

POLICE

April / May 2019



Survey highlights stress and mental health concerns

Federation's latest Demand, Capacity and Welfare survey gives an insight into the challenges facing officers across all ranks

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Editorial
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Catherine Feast,
Editor

Get over Brexit and get on with government

Whether you voted Leave or Remain in the referendum, most will agree that the conduct of our MPs in recent months has been pretty unedifying.

Instead of coming together to chart a way through Brexit and unite the nation, our elected representatives have ended up squabbling among themselves, unable to agree on any option.

The UK's future relationship with Europe is undoubtedly of huge importance. The trouble is that Brexit seems to be sucking the life out of our political debate.

Other important issues like the fight against knife crime or how to properly resource policing are denied vital oxygen.

Stressed and exhausted

While the politicians argue, outside of the Westminster bubble real life continues and police officers are struggling. The findings of our Demand, Capacity and Welfare survey paint a disturbing picture of officers being exposed to trauma and things people should never have to see. Many are stressed out and exhausted.

It should be apparent to our politicians that things have to change. We need a proper debate about funding and the very real crisis in policing and how we can best support officers and the public. There's only so far policing can stretch before it snaps.

Whatever happens with Brexit, it's time for the politicians to come to a decision so that the country can move on. There are plenty of other pressing issues which need attention.

 Follow the Federation @pfew_hq

Weapons offences at highest for a decade



There were 21,484 knife and offensive weapon offences in the 12 months to December 2018

A youth violence summit on April 1 at Downing Street was an opportunity for the Police Federation of England and Wales (PFEW) to highlight the need for viable, long-term funding of the police service to tackle knife crime.

It came as official Ministry of Justice statistics show the number of offensive weapon offences dealt with by the criminal justice system is at its highest for almost a decade (21,484 offences formally dealt with in the year to December 2018, compared to 25,103 in 2009).

Statistically offenders are now more likely to receive an immediate custodial sentence of 5.3 months to 8.1 months on average.

National Chair of the PFEW, John Apter, said: "These statistics confirm what I, and my members, know to be true – that knife crime is increasing and is devastating our communities.

"They are also indicative of the hard work and dedication shown by police officers in tackling this issue and bringing those who choose to carry weapons to justice, despite there being almost 22,000 fewer of them than there were in 2010. And they send a strong message that those found in possession

of knives will be dealt with seriously and robustly by the police and the criminal justice system."

Mr Apter added that fighting knife crime is not as simple as just sending people to prison. However, he welcomed the judiciary showing they are not afraid to use their powers to impose custodial sentences when necessary.

Fatal consequences

He continued: "There have to be consequences, because without that, this epidemic of knife crime will continue and children will keep getting murdered on our streets. I am reassured that the message is getting through to the whole of society that we will not sit idly by and let carrying a knife – and its potentially fatal consequences – become a cultural norm."

The figures were released a day after the Chancellor announced an extra £100m of emergency funding for the police to tackle knife crime.

The Federation has welcomed the additional money while warning that it is only a "short-term fix" and that additional resources will be needed to solve this issue in the long term.



View from the chair

John Apter, National Chair, Police Federation

Tough decisions make us stronger

Recent weeks have been challenging for the Police Federation as we have dealt with the impact of two cyber attacks.

These have caused us significant issues in trying to recover while continuing to provide as normal a service as possible to our members.

We've had to make some really tough decisions. The biggest of these has been to cancel this year's Annual Conference.

Conference is an important event in the policing calendar. It's where we hold the Home Secretary to account, but also highlight important issues in policing.

Incredibly difficult

To cancel it has been an incredibly difficult decision, personally and professionally, particularly in our 100th year. Although painful, I do feel it is right in the circumstances as our focus is, and must be, on the needs of our members.

This has been the most challenging time for the Federation in recent years – but the measure of any organisation is how it deals with a crisis. I'm incredibly proud of how everyone has pulled together, both locally and nationally. We have come through a lot in the last 100 years and I am confident we will be even stronger as we go forward.

In other matters, I welcome the decision by the Home Secretary to cut some of the red tape surrounding stop and search. He is doing what he can to make a difference, but there's little use in the Government increasing police powers without increasing the number of officers available to implement them.

The knife crime epidemic sweeping this country won't be solved overnight, or by the police service alone. This issue will take time and money to address.

 Follow me on Twitter @PFEW_Chair

Progress on mental

Positive steps have been made by forces to address mental health issues, with officers feeling more encouraged and confident to speak out – but there is still a long way to go.

That was one of the key messages from the Police Federation of England and Wales (PFEW) Demand, Capacity and Welfare survey, which saw more than 18,000 officers from the rank of constable to chief inspector give their views on the demand currently experienced by the service, and how this has affected them.

Traumatic experience

Almost every police officer who took part in the survey has been exposed to at least one traumatic experience in their career, with 62 per cent saying they had experienced at least one of these types of incident in the last year.

Stress and anxiety was experienced by 79 per cent of officers within the previous 12 months, with 94 per cent of those affected saying the difficulties were caused or made worse by their job.

And nearly half (44 per cent) said they

79 per cent of officers experienced stress and anxiety in the 12 months before the survey



Picture © Zido Sun / Shutterstock

viewed their job as very or extremely stressful – a larger proportion than in the 2016 survey (39 per cent).

The PFEW's National Vice-Chair, Ché Donald, said the results should be “a huge red flag to the Government, chief constables and the public”.

Government must face facts

The results of the latest PFEW survey contradict the Government's views on what is working when it comes to fighting crime and keeping the public safe.

The survey – the only national policing survey of its kind – was first carried out in 2016, and was undertaken again in August 2018, with the results published in March.

They reveal an increase in lone working – 76 per cent of respondents from relevant frontline roles* indicated that they are often or always single-crewed, and nine out of 10 officers (90 per cent) say that there are not enough of them to manage the demands faced by their team or unit

PFEW Vice-Chair Ché Donald said forces were having their hands forced as they struggled to meet the increased demands placed on them: “But this false economy of single-crewing merely creates the illusion of public safety. Quite

simply this is not sustainable and officers are suffering.”

