

POLICE

Virtual Conference

For the first time in its 101 year history, PFEW's Annual Conference was online

View from the Chair

National Chair, John Apter, on the Federation's response to Covid-19

The voice for Wales

PFEW Lead for Wales, Mark Jones, gives an update on the Federation's work in Wales

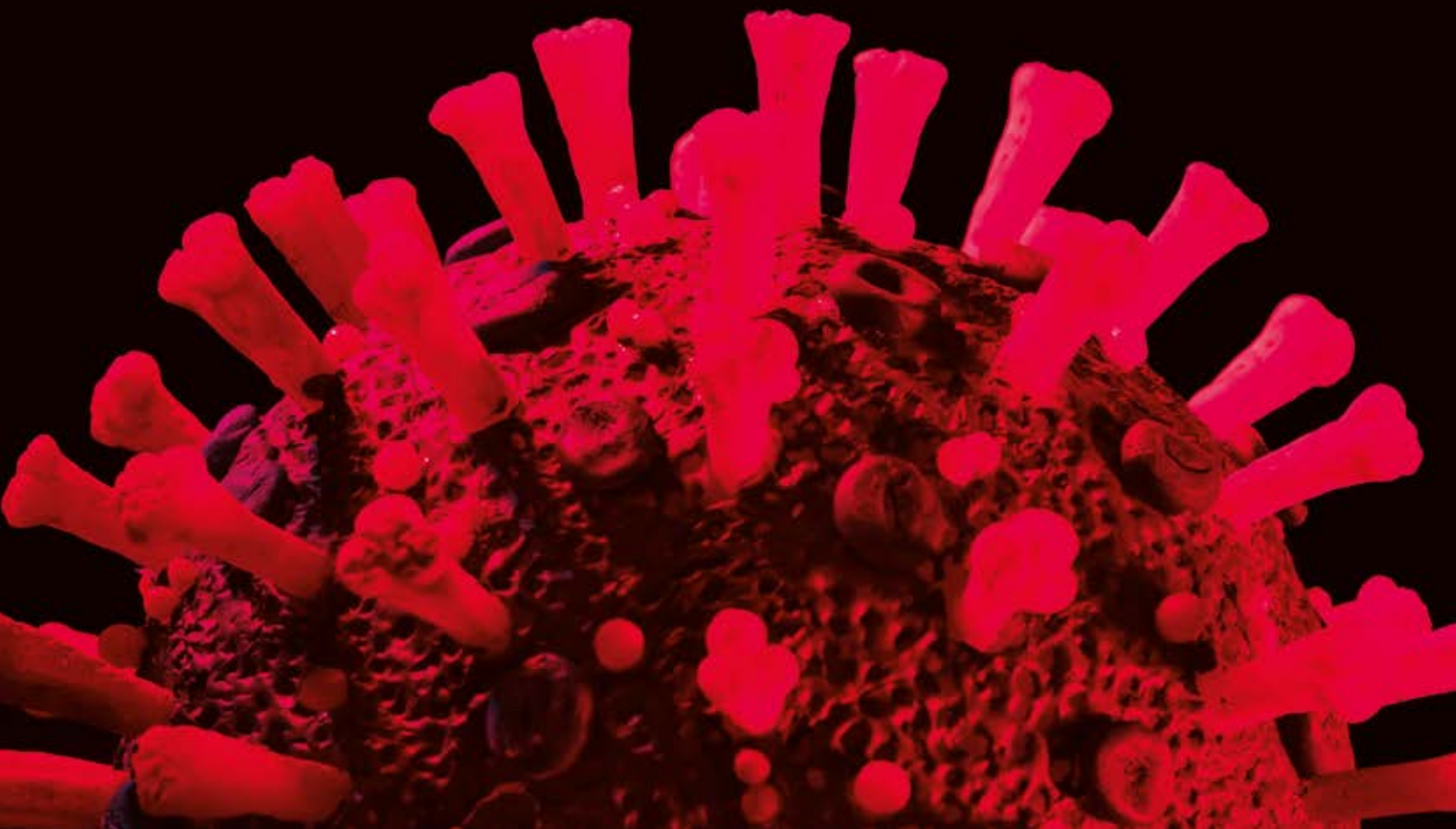
A campaigning force

Home Secretary, Priti Patel, praises the Federation's campaigning for its members

COVID-19

POLICING A PANDEMIC

How we're saving lives and protecting the public





POLICE

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EDITOR'S COLUMN

Welcome to our first edition since Covid-19. A sincere thank you from myself and all my colleagues to our members, individuals who have policed a national emergency with the highest degree of professionalism. Our next edition, released in early September, will cover policing protests during lockdown, but in this one we look at events that occurred before all of that, including our inaugural virtual conference.

As these are exceptional times, I'll offer some perspective of where we are as I write this – it's the week leading up to what has been dubbed 'Super Saturday', the day when pubs and bars open again after lockdown, one that our National Chair, John Apter has warned the government about in terms of the increased pressure it will put on policing. We hope you are all safe.

This crisis has been so dependant on front line key workers, your work has been essential to keep this country running. I hope your often-unrecognised public service is rewarded in the forthcoming PRRB report. HMICFRS's most recent Public Perceptions of Policing in England and Wales survey stated 61% of respondents were satisfied with their local policing, the majority of those giving the reason for their answer as *recognition that the job was difficult and high pressured*.

This now seems more relevant than ever. This is my last issue as Editor, it has been a privilege to work for and interact with PFEW members during my time at PFEW. Thank you for all you do.

T. Boyce

Theo Boyce
Editor



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“Freezing officer pay would be morally bankrupt”

PFEW National Chair John Apter has warned Government that a pay freeze would be a slap in the face for police officers.

John said: “As a rule, I don't comment on leaked stories in the media, but it has been reported that the Government are looking at how to recover from the financial impact of the Covid-19 crisis, including a pay freeze for the public sector.

“Now this is a leaked report so not confirmed but this is too important to ignore.

“During the last recession, public sector workers were subjected to a pay freeze and then a pay cap. This resulted in an 18% real-terms pay cut for hard working police officers – a poor reward for their dedication and service.

“During the current global health crisis, it has been the public sector who have stepped up to save lives, protect the public and keep the country moving. Often putting themselves at risk and making personal sacrifices.

“Police officers, doctors, nurses, paramedics, prison officers, teachers, firefighters and many, many more have been the glue which has held us together in this crisis. If there is any consideration in financially punishing our public sector workers, then I urge a rethink.

“Chancellor Rishi Sunak and thousands of others have clapped for our key workers every Thursday. To even consider freezing the pay of our essential public sector workers to help the financial recovery would be morally bankrupt and would be a deep and damaging betrayal.

“I completely understand the enormous financial pressures that the Government will be under as a result of the crisis, and there will be those who say that we must all take a share of the pain. But to put a pay freeze on the very people who have helped this country through this crisis would be hypocritical and grossly offensive.”



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Annual Conference and Police Bravery Awards update

The Federation has taken the decision to cancel its Annual Conference and postpone the Police Bravery Awards ceremony due to the ongoing restrictions around Covid-19.

John Apter, National Chair of the Police Federation of England and Wales said: "The current situation facing the country is unprecedented. Covid-19 has had a devastating effect on our country, with the loss of life on an unimaginable scale. We are unsure when the restrictions that have been put in place will be eased.

"It is right and proper that we do all we can to support the

effort to save lives and protect our NHS. Therefore, the Federation has taken the decision to cancel Annual Conference 2020, which was due to take place on 16-17 June, in Manchester Central Convention Complex, which was transformed in April into an NHS Nightingale hospital.

"For the same reasons, we have also made the decision that our national Police Bravery Awards, due to take place on 16 July, in London, will be postponed. Discussions are ongoing regarding when and how we recognise the 92 officers nominated for this year."

