



# **Lancashire Police Federation**



## **Annual Report 2019**



# Many Reasons To Be Proud



**Rachel Hanley**  
Chair, Lancashire  
Police Federation

WELCOME TO the 2019 Lancashire Police Federation Annual Report.

It's been another challenging year for policing, and Lancashire is no exception. Call volumes and workloads have

Awards in London. A fantastic achievement – there is little doubt how proud everyone is of them.

## **100 Years On**

Our very own Sgt Hana Alayli-Moore was awarded the National Women in Policing Award at the PFEW centenary event in November.

Hana has worked tirelessly to improve provisions for both male and female colleagues, and was given the award by Metropolitan Police Commissioner Cressida Dick.

Our local Reps attended the

2018, a new law came into effect doubling the maximum sentence for assaults to police officers and other emergency service workers from six to 12 months. The Crown Prosecution Service has prosecuted more than 50 offences per day following the introduction of the legislation.

## **Welfare Support**

More officers in need will be supported, following a cash boost to the Federation Welfare Support Programme.

The service offers a 24-hour, 365-days-a-year

in Glasgow. We're so proud to support these events.

## **Our Continuing Work**

This year we'll continue to focus on supporting our members. I hope you find this report informative and that it provides an insight into the issues we deal with on your behalf.

## "Our local Reps are the backbone of our organisation"

risen, yet these fall on a smaller number of officers and staff.

## **Celebrating Bravery**

Despite the challenges, there was some fantastic policing over the past 12 months, with many Lancashire officers being recognised for their work, both locally and nationally.

In July, PCs Jonathan Paterson, Laura Pepper, Graham Kenward, Daniel Holmes, Gary Roberts and Special Constable Colleen Gaynor were nominated to represent Lancashire at the National Bravery

event, which was a time to take stock of what we've achieved and prepare to go forward in building a Federation that can endure for the next 100 years and beyond. It's also an opportunity to thank our local Reps – they're the backbone of our organisation and they make a difference every day.

## **Protect The Protectors**

Protect The Protectors was a multi-faceted campaign to safeguard the physical and mental wellbeing of police officers. On 13 November

helpline for officers and their families who are going through life-changing circumstances. The staff are trained in police discipline and Post Incident Procedures (PIPs), and certified in mental health first aid.

In three years, it has supported more than 1,000 officers and saved at least six from taking their own lives.

## **Remembering The Fallen**

We accompanied the families of fallen colleagues to the Care of Police Survivors event and National Police Memorial Day





# Looking Out For



**Tony Bradley**  
Secretary, Lancashire  
Police Federation

THE past year was a demanding one for Lancashire Police Federation and we've again responded to represent you, locally, regionally and nationally.

Your local Federation Reps have completed their Initial Representative course, receiving training in health and safety, Post Incident Procedures, equality, ill health, conduct and performance, and Mental Health First Aid. We take pride in being there at the member's time of need and providing you with valuable representation.

## **Tougher Sentences**

We've been working to get you the protection you deserve while you do your job serving the public of Lancashire, and Protect the Protectors is an important campaign.

Our aims

## **What We Do**

We assist and influence decisions on:

**Clothing | Fleet | Health and Safety | Spit Guards | Taser Body Worn Video | Post Incident Procedures | Health and Wellbeing | Mental Health | Detectives | Futures**

are tougher sentences for those who assault police officers and other emergency service workers. Chief Constable Andy Rhodes completes a personal statement for each assault, highlighting the impact to the individual, colleagues and the force.

## **Looking Out For Drivers**

We need to ensure officers have the right protective tools and equipment and, in the case of police drivers, are not unfairly prosecuted when responding or pursuing in a police vehicle. We are pushing for the Emergency Response Drivers (Protections) Bill to be put before Parliament by summer 2020.

## **Time Limits**

There is currently no cap on how long an allegation or complaint against a police officer can be investigated.

We see cases that take many years to come to conclusion, often at the direction of the Independent Office for Police Conduct (IOPC).

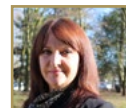
The negative effect a misconduct investigation has on an officer, their family and colleagues cannot be underestimated, and it has long-term impacts on health and wellbeing. We are calling for a time limit of 12 months for disciplinary proceedings being brought against officers and we're seeking to simplify the appeals process.

