

# POLICE

August / September 2018



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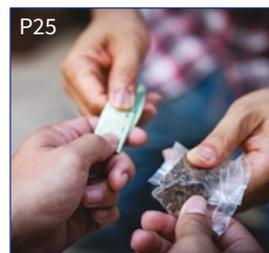
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Editorial  
August /  
September

Catherine Feast,  
Editor

## Time to Flush Lush

I didn't really want to give Lush's ill-judged Paid to Lie campaign more airtime, but it's important to spell out the disgust felt by those it criticised.

Particularly insulting was the fact it brandished all cops liars, despite the campaign supposedly being about a small number of Met undercover officers from a few years ago. Which explains why a branch in York, Manchester or Peterborough would carry it, doesn't it.

Research, and knowing your audience, are key to a successful campaign. If you get it wrong the golden rule is to admit it, apologise, correct and move on. When the swathe of criticism came – from officers, their friends and families, and Lush employees themselves – Lush instead decided to claim intimidation (so far there seems no evidence to support this), and say that stores not wanting to feature the campaign didn't have to. MD Mark Constantine offered bullish responses, and the campaign was removed but re-instated days later.

But the campaign didn't target the right audience in the right way. If (as Lush claims) it was about challenging the Government on the lack of pace on the public inquiry, why shout from every high street store that cops were paid to lie, using images of uniformed officers?

Lush says the campaign was successful, and given the airtime it got perhaps that's true. But it saddens me that a high street chain which had the opportunity to get behind their beleaguered police service with positivity chose instead to use their influence negatively.

I've never been a fan of their headache-inducing, heavily scented products, or the over-pushy assistants. But the actions of their leaders are not the shopworkers' fault – just as 'bad' officers are not the fault of the thousands of good officers working hard to protect us.

 Follow the Federation @pfew\_hq

# Review must listen to officers' views

Officers will have the chance to give their opinions on how policing can be improved in a review being launched by Policing Minister Nick Hurd.

The Home Office wants to hear from frontline police officers and staff on how support and career development can be improved as part of a Frontline Review.

The review aims to seek feedback from all frontline officers and staff on their experience of leadership, professional development and wellbeing.

## Tangible difference

Ché Donald, Vice-Chair of the Police Federation of England and Wales and the lead on wellbeing, said the review was welcomed but must be meaningful. "Broadly speaking we are supportive, but only if a tangible positive difference can be made for our members."

"There's no point seeking views and then doing nothing about what they are told – officers must be listened to, otherwise it will be a fruitless exercise. It is good that we have a seat at the table and have been helping to shape the review but we must see action from it."

"Ideally we would have liked to see demand and capacity included within the remit as this is a key issue for our members, but we do welcome the recent interest in officer wellbeing, by both the Home Secretary and the Home Office."

The review's recommendations for government and its policing partners will be set out in early 2019. Police staff and officers up to chief superintendent will be able to contribute their ideas.

To find out more and take part, visit [www.gov.uk/government/publications/front-line-policing-review](http://www.gov.uk/government/publications/front-line-policing-review).

## Rising custody deaths must be a 'wake-up call for the Government'

The rising number of police custody deaths has highlighted the gaps in NHS, social and mental health care.

The Independent Office for Police Conduct (IOPC) has published its annual report on deaths in or following police contact, showing that in 2017/18 there were 23 deaths, up from 14 for the previous two years.

Of those 23, more than half (12 people) had mental health concerns (eight last year), and 18 people had links to drugs and/or alcohol (11 last year).

Andy Ward, Deputy General Secretary and custody lead for the Police Federation of England and Wales, said the Federation had warned for years that police cells were not the right place for those with mental health issues or other problems.

"Now we are in a position where the number of deaths has tragically risen, but it is clear there is insufficient resourcing and an inability to tackle the problem holistically," he said. "The Government

needs to look at the broader picture, community and support services as well as those who deal with people in crisis. Surely this must be a massive wake-up call for the Government?"

The total of 23 deaths was the highest for a decade, but lower than the 36 recorded in 2004 when the IOPC's predecessor, the Independent Police Complaints Commission, began reporting these deaths.

Of those who died, eight were identified as being unwell in a police cell; nine were taken ill at the scene of arrest and all were taken to hospital; four were taken ill in a police vehicle on the way to a police station; and two died following their release from police custody.

Mr Ward added that many deaths were preventable. "There needs to be a real step change in how these very complex societal problems are tackled, one where vulnerable people are helped before they end up being arrested or in a police cell."

# ‘It’s time to unite nationally and locally, and give members their voice back’

*On July 31, it was announced that John Apter had been elected as the new Chair of the Police Federation of England and Wales (PFEW). John is the first Chair of the national federation to have been voted in by the wider membership. Police magazine caught up with him in his first day in the role.*

**Q: What do you think you will bring to the role?**

**A:** Passion and fresh ideas to help ensure that the Federation truly represents its members.

**Q: What are the key issues for our members at the moment?**

**A:** Firstly, pay and conditions, and the failure of the Government to take on board the recommendation of the Police Remuneration Review Body (PRRB), which has led to the increasing financial vulnerability of officers.

Secondly, the issues that officers face daily by not having adequate access to equipment such as Taser and spit guards.

Lastly, the inadequacies that exist in law and sentencing, which mean that there is not a strong enough deterrent to prevent assaults on police officers.

**Q: How will you look to influence those who didn’t vote for you, to establish yourself as a credible voice?**

**A:** Apathy is a real concern of mine but it doesn’t mean that the national Federation has lost the confidence of its members. I will be more visible, to listen and to work with members at both a local and a national level.

**Q: What do you think will be your biggest challenge(s)?**

**A:** We need to be credible with those we represent and we need to regain their trust and confidence. We have limited rights so we are fighting with our hands tied behind our backs; as a result we have a Government that has taken advantage of this position, and we need to look at this.

**Q: The Federation is known for infighting and internal politics, when actually all officers want is to be represented and get a fair deal. How will you influence that?**



**A:** I share the frustration of our members and the infighting has caused us immense damage. I’ve seen the PFEW at its strongest, which is when it has been united at a local and a national level, and I want to get the organisation back to that point, so that we are truly working for our members.

**Q: What will you see as a measure of your success?**

**A:** Success can mean different things to different people, but I want to see improved officer remuneration and safety. I would say that it’s important to not focus solely on the big things, but to be a Chair who listens and takes the messages to chiefs, ministers, policy makers and the Government, in order to bring real change for officers.

**Q: What is your key message to the Government at the moment?**

**A:** I’m not here to roll over and have my head patted like a good boy. I will fight for members with every breath I have. My message is this: if you continue

“I’ve seen the PFEW at its strongest, when it has been united at a local and a national level, and I want to get us back to that point.”

**John Apter**  
PFEW Chair

to kick us we will metaphorically bite back and I intend to do this on behalf of the Federation’s members.

**Q: What will be your priorities in the first few months?**

**A:** To visit every local Federation across England and Wales and to speak to as many officers as possible. I want to start the journey of uniting the PFEW at a local and national level in order to give members their voice back.

**Q: What is your message to members?**

**A:** Give me the opportunity to make the differences I’m planning to make. Let me make the changes that I want to make.

**Q: How long do you see yourself in this role?**

**A:** I want to be in the role long enough to make a positive difference; I’m mindful that this will be a decision for the Federation’s members to determine, but I will remain as Chair for as long as they want me to.

**Q: What would you want your legacy to be?**

**A:** I became a local chair because of the influence on me of the late Paul McKeever. Paul left a legacy of hope, of unity and of making a difference. If I can do the same, I believe that would be a legacy worth leaving.

# ‘We’ve not lost control, we just need more cops’

Greater investment in neighbourhood policing to provide ‘boots on the ground’ is necessary to reassure and protect the public, says the Police Federation of England and Wales (PFEW).

The comments come in response to a new survey commissioned by the *Daily Mail*, which revealed that:

- 60 per cent of those questioned had not seen a police officer on the beat in the past 12 months
- almost half did not have a police station near them which was open 24 hours a day
- more than three quarters would like to see more officers on foot patrol in their neighbourhood.

PFEW Operational Policing Lead Simon Kempton said some of the trends highlighted had already been identified by the PFEW and were no surprise.

