



PEGGY LAMONT
National Equality Lead

“ *We do so much that people don’t know about* ”

Peggy Lamont became a Federation Rep to improve equality in the workplace.

She joined West Midlands Police in 2001 but got into trouble with her force during her probation. She read up on Police Regulations to understand what might happen and successfully fought her corner.

Later in her career, after starting a family and switching to part-time hours, she was told she couldn’t compete with full time officers for a promotion.

Peggy recalls: “I had a meeting with a Chief Superintendent and he said that he had been considering me for a high potential development scheme, but as I was of a certain age and having a family, everything would change.”

These experiences led Peggy to apply for a Women’s Reserve space

with the Federation so that she could colleagues who were in trouble or not being treated fairly.

“I am so proud to be involved with the Fed,” she says. “We do so much that people just don’t know about.

“The organisation brings so much to people. During my time as a rep there are people that I believe would have committed suicide if it wasn’t for the equality work that we did.

“When you manage to change policy in an organisation, the difference it makes just can’t be measured.”

She adds: “Forces and chiefs rely on us to do a job and when we have success it’s not about being adversarial. It’s about working together as a critical friend.

“I feel like the Federation has given me so much. I probably would have left policing if not for the Fed and I would urge anyone interested to become a rep”.