

POLICE

October / November 2019



PC Andrew Harper

A much-loved officer who made the ultimate sacrifice: Rest in Peace

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POLICE October/November – in this issue:

NEWS & COMMENT

- 5 **Editorial**
Police family mourns for PC Andrew Harper
- 6 **View from the chair:** John Apter highlights the more positive government attitude to policing against a backdrop of tragedy
PFEW welcomes officer safety pledge by Home Secretary
- 7 Recruitment drive must deliver genuine uplift
- 8 **National Custody Seminar**
Custody facilities must expand with increase in numbers
'Things must change because the job is breaking people'
Unsung heroes honoured in Custody Awards
- 12 Operational officers must be at the heart of police reforms
- 13 Success for PFEW campaign on Taser funding
- 15 **National Police Memorial Day**
HRH The Prince of Wales joins the families, colleagues and friends of those officers who have made the ultimate sacrifice
- 19 New officers will bear brunt of disorganised degree apprenticeship scheme
- 20 Official stats show rise in use of police firearms
- 21 IOPC blog is one sided, inaccurate and disrespectful
- 23 Snowed-under detectives doing their best to help rape victims
- 25 PFEW represented at the Emergency Services Show
- 27 New report highlights youth violence



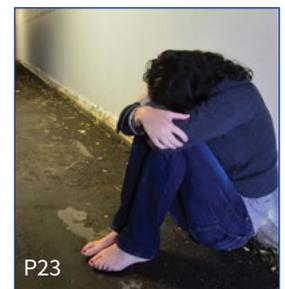
P7



P8



P15



P23



P27

REGULARS

- 28 **Members' Benefits**
- 29 **Ask the Experts**
- 31 **The Duty Officer:** *Police* magazine's newest columnist highlights the frustrations of 21st century British policing
Nick O'Time



Editorial
October /
November
2019

Theo Boyce,
Editor

Proud to be part of the police family

The death of any officer on duty is always one death too many. It's a shock and a source of great sadness when an officer dies.

Such incidents, although thankfully rare, seem more common than they use to be. Perhaps that's my personal perception, heightened by working within the police community for an organisation whose primary focus is the improvement in the welfare provision for its members. Perhaps it's also a reflection of how, in this instant news world, the death of an officer is more widely and loudly reported.

I was lucky enough to attend the National Police Memorial Day, a moving tribute to our fallen police family members. I'm new to the Police Federation, and the overwhelming collective attributes I've noticed in the police community are those of togetherness, camaraderie, compassion and support. Whether a serving officer or, like me, someone new to the culture of policing, we instinctively rally around those affected by tragedy.

We've also seen a supportive response from the general public on policing. From their deeply sympathetic reaction to the death of PC Andrew Harper to the positive feedback on the recruitment uplift and use of Taser, members of the public appear fully aware of the unique risk and commitment officers handle. Indeed, PC Harper's JustGiving page has now raised over £300,000 for his family.

I feel a profound sense of responsibility and privilege as the new editor of *Police Magazine*. I hope to offer our members and other readers a true reflection of policing in England and Wales, so that everyone is aware of the challenges and sacrifices our officers manage every day.

 Follow the Federation @pfew_hq

Police family mourns for PC Andrew Harper

Police colleagues, politicians and the public have paid tribute to Thames Valley Police officer PC Andrew Harper, who was tragically killed while investigating reports of a burglary in Sulhamstead, Berkshire, on August 15.

PC Harper, 28, died after being dragged along by a vehicle on the A4 Bath Road. Speaking shortly after PC Harper's death, John Apter, National Chair of the Police Federation of England and Wales (PFEW), said the news was "simply devastating".

"My thoughts, those of the PFEW, and of the whole police service are with PC Harper's family, friends and colleagues.

"Every day police officers run towards the unknown, putting themselves in harm's way to do their duty and protect the public. Sadly, on awful occasions such as this, they make the ultimate sacrifice. When one of us falls the loss is felt by the entire police family."

Andy Fiddler, from Thames Valley Police Federation, said the focus was now on offering full support to the officer's family and colleagues "at this simply awful time".

"Police officers go to work each and every day to do their duty," added Mr Fiddler. "We are courageous, caring and compassionate. We confront danger on a daily basis. We know there is a risk when we put on the uniform but we do so as we are proud to protect the public. Sadly, on very rare and horrendous occasions, a colleague makes the ultimate sacrifice. We will ensure that heroism is never forgotten."

Leading politicians also paid tribute to PC Harper; Prime Minister Boris Johnson said he was "shocked and appalled" at the officer's death, while Labour MP and shadow Policing and Crime Minister Louise Haigh described it as "absolutely horrific news".

Police forces across the country held a minute's silence for PC Harper on August 23, while similar tributes were held at football matches and public events.

PC Harper grew up in Wallingford, Oxfordshire, and lived in the town with



his wife, Lissie; the couple had been married for just four weeks. In the wake of his death, shops, businesses and homes across the town have been displaying blue ribbons bearing his name, representing the thin blue line.

In a powerful tribute to her husband, Lissie Harper said: "Anyone who was lucky enough to meet you, whether they knew you as Andrew, Andy, Uncle Mann, Harps or PC Harper... to everyone you are a hero."

A fundraising page set up by Thames Valley Police Federation has so far raised more than £315,000.

■ Three teenagers charged with PC Harper's murder appeared at the Old Bailey on September 19. Henry Long, 18, from Reading, and two 17-year-old boys were remanded in custody to appear at the Old Bailey on December 13. The three, along with Thomas King, 21, from Basingstoke, are also accused of conspiracy to steal a quad bike.

The case against Jed Foster, 20, from Pingewood, who was arrested and charged with the murder of PC Harper, has been dropped.



View from the chair

John Apter, National Chair, Police Federation

Positive change, but tragic events

A lot has happened since the last edition of the magazine.

The death of PC Andrew Harper shocked everyone in policing family and also the wider public. The outpouring of compassion, generosity and support for Andrew's family reflects the respect that most of the public still have for policing. It's only a few who choose to threaten and assault officers, and we should never lose sight of that.

The subsequent reaction of politicians to Andrew's death and to other assaults on officers has also been very welcome. A change of Prime Minister, Home Secretary, Policing Minister and Chancellor has seen a new attitude towards policing and its funding. In a few short weeks there has been welcome news about recruitment and starting the debate about the wider roll-out of Taser. It's such a welcome change from the contemptuous attitude that the previous Government had for policing.

This doesn't mean that we can step back from holding politicians to account and ensuring that they fully commit to the promises and pledges they have made. I will continue to work closely with the Home Office to ensure that what has been promised is delivered. There's a pressing need to reduce the stresses and strains that officers face, and to put in place better protection for officers to ensure that assaults, and far worse the deaths of officers, are reduced.

Our thoughts and prayers for Andrew, his family and colleagues were at the front of our minds during the recent National Police Memorial Day. That poignant occasion is an opportunity to stop and remember all of our colleagues who have died while on duty.

 Follow me on Twitter @PFEW_Chair

PFEW welcomes officer safety pledge by Home Secretary

Home Secretary Priti Patel has said she was "ashamed" of the lack of support for policing from previous governments, and that officers had been "overworked and undervalued" in the past.