National Police Memorial Day cancelled

National Police Memorial Day service, which was set to take place in Lincoln on 27 September, has been cancelled due to ongoing restrictions caused by Covid-19.

National Police Memorial Day Co-ordinator, the Reverend Canon David Wilbraham MBE said: "At this stage it is difficult to know what the situation will be later in the year.

"We are mindful of all those in the police family who have faced pressures over these weeks, whether in their own personal circumstances or professionally, as they have been

part of the effort to keep people well and our communities safe.

"Based on the current circumstances, the Trustees of National Police Memorial Day have decided to cancel our gathering in Lincoln this year. We know that this decision will be a disappointment we all feel, and we will miss being together.

"However, we are absolutely committed to marking National Police Memorial Day over the last weekend of this September and do so in a way that will enable you and others to be part of it. It is likely that this will be an online memorial service."



Magistrates and judges must use full sentencing powers

With more offenders being jailed, magistrates and judges must continue to show that weaponising Covid-19 by spitting or coughing at police officers will not be tolerated.

Many people have been given prison sentences for committing this vile act – a promising step forward as offenders are usually more likely to receive just a fine.

PFEW National Chair John Apter said: "During this difficult period seeing more offenders being jailed for this disgusting and dangerous act is very welcome.

"Coughing and spitting, threatening to spread Covid-19 to my colleagues is disgraceful and completely unacceptable.

"Sadly, being spat at by individuals is nothing new for police officers. But to weaponise it and threaten to spread a

deadly virus is a new low and must be met head-on by the criminal justice system. There must be a consequence, and that consequence should be prison."

"I want to thank Max Hill QC, Director of Public Prosecutions at the Crown Prosecution Service for his support in putting this issue under the spotlight and the Sentencing Council for enhancing the guidance for those found guilty of this type of offence."

Mr Apter added: "For far too long those who have attacked my colleagues have often walked away from court with nothing more than a slap on the wrist.

An assault on any emergency worker is an assault on society. I care about the victims whose voices are so often ignored; for this reason, I make no apology for wanting those responsible to spend time in prison."

DPP re-iterates strong stance on Covid-related offences

On April 29, National Federation Chair, John Apter, met with Max Hill QC, Director of Public Prosecutions (DPP) for England and Wales. Their conversation took place online to respect Covid-19 restrictions and was an opportunity for the Federation to make a strong case for prosecution for those who attempt to 'weaponise' the virus by deliberately coughing or spitting at officers..

Mr Apter said: "It's vital that the head of the Crown Prosecution Service (CPS) understands, how important it is for individuals who assault officers to face the full force of the law. I made the point that police officers deserve just as much support as anybody else and Max Hill completely got that."

The Director gave an assurance that Covid-related

offences, from fraud - such as selling fake personal protective equipment (PPE) - to assaulting emergency workers, are being treated as a priority.

He also suggested prosecution and conviction rates for Covid-19 related offences are "very high" and thanked the Federation for constructively engaging with the Sentencing Council. This has led to quick guidance being issued around the Covid offences against emergency workers.

Mr Apter added: "As a result of this engagement, strong sentences were put in place for those who weaponise Covid-19 in assaults on emergency workers. It is important for our members to see that justice is being done and strengthening key relationships like that with the DPP are the best way to achieve those goals."



POLICING THE LOCK-DOWN

“Saving lives and protecting the public is the number one priority said John Apter, National Chair of the Police Federation of England and Wales. “We are in unprecedented times, with Government advice frequently changing as Covid-19 affects more people. At this time of national crisis it is essential that we all come together and play our part in saving lives and protecting the public.

“The practicalities of policing this lockdown have been challenging, but policing will do all it can to keep the public safe, but we need the public to support us. I ask that the public heed the advice and stay at home unless absolutely necessary. This will allow police officers to concentrate on keeping the streets safe and deal with all the regular calls we receive. This is about saving lives and supporting our NHS, I ask that the public gives us their support in this time of crisis.”

VIEW FROM THE CHAIR

At the start of the Covid-19 crisis, none of us could have ever imagined that we'd be policing in the way that we have. The word unprecedented has been used many times, but that's exactly what it has been. These last few months have seen officers stepping-up time and again, doing all they can to keep the public safe.

The ever-changing guidance has been a challenge for policing and the public. It's created confusion and given some an opportunity to take advantage. But we've policed with compassion and understanding and where we've had to be firm, we've done so.

Overall, we've had overwhelming support from the public. So, don't be disheartened by those handful of cases that are highlighted negatively by the media.

As the Covid-19 crisis evolved I asked our National Treasurer, Simon Kempton to lead on the Federation's response to Covid. With his experience with Ops Policing and the work he has done with Public Health England he was best place to lead this work for us. He's done a fantastic job and I also acknowledge the many other people involved behind the scenes.

I've had regular conversations with the Home Secretary and chief constables across England and Wales. Alex Duncan, our National Secretary, has worked closely with CC Matt Dukes of the National Police Chiefs Council on the impact of police officers' terms and conditions.

John Apter
National Chair of the
Police Federation of
England and Wales

Amongst all of this we've seen the violent disorder in London and other places. We've seen protesters and people on the beaches breaking social distancing – and again we are the ones who have had to pick up the pieces.

The appalling death of George Floyd in America created a sense of anger and frustration in our own country which our colleagues have faced the brunt of. But the professionalism, flexibility and restraint we've shown, demonstrates why our model of policing is the best in the world. We might not be perfect, but it's our officers and staff who make policing what it is, and they should be rightly proud.

Policing is tough at the best of times, policing during this Global pandemic has made it harder and we have all been under incredible pressure. Tragically, we have lost some officers and staff to this terrible virus. The impact of recent months will affect us in different ways, that is why now, more than ever we must look after and support each other.





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TIPS ON CARING FOR MENTAL HEALTH DURING THESE UNPRECEDENTED TIMES



To help support the mental health of officers doing an extraordinary job during this unprecedented time, the Federation has sought expert advice on how they can manage the difficult situations and feelings they face.

As a result we have released a video featuring Dr Jess Miller, Director of Research at Police Care UK, providing practical advice for frontline officers policing the Covid-19 pandemic.

As more officers are called out to recover the deceased victims of Covid-19, there are concerns over the impact this repeat exposure will have on their mental health.

There is also a shared anxiety amongst officers who are worried about safety of their families and loved ones as they risk bringing home the virus after each shift.

Dr Miller, who is also a Neuropsychologist at Police Care UK and

the University of Cambridge, has included various techniques which officers can try to combat negative memories, feeling overwhelmed as well as encouraging them to be open and honest with line managers.

UNPRECEDENTED TIMES

Police Federation of England and Wales' National Vice-Chair Ché Donald said: "Police officers operate in a pressure cooker environment and are exposed to all sorts of trauma from helping victims of domestic violence to road traffic collisions – the list is endless. That's standard policing.

"But we are now in unprecedented times and we have never experienced anything like this before.

"What is worrying for my colleagues on the frontline is attending significantly more sudden deaths of Covid-19 victims and what impact this repeat exposure will have on their mental health.

"We also watch the news every night and see the death toll which naturally brings on anxiety about the safety of their families. The thought of bringing the virus home to loved ones at the end of a shift is terrifying. These fears and anxieties are echoed by the public."

1 IN 5 IMPACTED BY PTSD

A recent study headed by Dr Miller revealed more than one in five police officers are currently suffering from Post-Traumatic Stress Disorder (PTSD).

Mr Donald added: "I hope these useful techniques can help my colleagues handle these difficult emotional and physical challenges. It is crucial to remember you are not in this alone and these experiences and feelings are felt by all even though some may be better at hiding this.

"The Federation will continue to support members through this incredibly difficult period, making sure their voices are heard and ensuring they receive the right protection to keep themselves and the public safe," he concluded.

