

# POLICE

June / July 2018

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## ‘I will stand with you’

Home Secretary’s pledge – but action must follow, warn officers

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Editorial  
June / July

Catherine Feast,  
Editor

## Don't let it all be a joke

Laughter could be heard in the conference auditorium as delegates listened to the inaugural speech from the new Home Secretary Sajid Javid.

Hundreds of cops were braced for the same rhetoric – the same speech writers still float around of course, irrespective of who says the actual words. But where before there has been attack, instead came light-hearted quips and humour.

While predictable that Mr Javid would use the ‘my brother’s a cop’ line as he addressed the audience, there appeared to be a genuine warmth, a humility and an honesty not felt in such a setting for some time. Dare I say it – compassion.

### Willing to learn

We’re used to being bashed, berated, criticised and critiqued. And if it is fair then generally we accept it. But let it be based on fact – we are a service that works on evidence after all.

So while the service can take it on the chin, and is adept at change, the Government too must be able to embrace that challenge. It must be able to listen and be able to admit it has got it wrong. As growing mounds of evidence support the fact we have not been crying wolf, Mr Javid had the humility to accept – as you would expect – that he didn’t know all the answers just three weeks into the job; but he also confirmed his willingness to seek, to listen and to try to understand the complex issues at stake.

It was refreshing to hear this, amid the humour. Now he has his chance to deliver, to follow up with action – otherwise those words will feel like hollow platitudes. And then it really will be a joke, only this time no one will be laughing.

 Follow the Federation @pfew\_hq

# Home Secretary must ‘learn the lessons’



Police Federation  
Chair Calum Macleod  
urged Mr Javid to  
“do what is right  
for police officers”

Chair Calum Macleod cautioned the new Home Secretary, Sajid Javid, to “learn the lessons his predecessors failed to”.

Mr Macleod delivered his warning during his keynote speech at the Police Federation’s 94th annual conference entitled Protecting the Protectors – The Reality of Policing, at the ICC in Birmingham. He spoke of his frustration when it came to changes in legislation in relation to assaults on emergency workers and greater protection for trained police drivers – which the Federation has campaigned for over recent years – and urged the Government to take the opportunity to make a difference.

He also highlighted the issue of poor officer pay and the increasing disconnect between the demand and capacity facing the police service. A hard-hitting video depicting some of the many issues faced by frontline officers day in, day out featured as part of the address.

Delivering his speech to the new Home Secretary (appointed just three weeks ago), Mr Macleod emphasised the correlation between rising crime figures and falling officer numbers,

and talked of feeling “angry” and “let down” about the approach of the Government in relation to the legislative changes, but said it was an opportunity for the Government to do more.

### ‘Do what is right’

Mr Macleod urged Mr Javid to “do what is right for police officers” by implementing the necessary legislation granting magistrates the power to impose longer sentences on those who assault officers.

He also vented his frustration that the “abhorrent act” of spitting had not been implicitly mentioned in the new Bill, especially as the Government had previously given assurances that it would feature.

He concluded his speech by urging the Government to seize the opportunity “to make a difference for the public and for the police. To put right the wrongs of the past. The opportunity to do what is right to ensure we have sufficient numbers, sufficient resources and sufficient funding to help keep the British public safe.”



View from  
the chair

Calum Macleod,  
Chair of the  
Police Federation

## Will you grasp this opportunity?

When I was elected as Chair of the Federation I stated very clearly that I would devote my energy to ensuring the views and concerns of members were fully represented. Conference gave me an opportunity to do that, and those attending included the Home Secretary.

In my speech I drew Mr Javid's attention to the harsh realities of modern policing. I'm certain that as an MP and Government Minister he is more than aware of the issues police officers face on a daily basis – the rise in violent crime and the increase in assaults on officers. But in recent years it seems a deafness has afflicted those appointed as Home Secretary.

For too long now we have repeatedly warned successive Home Secretaries that demand continues to outstrip the capacity of the service and that without meaningful investment and legislation changes, the service is at breaking point.

My sincere hope is that the Home Secretary took two key messages from Conference. Firstly, that the finest police service in the world has not been crying wolf over the outcomes and consequences of the cuts imposed by his predecessors. And secondly, that every day, in the name of public duty and service, officers face a reality that is far from pleasant and is getting worse.

We are employed to serve the public but all too often, as a result of policies being followed, we are not available for the public when they need us most.

So I'll repeat once more what I asked at the end of my speech – are you listening Home Secretary, and will you take this opportunity to make the necessary changes to support officers, so that they can deliver to the public the service they desperately want to?

 Follow me on Twitter @PFEW\_Chair

# Home Secretary: 'I'

The new Home Secretary went on a charm offensive when he addressed the Police Federation of England and Wales (PFEW) National Conference, promising his support for increased police pay and welfare.

Sajid Javid MP attempted to strike a more conciliatory note than Amber Rudd, who he had replaced three weeks earlier, or Prime Minister Theresa May who, in her time as Home Secretary, had accused the Federation of "crying wolf" when it warned that crime would rise as police funding fell. Mr Javid told delegates in Birmingham: "I am listening and I do get it."

He said he had already spoken to frontline officers to get a sense of their views: "You've told me that you feel stretched, overburdened and not sufficiently rewarded. I know how frustrating it is when your days off get cancelled – at very short notice. And I know your work can take its toll on your mental and physical health. You deserve to be respected and valued, but all too often what you get is abuse. So let me say this. I want you to have the resources that you need."

Mr Javid spoke personally about growing up on a road in Bristol described by a national newspaper as "Britain's most dangerous street". He had played at crime fighting along with his brother, who went on to join the police and is currently a chief

superintendent in the West Midlands.

The Home Secretary said he had learned about the harsh realities of policing the streets from his brother, who had been assaulted on duty numerous times, hospitalised and missed Christmas one year due to having his jaw dislocated.

He acknowledged the increased demand on police officers with more hate crimes and sexual offences being reported and the recent increase in serious violence, including knife and gun crime. The Government has increased police funding by £460m this year and will invest over £1bn more in policing than three years ago, he told officers, adding the promise that he would prioritise police funding in next year's Spending Review.

## Police welfare

Mr Javid gave an assurance that he will champion police welfare, by backing the bill to increase sentences for those who assault emergency services workers and supporting the Federation's calls for response officers to be shielded from undue prosecution: "Let me be clear that a criminal is responsible for their decision to drive recklessly, not the police," he said. Mr Javid gave his support for a wider roll-out of Taser and took issue with critics of spit and bite guards. "I find it absolutely ridiculous that anyone

## Pay and resources, Taser, and spit and bite

Thorny issues such as pay and resources, and the wider roll-out of Taser and spit and bite guards, were put to Mr Javid during a Q&A session at Conference.

North Wales Fed Rep, Mark Jones, told the Home Secretary how two of his officers were confronted by a man wielding a pick axe. He said: "Back up was miles away and the nearest Taser was 20 miles away. It was a miracle no-one was seriously injured. One of those officers happens to be my wife so this incident hit home hard."

The Home Secretary replied that he sees the Government's role as making sure that

police officers have the tools and powers they need – including Taser.

Pressed on spit and bite guards by a questioner from Thames Valley Police, who said he was "fed up with police chiefs putting public perception ahead of officer safety", Mr Javid stopped short of saying he would mandate force leaders, but added: "I think 33 forces already have this... it is ridiculous that any chief constable would put public perception before protecting police officers." He went a step further in response to a question from Metropolitan Police Federation Chair, Ken Marsh, saying that not only would he

# 'I'll stand with you'



Home Secretary Sajid Javid pledged his support for officers at conference

should object to you restraining those who physically abuse you," he said.

On stop and search, the new Home Secretary assured officers that he does not want them to be uncomfortable in using the powers, and they have his confidence in exercising their "professional judgement". He added: "If stop and search can mean saving lives from the communities most affected, then of course it has to be right."

In conclusion he said: "It is often said that British policing is the envy of the world. Everyone in this room wants to keep it that way. Let's reset the relationship between the Government and the police. I will give you the tools, the powers and the back-up that you need to get the job done. For those of you who stand on the frontline, be in no doubt, I will be standing with you."

## guards among the issues raised in Q&A

"endorse" spit and bite guards, he would write to the Met Commissioner personally.

On police numbers, the Home Secretary sought to assure the audience that staffing levels had stabilised since 2015 and would be increasing. Responding to Hampshire Federation Chair, John Apter, who said his "colleagues are breaking", he agreed that more money was needed for policing and promised to make the case with the Treasury.

Mr Javid said: "You talked of 2010 when there was a big budget problem for the Government and if we had not dealt with it we would all be paying a price in

less money for our public services. The budget deficit is down by 75 per cent and economic prosperity helps to pay for our security – we should never forget that." However, like Policing Minister Nick Hurd the previous day, he stopped short of offering a guarantee he would implement future recommendations from the pay review body.

Other questions focused on whether police officers should require a degree – Mr Javid insisted they should not – and whether he has any real power as key decisions have been devolved to police and crime commissioners.

