video or face to face and there is no waiting list or approvals needed. Online resources or signposting to other agencies may also be helpful.
- Legal**
A specialist team of lawyers is available to provide you with help and guidance on many different areas of personal law, including consumer, property, landlord/tenant, family, probate and motoring law.
- Financial & Debt Specialists**
A dedicated team is available for individuals to access information on money matters, which may be affecting their welfare, including managing creditors, budgeting and debt management plans.
- Health & Wellbeing**
Health & Wellbeing Specialists provide employees with information and guidance on lifestyle issues such as diet, exercise and sleep, as well as answering questions about health and medical matters, child care and eldercare issues.
- vClub Online**
The vClub online EAP gives employees access to hundreds of downloadable help sheets, links to specialist resources and access to e-counselling.

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INCREASING WORKFORCE VALUE

- **Legal** - a specialist team of lawyers is available to provide you with help and guidance on many different areas of personal law, including consumer, property, landlord/tenant, family, probate and motoring law.
- **Financial and debt** - a dedicated team is available for individuals to access information on money matters, which may be affecting their welfare, including managing creditors, budgeting and debt management plans.
- **Health and wellbeing** – specialists provide employees with information and guidance on lifestyle issues such as diet, exercise and sleep, as well as answering questions about health and medical matters, child care and eldercare issues. The GIS already gives subscribing members a number of benefits, including

life insurance, sick pay and court awarded compensation.

Lee feels that the addition of a 24/7 counselling service to the scheme only adds to the value for members.

“Coupled with the existing benefits of the GIS, this new service demonstrates just how much importance the Federation places on the health and wellbeing of its officers,” he explained, “In a year like no other, this additional benefit will hopefully help many officers as we continue navigating the challenges this pandemic presents.”

For further information on subscribing to the Group Insurance Scheme, which can cost as little as £24.60 per month for serving officers, please visit the Group Insurance Scheme pages at polfed.org/humber

Get to know your Federation reps: Ian Spain

Ian Spain has been a Humberside Police Federation workplace representative for more than 15 years but says receiving the thanks of officers he's supported still gives him huge satisfaction.

The branch deputy secretary, conduct and performance lead and Post-Incident Procedures (PIP) lead, Ian first became a rep in 2005.

And he's encouraging officers who want to help their colleagues to consider putting themselves forward to be a rep at the upcoming elections.

"If you want to really help your colleagues and learn new skills for their benefit it's very rewarding," he said, "The pinnacle of being a Fed rep is when the member thanks you for your support. That makes all the hours of hard work worth it. That sounds quite trite but I can assure you it's not."

Ian says he brings a passion to help and experience and understanding to the role. "And a will to maintain my knowledge and grow Fed reps within the teams I manage," he explained.

"What do I enjoy about being a rep? The fact the member is not facing whatever it is alone. That I can answer most of their questions or know where or who to seek the answer from.

"I've built up a network of knowledge sources that I can tap in to for the members. I enjoy sharing knowledge, training reps and presenting to members as a subject expert."

Ian, who joined the Force in 1994 because he hated bullies and wanted to help people, said one of the big challenges of being a rep is the stress a member goes through and helping them manage it.

"Some of the cases have years of delay within them especially coroners' cases," said Ian, whose first posting was Old Priory covering Hull West and North.

"The support needs to be ever present but not intrusive and managed with what each individual requires. This means also

working in close partnership with the Post-Incident Managers, for example.

"This also means the rep needs to maintain their own wellbeing and give professional advice while protecting their own mental health.

"The systems now in place make this central to daily business and peer support is invaluable. You can't assist anyone if you're not functioning properly. Some members face difficulties with illness and personal issues and some have to access ill-health retirements.

“The pinnacle of being a Fed rep is when the member thanks you for your support. That makes all the hours of hard work worth it.

"This can be difficult for them and their families and again includes helping them through the processes they will normally be unsighted upon." He added: "A key priority in the role is professional representation throughout, but seeing that each individual is different.

"The member must understand the processes and know exactly what's happening and why. There may be very difficult conversations to be held and agreed ways forward.

"The reps need to be looked after too, and it really is a team effort with the leads of each area being there for advice and guidance."

Ian said his career highlights include becoming a detective and a tutor.

"On the Fed side, the various portfolios I've held and the learning I've got from each

one have been highlights. Being able to help members when they get into difficulties in whatever area of Fed business is also rewarding," he added.

Ian said that there are a number of challenges facing the Federation.

"Nothing stays the same," he said, "And reps and officials move on. This is the perennial problem of building a team and training competent and busy reps only to lose them.

"There is a plan to future-proof as far as possible the reliance the Fed can supply to 2,500 odd members.

"To ensure the reps are trained and motivated, and if everyone does something, this will work. It can't be left to a handful of individual reps to do the majority of the work."