“Many are directly linked to the reduction in police officer numbers. Since 2010 we have lost almost 22,000 police officers and of that figure 80 per cent have gone from the frontline.

“Neighbourhood policing, once a key feature of every community, has all but vanished. This combined with the closure of hundreds of police station front counters means it’s not surprising that more people are reporting that they rarely see police officers,” he said.

The poll, which questioned 2,000 adults across UK, also found that



57 per cent of those asked thought that the police had lost control of the streets, with criminals no longer fearing being caught or brought to justice.

## Purely reactive

“We are moving towards becoming a purely reactive service – and worryingly we are struggling to meet the 999 call demand in some areas, as highlighted by the recent HMICFRS’ PEEL report – although I don’t think we have reached the stage where we have lost control of the streets to criminals, as some survey respondents seem to think,” said Mr Kempton.

“What is clear is that most people

are supportive of police officers, they just want to see more of them out and about, helping to keep the public safe,” he added.

Neighbourhood policing also plays a vital role in combatting extremism, an issue which Mr Kempton highlighted at our National Conference earlier this year.

The College of Policing is currently producing a new set of guidelines to support neighbourhood policing.

Mr Kempton added: “The College has a whole committee looking at this, but what is already clear is that greater investment – both monetary and in terms of personnel – is needed to put the boots back on the ground where they have been so sorely missed.”

## Frontline policing takes a battering in new workforce figures

There are now 1,665 fewer frontline officers – including emergency response teams – than at the same time last year.

But the reduction in neighbourhood policing is even starker, with a drop of 2,609 officers (4.6 per cent) in the past year.

The Federation has long maintained that the steady erosion of these vital frontline functions is damaging the police service’s ability to keep the public safe, build stronger relationships with communities, and thwart serious crimes like terrorism.

And a new Home Office report will do nothing to calm fears that community policing is under threat as never before. The latest Police Workforce report makes uncomfortable reading: in the 12 month period to 31 March 2018, the number of neighbourhood officers dropped to just 53,822, compared with 61,083 in 2015.

There are now only 103,837 frontline officers, nearly 20,000 fewer than in 2010. Elsewhere the figures show an increasing retention problem with 1,995 voluntary resignations in 2017/18, an

increase of 31 per cent since 2013/14.

But there is good news on the diversity front: there were 7,850 Black and Minority Ethnic (BME) officers in the 43 English and Welsh forces, an increase of 288 compared with the previous year. They made up 6.6 per cent of the total policing population, which again was an improvement on the previous year (6.3 per cent) and continues the upward trend since 2009. However, the proportion of BME officers was still considerably lower than the 14 per cent of BME people in the population as a whole.

# Government shows ‘true disdain’ for cops

A two per cent pay deal which will leave cops with barely £10 more in their pockets each month has been branded derisory.

The so-called rise will actually leave officers financially worse off, and is worth only 0.85 per cent in real terms.\* The Government also ignored the recommendations of the Police Remuneration Review Body – an independent group which advises the Government on police pay – for the second year running. In real terms police officer pay has now decreased by around 18 per cent since 2009/10.

Ché Donald, Vice-Chair of the Police Federation of England and Wales, said the pay announcement “flew in the face of a lot of hot air spouted by the Home Office and Government” over recent months.

“At our conference in May, the Home Secretary said he would stick up for

officers and fight for a better deal. We warned then he was on probation.

“But now this is looking more and more like paying lip service, when in reality this pay award is an insult to those who serve day in, day out. It means that an officer at the start of their service is going to be a miserly £2.50 better off each week.”

The pay settlement also announced the introduction of a new apprenticeship starting wage of £18,000 per year – nearly £2,000 less than the annual salary of a probationer constable.

## Unappreciated, undervalued

Mr Donald added: “This amount totally undermines what the police service sets out to do. It is derisory and proves that they don’t invest in their people or want to invest in the development of the

service. Police officers used to feel valued and appreciated, but when government ignores the recommendation of its own independent pay review body, then police officers feel demoralised, fed up, unappreciated and undervalued.”

\*The two per cent rise will actually leave officers financially worse off when inflation is accounted for, and is worth only an 0.85 per cent increase in real terms. The 0.85 per cent figure is derived from the fact that of last year’s two per cent, only one per cent was consolidated. That one per cent has now been removed by the Government for this year’s pay award, so taking into account pension contributions, then the actual uplift is worth approximately 0.85 per cent to constables. The increase will be paid from September 2018.

# Fed secures better deal for mutual aid officers

A day after nightmare sleeping arrangements were exposed on social media by officers working on mutual aid to police President Donald Trump’s visit, an apology was issued and alternative accommodation sought.

The change of heart came following an earlier battle led by the Police Federation of England and Wales (PFEW) about the payment of overnight allowances to those covering the presidential visit.

PFEW operational policing lead Simon Kempton said the issue of overnight allowances was something he had been campaigning on for some time.

“In this instance the Federation worked hard, nationally and at local level, to put forward a reasoned and balanced case to chief officers as to why officers should all be treated fairly, and in these circumstances be paid the allowance.

## Anger and resentment

“It is positive that those arguments were eventually listened to, albeit disappointing that this was not recognised at the outset. There was disparity across the country in the approaches being taken, and that caused anger and led to feelings of resentment.

“Time and time again officers have their days off cancelled, work over their hours and away from home. This has an impact on their home life, their families, and the health and wellbeing of officers themselves, so the very least that should be done is that they are paid and recognised in a fair way.”

The Federation was also able to argue for fewer officers to be needed to police the visit. Once the challenging sleeping arrangements were exposed, the PFEW nationally and locally



**Hundreds of officers were expected to endure cramped sleeping arrangements and very limited facilities at Colchester Army Barracks, until alternative accommodation was secured**

argued for better conditions so that officers who were expected to work 12-hour shifts could at least sleep on more than a foam mat on a sports hall floor with limited toilet and washing facilities.

While most officers were put up in suitable accommodation, in one location in Essex the conditions were particularly dire. Up to 300 officers were expected to share one gymnasium, sleeping on ‘cots’, in sweltering temperatures, with five toilets and five showers but no hot water for women officers.

Some officers slept on the floor of squash courts on gym mattresses, while others preferred to drag their cots outside to sleep in the open because it was too hot and uncomfortable inside. And with no lighting, those on late shifts were having to get dressed in the dark.

Alternative accommodation was found for those officers affected the next day.

# Fathers win pensions fight

Fathers have until 21 August if they want to 'buy back' periods of unpaid family leave for pension purposes.

The opportunity follows changes to pension regulations that had the potential to discriminate against some groups, including fathers, same sex partners and adopting couples.

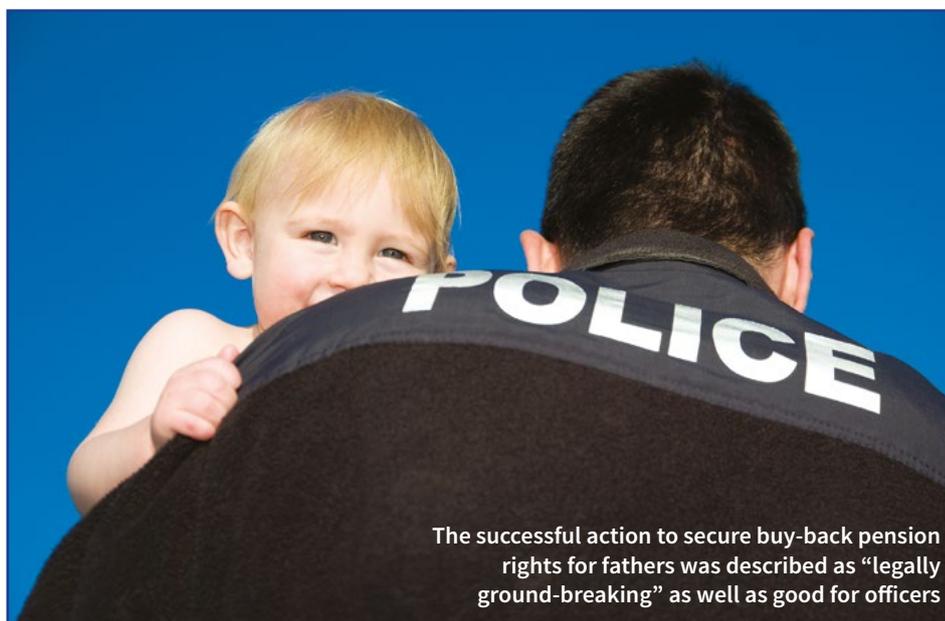
The Police Federation of England and Wales (PFEW) successfully challenged provisions of the Police Pension Schemes and Additional Voluntary Contributions Amendment (England and Wales) Regulations 2018, which unfairly disadvantaged some officers.