In her first public speech as Home Secretary, Ms Patel told the Police Superintendents' Association (PSA) annual conference that she was determined to properly address the situation, and ready to take a "once in a generation opportunity to reset" the relationship between police and the Government.

Ms Patel said that she would do "everything as Home Secretary to empower you to do your jobs", adding: "Restoring pride in policing is what I intend to do."

She also spoke about steps that she would be taking to assist and improve officer health, wellbeing and family support, through the adoption and development of the Police Covenant, something the Police Federation of England and Wales (PFEW) has been campaigning for and that she later highlighted at the Conservative Party Conference.

In a change to what had previously been said, Ms Patel indicated that both the PFEW and the PSA would be invited to attend sessions of the recently convened National Policing Board.

Her supportive speech followed on from an equally positive article in a Sunday newspaper, where she pledged to provide officers with the powers and



Picture © Jacob King/PA Wire/PA Images

tools they need to keep themselves and the public safe, making reference to access to Taser, recruiting more police officers, and tougher sentences for those who assault officers.

Reacting to the comments, PFEW National Chair John Apter said: "The recent violent attacks on officers has brought in to sharp focus the very real dangers my brave, hard-working colleagues face day in, day out.

"Police officers go to work and do their duty to keep our communities safe and protect the public, and it is only right that they themselves have the greatest support and the best protections available.

"The Home Secretary and Prime Minister have made some very positive comments about protecting police officers. Now we need to see these promises become a reality."

Chiefs hold emergency summit in response to threat of officer assaults

The National Police Chiefs' Council convened an emergency meeting in September to assess the threat of assaults on officers before discussing what can be done to better protect them.

The Police Federation of England and Wales (PFEW) was asked to provide input into the meeting, where each chief was asked to share their views on the wave of officer attacks.

PFEW National Chair John Apter said: "We welcome action from chiefs to work towards improving the safety of our hard-working members who put their lives on the line to protect the public they serve, but this must be more than just talk."

Recruitment drive must deliver genuine uplift

The Government's police recruitment plans are a promising start, but must deliver a genuine uplift of new recruits enabling officers to do their job properly.

That was the warning from John Apter, National Chair of the Police Federation of England and Wales (PFEW), following the launch of the campaign to recruit the 20,000 police officers that Prime Minister Boris Johnson pledged to bring into the service over the next three years.

Mr Apter said: "For my members and for policing, 20,000 extra officers represents more than a catchy headline or punchy policy promise; it represents a life line for a service drowning, swamped by increasing demand and diminishing capacity.

"For them it means not spending an entire shift singled crewed; it means a fully staffed neighbourhood team, able to make a difference to their community; it means detectives given the time and resources to thoroughly investigate crime, care for their victims and bring those responsible to justice. Put simply, it's the ability to do the job they signed up for – properly and safely."

In September the Chancellor announced funding to support the recruitment of a first wave of officers, including £750m for 2020-21, and an immediate £45m to kick-start the recruitment. The Home Office launched its campaign on September 5.

Battered and bruised

It is planned that 2,000 officers will be recruited by March next year; the remaining 18,000 officers will be recruited between 2021-23 with extra central funding; this will be in addition to officers hired to fill existing vacancies. It's not yet clear how the recruits will be shared among the 43 forces in England and Wales.

"We welcome the launch of the campaign, and the Government funding backing it. I cannot deny that the



Chancellor of the Exchequer Sajid Javid meets police recruits at the Metropolitan Police training college in Hendon on the day the new recruitment campaign was launched

Picture © Joe Giddens/PA Wire/PA Images

Government appears to be making good on its pledges," said Mr Apter.

"But as ever, the devil will be in the detail, which is still to be confirmed. Police officers have been battered and bruised, they cannot tolerate more broken promises. This must be a genuine uplift of fully warranted police officers; if it is watered down in any way – or the numbers are fudged – it will further erode the trust of a police service already so disillusioned.

"I'm determined to do all I can to fight for my members to make sure the Government holds firm on its promise. And as these changes take effect it is vital the National Police Chiefs' Council and College of Policing engage with us fully to ensure officers' voices are heard and listened to."

The campaign, urging people to join the police and 'Be a force for all', is the

largest recruitment drive in decades and will slowly begin to undo the damage left by years of austerity measures, which has seen almost 22,000 officers disappear from the service since 2010.

It features serving police officers who will appear on billboards and digital displays at locations across England and Wales, including at shopping centres and trains stations, as well as in a radio advertisement. A second phase of advertising is planned for the New Year.

A new website has also been set up to provide potential recruits with more information and direct them to recruitment pages.

A National Policing Board, chaired by the Home Secretary and bringing together government and police leaders, has been set up to oversee the recruitment drive and other major policing issues.

Programme looks to DIVERT young offenders from a life of crime



The National Custody Seminar heard how external groups which visit vulnerable detainees are helping to steer them away from future offending.

Inspector Jack Rowlands gave a talk on the work of DIVERT, a Metropolitan Police Service programme operating in Brixton, Bethnal Green, Croydon, Lewisham, Stoke Newington and Wood Green. Coaches speak with young adults in custody with aim of directing them towards employment, development and education.

A number of companies – including Millwall and Crystal Palace football clubs – are participating in the scheme, which has helped 320 people since 2015. Of these, 150 are now employed, with another 100 in training and development for work. Only seven per cent of the 320 have re-offended.

Insp Rowlands (above, left) said: “This is what we’re really proud of. We’re proud of our outcomes – I personally see a complete change in people’s demeanours.”

The seminar also heard from Katie Kempen (above, right), chief executive of the Independent Custody Visitors Association (ICVA), whose volunteers make around 9,700 unannounced visits to custody suites each year, meeting around 29,000 detainees. Improvements resulting from these visits include more dignified treatment of female detainees, including providing menstrual care products.

The ICVA joined forces with Inspector Katie Andrews of Derbyshire Police for a pilot scheme training volunteer visitors to enhance the feedback they give, enabling senior leaders to get to the heart of potential problems in custody.

‘Custody

Custody suites will need to be expanded and upgraded if the Home Office makes good on its pledge to recruit 20,000 new police officers, according to Assistant Chief Constable Nev Kemp, the National Police Chiefs’ Council Custody Lead.

Addressing the Police Federation of England and Wales (PFEW) National Custody Seminar at Hinckley in September, Mr Kemp welcomed the uplift and announced the creation of a national Police Custody Design Guide to help forces carry out construction or refurbishments. PFEW Custody Lead Clive Knight and Chris Bentley, Chair of the National Custody Forum, are among those who have had input into the project. At its heart will be the effective design of suites to support the wellbeing and dignity of detainees, and the welfare of staff, said Mr Kemp.

He continued: “I am pleased that the potential need for additional custody provision is being considered as part of the uplift of police officers. This may of course mean that in some areas, there is the need to consider new or the upgrading of the custody estate.”

Mr Kemp and Mr Bentley also took part in a Q&A session alongside Juliet Lyon and Jenny Talbot of the Independent Advisory Panel on Deaths in Custody (IAPDC).

Topics included the need for a national standard risk assessment, and whether

‘Things must change because the job is breaking

Mental health provisions for officers are improving with some promising plans in the pipeline, but most chiefs are not taking this issue seriously, say the National Chair and Vice-Chair of the Police Federation of England and Wales (PFEW)

At the PFEW’s Custody Seminar, Vice-Chair Ché Donald told delegates that one in five officers are likely to have PTSD. What is more shocking is 66 per cent have no idea they are suffering from symptoms, with some believing it is just part of the job, according to a recent Cambridge University study.

