

# **Lancashire Police Federation**



## **Annual Report 2021**

# Our Work For You



**Rachel Hanley**  
**Chair, Lancashire**  
**Police Federation**

WELCOME to the Lancashire Police Federation Annual Report for 2021.

Every year, we give hundreds of hours of advice and support to members in the

across the Constabulary and welcomed on board many new volunteers who have chosen to assist and their colleagues at their time of need as Federation Reps.

## **Honouring Colleagues**

In 2021, we held two National Police Bravery awards where our local heroes were celebrated.

In 2020, we were unable to hold any events due to the restrictions.

The courage of our officers, along with many other worthy

honoured at the National Police Memorial Day, which I was delighted to attend to represent our fallen officers' families.

The service received contributions from the Home Secretary, the Prime Minister and HRH The Prince of Wales. A truly humbling event and one we are most proud to support.

## **Challenging Year**

There is no doubt that 2021 proved to be another one of the most challenging years we

**"Every year, we give hundreds of hours of advice and support to members in the workplace"**

workplace across a broad spectrum of issues they face.

These range from misconduct allegations, welfare, and wellbeing, to health and safety and equality issues.

We undertook a whole series of Federation elections

recipients across the country, continues to remind us why we do the job we do.

You can read more about our brave colleagues on page 14 and 15.

The treasured memory of our fallen colleagues was

have ever faced.

I hope our Annual Report provides an insight into some of the work we have been involved in over the past 12 months and highlights some of the many ways we are able to support you.

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

**Chair** Rachel Hanley | **Secretary** Stuart Parry | **Treasurer** Phil Bayliss  
**Vice-Chair** Steve Rothwell | **Deputy Secretary** Zeg Awan | **East Divisional Rep** Clare Wall  
**South Divisional Rep** Ian Ashton | **West Divisional Rep** Ian McVety





# Welcoming All Our New Federation Reps



**Stuart Parry**  
**Secretary, Lancashire**  
**Police Federation**

At the end of 2021, we held elections for our Federation's new triennial period, which have created some changes to Lancashire Federation's full-time team.

After leaving West Division in August 2021 to take up the Deputy Secretary post following Graham Houston's retirement, I now hold the position of Secretary following recent elections.

Zeg Awan leaves South Division and becomes Deputy Secretary. He is replaced by Ian Ashton, who takes up the full-time Divisional role at South Division.

Nationally, the election process continues and in March, Federated ranks will have the opportunity to vote in the election for PFEW National Chair.

## **Making A Difference**

The full-time team – along with our 18 workplace Reps around the county – will continue, and strive to improve our offer locally to members where we can.

We have a voice nationally, but it is locally where we make the difference for the Lancashire membership.

In 2021, Lancashire Branch continued to support and represent our members through the COVID-19 pandemic, with everyday business still moving at a challenging pace.

We have carried on with dealing with conduct and performance, Post-Incident Procedures, equality issues, health and safety matters and welfare.

It's been business as usual, adapting where necessary to comply with the ever-changing rules and legislation.

We have also supported officers through several unprecedented large-scale mutual aid deployments.

Our new CMS computer system launched earlier in 2021 and Teams has allowed us to deliver a next-to-normal service to members, with the



Federation office remaining open and staffed throughout.

## **Fair Pay For Police**

Despite the police service's commitment throughout the pandemic, in 2021 the Government treated us with utter contempt by awarding us a 0% pay rise.

In effect, this was yet another pay cut.

PFEW are now officially campaigning for the Government to stop taking police officers for granted and treat them with respect – and in future award police officers with meaningful pay increases.

PFEW are also calling for the Government to agree to work with us on an entirely new and fairer system of remuneration decision-making. This follows our withdrawal from the Police Remuneration Review Body.

## **Campaigning For You**

We will continue to support the National Federation campaigns:

- Police assaults and sentencing (Protect the Protectors, encompassing the Police Covenant);



- Police drivers' legislation;
  - Availability of Taser;
  - Detectives in Crisis, highlighting numbers of detectives and demands on their workloads;
  - Hear 'Man Up', Think 'Man Down', focusing on mental wellbeing;
  - Time Limits, which seeks to cap unacceptably long investigations into misconduct;
  - Did you Know? making members more aware of their rights under regulations;
  - Police Appearance Standards – our campaigns around tattoos and uniform.
- All the above campaigns aim to improve policing for our membership. And in turn, this will improve the service we give to our communities.