## 'Getting it' must translate into action

PFEW Chair Calum Macleod welcomed the new Home Secretary's approach to policing as "positive" but cautioned that he needs to make good on his promises sooner rather than later.

Giving his reaction to Sajid Javid's maiden speech at conference, Mr Macleod said that the conference had been about the realities of policing and they were made very clear to the Home Secretary.

### Different message

"He came with a different message this time and there is a positivity about what he said," said Mr Macleod. "He says he 'gets it', but getting it needs to be translated into action and results for the public and the police, and that is essential moving forward."

Mr Javid, who was only appointed as Home Secretary three weeks before the conference, took to the stage to address delegates telling them he understands the issues facing police officers and promising to "prioritise police spending".

Mr Macleod continued that now it is a matter of Mr Javid translating his words into action: "We have to be able to hold him to account. And we have to work with the Home Office and with government to ensure that positive changes for our membership and for the public are achieved – and that needs to start today."

### More constructive

He praised the minister's differing approach from previous incumbents, saying: "He has certainly taken a different stance from his predecessor – certainly been more constructive. I think the audience appreciated that today – but as I say, words are one thing, delivery is something else – and we need to get delivery for today, for tomorrow, and for five years' time.

"There are risks the public are facing which need to be addressed and there are risks police officers are facing that need to be addressed, and they need to be addressed as a matter of urgency."

# Policing Minister tells the Federation:

Nick Hurd signalled the end of austerity cuts to policing, telling the Police Federation of England and Wales (PFEW): “You’ve won the argument.”

The Policing Minister said he had taken the time to visit forces and listen to their concerns, and – thanks to the improving economy – future conversations could be about investment.

Mr Hurd claimed that the Government was putting in an extra £460m this year alone. “You have won the argument about forces being stretched,” he said. “The economy is in a better place now than it was in 2010 [when austerity began].”

He added that he had made it his business to meet with forces after he was appointed Policing Minister following last year’s general election.

## Stretched and struggling

He said he had listened to concerns and understood many are “stretched and really struggling to match existing demand”. He added that he’s concerned the police service will not keep pace with emerging technology, in particular cybercrime, without an increase in police numbers and resources.

However Mr Hurd also repeatedly cautioned his audience at the PFEW Conference that the country was still shackled with £50bn annual interest payment on its debts, and any additional money would be found through higher council taxes and more borrowing.



Policing Minister Nick Hurd MP told delegates that the Federation has won the argument on police cuts

Mr Hurd took questions from delegates as part of a panel which also included his Labour opposite number, Shadow Policing Minister, Louise Haigh MP. She welcomed Mr Hurd’s admission that “police are struggling to meet demands” and lambasted the Government for cutting 20,000 officers since 2010, which she said had fuelled a rise in crime. Ms Haigh, a former Special Constable, went on to point out that fewer police are facing increased demand for their time, from missing persons to using police cars to transport those

with mental illness. Labour’s policy in government, she said, would be to recruit 10,000 new police officers, representing an investment of £710m.

## Perfect storm

Sara Thornton, who chairs the National Police Chiefs’ Council (NPCC), challenged the Federation to work with her and police and crime commissioners to present the evidence to Mr Hurd that the Minister needs to make the case for increasing

# Implementing the PRRB and the struggle to recruit new

Policing Minister Nick Hurd was also put on the spot over police pay. Chair of Sussex Police Federation Matt Webb asked him if he would go on record to say that he would argue on behalf of the police to implement the Police Remuneration Review Body (PRRB) report in full – no ifs, no buts, no spin, no smoke and mirrors.

Apparently surprised by the direct question, the Minister took several seconds to consider his response before admitting he hadn’t seen what they are recommending. After being pressed again by Mr Webb the Minister said: “I will always argue as the Policing Minister for fair pay for the police service. I will make that assurance.

“The only reason why I am sounding cautious is that

any politician would sound cautious about undertaking to accept in full any recommendation that he or she hasn’t seen. The only caveat is that if what they are proposing is clearly bonkers – and I don’t expect it to be bonkers – then yes I can give you that undertaking.”

The same question was then put to the Shadow Policing Minister Louise Haigh, who described the PRRB process as “a complete joke”. “You replaced the negotiating board which enabled the Federation to negotiate directly with the Government, with a board that you claim to be independent; the Chief Secretary to the Treasury has written to them four years in a row to limit them to one per cent. How is that independent? How can the Federation have any faith in the process?”

# ‘You’ve won’

Shadow Policing Minister Louise Haigh MP described the PRRB process as “a complete joke”



government spending in policing.

PFEW Chair Calum Macleod warned that the police service was in the middle of a “perfect storm” due to years of under-funding.

He said: “999 calls have been dropped, 101 calls go unanswered, neighbourhood policing is decimated and public confidence in policing has been compromised because police are no longer visible. We need politicians to put in the resources where they are needed. This needs to be addressed now.”

# No central government funding for BWV and Taser

The Policing Minister refused to commit to centrally funding the provision of body-worn video (BWV) and Taser for officers.

Mr Hurd was asked if he would support a move to take the responsibility for paying for the resources away from chief constables, who are frequently faced with the difficult decision of maintaining officer numbers or buying new equipment.

He said he had “sympathy” for the issue but believed “strongly in local decision making and chiefs being able to take decisions which are right for them”.

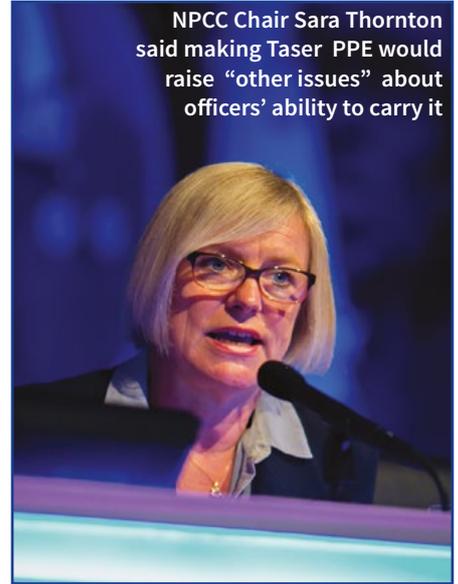
Although the Minister did not support the idea that government should take over the role of funding the equipment, he said he was “committed” to ensuring that police officers have the right kit to be able to do their jobs.

## Slow progress

He also vowed that if he, or the Home Secretary, felt that the progress being made on the issue by the chiefs was too slow, they would address it. Chair of the National Police Chiefs’ Council (NPCC) Sara Thornton made it clear that in her opinion BWV and Taser needed to be treated separately.

“My view is that body-worn video should be a basic requirement for operational police officers,” she said, adding that the NPCC is “very supportive” and wants “more consistency” on the provision.

NPCC Chair Sara Thornton said making Taser PPE would raise “other issues” about officers’ ability to carry it



On the issue of Taser she said there were other factors which needed to be taken in to account. “Taser is a less than lethal weapon and it is not PPE. Now that was debated quite a few years ago and it is a debate that hasn’t gone away,” she said. “If it was made PPE, it raises a whole load of other issues about officers who would not be able to pass the fitness test.”

But she said she would be happy to revisit the issue if that is what the Federation wanted, adding: “We can look at this again as PPE but there are downsides.”

# officers are key issues for Q&A with MPs and chiefs

Ms Haigh then made assurances that if Labour were in government they would look at the arrangements for negotiating pay for all public sector workers and take a different approach. “We will either return to a negotiating position or we will commit to always respect the independence of the pay review body,” she said.

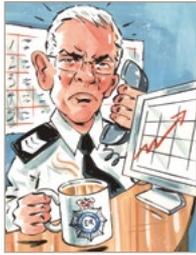
In response to a separate question about issues surrounding officer recruitment in some forces due to the salaries on offer, Sara Thornton, Chair of the NPCC, said there had to be scope for ‘flexibility’ in offering additional payments to officers in forces where recruitment is an issue. She said: “As a former Chief of Thames Valley it’s really disappointing to hear that the problems we faced 15 years ago are back. How did we

solve it last time? If you remember we did a lot of research with the Home Office and we fought for a regional allowance.

“There used to be the special priority payments. I know people didn’t like those priority payments but we used them to keep a core of officers in the south eastern forces to supplement people’s salaries.”

Ms Thornton also spoke about previous arrangements with the old police authorities which provided officers with housing and how things have changed: “The difficulty is all that flexibility – or a lot of it – has gone. And so forces like Thames Valley and others such as Surrey are back in this difficult situation where sometimes they have got the money, but they just can’t get the people through the doors.”

## STATION SERGEANT



### Maybe I'm not a people person

I had the pleasure the other day of a meeting with our new Human Relations guru. She floated enthusiastically into the office where I generally lurk, plotting the downfall of my foes, real and imagined, and started trying to engage my enthusiasm. Unfortunately no one had seen fit to brief her that I haven't got any.