However, the stigma surrounding mental health issues, including PTSD, is slowly breaking down. This means more is now being done than ever before to tackle these issues – including the enhancement of the Welfare Support Programme.

Counselling services

The PFEW is currently exploring the possibility of delivering counselling services to members referred to the programme. But while the Federation and others are playing their part to improve the wellbeing of police officers and staff, chiefs are failing to deliver.

Mr Donald said: “We have people who walk the walk and we have some people who talk the talk. We know HMIC inspections will start to look into welfare and wellbeing – forces won’t be able to hide from it. Some chiefs are going to be shown up, because the more investment forces put into occupational health services the more it will impact on sickness levels.

“If you start looking at the tables, as a lot of the chiefs like to do, you start questioning why sickness levels haven’t improved. Well, it’s because they’re not looking after their staff.”

must expand with uplift'



ACC Nev Kemp (left) has welcomed the news that custody provision will be looked at in line with the recruitment of an additional 20,000 officers; Mr Kemp joined other speakers for a panel Q&A session at the National Custody Seminar (below)



the Independent Office for Police Conduct (IOPC) had been over-zealous in its pursuit of officers suspected of misconduct. Tom Milsom, operations manager for the IOPC, was present in the audience and said a culture change is underway. "We're now on a path of looking at how we can support the evidence base to improve policing," he added.

Dave Beverley, an Essex Police custody sergeant of 13 years, said his role had become more challenging and pressure

is brought to bear to keep custody suites open when they are at capacity. "The NHS has a one nurse for every eight patients ratio," said Sgt Beverley, "but as custody sergeants we're being allowed to drown and told we must keep suites open at all cost." He suggested a pro-forma should be created for custody sergeants to document their concerns.

Mr Bentley advised that only superintendents can relieve a custody sergeant of command, and Mr Kemp advised that custody sergeants should

emphasise the health and safety risks. The IAPDC representatives pointed out there had been 58,000 recorded cases of detainees self-harming and suggested a safety assessment should proceed any cuts in staffing. "We've seen people being asked to do things that pushed them to the edge of what's safe," said Ms Lyon.

Mr Kemp said he was proud of the professionalism of staff that had ensured there were no deaths in custody in the last year.

people... it's not right, and it needs to stop'

Funding is a major issue, he acknowledged, with an outsourcing of services resulting in occupational health departments being replaced with cheaper employee assistance programmes; these are often inadequate, with officers being let down despite having the courage to come forward.

Cultural change

He added: "We have to have a clear standard across the 43 forces, set by the new National Police Wellbeing Service defining what is acceptable and what isn't – then things will start to improve,

and chiefs will start to take notice.

"We know that the only way to address stigma is through cultural change, at the top and the bottom. The top has 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 ensuring there are procedures in place that are people centred, not process driven."

PFEW National Chair John Apter finished the session by saying he felt it was only a small percentage of chiefs who are pushing for change in this area, adding:

"I know chiefs are under pressure, but the reality is many are not stepping up.

"I accept the majority of chiefs want to do the best they can, and they don't have the resources, the capability or the time – but that's no excuse. I am sick and tired of chiefs saying their people are their most valuable asset, and I go to that force and speak to their officers and staff and learn this is not the case.

"Things must change because the job is breaking people. This is not right, and it needs to stop."

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Custody's unsung heroes honoured in awards

The vital but often overlooked role that custody officers and staff play was recognised at a national awards ceremony, organised by the Police Federation of England and Wales (PFEW) and National Police Chiefs' Council (NPCC), and sponsored by Police Credit Union. The awards took place after day one of the two-day National Custody Seminar.

Richard Longden, a City of London Police custody sergeant with 36 years' policing experience, was named Custody Officer of the Year. He always 'goes the extra mile' to educate and train colleagues even on his rest days, the audience heard.

The award for Custody Team of the Year went to Merseyside Police's Custody Team 2. The two inspectors, 14 sergeants and 26 detention officers ensure the smooth running of three operational custody suites, always putting the welfare of detainees first.

Attacked by a violent detainee

Ulla Wachowska, a nurse working for the Metropolitan Police at Heathrow police station, was awarded Custody Support Role of the Year for her 'thoroughness and hard work', as exemplified by an occasion where she stayed on after her shift to care for two officers who had been attacked by a violent detainee.

Inspector Katie Andrews of Derbyshire Constabulary won Outstanding Contribution to Police Custody. She was described as a 'game-changing' officer turning around custody provisions in her force, including making good use of independent custody visitors to improve standards and the treatment of detainees.

Finally, Professor Michael Zander QC was presented with a special award in recognition for his lifelong efforts to improve the justice system. He has written numerous books and articles on the legal system and is a frequent presenter at the PFEW National Custody Forum.

PFEW Custody Lead Clive Knight said: "All of our winners have shown exceptional dedication, going above and beyond to maintain standards to benefit both colleagues on the frontline and partner agencies even in the face of adversity."



His words were echoed by ACC Nev Kemp, Custody Lead for the NPCC, who said: "It has been fantastic to recognise the great work that goes on in custody – great people who operate out of public view, often dealing with the most challenging people in a difficult environment."

Force turns to VR for cutting-edge custody training

Virtual reality is everyday reality for Gwent Police, which is using cutting-edge IT to train custody officers. The force has created several computer-generated scenarios which are projected on to screens in a 'simulator cave' for students to interact with.

Supt Vicki Townsend (pictured right) demonstrated the software at the National Custody Seminar. Gwent Police teamed up with a software company to develop their virtual custody suite, which enables students to problem solve, interact with forms and even carry out virtual detainee searches, in a safe learning environment.

Supt Townsend said: "It's easy to create new scenarios and we can even run simulators in multiple locations with one remote trainer. The first group we tested this on were initially sceptical, but after five minutes they started getting really into it. They were soon sharing their knowledge and experience."



Gwent Police owns the intellectual copyright to 10 scenarios and is looking to exchange programs with other forces as the technology becomes more widespread.

Operational officers must be at the heart of police reforms

The views of operational police officers must be at the heart of any policing reform if it is to really make a difference. That's the view of the National Vice-Chair of the Police Federation of England and Wales, Ché Donald, as a new report suggests a series of recommendations the Government should adopt to 'rekindle' policing in Britain.

The report – *Rekindling British Policing* – was produced by centre-right think tank The Policy Exchange, and recommended a 10-point revival plan for policing. It highlights that over the past 10 years there has been a 19 per cent decrease in real terms in expenditure on police services, while recorded crime, over the same period, has increased by 27 per cent.

Reacting to the recommendations, Mr Donald said: "The Policy Exchange report echoes much of what the PFEW has been warning about for years; highlighting the devastating and wide-ranging effects that austerity, and the subsequent decimation of the police service, has had.

Neighbourhood policing

"It reiterates the need for properly resourced neighbourhood policing, and I am pleased to see some of the more innovative suggestions to assist with recruitment, such as those relating to police housing provision."

The report's authors welcome the recruitment of 20,000 officers, but suggests this should be supported with a more streamlined and faster process of co-ordinated recruitment, and that the Government's newly formed National Policing Board should be responsible for leading 'strategic change' within the service.