**"It's been business as usual, adapting to comply with**

**the ever-changing rules and legislation"**





# Prudent Finance



**Phil Bayliss**  
*Treasurer and Operations*  
*Lancashire Police Federation*

THE 2021 budget is on track and the 2022 budget has been approved.

Locally held investments have performed well, after the impact of COVID-19 in 2020.

Funds have been with-

drawn to purchase Lancashire Police Federation merchandise for distribution to members in 2022.

The commission of an external coffee van on Operation Narvik proved successful and we will be funding the same for Operation Palisade in March 2022.

## Group Insurance Trust

The Trust again proved invaluable to individual members.

We funded 23 applications totalling £12,435, including:

- 33 COVID Hero vouchers worth £25 each;
- Two memorial benches for

fallen colleagues;

- Five applications to help members' children;
- A donation to Heysham Primary School, who provided assistance to members engaged in the aftermath of a gas explosion;
- Funding of expenses for two members receiving treatment for critical illnesses;
- Employing a gardener has kept the Memorial Garden in excellent condition, which has been commented upon by fallen officers' families who have visited.

## Operations Update

THE Federation continues to represent officers at the PVC panel, and provide appropriate legal advice for officers subject

to interview.

Post-Incident Procedures were initiated 51 times in 2021.

We have provided 24-hour

on-call access to a Federation Rep and subsequently funded legal advice for all Federation members involved.



# Keep Perspective



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

THERE was a relentless onslaught of criticism of policing countryside in 2021.

We can't shy away from the fact that some of it has been justified with some particularly unpleasant headlines, which I don't need to repeat as we are all aware of these cases from national news.

## Lancashire Context

However, I thought I should put some perspective and context around the picture here in Lancashire.

We have around 3,200 Federated officers and about 160 Specials, who should soon be under our umbrella. For the past two to three years, the force Professional Standards Department (PSD) has

generally had in the region of 40-45 live investigations, and in 2021 concluded 32.

This is less than 1.5% of those 3,360 officers. This figure is also only the start of the picture.

The reality of the picture is that to start any investigation PSD must have an allegation or complaint that suggests an officer may have breached standards of professional behaviour, which may be serious enough to require formal proceedings.

If we now look at the 32 cases we concluded in 2021, we can see that because of an officer's response to an allegation, the Detective Chief Inspector within PSD was able to no further action six investigations.

A further 12 were referred to the reflective practice process, which deals with less serious breaches of standards. Its principles are about learning and development.

Six cases were concluded at a misconduct meeting, with a written warning being handed out in five of those, and

the remaining one received a final written warning.

There were three gross misconduct hearings, two of which were held using the Former Officer Regulations as both officers had been given consent to resign. These regulations allow the formal proceedings to continue and record an outcome without the officer present. At the third hearing, the officer was found not to have breached any of the standards.

The remaining cases were disposed of by various means outside of the misconduct processes.

The misconduct risks for officers are social media platforms, abuse of position for sexual gain, misconduct in public office (MiPO) and for younger officers and younger-in-service officers there has been a marked increase in off-duty misconduct. We have the most misconduct trained Federation Reps we have ever had and will continue to support, represent and assist you to the very best of our abilities.

# POLICE

# Fairness Is Crucial



**Ian Ashton**  
**Equality Lead,**  
**Lancashire Police Federation**

AS the new Equalities Lead for Lancashire Branch Board, for me the word equality is about one thing – the person.

It is about how we as an organisation and as colleagues can ensure that everyone is treated fairly, with dignity and respect – and where support is needed, we do everything we can to make that happen.

The Equality Act 2010 spells out quite clearly what we need to do.

The Protected Characteristics are: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

We are required within the Equality Act to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations.

## Showing The Way

I have been involved in this area of work for over 15 years with Lancashire Constabulary.

I now have the opportunity with our Branch and our Deputy Equalities Lead Ian McVety to ensure we are doing everything we can to promote and support equality. The Police Federation still has a long way to go but I think Lancashire can show the way and start to influence the way we work and how we are represented.