## **Government Pledges**

At last we have a Government that is seemingly listening to the message we've been repeating for nearly 10 years: cuts have consequences. We welcome its promises to uplift

# Your Interests

## **Lancashire Police Federation Full-Time Officials**



**Chair /  
Health & Safety**  
Rachel Hanley



**Vice-Chair /  
Conduct &  
Performance**  
Steve Rothwell



**Secretary /  
Treasurer**  
Tony Bradley



**Deputy  
Secretary /  
Equality**  
Graham  
Houston



**Deputy Treasurer  
/ Fracking / Post-  
Incident Lead**  
Phil Bayliss

police numbers by 20,000. In real terms this means an extra 55,000 officers over the next three years. For Lancashire, it will mean 300 more officers in 2020 this year alone. I want to assure you that the Federation will hold this Government to account.

The Government is also responding to the Federation regarding welfare and wellbeing, with a commitment for a Police Covenant.

## **Pension Concerns**

I acknowledge your concerns regarding the

police pensions court case and what this will mean for you individually.

Following a meeting of the Police Pensions Forum, the seven staff associations who represent police officers throughout the UK have applied to be an interested party to the Employment Tribunal. They are tasked with determining the remedy to the discrimination caused by the transitional protections introduced in the CARE 2015 pensions scheme.

The tribunal can award additional compensation for hurt feelings over and above the remedy and we will seek for it to be applied to all affected officers. Officers have until three months minus one day after the tribunal to make claims.

We believe that by being an interested party we are best placed to assist the tribunal in arriving at a remedy which doesn't cause further uncertainty or difficulty.





# Never Forget Them

THE sacrifice of thousands of police officers who have died while on duty must never be forgotten, Lancashire Police Federation has said.

In September, the Royal Concert Hall in Glasgow hosted the 16th annual National Police Memorial Day to honour the more than 4,000 officers who have lost their lives on duty.

HRH The Prince of Wales, who is Patron of National Police Memorial Day, was among those attending the service, led by Canon David Wilbraham. He was joined by Home Secretary Priti Patel; Scotland's First Minis-



ter Nicola Sturgeon; more than 40 Chief Constables; and 1,500 officers and family members.

Rachel Hanley, Chair of Lancashire Police Federation, said "It's really important that we attend the memorial every year and make sure that the families

can get together, support each other and remember the tragic sacrifices that people have made.

"We're incredibly proud and humbled to support the families of Lancashire officers who've lost their lives on duty."

## Charity Help For Families

THE police family gathered in July to remember police officers who have died on duty – and to support family members left behind.

The Annual Care of Police Survivors (COPS) Service of Remembrance took place at the National Memorial Arboretum and was attended by more than 800 people.

Chief officers from all UK forces, the Home Office and staff associations were among those who took time to honour fallen officers and lay wreaths.

A succession of speakers – known as Survivors – spoke



movingly, recalling their police officer loved one who had been lost on duty, and also of the support the charity COPS offers to family members of deceased police officers.

More than 400 cyclists from the Annual Police Unity Tour arrived at the service after a



three-day bike ride, raising £200,000 for the charity.



## Amazing Bravery

A SUPER Six Lancashire Police officers who stopped a woman from plummeting to her death were nominated at The National Police Bravery Awards in July.

The officers were called to help find a vulnerable woman with a history of mental health issues who had left Blackpool Victoria Hospital. She was found sitting on an outside wall at a multi-storey car park with her legs over the side, looking at the dangerous drop below.

PCs Jonathan Paterson and Laura Pepper carefully approached her, asking her to come down. But she moved down and began to hang, so they grabbed her to prevent her from jumping. PC Graham Kenward and Special Constable Colleen Gaynor rushed to help,

along with colleagues PCs Daniel Holmes and Gary Roberts.

The height of the wall prevented the officers from pulling the woman to safety. So they

said: "There is little doubt that the team's effort saved this woman's life that night.

"We are proud of their efforts, and really pleased that they were

**"The team's efforts saved that woman's life that night"**

climbed the wall, clung onto each other and held tight.

It then started raining and the woman's clothing, on to which the officers were holding, was beginning to slip and tear.

It was 25 minutes later that a specialist fire crew with an aerial ladder platform arrived, enabling the officers to finally get the woman the help she needed.

