

# Post Incident Procedures

23-24 October 2019

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# Welcome to Post Incident Procedures



It gives me great pleasure to host this year's Police Federation of England and Wales (PFEW) national seminar on Post Incident Procedures (PIPs). In doing so, I am conscious that I am filling some big shoes. Ché Donald, our national Vice-Chair, started this event four years ago. He nurtured it and grew it into the success it is today. I am looking forward to building on that achievement over the next two days, alongside our facilitator Ian Collins.

I joined the Metropolitan Police Service 24 years ago, becoming a firearms officer in 2004. As a Federation rep for the Met's Firearms Command, I know first-hand the crucial importance of good, consistent and transparent PIPs, to ensure best evidence is captured and officer welfare is safeguarded.

Our theme this year, 'Back to Basics', reflects our aim to acknowledge and reinforce the best practice and experience that exists in the area of PIPs. We will hear from an exceptional array of speakers representing stakeholders as diverse as the National Police Chiefs' Council (NPCC), the Independent Office for Police Conduct, the Police Firearms Officers' Association, and more.

The seminar will explore the impact of a death or serious incident (DSI) from the perspective of police officers and their families, by hearing from those involved in the case of Sean Rigg, a detainee who died in police custody in London. We will also hear from officers on the ground in Salisbury who dealt with the poisoning of a former spy and his daughter.

We will consider the trauma police officers can suffer when they are the subject of an unnecessarily long investigation into their conduct, often following a DSI. And we will consider the burden of responsibility that comes with an officer being trained to shoot.

I hope you enjoy the seminar and find it informative. I would like to thank you all for your continued support and attendance. Finally, a big thank you to our sponsors and exhibitors.

**Steve Hartshorn**

PFEW National Firearms and Taser Lead

## Contents

Agenda – day one	4
Agenda – day two	5
Speakers	6-9
Time Limits	11
Exhibitors	12
Our centenary	13
Police charities	14-15

# Agenda – day one

## Wednesday 23 October 2019

10am	<b>Registration opens</b>
11am	<b>Welcome</b> Ian Collins, Facilitator
11.10am	<b>Simon Chesterman</b> National Firearms Lead, NPCC
11.20am	<b>Welfare Support Programme update</b> Mark Williams, Police Firearms Officers' Association
11.50am	<b>Officer Welfare</b> Hayley Aley, PFEW
12.10pm	<i>Lunch</i>
1pm	<b>The responsibility that comes with being trained to shoot</b> (closed session) Dr Meng Aw-yong, Medical Director, Metropolitan Police
1.45pm	<b>DSI</b> Kevin Nicholson, College of Policing & Mark Wardley, Straw and Pearce Solicitors
2.30pm	<i>Tea and coffee break</i>
2.45pm	<b>Death in Custody – case of Sean Rigg</b> Andy Birks, retired Police Constable & Keith Malda from Metropolitan Police Federation
3.45pm	<b>Panel discussion on death in custody</b> Involving Tim Godwin, IOPC, Mark Wardley, Straw and Pearce Solicitors and Phill Matthews, PFEW
4.15pm	<b>#TimeLimits – The Impact of Lengthy Investigations</b> Phill Matthews, Conduct Lead, PFEW
4.30pm	<b>PIMs, Triage and Legal Advice</b> Steve Hartshorn, National Firearms and Taser Lead, PFEW
4.50pm	<b>Summary</b> Ian Collins, Facilitator
7pm	<i>Drinks reception</i>
7.30pm	<b>Networking dinner</b>

# Agenda – day two

Thursday 24 October 2019

9am	<b>Welcome</b> Ian Collins, Facilitator
9.05pm	<b>A Case in Question</b> PC Neil Copland from Nottinghamshire Police, Dave Keen from Nottinghamshire Federation and Mark Wardley from Straw and Pearce
10.05am	<b>IOPC: maximising learning from deaths in custody</b> Jonathan Green, Deputy Director General (Operations)
10.45am	<i>Tea and coffee break</i>
11am	<b>Skywall</b> (closed session) Jamie Pollock, Inspector, Operations Support, SO Aviation Policing, Metropolitan Police
12pm	<b>Novichok – the aftermath</b> (closed session) Dave Minty and Gary Treherne, Wiltshire Police
1pm	<b>Summary</b> Ian Collins, Facilitator  <i>Grab and go lunch</i>