Previous regulations allowed women to make contributions to buy back pension for their time on maternity leave, but prevented others – more likely to be men – from doing so. The PFEW argued that the leave was intended for the care of the child, rather than to protect women during and after pregnancy and childbirth, so any difference in treatment could not be justified.

## Sex discrimination

After negotiations the Home Office agreed that the Regulations were unfair, and to amend them, backdated to April 3, 2011 when additional maternity support leave first came in.

Andy Fittes, General Secretary of the PFEW, said it was a win for members



The successful action to secure buy-back pension rights for fathers was described as “legally ground-breaking” as well as good for officers

and equality more generally. “We made the point to the Home Office that the regulations as they stood amounted to indirect sex discrimination and were unlawful.

“This work is legally ground-breaking as well as being good for officers. We’re not talking about massive sums for individuals, but those pension contributions will continue to give a benefit throughout retirement. From a personal point of view, it’s satisfying that the Home Office capitulated as it shows we were right to bring the challenge.

“It’s a win for equality, and for ensuring that the regulations do not disadvantage our members – men and women – who have children or adopt.”

A member who wishes to buy back periods of unpaid family leave for pension purposes must notify the police pension authority in writing by August 21, 2018. They will be required to pay an amount equal to the pension contributions which would have been paid had the unpaid leave not been taken. Contact your local Branch Board for assistance.

## Federation victory after tax U-turn on cop cars

On-call undercover cops will no longer have to pay extra tax if they take emergency vehicles home, after the Federation said the measures were unfair.

The Government and HMRC brought new rules in last year which meant a small number of officers were liable for ‘company car tax’ or a ‘benefit in kind.’

The Federation argued that taking unmarked police cars with blue lights home was not a perk in the usual sense. It was more of a practical measure designed to increase emergency response times and prevent unnecessary trips back to base.

Typically the sorts of officers who fell into this new category were those responding to high-profile terror attacks like the one on London Bridge last year, where every minute to get to a scene counts.

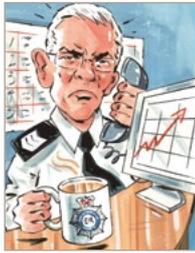
There were fears the tax penalty would mean high payment increases potentially amounting to thousands

of pounds, due to the fact most undercover officers use high-performance response vehicles which generate high company car tax prices and high emissions.

General Secretary Andy Fittes said: “We are delighted that HMRC and the Government have listened to our concerns. While it only involved a small number of federated officers, this was an unfair tax which could ultimately have affected their ability to carry out vital work in keeping the public safe. Police officers should not be penalised for effectively just doing their job and any officers who were adversely affected when the new rules came took effect in April 2017, can now claim the money back from HMRC.”

He said the Federation would continue to monitor arrangements for on-call officers, with the revised arrangements due to expire in 2020.

## STATION SERGEANT



### Coming home

They think it's all over... well, actually it was all over once Croatia scored their second goal, and we had to park our dreams for another four years.

Despite everybody's misgivings, the anticipated hooliganism didn't materialise, or if it did, it wasn't reported. Then again it's not too long ago that troublemakers in the former Soviet Union disappeared as if by magic, but I'm sure that doesn't happen nowadays.

However, the odd occurrences of ecstatic supporters jumping up and down on emergency services vehicles, such as made it on to the TV screens, were handled in a robust fashion, which seemingly involved dragging the miscreants off the vehicles and hitting them with long batons until they saw the error of their ways.

This, naturally enough, went down very well at home, especially with the majority of citizens who generally believe hooligans should receive a dose of their own medicine. And, of course, the metropolitan liberal elite were able to claim the moral high ground and sneer at the little people with their England flags the intelligentsia so despise. For once, everybody was briefly happy.

In contrast, when various supporters at home celebrated our victories by similarly leaping on top of paramedic response vehicles, or just beating each other up, they were treated with the usual respect for their mental diversity, lest they complain of rough handling.

As usual it was the thin blue line, working cancelled rest days and extended shifts, who put their physical well-being on the line and ran the risk of generating spurious and malicious complaints for doing their job. Maybe next time we should let Scotland, Wales or Northern Ireland go instead, and we can all have a breather.

 Follow me on Twitter @stationsarge

# 'It's a disgraceful and

A report analysing the state of policing in England and Wales has identified demand, capacity and welfare as the major issues facing modern policing, echoing the work of the Police Federation of England and Wales (PFEW) in these areas.

In the annual *State of Policing* report, Her Majesty's Chief Inspector of Constabulary Sir Thomas Winsor highlighted that the dedication and sense of duty by hard-working officers is masking a failure by senior leaders to adequately assess current and future demand.

Calum Macleod, former Chair of the PFEW, said the report highlighted what those in policing already knew: "That it's the dedication and sense of duty of hard-working officers that keeps the police service running."

"Sir Thomas clearly states in his report that because frontline police officers and staff can be relied on to get the job done, there is less pressure on leaders to bring about much-needed change.

### Immediate action

"But to rely on frontline officers consistently working at a level which goes way beyond what should be expected of them is a disgraceful and unsustainable state of affairs."

The Federation called on chief officer teams and the Home Office to act and "take immediate action to ease the huge burden faced by our members."

Picture © Ian Davidson / Alamy



The report also identified the knock-on effect that the increased demand is having on officers' health and wellbeing, and how that can negatively affect their ability to do their job – ultimately resulting in members of the public being put at risk.

It states that officer welfare is of "first importance", adding: "If a police force's most important assets – its people – are under undue strain, whether in terms of

# 'It just feels like we are sleepwalking

The news that knife crime has reached its highest level ever is shocking, but not surprising.

Knife crime is officially up by 16 per cent, as a staggering 40,147 incidents were recorded by police in the past 12 months, according to new figures released by the Office for National Statistics (ONS).

As a result, hospital admissions for knife victims also rose by 14 per cent, with more than 4,600 people requiring hospital treatment in England alone, according to NHS data.

The ONS figures also revealed that:

- murders\* rose by 12 per cent, with 701 incidents recorded by police in the year ending March 2018
- firearms offences were up by two per cent
- robberies rose by 30 per cent.

These increases in violent were coupled with yet another drop in the number of police officers in England and Wales, with new Home Office figures showing there are now only 122,404 officers keeping the public safe, a

# unsustainable state of affairs'



Policing the recent World Cup celebrations once again put additional pressures on frontline officers across the country; now the latest HMIC *State of Policing* report has highlighted that it is officers' sense of duty which keeps the service running, but the burden of overwork is having a damaging effect on their health and wellbeing

workload or the nature of the work they do and the effects of that work on them, the force's ability to serve the public is compromised."

## Unprecedented demands

Mr Macleod continued: "This only serves to reinforce what our research on demand, capacity and welfare has already shown. Police officers are facing unprecedented demands with ever-diminishing resources; their health and

wellbeing, and their ability to serve the public, are being seriously affected.

"Officers experience things most people won't encounter in their lifetime, causing profound and lifelong effects on their mental and psychological welfare. It is vital that a consistent approach to safeguarding and support is implemented across the country so that we can protect the people who work tirelessly to keep us safe."

The report also highlighted concerns

"This only serves to reinforce what our research on demand, capacity and welfare has already shown. Police officers are facing unprecedented demands with ever-diminishing resources; their health and wellbeing, and their ability to serve the public, are being seriously affected."

## Calum Macleod

Former Chair, Police Federation of England and Wales

around the issue of child mental health, stating that if public bodies do not work together to tackle problems properly at an early stage, before they escalate into criminality, they are "simply storing up problems for the police and the rest of society."

Elsewhere the report lamented the fragmented and slow progress in the upgrading of the technology available, highlighting concerns around a lack of long-term planning.