He added: "We need to train and mentor the new reps at elections and bring people up to speed properly to give the best service to members while maintaining the current level of service provision."

He said the Force faced the challenge of maintaining officer numbers, but also to see them as individuals.

"That's crucial to really developing welfare and support when it's needed," he said, "I believe there's more innovative thinking coming through and the partnership with Fortis Therapy, for example, is seeing real benefits."

Ian added: "Workloads and expectations are never going to decrease. Physical and mental safety needs to be core business and everyone should know how to ask for help for themselves or their colleagues."

Ian said the police service as a whole needs to focus on staff as well as the public.

"People are the main resource," he said. "The leaders must continue to recognise and invest in them and their support services.

"The leaders should, as one, support proper remuneration and benefits for all staff as a lot of the welfare issues are financial and the cost of living is far outstripping any pay increase. There's a presumption that this affects only new starters but it goes through all levels of the service.

"I fear with the funding for Covid provision from the Government, this can't fall entirely or disproportionately on public services and the police, as has happened before."

“I've built up a network of knowledge sources that I can tap in to for the members. I enjoy sharing knowledge, training reps and presenting to members as a subject expert.

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MOT initiative proves a hit

Humberside Police Federation's roads policing lead, David Williams, has detailed a new way of dealing with MOT offences that the Force is trialling.

David said the pilot is in response to public confusion around when their MOT certificates expire.

During the first coronavirus lockdown last year, the need for annual checks was paused and millions of drivers across the country had their test due dates changed.

Writing in the latest edition of the national Police Federation's Roads Ahead newsletter, David said that when the MOT extensions ended, some people continued to believe it was still valid.

He explained: "It was clear that in a number of expired MOT cases it was a clerical error and people weren't trying to avoid having their vehicle tested. It then seemed harsh to issue a Traffic Offence Report (TOR) and have individuals fined £100.

"My belief was that if they spent that money having their vehicle MOT'd straight away, it would be a win-win all round – the police benefit because they know the vehicle

is roadworthy to pass the MOT and the driver benefits as they get their MOT and don't receive a financial penalty."

David said each case is dealt with on merit. Officers establish when the MOT expired and the reason why, and then use their discretion as to whether the driver should be fined.

"If they believe it's an error, they'll issue the driver with a HORT/1 and request they produce an MOT certificate within seven days," he said.

"They then report the driver for driving without a valid MOT, but explain that if they produce one at the nominated police station, they'll face no further action. However, if they don't comply, they'll be dealt with as normal.

"The Central Ticket Office (CTO) are on board and supportive of this process, as it doesn't cause any additional work – in fact, it reduces it slightly."

David added: "We've been running this in Humberside since October 2020 to see how effective it is and the feedback from both traffic officers and the public has been very positive, as it applies fairness.



David Williams.

"Current figures suggest that around three quarters of the public who have been dealt with in this way have complied and produced an MOT certificate within the required seven days. As a result, we're now looking at rolling this process out across the Force within the next few months."

“It was clear that in a number of expired MOT cases it was a clerical error and people weren't trying to avoid having their vehicle tested. It then seemed harsh to issue a Traffic Offence Report (TOR) and have individuals fined £100.

Driving lead seeking officers' experiences with car insurance premiums

Has your personal car insurance premium increased as a result of an on-duty driving incident? Or have you been challenged by your insurer due to a work-related RTC?

If so, Tim Rogers, deputy secretary of West Midlands Police Federation and the national Federation's driver training and response driving lead, wants to hear from you.

"I would like officers to get in touch if they failed to disclose an on-duty incident because they didn't realise they needed to and then faced an increase in the cost of their car insurance," says Tim.

"But I am also aware there are officers who have actually disclosed an incident at work but still found their insurance

premium went up and others who have been questioned further by their insurers.

"I am particularly interested in those officers who have been on a blue light run and then had a collision, or a member of the public involved has, and then



National Federation's driver training and response driving lead Tim Rogers.

found it has had an impact on their insurance."

Due to improved sharing of information between insurers, some officers have been encountering difficulties when renewing or applying for car insurance because a claim has been recorded on the Claims and Underwriting Exchange (CUE) personal injury database.

Any recorded incident in which someone is injured or damage occurs will be stored on the database which means when an officer seeks a personal car insurance quote, this information will be populated automatically.

Email Tim at Tim.rogers@polfed.org if you have experienced any issues with your car insurance.

Treatment centres re-opened

The Police Treatment Centres (PTC) has opened both centres after being forced to temporarily shut their doors due to the ongoing pandemic.

In line with the Government's roadmap out of lockdown, the charity re-opened on Monday 26 April.

"The support and care the PTC provides to both past and present members, as well as their families, is invaluable. I, like so many others I'm sure, am extremely pleased to hear the centres have re-opened again," says Rob Grunner, secretary of Humberside Police Federation.