NB. This agenda may be subject to change and some of these sessions may be closed to media

**SAVE THE DATE**  
**Post Incident Procedures Seminar**  
**21-22 October 2020**  
Venue to be confirmed

# Speakers

## Steve Hartshorn

PFEW National Firearms Lead



Steve joined the Metropolitan Police Service in 1995, becoming a firearms officer in 2004. While policing in Barking and Dagenham, five of his colleagues were dismissed after arresting a violent man but later reinstated thanks to representation from the

Police Federation. This inspired Steve to become a Federation rep for the Met's Firearms Command. His proudest moments are successfully representing colleagues over misconduct matters. In 2018, after 11 years of service with the Federation, Steve was elected to the National Board where he is currently the national spokesperson on firearms matters.

## Ian Collins

Facilitator



Ian is a radio and television presenter, journalist and author. He hosted Late Nights on LBC, the UK's most listened to current affairs/topical debate programme, and currently presents the Breakfast Show on BBC Radio Kent.

Ian is highly sought after as a facilitator, having compered the Police Federation of England and Wales Annual Conference and other high-profile events. He is a frequent pundit on current affairs shows for the BBC, Sky News and ITV. Ian is the author of I Bet You Won't Read This: Confessions Of A Night Time Radio Host.

## Dr Meng Aw-Yong

Medical Director, Metropolitan Police Service



Meng works in emergency medicine and for St John Ambulance, is a forensic medical examiner and Medical Director of the Metropolitan Police. He has been a member of the Independent Advisory Panel on Deaths in Custody and has produced guidelines on areas such as Acute Behavioural Disturbance. He

provides expert evidence at inquests and advises the College of Policing on clinical matters. Meng combines a working knowledge of medicine and policy looking at ways to make custody safer.

## Hayley Aley

National Board member, PFEW



Hayley Aley joined Warwickshire Police as a constable in 2000 and has served in a variety of roles including Response, Sexual Offences Liaison, Vulnerable Victim Interviewer, Tutor Constable and Assessor. A Federation representative since 2008, she was Warwickshire Federation's Equality Lead prior to joining the National

Board in 2014. Hayley served as National Equality lead, helping to encourage more officers with protected characteristics, including women and BAME officers, to stand in elections to become Federation representatives. In her current role as a PFEW National Board member she chairs the Federation's Wellbeing Sub-Committee and campaigns for a fairer deal for officers going through the menopause.



# Speakers

## Andy Birks

Assistant Curate, Sidley, All Saint & Bexhill,  
St Barnabas



Andy was one of the Metropolitan Police officers involved in investigating the death of Sean Rigg, a mentally ill man who died in custody at Brixton Police Station. In 2014, six years after the fatal incident, Andy was suspended and prevented from retiring from the Met. He was finally exonerated in March 2019. Having left the police

service, he now serves as a Church of England priest in Sussex.

## Simon Chesterman QPM

Chief Constable, Civil Nuclear Constabulary



Simon has been a police officer for 35 years. His career includes 23 years with Thames Valley Police, where he rose to the rank of chief superintendent and commanded a police area covering the county of Buckinghamshire. Simon was appointed Assistant Chief Constable (Specialist Operations) with West Mercia Police in 2007, and later

became Deputy Chief Constable of the Civil Nuclear Constabulary, a national armed police force with over 1,200 officers. In April this year he was appointed Chief Constable/Chief Executive Officer of the Civil Nuclear Constabulary.

## Neil Copland

Nottinghamshire Police



Neil has 25 years' service with Nottinghamshire Police in frontline roles, including Response and Operational Support. He has been an authorised firearms officer since 2002, initially on a Tactical Firearms Team, and later Armed Response Vehicles (ARVs). Neil was, until recently, a senior firearms officer (SFO) specialising in dynamic

intervention and masts.

## Ché Donald

PFEW National Vice-Chair



Ché joined Sussex Police in 2002 and has been a Police Federation representative for nearly 14 years. He was elected on to the National Board of the Police Federation of England and Wales (PFEW) in 2014 and took up the post of National Vice-Chair in January 2018. Ché was instrumental in establishing the annual PIPs Seminar. He has also led

for the Federation on Taser, firearms and police officer mental health and wellbeing. He supports and deputises for the National Chair, drives the strategy of the PFEW and is a principal spokesperson for the organisation in the media and engagement with external stakeholders.