Among the report's other recommendations are changes to recruitment policies which include suggestions for providing police officers with affordable homes; strengthening law enforcement at local, regional and national levels; co-ordination of national recruitment for police officers; and



The report highlights the need for a return to properly resourced neighbourhood policing

the creation of a new three-year crime fighting strategy to focus on the reduction of violent crime and illegal drugs.

As part of the drive to streamline scrutiny and oversight of policing, the report also suggests merging the IOPC into the HMICFRS to create a single independent oversight body dealing with police performance, complaints and discipline.

The report is the third published in recent months which concludes that the 43-force model is no longer viable. Mr Donald added: "If policing is to provide the best service it can, there has to be less focus on fiefdoms, and more on developing a framework which is fit for the future."

On the recommendation about the National Policing Board taking more

responsibility for leading change, Mr Donald said it is vital operational police officers are represented.

Tangible difference

"How can the National Policing Board really be effective if we, or the other police staff associations, do not sit on it? There is no one better placed to guide and identify the changes needed to 'rekindle' the service than those on the frontline," he said.

"The new Government – and those who shape its policy – have a real opportunity to reinvigorate the relationship between policing, politicians and the public, and by doing so make a tangible difference. Police officers must be at the very heart of that."

Significant win for Federation as Government funds Taser uplift

After months of campaigning by the Police Federation of England and Wales (PFEW), chiefs now have the ring-fenced funding needed for a wider roll-out of Taser.

The Home Office has announced it is giving police forces £10 million in additional funding to increase the number of officers carrying this vital piece of protective equipment.

Responding to the news, PFEW National Chair John Apter said it was a significant win which followed many months of tireless campaigning for Taser to be funded centrally.

“The Home Secretary recently said that her top priority is the safety of police officers, so it is heartening to know our call for ring-fenced funding for Taser has been heard,” said Mr Apter.

The funding could mean that a further 10,000 officers in England and Wales will be able to carry the devices to protect themselves and the public, according to the Home Office.

Discussions over whether forces should invest in more Tasers or offer one to all frontline officers follow a series of high-profile attacks. In August, Metropolitan Police officer PC Stuart Outten survived a machete attack after stopping a van in east London, and PC Gareth Phillips



The Home Secretary has announced £10 million of ring-fenced funding for Taser training

Picture © Finn Barr Webster Editorial / Alamy

of West Midlands Police was run over by a car thief in Birmingham. PC Andrew Harper of Thames Valley Police tragically lost his life after responding to reports of a burglary.

Police officer assaults have risen from 26,000 last year to 30,000 this year, prompting Northampton, Durham and Kent Police to become the first forces to offer Taser to all officers.

Mr Apter continued: “Officers are telling me daily they are feeling vulnerable and often isolated due to the lack of this vital protective equipment which has saved the lives and prevented serious injuries; this is why I felt so strongly that

all officers who want to be trained and carry Taser should be able to.

“The Home Secretary has listened and she has acted, this is absolutely the right decision for my members and for policing. Chief officers now have ring-fenced funding available to ensure their officers and the communities they serve are safer.”

The most recent PFEW survey found that 94 per cent of officers think Taser should be issued to more frontline staff. The issue for forces now to consider is the roll-out of the kit and the training implications it presents.

Chancellor announces major funding for CJS

A raft of new spending measures on police and criminal justice issues has been announced by Chancellor Sajid Javid – on top of almost £800 million to recruit additional police officers.

The new government funding, unveiled by Mr Javid in the House of Commons as part of his spending plans for the next year, was welcomed by the National Chair of the Police Federation of England Wales (PFEW), John Apter, who described the money for recruitment funding as a ‘life line’ for the service

Alongside £750 million in the first 12 months of a three-year recruitment initiative, and an additional £45 million to launch the campaign this year, Mr Javid announced:

- a formal review of the powers and resources needed to tackle Serious and Organised Crime ahead of the full Spending Review next year

- £30million of new funding to tackle online child exploitation
- a five per cent real terms increase in the resource budget for the Ministry of Justice
- £80million for the Crown Prosecution Service
- an increase of 10,000 prison places.

Reacting to the announcement, Mr Apter said: “The Government promised to recruit additional officers and today they have put their money where their mouths are.

For our dedicated and hard-working colleagues, the effect that a genuine increase in police officer numbers will provide cannot be underestimated. This is a life line that is so desperately needed.



POLICE

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National memorial service ensures fallen officers will never be forgotten

The Prince of Wales joined a congregation of 1,500 on September 29, to honour police officers who have made the ultimate sacrifice in the line of duty.

His Royal Highness attended the 16th annual National Police Memorial Day (NPMD) in Glasgow, in his role as Patron. The service took place at the Royal Concert Hall and was attended by serving and former police officers from around the UK and abroad, as well as family members of fallen officers.

Officers and families were welcomed to the hall by a rendition of Brothers in Arms by the Scottish Police Community Choir and candles were lit by relatives from Scotland, Northern Ireland, England and Wales. The congregation also stood as the Piper's Lament played while petals fell in remembrance of lives lost.

National Police Chaplain, Canon David Wilbraham reflected: "This special day gives us the opportunity to come together as a nation to remember our loved ones, friends and colleagues. It is an honourable day and a poignant reminder of the dangerous nature of policing."

Scottish First Minister Nicola Sturgeon, in her remarks, praised the "extraordinary commitment" of police officers. She added: "Our society and democracy are underpinned by the work you do to keep order, enforce the law and maintain public safety – we perhaps have become used to the extraordinary commitment of all of our officers, but it is something we must never take for granted."

Home Secretary Priti Patel and Scottish Justice Minister Humza Yousef also gave readings, and afterwards The Prince of Wales met with family members of police officers who died in service and dignitaries, including John Apter and Paul Griffiths, representing the Police Federation of England and Wales and Police Superintendents' Association respectively.

More than 4,000 officers have died in service in the 180 years of British policing, yet this sacrifice and dedication to duty remained largely unrecognised until NPMD was established in 2004.