Rachel Hanley, Chair of Lancashire Police Federation,

successful. People sometimes forget that police officers are much more than crime fighters. What a courageous team."

The officers attended a reception and evening awards ceremony in London. The National Police Bravery Awards are sponsored by Police Mutual and honour officers from across England and Wales who have performed outstanding acts of bravery while on or off duty.





# Supporting Officers

**Stu Parry**  
**Rep, Lancashire**  
**Police Federation**

THE Unarmed Tactical Operations (TacOps) Team is responsible for the roads policing function in Lancashire and it's had a challenging year, as the TacOps model continues to evolve.

## Tragic Incidents

This department of only around 120 officers from across the county unfortunately had to deal with 51 fatalities on Lancashire's roads in 2019.

As well as working on these tragic incidents, the team's work is focused on casualty reduction and denying criminals the use of Lancashire's roads. The department is also busy with its public order and search commitments.

## Policing Conference

The Police Federation of England and Wales (PFEW) hosts a Roads Policing Conference each year, which delegates from Lancashire TacOps attended in 2019.

The conference brings

# Out On The Roads



together those who work in the roads policing arena, highlighting successes, challenges and best-industry practice.

Delegates are able to network during the conference, sharing their experiences and finding out about best practice from around the country, which they can replicate back here in Lancashire where they think it will be beneficial.

## Federation Support

During the year, Lancashire Police Federation has supported officers in the roads policing arena on a variety of matters, including the most challeng-

ing matters for the good of our members. In 2020 we'll also be represented on the National Federation's Roads Policing Group.

## Looking To The Future

Our aims for 2020 at Lancashire Police Federation are to continue to support officers within roads policing in any way we can. We'll continue to promote the use of the Post Incident Procedure process when the criteria is met, to give officers the best protection if there is a death or serious injury following police contact.



vulnerable to prosecution at every shift, while simply aiming

**"The Federation supports roads policing officers on a variety of matters, including fatal collisions"**

ing of fatal collisions where children were involved.

We've also been involved with cases where police driving has gone wrong, as well as prioritising the welfare of officers exposed to the daily life of roads policing, which can sometimes get too much.

We sit on the Strategic Roads Policing Group, Fleet and Kit Board and the Police Vehicle Incident (PVI) Panel locally, working with the force on roads policing and driving

Police driving is a massive area of risk and if it goes wrong you need to be aware of the Post Incident Procedure for your own protection.

## New Protections Needed

We hope that in 2020 the Emergency Response Drivers (Protections) Bill will bring a change in legislation.

In May 2019 the Government committed their intention to correct this gross unfairness in law that leaves police drivers

to serve their communities.

PFEW has been campaigning since 2012 for police drivers to be afforded protections in law. The change in legislation would reflect police driver training whenever officers drive outside of the 'careful and competent driver' common legal standard. The Federation will continue to work tirelessly to ensure the Government prioritises this change in legislation, which can't come soon enough for our members.





# Welcome Reforms



**Steve Rothwell**  
Conduct Lead, Lancashire  
Police Federation

LAST YEAR a new delegat-  
ed appropriate authority,  
Detective Chief Inspector  
Clegg, was appointed. He

decision maker of the miscon-  
duct world.

This year we saw the con-  
clusion of 10 criminal cases,  
seven gross misconduct  
cases and a further 10 mis-  
conduct cases. Of the serious  
cases, seven officers were  
granted permission to resign,  
with their cases then being  
concluded by the appropriate  
authority using the Former  
Officer Regulations. The  
results were that if the seven  
officers had still been serving

trust in the current system,  
which leaves them subject to  
investigations that can take  
months and sometimes years.  
In addition, investigations lack  
focus and there are unneces-  
sary delays. This cannot be  
right. It impacts the officer,  
their families and the teams  
they work with.

In 2020 the new conduct  
regulations will finally be  
implemented. These will have  
a higher threshold for the ser-  
vice of forms and requirement

**"The new conduct regulations should benefit  
everyone involved in allegations"**

joined professional standards  
in the summer, following the  
departure of Detective Chief  
Inspector Connaughton,  
who moved to a new role in  
East Division. The delegated  
appropriate authority is the

the hearing panel would have  
dismissed them.