Watch the video online:
<https://www.youtube.com/watch?v=JcLo2qKcNxA>

"I hope these useful techniques can help my colleagues handle these difficult emotional and physical challenges"

PFEW POSITION ON LOCKDOWN GUIDANCE

Responding to the announcement by the Prime Minister to relax lockdown measures, John Apter, National Chair of the Police Federation of England & Wales, said:

"The Government has, as expected, made a decision to relax its lockdown guidance in England. This comes following a week of mixed messages and the release of some information which, fuelled by media speculation, meant many people acted as though the lockdown had already ended. This is putting extreme pressure on my colleagues who are on the frontline trying to enforce legislation in these most challenging of times.

"Wales and Scotland have not adopted the same approach so the changes announced by the Prime Minister will cause huge problems for our members, particularly when people travel across borders to exercise where there are differences in the regulations.

"What we need from the Prime Minister and the Government now is clear and unambiguous messaging and guidance, explaining what exactly is expected of the public, so that my colleagues can do their level best to police it.

"Police officers will continue to do their best, but their work must be based on crystal clear guidance, not loose rules that are left open to interpretation - because that will be grossly unfair on officers whose job is already challenging. If the message of what is expected of the public is not clear, then it will make the job of policing this legislation almost impossible."



Chair welcomes harsher sentences for weaponising Covid-19

New measures which mean harsher automatic sentences for individuals who deliberately cough or spit at emergency workers while claiming to have Covid-19 have been warmly welcomed by the National Chair of the Police Federation.

John Apter welcomed the Sentencing Council consultation for new guidelines which introduce a new high-culpability factor in common assault offences of "Intention to cause fear of serious harm, including disease transmission," and the inclusion of "spitting or coughing" as an aggravating factor.

The guidelines, which apply to adult offenders, will help courts in England and Wales take a consistent approach to sentencing assault offences, make a more effective assessment of the seriousness of those offences, and impose

appropriate and proportionate sentences.

They also include specific guidance for the Assaults on Emergency Workers (Offences) Act 2018 and contain an increased number of custodial starting points.

Mr Apter said: "I am pleased that the Sentencing Council has listened to the serious concerns we have raised recently about the many vile, disgusting individuals who weaponise this virus against police officers and other emergency service workers.

"Spitting was a problem long before this pandemic, but those who recklessly threaten officers with Covid-19 deserve every day they spend in prison. It is reassuring to see the Sentencing Council recognises the seriousness of these offences and is looking to give the judiciary greater guidance to ensure harsher, automatic jail sentences."

Nick O'Time By Colin Whittock





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"I cannot speak highly enough of the bravery, commitment, and sacrifices that you make each day"

The Home Secretary thanked police officers for their work during the Covid-19 crisis through a letter to the Police Federation of England and Wales, which we are reprinting in full here.

Covid-19 police response – message of thanks

As we continue to work together to confront coronavirus – the biggest challenge the UK has faced in decades, I am writing to you, the remarkable members of our police family, to give you my sincere gratitude and thanks for the incredible work you are doing keep us safe during what is undoubtedly a hugely challenging time for this country and the entire world.

You all continue, day after day, to courageously serve our country and I cannot speak highly enough of the bravery, commitment, and sacrifices that you make each day during these difficult times.

I speak personally, in my gratitude for everything that you are doing to protect the public during this pandemic. To help stop the spread of this terrible virus, we have asked the British public to put up with restrictions of their freedom and liberty we have not experienced in a generation. I know that the introduction of social distancing regulations has presented unprecedented challenges for policing, but you have all responded with extraordinary professionalism and unwavering dedication to meet the challenges posed by Covid-19, preserve your long-established relationship with the public and maintaining this country's precious tradition of policing by consent.

As we move into the next phase of controlling this virus, we will also continue to work together in enforcing social distancing measures. I will continue to ensure that you have the support, guidance and powers you need to respond to this evolving situation and maintain critical services.

Every single person across our United Kingdom has given up a great deal and we all know people and families who have made significant sacrifices because of this virus and the unprecedented times we are experiencing. This extraordinary national effort has been quite remarkable, and I am grateful to everybody for playing their part. However, I am particularly grateful to you, our outstanding frontline police officers, staff and volunteers who continue to do an exceptional job in keeping our streets safe. You are still responding to all types of crime and working tirelessly to protect the vulnerable.

As Home Secretary, I am deeply humbled by the commitment and self-sacrifice shown by you and your families and I would like to thank you again for your exceptional contribution so far.

For now, I ask that you continue the fantastic work you are all doing, and together we will get through these tough times and continue to support each other.

Rt Hon Priti Patel MP



Chair thanks Minister for letter of support

The National Chair has welcomed a letter of support from the Minister of State for Crime and Policing in which he personally addressed hard-pressed officers throughout the country.

Kit Malthouse took time out from dealing with the Covid-19 crisis to contact John Apter and express his admiration for police officers who were maintaining the "precious tradition of policing by consent."

In his letter, the Government Minister also committed to giving Federation members "all the support and resources they need to keep us all safe" and praised police officers "who step forward without hesitation onto the front line."

Chair John Apter called the letter "a welcome gesture of support" and said he hoped it would be appreciated by colleagues as they fight against the effects of the pandemic and support the NHS.

Mr Apter said: "In this time of crisis, when some are quick to criticise everything policing does it is important that Government Ministers take the time to show their support. Police officers don't do what they do for praise or recognition, but a letter like this is welcome and can only be a positive thing."

"The Minister highlights the professionalism and resilience of officers, and by saluting and thanking colleagues he also pays tribute to colleagues who are upholding the finest traditions of policing. I'd like to take this opportunity to thank him for his kind words."

Full text of the Minister of State for Crime and Policing, Kit Malthouse's letter:

"The arrival of the coronavirus in this country has created significant challenges for everyone, but particularly for our police officers of all ranks. As we face this second period of national lockdown, I want to congratulate and thank you and your members for their sterling work so far.

The introduction of social distancing regulations presents a unique situation for UK policing, and while the courage and commitment of officers is all too often tested, their ability to adapt to the new role of maintaining compliance has been remarkable.

Their professionalism, good sense, and often humour, means that the precious tradition of policing by consent has been maintained.

The resilience of forces across the country has also been reassuring, with absence rates falling as officers return to duty from isolation in numbers. Their commitment is appreciated, as is the eagerness with which many are now focusing on those high harm individuals and groups who are increasingly in plain sight.

We are committed to giving your members all the support and resources they need to keep us all safe, while protecting the NHS and its mission to save lives.

So thank you to you and all officers for their work so far. We salute their dedication and sacrifice, and that of their families.

As our national battle to defeat coronavirus continues, it is a source of enormous pride and comfort to see that, as so often in past crises, it is police officers who step forward without hesitation onto the front line."

Kit Malthouse MP
Minister of State for Crime and Policing



GUIDANCE ISSUED ON NEW POLICE POWERS

The Public Health Regulations 2020 bill came into effect on 26 March, granting the police new powers to enforce the lockdown placed on the UK by Prime Minister Boris Johnson.

The guidelines, which have been issued by the Government in partnership with the Police Federation of England and Wales, the National Police Chief's Council, and the College of Policing, followed a common-sense approach defined by the "Four Es":

Engage – officers will initially encourage voluntary compliance.

Explain – officers will stress the risks to public health and to the NHS. Educate people about the risks and the wider social factors.

Encourage – officers will seek compliance and emphasise the benefits to the NHS by staying at home, how this can save lives and reduce risk for more vulnerable people in society.

Enforce – officers will direct individuals

to return to the place where they live. This may include providing reasonable instruction of the route by which the person is required to return. Officers may also remove that person to the place where they live, using reasonable force where it is a necessary and proportionate means of ensuring compliance.