## Tim Godwin

Independent Office for Police Conduct



Tim joined the Independent Office for Police Conduct (IOPC) in 2015 after retiring from West Midlands Police where he held the rank of superintendent. He is currently an operations team leader responsible for leading a team of investigators and attending incidents that are referred to the IOPC. Tim also has responsibility for organising training

and is technical lead for the IOPC use of force, Taser and less lethal weapons, Subject Matter Network (SMN), one of seven networks introduced last year to professionalise the watchdog's approach to investigations.

## Jonathan Green

Independent Office for Police Conduct



Jonathan joined the IOPC in 2018 from the General Dental Council where he was Executive Director of Fitness to Practise. A qualified lawyer, he has worked as Senior Legal Manager at the Royal College of Nursing, where he led the modernisation of the in-house legal services team and was involved in the Mid Staffs Inquiry led by Sir

Robert Francis. Jonathan has both defended and prosecuted professionals in regulatory and disciplinary investigations, and was shortlisted for In-house Lawyer of the Year Award by the Law Society in 2012.

# Speakers

## Dave Keen

Nottinghamshire Police Federation



Dave served as Chairman of Nottinghamshire Police Federation from 2016 until his retirement earlier this year. He joined the police service in 1988, working on response in Nottingham City Centre until 2003 and then the force's traffic unit. He became a firearms officer in 2005, qualified as close protection driver, before becoming the

Federation representative for operational support. He has received four chief constable commendations for bravery in his career, along with five divisional commander commendations.

## Keith Malda

Metropolitan Police Federation



Keith is a police constable and Federation representative based in Brixton, London. He worked alongside the five officers who were subject to a near 11-year investigation into the death of Sean Rigg in August 2008. Keith was one of the Federation representatives who acted for the officers at the gross misconduct hearing where

they were finally exonerated. He continues to support the officers to date.

## Phill Matthews

PFEW Conduct and Performance lead



Phill has served on the National Board of the Police Federation of England and Wales since 2015. He is chair of the Federation's Conduct and Performance sub-committee and also leads on police aviation, public order tactics, training and equipment. A police officer for 27 years, and an active Federation Rep for 15 years, Phill was previously the

conduct lead for his home force of Nottinghamshire. He has extensive experience of representing colleagues at all levels of performance, misconduct and criminal allegations, and has campaigned for changes to the police discipline system which should result in new regulations at the start of next year.

## David Minty

Wiltshire Police



Dave was the superintendent for operations Fairline and Fortis – the response by Wiltshire Police to the novichok poison attacks in Salisbury and Amesbury. His role as chair of the tactical coordinating group involved oversight of all activities in relation to the incident. He is Wiltshire's silver Chemical, Biological, Radiological and Nuclear

(CBRN) commander, policing commander and is a strategic firearms commander. Dave is also the silver commander for managing solstice celebrations at Stonehenge.

## Kevin Nicholson

College of Policing



Kevin has been the College of Policing's armed policing lead for four years, having previously been seconded to them (and pre-cursor organisations) for much of his 30-year service with the Metropolitan Police. His role has included the development of the national post incident managers (PIM) curriculum and course and, as a consequence

the more recent development of the Authorised Professional Practice (APP) for post incident procedures for all death or serious injury following police contact.



# Speakers

## Jamie Pollock

MPS Aviation Policing Command

Jamie is an operations inspector within the Metropolitan Police's Aviation Policing Command, based at Heathrow Police Station. He leads the specialist firearms response ARV's for Heathrow and is responsible for developing counter unmanned aerial system tactics and response plans within MPS aviation policing. Jamie started his career with Lincolnshire Police, in the force's Technical Support Unit, and moved to Met in 2000, working in response and later as a custody sergeant. In 2015, he was promoted to inspector and joined the Met's specialist firearms command, MO19. Jamie qualified as a Tactical Firearms Commander and specialist Cadre TFC before moving to Aviation Policing in 2018.