It just so happens that our Personnel department, as I still fondly think of it, has undergone a bit of a rebrand, and is now simply known as People. The department is run by the Head of People (or possibly Head Person, I'm afraid I don't pay much attention nowadays), and the HR managers are now People Partners.

Apparently the duty Munchkin, or whatever she is now called, had come to check on my People Strategy. My Inspector had urged me to be honest (a sure and certain way to see her career go down the pan if ever there was one). So I told the People Person that I believed in a fair day's work for a fair day's pay, adding that you can take a horse to water and, if you can't make it drink, at least you can have the satisfaction of standing on its head until it blows bubbles through its nostrils.

I'm not sure if that is the answer she was looking for, as she went a bit pale and started gibbering. When she regained her composure, she asked me what opportunity I gave my staff to devote their thoughts to mindfulness and spirituality. I think my No. 1 death stare unsettled her as she gave me the sort of look a film extra might give a raving psychopath with a chainsaw.

Funnily enough, I've not seen her since. Oh, and we seem to have a vacancy for an Inspector.



Follow me on Twitter @stationsarge

# IOPC faces criticism on

The boss of new police watchdog the Independent Office for Police Complaints (IOPC) was keen to lay out its new 'performance not blame' culture – but Director General Michael Lockwood faced a storm of criticism from conference delegates over the organisation's latest decision in relation to the Met firearms officer known as W80.

The IOPC recently directed that the officer should face a gross misconduct hearing over the shooting of Jermaine Baker in 2015 – even though the Crown Prosecution Service has twice decided that he will face no criminal charges.

Dave Keen, Chair of Nottinghamshire Police Federation, raised what was called a "double jeopardy scenario" to cheers from the audience.

### Undermining morale

Phill Matthews, the Federation's conduct and performance lead, said that 'case to answer' was "broken" and that decisions like that didn't improve public confidence: "They let families down and really undermine morale – not just that of the officer, but their entire team. It's a waste of public money and public time."

Mr Lockwood defended the IOPC, and its predecessor the Independent Police Complaints Commission (IPCC), saying that since 2010 there had been 29 investigations for firearms incidents and that officers had been treated as witnesses (and not suspects) in all but three investigations.



IOPC Director General Michael Lockwood came under strong criticism at conference, particularly over the 'case to answer' test

"We are not judge and jury but we are obliged to look at these cases through legislation where there is a 'case to answer,'" he said.

He also faced criticism over moves to introduce new misconduct measures for officers who declined to be interviewed on the advice of their lawyer post-incident, for fear of being treated as a suspect further down the line of any investigation.

The so-called 'duty of candour' is a key sticking point for the Police

## 'We're bureaucratic and slow – but we

IOPC Director General Michael Lockwood admitted that the organisation was "bureaucratic and slow", and that tackling the time it took for investigations was a priority.

"We will not always agree. And the IOPC will not always be popular. But I hope an unwavering focus on true impartiality, combined with better listening and improved relationships with communities [and the police] will

help us earn respect on both sides, even in disagreement," he said.

He told delegates how investigators from the organisation have already begun training alongside officers to better understand the issues the police face.

"But neither does it mean we can't meet with community campaigners to talk about stop and search; or that we shouldn't develop supportive and professional relationships with bereaved

# decisions and delays



Federation, which opposes the move in Phase Three of the Home Office's new Misconduct Regulations.

## Compelling officers

Federation Board member Barry Fletcher asked why, if the IOPC was so keen on using the word 'trust', they were supporting the Home Office on the issue.

Ollie Cochran from the Metropolitan Police Federation also complained about the IOPC/IPCC compelling

"They let families down and really undermine morale – not just that of the officer, but their entire team. It's a waste of public money and public time."

**Phill Matthews**

PFEW lead,  
conduct and performance

officers to give witness statements on "six-year-old cases".

Mr Lockwood admitted timeliness was an issue and said it was one of the organisation's top priorities, although they had inherited multiple 'legacy' cases from the IPCC. But he insisted they needed to quiz witnesses to understand the facts of investigations.

He said: "We need to get better as an organisation. We are on a journey, but we are not at the end of the journey. But we cannot do it on our own."

# want to change from blame culture'

families through our family liaison team."

Mr Lockwood also talked of a shift from the blame culture to one of performance and learning.

## Genuine mistakes

"I don't want to see officers sanctioned because of a genuine mistake which could be better dealt with as an opportunity to learn and improve," he said.

Federation conduct lead Phill Matthews

said the changes were welcomed and the PFEW was beginning to see change and reform at the IOPC; but he told them that the "ball is now firmly in your court".

"Our 120,000-plus police officers are looking to you to prove that if they are investigated they will be treated fairly, proportionately and a lot quicker by your organisation than before," he said.

# What do we want from a creaking justice system?

The Government's own chief inspector of policing Sir Thomas Winsor has said the public must decide what they want from a criminal justice system which he described as "creaking".

Sir Thomas, responding to questions about whether an honest discussion with the public about what sort of police service they want is required, agreed it should happen.

"I know there are calls all the time for a Royal Commission on policing but Royal Commissions take a very long time to do their work – three years plus. I don't think you want to wait three years plus," he said.

He suggested the public has to decide what they want from the whole criminal justice system, all elements of which are experiencing problems – and that policing cannot be taken in isolation.

He also spoke of the Crown Prosecution Service as being "very, very stretched" and courts operating out of "decrepit and decaying" buildings.

"It's a creaking system there is no doubt about that, and the public have to work out if this is the criminal justice system they want to have."

In response to the same question, Police Federation Chair Calum Macleod said that we were currently "policing to budgets" and not actually "budgeting what the public require and what police officers require".

"Police officers cannot fulfil the best possible service to the public unless they have the tools to do the job, the resources to do the job and the public on side to do it. We are driving the public away by not being visible," he said.

"Yes, we need to have a conversation with the public, but that is not going to solve [the problem] tonight, it's not going to solve it next month. There needs to be a short-term and a long-term view of what policing requires in this country, because the public are suffering and officers are suffering."

## Officers share harrowing ordeals

PC Laura Gargett of West Yorkshire Police was kicked in the face and stamped on by a woman who was violently resisting arrest. She bravely finished her shift before going home to her children with her face black and blue. Despite this her attacker received a paltry 16 weeks on a tag and was ordered to pay the officer £150 compensation.

PC Gargett, whose story was among several powerful videos shown during the Protect the Protectors session at Conference, told delegates she was disheartened that “legislation isn’t in place to support us when these things happen”.

“The hands of the criminal justice system are shackled by weak legislation. We need to get the message out there that the law needs changing because these assaults are becoming too commonplace,” she said.

### Tragic story

PC Vaughan Lowe, a response driver from West Midlands Police, also shared his tragic story. While responding to an emergency in 2012 he collided with and killed a pedestrian who stepped in front of his car. PC Lowe spoke emotionally about the incident and what followed. He was put on trial for dangerous driving and exonerated, then faced a further 18 months of uncertainty after he was subject to gross misconduct proceedings. Again he was cleared.

The inputs featured as part of the



PC Laura Gargett

conference session on the Protect the Protectors campaign which is calling for tougher legislation in both these areas. Although a Bill making it an aggravated offence to assault the emergency services has been passed by MPs, police are disappointed that key provisions have been “watered down”.

The Assaults on Emergency Services (Offences) Bill successfully navigated its Report Stage and Third Reading in April and has since been read for the first time in the House of Lords. But the draft legislation does not provide the level of protection that the Police Federation of England and Wales (PFEW) has been campaigning for, something highlighted in the Chair’s address to the Home Secretary.

The Bill does give police added protection when it comes to sexual assault but the PFEW remains concerned the deterrents are not strong enough.

## Communities have part to play

Former gang member and founder of Gangsline Ltd, Sheldon Thomas, said society needs to change and communities need to take their share of the responsibility to bring about a reduction in violent crime.

Speaking from personal experience of violent crime, Sheldon was addressing delegates in a session about protecting streets and stop and search.

While the issues surrounding the rise in violent crime were complex, Mr Thomas drew attention to how both families and the communities in which they live have a fundamental role in changing current attitudes.

### Positive change

He advocated the role that community policing has to play in bringing positive change, but acknowledged that those police officers involved in community policing have to understand the communities that they police. He stated that investment in properly resourcing the police had to be made, if change was to happen.

He also highlighted the need to tackle the importation of cocaine into the country by crime families as it is invariably the drug of choice for regular white middle class users, but its supply and sale is from inner city street gang members, giving rise to the recently reported issue of county lines.

## Cautious welcome for consultation on police driving law

The Federation has given a “cautious welcome” to the news that the Government is to consult on proposed changes to the law in relation to trained police drivers.

Police Federation pursuits lead Tim Rogers said it was a move in the right direction after the Home Office launched a consultation on proposals to amend the legislation on careless and dangerous driving to recognise the high level of training and skill possessed by trained police drivers. It also aims to clarify the situation regarding officers who pursue motorcyclists, and will ask for views on whether the changes should apply to police response driving.