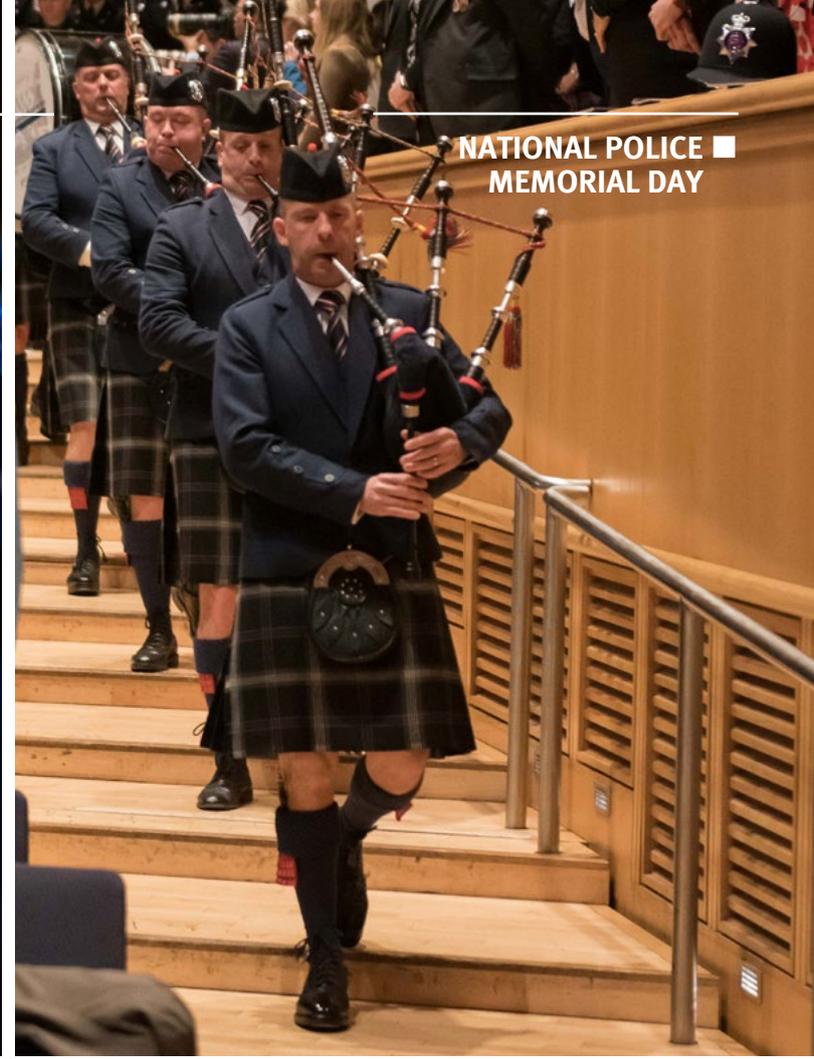
Officers gathered in Glasgow for the NPMD, which was also attended by HRH The Prince of Wales, Scottish First Minister Nicola Sturgeon (below left), Home Secretary Priti Patel, and Scottish Justice Minister Humza Yousef (below, right)



All pictures by Peter Anderson

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Officers will bear the brunt of disorganised degree scheme

Lessons must be learnt to improve the delivery of a new police constable entry route after research found student officers faced uncertainty over training structures, and were struggling to juggle learning and work.

These were just some of the findings of the Police Federation of England and Wales (PFEW) research and policy team, who spoke to officers currently studying for a degree as part of the College of Policing's Police Constable Degree Apprenticeship (PCDA) programme.

All new constables who are not graduates will be expected to study the PCDA. But Dave Bamber, Professional Development Lead for the PFEW, has called for improvements to the programme, as officers are suffering the effects of a scheme that had not been properly thought through.

Mr Bamber said: "The Federation has always supported policing being recognised as the profession it is, and for the wide variety of skills our members possess being officially acknowledged.

"However, we do have some concerns about the way the changes to recruitment into the service are being introduced, and the ability of some forces to be able to implement them; these unsurprising findings confirm all our worries which we aired from the outset.

"The fact that our members are currently experiencing these problems does not sit well with us. We acknowledge there are teething issues when it comes to new schemes. But moving forward, lessons need to be learnt because officers are now bearing the brunt of parts of the scheme that have not been fully bottomed out before introduction."

Many officers felt they were drip-fed information, causing uncertainty over important aspects of employment such as pay progression, and terms and conditions, as well as the structure of training.

A healthy work-life balance

Trying to juggle a full-time degree with their job – completing all the training a probationer would have had to do in the past – is also having a negative impact on maintaining a healthy work-life balance.

Worryingly, shift sergeants had also often been told little or nothing about the PCDA programme, and the PCDA officers themselves were expected to brief their sergeants about what the scheme was.

Other findings include:

- a sense among interviewees that the salary was better suited to younger officers with fewer personal or financial commitments which could put people off joining in the future
- some officers felt there were benefits to obtaining a degree during their training, but many just saw it as a hoop they needed to jump through if they wanted to become a police officer
- some officers reported they were under pressure by the university to achieve higher marks than was necessary to pass the course just so the university could meet its performance targets
- concerns about fitting in with new colleagues, with a feeling they may be viewed differently if they are having time off to study when the team needs them – or if another officer isn't allowed time off as a result of the force having to work rotas around the student officers.

The findings will be fed into the College of Policing's 12-month review on the programme in the autumn, and will also help the PFEW to understand how it can support and represent current and future recruits.



New recruits now have to juggle a full-time degree with their job – including all the usual probationer training

Official data shows rise in use of police firearms

Incidents involving the use of firearms by the police have increased by seven per cent in the last 12 months, but the overall figure is still low considering the population size and the rise in violent crime in past years, statistics released in July revealed.

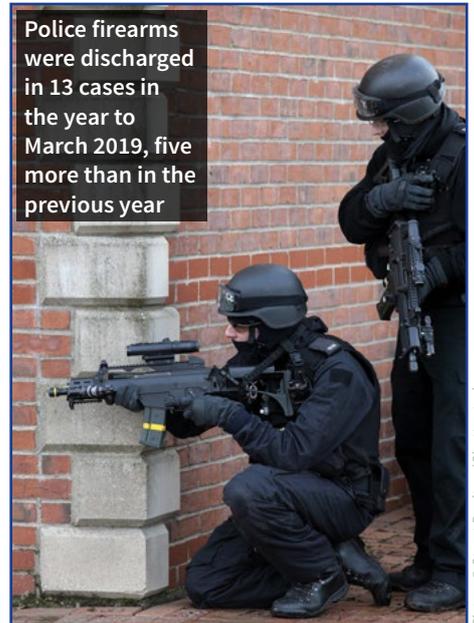
There were 20,186 operations involving police and the use of firearms in the year ending March 2019, and 88 per cent of those incidents involved an armed response vehicle. Despite this small increase in armed response incidents, firearms were discharged in 13 cases, five more than the previous year.

Steve Hartshorn, firearms lead for the Police Federation of England and Wales, said: "Overall the number of incidents at which police officers discharge firearms remains low considering the overall population, and this a testament to the high level of training they receive and the consistent professionalism of these carefully selected officers.

"We must understand that police officers will only discharge their firearms when an incident poses a critical or immediate threat to life of the public or officers themselves. Police officers, who are fully accountable, make split-second decisions based on knowledge, skills, training and the reading of situations.

"There are currently 6,653 armed police officers, an increase of just three per cent over the year. We need to remain vigilant and support these officers, knowing their training is of the highest standard in times of rising violent crime."

Wales, along with the West and East Midlands regions, recorded the highest increases in police firearm operations in the 12 months to March 2019, with a 37 per cent increase in Wales, and a 28 per cent and 23 per cent rise in the other two areas respectively. The largest fall was in the North East (-29 per cent) and the highest number of police firearms



Police firearms were discharged in 13 cases in the year to March 2019, five more than in the previous year

operations occurred in the London area (23 per cent) although the capital did see an eight per cent fall in firearm operations over the previous year.

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IOPC ‘reasonable force’ blog is one sided, inaccurate and disrespectful

In early September the Independent Office for Police Conduct (IOPC) published a blog headed *Testing the law: reasonable or unreasonable use of force*. It concerned the judgment handed down on a judicial review in August by the High Court, stating that the IOPC acted unlawfully in directing that a firearms officer should face misconduct proceedings for matters that began in 2015.

The Police Federation of England and Wales deliberately chose not to issue a celebratory response to the outcome of this case, even though it was an important legal victory for our members. Regardless of the circumstances, we were conscious of the need to remain dignified and respectful in the knowledge that a man died and an inquest into his death is still to take place.