Nationally, The Home  
Affairs Select Committee is to  
examine the role and remit of  
the IOPC. MPs will look at re-  
forming the system, following  
criticisms of the time taken to  
resolve complaints.

This review is long  
overdue – police  
officers have no

of formal investigations, with  
more matters being dealt with  
in Divisions.

This should benefit every-  
one involved in allegations,  
as the lower-level matters will  
be dealt with quickly, freeing  
up the PSD investi-  
gators' time to  
concentrate on  
more serious  
allegations.



## GROUP INSURANCE

**2,837** members of the Group Life Insurance Scheme

**441** officers in the  
retired officer's scheme

**778** officers have  
chosen partner life cover

**338** members used the  
motor breakdown cover

More than **132** officers made claims through the travel  
insurance, totalling **£65,000**

**9** officers made claims  
used the legal helpline

**16** officers claimed over  
**£53,877** in half  
pay/no pay cover

**10** court compensation  
claims totalling **£660**

**£750** paid for injury  
on duty after assault

**£48,000** paid to **9** officers on life and critical illness  
claims. **£163,000** paid for **3** life claims

**49** officers have claimed  
under the mobile phone  
protection

**54** officers used RED  
ARC, **41** accessed GP24

**24** officers received over **£3,000** in hospitalisation  
and childcare benefits

Over **108** new recruits and **49** transferees received a presentation from Federation

## MEMBER SERVICES

We arrange exclusive offers and discounts with **144** different companies on your behalf

**30** officers accessed  
house insurance through  
one of our providers

**115** officers accessed  
car insurance through one  
of our providers

Annual diaries produced  
for every officer with desk  
diaries on request

Five visits to stations and wellbeing events with monthly visits planned for 2020



# New LGBT+ Group



**Ian Ashton**  
Rep, Lancashire Police  
Federation

OVER the past 12 months I've had the privilege of being a

part of the development of the new national Police Federation LGBT+ self organised group.

Following an invitation from the Police Federation of England and Wales, 12 of us joined up and launched the group in November with the National Council.

In February we will be hosting our first professional development seminar at

Leatherhead, for any LGBT+ Fed Reps. Our aim is to support current Fed Reps and encourage new ones to join us at the next elections.

This is a real passion of mine and being able to be a part of this on behalf of Lancashire has been very rewarding.

We will be electing a Chair and Secretary at the February CPD event.



## Support During Menopause



**Claire Wall**  
Rep, Lancashire Police  
Federation

IN 2019 Mat/Pat recruited and trained even more volunteers and the first model was rolled out in every Division.

Now as a Fed Rep I challenge inequality, as well as advise members on all pregnancy, IVF and adoption-related matters, including negotiating appropriate roles, flexible working rotas and implementing reasonable adjustments.

2019 was also a significant year for the Menopause Action Group (MAG), as the Federation introduced its first menopause policy – ahead of HR. We supported members with bespoke reasonable adjustments and

prompted the organisation to think about officers with severe menopausal symptoms. I'm optimistic that there will be an increased acceptance of women experiencing the menopause.



# PIP Awareness



**Phil Bayliss**  
Operational Lead,  
Lancashire Police Federation

OPERATION MANILA continued throughout 2019; officers were offered support in responding to complaints by members of the public who were protesting at the fracking site.

Very few complaints have been upheld throughout the operation, due to the professionalism of our officers and the thorough responses provided to the Professional Standards Department (PSD).

As the operation has now concluded we are aware of the potential loss of income for some officers and are working with PSD to address

the issue of debt; this will include an updated debt management policy from PSD and guidance provided by the Federation.

**Post Incident Procedures**  
We continued to highlight the use of Post Incident Procedures for death and serious injury incidents following police contact. The PIP Consultation Group met again, including representatives from all roles that would be included in the process. Assistant Chief Constable Peter Lawson attended the meeting and supported the process, acknowledging the protection it gives our officers.

In the summer we held a training day for all Response teams, which included information about PIP as well as talks on the vulnerabilities of police driving; inappropriate sexual activity; social media; and the benefits of body-worn video.

We delivered this alongside PSD to give perspectives from both departments. We also spoke to dog handlers, which resulted in an acknowledgement at Ops Board that body-worn video must be available for them at the start of each tour of duty.