The results also show:

- Almost every police officer has been exposed to at least one traumatic experience in their career, with 62 per cent saying they had experienced at least one of these types of incident in the last 12 months
- 79 per cent of officers say they have felt feelings of stress and anxiety within the previous 12 months, with 94 per cent of those saying these difficulties were caused or made worse by their job.
- 44 per cent of respondents viewed their job as very or extremely stressful. This is a larger proportion than in 2016 (39 per cent), and almost three times that found in the general population by the HSE in 2010 (15

health, but much more to do



“Officers are stressed, exhausted and consistently exposed to things people should never have to see – and these results show just how much it is taking its toll,” said Mr Donald.

“Since 2010 the Government has continued to slice away at the service,

leaving us with almost 22,000 fewer officers now that we had then. The shameful legacy of austerity is an over-stretched service, staffed by stressed and traumatised officers. Yet those in Westminster consistently refuse to accept there is a problem or do anything about it.

Improve conditions

“It baffles me why politicians refuse to take steps to improve conditions for those who work so hard to keep us all safe. What message does that send to our members? What does it say to society – the same society the Government is meant to protect?”

There was some good news however, with more than double the number of officers reporting that talking about mental health and wellbeing is encouraged by the police service.

Just over 45 per cent of respondents agreed or strongly agreed the police service encourages its staff to openly talk about mental health and wellbeing, compared to just 22 per cent in 2016.

Confidence in disclosing any difficulties with mental health and wellbeing to line

managers has also been boosted, with 39 per cent agreeing they feel more comfortable in discussing any issues – 11 per cent higher than in 2016. More than 66 per cent indicated they were aware of mental health and wellbeing support services offered by their force, which is also an improvement from last year (60 per cent).

Mr Donald added: “This goes some way in tackling the stigma which still exists around mental health in the workplace, but we are not quite there yet. We know that the only way to address stigma is through cultural change, and culture has got to change at the top and at the bottom.

“The top have to make a concerted effort to bring about changes that make it a more conducive environment to talk about it, and deal with it when it arises, while also ensuring there are procedures in place which are people-centred, not process driven. There’s also a degree of responsibility for the officers themselves – they’ve got to make a concerted effort to look after their own physical and mental health.”

– extreme stress in policing is real

per cent), and by the Scottish Health Survey in 2017 (16 per cent).

Mr Donald said that although the PFEW was working with forces and stakeholders to improve conditions and support officers, things should never have got as bad as they have.

“I compel the Home Secretary, who claims he ‘gets’ policing, to read this report and act on it; and when he is finished reading it, share it with the Treasury,” said Mr Donald.

“We need more money, more resources and more officers so that this public safety emergency can be addressed, and the pressure on officers eased before it is too late. The once revered British model of policing is currently on its knees and facing extinction; we need to act now to save it.”

** Neighbourhood, Response, Roads Policing, Operational Support, Investigations, and other*



The ‘all too familiar’ safety fears of single crewing

An officer was left with PTSD as well as physical scars after he was attacked by a man armed with a large kitchen knife while waiting for backup.

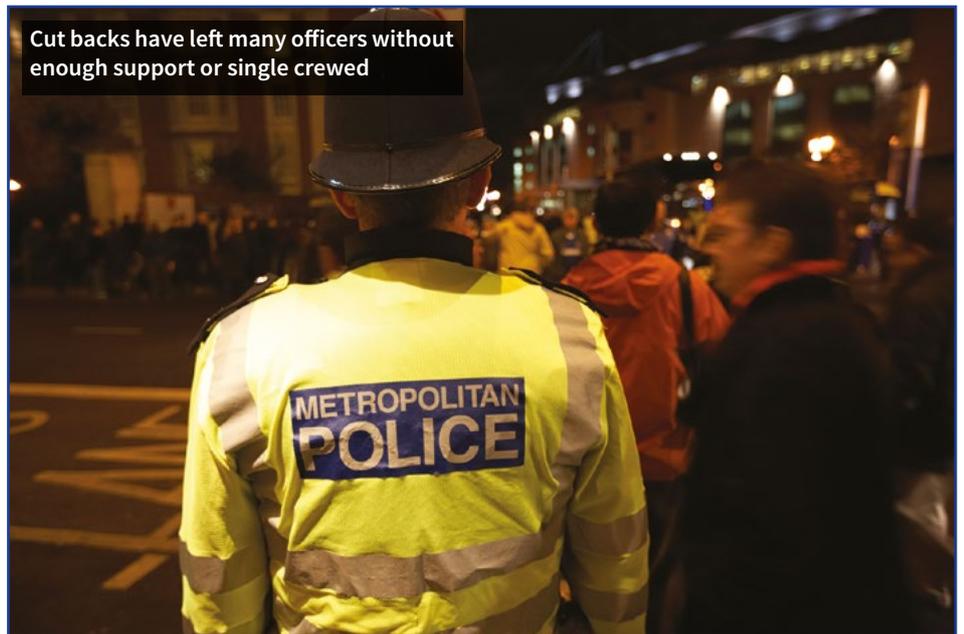
Cleveland PC Mick Johnson, a frontline response officer of 21 years, has been subjected to numerous assaults and a high-speed crash while on duty, but describes the incident in May 2017 as the “worst moment” of his policing career to date.

He was called to a shop in Hartlepool where a man holding an open bottle of wine was causing a disturbance. He asked the officer “Are you here to kill me?” before pulling out an eight inch knife and becoming aggressive.

Ensuing struggle

Hurrying customers to safety, PC Johnson then deployed Captor spray against the knifeman, but it had little effect. In the ensuing struggle he was stabbed in the arm; thankfully it was a minor wound, and when backup arrived the man was arrested.

Though PC Johnson had escaped serious injury the incident played on his mind – he suffered flashbacks and became introverted. He missed three weeks of work and needed counselling. Just as he was starting to recover, his attacker went on trial and received a paltry 22-month suspended sentence.



Picture © Rodharc / Alamy

He would have been double-crewed if his unit had been at full strength, but even then there would have been a maximum of 10 officers on duty as a result of it being slashed in half, according to PC Johnson.

On top of this, he says the cutbacks have affected his day-to-day work, leaving little time to undertake proactive policing as well as buckling even further under the pressure of dealing with people with mental health issues which could be better

dealt with by other agencies.

“When I started in 1996, there were 24+ officers on a shift; at the moment we now have 13 officers, with one of those currently acting as a sergeant, and we are lucky if we can put 10 officers out on the streets,” said PC Johnson. “It’s incredibly frustrating not being able to do the job that I still love. I joined to help people, catch criminals and prevent crime, but I spend most of my time dealing with concerns for safety which takes up hours.”