## into a nightmare'

further loss of 738 officers over the past 12 months.

Responding to the new ONS statistics, Ché Donald, Vice-Chair of the Police Federation of England and Wales, said the figures were proof that policing in the UK "was on the critical list".

## Murders are escalating

"Not only has knife crime gone through the roof, but murders are also escalating. Last year there were 701 murders – that's

more than the number of troops who have died in the entire Afghan conflict since 2001 (456)," he said.

"And yet, thanks to cuts in central government funding, we now have the lowest number of police officers since 1996. The figures show we have lost more than 21,300 officers since 2010 – that's a drop of 15 per cent, and the numbers keep going down every year. It's like Groundhog Day.

"We have a Government which recently launched its Serious Violence

Strategy, yet failed to make one single mention of the falling numbers of officers, which they were rightly criticised for.

"You would think that every time we have the same conversations about rising crime, particularly violent crime, it would be a wake-up call for the Government. But instead it just feels like we are sleepwalking into a nightmare."

*\*Murder figures do not include London and Manchester terror attacks*

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# New DSI guidance should give officers greater protection

Draft new guidance concerning deaths and serious injuries (DSI) following police contact in non-firearms incidents has been welcomed.

The College of Policing has been seeking officers' views on proposed post-incident procedures (PIPs) following a lengthy campaign by the Police Federation of England and Wales (PFEW).

Federation Vice-Chair Ché Donald said the PFEW had been calling for this new guidance for several years in order to give officers greater protections if they are involved in any non-firearms related incidents resulting in a death or serious injury.

Currently the firearms guidance is adapted for other incidents, but it was not designed for this purpose and the lack of appropriate guidance for non-firearms-related DSIs put members at risk.

## Start of the process

"I appreciate that this is only the start of the process, but it shows the College has been listening to our concerns," said Mr Donald. "The door is open and we are one step closer to getting what we want."

Historically the number of non-firearms fatalities involving



police has far outweighed the numbers for police shootings. For example, in 2016/17 there were six fatal police shootings, but during the same period there were:

- 32 road traffic fatalities
- 14 deaths in or following police custody
- 55 apparent suicides following police custody
- 124 other deaths following police contact that were independently investigated by

the then Independent Police Complaints Commission.

The new DSI authorised professional practice (APP) will provide guidance on post-incident procedures, management, welfare and legal issues. It outlines the provision of accounts by officers and staff in a broadly chronological manner, provides responsibilities for key roles, and sets out approaches to organisational learning and debriefing.

The consultation on the draft APP is due to close on August 14.

## Campaign leaves Lush smelling far from sweet

A high street store's campaign branding all police officer liars faced a huge backlash after being highlighted by social commentary group UK Cop Humour.

But despite Lush's later removal of the campaign, claiming intimidation, the company still stands by it, with its MD quoted nationally saying that it had been a success.

The cosmetic company offended hardworking officers and their families by using images of uniformed officers and ticker tape implying all police officers were liars.

Their campaign was aimed at highlighting the inquiry into undercover policing, and particularly the activities of the London-based Special Demonstration Squad – the special branch unit tasked with infiltrating political groups between 1968 and 2008. It used window displays featuring a uniformed officer, stylised police tape and the caption 'Paid to Lie'.

Calum Macleod, Chair of the Police Federation of England and Wales at the time, said the campaign was a disgrace. "Let me be clear, where there is wrongdoing it should of course be fully investigated, victims properly supported and wrongdoers brought to justice," said Mr Macleod.

"But what I found astonishing about this campaign is that it seems Lush did not even appear to consult with those victims whose stories they were using in their campaign, which makes me believe that the way this campaign has been orchestrated is nothing short of reckless and foolhardy."

The brand has yet to acknowledge or publicly apologise to the innocent police officers whose reputation it attacked, and requests for comment or explanation by Police magazine had been ignored at the time of going to press.



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# PFEW urges Lords to strengthen assaults bill



Federation chairs Steve Taylor (left) and Tiff Lynch with Lord Willy Bach and Lord Richard Rosser

A bill which proposes to make assaults against the emergency services an aggravating factor punishable by up to 12 months in prison has received widespread support from peers.

Labour MP Chris Bryant's Assaults on Emergency Workers (Offences) Bill has already safely navigated the House of Commons and the House of Lords, with a final reading in July. It is now due to receive Royal Assent.

The Police Federation of England and Wales (PFEW) backs a change in legislation, but believes the current proposals need to go further by offering courts the option of jailing offenders for 24 months, which would provide a more effective deterrent. It also wants to see spitting become an aggravated assault, and is disappointed that this provision was removed from the bill by MPs.

Nick Smart, West Yorkshire chair, said that given a separate bill going through Parliament proposes to increase the sentence for animal cruelty from six months to five years, "24 months is not unreasonable for somebody who assaults a police officer."

"We have to ask why the Government is trying to water down the sentencing side of the bill and remove spitting as an aggravating factor," he said.



Shadow Home Affairs spokesman Lord Roy Kennedy (centre) with Federation chairs (left to right) Nick Smart, Ken Marsh, Tiff Lynch and Steve Taylor



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# A celebration of officers'

Eighty police officers were honoured for their outstanding bravery at the Police Federation of England and Wales' Police Bravery Awards, sponsored by Police Mutual.

The 23rd annual event took place in July and recognised officers from 40 forces for their courageous actions in keeping the public safe.

All the officers won an award, with overall regional winners and national winners being announced at a special ceremony at The Dorchester, London in front of Home Secretary Sajid Javid, Policing Minister Nick Hurd, and a number of other dignitaries and special guests.

## Metropolitan officers are named bravest of the brave

The overall winners of the Police Bravery Awards were PC Keith Palmer and PC Charlie Guenigault.

PC Palmer tragically lost his life while protecting Parliament from a terror attack in March 2017. PC Palmer was on duty at Westminster Palace when a terrorist drove into pedestrians on Westminster Bridge, injuring around 50 innocent people – four of them fatally. He then crashed his vehicle and ran into the terrified crowds. Petrified members of the public were running away, passing where PC Palmer was on duty.

Hearing the screaming coming from Westminster Bridge, unarmed PC Palmer (pictured) immediately ran towards the noise. He began closing the gates, intent on protecting those within Parliament when he was set upon by the terrorist. The officer bravely fought him off, preventing him from entering Parliament, but sadly suffered a fatal stab wound and died of his injuries. He was posthumously awarded the George Medal in the Queen's Birthday Honours List.

PC Guenigault was on his way home from relaxing with friends after finishing his shift when three knife-wielding terrorists attacked the public at London Bridge. Unarmed PC Guenigault was determined to protect the innocent people around him and ran towards the terrorists, who stabbed him repeatedly.

He suffered serious injuries to his head, back and stomach and was in a critical condition. During the



attack, Wayne Marques, a BTP officer, received significant injuries, eight people were killed and 48 were injured.

### Amazing actions

PC Guenigault and PC Shaun Cartwright, who accepted PC Palmer's award on his behalf, were presented with their awards by Home Secretary Sajid Javid (pictured above with PC Cartwright), who said the country was "deeply indebted and immensely proud" of the courageous officers who regularly risk their own safety to protect the people of Britain.

"The last couple of years have put the bravery of all police forces in England and Wales to the test, and I would like to pay special tribute to PC Keith Palmer who paid

# outstanding bravery



All the Bravery Awards nominees and winners with Policing Minister Nick Hurd and Police Mutual CEO Stephen Mann, in the garden of No 10 Downing Street

the ultimate price defending our Parliament,” he said. “The Police Bravery Awards celebrate the commitment, dedication and resilience of the entire police service – and all officers nominated stand as an example to us all.”

PC Cartwright described the Awards as “an amazing evening”. “I am here on behalf of Keith and his family, and I feel so proud. Keith truly deserves all the recognition that he has been given. He gave his life for this job, which is the most amazing thing anyone can do, and I am proud he was my best friend.”

PC Charlie Guenigault (right) said he was “shocked” by the award: “When you experience your own traumatic activity you don’t understand the full scale of what you’ve been through. Keith made the ultimate sacrifice – I’ve got an award but I’m alive, that’s the biggest award you can get. It’s nice to be here and be recognised, but at the end of the day I’m alive, I still get to see my friends and my family get to see me.”