Under the new legislation, police officers seeing members of the public breaking quarantine have the power to:

- Instruct them to go home, leave an area or disperse
- Ensure parents are taking necessary steps to stop their children breaking these rules
- Issue a fixed penalty notice of £60, which will be lowered to £30 if paid within 14 days.
- Issue a fixed penalty notice of £120 for second time offenders, doubling on each further repeat offence.
- Individuals who do not pay a fixed

penalty notice under the Regulations could be taken to court, with magistrates able to impose unlimited fines.

- If an individual continues to refuse to comply, they will be acting unlawfully, and the police may arrest them where deemed proportionate and necessary.

John Apter, National Chair of the Police Federation of England and Wales, said: "We are in unprecedented and uncertain times, but one thing remains constant: saving lives and protecting the public is the number one priority for the police. It is essential that we all come together and play our part in doing so.

"The practicalities of policing this lockdown will be challenging, but these new powers will assist us in keeping the public safe. We welcome the College's advice in implementing these powers and rest assured, it is not a responsibility that any of us take lightly."

Covid-19: Federation raises concerns over protective equipment

The Police Federation of England and Wales has pressed the need for officers to be given the correct protective equipment when policing the Covid-19 pandemic, in a discussion with MPs in early April

Operational Lead Simon Kempton gave evidence to the Home Affairs Select Committee via a video link, along with Police Superintendents Association president Paul Griffiths. They highlighted key issues facing the frontline officers which must be addressed urgently.

Mr Kempton raised distribution issues with Personal Protective Equipment (PPE), pointing out that some forces have orders in the system and yet the equipment is "still not getting to colleagues". This raises the question as to whether or not this is due to issues with local management – suggesting there is a need for forces to handle stock better – or a problem with the supply chain.

Mr Kempton said: "My colleagues need access to protective equipment, must be able to get it replenished and then ensure it is the right spec of kit. There is a disparate picture across the country whereby some forces have PPE, whilst some colleagues in other forces don't have any this far into the crisis."

He added that spit and bite guards needed to be available to every front-line officer, not just in the custody environment, as we continue to see incidents of suspects using Covid-19 as a weapon.

Speaking about the support that is in place for Federation members dealing with and attending traumatic incidents, including calls to recover the bodies of Covid-19 victims, he added: "The Federation has a Welfare Support Programme, but we need to recognise my colleagues over the next few weeks are going through traumatic times. When we come out into recovery time, we need support in place so we don't completely collapse."

Mr Kempton also highlighted that 10 years of austerity measures had led to the demise of force Occupational Health Departments.



SUBSCRIPTIONS

First virtual conference passes motion for £2 subscription rise

As the Federation's annual conference was cancelled in order to comply with current restrictions placed on large gatherings a virtual conference was held in mid-June. Members of the Federation's National Board and Council met virtually to hear presentations by National Chair John Apter and National Treasurer Simon Kempton on a proposal to increase subscription rates paid by members. Following the presentations attendees voted on the proposal.

Following the vote, it was agreed that the subscription rate for rank and file members of the Police Federation of England and Wales is to increase for the first time in a decade.

The event was the first online conference in the Federation's proud 100-year history and was attended by delegates from PFEW's network of 43 Joint Branch Boards.

After the conference John Apter and National Secretary Alex Duncan released a joint statement. They said: "During our first ever virtual conference, PFEW delegates took the decision to ratify the recommendation to increase subscriptions by £2 per month from 1 September. This was the first increase since 2011.

"PFEW's National Board recommended the increase after considering it was in the best interests of the members, and the organisation.

"Having avoided any increase in subscriptions for a decade when colleagues suffered years of austerity and pay freezes, this increase was essential to allow

current levels of support and assistance for members to be maintained.

"For a number of years PFEW has bridged the gap between income and expenditure by using reserves. This is not sustainable in the longer term as costs continue to rise due to inflation.

"Increasing subscription rates for our members was not a decision we have come to lightly. In an ideal world we would have been able to continue as we had, but after almost ten years of subscriptions being frozen, we reached the point that doing nothing was not an option.

"This decision allows the Federation to continue to do the very best it can for our members and to represent them to the best of our ability."

The online conference began with Mr Apter welcoming delegates to the Microsoft Teams Event, before delegates were given an opportunity to vote on three recommendations, including a proposal from Mr Kempton to increase subscriptions.

Following a presentation by Mr Kempton, they both answered delegates' questions before a series of votes.

Delegates also voted for Student Officers to pay a 50 per cent discounted PFEW subscription rate during their first year of service and then the normal subscription rate afterwards. They also passed a motion for officers who join via the Direct Entry Inspectors' Scheme to pay the full subscription rate. Both these changes were also scheduled for September 1.

PFEW National Chair John Apter (right) and PFEW National Treasurer Simon Kempton answer questions raised by members during the virtual conference



"PFEW's National Board recommended the increase after considering it was in the best interests of the members, and the organisation"

Federations reps continue to make a difference for our members

A busy and proactive police officer making arrests can easily attract complaints. If that happens the Police Federation provides members with 'gold standard' legal cover as well as the best advice and support there is, says Claims Advisor Neil Sutton.

As a former Metropolitan Police officer of 30 years, now advising the Police Federation of England and Wales (PFEW) on officer claims, Neil Sutton knows better than most the value of the legal cover which members can access as part of their monthly subscription.

The Federation spends in excess of £10 million every year providing legal representation to members in matters of criminal misconduct, personal injury claims and at Employment Tribunals. The team at Leatherhead process 6,000 new funding requests every year on top of existing live claims.

Neil, who was a Fed rep before his retirement from policing, observes that investigations are becoming more protracted and detailed. This is particularly true, since the advent of the Independent Office for Police Conduct (IOPC) and its forebear.

The death of Sean Rigg in police custody in 2008 resulted in an 11-year investigation into the officers involved. Two of them were on their first day of duty after leaving the training centre in Hendon. Leon Briggs, detained under the Mental Health Act in Bedfordshire, suffered a fatal heart attack in custody in 2013. That case continues to this day.

The impact of long-drawn-out investigations can be "catastrophic", says Neil. "Marriages have collapsed, children are affected – I remember representing a PC years ago as a Fed rep, who had the press outside his children's school. The mental after-effects, combined with loss of earnings from years of suspension, not being allowed to see colleagues, it's devastating.

"And it could be you at any time. You could deal with something and your life is turned upside down for years with a protracted investigation, that is the result of you getting involved in a matter of policing. It makes sense for you to be covered."

Neil spent 3-4 years speaking to Metropolitan Police recruits about the benefits of Police Federation membership, with a take-up rate in excess of 95%. Most are persuaded by the reality – a misconduct hearing of 3-5 days will incur £10,000 to £15,000 in legal fees on average. "That's just an average non complicated misconduct hearing," he says. "If you

are not a subscribing Federation member when an incident happens, then it's unfortunately a private matter for you."

As a police officer, joining the Federation could be one of the most important decisions you make.

Firearms officer Matt Edwards was assisted by Bedfordshire Police Federation through a two-year IOPC investigation which followed a fatal shooting. The Federation provided top legal assistance and at the end of the process it was found that Matt and his colleague had not breached the standards of professional behaviour.

He said: "My Fed Rep, Emma Carter, was like a friend. She was passionate about my case, full of empathy and professional. If you are struggling at work the Federation is the place to go to."

Continues on page 16 >>

Claims Advisor
Neil Sutton



"The Federation spends in excess of £10 million every year providing legal representation to members"

<< Continued from page 15

SUBSCRIPTIONS

“The support I was given was great. But the better stuff was what was given to my family”

PC Dan Brady suffered horrific facial injuries chasing down a suspected drug dealer. He rugby tackled the man and they slid down an embankment. A solid object, possibly a tree root, caught and ripped the Avon and Somerset officer's mouth. Afterwards he received 66 stitches to his face.

He said: “At one point in hospital I could poke my tongue out through my cheek! I'd torn through an artery and nerve. I've been left with facial scarring, but I can hide that with my beard. I have a degree of paralysis but not as bad as the doctors thought it might be.”