Royal Commission would take independent look at policing

Policing Minister Nick Hurd has rejected calls for a Royal Commission to independently assess the needs of the police service.

Liberal Democrat MP Stephen Lloyd put forward a parliamentary motion on March 26, proposing that a commission be appointed to examine the entire structure, function, roles and funding of the service.

He argued that it need not cost a lot of time or money, but was necessary because “policing is too important for politics” and could identify the necessary

improvements to demand and capacity.

But Mr Hurd insisted a Royal Commission would be “outdated and static”, and that the Government could respond in a more dynamically.

Piecemeal reform

The remarks drew criticism from John Apter, National Chair of the Police Federation of England and Wales, who said: “Successive governments have said that a Royal Commission would cost too much and take too long, but that’s just

an excuse for continual piecemeal reform which does nothing to help the service the public receive.

“Policing has been kicked around like a political football for far too long and we now need to stop and decide as a country exactly what we want from our police service; a Royal Commission would do exactly that.”

The last Royal Commission into policing was in 1960. It recommended that police forces should have no fewer than 500 officers serving a population of 250,000.

Decision to cancel conference is taken with ‘a heavy heart’

This year’s Police Federation of England and Wales (PFEW) Annual Conference has been cancelled, following cyber attacks against the organisation.

National Chair John Apter said the decision not to go ahead with PFEW’s flagship event was taken with “a heavy heart” in order to focus on the priority of re-establishing core services for its 120,000 members. Conference had been due to take place in Birmingham on June 11-12.

Mr Apter said: “Experts in business recovery have stated that under normal circumstances it would take at least four to six months to recover from a cyber attack.

Business as usual

“Our number one priority must be on getting business as usual back up and running, to restore member services and support. I truly value this showcase event and this has been an emotional decision, both personally and professionally.”

Conference is the annual opportunity for Federation reps and members to engage with the Home Secretary on a national stage to bring key issues in policing to the fore, covered by all mainstream media. We will continue to raise these issues in other ways.

This year’s Police Bravery Awards, taking place in London on July 18, will go ahead.

Mr Apter added: “Investigations are continuing into what has been a crushing experience for the Federation. However everything possible is being done to get systems up and running quickly.”

Cyber attacks cause disruption for Federation



The PFEW has suffered two debilitating cyber attacks

Picture © Pablo Lagarto / Shutterstock

The Police Federation of England and Wales (PFEW) is working hard to return to normal business after two debilitating cyber attacks.

The national Federation was infected with malware on March 9, which resulted in data being deleted or encrypted. We immediately informed the National Cyber Security Centre, the National Crime Agency (NCA) and the Information Commissioner’s Office.

The second attack happened on March 21, which also had an impact on Federation branches.

There is no evidence of data being stolen, but this cannot be ruled out at this stage and investigations continue.

PFEW National Chair John Apter said: “The impact on PFEW systems is significant and I want to offer my reassurance that we are doing everything possible, working with the NCA and BAE Systems – who are experts and professionals in this type of criminal activity – to stop any further damage. The

necessary steps were taken to tackle the first attack and re-establish business and support for our members.”

Early indications show that the first attack was not targeted specifically at the PFEW and was likely to have been part of a wider campaign, but we cannot speculate as to the second attack. Both are subject to a criminal investigation, led by the NCA.

Mr Apter added: “Everyone and anyone is vulnerable to attacks like this and unfortunately the reality is that once hit, you can become the target of further attacks. Our priority remains to secure and stabilise the situation in order to get everything back up and running as soon as possible, with our members at the forefront of all decisions that are being made.”

A dedicated helpline is available if you have any concerns about your data – call 0800 358 0714. Advice can also be obtained from Action Fraud on 0300 123 2040.

Tune in to our next podcast

Supporting members through difficult times is one of the main reasons the Police Federation of England and Wales (PFEW) exists. More often than not, those difficult times stem from unfounded conduct or performance complaints.

Episode two in our podcast series shines a light on our work in this area and offers advice to members should they find themselves under investigation. PFEW National Chair John Apter, and Conduct and Performance Lead Phill Matthews, join broadcaster Ian Collins to discuss:

- new discipline regulations
- unfounded cases / complaints
- our relationship with the Independent Office for Police Conduct
- long investigations and mental health
- moving towards a performance / learning culture
- support and advice for members.

Other topics covered include our relationship with the Government, police funding and the question of industrial rights for police officers.

Listening to a podcast is similar to listening to a radio programme. It's a digital audio file that can be streamed or downloaded from the internet and listened to on various digital devices and through numerous online services. A lot of people listen on their phone, but you can also listen on a desktop PC.

If you missed FedCast 1 on pensions, pay and police drivers, you can listen to it at any time; you can find us on your iPhone or iPad using the default Podcasts app, on an Android device via the Google Podcasts App, and on Spotify, Stitcher and Tuneln.

Thank you to all the officers who have fed back to us on our first episode; many found it really helpful to be able to listen to our updates on the go.

The next FedCast episode will feature Mr Apter and Operational Policing Lead Simon Kempton. Topics up for discussion will include kit, single-crewing, fitness testing and our relationship with the National Police Chiefs' Council.

If you have a question for future FedCasts please email: communications@polfed.org, or tweet us at @PFEW_HQ using #AskFed

Anger over Home

Police Federation of England and Wales (PFEW) National Chair John Apter has dismissed the late publication of the Home Office's submission to the Police Remuneration Review Body (PRRB) as "not worth waiting for".

In its submission the PFEW evidenced the need for a three-year pay deal consisting of a five per cent increase in police officer pay this year, followed by a further five per cent in 2020/21 and the same again in 2021/22. This would start to rectify years of below-inflation pay awards.

However, the Home Office's submission – which came nearly a month after it was due – stated it will only make £70million available, which equates to a pay rise of just 1.3 per cent, considerably less than the recent 2.7 per cent increase awarded to MPs.

Mr Apter said he wished he could say it was worth waiting for. "I wish I could say that they had taken the additional weeks to read our published evidence and concede that, in the face of such comprehensive research and analysis, it agreed with us and suggested officers receive a five per cent increase, for each of the next three years. I wish I could, but I can't.