Calum Macleod, former Chair of the Police Federation of England and Wales (PFEW), said the awards were a chance to showcase the exceptional bravery that officers protecting our country show day in, day out. “The heroic deeds we have heard about today did not happen by accident; they were borne of dedication, selflessness and an overwhelming commitment to keeping the public safe.

“Today we commemorate true heroes. PC Keith Palmer paid the ultimate sacrifice for his bravery, but thanks to him many, many more deaths were prevented that day.



“For PC Charlie Guenigault, there was no such thing as ‘off duty’. He ran towards a situation that most of us can’t even imagine, putting himself in grave danger and thinking only of helping others.

Stephen Mann, CEO of Police Mutual, said: “Over the last 10 years, Police Mutual has been proud to have sponsored such an inspirational event, and to be able to show our respect for the exceptional courage shown by police officers who risk their lives every day to protect the public and keep us safe.”

## Region 1 – North West: Winner – Greater Manchester

PC Mohammed Nadeem was called to a bridge over the fast-flowing River Irwell, following reports of concerns for the welfare of a distressed man. He had jumped into the water and upon seeing him in the freezing river, student officer PC Nadeem jumped the 8ft drop into the river and swam towards him.

The officer was still wearing his heavy protective clothing, as there had been no time to take it off. The man tried to swim away towards a dangerous weir, but PC Nadeem caught up with him, grabbed hold of him and dragged him to safety. He was treated by paramedics before being taken to hospital to receive treatment. After the rescue he was nicknamed 'the Hoff' by colleagues and TV star David Hasselhoff sent a personal message of congratulations to him on the night.



PC Nadeem receives his award from Baroness Newlove

## Region 2 – North East: Winner – Northumbria

PCs Gary Sharpe and Victoria Threadgold were called out to a domestic violence incident where a woman had been assaulted. The offender was known to have a history of violence, was drunk and described as having a multiple personality disorder. PC Threadgold took charge of the female victim, removing her from danger.

The officers were then confronted by a furious, heavily-built man, who threatened them with a 4ft samurai sword. PC Sharpe persuaded the man to put the sword down, which he did before producing a black metal handgun, pointing it in the officer's face.

PC Sharpe disarmed the man with CS incapacitant spray and hand strikes, before successfully restraining him, while PC Threadgold immediately came to his aid. The man continued to struggle with the two officers as they grabbed the weapon.



PCs Threadgold and Sharpe

## Region 3 – Midlands: Winner – West Mercia

PC Kimberley Morris was in her second week of independent patrol when she and a colleague arrived at a house following reports of an assault. The brickwork and door frame were smeared with bloody handprints, and a woman covered in blood screaming that 'he' was dying.

In the house a blood-covered man was slumped in an armchair, with another man also covered in blood kneeling before him, holding something up to a neck wound. The injured man in the chair was awake but kept losing consciousness. PC Morris deduced that the other man in the room was the offender and that the weapon was a herb cutter that lay on the floor in the kitchen. The victim had an eight-inch gash along his neck and was suffering from an arterial bleed. As she gave first aid to the victim, PC Morris continued to talk to the offender, keeping him in sight and away from the weapon while waiting for back-up to arrive.



PC Morris receives her award from Stephen Mann, CEO of Police Mutual

## Region 4 – Eastern: Winner – Norfolk

PC Frances Peters was the first officer on the scene after police received a late-night call from a man claiming he was going to kill his wife. She arrived at the remote farmhouse to find a man in the kitchen, playing music and talking to himself while fiddling with a mobile phone. PC Peters tried to talk to him, but he didn't acknowledge her presence and turned away.

She realised he'd picked up a sword in each hand and was coming towards her. PC Peters used her PAVA spray and personal safety skills to restrain her attacker and safely handcuff him until other officers arrived and took him into custody.



PC Peters receives her award from Yvette Cooper MP

## Region 5 – South East: Winner – Thames Valley

Sergeant Mark Allmond was off duty, out shopping with family, when he heard a man shouting and making threats. Unknown to him, the man had walked into Poundland, taken a large carving knife from the shelves and killed a member of the public, before walking out.

Sgt Allmond followed the offender through town, while calling the police and updating them with his location. He followed at a safe distance, warning people to stay away as the man continued to make threats, still holding the knife. Sgt Allmond tried to distract him from a member of the public he was talking to, but his interruption angered the man. PC Alex Quigley arrived and used her Taser to challenge the man and demand that he drop the knife, which he did. With the man's attention diverted, Sgt Allmond moved forward and restrained him, with the help of PC Quigley who was also able to handcuff him.



Sgt Allmond and PC Quigley receive their award from Policing Minister Nick Hurd

## Region 6 – South West: Winner – Wiltshire

Inspector Ian Stevenson (now retired) helped to search for a vulnerable woman and found her by a railway line, when a train appeared and the woman ran onto the track.

Insp Stevenson grabbed hold of her and wrestled with her to get her out of the way of the train. The train then passed by, missing them by just a couple of feet. His colleague described it as "like something out of a movie" and that her heart skipped a few beats, until the train had passed and she could see that Insp Stevenson had the woman safe on the embankment. Insp Stevenson calmed the woman down and spent at least 20 minutes talking to her and reassuring her.



Insp Stevenson receives his award from Gavin Thomas, Superintendent's Association President (left)

## Region 7 – Wales: Winner – North Wales

PCs David Hall and Rhys Rushby spotted a violent man who was wanted for murder hiding in a car. The suspect attacked PC Hall with a claw hammer, striking him on the shoulder and several times on his forearms and hands. PC Rushby sprayed the man as PC Hall wrestled with the offender, trying to take the hammer. The offender was biting and punching, screaming that he had a gun and was going to shoot and kill officers – before thrusting an unknown object underneath PC Rushby's throat.

He continued to assault both officers before PC Hall used a Taser, as PC Rushby handcuffed him. The object he had been holding underneath PC Rushby's neck was a nine-inch kitchen knife.



PCs Hall and Rushby receive their award from PFEW Chair Calum Macleod (centre)

## ■ POLICE BRAVERY AWARDS

### Cumbria

PCs Adrian Braniff, Ruth Coates and Christopher Davies were among the first to respond when a flat caught fire. They found a burning building full of smoke and one person dead. Many vulnerable and elderly residents were still in their homes, so the three officers went from flat to flat and room to room evacuating the addresses, forcing entry and carrying residents to safety. The officers suffered smoke inhalation as they put their own lives at risk to save others, all while the building threatened to collapse around them. When they had rescued everyone they arranged food, clothing and fresh medication to replace what had been lost.



PC Adrian Braniff



PC Ruth Coates



PC Christopher Davies

### Derbyshire

Following information from the community about a man wanted for the death of another, PC David Bull split up from his partner and began a search. He spotted the wanted man in a secluded alleyway, and ran after him. Once caught, the man struggled violently and threw PC Bull's radio to stop him requesting help. PC Bull was then assaulted, causing him to fall to the floor injuring his wrist and knee. PC Bull was determined to keep hold of the suspect and realised that his only chance of getting help was to pull the man into a garden and hope he could be heard. He managed this and fortunately someone came to his aid, helping to detain the man before recovering PC Bull's radio so he could raise assistance.



PC David Bull

### Dorset

PC Charlotte Harvey and Sergeant Simon Kempton were attacked after stopping a driver who was driving erratically. The motorist stumbled towards the road so Sgt Kempton grabbed him to stop him being hit by traffic, and the man then became violent.

During the struggle Sgt Kempton was struck in the head and PC Harvey was elbowed and punched in the face. Both officers were repeatedly attacked, with the man sticking his thumbs in Sgt Kempton's eye sockets. The man tried to get back in his car, so Sgt Kempton blurrily reached into the open driver's window and grabbed the keys out of the ignition. The man got out again still fighting, before he ran into oncoming traffic. Both officers jumped into the busy carriageway, grabbed the man in a bear hug and pulled him to safety, risking their own lives.



Sgt Simon Kempton



PC Charlotte Harvey

### Essex

PC Thomas Clinton and Sergeant Michael Latham put their own safety at risk to rescue a man who was drowning. The man is believed to have jumped off the sea wall, injuring himself and leaving him trapped. Sgt Latham and PC Clinton entered the water on an RNLI dingy as the tide quickly rose around them in strong winds.