As a Branch, we have become more diverse following the last triennial elections, but we still have more to do around race, religion and belief, and disability in our Fed Rep representation.

Nationally, we have now established four self-organised groups for our Federation Reps. These are LGB&T+, Gender, Disability, and Race and Religion.

I am the current Chair of the LGB&T+ Self Organised Group and by having a position such as this it allows us to influence the work around equality.

## Here When You Need Us

Everyone is different, and

everyone needs to be treated according to their needs. The Federation is here to support you through advice and representation when you most need it.

We work very closely with human resources, health services and several organisations and facilities to support you.

We are finally emerging out of what has been an extremely difficult time for many. With new issues such as Long COVID on the horizon, it's more important than ever that if you're struggling you contact us.

It is always worthwhile checking what you pay into. Many members don't realise they are missing out on things such as The Police Treatment Centres when they most need it, or the Group Insurance Scheme when they suddenly find themselves on half pay.

Our office can let you know and provide you with what you need to sign up.

So, whoever you are, however you identify, whatever differences you may have, it doesn't matter.

We are here for you, so please get in touch.



# EQUALITY & WELFARE

**57** serving officers attended The Police Treatment Centres at Harrogate for either wellbeing or physio support. **9** retired officers attended

**231** officers attended wellbeing events at The Police Treatment Centres, saving the force £324,900

**17** officers were paid **£1,190** expenses for attending treatment centres

Welfare gifts have been given to **33** officers

**7** officers were assisted with the ill health process and there are **7** ongoing cases

**281** officers received treatment at The Ben Fund at Langho for either wellbeing or physio support. They had a total of **1,369** sessions between them

**3** grants were approved to service members through The Ben Fund totalling **£3,750** and one retired officer for **£2,500**

**618** counselling sessions were offered at The Ben Fund for 86 members

**418** wellbeing and holistic sessions were offered at The Ben Fund for 180 members

We contacted **677** members following an accident on duty, **37** after an off-duty incident and **7** Specialists

# ADVICE CLINICS

Lancashire Police Federation offers members free advice and expertise

## Legal Advice/Managing Money

We provide member advice on mortgages, family law, financial advice, employment law, wills and personal injury clinics

## Wellbeing

**4** wellbeing events were held

## Retirement planning

**1** pre-retirement course was held  
**1** pension seminar was held





# Coming Through A

# Difficult Year



**Zeg Awan,**  
**South Division, Lancashire**  
**Police Federation**

HERE in South Division and I suspect, with good cause, across the Constabulary, it's been another difficult year. COVID hasn't gone away, certainly not as we wished or hoped it would have. This continued to throw up challenges, with work, rest days

Covering for absent colleagues became the norm, exacerbated by the additional demand of Euro 2020, Operation Narvik and COP26. In South Division, despite the inconvenience, we managed to keep the ball rolling. This was in no small part due to the sacrifices many made to their own time off – a point that shouldn't be forgotten. The mental resilience required to be a frontline cop these days shouldn't be underestimated, nor taken for granted. It's been tough and will continue to be tough for some time to come.

or confirmation or otherwise when duties were changed. I spent time negotiating with supervisors when required and signposting those who needed the additional support the Federation can provide. In addition to the stresses and strains of modern policing, sickness and misconduct matters continued to play a major part during the year – more so this year than previously. Whether this is symptomatic of the pandemic or a worrying long-term trend remains to be seen; it will no doubt be monitored by the Federation and Constabulary alike going forward.



**“The mental resilience required to be a frontline cop**

**shouldn't be underestimated, or taken for granted”**

and holidays all disrupted due to the ever-changing rules and the dreaded “pingdemic” (remember that) and of course self-isolation brought about by symptoms and COVID itself. Like most of you, I'm hacked off with COVID and crave normality – if there ever is such a thing in the police.

**Business As Usual**

Duties, particularly short notice changes, were a challenge during the pandemic.

**Difficulties Of The Job**

Our frontline cops are the tip of the policing sword the public sees, and often the ones who feel their frustrations when things go wrong or expectations are not met. The Federation has been there for those who needed extra support. Being based in Division allowed me to hear, see and feel the trauma that our cops endured. My office became a revolving door for those who needed a reassuring word

It's safe to say all our departments felt the heat at some point during the year.