The charity supports subscribing members with treatment for psychological and physical injuries, conditions or illnesses.

The psychological wellbeing programme offered at the charity's centres in Harrogate and Auchterarder will be running at normal capacity, but reduced numbers will be treated through the physiotherapy programme.

Safety measures that were introduced last year at both centres are still in place, including a one-way system, the wearing of masks and social distancing.

All those who had their residential treatment cancelled earlier this year due to the pandemic are being contacted. However, if you believe you should have received a phone call from the PTC and have not by 12 April then you are advised to contact the admissions team.

Subscribing to the PTC costs £7.80 a month.



No1 CopperPot – helping the police family

No 1 CopperPot offers savings, loans, and mortgages through payroll deduction for Humberside Police officers.

Here is an overview of the different ways the credit union can help members of the police family.

Helping you to save

Are you trying to save up for a mortgage deposit? Or perhaps you're saving up for the day you can jet off to feel the sun on your face?

Whatever your savings goals are No1 CopperPot can help you get there. Lots of its members use the Member Account to save for a variety of reasons such as Christmas, car insurance or a rainy day.

The credit union promotes saving little and often and with CopperPot your savings

come directly from your payroll each month, meaning you hardly notice it.

You can join the credit union and save from as little as £5 per month direct from your payroll.

Helping you to borrow affordably

If you're looking to buy a new car, do some home improvements, or consolidate your debt No1 CopperPot could help you. It offers a variety of loans to suit your needs.

The credit union's website makes it easy to see exactly what your repayments would be and the exact APR you would be charged if accepted, with easy-to-use loan calculators.

"We believe in providing affordable loans to our members and the rate you see is the rate you will get if approved. It is not

dependant solely on your credit score. Not only does this provide transparency but it allows you to see if the loan is affordable for you before you apply," says a spokesperson.

Helping you onto the property ladder

Pop the kettle on and get settled on your sofa... No1 CopperPot could help you with a mortgage! If you're unsure of where to start you can get in touch with the in-house mortgage advisers.

Alternatively, you can get the ball rolling by applying for an Agreement in Principle (AIP) through the website, which will tell you how much you can borrow.

No1 CopperPot offers mortgages of up to 90 per cent loan-to-value with repayments through payroll deduction and do not charge application fees with any of its mortgages.

"To give you peace of mind our mortgage advisers look at affordability and not just your credit score, this means if your credit score is low, we still may be able to help you. If you choose to get a mortgage through the credit union, one of our friendly mortgage advisers will personally guide you through the process and will be on hand should you need any support," the spokesperson added.

Visit www.no1copperpot.com to find out more.

“To give you peace of mind our mortgage advisers look at affordability and not just your credit score, this means if your credit score is low, we still may be able to help you. If you choose to get a mortgage through the credit union, one of our friendly mortgage advisers will personally guide you through the process.”

Specials set to be welcomed to the Federation

Humberside Special Constables should be able to become members of the Police Federation following the progress of the Police, Crime, Sentencing and Courts Bill last week.

The bill, which passed its second reading in the House of Commons on Tuesday (16 March), follows a decade of the Federation campaigning for Specials to have the right to become Federation members.

The then chair of Humberside Police Federation, Pete Musgrave, described the bill as 'a little bit of good news that will make a huge difference to our Special Constables'.

He said: "We have been fighting for this for our Specials for 10 years so we look forward to welcoming them as members and being able to formally represent them should they need us to."

"Special Constables volunteer their time to support policing and face the same risks and challenges while protecting communities that our regular officers face,

including during the pandemic when their steadfast work was invaluable. Yet they have never been able to access the support of the Federation.

"The Government's decision to now make this possible through this bill is a little bit of good news that will make a huge difference to Specials. It also shows that they are valued and respected members of our forces."

Joining more than 130,000 regular constables, sergeants, inspectors and chief inspectors as Federation members, Specials will be able to receive support and advice from elected workplace reps and will also be able to call on expert advice and representation during performance and misconduct proceedings.

This will form part of the support package to ensure they know their rights and entitlements and means they will receive the right support if any workplace issues are encountered.

As Federation members, Specials will for the first time be able to apply for legal assistance in criminal, conduct and civil cases as well as gaining access to Member Service offers.

The national Federation's Special Constabulary lead Dave Bamber continued: "Nobody has ever really fully represented the Special Constabulary regarding regulations or formal negotiations. Nobody has been on the side of Specials during conversations with key decision-makers - and now the Federation will be. It is a really proud moment for the Federation and a historic move."

"It is only right Specials receive the same legal protections, support with workplace grievances and negotiations over conditions as their regular counterparts."

The Police, Crime, Sentencing and Courts Bill is expected to continue to progress through Parliament before becoming law later this year.

“We have been fighting for this for our Specials for 10 years so we look forward to welcoming them as members and being able to formally represent them should they need us to.”





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