The man threatened the officers with violence and physically pushed them away. However, after a struggle, the officers managed to get him into the dinghy and bring him back to dry land. He needed immediate medical attention, with injuries to his face and leg and was in the early stage of hypothermia. Without the officers putting themselves at risk to help, the man was unlikely to have survived.



Sgt Michael Latham



PC Thomas Clinton

## Leicestershire

Following reports of a man lying face down in a canal, PC Marcus Barrowcliffe and a colleague discarded their stab vests and updated the control room as they located him. He was lying motionless face down in the water, so they swam out to save him. The water was so deep in places that they could not stand without going under and the muddy canal was littered with debris, with weeds tangling around them, pulling them down.

When they reached the unresponsive man, they turned him over and realised he was not breathing. They managed to swim back to the canal towpath, where they were helped by members of the public in getting him out of the water. Once on dry land, the officers carried out CPR until the ambulance service arrived. The man started to cough and splutter water that he had swallowed, and it was clear that the CPR had saved his life.



PC Marcus Barrowcliffe

## South Yorkshire

Sergeant Richard Pettican was repeatedly punched in the head by a man suspected of stealing a car. He fell to the ground and tried to grab the man, but a scuffle ensued and he was assaulted again.

The man took the officer's handcuffs and used them as a knuckle duster to repeatedly hit Sgt Pettican's head, while he tried to get up to detain the thug. Other officers arrived but not before Sgt Pettican had been repeatedly hit by the offender. Sgt Pettican received several deep cuts and bumps to his head and body which were swollen, with the cuts needing staples to close them.



Sgt Richard Pettican

## Warwickshire

PC Lloyd Walton was the first officer into a house when executing a drugs warrant. He immediately looked for the man in question and started climbing stairs to continue the search. Halfway up, PC Walton was confronted by a bare-chested man standing at the top, pointing a firearm directly at him.

Other officers were coming up behind PC Walton on the stairway, leaving him no room to back off down the stairs. With no thought for his own safety and with no chance to use any protective equipment, PC Walton struck the armed man and managed to wrestle the firearm from him. He then manoeuvred the man to the ground and restrained and arrested him.



PC Lloyd Walton

## West Yorkshire

Sergeant Tanveer Ditta and Sergeant Tanveer Hussain (PC at the time) were on patrol when a man was seriously assaulted in a supermarket by a man with a large knife. The officers found the offender walking towards a school nursery, which was busy as the school day was ending. Without waiting for help they challenged the suspect, manoeuvring the police vehicle into the middle of the road to block it off. The suspect pulled out the knife from his jacket, shouting that he would stab the officers, before swinging it aggressively around.

He threw the knife at Sgt Ditta's head, only missing by inches because the officer ducked, and then threw bottles of alcohol. The officers worked together to perform a pincer movement, allowing them to use PAVA spray before tackling the offender to the ground. He violently resisted arrest, kicking and punching before they finally gained control.



Sgt Tanveer Ditta (left) and Sgt Tanveer Hussain

# Honouring our heroes

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# Research highlights direct entry fears

New external research highlights the concerns officers have about the vulnerability of direct entry candidates, as well as the position it puts more experienced officers in.

The research – an in-depth analysis of the qualitative data in the most recent annual Pay and Morale Survey published by the Police Federation of England and Wales (PFEW) – asked for views on the College of Policing (CoP) initiatives, with Direct Entry (DE) attracting the most comments.

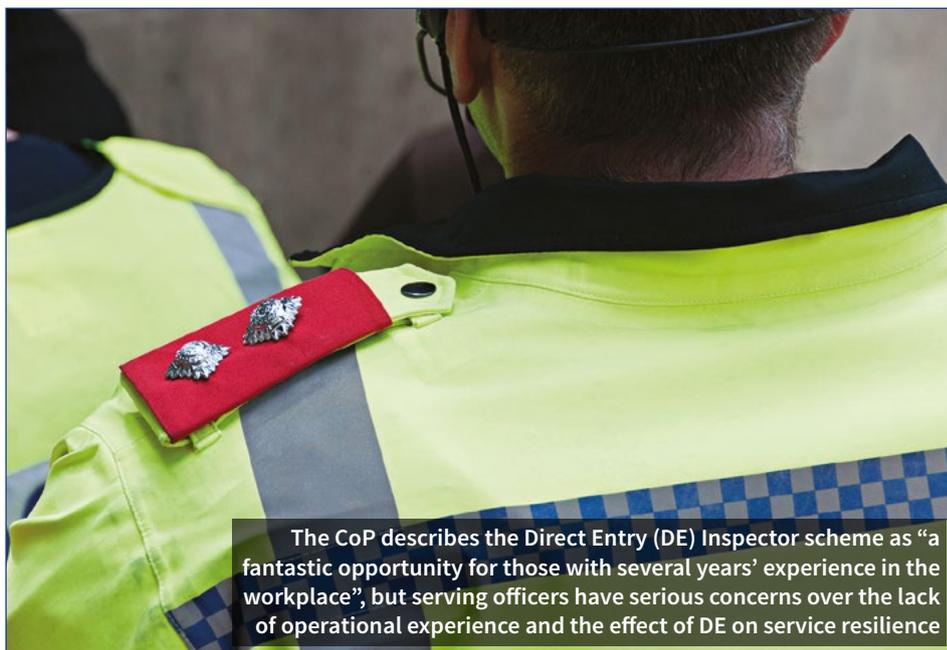
Dave Bamber, the PFEW lead on the issue, said it would always be a contentious subject. “Aside from the belief that good coppers should be multi-skilled or omni-competent, an increasing number of people have been asking for concrete proof that DE works,” said Mr Bamber.

“A growing group of police academics have added their voices to the clamour, suggesting more research needs to be done to understand outcomes of such schemes.”

One university at the forefront of these conversations is the Canterbury Christ Church University, home to experts and academics in the field of policing research and practitioner engagement, who have taken a deeper look at the issues.

Emma Williams, Deputy Director of the University’s Centre for Policing Research, said the research revealed “very worrying concerns.”

“Officers clearly do not feel that there is a sufficient evidence base to justify the DE scheme,” explained Ms Williams.



Picture © i4images Premium / Alamy

The CoP describes the Direct Entry (DE) Inspector scheme as “a fantastic opportunity for those with several years’ experience in the workplace”, but serving officers have serious concerns over the lack of operational experience and the effect of DE on service resilience

“One of their chief concerns is the lack of operational experience of the DE candidates and the service’s ability to be operationally resilient as a result.

“You see comments such as ‘you cannot learn policing from a book’ and ‘you cannot beat experience, it is not like managing Tesco’; no wonder there is strong negativity and a lack of support towards the scheme.”

## Lack of engagement

Ms Williams said there had been a noticeable perceived lack of engagement and communication about DE from the CoP towards the frontline, which had damaged the perception of DE and impacted on officers’ morale and sense of self-worth.

She said respondents were also concerned about the implications for their own continuous professional development when they saw “recruits sweeping in with no relevant experience at all”, and “resentful about the lack of recognition” for the support they have to give DE candidates in the workplace.

But Superintendent Paula Light, CoP programme lead for DE, defended the programme, and said that “candidates must reach the same exceptional level of leadership” already seen in the service.

“All DE officers have to pass the same assessments as colleagues already in the service, but at an accelerated rate,” she explained.

A report on the DE programmes is due to be published next year.

## Direct entry for detectives ‘is not the answer’

A new direct entry scheme for detectives has been described as an “insult” to existing officers, and not the answer to the crisis facing detective policing.

The Home Office is to launch a new national accelerated scheme, led by Police Now, which will deliver training within 12 weeks and introduce 1,000 detectives over the next five years.

But Karen Stephens, Secretary of the Police Federation National Detectives’ Forum, said the news was an insult to the experienced, hard-working detectives already in the service. “Detective policing is in crisis, but another direct entry scheme is not the answer,” said Ms Stephens.

“What about encouraging officers we already have in service to move into investigative policing? What about making detective policing a desired career choice? What about listening to the practitioners and voice of the service?”