Andy Roebuck, Chair of Avon and Somerset Federation visited PC Brady in hospital and helped him to claim for his stay in hospital and compensation.

PC Brady acknowledges the support he received was “great” but adds “the better stuff was what was given to my family”. He said: “My sister was traumatised along with my family. Andy Roebuck spoke to her senior leadership and got her some leave. He also spoke to my sister and mum regularly to check they were okay. That wider support was probably the thing that I appreciated the most.”



Before



After

“They have been brilliant, and I will always appreciate them having our backs”

Bedfordshire officer Mark Fairclough's life was turned upside down when his wife Emma was diagnosed with cancer two months before she turned 40. The couple met through policing. By the time Emma was diagnosed the cancer had spread. Mark's supervisor offered him just five days carer's leave when he needed to be there for Emma throughout rounds of chemotherapy and multiple surgeries.

Fed Rep Emma Carter stepped up to provide practical and emotional support. She successfully challenged the amount of leave offered to Mark and

the Federation also covered their hospital parking and funded a mini break for the couple in Norfolk.

Going from a fast-paced role dealing with organised crime gangs to having to take a step back was also a challenge for Emma. The Federation was able to help open this discussion with the force and she was able to carry on working in an office role as she continues her recovery.

Mark said: “To me, being a Federated member is a no-brainer. They have been brilliant, and I will always appreciate them having our backs and being someone to rely on in our time of need.”

“Having somebody at my side made all the difference”

Shona Birkby, a roads policing officer, was horribly injured while undertaking stringer training on a motorway. Having deployed the device, she went to retract it, not realising it was caught under the wheels of a police car. The plastic tidy whipped her forearm, causing permanent nerve damage.

The injury left her with reduced sensation in her left hand, and in near constant pain. She felt she had to hide the extent of her injuries in order to keep her job. She felt incredibly alone – more so when she filed a claim against her force for compensation.

The Police Federation provided a safe outlet to discuss her fears about work and wider problems caused by her injury. Her rep provided career advice and practical assistance, such as access to benefits. The Federation helped Shona to get compensation and retraining.

She says, “Having somebody at my side made all the difference – I really wish I’d gone to the Federation sooner. Out of all the subs that come out of my pay slip, the Federation really is just the best value for money. They did so much for me that I had no idea was possible. The Federation isn’t just for disciplinary cases – without them I’d never have been able to take on my force.”



Our Welfare Support Programme has saved lives. The job is traumatic and can take its toll on officers. The Federation's Welfare Support Programme helps officers involved in a death or serious incident.



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You may find yourself being treated unfairly in the workplace and need welfare advice and support – we have the skills and experience to help.



That's what you pay your subs for

More funding means better services for members and reps



That's what you pay your subs for

The subs increase is only £2 per month – and you will pay less with tax



*This would amount to an extra £1.60 per month to a basic tax rate payer

Officers have ended up in the dock – we have fought their corner on matters that often take years, supporting them and their loved ones throughout.



That's what you pay your subs for

Our subs have stayed the same for 10 years while inflation increased costs by 28.5%



Source: Hargreaves Lansdown

A constable was accused of assault in the back of a police vehicle. He was acquitted of all charges at court and the legal bill of £6,028 was settled by the Police Federation.



That's what you pay your subs for

SUBSCRIPTIONS

Royal thanks for protecting the public

Police officers have been thanked for protecting the public through the Covid-19 crisis by the Duke and Duchess of Cambridge.

In a letter to the Police Federation, Prince William wrote: "I am writing to convey Catherine's and my personal thanks for the truly remarkable work that the Police Forces of the United Kingdom are doing, day in day out, to keep us all safe and keep the country going during these extraordinarily difficult times.

"The willingness of emergency service personnel to work tirelessly to protect the interests of others is a source of tremendous pride for this country. Having spent the last few weeks speaking with members of the emergency responder community, I have heard first-hand about the challenges they are facing at the moment, but I have also been struck by their remarkable commitment and 'can do' attitude at a time like this."

The Duke referred to his own service with the East Anglian Air Ambulance, noting that "even in normal times, emergency responders encounter distressing events on an all too frequent basis."

He added: "Each day, they put not only their physical health but also their mental health at risk to help others. So in this challenging and unsettling period, it seems more important than ever for those on the frontline to know where they can turn to for information and support.

"I know you take the wellbeing of your staff extremely seriously and I have heard about the helpful services provided internally to your teams, such as occupational health support and employee assistance schemes - all of which will be of vital importance as you support your staff through the weeks and months ahead."

The Duke mentioned Our Frontline, which is a partnership involving The Royal Foundation of the Duke and Duchess of Cambridge along with Shout, Samaritans, Mind and Hospice UK. It brings together a package of support from those leading mental health charities working in partnership with Police Care UK to offer confidential support.

"I wanted to take this opportunity to thank you and all your colleagues for your work, your determination and your courage. The country owes you all an enormous debt of gratitude"



The Duke and Duchess of Cambridge

The Duke continued: "We hope this service will complement existing provision and make a real difference in supporting the mental wellbeing of those on the frontline. In the meantime, I wanted to take this opportunity to thank you and all your colleagues for your work, your determination and your courage. The country owes you all an enormous debt of gratitude."

PFEW's National Chair, John Apter, replied to the Duke and Duchess to thank them and noted that policing is experiencing extraordinary times.

He said: "Policing during the Covid-19 pandemic is something none of us have experienced before, but my colleagues have worked tirelessly to keep communities safe and alleviate the burden on the NHS. I am incredibly proud of those 120,000 police officers we represent across England and Wales who have selflessly risen to this challenge, despite their own family worries and concerns.

"Your letter refers to the need for officers to take care of their mental health, as well as their physical wellbeing. This is something that we take extremely seriously and my Federation colleagues across the 43 police forces in England and Wales are also on hand to help, support and guide officers. In this time of crisis, please do not underestimate just how much your kind words will mean to police officers across the country. On their behalf, thank you for recognising their dedication, bravery and commitment."

Work in finest traditions of service

The Deputy Presiding Officer of the Welsh Parliament has praised police officers in the country for retaining the 'overwhelming support of the public' during the Covid-19 lockdown.

Ann Jones MS, the Member of the Senedd for Vale of Clwyd and Deputy Presiding Officer of the Welsh Parliament, issued a letter of thanks to Police Federation members in Wales and described their contribution as being "in the finest traditions of the service."

In a personal message to North Wales Police Federation General Secretary Mark Jones in her role as an MS, the leading politician wrote: "The Coronavirus pandemic has seen a seismic shift in the way we all live and work; not least because of the temporary restrictions placed upon us during lockdown.

"Overnight, police officers across the country were asked to do something that has not happened before in Britain: enforce strict limitations on movement and freedom of assembly – all to protect public health.

"It is often said, and rightly so, that the police are the public and that the public are the police. The challenging nature of the lockdown has seen police officers across North Wales, and indeed across the UK,

call on their excellent links with the community to explain the reasons for the lockdown, encourage people to follow the new rules and, where necessary, take enforcement action to ensure compliance.

"North Wales is blessed with some of the most beautiful countryside and coastline in the UK and in normal times, visitors would find a warm welcome. Enforcing non-essential travel rules has been a vital part of police officers' duties for the small number of people who feel able to disregard the safety of others.

"All such encounters carry increased risk and officers have not shied away from putting the needs of others at the forefront of their actions. It would be extraordinary if such a rapid and drastic change to policing saw no teething problems.

"Despite the attempts of some of the media to portray the police in a negative light, I believe that officers have acted proportionately and in the finest traditions of the service. Because of this, the police retain the overwhelming support of the public.

"Unlike England, the lockdown continues in Wales with the Welsh Government increasing the limit on fixed penalty fines to

help officers better enforce the regulations.