**Protect Yourself**

No matter where you are based or in which role, I would urge you for your own protection to ensure you have the right cover for all the products the Federation offers. There are many challenges ahead and the need for a Federation 'friend' is ever more relevant and necessary.

## HEALTH & SAFETY

Lancashire Police Federation has several representatives trained in health and safety matters based across the force. Their role is to highlight any areas of concerns and take issues to the BCU Health and Safety meeting and then to the Force Health and Safety Executive. During 2021 your Federation has:

Assisted **16** officers with CICA claims  
(Criminal Injuries Compensation Authority)

Assisted **44** Officers with Injury on Duty claims

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

# Policing Endures



**Ian McVety**  
West Division Rep,  
Lancashire Police Federation

THE full-time Divisional Representative's role is still relatively new to Lancashire.

Stuart Parry was initially elected in West into the new role and created the mould. When I took over in September 2021, many of the processes were in place and a great working relationship with the senior management team was already established.

Much of our work as Federation Reps is built around professional relationships – enabling us to influence, negotiate and utilise those relationships to support our members when we can.

## A Difficult Year

There is no doubt 2021 will be remembered in policing as that time we worked through COVID.

It's been difficult for many

people for of all kinds of reasons, but policing must endure during times of adversity – and as a Federation we have continued to support our members.

## Protecting Officers

Police officers do not turn up to work to be assaulted or abused. Lancashire Police Federation together with Lancashire Constabulary fully supports the work by the PFEW on its Protect The Protectors campaign.

However, I believe there is further work to be done in conveying this message to the criminal justice system.

As somebody who has supervised a team for many years, I am well aware of the consequences for an officer in feeling let down by a 'poor service' when they have been assaulted while performing their job in protecting others.

## Our Support For You

Having been a part-time Rep for the previous six years I was aware of the ask our members make of the Federation, but since becoming full-time, what has struck me is just how many people use our services

in so many different ways.

There are the obvious and thankfully relatively rare misconduct matters; and group insurance claims when officers may be unable to work for a variety of reasons and are losing earnings.

In Post-Incident Procedures we offer legal support to those involved by specially trained solicitors provided by the Federation.

And we hold support meetings and advise officers who need someone to talk to.

In being able to assist officers in these instances I have already met so many great people all over West Division and have genuinely been struck by their desire to be a police officer: it's just that right here, right now, for their own personal reasons they're unable to do it. But one way or another we provide support in assisting the officer through their own situation.

We've all heard about diversity, inclusion, equality and valuing difference. But what do we know about these words? Are they just that, words, ticking a box? I think they should mean something to us all.

# Improved Benefits



**Clare Wall**  
East Division Rep,  
Lancashire Police Federation

NOW that the Divisional full-time Representative roles are established, they are proving to be both beneficial and essential to our members.

More and more officers are seeking Federation support, from queries on Regulations and duty, to advice on misconduct and ill health. I am proud to

much-deserved time off and recognising how this affects performance.

Over the past 12 months the Federation has been working closely with the force to improve its flexible working policy and in turn giving members more choice in what suits them and their family life.

I am also extremely pleased to have been involved with the new maternity/paternity/IVF and adoption policy, which is now much more inclusive to all and has so many improved benefits for our members.

I recognise that there is no greater life-changing event than having a baby, so I am proud to announce a new maternity/

of support services for you and your families.

If you are struggling please get in touch. Just having someone to talk to can be of huge benefit, and here at the Federation we know how to help.

Look out for each other too – many colleagues will have struggles that they feel no one can help them with, whether it's a breakdown in a relationship (work or home), a physical illness or symptoms of PTSD.

If something doesn't feel right then it probably isn't, so reach out and help. I support so many members who always say they should have contacted the Federation sooner, so remember we are here for you no matter what.

## "If something doesn't feel right then it probably isn't"

have been elected for a second term and feel confident in my ability to support and serve in all areas of business.

## Family Life

Performing the dangerous and unpredictable role of a police officer means we are acutely aware of how precious our families are and learn to appreciate every second we spend with them.

I am therefore committed to negotiating the very best deals for our members, securing that

paternity gift worth up to £30 that will be available for all our expectant parents and will be rolled out this year.