“The answer is not to disregard the skills and experience we already have, or show complete disrespect for officers who have worked hard to become investigators.”

A ‘direct entry detective’ programme in the Met Police has not yet been through an evaluation process, and the PFEW argues that it does not make financial sense to plough more money into a scheme that has not been fully evaluated.

# America's Thank You to Britain's Finest

## by Robert Wood Johnson – America's Ambassador to the United Kingdom

The visit of an American President to the United Kingdom is always a very special event. It is an opportunity to deepen the friendship between our leaders and enhance the special relationship between our countries.

Last month, President Trump became the 12th American President to visit Britain. This was an important visit and it could not have happened without Britain's police.

You put together one of the biggest and most complex security operations I have ever seen. This was a challenging operation involving multiple sites across the UK and led by three different forces – the Met, Thames Valley and Essex Police.

But in reality, this was a team effort involving constabularies across the entire country. Thousands of additional officers were drafted in to help, with colleagues back home having to work extra hard in their absence. Across the UK, rest days were cancelled, 12-hour shifts were demanded and it was all hands on deck.

This was a tremendous effort, and you carried out your duty to protect the President at all times with complete dedication and professionalism. The Secret Service agents I spoke to during the visit could not speak more highly of you. They say the support they get here is better than anywhere else in the world. In fact, one agent told me they hold up your handling of VIP visits to Stansted Airport as the absolute gold standard for the rest of the world.

So on behalf of the President and the American people, I want to thank every single one of you for your tireless work. You were at your very best during this visit.

But beyond the visit, I also want to thank you for the work you do the whole year round. Every day I see the exceptional quality of policing in this country. I see it in the specialist teams who protect the Embassy and Residence 24/7. I see it in the Embassy's local police force in Wandsworth, who visit us regularly to take part in our community events and support our staff. And I also see it in the local constabularies and transport police I meet when I travel up and down the country – whether it's in Gwent or the West Midlands, Greater Manchester or West Yorkshire, to name just a few.

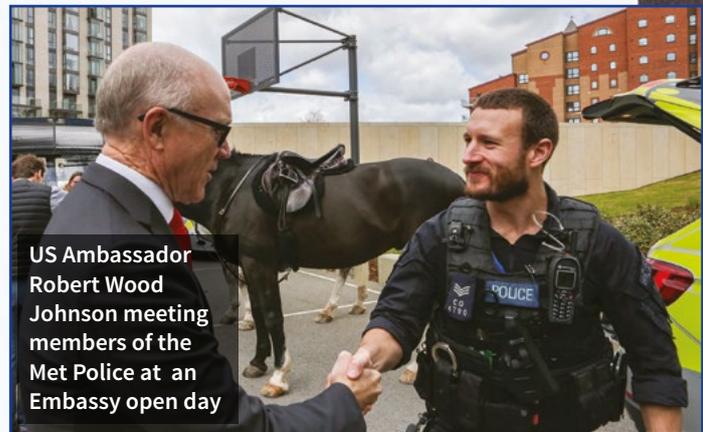
And our co-operation with the police goes even deeper than that. You also reach out across the Atlantic to work in the closest of partnerships with America's own police force. When we look at issues such as how to

engage more effectively with business, your officers work alongside us. When we explore how to share data better, you send your experts to the US to help. When we improve how we prepare for extremist attacks, your police forces team up with ours – Manchester with Boston, London with LA, Birmingham with Denver, Leeds and Luton with Seattle and Portland.

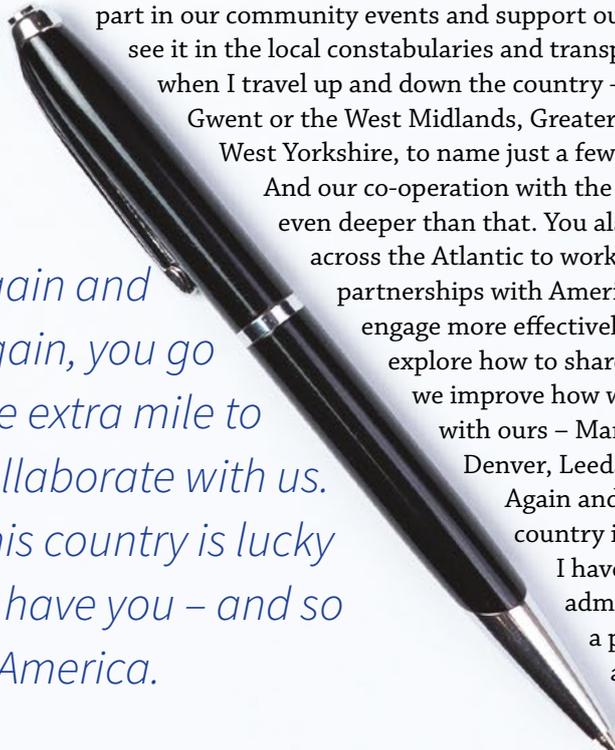
Again and again, you go the extra mile to collaborate with us. This country is lucky to have you – and so is America.

I have just written to Cressida Dick to express my complete admiration for Britain's police, and I will also shortly be arranging a party for frontline officers at my residence. In the meantime, as we say in the United States, thank you all for your service.

*Robert Wood Johnson*



*Again and again, you go the extra mile to collaborate with us. This country is lucky to have you – and so is America.*



# Federation calls for wider public debate on future of drug legislation

The Police Federation of England and Wales (PFEW) has called for a public debate on the future of drug legislation, amid fears that the current legal framework is ineffective.

The initial debate was sparked after the former leader of the Conservative Party, William Hague, urged Theresa May to legalise cannabis, saying the UK's drug policy is "inappropriate" and "utterly out of date".

This followed the announcement from Home Secretary Sajid Javid of a review into the medical use of cannabis.

Simon Kempton, the PFEW lead on operational policing, said it was clear current legislation didn't work and that a wider debate was needed.

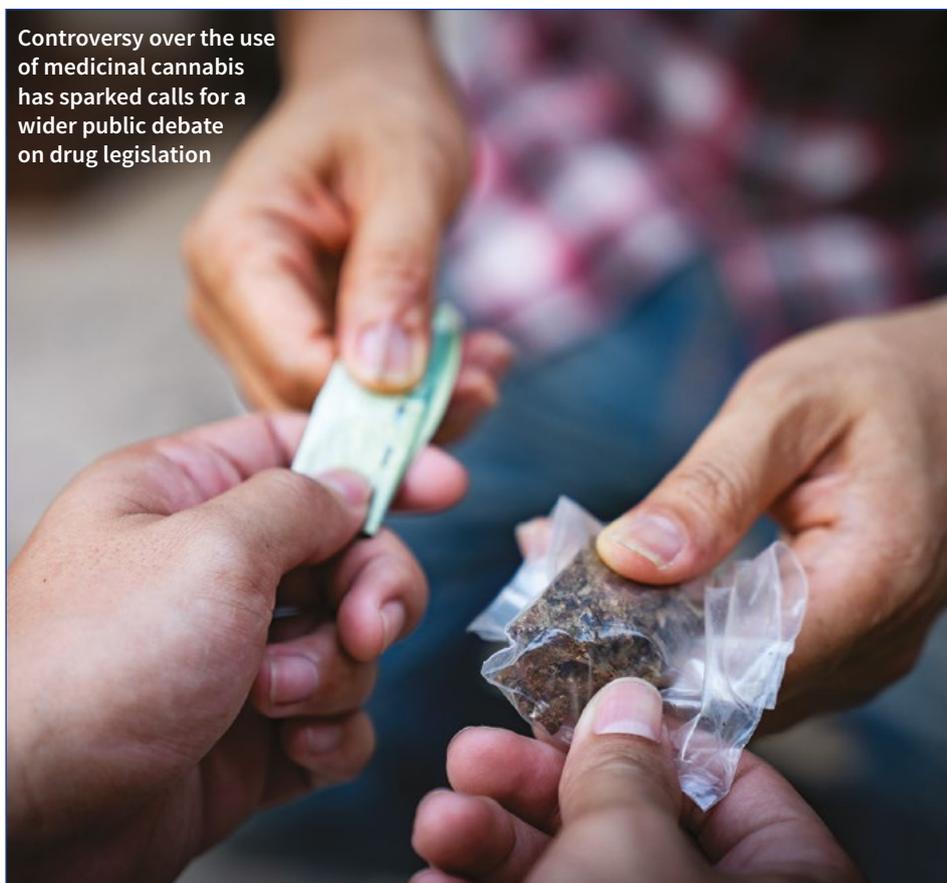
"We are calling for honest conversation because our members are telling us that they're already overstretched combatting crime that causes the most threat, risk and harm," said Mr Kempton. "They are frustrated at having to spend large amounts of time dealing with those who use small quantities of drugs.