“This has been an issue we have been campaigning on now for seven years,” said Mr Rogers, “and although it’s a positive step that the Government has finally agreed that a legislation change is required, it must now act quickly to prevent more officers

suffering unnecessary and often mendacious prosecutions.”

The Home Office says the changes would send a clear message that criminals cannot escape arrest simply by driving recklessly. They aim to “smash the myth” that officers cannot pursue riders who are not wearing helmets by making it clear that a suspect is responsible for their own decision to drive dangerously, and that blame should not be attached to the pursuing officer.

Under current law, the same legal test for careless and dangerous driving offences is applied to police officers and the general public. Police have expressed concern that officers have to rely on Crown Prosecution Service discretion to avoid prosecution, and face lengthy Independent Office for Police Conduct investigations and suspension from duty, only to be cleared eventually.

# Police cuts are a ‘legitimate national security issue’

Cuts to neighbourhood policing are a “legitimate national security issue” and must be reversed.

In a conference session on neighbourhood policing, Simon Kempton, the Police Federation lead on operational policing, said that neighbourhood policing was vital in tackling terrorism, but that cuts and the use of safer neighbourhood officers to backfill colleagues on response “undermined” work being done on the ground.

## Decimated policing

“I believe that cuts to policing, which have undoubtedly decimated neighbourhood policing across our country, have not just impacted on our ability to tackle terrorism but have fundamentally undermined those efforts,” he said. “I believe we are at the stage where cuts to neighbourhood policing, and policing more generally, are a legitimate national security issue and one which this Government must reverse.”

The session questioned whether the reduction in neighbourhood policing has impacted on how police tackle extremism. Mr Kempton was joined on the panel by Amanda Morris, Community Liaison Officer at the Muslim



Simon Kempton, the Police Federation lead on operational policing, warned that cuts were a threat to national security

Council of Britain, and Chief Constable Simon Cole, lead for Local Policing at the National Police Chiefs’ Council.

“We know from our own experience that neighbourhood policing builds trust,” Mr Kempton said. “Trust in what we do and trust in why we do it. We know that where there are strong community links between those we serve and our neighbourhood policing teams, that we are far more likely to be able to work together to solve those community issues, rather than the police

simply constantly reacting to problems and putting a plaster on them.”

Mr Cole agreed that community policing had been affected. He highlighted that due to the reduced number of officers since 2007, there were now more than 33 million fewer deployable police officer hours per year. This is despite evidence showing that those concerned about someone turning to extremism tend to look towards police for help, or friends and relatives.

## Drawn into terrorism

“Research shows people concerned about a loved one being drawn into terrorism are most likely to want to speak to a community-based police officer. That local presence is necessary,” said Mr Cole.

Amanda Morris argued that the Prevent agenda was not working and that building relationships with communities was key. “The best thing that can be done is to engage with local communities, especially the youth,” she said. “A lot of Muslim organisations run schools and groups for children, so having officers go in to those schools to engage – without a counter-terror focus – to just talk to children about their work and to build bridges would be beneficial.”

## Could the police service cope with another riot?

The Chair of the National Police Chiefs’ Council has warned that there would be policing “issues” if the country were to experience another outbreak of civil disobedience on the scale of the 2011 riots.

Sara Thornton said there is currently the capability to deal with a crisis, however the strain would be felt by those picking up the slack elsewhere. As part of a Q&A session on the first day of the conference, when asked if the police service could cope with another situation similar to the disorder seen across the UK seven years ago she described what provisions are currently in place and how these are tested.

“What has happened in those tests is that we can get to the total number [of units] in the required 24 hours, but sometimes we are not getting all of the police support units in the right

place. It is tight but I can assure you and the public that those mobilisation times have been tested,” she said.

However she said potential problems would occur elsewhere. “There is a bigger issue about resourcing what’s left behind. But if there was a crisis, British policing has the mobilisation.”

Her confidence in the police’s ability to cope was not shared by PFEW Chair Calum Macleod.

He said: “We are looking at around 18,000 fewer officers than we were in 2011. The back-filling ramifications, if you look across the country, would mean the public would suffer – especially if it was a sustained event. If across the board, resources on that level were required, [we] would be incredibly stretched and the public’s safety compromised,” he said.



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# 97% of officers say there's not enough cops to keep people safe

Serving officers delivered a frightening verdict on public safety during a debate on a creaking police service plagued by dwindling police numbers and rising demand, and the resulting catastrophic impact on officer welfare.

When asked 'Does your force have enough police officers to keep the public safe?', 97 per cent in the poll said no.

Eighty per cent of officers said they suffered from stress, low mood and anxiety because the service had lost more than 20,000 officers since 2010, and 66 per cent said their workload was too high; they were 11 times more likely to have poor mental health, seven times more likely to suffer from poor morale and three times more likely to be fatigued.

The situation is so dire in London that nearly 220,000 rest days have been re-rostered or cancelled throughout the Met, according to Metropolitan Police Federation Chair Ken Marsh. Mr Marsh said cancelled rest days caused "stress and anxiety": "It doesn't end and that figure never reduces. How do you think we can move forward if my colleagues are facing this all the time?"



John Sutherland, a respected former Met Superintendent who was medically retired in February after being worn down by the job, told the audience that these were the most challenging times for policing since the end of World War Two. "It's more complicated and the risk is rising," he said. "Every single one of you remains a terrorist target. And in the case of Keith Palmer it's about risking it all.

"I spent more than 25 years working with heroes and what troubles me at the moment is that some

of those heroes are breaking."

Police Federation Vice-Chair and welfare lead Ché Donald echoed that currently it wasn't possible to deliver a service to adequately keep the public safe. "Cancelled rest days, leave embargoes, single crewing, reductions in neighbourhood policing, and unworkable unsocial and unmanageable shift patterns; all of these are attempts to meet the current demands placed on the service. All of them are failing, and all of them impact on the wellbeing of our members and our ability to protect and serve the public."

The head of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), Sir Thomas Winsor, said his organisation is introducing force management systems which ensure chief constables are honest about demand, capacity and welfare issues. The PFEW has led on launching a special steering group to tackle the problem of welfare. The Home Office, National Police Chiefs' Council, College of Policing, HMICFRS, and the Association of Police and Crime Commissioners have all signed up.

## Officer fatigue must never be seen as 'part of the job'

Police officer fatigue should never be dismissed as being "just part of the job".

That was the message from Police Federation of England and Wales (PFEW) roads policing lead Jayne Willetts as she addressed conference delegates, while leading academic Dr Paul Jackson, an expert on fatigue, warned that serious problems were likely if the issue was not addressed.

Jayne said: "We can't carry on the way we are because we will have a burnt out police force. Other industries have recognised the importance of addressing this issue and it must be mirrored in policing. Something has to be done, and it has to be done now."

Dr Jackson reinforced the seriousness of the issue saying that it was not about "police officers feeling a bit tired" but officers reaching the point that their decision-making could be impaired. He described how these issues are exacerbated by factors such as shift work, extended working days, interrupted sleep patterns, and not fully using – or losing – days off.

The issue of officer tiredness becoming the focus of some internal and criminal investigations was also discussed. "I know of an officer involved in a fatal collision with a pedestrian," said Jayne. "When the officer went to the coroner's court, the focus of the cross-examination was the build up to the officer's shift – how many hours they had been on duty, had they had their break, and what they had been doing on their days off. These are now the questions being asked."

She also described the experience of frontline officers across the country – frequently called in early and off late, and rest days being cancelled. "They are saying quite openly 'we are knackered', 'we are burnt out' and they feel that they can't provide the service to the public they want to," she said.

The PFEW is pushing for a national policy on fatigue to be created, and a cultural shift away from the idea that fatigue is "just part of the job" for police officers; for them to be provided with adequate and protected rest periods during and between shifts and for "vital" rest days to be protected as far as possible.

## National award for Avon and Somerset officer Tina

Avon and Somerset's PC Tina Newman, who has worked tirelessly to help women trapped in street sex work, was recognised with the national Women in Policing Award.

Tina has helped transform attitudes towards sex workers, building trust, engaging with local community groups and becoming a role model for other police officers and staff.

Her support to the marginalised group has helped women through the initial report of rape, and through court appearances, and has been pivotal in securing convictions against very dangerous offenders.

### Rebuilding self-esteem

She has participated in regional and national consultations and initiatives – one of which was working on the Home Office consultation on the legislation used to manage prostitution – and was instrumental in a regular inter-agency perpetrator programme which has had a 93 per cent success rate. It is down to her encouragement and support that many women are making changes to rebuild their self-esteem and ability to trust.

Sam Roberts, the National Women's Reserve Chair for the Police Federation of England and Wales, said the judging panel felt she had gone above and beyond what would be expected of a constable, working within a very difficult and sensitive field of policing. "She is able to give a voice to those who are often overlooked," she said.