"As a former emergency service employee, I know the impact of these challenging times will not just be felt by police officers and support staff but also their families. Many officers will be separated from family who may be self-isolating.

"My gratitude, and that of the public at large, is extended to police officers and staff who continue to keep us safe during these unprecedented times."

Her support was warmly welcomed by John Apter, the National Chair of the Police Federation of England and Wales.

Mr Apter said: "Police officers don't do what they do for reward or thanks, but this appreciation will mean so much to my colleagues in Wales.

"Policing is tough at the best of times and during the pandemic it has undoubtedly become harder. To receive the support of an influential person such as Ann Jones will be really appreciated by the entire police family.

"I'd also like to join Ann in saying thank you to my Welsh colleagues for their fantastic work during the crisis, and for their outstanding contribution to the country."



Barry Police in South Wales ensure that Welsh Government's Covid 19 lockdown laws and travel restrictions are adhered to

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HOW FEDERATION HAS BEEN FIGHTING FOR MEMBERS DURING COVID CRISIS

During these unprecedented times the Federation has been working tirelessly at national and local levels to keep police officers safe and supported and to ensure the voice of the frontlines is heard at the highest levels. POLICE spoke to PFEW's Simon Kempton to find out more



In normal times Simon Kempton, as National Treasurer of the Police Federation of England and Wales (PFEW) is focused on the financial wellbeing of the organisation. However, since the coronavirus outbreak he has taken on a broader remit, attending Operation Talla meetings as the Federation's representative alongside the Home Office and other police stakeholder groups.

Mr Kempton believes PFEW has been punching its weight (and more) at those meetings. "Our approach has been grown up," he said. "We've not gone in and been adversarial, but we have been constructive in

the ways we've worked and challenged, and that has been reflected back in the way our voice has been valued and listened to."

PFEW has been pushing on four key areas: Personal Protective Equipment (PPE) for frontline officers; testing for the virus; clarifying the guidance; and adopting best practice.

On access to PPE, Mr Kempton admitted this has been "really challenging" and an area of heightened concern for officers. The Federation's research shows this has been rapidly improving, with levels of access jumping from 40% to 74% in the space of a week and rising. In Wiltshire, Federation Chair Mark Andrews

raised the alarm when PPE levels fell to fewer than 100 essential items. Thanks to intervention in the right places by PFEW some 14,000 surgical masks were delivered that evening.

In Bournemouth, a Federation rep devised a system for PPE that is being rolled out wider. He introduced 'Covid boxes' for police cars which contain all of the PPE required for that shift. If an officer uses a piece of kit, they replace it in the box when they finish. "This is a really good piece of work that has transformed a situation – it's another example of how the Federation has got involved with PPE that has directly benefited our members," said Mr Kempton.

A test for the Covid-19 antibody is not yet available, however PFEW has successfully argued (through the Op Talla group) that police officers must be a priority. As of 17 April, 38 forces (83%) have access to testing. Mr Kempton explained: "That's made a huge difference, because it's meant that where officers are isolating with symptoms, they are able to return to work sooner because it's shown that they have a regular cold or whatever, not Covid-19. More importantly still, it gives our colleagues and their families that reassurance they need and deserve."

Mr Kempton has been working closely with Lancashire's Chief Constable Andy Rhodes around the practicalities of a testing regime. Mr Rhodes has prioritised this area and has advocated wider testing. The relationship with the Federation, working closely together, has helped to achieve this.

"Our approach has been grown up... we have been constructive in the ways we've worked and challenged... our voice has been valued"



On the communications front, the Federation has been advising police leaders on tailoring their messages to what police officers need to know (not just what forces think they should know). Mr Kempton said criticism of some officers for being heavy handed in enforcing the public lockdown and social distancing was unfair – the legislation was introduced very quickly, and it was almost a week before the College of Policing could issue official guidance, meaning forces were largely flying blind. He added: “The politicians have also been walking a tight-rope between civil liberties and acting firmly. Our message, when we testified to the Home Affairs Select Committee recently was, there needs to be clear guidance – tell us clearly what you are trying to achieve so that we can do our job.”

On the fourth area, best practice, Mr Kempton said one of the early issues the Federation

had with forces, was around them trying to do ‘business as usual’. “A good example would be around low-level arrest enquiries,” he said. “If an officer tries to find that person, knocking on doors, everyone they speak to is a possible opportunity to catch or transmit the virus.” PFEW pushed for proactive policing to be reserved for those types of offences that have the greatest impact on the community, with forces prioritising this above lower threat offences during the crisis.

Thanks to our country-wide perspective, we’ve been able to share best practice across forces where it helps PFEW members. For example, Durham Police asks 999 callers whether they are self-isolating or displaying symptoms. Mr Kempton explained: “It doesn’t mean we won’t go out to them, but we might deal with the issue in a different way, or over the phone or internet. It’s about protecting our people and also

the public, a pragmatic approach to a difficult and important question.”

He added that a lot of jobs will require two or more police officers due to the threat level, but in some circumstances forces could send two cars rather than one carrying two people?

The Federation is also concerned with the mental wellbeing of police officers during this time. Some may be financially disadvantaged, for example if a partner has lost their job, or may be feeling anxious about being exposed to the virus. PFEW reps are referring officers to our Welfare Support Programme to speak to trained advisers when appropriate and

to access information (via our website polfed.org) about police partner organisations that can help officers with access to finance or specialist advice. At the local level, several Police Federations have produced welfare booklets for their members with information about the support that is available.

Mr Kempton added: “The last couple of months has shown the Federation is stepping up locally and nationally to help our members during this dark time. It’s been a real teamwork approach. I’d like to think we’ve been accessible to our members, listening to their needs and acting on that directly and quickly.”

“The last couple of months has shown the Federation is stepping up locally and nationally during this dark time”



“CRYSTAL CLEAR” THAT DRUNK PEOPLE CANNOT SOCIALLY DISTANCE

As pubs opened their doors for the first time in three months on what was dubbed “Super Saturday”, the National Chair of the Police Federation of England and Wales said it is obvious people are unable to socially distance after a drink or two.

John Apter, who was on patrol at Southampton City Centre on July 4, said: “I have spoken to colleagues across other forces and, although the picture differs, what is crystal clear

is that alcohol and social distancing does not mix. We are also frustrated the Government could not assist our emergency service workers by opening the pubs on Monday instead, it may have alleviated some of the pressure.

He added: “It’s good to see that the vast majority of the public were sensible and acted responsibly, however as the evening progressed we saw the usual drunken antics with a minority displaying aggressive behaviour

towards others and police officers. Sadly, this is like policing a normal Saturday night.

“As police officers were dealing with whatever the easing of lockdown brought, the day to day policing didn’t stop. They had a whole host of other 999 calls to respond to. As always, they have done a phenomenal job and have policed with professionalism, often in the face of violence and aggression from a minority of idiots.”

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LOOKING AFTER YOUR WELLBEING

Your wellbeing is at the heart of all that we do within PFEW, to ensure that you are safe and protected



National Board Members Hayley Aley and Belinda Goodwin outline the work and support the Federation has in place for its members

“Unprecedented times” is what we all seem to be saying now. Never in our lifetimes did we think that we would be in the middle of one of the worst pandemics this century, but sadly we are.

The Wellbeing sub-committee consists of eight National Board members and we have all been working extremely hard during this crisis, making sure that we have a say in the Operation Talla Gold meetings (key policing stakeholders). We have assisted and shaped the queries around personal protective equipment (PPE) and where necessary we have challenged decisions.

One of the more immediate issues,

other than to do with officers safety and physical protection, was around financial protection that members were concerned about. This was addressed early on and we worked with Police Credit Union and Police Mutual to make sure that we provided information that assisted officers making informed decisions about mortgage holidays, loans and help with debt management. All of which was gratefully received by our members.