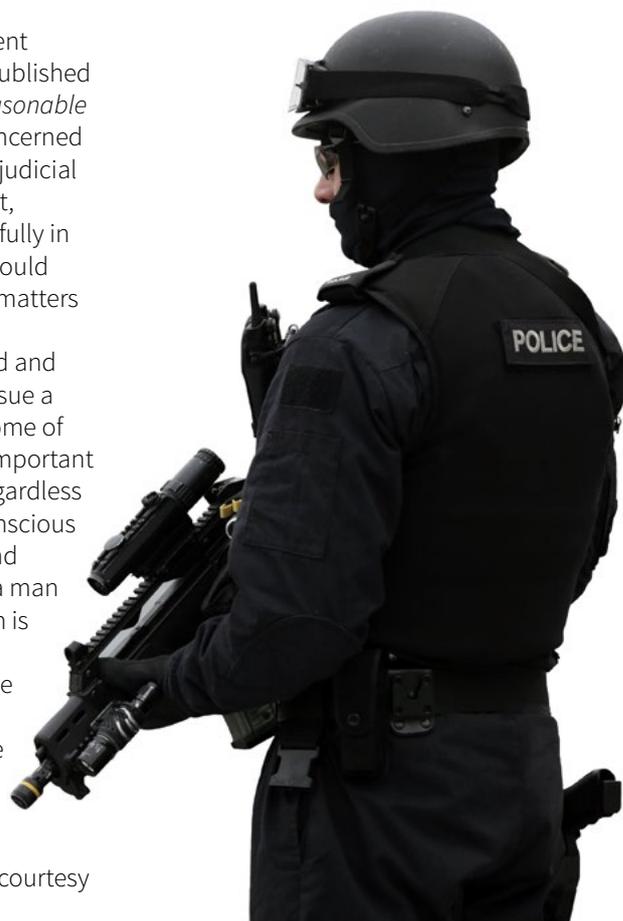
But having read the IOPC blog we had to respond. It's inaccurate, one sided and disrespectful to the ruling of the High Court. The IOPC should have confined itself to a straightforward and accurate media release, with the common courtesy of prior notice.

Campaign statement

They are of course entitled to seek to appeal the High Court's decision. They had already asked for permission to appeal from the judges when the judgment was handed down on August 14, 2019, and that application was firmly rejected. Nevertheless, they are now applying directly to the Court of Appeal for permission. We await the outcome.

As the legal process has yet to be concluded, it's inappropriate for an independent body to issue what is, in effect, a campaign statement of its own wishes for what the law should be.

The blog contends that the “ruling took one paragraph in the College of Policing's Code of Ethics – and its inclusion of the word ‘honestly’ – to mean that the subjective legal test should apply rather than the objective test of reasonableness used in civil law.”



It fails to mention that the IOPC has raised no concerns about the Code in the five years it has been in existence.

This is the Code which is recognised by all stakeholders involved in the process to be at the centre of police conduct. And it is the one routinely applied by Professional Standards Departments throughout England and Wales when dealing with matters relating to officer conduct.

The blog also does not refer to the fact that at the hearing, the IOPC's own barrister “candidly accepted” that the IOPC's investigators – and I quote – “have not adopted a consistent approach as to the applicable test for the use of force.”

The IOPC calls for a consistent professional approach by police officers in their roles yet is criticised by the High Court for failing to abide by such standards itself.

Surprisingly, the IOPC initially sought to persuade the High Court that the Code did not apply to it, but half-way through the hearing conceded that it should.

Clearly, the important issue is what is the test for police officers when making decisions to use force? In order to carry out their demanding job, they must have a clear understanding of the standards against which their conduct will be assessed.

It is the job of Government, in primary legislation, and the College of Policing, in guidance issued under the legislation, to set those standards. That is why the Code of Ethics was published, having first been consulted on by all involved, including the then IPCC; it is the IOPC's job to apply those standards.

Professional standards

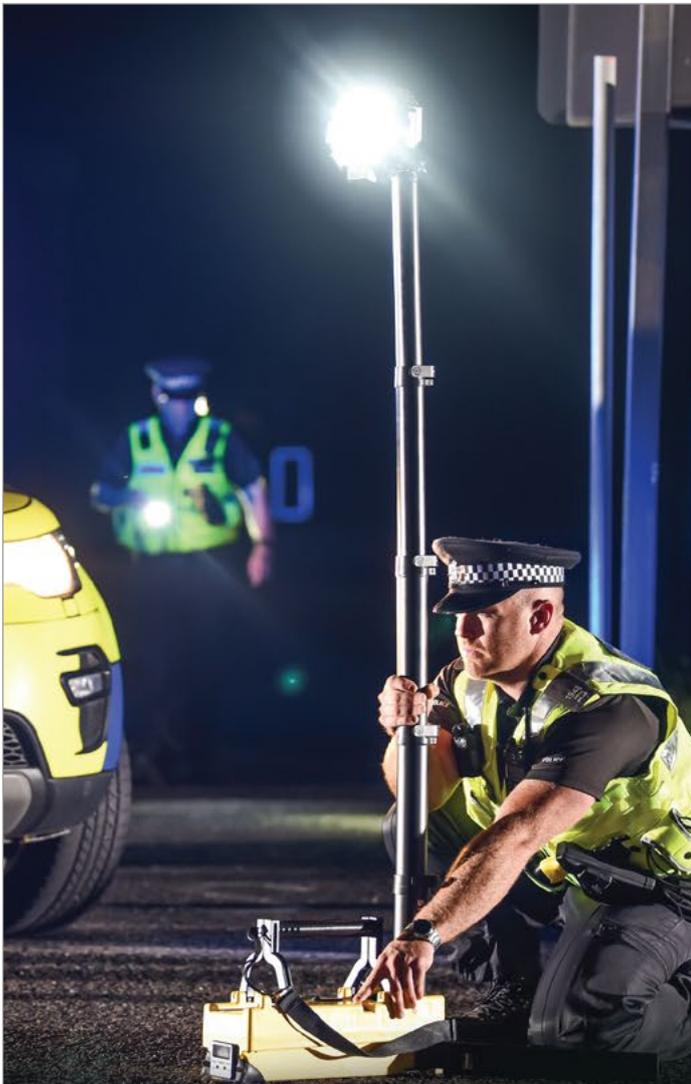
Their blog suggests the High Court's ruling on the relevance and meaning of the Code limits the IOPC's ability to hold police to account against their professional standards, asserting that: “We are now limited to solely considering the criminal test – whether an officer honestly thought a set of circumstances existed even if their beliefs were completely unreasonable.”

This is an inaccurate and misleading comment on the meaning and impact of the ruling. When there are no grounds on which a police officer could form an honest belief, no tribunal, on analysing the circumstances, is going to find that officer's belief was honestly held.

Further, even when there are grounds justifying an honest belief, if the degree of force used is unreasonable or disproportionate (which is an objective test) the police officer may still be found to have failed to meet the standards.

The blog does the IOPC a serious disservice and it is important to set the record straight.