"Unfortunately, we've waited an additional month to see nothing more than a Home Office PR list of supposed achievements, and no firm recommendations on police pay."

The PFEW has written to the PRRB to express its anger and disappointment, as well as raising concerns about how seriously the Home Office takes the pay review process it defined. "Submitting its evidence nearly a month late does nothing to instil confidence in police officers that it takes the pay review process seriously," Mr Apter concluded.

A less than two per cent pay uplift in each of the next three years was the National Police Chiefs' Council's (NPCC) recommendation to the PRRB.

Penalising officers

The NPCC is offering a four per cent increase this year, followed by a pay freeze next year, so that it can model the financial impact on their proposed pay structure. "This modelling should already have been done," said Alex Duncan, PFEW National Secretary. "It's not fair to penalise officers for lack of progress by the NPCC on pay reform."

And while the Federation has called for on-call payments to match those of staff members – £29.17 per day, to

A three-year pay deal, pay reform

The Police Federation of England and Wales (PFEW) has asked for eight key things in its submission over pay, including a three-year pay deal which would see a five per cent pay rise each year.

Officers who completed the PFEW annual pay and morale survey contributed to the evidence which forms part of the submission to the Police Remuneration Review Board (PRRB), the body which makes recommendations to Government on pay for officers. The eight demands are:

- An across-the-board pay uplift for the next three years of five per cent in year one, and five per cent in each of years two and three. This would enable the National Police Chiefs' Council (NPCC)

to demonstrate a commitment to move towards the overall rectification of the gap between the current pay level and just pay levels. Should a three-year settlement not be considered possible, then we seek a one-year deal of 6.2 per cent.

- Regarding on-call payments, in the absence of a full review of the allowance usage and amount (as sought by Winsor, the PRRB and the staff associations), officers should be paid the same rate as staff members – £29.17 per day, which should be paid to all ranks.
- The PRRB should reject completely the NPCC proposal regarding Police

Office's pay submission

The Home Office submission equates to a pay rise of just 1.3 per cent – much less than the recent 2.7 per cent increase awarded to MPs



Picture © Ian Shaw / Alamy

be paid to all ranks – the NPCC called for on-call allowance to be paid at “a newer higher rate of £20 per call out”. However, officers have pointed out, they aren't currently paid this allowance per call out; it is one payment for a 24-hour period of on-call.

In their written submission to the PRRB, the Association of Police and Crime Commissioners (APCC) didn't

agree with a three-year pay proposal and recommended a 2.1 per cent increase for officers this year.

Before making their recommendations to the Government, the PRRB considers submissions from a number of organisations, including the Federation, the NPCC, the Police Superintendents' Association, the APCC and the Home Office.

In recent years the recommendations on pay made by the PRRB to the Home Secretary have been ignored, and a revised, lower pay award made to officers. In response, the PFEW has initiated a judicial review into the lawfulness of the Government's decision to ignore the PRRB's recommendations.

and action on allowances – our PRRB demands

Constable Degree Apprenticeship (PCDA) and Degree Holder Entry Programme progression pay. In the meantime, we believe those on the PCDA scheme should progress along the existing constable pay scale, in the way that all other entrants do.

- The PRRB must require the NPCC to set out a full and proper project plan for pay reform, including a workable level of detail, within a set period.
- The PRRB should insist that the Home Office, NPCC, and staff associations determine which elements of the pay reform should be prioritised, as the NPCC have not actioned this since last year.

- A full cost-benefit analysis of the existing Assessment and Recognition of Competence (ARC) process should be undertaken. Only if it can be proved to be worth the overlay in terms of cost and time, should the NPCC then proceed with plans for a Higher Skills assessment point linked to pay. Further, consultation regarding any payment associated with the Higher Skills assessment must be undertaken at the Police Consultative Forum, and a full Equality Impact Assessment undertaken before such assessment is linked to pay.
- In respect of bonus payments introduced last year, while they

should continue for now, there must be an opportunity to review the circumstances under which they are paid, their impact on equal pay, and the guidance around their use, perhaps by incorporating more standard criteria.

- A review should be undertaken of both the London and South East (SE) Allowances. In the meantime the discretionary element must be removed from the SE Allowances; all SE Allowances should be set at the upper limit permissible (currently £3,000), and both the London and SE Allowances should be updated in line with inflation.

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Protecting Your Money



GPS tags ‘must not become a cost-cutting exercise’

Following an announcement in February by the Justice Secretary David Gauke that thousands of criminals will be fitted with GPS trackers in England and Wales, Police Federation of England and Wales (PFEW) National Chair John Apter has said that while the use of better technology “was long overdue”, it must not become a cost-saving initiative.

The proposed tracking scheme will allow authorities to monitor criminals 24 hours a day, and can be used to create no-go zones, check offenders are attending rehabilitation programmes, monitor an offender’s behaviour or ban someone from going within a certain distance of an address.

The Justice Secretary said the tags will “better protect victims of domestic abuse or stalking and could also help keep people out of gangs”. They are also thought to provide a tougher option for community sentences, which can be used alongside alcohol or drug treatment programmes.



The GPS trackers will allow authorities to monitor criminals 24 hours a day

Embracing technology

Mr Apter, said: “The improved use of GPS tracking is long overdue. Many other parts of the public and private sector have been using this for many years, so it has come far too late, but I am glad that the justice system is now embracing a better use of technology, so on that side of things, I welcome it.

He continued: “What we can’t have is for this really good tech to be used as a cost-cutting exercise preventing people who should be in prison from being locked up. It’s a great additional tool to track offenders and get the evidence we need to lock them away but it shouldn’t be an alternative to those who deserve to be in prison.”

The Ministry of Justice said the GPS tags, which cost £9 a day, will be rolled out across England and Wales from this summer. The Government has used electronic tagging services as part of the sentencing and supervision of offenders since 1999. It said the new GPS tags will not replace the current system but would be an extra option.

Bravest of the brave will be honoured in July

An amazing 72 officers, representing 41 forces have received nominations in this year’s Police Bravery Awards.

The event, hosted by the national Police Federation in conjunction with Police Mutual, takes place at a London location on 18 July.

Courage takes many forms, as evidenced by this year’s nominees. They include officers who have pulled people from the sea, rescued victims from burning

buildings and cars, and talked individuals down from rooftops.