On receiving her award, Tina said she



Award winner PC Tina Newman (right), with National Women's Reserve Chair Sam Roberts (left) and Holly Lynch MP (centre)

was proud to have "played her part" in the changes Avon and Somerset Constabulary had made to how it now polices 'on street' prostitution in Bristol. "We help women know that they can trust the police, but also know that society will not tolerate such violence against them," she said.

"Recognising the importance of raising

awareness of the issues sex workers endure, I have been able to provide training to new recruits, colleagues and partner agencies. I hope the training gives people a better understanding and tolerance towards individuals. We have a true partnership approach which I am very proud of."

## Vision of a 'career for life' usually lasts for just five years

The majority of new recruits join the service with the intention of staying for life, but after five years only a third still see it that way.

This is the harsh reality hitting police forces, according to research conducted by the Police Federation of England and Wales (PFEW).

Dr Fran Boag-Munroe, PFEW Research Practitioner, said most new recruits do join with the intention of staying until retirement age, but that after five years only 38 per cent of them still see themselves staying for that long. "That must mean that their experiences in those five years lead them to think otherwise," said Dr Boag-Munroe.

The statistics show that officers are leaving because of issues

such as their physical and mental health, low morale, and the impact the job has on their family and personal life. "Recruiting officers is one thing, keeping them is another and if officers are not being supported to achieve what they want within their career, this could impact on retention going forward," she said.

### Proper work-life balance

Dave Bamber, national board member said it was clear from the data collected that: "In order to keep officers we need to have the facilities, flexibility and funding to offer proper rewards, proper pay structures and a proper work-life balance.

"It is vital that we use the research available to support our arguments and plan for the future."

# Detectives continue to face a ‘seemingly unstoppable’ crisis

Moving and humbling accounts from two detectives were featured as part of a session in which police and government leaders have been urged to do more to tackle a seemingly unstoppable crisis in detective policing as morale hits rock bottom.

A video first highlighted the immense pressure on officers to be superhuman, yet they can be victims too. DC Gary Cliffe, of Staffordshire Police, is a former Manchester City Youth player and waived his anonymity after the Barry Bennell trial to tell his story. “I’d buried it all until then and, as a kid, I didn’t have the vocabulary or knowhow to say anything. I knew it was wrong but I wanted to be a professional footballer and I had the opportunity that many kids hadn’t.”

## Support from colleagues

Gary was particularly touched by the support he received from his colleagues once news had broken about his ordeal.

A second video focused on the role that family liaison officers (FLOs) provide to victims. Amanda Richards witnessed her stepfather’s murder on Boxing Day in 2012. T/DS Mark Petrović, of Nottinghamshire Police, who works on the force’s Major Crime Team, was the officer who helped



Amanda and her family through both the emotional process of dealing with her stepfather’s murder, and the process of the investigation during the months that followed.

Chief Constable Matt Jukes, of South Wales Police, the national lead for investigative resilience, also gave an overview of what is being done at a national level to tackle the issues of recruitment and retention within the detective policing arena, where it has been highlighted that there

is a shortage of 5,000 detectives.

Martin Plummer, Chair of the Police Federation National Detectives Forum (PFNDF), said they would be working in many ways to support detectives, developing those already within its midst and those entering the crime commands, but just as important, those looking towards a career in the future within the investigative arena, and considering how they will fair in the ever-changing world of continued professional development.

## £18,000 starting salary is not enough

A theme that both delegates and panellists returned to during a session on pay and conditions was the proposed starting salary of £18,000 per annum for some new recruits – one which the Police Federation of England and Wales (PFEW) thinks is wrong and too low.

Chief Constable Francis Habgood, the National Police Chiefs’ Council (NPCC) lead on pay and conditions, said the starting salary had been arrived at by collecting data from both the private and public sector, which had

found that the average apprenticeship starting salary was £16,000.

However Dr Joan Donnelly, the PFEW Head of Research and Policy, highlighted that if the starting salary of £23,000 in place at the time of the Winsor Review had been increased with inflation it would now stand at £26,500.

Those commenting said that the salary offered to new recruits had to be sufficient to attract the right calibre of individual into the service, and recognise the additional requirements placed

on the individual to not only complete their on-the-job training and perform in their role as an officer, but also cope with the pressures of studying.

Another theme that PFEW representatives returned to in their questioning during the session was whether it was right to adopt a policy that placed an emphasis on recruits needing a degree to join the service. Later in the day Home Secretary Sajid Javid told delegates that he didn’t believe officers should have to have a degree.

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# A celebration of bravery for

Officers from across England and Wales will be honoured and celebrated at the 23rd annual Police Bravery Awards next month. The event – generously sponsored by Police Mutual – recognises police officers for brave and courageous acts on and off duty. Regional winners and an overall national winner will be announced at a special ceremony in front of dignitaries and guests.

We're showcasing some of the nominees in this edition of *Police* magazine; the remaining nominees from across the country will be featured in our next edition, and you can watch the event on 12 July live online, at [policebravery.glasgows.co.uk](http://policebravery.glasgows.co.uk)

Our congratulations go to all those nominated

and our thanks to our judges: Stephen Mann, Police Mutual CEO; Baroness Helen Newlove of Warrington; Gavin Thomas, President of the Police Superintendents' Association of England and Wales; Sara Thornton, Chair of the National Police Chiefs' Council; and Ché Donald, Vice-Chair of the Police Federation of England and Wales.

As with every year, the standard was incredibly high with some phenomenal acts of bravery. We are honoured to be able to hold these awards and share some of the heroic acts that have taken place.

Thanks go to Police Mutual for supporting these awards, and congratulations to all nominees. We hope you have an unforgettable evening.

## Bedfordshire

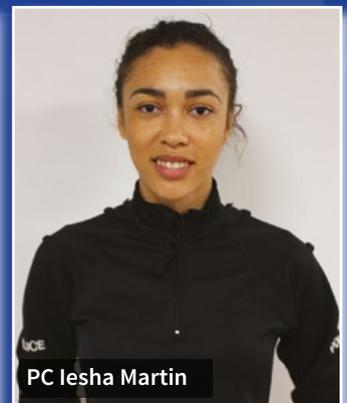
PC Karen Jarman and new recruit PC Iesha Martin battled through a burning building to rescue the people inside.

With smoke billowing from the fourth floor, the officers forced entry into the blazing flats and helped five people to get out – as well as the family dog – through thick black smoke.

The officers even went above and beyond the call of duty by going to a nearby charity shop for extra clothes and shoes for one of the people rescued.



PC Karen Jarman  
(now Acting Sgt)



PC Iesha Martin

## Cambridgeshire

Officers risked their own lives to save a suicidal woman from jumping onto a dual carriageway.

PC Douglas McColm and his crew partner saw the young woman climbing over the railings of a bridge over a busy road. They ran towards her and grabbed her, physically holding her to the bridge.

PCs Louise Henry and Alexandra Moreton arrived and held onto her legs to pin her to the bridge, despite blood from a deep wound on her forearm gushing onto them. They were all at risk of falling, as the woman was violently struggling.

The officers were finally able to place limb restraints around her legs to attach her to the bridge railings; once enough officers were on the scene, they were able to close the road below, and lift the woman back over the railings to safety.



PC Louise Henry



PC Douglas McColm



PC Alexandra Moreton

# courageous officers

## Cheshire

PCs Chris Francis, Derek Morgan and Jake Connolly and Sgt Mark Woollam were called by a drunk and emotional man who was on the wrong side of the railings directly over the M53. The road was immediately closed, but the man would not speak with officers.

Sgt Woollam grabbed hold of the man to stop him from falling, while PC Morgan supported him while they waited for the fire service. The man was slipping off the ledge and hanging from the bridge, so PCs Francis and Connolly grabbed him. He continued slipping – at one point both his



PC Jake Connolly



PC Chris Francis



PC Derek Morgan



Sgt Mark Woollam

feet and back were hanging over the motorway, with officers supporting his body weight. Running out of time, PC Francis and Sgt Woollam removed their body armour to lean further over the railings and get a better grip, before they wrestled the man over the railings to safety.

## City of London

PCs Liam Dolphin, Mark Murphy, Matthew Kerby, Ryan Tullett and Simon Hill and Sgt David Prashner risked their lives as a terrorist attack unfolded on London Bridge and Borough Market.

Calls for police assistance quickly came in and the officers were faced with scenes of carnage; the van used to run over victims had crashed into railings, leaving its rear open and showing an improvised explosive device. Reports were coming in of a marauding terrorist attack in Borough Market, a few hundred feet away.

While the officers gave first aid to those that most needed it, shots rang out in Borough Market as other City police officers used firearms. The officers all knew how dangerous an active marauding terrorist attack could be, but they remained steadfast in their duty to save lives.



PC Liam Dolphin



PC Simon Hill



PC Matthew Kerby



PC Mark Murphy



PC Ryan Tullett



Sgt David Prashner

## Cleveland

New officer PC Dan Smythe faced down thugs who were wielding a machete and baseball bat, as they attacked an occupied car.