We have also been very proactive around mental health resilience. Due to the pandemic, there has been a huge amount of people dying in locations other than in hospital, such as care homes and at home. Police officers have a duty to attend these sudden deaths, to confirm there are no suspicious circumstances surrounding it.

We were able to set out a plan around what information and tips we could provide to members in order to help prepare them for dealing with these incidents.

We teamed up with Police Care UK, Dr Jess Miller, who recorded a short video with some easy things we could do, after attending a traumatic incident, and how to deal with it mentally. We have also been highlighting the fantastic work that the Welfare Support Program is doing at this time and advertising the fact that Federation Representatives can self-refer to the program.

Our HEAR “Man Up” THINK “Man Down” campaign is still going strong, this is around raising awareness and encouraging our members to seek help if they are struggling mentally, and for us all to reach



Hayley Aley



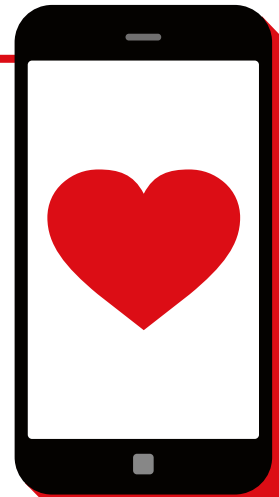
Belinda Goodwin

out to those who we feel are not coping and to sign post them to what help is out there, either within the organisation or external. The outcome for any campaign, is not only to raise awareness, but to encourage change within the organization, this is what the aim is for the wellbeing SC working with Oscar Kilo to produce policies around mental health resilience, how traumatic incidents are recorded and what debriefs officers are currently getting and what can be done to improve what is being done.

"We are committed to being more proactive around the four pillars of wellbeing, and to make sure that every aspect of our members concerns are being addressed."

#ManUpManDown

HELPLINE PROVIDES SUPPORT FOR OFFICERS



A 24-7 helpline for officers is providing support, advice and a sympathetic ear as officers respond to the coronavirus crisis

The Police Federation's National Board doubled funding to the Welfare Support Programme (WSP) earlier this year and the service is really proving its worth during the current unprecedented situation.

It is staffed day and night by professionals trained in police discipline, an awareness of Post Incident Procedures (PIPs) and mental health first aid. Officers or close family can be referred to the service by a Federation Rep and, if needed, given access to counsellors and coaches.

Steve Hartshorn, PFEW National Board member and Ops Policing lead said: "I'm pleased to confirm that the WSP is running normally during this time. If anything, it's more needed than ever. We're seeing officers exposed to more deaths, particularly around Covid-19, and the stress of increased hours and staffing other reliefs, as colleagues are taken ill or self-isolate as a precaution.

"Police officers are human just like everyone else and when you are going through added stress at work and you're unable to see your nearest and dearest it can be tough. Not to mention if your household has lost income due to a partner's work drying up."

Steve called the WSP an "enormously important resource" for members throughout the UK. He added: "To have access to trained professionals who can listen and provide non-judgemental, objective advice can be a lifeline – and in fact the service has already saved several lives. That's why the Federation has put serious financial resources behind it."

Officers can access the programme by speaking to their Rep or local Federation Branch officers. The scheme also exists to provide support to Federation Reps.

For more information:
<https://www.polfed.org/our-work/welfare-support-programme-wsp/>

WSP A LIFELINE IN YOUR TIME OF NEED

The Police Federation's Welfare Support Programme (WSP) provides professional help and advice to members and representatives, 24-7 over the phone. Following the National Federation's decision to double the WSP's funding, we speak to an officer and a Fed rep about his experiences and the help he received

The officer's view

PC Phil Johnson's first day with the Metropolitan Police is one he can never forget. It was 7 July 2005, the day four suicide bombers with rucksacks full of explosives detonated themselves in central London, killing 52 people and injuring hundreds more.

PC Johnson was the first on the scene at Edgware Road. He had worked a 16-hour shift that day, "covered in blood and dust", he returned to the station to complete his notes before finally going home. He recalls: "The next day we had a briefing and afterwards my sergeant shut the door and basically said anyone who couldn't cope should hand their warrant card in. That was our duty of care at that time. Have things improved? A bit but not nearly enough."

In the years that followed he attended numerous stabbings, shootings and other horrific crimes. This led to him having recurring nightmares and flashbacks.

PC Johnson was referred to Occupational Health at his new force, Devon and Cornwall, and diagnosed with severe Post Traumatic Stress Disorder (PTSD). He was put on tablets that had the disastrous effect of suppressing all emotions and making him "cold-hearted and zombie-like". Later the doctors decided the tablets had been making him worse. He tried

to commit suicide on three occasions in two years and is currently off work, subject to a long running investigation.

Having been referred to the Welfare Support Programme by the Police Federation, PC Johnson feels he is beginning to turn the corner. He said: "I had a sergeant who refused to believe I had PTSD and that made me even more reluctant to talk about it. I think colleagues will see it as weakness. I've been speaking to one of the WSP staff who I only know as Mike – and that anonymity really helps. We could pass each other in the street and he wouldn't know me and vice versa. So that helps me to talk about how I'm feeling. It's a normal conversation, on my terms, nothing is forced. He'll ask how I'm doing and is very calm and listens. The WSP has got me through low moods and brought me back from bad places, I can't recommend it highly enough.

"I once attended a job where a woman had cut her own throat and stomach. It was a real horror scene. All my team had gone home when I got back to the station and the next day my supervisor said, 'You okay? Crack on with the calls', so we have to get a lot better as a police service in looking after our people. I've lost a lot of confidence in the job as a result, but the WSP has been absolutely brilliant and a lifeline for me."



PC Phil Johnson

"I had a sergeant who refused to believe I had PTSD and that made me even more reluctant to talk about it"

The Rep's view

"Incredible and irreplaceable" is how Keith Malda describes the Welfare Support Programme. He has been a Fed rep with the Metropolitan Police for six years and has referred around 50 officers to the helpline in that time.

He said: "From my perspective as a Fed Rep the WSP is a huge peace of mind. A lot of the cases we deal with are misconduct and I'm always conscious that I'm taking on a person and responsibility for their welfare while still doing my own day job. To know there's someone on the end of the phone who can speak to those officers confidentially, it's essential.

"Officers are asked if they are happy for WSP to share their details with their force and their Fed Rep. I always say I won't be offended if they don't, I just want them to get the help. This can also include coping techniques and reframing."

Keith has referred several officers to the WSP who were on duty during the

2017 terrorist attacks at Westminster and Borough Market. One was a probationer just three months in service who came face to face with a terrorist and has been diagnosed with PTSD. Another, a supervisor who was at the scene of the Westminster Bridge attack and saw the bodies and casualties.

Keith has represented officers who are on the receiving end of high-profile Independent Office of Police Conduct (IOPC) investigations, often facing allegations of gross misconduct.

He said: "It's not uncommon for an excessive amount of time to pass before they get to the hearing. Police officers like control and if you find yourself completely out of control of your life it's massive. It's a real pressure cooker and those officers need someone who will listen to them, who won't discriminate. They have their Fed rep but sometimes it is nice to speak to someone who's not connected to the proceedings.

"I referred one officer – she had performed CPR on a stab victim in Brixton who didn't make it. She was waiting for Occupational Health to provide help and it was taking so long that I could see her deteriorating in front of me. A counsellor organised by the WSP got her back to work. If not for the WSP we'd have a lot of officers off sick. To me this service is 100% essential. I don't know what I would do without it."

"It's a real pressure cooker and those officers need someone who will listen to them, who won't discriminate. They have their Fed rep but sometimes it is nice to speak to someone who's not connected to the proceedings"



PC Keith Malda

WSP AT A GLANCE

What is the WSP?