Judging panel

Joining the Federation’s national vice-chair Ché Donald on the judging panel, is Baroness Helen Newlove, National Police Chiefs Council Chair Martin Hewitt, President of the Police Superintendents Association Paul Griffiths, Andy Elkington of Police Mutual.

A winner will be chosen from each of the eight regions across England and Wales, with one going on to win the overall award.

Last year’s joint overall winners were PC Keith Palmer, who lost his life in the Westminster terror attack, and PC Charlie Guenigault who confronted knife-wielding terrorists at London Bridge.

Decision to allow student officers access to Taser is ‘a victory’

News that student officers will be allowed access to Taser has been hailed as a “victory for our members and for common sense” by the National Chair of the Police Federation of England and Wales (PFEW), John Apter.

Mr Apter said the decision by Policing Minister Nick Hurd was the right one, and that the PFEW had long campaigned for all frontline officers – including those within their probation – who want to carry Taser and who pass the assessment criteria to be able to do so. But he was critical of the lack of any new funding to support the policy change.

Extremely effective

“Given the huge number of incidents police officers attend, the number of times Taser is used remains very small and as our members know, the mere presence of the equipment is often enough to de-escalate situations making it extremely effective as a way of protecting officers and the public,” said Mr Apter.



The move to allow student officers access to Taser has been welcomed, although there’s no new funding for equipment and training

Picture © Les Gibbon / Albany

Taser training material for student officers will be provided by the College of Policing, but ultimately chief constables will decide if student officers will be given access to the equipment.

Last year, out of 313,000 recorded incidents where force was used by police officers, Taser was drawn 17,000 times

and fired on 2,000 occasions.

The Met has also announced that an extra 330 of its officers will be trained to use Taser by March 2020. This will bring the total number of Met officers who are trained to carry and use Taser to nearly 6,800.

Liberty challenged over flawed opinions on spit guards

A head-to-head meeting is to be held with the UK-based human rights organisation Liberty to challenge their views over spit guards.

The move comes after they expressed their concerns about the use of spit guards, stating: “They are dangerous, degrading and unjustified. They have no place in the future of policing and must be relegated to the past.”

John Apter, National Chair of the Police Federation of England and Wales, has invited Liberty to attend training sessions to see first-hand how officers are trained in the use of spit guards, and has challenged their demands and claims.

“You claim that the use of spit guards is dangerous and can be attributed to a number of deaths,” he wrote. “The examples you use are from the USA where, like Taser, spit guards are used in a very different way. The training given to officers ensures the detained persons safety is a priority.

“The personal impact of being spat at or bitten must not be underestimated. There are many police officers who have to undertake intrusive anti-viral treatment as a result of being

spat at or bitten. This impacts on them and their families. I am sure any reasonable person would say we must do all we can to prevent the need for this?”

‘Dangerous and unjustified’

“The statements you made about spit guards being dangerous and unjustified are sweeping and do not stand up to scrutiny. The act of spitting phlegm or blood, or biting an officer, is degrading and disgusting. The police have a duty of care to protect the public, and the use of spit guards does not just protect officers but also protects members of the public. My advice to those who don’t want to have a spit guard applied is don’t spit or bite – it’s quite simple.

“I stand by my support for the full roll out of spit guards to all police officers. This essential piece of equipment protects officers against those vile individuals. Their use is proportionate and safer than any alternative, it protects those who protect the public. They deserve this and your flawed and biased opinion gives no credible alternative.”

Memorial to hero officer is unveiled

A memorial commemorating heroic police officer PC Keith Palmer, who was tragically killed as he protected Parliament, was unveiled in February by Prime Minister Theresa May. The unveiling took place at Downing Street and was attended by PC Palmer's family, friends and colleagues.

The remembrance stone was specially commissioned by the Police Memorial Trust in consultation with PC Palmer's family. It was later placed at the Carriage Gates, outside the Houses of Parliament, close to where PC Palmer died.

PC Palmer, 48, was stabbed by Khalid Masood while on duty outside the Palace of Westminster in March 2017. He was posthumously awarded the George Medal for gallantry, in recognition of his bravery and professionalism. Four other people also lost their lives when Masood drove a car at pedestrians on Westminster Bridge: Kurt Cochran, Andreea Cristea, Aysha Frade, and Leslie Rhodes.

Police Federation of England and Wales National Chair, John Apter, who attended the unveiling and laid a wreath on behalf of Federation members, said it was a "deeply humbling experience".

"The memorial is a fitting tribute to Keith and should serve as a reminder of the sacrifice he made that day. My thoughts, and those of the whole police family, are as ever with Keith's family and colleagues. I hope in some small way this memorial will bring them comfort, and reassurance that he will never be forgotten."

Metropolitan Police Federation Chair Ken Marsh said the memorial "rightly recognises that PC Keith Palmer is a national hero".

"It is without doubt that Keith's actions that day saved the lives of others, but unfortunately it was at the sacrifice of his own life. We are, and will always be, immensely proud of what Keith did that day," he said.

Geraldine Winner, Chair of the Police Memorial Trust, said there was "no doubt" that Keith's bravery made him "a true hero".

"His actions personified the service, courage and sacrifice the ordinary British Bobbies give to the people our country every single day," said Mrs Winner.

"Nothing will ever ease the pain his wife, daughter and family feel, but we hope our memorial will show them that Keith will never be forgotten."



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Federation lobbies MPs for change



The PFEW is lobbying for more protection for officers carrying out response driving and pursuits

Support for police drivers was on the agenda when the Police Federation of England and Wales (PFEW) held meetings with Conservative and Labour politicians at Parliament in March, to gain backing for our Protect the Protectors campaign to change police driver legislation.

The PFEW is pressing for change on the issue of police driver vulnerability; currently response drives and pursuits are illegal, with the lack of any additional protection or exemption from the 'careful and competent driver' common legal standard leaving officers exposed to potential prosecution.

Prosecutions can arise as result of tactical contact or collisions, and courts are not obliged to take into account an officer's advanced driver training or approved police tactics.

National Board members Tiff Lynch, Dave Blundell and Pursuits Lead Tim Rogers led the event. Mr Rogers said a that a number of the MPs were surprised that the Government is effectively saying to police officers 'we accept that response drives are against the law, but we'd like you to do it anyway', expecting officers to risk prosecution and the loss of livelihood and liberty.