Steve Hartshorn is the PFEW firearms lead and a member of the Conduct and Performance Sub-committee



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Snowed-under detectives doing their best to help rape victims

The number of rape charges and prosecutions have decreased, despite an increase in the amount of rapes reported. The multi-agency Rape Monitoring Group (RMG) has published data covering every police force in England and Wales, showing how cases of rape were dealt with at all stages of the criminal justice system in 2017-18.

Reacting to the figures Karen Stephens, criminal justice lead for the Police Federation of England and Wales said: "These findings are concerning, as despite more victims having the courage to report rape there are fewer offenders being charged and convicted.

"Our dedicated and hard-working detectives are doing their very best to help victims and guide them through the criminal justice process, which can be hugely daunting – especially for victims of sexual assault who can be some of the most vulnerable.

"But as worrying as these figures are, it's not surprising, as detectives are expected to juggle overwhelming caseloads, care for their victims, and comply with increasingly complex and challenging requests from the Crown Prosecution Service before they can secure a charge.

"Officers are struggling to deal with the sheer volume of digital evidence, and we have all seen the high-profile issues connected to the rules around disclosure of evidence.

"Rape is a horrific and deeply traumatising crime. Victims need the confidence to come forward and report it in the first place, and to know that during the investigation everything that can be done, is being done to bring their attacker to justice.

"Officers need the time and the resources to be better able to complete these often-complex investigations and build a case to secure a charge.

"In order for officers to do the very best they can to bring offenders to justice there must be significant

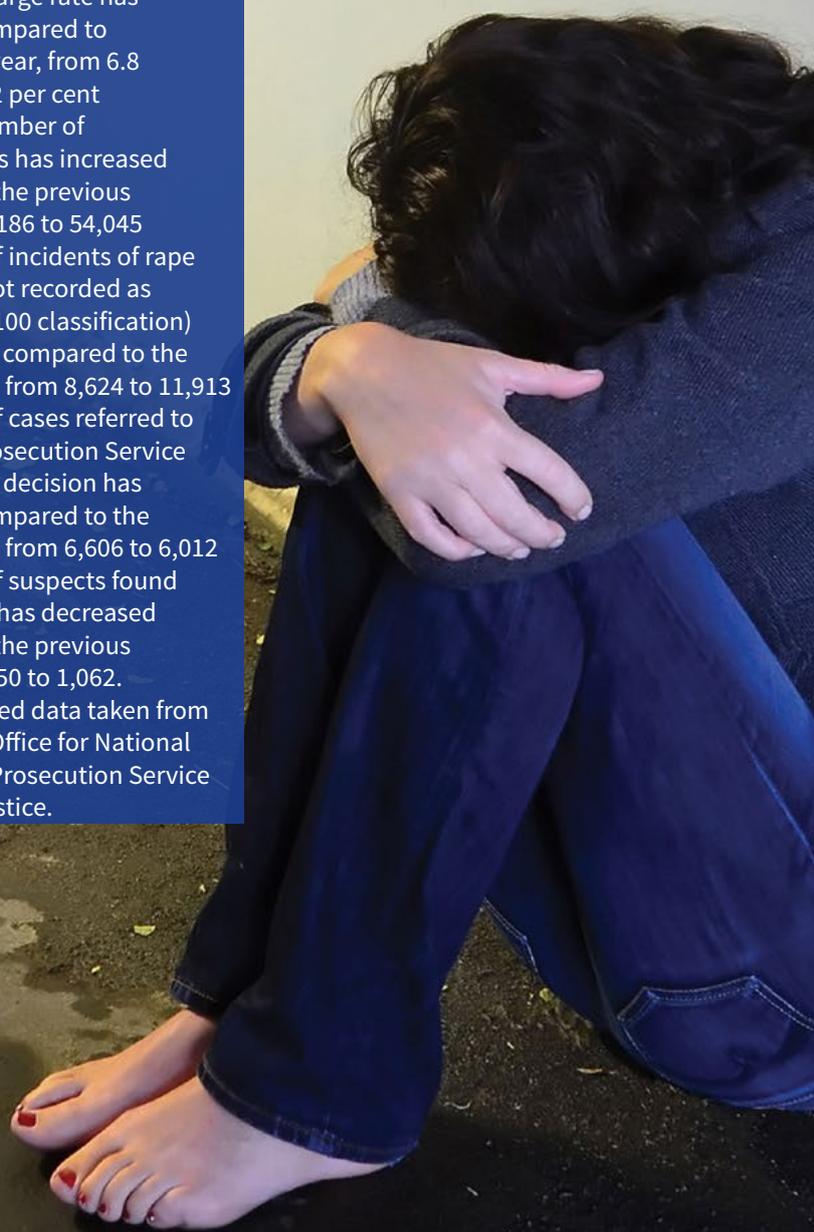
centrally-funded investment in policing and in the wider judicial system.

"Without any further real investment, the number of people being charged with rape and other offences could reduce even further, failing victims and society as whole."

Nationally the data showed that:

- the overall charge rate has decreased compared to the previous year, from 6.8 per cent to 4.2 per cent
- the overall number of reported rapes has increased compared to the previous year, from 41,186 to 54,045
- the number of incidents of rape which were not recorded as crimes (the N100 classification) has increased compared to the previous year, from 8,624 to 11,913
- the number of cases referred to the Crown Prosecution Service for a charging decision has decreased compared to the previous year, from 6,606 to 6,012
- the number of suspects found guilty of rape has decreased compared to the previous year, from 1,350 to 1,062.

The group released data taken from the Home Office, Office for National Statistics, Crown Prosecution Service and Ministry of Justice.



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PFEW represented at the ES Show

Officer welfare was the theme of presentations made by the Police Federation of England and Wales (PFEW) at this year's Emergency Services Show.

The annual event, held over two days at the Birmingham NEC in September, attracted more than 8,000 visitors and 450 exhibitors. PFEW National Board members Belinda Goodwin and Hayley Aley addressed workshops on the Federation's wellbeing strategy and menopause campaign.

Speaking on the first day Ms Goodwin's presentation dealt with four key areas that can effect police officers – physical wellbeing, mental health, and financial and workplace issues. It touched on the need for officers to have time to maintain their fitness, access appropriate kit, the benefits of reasonable adjustments in the workplace, and the impact of fatigue.

With help from the PFEW and partner organisations, senior officers have a duty to safeguard the wellbeing of officers and staff.

Menopause guidance launched

In England and Wales, a third of female police officers are aged 45 or over, so the menopause is an important occupational health issue. In her presentation, Ms Aley, a national women's lead for the PFEW, argued the menopause should not be dismissed as a niche health problem.

She presented results of the PFEW's EveryonePause survey, launched in October last year, which received over 6,300 responses from police officers and



PFEW National Board members Hayley Aley (left) and Belinda Goodwin delivered presentations on welfare issues and launched new guidance on the menopause, at this year's Emergency Services Show (right) at the Birmingham NEC



staff. Nearly half (44 per cent) said they had considered quitting their force as a result of symptoms of menopause.

Ms Aley said: "Everyone in the policing family got behind the PFEW's survey, which proved that forces need to do more to break down the barriers that currently exist. Our national guidance will make a difference to so many and I sincerely hope this work paves the way for colleagues in the other emergency services."

In September, the PFEW, in partnership with the National Police Chiefs' Council, the College of Policing and Unison launched their National Menopause Guidance, a direct output from the PFEW's research on the issue.