The officer chased the machete-toting man through Middlesborough town centre, while giving a clear and accurate commentary to officers who were on their way.

After pursuing him through a busy

shopping centre, PC Smythe eventually detained and handcuffed the man, who only dropped the machete as he caught up.

PC Smythe continued his commentary of the victim's vehicle and a description of a second offender, helping other units to detain him and make sure the people inside the vehicle were safe.



PC Dan Smythe

## Devon and Cornwall

DCs Alison Brooks and Andrew Whittle saved the life of a man in a car accident. Two vehicles had collided head on, killing one of the drivers and trapping the other in his car. The dead driver's vehicle was on fire, posing a serious risk to the surviving driver.

The officers were on their way to an appointment when they saw the accident. They tried to put out the blaze using a fire extinguisher, but it wasn't strong enough. DC Whittle used his jacket to shield the trapped driver from the flames while they considered what to do.

When the driver could partially free his legs, the officers pulled him from the wreckage. Unable to walk due to his injuries, they carried him to a safe distance.

Once other emergency services personnel had arrived on the scene, the officers chose to continue on to their prior appointment, gathering an important statement relating to a murder.



DC Alison Brooks



DC Andrew Whittle

## Durham

Off-duty officer Insp Edward Turner was hit by a car when the driver ignored a road block.

Insp Turner had created the roadblock to shield the victim of an accident. The car drove towards him, not stopping when he signalled, and threw Insp Turner onto the bonnet.

While the vehicle was still moving, Insp Turner positioned himself alongside the driver's side, shouting at the driver to stop. The man still refused, so Insp Turner reached inside to try to grab his hand from the steering wheel.

When that failed, he grabbed the seatbelt to stop the driver, who continued onto a grassed area, forcing Insp Turner to let go and injuring his hand. If he had not let go, he would have been dragged along by the vehicle, risking significant injury.



Insp Edward Turner

## Gloucestershire

PC Kenneth Gorton risked his life to save a vulnerable man from a fire. He entered the burning home but was initially beaten back by thick smoke; however, when a neighbour said a man was inside he went back into the flat.

Wrapping a towel around his head, he dropped to his knees and felt his way with his hands, as flames followed him. There was no response, but on hearing someone in the flat upstairs he went to investigate. The resident refused to leave but PC Gorton ignored the smoke and poor visibility to encourage the reluctant man to leave the building. As a last resort PC Gorton handcuffed the man's wrist so he could lead him to safety, before going back for the resident's dog.



PC Kenneth Gorton

## Gwent

PC Christiane Fortt and Sgt Jonathan Pursey were confronted by a man with an axe, who tried to attack them. Described as being "in a pure rage, snorting with anger", he pointed at Sgt Pursey with the axe raised, moving towards him. Another man came into the corridor with a knife to attack the man with the axe.

Sgt Pursey tackled the man with the knife to the ground and disarmed him, but left himself vulnerable to the axe-wielding man. PC Fortt put herself between her sergeant and the attacker and Sgt Pursey restrained the man on the floor. The man with the axe was around six feet away with the axe still in the air ready to strike, so PC Fortt used communication tactics to persuade him to leave the house and not attack them.



PC Christiane Fortt



Sgt Jonathan Pursey

## Hampshire

PCs Jack Alexander, Mark Allison and Jonny Garland were faced with a man with a large butcher's knife, who began to slash and stab towards them. Within seconds PC Allison was stabbed to the bone in his left shoulder and PC Alexander's hand was slashed. However, despite their injuries both officers carried on helping their colleagues throughout the violent attack.

After stabbing two officers the offender then attempted to stab the others, including one in the back of the head. PC Garland raised his Taser, fired and incapacitated the man. All of this happened in seven seconds.



PC Jack Alexander



PC Mark Allison



PC Jonny Garland

## Humberside

PCs Peter Bore, Neil Counter, Rhys Grover and Richard Williams and Sgt John Rickells risked their lives to save vulnerable residents from a burning building.

PCs Counter and Williams tried to enter the burning flats, but were beaten back by flames and pulled away by PCs

Grover and Bore who saw the danger they were in. The officers moved to safety just before the roof collapsed. Despite suffering effects of the smoke, all four officers then evacuated all the residents of the surrounding flats, giving first aid to those who needed it.



PC Peter Bore



PC Neil Counter



PC Rhys Grover



PC Richard Williams



Sgt John Rickells

## Kent

Unarmed off-duty officer, PC Stephen Howard, was stabbed after confronting a group of men.

PC Howard was walking with his partner when he saw a group of men climb into a garden and try to enter the house, kicking and hitting the door. Most of the group ran off after PC Howard challenged them, but he managed to restrain one. Another man repeatedly

punched him in the face, but despite being attacked he continued to restrain him. He then felt an excruciating pain in his leg, causing him to release his grip and the two men ran off.

PC Howard had been stabbed in his right thigh with a knife so long and with such force, the blade had gone through his leg and out the other side.



PC Stephen Howard

## Lancashire

PCs Gary Holliday, Pete Lucas and Peter Black braved a frenzied attack after searching for a missing man.

The man attacked PC Lucas, stabbing him repeatedly around the chest while kicking and punching his body and head, as the officer fought back. Two members of the public

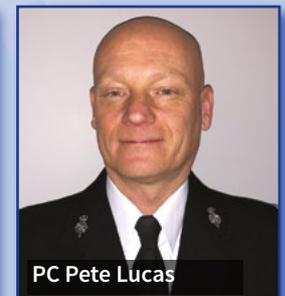
challenged the offender, who ran to his van and drove off. Despite his injuries, PC Lucas transmitted a full description of the man, which helped other officers find him. However, the man attacked the police vehicle which had followed him with a large pickaxe, striking the bonnet, door and windscreen repeatedly before it became embedded in the windscreen and dashboard in front of PC Black. PC Black pulled alongside the man's van allowing PC Holliday to Taser him through the open windows.



PC Peter Black



PC Gary Holliday



PC Pete Lucas



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## Lincolnshire

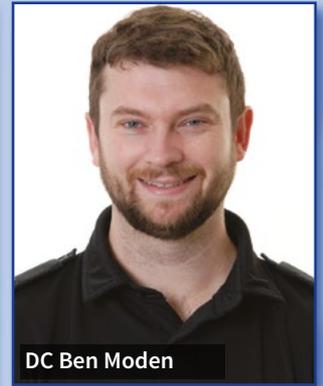
DC Ben Moden (who was a PC at the time) was tutoring new officer, PC Jordan Bathie-Drexler when searching for a shoplifter at Grantham train station.

The suspect jumped onto the track and ran away. The officers asked the control room to request that trains were stopped before running after him. They saw the man climbing the pillar of an overhead gantry, and believed that he was going to try to cross the tracks by climbing the gantry, then escape over a fence. However, he stood on a live connection to one of the electric cables and was electrocuted by the current, believed to be around 25,000 volts.

The suspect was instantly thrown from a significant height and was on fire when he hit the ground. The officers approached the man, who could still have been 'live' with current and used their jackets to extinguish the flames on his body. They performed first aid until paramedics arrived, helping the man to survive the incident.



PC Jordan Bathie-Drexler



DC Ben Moden

## Merseyside

PCs Andrew Kinsey, Joshua Leach, Neil Clark, Steven McAllister and Wayne Hargreaves worked together to save a suspected car thief's life.

The officers had followed a suspected stolen Audi, using a stop stick to deflate the tyres. The driver carried on before heading to a side road, driving over a bank and into a lake where the car began to sink. The trapped driver was

distressed, as the car was almost totally submerged and drifting into deeper water. The officers entered the cold water in near total darkness but the weight of the water meant they couldn't open the doors. Eventually they managed to free the man by opening the boot and helping him to climb out. Seconds later, the car slid over the edge of an underwater ledge and sank 90ft to the bottom of the lake.



PC Neil Clark



PC Wayne Hargreaves



PC Andrew Kinsey



PC Joshua Leach



PC Steven McAllister

## Metropolitan II

Husband and wife PCs Gavin and Lauren Pain were on holiday when they spotted a man hitting another man and intervened. The man then attacked PC Gavin Pain, punching him in the head and jumping up and down on his leg, causing him to lose consciousness.

When he came around he couldn't get up and heard what sounded like water falling onto the floor. He realised that the noise was blood and saw the bone protruding from his leg. PC Pain fell to the floor, where he stayed until an ambulance arrived and took him to hospital while PC Lauren Pain and local officers detained the man.

PC Gavin Pain received a triple compound fracture, and it was initially thought that he would lose his right leg.



PC Gavin Pain



PC Lauren Pain

## North Yorkshire

PC Richard Farrar was confronting a suspected bicycle thief by a busy road, when the man became aggressive and violent and tried to escape. As the officer tried to restrain him, the two men ended up struggling into the road, into the path of oncoming traffic.

During the scuffle PC Farrar heard metal hit the ground – later discovering it was an eight inch kitchen knife that had been hidden in the suspect's waist band. A member of the public saw the officer was in danger, and helped PC Farrar restrain the suspect.