The Home Office, Crown Prosecution

Service and Independent Office for Police Conduct (IOPC) all agree that the law needs to change. The PFEW hopes an announcement of an exemption for police officers from the common driver standard, with appropriate caveats, will be made by the Home Office in the form of a Ministerial Statement.

Those present also lobbied MPs on the need for changes to IOPC investigations – calling for a 12-month time limit to be introduced to prevent cases dragging on for years at great cost to the public purse, as well as huge detriment to the wellbeing of officers and all others associated with such investigations.

A decade-long investigation is 'totally unacceptable'

The Federation has described as "totally unacceptable" the length of time it has taken to conclude an investigation into the conduct of five police officers, following the death of Sean Rigg in August 2008.

Forty-year-old Mr Rigg, who had schizophrenia, suffered a cardiac arrest and died at Brixton police station after he was arrested and restrained. In March the culmination of a process which has lasted more than 10 years saw all the officers involved cleared of any wrongdoing, with a Metropolitan Police misconduct panel finding "none of the allegations proved".

Phill Matthews, PFEW National Conduct and Performance Lead, welcomed the

decision of the panel, and said that while it was "right that the incident was investigated and scrutinised", taking more than 10 years was "totally unacceptable".

Decade of heartache

"No police officer goes to work wanting to be involved in an incident like this and we must remember that the family of Mr Rigg have also had to endure a decade of heartache," said Mr Matthews.

Following the conclusion of the investigation Mr Matthews challenged the Home Secretary to implement a legal framework that would put a time limit on similar investigations.

"The Independent Office for Police Conduct has serious questions to answer about their handling of this case, why it has taken 10 years to finalise, and what was the justification for putting all involved through a decade of stress and worry," he said

"As well as the catastrophic human cost, this process highlights the need for statutory time limits to be introduced for these investigations. I have written to the Home Secretary asking him why these matters are allowed to drag on indefinitely.

"We do need legal protection for our members to ensure this situation can never happen again."



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Soaring murder rate sees Government fail a generation

The Government is “failing a generation” as the murder rate for young people rockets and stabbing deaths reached the highest level on record.

That was the reaction of the Police Federation of England and Wales (PFEW) to homicide data released in February which showed 285 people were stabbed to death last year, while the number of murder victims aged 16 to 24 increased by 45 per cent over the same period.

The figures, published by the Office for National Statistics, revealed the murder rate for the whole of England and Wales rose by 15 per cent from 606 to 695 between March 2017 and March 2018, a fourth consecutive year of increase.

Admissions increased

In 285 of these deaths, victims died as a result of being stabbed – the highest number since the Home Office started recording the data in 1946. Hospital admissions for stab-related injuries also increased by 15 per cent.

John Apter, National Chair of the PFEW, said the entire Government should read these statistics and hang their heads in shame. “The Government has a duty to protect its citizens and is failing a



Friends and family laid flowers at the scene in east London where 17-year-old Jodie Chesney was stabbed to death in March; PFEW Chair John Apter has warned that the Government's inability to get to grips with knife crime is failing a generation

Picture © Stefan Rousseau / PA Wire

generation. The consequences of cuts to police funding are clear for all to see. This country is in the grip of a terrifying spiral of violent crime, with the police service struggling to cope,” he said.

- There were 726 homicides in the year ending March 2018, 20 more (a three per

cent increase) than in the previous year. However, recent trends in homicide are affected by the recording of exceptional incidents with multiple victims. If these are excluded, then the number of homicides increased by 89, or 15 per cent, from 606 to 695.

Emergency knife crime funding is only ‘short-term fix’

An emergency funding boost to tackle the knife crime epidemic sweeping the country has been welcomed by Federation National Chair John Apter – but only as “a short-term fix”.

Chancellor Philip Hammond appeared to have heeded the National Police Chiefs’ Council (NPCC) request for urgent funding amid a surge in serious violent crime, with an additional £100million – understood to be more than what was initially asked for – being allocated over the course of 2020.

Police funding will rise to £970million from this April and the Chancellor also

confirmed that the Home Secretary will work with police chiefs to find a lasting solution to the problem of violent crime.

Mr Apter said the funding was welcomed and that the announcement “clearly shows that the Home Secretary has listened to us and fought for this extra money, which will help in the short term.”

Begging bowl

Mr Apter, who held a private meeting with the Home Secretary two days before the Spring Statement, said he had made it clear in the meeting that police officers at the forefront of tackling the knife crime

epidemic are already run ragged.

He added that it was a sad state of affairs when “the Home Secretary has to take a begging bowl to the Treasury in a bid to solve the crisis we find ourselves in.”

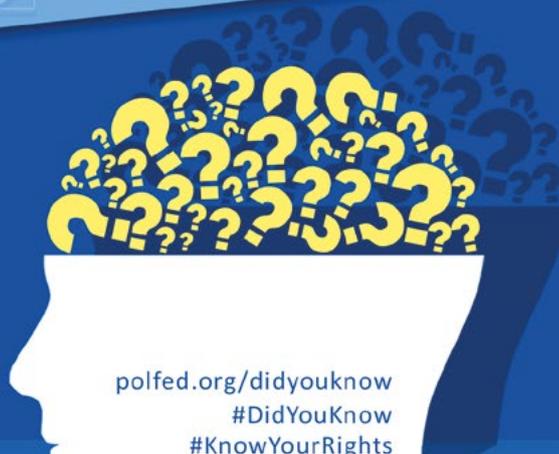
“While the funding is welcome it is, however, just a short-term fix as knife and violent crimes continue to plague our towns and cities,” said Mr Apter. “We still urgently need additional resources to solve this issue in the long run.”

Further announcements on police funding are expected to be made during this summer’s Government spending review.

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ICCC co-ordinating international policing in unprecedented times

Britain has decided to leave the European Union (EU), but what are the implications for international policing and criminal justice in the UK?

Co-operation on policing has been an important benefit of the UK's EU membership. Tools such as the Schengen Information System, an intelligence database used 620 million times last year by UK law enforcement to look up suspects and vehicles, integrate seamlessly with our own systems.

Failure to agree any future co-operation between UK police forces and European partners would have consequences for national security, including counter-terrorism, organised crime, modern slavery, tracing vulnerable missing people and foreign national offenders.