## Gary Treherne

Wiltshire Police



Gary joined Wiltshire Police in 1991 and served as a response officer and a community beat officer. A considerable amount of his service has been with the Armed Response Group covering the county. He became a Police Federation workplace representative seven years ago and later moved into the full-time CAPLO role. Gary has been

Branch Secretary since May 2018 and is also Post Incident and Health and Safety Lead for Wiltshire Federation. An experienced rep, he has acted on officers' behalf in matters including misconduct, performance, attendance and medical retirements.

## Mark Wardley,

Straw and Pearce Solicitors



behalf of the Police Firearm Officers, Association (PFOA).

Mark is the Managing Partner of Straw and Pearce solicitors, with 22 years' experience as a criminal defence solicitor. He has been representing police officers in the East Midlands region on behalf of the Federation for 10 years. Mark regularly represents officers involved in Post Incident Procedures and delivers training at PIP courses on

## Mark Williams

Chief Executive, Police Firearms Officers Association



incidents. In 2009 he co-founded the Police Firearm Officers, Association, which is now a charity with over 8,000 members. Having retired from policing, Mark took up his post as CEO of the PFOA in 2013.

Mark joined the Metropolitan Police in 1987 after previous military service in the Grenadier Guards. He spent over 17 years in SO19 (CO19), the Met Police Firearms Command, as an ARV officer and full-time Federation representative. Mark represented officers on 44 occasions where police firearms were discharged, 14 of which were fatal

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# The case for Time Limits

The Police Federation's national Conduct and Performance Lead, Phill Matthews, is presenting at this seminar on a new campaign, Time Limits. At present there is no cap on how long an allegation or complaint against a police officer can be investigated. We constantly see cases that take many years to come to conclusion, often at the direction of the Independent Office for Police Conduct (IOPC). The negative impact that any misconduct investigation has on a police officer, their families and their colleagues cannot be underestimated.



When an officer is under investigation for so long, the toll on them, their families and their colleagues is not only personally devastating but can have long term impacts on health and wellbeing. Officers will often have restrictions placed on them, causing their loss to the frontline in supporting their colleagues, de-skilling them which then requires more training, not to mention the loss of confidence for the officer.

The Police Federation is calling for a time limit for disciplinary proceedings being brought against officers to be introduced. That time limit, we suggest, should be 12 months from allegations being made. We are also calling for Police and Crime Commissioners to be empowered to demand a progress update, and to stop cases, and seeking to simplify the appeals process.



## CASE STUDY 1

Joe Harrington was a PC in the Metropolitan Police when he was accused of assault and failing to challenge racist comments made by another officer during the London riots in 2011. He was placed on restricted duties – which meant he could not go on patrol while a criminal investigation was carried out. He was acquitted by a court in 2013 but the IOPC swiftly reopened the case and PC Harrington was under investigation again. He remained on restricted duties until a misconduct panel was held in June 2018, seven years after the original incident. His case was dismissed, with the misconduct panel finding the delays were unreasonably long and unjustified. PC Harrington was sadly diagnosed with PTSD as a result of his experience.

## CASE STUDY 2

Firearms officer PC Adrian Daly was falsely accused of assaulting a suspect in a case of mistaken identity. Despite CCTV evidence and a warning from the Metropolitan Police that a conviction would amount to miscarriage of justice, the Independent Police Complaints Commission (since relaunched as the Independent Office for Police Conduct) sent PC Daly to trial – a jury took 21 minutes to exonerate him – and then directed a misconduct hearing, which concluded the officer had 'no case to answer'. PC Daly waited nearly three years to clear his name. He said, "This was an horrific experience for me and my family."



- 31,671 public complaints were made against officers in 2017/18 – only 34 officers were dismissed (0.1%)
- 1,648 internal investigations resulted in 211 dismissals (5%) in 2017/18
- £13m paid to suspended officers by 29 Police forces between 2013 and 2018
- Studies show link between length of investigation and officers' deteriorating mental health

source: BBC and PFEW



# Exhibitors

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## Our centenary



**This year is a big one for the Police Federation of England and Wales. It's our 100th birthday, our centenary – a staff association that was set up to fail is still going strong.**

Sure, we've had our difficulties and challenges over the decades, but as National Chair, I see the brilliant work that local Federation reps and people at the national office do every day to make the lives of our members that little bit easier. Whether its negotiating on the kit we use, on legislation that's been drafted by us and taken forward by Parliament, whether in support of colleagues who have been assaulted, or in driving matters, we have achieved big things. On a local level, I've seen colleagues whose lives have been made better, and in some cases, lives have been saved by the work of our reps.