Please get in contact if you need any advice or support on maternity issues and look out for our special CPD events that are going to be held twice yearly at St Michael's Lodge.

## Looking After Your Health

The Federation is committed to supporting members through their ever-changing health problems, and we have a wide range

## Menopause

Lancashire Police Federation is proud to be in its fourth year of promoting support for our members going through the menopause.

St Michael's Lodge will be offering bespoke packages for members who find themselves struggling with this often difficult condition. Please get in touch if you would like further information and look out for our special menopause CPD events, which will also be held twice yearly at St Michael's Lodge.





## Fantastic Four

A FANTASTIC Four officers who detained a violent domestic abuser despite having ammonia thrown at their faces were our nominees for the 2020 National Police Bravery Awards.

PCs Stuart Garnett, Joshua Hegarty, Lee Richards and Sgt Andrew Gore – who received severe injuries in the attack – attended an awards ceremony in October.

The quartet responded to a call in the early hours of 16 April 2019 from a woman who said a man was trying to kill her.

The woman said the offender had held a knife to her throat and had threatened to slit it.

The man was suspected to be still inside the property and with the knife.

PC Garnett led the search downstairs with another officer while Sgt Gore and PC Richards took another team upstairs.

The offender suddenly appeared at the top of the stairs and threw a hazardous substance, quickly confirmed as ammonia, at the approaching officers. Sgt Gore took the full brunt of the assault to his face with PC Richards and the team also getting splashed with the acrid liquid.

The attack left Sgt Gore with severe injuries and the others

were having trouble breathing and were in pain, meaning they had to leave the building.

However, they bravely went back into the property after a short respite.

The violent offender then suddenly burst out of a first-floor window in a desperate bid to avoid capture. PCs Hegarty and Richards set off in pursuit, chasing him through several residential gardens before they wrestled him to the ground and made the arrest.

Sgt Gore was left with serious long-term damage to his eye. The offender was sentenced to 14 years and six months jail.



## Daring Duo



TWO officers who saved a man from drowning during a storm were our nominees for the 2021 National Police Bravery Awards.

PC Chris Bryce and PC Jamie Milburn responded to a report of a male in the water at the River Ribble in Preston in February 2020.

The officers saw the man in the water, along with two other men who were pleading for help, desperately trying to keep the victim afloat.

Without any hesitation, the officers headed into the water, where they ended up shoulder-deep trying to save the man. The two other men

managed to get themselves out of the water and up the embankment, assisted by other emergency services personnel who by now had also arrived on the scene.

PC Bryce and PC Milburn remained in the water with the victim, keeping him afloat while trying to get him back towards the embankment.

Their task was not made easy by the man who fought and resisted the officers' attempts to save him.

The officers persevered and their determination paid off, as they were eventually able to get the man back to the

embankment and out of the water, where they were assisted by colleagues on the riverbank and the man could get the assistance he needed.

Both officers were also awarded a Liverpool Shipwreck and Humane Society Award and the William Garnett Cup.

The William Garnett Cup is awarded annually to the Lancashire Police officer or officers who perform the most gallant deed of the year, in the highest traditions of the service.

PC Bryce and PC Milburn attended a reception and awards ceremony in London in December 2021.





# GROUP INSURANCE

**2,657** members are covered under the Group Life Insurance Scheme

**526** officers in the retired officers' scheme

**747** officers have chosen partner life cover

**223** members used the breakdown cover, with claims totalling

**£22,334**

**98** officers made claims through the travel insurance from May 2020 to April 2021, with **£4,895** paid to members

**111** officers claimed through GP24

**34** officers have claimed under the mobile phone protection since May 2020, totalling **£10,224**

**10** half pay claims have been settled totalling **£35,992** and a further 10 worth **£20,698** are ongoing

**4** legal expenses claims totalling **£43,580** have been paid to members

**£106,000** paid to serving officers and **£75,000** to retired officers on life insurance claims. **6** critical illness payouts have been made, totalling **£40,000**

**11** officers used RED ARC and 60 used Health Assured services

**20** officers received **£3,400** in hospitalisation benefits

Court compensation was paid to **9** officers, totalling **£1,340**

# MEMBER SERVICES

New website for member services: [www.polfed.org/lancashire](http://www.polfed.org/lancashire)

**4** new digital screens have been installed across the county