One-stop shop

To mitigate any negative impacts of our withdrawal from the EU and to maximise the opportunities, the International Crime Co-ordination Centre (ICCC) has been set up by the National Police Chiefs' Council. It aims to be a one-stop shop for police officers and staff across the UK requiring advice and guidance on any international policing matter.

Deputy Assistant Commissioner Richard Martin (pictured), who heads the ICCC, said: "We have brought together a group of real experts experienced



in using European Arrest Warrants, experienced in doing extradition, people who have been in Europol."

The new central unit is working with Home Office national policy leads and partners including the National Crime Agency and Crown Prosecution Service, to crystallise new policy and operational

guidance. It has four thematic desks, each staffed with experts from across law enforcement: missing people and property; judicial co-operation; police co-operation; and manhunt/extradition.

The ICCC has enlisted more than 20 experts into a regional network of SPOCs to equip officers on the ground with guidance and support on the latest policing and security tools available.

National campaign

The ICCC is raising awareness and promoting its services through a national campaign, which includes posters, leaflets and desk drops that will be seen in police stations across the UK.

DSU Jerry Pearson, ICCC Head of Unit, said: "By being open about the changes and the impact they may have, we hope to ensure that all police officers in the UK are fully able to continue operational policing, and to avoid potential problems in the future."

As the UK progresses beyond Brexit, the role of the ICCC will grow in both significance and strategic value. By making regular and up-to-date information available to all UK police officers and staff, it hopes to mitigate the risk of these unprecedented times.

Call the ICCC for advice and guidance on any international policing matter on 0300 790 0000.

EU officers' status to remain post Brexit

The status of EU national warranted officers will remain the same after the UK's departure from the EU, with or without a deal.

Due to the unique employment status of officers, the Police Federation of England and Wales has been pushing the Home Office to shed light on the situation, to put affected members' minds at rest.

Although anything EU exit related is subject to last minute change, the current stance is that police officers will

be treated the same as other EU nationals, after Brexit.

If a deal is stuck by March 29, regulations will see a 'national of a member state' status switch to that of a 'British national or EU national with indefinite leave to remain in the UK'.

'Highly valued'

However, if the Prime Minister's deal fails to pass through Parliament – leaving a no-deal situation – EU citizens resident in the

UK on March 29, 2019 will be able to stay but will have to apply to the EU Settlement Scheme by 31 December 2020, in order to secure their status in UK law.

Recognising the nationality requirement in Regulations, a Home Office spokesman said the Government has always been clear that it "highly values" the contributions EU citizens make to the social, economic and cultural fabric of the UK, and that "we want them to stay in the UK".

Hot flushes and periods are not taboo

Society is much more liberal and open than it was 10-15 years ago, but certain subjects remain difficult for some to discuss – including so-called ‘women’s issues.’ The mere mention of periods or menopause can be just too awkward for some to bear, but these issues are very real and come with a whole host of difficulties, including pain, anxiety, hot flushes, sweats, fatigue and brain fog. Try dealing with this while doing long days on patrol, guarding a scene or policing a public order situation where there is no quick access to a toilet.

Sadly many officers and staff don’t feel comfortable talking about what they are going through, and those who do, find they get little empathy from colleagues and managers. This creates a Catch-22 situation – unless people speak out it becomes more difficult for others to understand, and for managers and the service to put in place the support that is so badly needed.

The Police Federation of England and Wales is working with the Menopause Action Group to effect positive change. Last year it ran the first survey of its kind on the menopause – aimed at officers and staff who have gone through or are going through the menopause. It also sought views from line managers, and with nearly 6,500 responses, the findings are due to be published at the MAG Conference, taking place in April. Full results will be published in the next edition of POLICE.

Case study: ‘I felt I was going to melt’

I joined the Met in 2003 and have mostly been on the frontline in a uniformed role. Throughout this time I’ve suffered with Endometriosis which, due to heavy bleeding and pain, affected my home and work life massively.

During this time I had male line managers. I switched to neighbourhood policing as I felt that I was letting my team down due to having time off every month. However, this proved as difficult as I was constantly on foot patrol on my own, with no quick access to a toilet.

I then had an operation called an ablation which stopped my periods, but brought the menopause on almost straight away; this was not explained to me, so for a while I thought that I was either going mad or was bipolar. It wasn’t until I started to get hot flushes and night sweats that I realised what the cause was.

I’ve never been able to take hormones due to migraine headaches so didn’t even consider Hormone Replacement Therapy (HRT). When I got very

low, the only thing the doctor recommended was anti-depressants.

For years I struggled with terrible mood swings which could bring the whole team down. I would be out on patrol and get so hot that I would almost be clawing my body armour off as I felt I was going to melt. The constant dragging on my abdomen by my protective equipment belt was awful.

I decided that we needed to do something about the issue of menopause in the workplace and, having attended the national Menopause Action Group (MAG), we created a mini MAG for the Met.

We managed to get senior leaders to talk about the issues and to create senior points of contact for each borough. There is still much to do, but we need officers to speak out without fear and to ask for reasonable adjustments while they are suffering with symptoms of the menopause. Until we are in a place where the menopause can be openly discussed we will keep on fighting to keep it on the agenda.



College consults on conflict resolution techniques

Police officers and staff across England and Wales were asked to give their feedback during February and March on new evidence-based guidelines aimed at improving conflict management using de-escalation, communication and negotiation techniques.

The College of Policing (CoP) guidelines have been written to ensure officers and staff are trained in relevant techniques that could help de-escalate a conflict situation.

The guidelines are the first stage in developing a National Policing Curriculum for personal safety training (PST), to ensure that PST is delivered consistently, meets frontline needs, and addresses recommendations from the research carried out in 2017 on officer and staff victims of assault.

Fit for purpose

Responding to the consultation, Police Federation of England and Wales (PFEW) National Chair John Apter said officer safety training must be fit for purpose and based on their needs, rather than what a textbook tells officers what they must learn.

“It must cover all aspects of safety training, from de-escalation and beat craft skills to an officer fighting for their life. Officer safety training is essential and it must be relevant,” said Mr Apter.

The CoP guidelines will ensure officers are consistently trained in conflict management techniques including de-escalation, communication and negotiation



Assistant Chief Constable David Hardcastle, the chair of the CoP’s guideline committee, said: “Sometimes the use of reasonable force can’t be avoided. By ensuring personal safety training includes these additional techniques, officers and staff will have the best information to help judge whether they need to go ‘hands on.’”