I became a Federation rep because I was treated badly by my force and I wanted to make sure that others didn't suffer the same as I did. The Federation enabled me to make a difference in Hampshire when I first became a rep, and that's replicated right across England and Wales. We've got some brilliant people doing some brilliant stuff and that's been happening for 100 years.

I encourage you to join us in celebrating the Police Federation centenary and to be proud of what the organisation has achieved over the past 100 years. Our centenary is about recognising how far we have come, learning from the difficulties we've had and moving forward, keeping our members at the heart of everything we do.

**John Apter,**  
National Chair, Police Federation of England and Wales



### **24/7 confidential support for police officers and their families**

The Welfare Support Programme (WSP) is a free and confidential 24/7 telephone support programme funded by the Police Federation of England and Wales (PFEW) and the Police Firearms Officers' Association (PFOA)

**WSP is available to you or family members if you have been:**

- Involved in a death or serious injury incident at work that results in a post incident investigation
- Suspended from duty or subject to gross misconduct procedures
- Affected by a work or personal event that leaves you vulnerable or at risk

**Staff who are trained in mental health first aid and suicide awareness are available to provide advice and counselling**

**Call 01354 697890**  
**[www.polfed.org/wsp](http://www.polfed.org/wsp)**

# Police Charities

Charities up and down the country are providing assistance to current and former police officers and their families in a number of diverse and essential ways – among them, rehabilitation and assistance after injury, supporting the loved ones of officers who die in service and providing memorials. Police Charities UK is a consortium of police-related charities which meet with the Police Federation of England and Wales to find ways to collaborate, where appropriate, for the mutual benefit of police officers and their families. It is not in any way a merger of charities, and the PFEW does not influence any of the charities, but is certainly proud to support them and the vital work that they do. For more information, see [www.policecharitiesuk.org](http://www.policecharitiesuk.org).

Sarah Johnson, Chair, Police Charities UK

## Avon and Somerset Constabulary Benevolent Fund

A registered charity (Number 1085497), the Fund provides help to serving Avon and Somerset Constabulary officers as well as pensioned members of the former Bath City Police, the former Bristol Constabulary, the former Somerset Constabulary and the former Somerset and Bath Constabulary, together with necessitous widows and dependents of any such persons.



## The Blue Lamp Foundation

PC David Rathband's Blue Lamp Foundation supports any serving member of the Police, Fire and Ambulance service who has been injured whilst on duty. For details of the grants available, please visit the Police Charities UK website.



## Care Of Police Survivors (COPS)

All our survivors have experience of tragedy, which gives them a unique understanding of the overwhelming grief and confusion that is encountered by new survivors. COPS makes contact with the survivors of every new death on duty, explaining what COPS does and inviting survivors to make contact when they are ready for such support.



## Christian Police Association

We are an association of Christians who are members/friends and community partners of the Police Service. We are a registered charity. Today there is a branch of the CPA in the majority of the Police Services of the United Kingdom and we have contacts throughout the world through the International Christian Police Fellowship.



## The Gurney Fund

Providing financial support for the care and education of children of deceased or medically retired police officers, on and off duty, from 22 subscribing forces in England and Wales. A weekly allowance is paid to the parent or guardian with whom the child lives. Grants for school uniform, trips, laptops, music and sports equipment and contributions towards higher education illustrate some of the assistance available.



## National Chaplains to the Police (NACP)

Police chaplains aim to provide independent, sensitive, personal, and where appropriate, spiritual, support to officers, staff and their families. Chaplains are drawn from all faiths and offer their services both to 'people of faith' and 'people of no faith.'



## Police Care UK

We support officers suffering a physical or psychological injury on duty and the families of officers killed



on duty. Grants are available to both serving and former police officers and families in a variety of circumstances and are awarded to those most in need.