Tuesday, October 18 is World Menopause Day, which represents a worldwide awareness call for women who face health issues approaching, during and beyond the menopause.

Legislation needed to enable Specials membership

Proposals to allow special constables to become members of the Police Federation of England and Wales (PFEW) have been welcomed despite ongoing discussions about how this will be funded.

The idea of allowing special constables to be members of the PFEW has been under discussion for the past decade, and was a motion passed at the National Conference in 2010.

One of the primary stumbling blocks is the need for change in Government legislation to enable special constables to join the PFEW. The PFEW has been in regular discussion with the Home Office, Association of Special Constabulary Officers, the National

Police Chiefs' Council, and the Association of Police and Crime Commissioners over this issue.

John Apter, the PFEW National Chair, believes the support and protection they can offer special constables is vital in a changing world of policing. "I was a special constable, as were a number of Federation reps and colleagues. Special constables are an important part of the police service, who put themselves in the same situations, with the same risks as regular officers. They therefore deserve the same legal protection and support, and the PFEW is best placed to do that. We now need to forge ahead with this, which we know will require a change in legislation."

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New report highlights youth violence

Young people have been let down and failed by successive governments resulting in a social emergency and a devastating loss of life, according to a new report by the Home Affairs Select Committee.

The hard-hitting report, published in July, points to the Government's Serious Violence Strategy as a completely inadequate response to the wave of violence currently blighting our communities. It calls for:

- stronger focus, leadership and direction from the Government and Prime Minister, and an accountable leader in every local area reporting to the Prime Minister on action to reduce serious violence
- major investment in local youth services and prevention work – including a new 'Youth Service Guarantee' to help prevent young people becoming caught up in violence
- urgent action to tackle county lines, including stronger local safeguarding plans
- substantial additional resources for policing
- all schools in areas with above average risk of youth violence to have dedicated police officers
- action to cut school exclusions and end the part-time timetables in alternative education provision.

John Apter, National Chair of the Police Federation of England and Wales, said: "This report echoes what we have been saying for some time about the cuts to

A new hard-hitting report on youth violence says the Government's response to date has been completely inadequate



Picture © Shutterstock / iStockphoto

the police service, and their damaging consequences. The report calls on the Government to provide greater funding for the causes and the treatment of these issues rather than expecting the police to pick up the pieces.

"Youth violence is a national

emergency that my members are battling every day on our streets. But policing alone cannot solve this problem. There must be significant investment across the public sector to ensure that everything is being done to end this shameful epidemic."

Penalties for using phone when driving should be reviewed

The House of Commons Transport Committee has recommended that penalties for driving while using a hand-held phone should be reviewed, and tougher penalties be applied, for what should be regarded as a danger to road users.

The committee says hands-free phones can be just as dangerous to use as their hand-held versions, and MPs in the committee suggest the law gives the "misleading impression" that hands-free options are safe while driving, when in reality they create the "same risks of collision".

Although it's likely to be challenging to enforce any ban on the use of hand-held phones, the committee believes it's still a serious issue that needs to be dealt with. It concluded: "Increasing the penalties for driving while using a mobile phone

in 2017 appears to have changed behaviour in the short term, but there is already evidence that bad habits are creeping back in."

The National Chair of the Police Federation of England and Wales (PFEW), John Apter, has seen the consequences of accidents on the country's roads and understands the need for change. He said: "Having spent almost 15 years as a roads policing officer I have seen first-hand the devastation that people using mobile phones while driving can cause. I welcome anything that sparks debate about this important issue."

The PFEW's view is that while penalties imposed can be increased, cuts in the number of police officers has reduced the ability to deter and catch offenders.

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Once the value of your pension is known, we'll be in a position to consider what your spouse's claim is likely to be and how it can be settled. If your spouse has a pension this will also need to be valued and taken into account when considering their claim against your pension.

When the courts need to decide how parties' finances are divided, statute sets out what the court has to consider. There are also key principles in case law such as a party's needs, sharing and compensation.

No simple answers

Only once parties' needs have been met will the court consider contributions-based arguments. For example, if an officer joined the police force in 1995, began cohabiting with their partner in 2005 and then married in 2006, should the pension which that officer accrued between 1995 and 2005 be excluded? This scenario arises for many of the officers who we represent. Unfortunately there's no simple answer to this question. Generally speaking, pensions are more likely to be a significant issue if the marriage is long and there are children. Pensions will be less important if the marriage is short, the parties are younger and no children are involved.

If we can show that parties needs have been met and they've no genuine need for pension accrued outside of the relationship, we're more likely to be successful in protecting those years of accrued pension. However, we cannot offer any guarantees with this approach; if the parties are older and the spouse has little or no pension provision of their own, these arguments are less likely to be successful.

The best advice we can give officers is to deal with matrimonial finances including pension when they separate. For example, an officer separated from his spouse 13 years ago but did not deal with finances on separation. If the officer had dealt with his finances then, the pension share which his spouse needed would've been a 14 per cent share; 13 years on, his spouse is now looking at achieving a 32 per cent share.

If you'd like specialist advice on your finances from a family lawyer please contact Slater and Gordon on 0808 175 7710 and we'll be happy to help.

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I really hope that isn't just someone with a torch...

As I write this, the Home Office has started its recruitment of 20,000 new police officers. The Prime Minister has announced the most important thing that politicians can do is 'back the police.'

Like many I am waiting to see what this new era of pro-police sound bites brings. It is somewhat ironic that those who stayed silent or voted for police change have now had overnight conversions. 20,000 will replace the officers lost in cuts but not those who are due to retire or have left early, and police staff numbers are just as important, otherwise frontline officers are taken to fill the gapped roles. And it will take 18 months to two years before these officers become truly competent assets.

Staff burn out

Some chiefs have stated that Taser will be issued to all who want it. In one of my previous articles I revealed that 80 per cent of my staff were unable to carry as they were in their probation, so this change is welcome.

It's been a busy summer so far, the stop-start of the Brexit rollercoaster, extinction rebellion and predictions of 2011-type riots are still looming.

I look around and my team are tired; we only maintain staffing levels by offering overtime, which is a temporary

fix that adds to staff burn out. Many seem to be leaving en masse for the rail industry (I got off a train last week and saw the driver was an ex-PC I used to manage) or to other forces with more specialised forms of policing that have less public interaction. This 'brain drain' will take years to replace, and has led to forces altering policies and taking those in their probation and offering incentives to join them.

Dwindling armoury

There is little I can do to make things better – allowing people to leave early, offering what courses I can in a fair fashion, plenty of cakes at briefing, and thank you letters, emails and personal chats are all things in my dwindling armoury.

Many of my sergeants are new and relatively junior in service. When I speak with my peers, they are just as tired as I am, all of them – even the newly promoted – are looking for less stressful roles.

Missing Persons and mental health jobs are still on the increase. These are time consuming and staff intensive, and sadly some are repeat incidents.

Some it could be argued should not be dealt with by police, but out of hours there is no one else, and many have complex



The Duty Officer

histories and risk attached and its safer for officers facing trial by social media and numerous oversight groups to accept the call and try and deal than it is to refuse.

A senior officer once said to me: "Do you know, I think there is light at the end of the tunnel – either that or its someone with a torch playing a trick on us." I really hope it isn't a trick.

 Follow me on Twitter @TheDutyOfficer1

Nick O'Time

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