The guidelines are not designed to replace the use of reasonable force but to empower chiefs and supervisors to support their officers and staff on appropriate use of force, and ensure everyone across forces in England and Wales is trained consistently and to the same level, addressing an Independent Office for Police Conduct recommendation.

Knife crime: PM fails to address the issue

The Prime Minister is “delusional” for failing to acknowledge the link between the scourge of youth knife crime and cuts to officer numbers, according to the National Chair of the Police Federation of England and Wales (PFEW), John Apter.

Since 2010, funding cuts have reduced officer numbers by 21,000, and Police Community Support Officer numbers by 7,000. As a result there are fewer officers on our streets to tackle the very crimes

that the Government is seeking to address in its serious violent crime strategy.

But Theresa May insists there is “no direct correlation” between police cuts and knife crime, and stressed there was a “cross-government” response to the problem. Mr Apter said the PM was “delusional” and refusing to acknowledge “what is plain for everyone else to see”.

“In the face of a national crisis that is deeply concerning... Policing has

been stripped to the bone, and the consequences are clear – children being murdered on our streets,” said Mr Apter.

“What makes this all the more sickening is that it was predicted. When we warned of the consequences of reduced funding Theresa May accused the Police Federation of ‘crying wolf’. Those concerns have become a reality, but still the Prime Minister fails to accept the harsh truth. This is the true cost of austerity.”

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The five stages of divorce – what to expect when going through a divorce (Part 1)

1: Separation

Separating from a spouse is never easy. As well as the emotional challenges for all involved, there are also the challenges surrounding the practicalities of separation, such as residency and finances.

It's in the best interest of all involved that immediate discussions post-separation are as amicable as possible, and it may be better for any discussions to take place in a neutral environment, rather than in the matrimonial home. Any discussions should never be within earshot of children.

2: Mediation

Going straight to court isn't the only option after separation; mediation can help to sort out differences around money, property and children, and gives both parties the chance to put their side of the story across in a safe and neutral environment.

The mediator can encourage you to think about things from another perspective, and compromise to reach a conclusion that everyone is happy with. They'll help you to communicate with your ex-partner effectively, and will remain impartial.

3: Divorce

If you're satisfied your marriage has irretrievably broken down, divorce proceedings can be made through the Family Court to bring the marriage to an end. Under UK law, irretrievable breakdown is the only grounds for divorce. It has to be proved by the person who starts the divorce petition (the petitioner) by establishing one of the following facts:

A: Adultery – the petitioner finds it intolerable to live with the respondent as a result of them committing adultery (adultery is voluntary sexual intercourse between a man and women, so cannot be used in same sex marriages or civil partnerships).

B: Unreasonable behaviour – the petitioner cannot live with the respondent because of their unreasonable behaviour.

C: Desertion – the respondent has deserted the petitioner for at least two years.

D: Two years separation (with consent) – the respondent accepts divorce proceedings as the parties have lived separately for two years.

E: Five years separation (no consent required).

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Playing the numbers game

Former Defence Minister Michael Fallon recently told a reporter that the military could be used to deal with knife crime if the police needed back up. We seem reluctant to arm officers, but it's okay to allow soldiers carrying rifles to back us up?

The army is 6,000 staff below its set target, and senior officers are telling the Prime Minister that we need more officers to fight the knife crime crisis. But apparently there is 'no direct correlation between certain crime and police numbers.' From dealing with people on the streets the feedback I am getting is 'we don't even bother hiding our drugs and weapons as we don't get stopped anymore'.

On a more positive note, it was good to see that the Policing Minister has now authorised Taser for probationers. It's a move I fully support, particularly after my last article highlighted that 80 per cent of my team are in their probation.



I also confess to being a little confused about another issue at the moment. Liberty are now saying that body-worn video is a bad thing! Apparently by wearing big, yellow, beepy flashy things saying 'CCTV' on our chests we are intruding on people's private lives and spying on them. I for one know that I always close my eyes and never make notes in my pocket notebook when I go to

a job (no jokes about my rank please) Believe me, if we randomly turned them on all the time the battery and memory wouldn't last long enough.

The successes in convictions for domestic violence offenders, showing vicious assaults on police and the ability to resolve complaints or false allegations quickly, should not be belittled. My favourite comment was that in the future we will fit facial recognition technology to cameras. Yes, maybe one day, but at least let us do something before you complain about it.



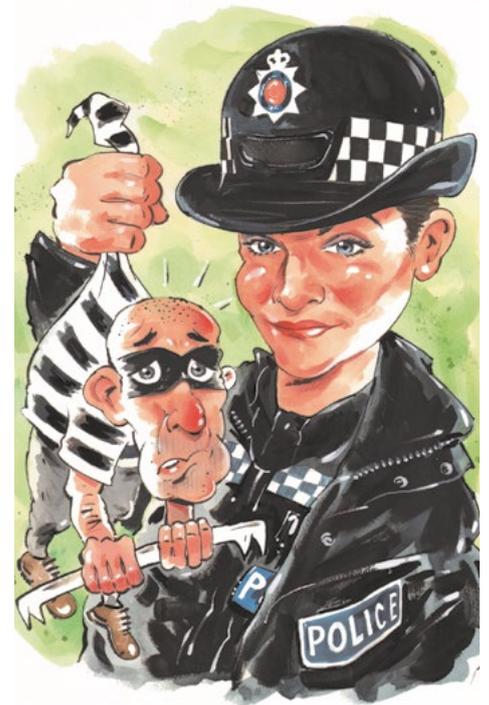
It's not yet April 1, but this week we saw stories on police wanting a dog DNA database. Only on the last set of nights, while fighting back-to-back in town with my Sgt Steve as the only units available, I turned and said to him: "You know what we need? A dog DNA database. That would be really useful right now."

An MP has also helpfully suggested that we should microchip knives to reduce knife crime. Why didn't I think of that as my next project for promotion?



It would be remiss of me not to mention the recent terrorist attack in New Zealand. I am sure all of you will join me in condemning the incident and admiring the response.

Of interest is the New Zealand Police



The Duty Officer

arming model; all carry Taser, and nearly all carry firearms in safes in their cars and can arm themselves if necessary.

Of the 8,100 frontline officers, 5,700 receive training with the pistol and rifle, and 2,100 receive training with the pistol only. Is this something we need to consider?

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