PC Richard Farrar

## Northamptonshire

Unarmed PC Johnny Brereton faced down a threatening man holding a gun and claw hammer. The man was known to have mental health problems and officers had been advised he was making threats towards them and himself.

PC Brereton could see the man through a glass window in the door of his flat, sitting on the bed with a claw hammer in one hand and a metal revolver in the other. The officers withdrew to the car park, when the

man came outside and pointed the gun at PC Brereton, still holding the claw hammer.

PC Brereton told his colleague to run, before he moved out into the open, drawing the man away.

At times the distance between the man and PC Brereton was as little as 12-15 feet and this continued until the firearms team arrived. After being arrested, the man said he wanted to be shot by the police.



PC Johnny Brereton

## Nottinghamshire

PC Kevin Parsons went to the grounds of a house after a report of a distressed and angry young woman with possible mental health issues.

As he approached her, she ran into a nearby wood and PC Parsons heard a large splash. She was struggling to swim across a large pond, clearly exhausted and shouting in distress.

PC Parsons entered the water without

lifesaving equipment and swam to the woman. She was thrashing her arms around, making it difficult for PC Parsons to help and pushed him under the dirty water.

It was getting dark with no artificial light, but PC Parsons managed to pull her to a jetty at the edge of the water, where due to exhaustion he kept her head above water until help arrived to pull her out.



PC Kevin Parsons

## South Wales

New officer PC Megan Hill and PC Matthew Jones were called to a suicidal man's house, but couldn't get any answer. Concerned about his welfare, they entered through an open kitchen window. As they searched the house they saw him holding a machete with a 2ft blade. He waved it at them, swinging it in a slashing motion.

The officers were locked in the house so tried to engage with the man, who lost his grip and dropped the machete. PC Jones sprayed him in the chest and face with incapacitant spray, causing the man to move towards the room he had come out of. This is when they saw he was holding a second knife.

PC Jones grappled with the defendant who after a struggle, let go of the weapon. PC Hill and a paramedic came to help and placed the attacker in handcuffs.



PC Megan Hill



PC Matthew Jones

## Staffordshire

PC Dominic Gallimore rescued a sleeping family from a potential house fire, after the building next door caught alight.

The house next door was ablaze, but the residents were already outside and safe.

Smoke was finding its way into the neighbour's house and although a smoke alarm was beeping, the smoke was so thick it muffled the sound.

PC Gallimore tried to wake the family by beeping his car horn, but they did not rouse. He forced entry into the house, which was full of thick smoke making it impossible to see anything. He managed to shout and alert the father, helping him to safety and asking where the children were. He then ran back in and found the wife and two children before taking them outside to safety.



PC Dominic Gallimore

## Suffolk

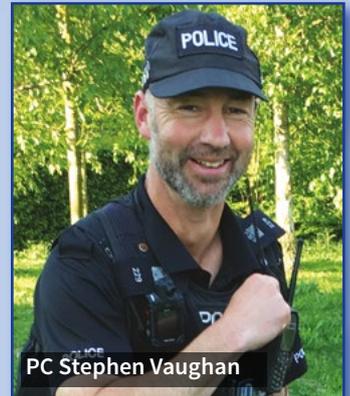
PC Stephen Vaughan saved a suicidal woman from the freezing December sea on New Year's Eve.

He had responded to a call that a vulnerable woman had left hospital against medical advice and it was thought that she had driven to the seafront, where it was feared she was going to harm herself.

Though the weather was poor, PC Vaughan saw a body floating in the water and entered

the sea. He made his way through the breaking waves and retrieved the body, which was the missing woman.

PC Vaughan dragged her back onto the beach and started CPR, although he was wet and freezing cold himself. He found a pulse so, knowing that help was on the way, he placed her in the recovery position and monitored her vital signs until an ambulance arrived and took over.



PC Stephen Vaughan

## Surrey

Temp Sgt James Lampard, who was a PC at the time, talked a suicidal man down from a roof. The officer and his sergeant attended a call regarding a man on the roof of a shopping centre. Once at the centre, Temp Sgt Lampard found the man sitting on the 'wrong' side of the top floor barriers.

The man was reluctant for police to approach, but Temp Sgt Lampard managed to build a rapport. The man

explained that he felt life was not worth living and that life was passing him by.

Temp Sgt Lampard managed to approach, grab hold and carefully guide the man over to the right side of the barrier, where he could be offered support and taken to hospital.

If the man had jumped, it was likely that Temp Sgt Lampard would have been dragged over the side with him.



Temp Sgt James Lampard

## Sussex

Single-crewed PC Owen Flitton disarmed and arrested a man brandishing a knife.

After reports of a man stealing a taxi, PC Flitton searched the area before finding and challenging him. When he identified himself as a police officer, the man said that he had a firearm in his bag.

He then threatened a driver with

a large kitchen knife and demanded her car, so PC Flitton used his incapacitant spray to get him to move away from the vehicle.

The man ran off, followed by PC Flitton and entered a shop, vaulting the counter. Now in a much smaller and enclosed space, the officer wrestled him to the ground, disarmed and arrested him.



PC Owen Flitton

## West Midlands

PC Lee Jones and PC Richard Meede detained a man aiming a double-barrelled shotgun at them. Police had received a call regarding concerns for the safety of a man who lived on his own. He was recently bereaved, had a shotgun licence and had been drinking. PCs Meede and Jones went to the house, where the man allowed them to come inside. He then picked up a double-barrelled shotgun and pointed it directly at the officers.

PC Meede grabbed hold of the shotgun barrel and pulled the gun away from the man's grasp, while PC Jones grabbed the offender around the neck to subdue him and stop any further action. The man was arrested, handcuffed and taken into custody. The shotgun was later found to be loaded.



PC Lee Jones



PC Richard Meede

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- **Elements of Gang Mentality**
- **Processes of grooming and initiation**
- **Child sexual exploitation**

The session explores the typical environment of young street gang members and illustrates how it distorts their thinking processes, often prompting their withdrawal from mainstream education, training and employment. This helps practitioners identify the signs associated with street gang membership and understand its root causes. Furthermore, facilitators share approaches as well as practical tools and techniques which can be taken away and used when working with vulnerable young people.

## OUTCOMES

- Understand the context and merging trends of modern gangs.
- Be able to identify children and young people who may be groomed into gangs, and by extension of initiation.
- Learn how to provide more effective intervention pathways for young people involved or at risk of gang membership

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# Government's new Serious Violence Strategy ignores 'elephant in the room'

The former Home Secretary was accused of ignoring the massive cuts in police numbers as she launched the Government's new Serious Violence Strategy.

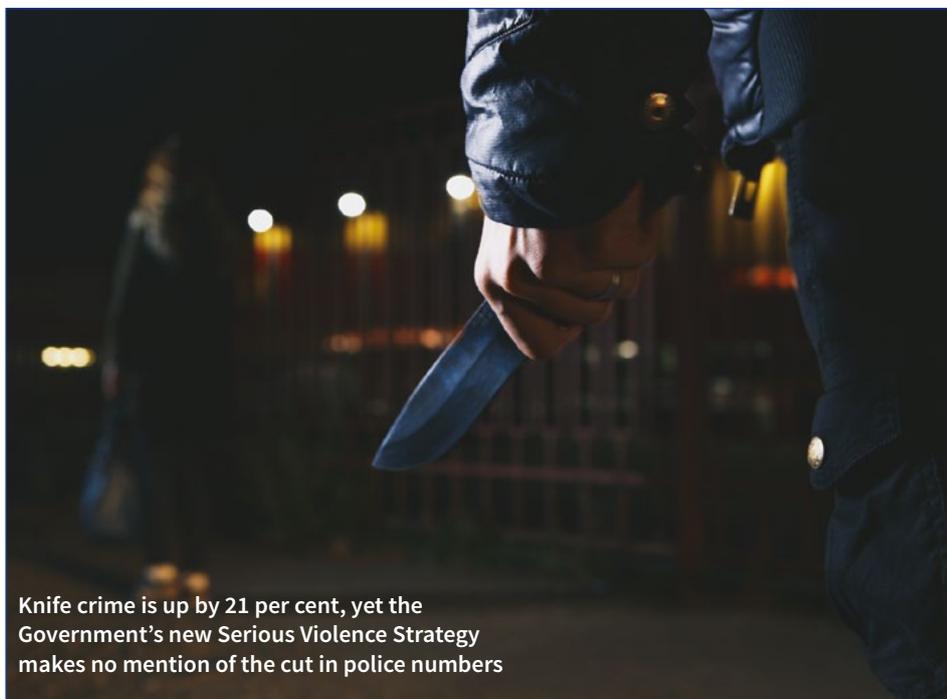
Calum Macleod, Chair of the Police Federation of England and Wales, said he found it astonishing that "there was not one mention of the dwindling numbers of police officers" in the strategy, most of which were from neighbourhood and front line policing.