Into 2020 we will extend this training to CID, NPT, TacOps and DRIs and we're looking at funding a PIP seminar with external speakers to further raise awareness for Lancashire officers.

**Increased Taser Funding**  
The imminent funding from the Government for the uplift of Taser-trained officers is extremely welcome after lobbying by both national and local Federation Reps. This will offer more powers and tools to tackle crime and protect members of the public and police officers. We hope this will help to reduce assaults on officers in 2020.







# Smart With Money

## Branch Account And Member Services

Branch Account and Members Services are set and agreed under a zero budget centrally with the Police Federation of England and Wales. All income and expenditure in these accounts is included within locally set budgets. The Branch Council value of investments recovered due to stock-market nervousness over the uncertainty of Brexit. Over 2019 the investment portfolio of the Branch achieved 7.9% and the Members Services investment portfolio achieved 15.7%.

**Lancashire Police Group Insurance Trust Scheme**  
Expenditure during 2019 exceeded £63,000 and provided welfare, team days and sup-

port to scheme members in need of assistance. This fund was also used on promotional materials for new recruits and events. We have also been able to assist with sports equipment for Lancon teams in football, netball, wrestling and weightlifting. Applications have increased from 21 in 2018 to 60 in 2019, an rise of 285%.

**Memorial Garden**  
Memorial spend has been on maintenance, replacing flowers and shrubs and adding new plaques. We received £2,000 following the sales of two Rowland Homes. Reconciled petty cash was provided so Police Cadets could have lunch when they volunteered with the maintenance.

### Claims in 2019

MEMBERS submitted 115 insurance claims in 2019:

- Personal Injury: 45**
- Criminal: 18**
- Medical Advice: 18**
- Employment Civil: 9**
- CICA: 8**
- Conduct & Performance: 7**
- Legal: 7**
- Clinical Negligence: 2**
- Professional Indemnity: 1**

Expenditure will be reviewed with the establishment of the Memorial Committee.



# ADVICE CLINICS

### Employment Law

16 officers received advice

### Financial Advice

40 clinics with 21 officers advised

### Mortgages

36 surgeries, 12 officers received advice

### Health & Wellbeing

60 members of Health shield  
2 members of Simply Health scheme  
17 members of PMA Healthcare

### Wills

36 officers sought advice on probate and wills from 22 clinics

### Family law

77 family law surgeries advising 74 officers

### Managing money

86 officers attended two mid-service courses

### Personal Injury

26 officers helped at 20 surgeries; 14 cases taken up

# HEALTH & SAFETY

Lancashire Police Federation has Reps trained in health and safety based across the force. Their role is to highlight areas of concern and take issues to the BCU Health and Safety meeting, and the force Health and Safety Executive. In 2019 your Federation:

Contacted **234** officers via letter following an accident on or off duty

Assisted **20** officers with CICA claims

Made representations and negotiated on your behalf at the force Health and Safety Executive Committee

# EQUALITY & WELFARE

114 officers attended Police Treatment Centres, with 2,170 subscribers.  
2,192 subscribers to the North West Police Benevolent Fund at Langho

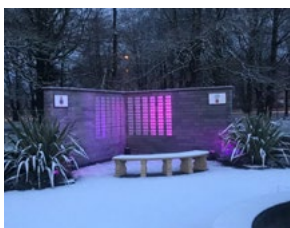
139 officers were assisted through the ill health process in 2019

38 officers were paid £2,360 expenses when attending treatment centres





# Snapshot Of Our Year



(Clockwise from top left) Office Manager Sharon Wilson and Member Services Officer Lynn Ioannou have been travelling across Lancashire at wellbeing events for our members. Chair Rachel Hanley joined members of the police family in October to say farewell to PC Andrew Harper. Sgt Hana Alayli-Moore was awarded the National Women in Policing Award at the PFEW centenary event in November. Rep Gavin Shaw at the PFEW Custody Conference. Snow covered our memorial wall in January. Conduct Lead Steve Rothwell represented Lancashire Police Federation at the Post-Incident Procedure conference.

## Social Media

 **3,412** followers  
on Twitter - up **212**

**2,778** followers on  
Facebook - up **478** 

**49,875**  
unique views to our website in 2019.  
We plan to introduce a new and  
improved website in 2020

**[www.lancashirepolfed.org.uk](http://www.lancashirepolfed.org.uk)**