## Fuelling violence

"The proliferation of drugs in this country is unchecked, and the current situation is fuelling an illicit trade in not only drugs but weapons and the violence that comes with it."

There is mounting empirical evidence of alternative approaches to the drugs problem around the world that are more effective and bring far more benefits to

Controversy over the use of medicinal cannabis has sparked calls for a wider public debate on drug legislation



Picture © Love Love / Shutterstock

society financially, with fewer people finding themselves in either medical or criminal justice systems.

"Although the police service will continue to uphold the laws passed by Parliament, a public debate is needed on the future of drugs legislation, incorporating health, education and enforcement programmes.

"We must face up to the realities of what our resources allow us to do and the service we can provide to our communities. One hundred years after the introduction of prohibition in the UK, it's time to reflect on whether this is the most effective way of curtailing illicit drug use and the social problems that come with it."

## Mystery surrounding missing Welsh £3m levy funding

Mystery still surrounds a missing £3m collected from the four forces in Wales as their contribution to the Apprenticeship Levy.

The issue was first highlighted in May at the Police Federation of England and Wales (PFEW) annual conference, when Home Secretary Sajid Javid was asked by the PFEW's Welsh lead Sam Roberts if he could investigate what had happened to the money that was supposed to help fund the government-backed training scheme.

The Apprenticeship Levy was announced in the Summer Budget of 2015 and was described by the Government as "a levy on UK employers to fund new apprenticeships".

Since then, and despite probing the Home Office, MPs, Welsh Assembly Ministers and First Minister, the four Welsh police chiefs and four police and crime commissioners (PCCs), no one knows where the money has gone.

"My increasing concern is that the forces in Wales, having made the levy payments during the course of the last year, will now have to make up any shortfall in training funding that the levy was supposed to provide," said Mrs Roberts. "At a time when police funding budgets continue to be squeezed, it is unacceptable that the money is not being made available to help fund the training of police officers in Wales."

## Officers are recognised with official honours

Five Federated officers received recognition in this year's Queen's Birthday Honours list.

Sergeant Abed Hussain of Greater Manchester Police, DC Geraldine McConaghy of Merseyside Police, and Sgt Lindsey Sweeney of South Wales Police were all awarded the Queen's Police Medal (QPM). PC Hubert Treasure and DC Gillian Squires, both of West Midlands Police, received the Order of the British Empire (OBE).

They joined senior-ranked officers who received honours including former Met Police Assistant Commissioner Mark Rowley, who received a Knighthood; and Alex Marshall, (former Chief Executive, College of Policing) and Chief Constable Dee Collins (West Yorkshire Police) who were both made CBEs.

In the Gallantry list 2018, PC Charlie Guenigault of the Met Police and PC Waynes Marques of the British Transport Police (BTP) were awarded the George Medal, and PC Leon McLeod (BTP) received the Queen's Gallantry Medal, for their roles in protecting the public in the London Bridge terror attack.



### Roll of Honour Trust awarded Royal Charter

A charity that keeps records of fallen police officers has been awarded a Royal Charter. The Police Roll of Honour Trust is the first police charity to be recognised in this way, with the Charter unveiled at a reception event in London in June. A Royal Charter is given on behalf of a monarch to reflect an organisation's significance.

The Trust was founded in 2000 after 20 years research into the Roll of Honour, paying tribute to some 5,000 British police officers who have been killed or died on duty or as a result of duty, since the first recorded death on duty of a Constable in 1680. Pictured above is the Charter being officially presented to members of the board by Lord Bernard Hogan-Howe, former Met Police Commissioner.

## Check out the new Federation House website



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## Your Police Federation Claimline

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### What is the PF Claimline?

It's a free telephone and online service provided as part of your Federation membership, which members and their families can access to start a claim for any type of personal injury accident free of charge.

### Who provides the PF Claimline?

The Claimline is provided through a partnership between Slater and Gordon and the Federation to provide the PF Claimline. We have extensive experience of the problems faced by police officers, and a proven track record of providing the guidance and support, as well as fighting and winning difficult cases.

### What does the PF Claimline cover?

You are covered for injuries and accidents both on and off duty, including members of your family injured in the same or separate incidents. Your cover includes: road traffic accidents; fatal accident claims; defective equipment; dog bites; accidents in the workplace; training injuries; trips or slips; occupational deafness; and clinical negligence claims.

### How do I start a claim?

Simply call the PF Claimline, where one of our advice team will take down the details and verify that you're a contributing member of the Federation. A lawyer will look at your case within 24 hours, and your claim will be handled quickly and efficiently by a specialist.

### How much will I be charged?

You will retain all of the damages we recover on your behalf. Most lawyers charge up to 25 per cent of a client's damages if they bring a claim for injuries caused by other people's negligence; for example, if the damages awarded were £4,000 then you may only receive £3,000. Through the PF Claimline you would receive the full £4,000. We often speak to officers who are unhappy they lost 25 per cent because they had gone elsewhere.

If you or a family member wants to bring a claim, contact the PF Claimline on Freephone 0800 917 1999 or visit pfclaimline.com, where you will get advice free of charge. We hope you don't need us, but if you do, we are here to support you.

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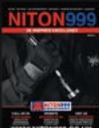


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## Reflecting on why...

I was asked this week – as I have been on many occasions – why I do the job I do. Why I wanted to become a cop.

A young-in-service PC was having a tough time and wondered if they could keep at it; everything they seemed to be dealing with was the worst of society, with very little reward and often a literal kick in the teeth. “How do you keep going?” they asked. “You’ve been doing it years and it doesn’t seem to affect you.”

I brushed over the implied ‘blimey you’re ancient, how do you hack it when I am 20 years younger than you and should be okay’ that was hanging silently in the question, and resisted giving platitudes (I can be prone to mothering).

Instead I told the truth. Sometimes I can’t hack it. Sometimes I want to jack it all in. Sometimes I just want to tell ‘customers’ to get over themselves and stop wasting my time on petty squabbles. To learn how to have a conversation rather than a slanging match over their [insert any one of a hundred trivial bicker-fests you like here].

Sometimes I want to actually, literally bang their heads together. To cuff them around the ear, as my grandfather did to me when I trod on his prized rose bushes, and go and do something more productive with my time.

Sometimes I can’t stand people. Their whinging and moaning and negativity. Their relentless rubbish that spills forth

when trying to pull the wool. “Do I look like I was born yesterday?” I have frequently asked, although admittedly less so now after one young chap quipped back: “No grandma you don’t. You want to get that moustache seen to, it’s a dead giveaway.” (Note: I did book a salon treatment shortly after.)

### Making a difference

Anyway, I digress. The point is I can’t ever remember wanting to do anything else, and have always felt a sense of injustice for those who are wronged and just wanted to help people. That’s why I joined up. To fight for the underdog. Look out for people. Do right. Make a difference.

“But how do you keep going?” persisted this fledgling PC.

The answer for most of us is that, despite all the annoying people out there, the timewasters, the inebriates, the affected and dysfunctional, there are many more who are genuinely grateful at the sight of us. They “Thank God you’re here.”

For every nightmare job there are a good few more positive ones. And for every day I have felt cheated off and that I don’t want to do it any more, I think about what I’d miss if I didn’t do it.

Maybe not the lousy shifts and infuriating bureaucracy, but the camaraderie is second to none. The banter to decompress after a tough day. The gratitude of people you have helped.



# PC Bobbi Yarns

The genuine warmth of people, in spite of a shitty card they have been dealt. That gets me back another day.

I often think back to when I swore my allegiance to the Queen and I still feel proud. I hold on to that moment and carry on. That’s what I tell him. To keep going. Because it’s a job like no other.

## Nick O’Time

Colin Whittock



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