Instead the document focused on four themes: tackling county lines and the misuse of drugs; early intervention and preventions; supporting communities and local partnerships; and law enforcement and the criminal justice response.

## Rising tide in violence

Mr Macleod said: "This is all very well, but where are the measures to tackle the rising tide in violence that we are seeing right now? We know that knife crime is up by 21 per cent and gun crime by 20 per cent. These intervention strategies might work in 10 years' time but what do we say in the meantime to the families of the victims who have been tragically killed?"

Amber Rudd, who quit as Home Secretary in May, also refused to comment on a leaked Home Office document which appeared to state that



Knife crime is up by 21 per cent, yet the Government's new Serious Violence Strategy makes no mention of the cut in police numbers

the fall in police numbers is likely to have contributed to a rise in serious violent crime, and that a lack of resources and fewer charges may have 'encouraged' offenders to commit crimes.

The strategy sits alongside the new Offensive Weapons Bill which will be brought forward within weeks, making it illegal to possess certain offensive weapons like zombie knives and knuckle-dusters in private.

Mr Macleod added: "It's all well and good bringing in new legislation but

if you don't have the boots on the ground to enforce it then it's as good as redundant. We have warned about the consequences of cutting police resources for years, but all our warnings have fallen on deaf ears. It gives us no satisfaction at all that our dire predictions have now come to fruition.

What we have got is 111 pages of hot air."

Ms Rudd announced £40m of Home Office funding for the strategy but it is not clear where the money is actually coming from.

## Violent crime at all-time high as officer numbers plummet

Latest figures from the Crime Survey of England and Wales and police recorded crime show that 'high harm' violent offences such as murder, knife crime and gun crime have dramatically increased across the majority of forces over the last two years.

Serious crimes such as stalking and harassment are also up by a shocking 33 per cent and rape by 31 per cent across England and Wales.

### 'Extremely concerning'

The Police Federation of England and Wales (PFEW) issued a stark warning as the figures from the Office of National Statistics were published.

PFEW chair Calum Macleod said the figures were "extremely concerning" and reflected the ongoing struggle forces across the country face in their attempt to continue to keep communities safe with reduced resources.

"As shocking as these crime statistics may be, they come as no real surprise to us – since 2009 the police service has lost over 21,000 officers. Most of these have come from neighbourhood and front line policing, who are the eyes and ears of our communities and are instrumental in both deterring and detecting crime.

"How much is it going to take for the Government to wake up and realise that the police service is in crisis? Cuts have consequences and these statistics are undeniable proof of this."

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Accidents and injuries happen, especially in police work, and it may not only affect you – your loved ones, colleagues and even your finances may feel the pain too.

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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.

Neil Turnbull

Head of Organisation & Membership  
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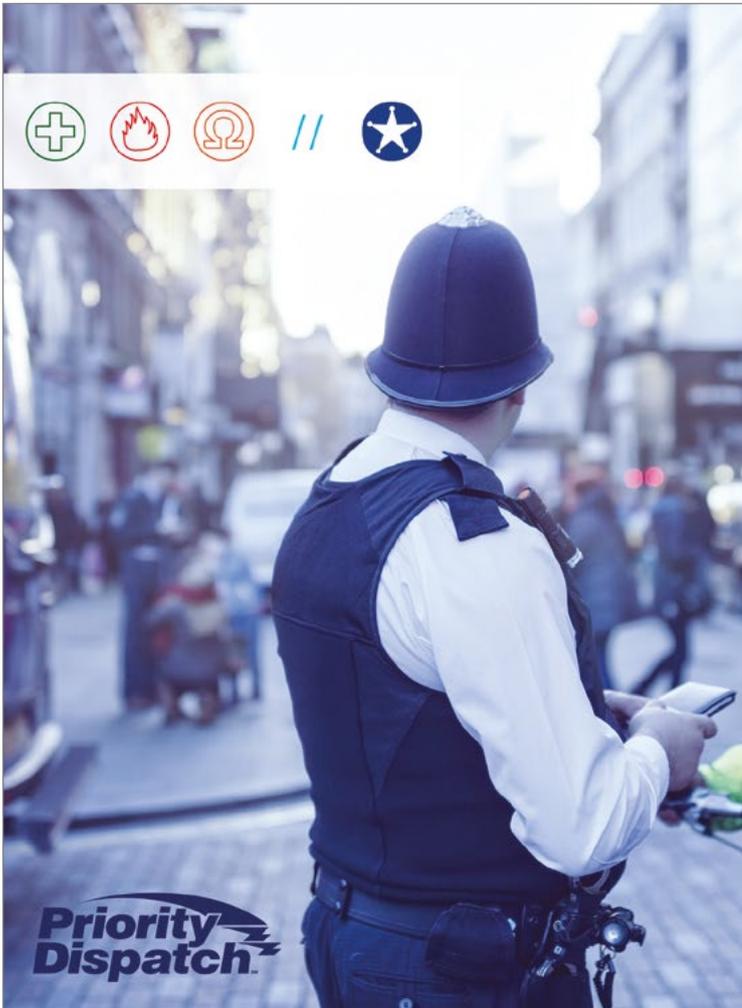
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# In pursuit of madness

Mac was considered a “wicked driver” by the thieves and dealers in his division.

He’d spent five years policing the roads, driving a BMW 535 to serious traffic collisions, targeting drink-drivers and speeders, and participating both as a tactical advisor and actively in SOCA operations. Productive and respected, he was renowned for sniffing out trouble and pursuing his quarry safely to the point of arrest.

It was only after attending a particularly distressing multi-vehicle collision in fog which claimed several lives that Mac suffered what he called his “wobble”. After a period of counselling for stress and anxiety, he decided it best for his own and his young family’s sake to return to routine patrol duties. There, the risk of witnessing death and carnage was less likely to be a weekly occurrence.

Mac’s Tuesday early shift began normally. Arriving 20 minutes early gave the night shift the opportunity to leave, before they got sent back out last minute. The Sergeant’s pre-shift briefing referred to local intelligence about a ‘community car’ used by criminal gangs involved in the supply and distribution of class A drugs: a 2004 black Golf GTi. ANPR would alert the control room if it moved.

Having checked his emails and completed paperwork, Mac grabbed his kit-bag, and twenty minutes later pulled out of the yard and parked at an intersection to see what came by.

His attention was soon drawn to a scruffy black Golf. The GTi badge was missing and its plate wasn’t the one mentioned during the briefing, but a quick PNC check identified the plates had been reported stolen three days earlier.

Mac calmly followed. The Golf’s driver glanced in the rear-view mirror and sent a puff of blue smoke from the front wheels as it accelerated away.

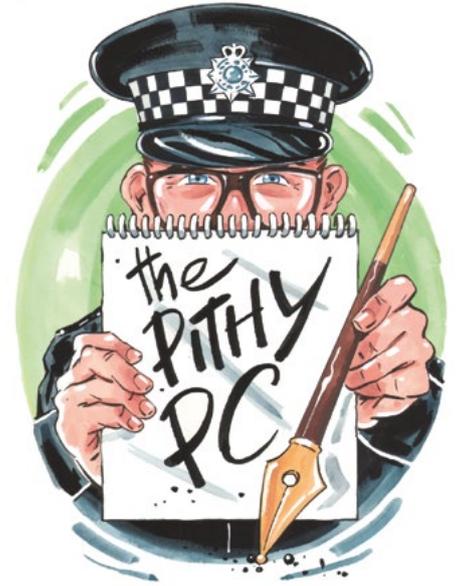
Mac illuminated his blue strobes and sirens, dialled in the pursuit channel on the Airwave main set and reported events:

“Black Golf failing to stop... Bethesda Road towards Charland Street... passing Garrick Avenue to nearside... advanced driver in suitable vehicle... index stated... one hooded driver, adult build, sex unknown... requesting tactical support... conditions fine and dry... traffic moderate... speed five-zero in a three-zero... no specific risks... safe separation... safe to continue.”

Dead air followed as the controller recalled spontaneous pursuit protocol, and Mac’s colleagues gladly left their paperwork for their cars. Having received the control room’s sanction for the pursuit to continue, Mac calmly and expertly updated all listeners with the subject’s location and manner of driving.

“Subject wrong side of bollard and had a glancing collision with an on-coming Zafira... aborting pursuit.”

Mac followed the Golf now only with his eyes. He checked the Zafira’s occupants



You can contact the Pithy PC at [pithypc@hotmail.com](mailto:pithypc@hotmail.com)

were unharmed and obtained their details for his report.

One of Mac’s colleagues soon found the Golf just half a mile away, embedded in the back of an articulated trailer. Its roof was scythed backwards onto the road; its 18-year-old driver’s decapitated head upturned on the rear parcel shelf.

While cooking his family’s meal that evening, Mac listened to a report of the tragedy on the news. It coincided with a phone call from his sergeant, who told him that he was being suspended from driving duties pending an investigation.

## Nick O’Time

Colin Whittock



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