## Police Firearms Officers' Association (PFOA)

The PFOA was created to support all those involved in firearms operations and their families. It is managed by serving and retired police officers and provides discreet welfare support to officers and their families, including access to counsellors and medical specialists.



## Police Pensioners' Housing Association

The Police Pensioners' Housing Association Ltd (PPHA) was founded in 1968 to establish sheltered warden-assisted accommodation for police pensioners and their spouses, their widows or widowers from any police area who are over 60 and are capable of looking after themselves. The first properties were purchased at The Croft in 1992 and the Association now owns more than half of the apartments in this sheltered housing complex with the remainder having owner/occupiers.



## The Police Memorial Trust

The Trust was the brainchild of film producer, Michael Winner after the fatal shooting of WPC Yvonne Fletcher on 17 April 1984. After receiving donations from members of the public, Michael Winner created the Police Memorial Trust in 1984. His widow, Geraldine, continues the work of the Trust today.





# Police Charities

## Police Roll of Honour Trust

The Trust aims to name and honour every UK police officer who has died on, or as a result of, duty since the earliest days of professional law enforcement over three centuries ago. The Trust maintains the Roll of Honour for the benefit of all police organisations and memorial charities.



## Police Rehabilitation Centre, Flint House

The Centre offers a residential, holistic environment for the undertaking of intensive rehabilitation, psychological support, physiotherapy, and health and wellbeing, supported with complementary treatments including health classes, aromatherapy, Pilates, and all backed by comprehensive treatment and medical facilities. Every year, a team of highly skilled physiotherapists and healthcare professionals assist over 3,500 injured police officers to get back to full operational health.



## The Police Treatment Centres (PTC)

PTC provides two treatment centres – one in Harrogate, North Yorkshire, and one in Auchterarder, Perthshire. Serving and retired police officers can receive intensive physiotherapy, recuperation and treatments following an illness or injury, on or off duty, to aid their return to better health and wellbeing.



## Police Medical Welfare Service

The Police Medical Welfare Service is provided by DMWS, a registered charity that has been delivering professional welfare services to frontline workers since 1943. Their team of welfare officers provide practical and emotional support to ensure no family goes through the worry of physical or mental illness alone.



## The Metropolitan and City Police Orphans Fund

The charity supports the children of serving and former officers of the Metropolitan Police and the City of London Police Forces who are either deceased or retired on pension and are so incapacitated as to be unable to contribute materially to the family upkeep. The support is only available whilst the child remains in full time education.



## National Police Memorial Day (NPMD)

NPMD was founded by Sergeant Joe Holness QPM, a now retired officer of Kent Police, after a fellow Kent officer, Constable Jon Odell, was brutally killed in December 2000. His Royal Highness, The Prince of Wales, is patron of the annual event.



## The National Police Fund

The Police Dependents' Trust is the sole trustee of the National Police Fund. The two charities share similar purposes and eligibility criteria i.e. families affected by injury and death as a result of a parent's role as a police officer but also extend to families where officers are suffering illness or have died for reasons not associated with their police career.



## North West Police Benevolent Fund

None of us know when we, or members of our family, will find themselves in need – a family crisis, a sudden bereavement, an unexpected illness. The fund provides services for members and their immediate family, surviving partners.



## Police Arboretum Memorial Trust

The Police Arboretum Memorial Trust was started in 2015 to establish a new UK Police Memorial at the National Memorial Arboretum in Staffordshire, the nation's year-round place for remembrance, ceremony and quiet reflection.



## Scottish Police Benevolent Fund

The purpose of the fund is to assist any person who has, or used to have, a direct connection with the Police Service of Scotland (or any former Police Force within Scotland) who is suffering from poverty or disadvantage due to age, ill health or disability.



## Scottish Police Memorial Trust

The Scottish Police Memorial Trust was founded in January 2003 to build and maintain a National Memorial which was unveiled by HRH The Princess Royal on 7 September 2004. The walls of the memorial are engraved with names reaching as far back as 1812. This is the first time that all such names have been displayed together.



## The St George's Police Children Trust

We are a registered charity which aims to support Police families by helping ease the financial pressures of bringing up children in the face of life-changing circumstances. These could involve the loss of either parent (whether or not they are a serving or retired Police Officer) or the Police Officer parent being unable to earn an income due to illness or injury, sustained on or off duty.