A 24-hour telephone support line for officers, families and Federation Reps. It offers access to staff trained in mental health first aid, police discipline procedures and post incident procedures. They are there to listen and facilitate access to the best support available.

WSP was created by PFEW three years ago and has supported around 1,000 officers and their families to date – with six lives being saved. In December 2019 the National Board provided enhanced funding to the programme.

How do you access WSP?

Referral to the programme is via the Police Federation.

Will your force be told?

Not if you don't wish it. Fed reps will help you make an informed choice. There may be instances when it is advisable to involve a force, for example to access other support or if an officer may be considering ill health retirement.

Is it for emergency use?

No, in a medical crisis or emergency the NHS or the officer's doctor should be the first port of call.

How is the WSP monitored?

The effectiveness of the WSP is monitored by PFEW's Wellbeing Sub Committee, which reports reporting to the National Board.



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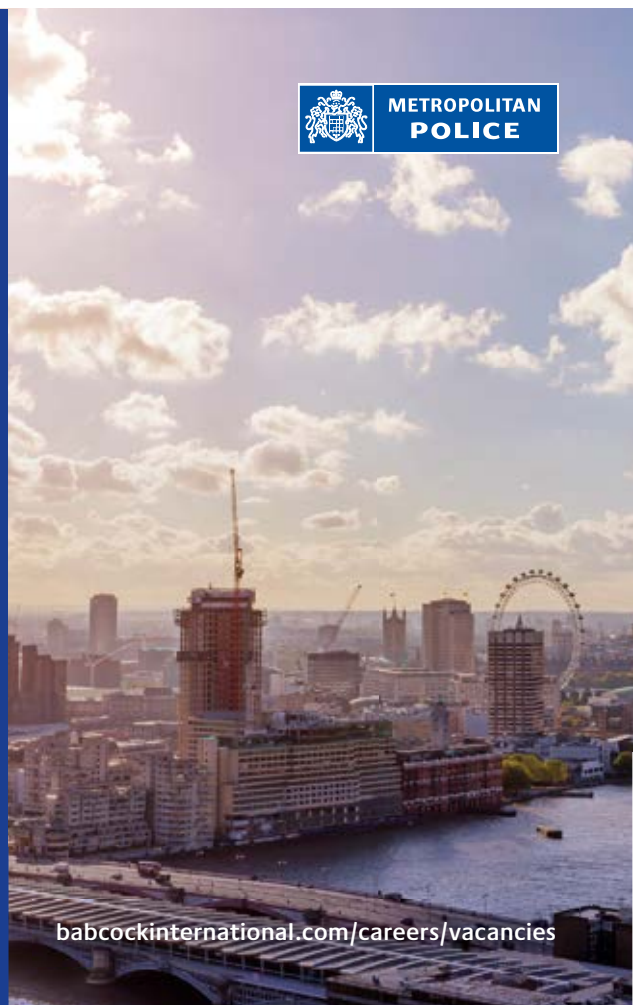
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A CAMPAIGNING FORCE

The Home Secretary led the praise for the Police Federation as a campaigning force for its members, at an engagement event in Parliament in March

Priti Patel attended a reception, hosted by the Federation's Parliamentary Sub-Committee and discussed current policing issues with our National Chair John Apter, members of the National Board and branch chairs and described the work of the Federation as 'vital'.

She added: "As Home Secretary I am a champion of the Police Covenant and for doing everything possible to support the health and wellbeing of officers – ensuring they have the support and are empowered to do their jobs but that we look after their welfare first and foremost."

The event was an opportunity for the Federation to meet with new MPs and strengthen relations with existing ones and

was open to parliamentarians from across the political divide. Each MP who attended was given a booklet explaining what the Federation is and what it does, with contact details for their local branch.

National Vice-Chair of the Police Federation of England and Wales, Ché Donald, explained: "We hosted the event specifically to highlight the concerns that our police officers face on a day-to-day basis. The topics we covered were varied and included police driver protections, our Time Limits campaign, pay and conditions, pensions and the Police Covenant – so it was a really positive event delivering those key messages to MPs and representing our members."

The event was sponsored by Philip Davies, the Conservative MP for Shipley who is a long-standing supporter of policing. He praised the Federation as "fantastic advocates" for policing and the frontline officers who "deliver the reductions in crime that my constituents want to see". He added: "I've always believed that the people who know best about anything are the people who are doing it every single day. They know what works and what doesn't – so we need to listen to our police officers and the Police Federation."

The then Labour Shadow Police Minister, Louise Haigh, also called PFEW a "campaigning force for its members". She went on to say, "I really value the work and experience you bring on behalf of frontline officers, so that we can work together on



Home Secretary Priti Patel and PFEW Chair John Apter



Shadow Policing Minister Lou Haigh and PFEW Vice-Chair Ché Donald



Dehenna Davison MP with Northumbria Chair Jim Gray



PFEW's Phill Matthews meets with Ben Bradley MP



Welsh MPs with Mark Bleasdale

campaigns" – mentioning police drivers, Time Limits and the legislation for a Police Covenant later this year. She added: "Thanks to the Police Federation for the great work you do."



PFEW to launch Compensation Claim against Government

The Police Federation of England & Wales is launching a compensation claim against the Government on behalf of members who were victims of discrimination and suffered any 'injury to feeling' as a result of changes to members' pensions caused by the introduction of a new scheme in 2015.

The claim is to ensure members who have not already submitted a claim in respect of pension discrimination are also considered for any compensation the court considers appropriate for the distress caused by the discriminatory changes.

In a joint statement, PFEW National Secretary Alex Duncan and National Chair John Apter said: "We have consistently said on the issue of pensions that we would closely monitor any decisions made by Government and litigate if and when this was necessary.

"The Government has made it absolutely clear all members who suffered age discrimination because of the enforced 2015 pension changes would be remedied. This still leaves the question of compensation for those affected, and unfortunately the Government has been unwilling to consider this issue.

"Having reviewed this, PFEW decided to ensure members are treated fairly and we are now taking the only step available which is to pursue a Group Action. This legal action against the Government and Forces is being launched to compensate members for the distress caused by the discriminatory 2015 pension changes."

The Group Action is being handled on PFEW's behalf by the leading UK and international law firm Penningtons Manches Cooper.

> What is a Group Action?

Group Action Litigation is the term used to describe what may be called Class Action or Collective Redress Actions in other jurisdictions. Group actions are a way for individuals with similar complaints to join together against an alleged wrongdoer.

> Key Advantages of Group Actions

Test cases are often selected from within the group, so the rest of the group members may benefit from decisions involving those cases.

THE VOICE FOR WALES



I've been in post for six months having taken over from Steve Trigg. Before then I was Dyfed Powys Branch Chair. The need for a "Voice for Wales" was recognised in the Normington review and now exists in Regulations. Based in Wales the post holder is a member of the National Board with responsibility to update it on key policing issues in Wales and the dialogue taking place between Welsh Parliamentary departments, Chief Constables and PCCs. I'm a member of the Parliamentary Working Group facilitating a link between Westminster and Cardiff.

My first responsibility was to represent members at the publication of the report by the Commission on Justice in Wales. This was very similar to a public enquiry with eminent lawyers and academics represented as well as Peter Vaughan, the retired Chief Constable of South Wales. Though they dealt with a very wide range of justice issues there was an element of policing in it and the Police Federation gave oral evidence to the Commission during evidence gathering.

For policing it recommended:

"With legislative devolution, the governance arrangements for the police should be re-examined."

In effect this recommendation and the commentary in the report

said if justice and law making were completely devolved to Wales then consideration should also be given to devolving policing to Wales. In essence it still seems to be some time away that this would be discussed meaningfully and many things would need to happen politically beforehand. Having said that, the PFEW's Welsh Affairs Sub Committee (WASC) has taken the policy position that policing could be devolved to Wales, but the question of whether it should be devolved is one for politicians to decide, not the Federation.

Following the report's publication an engagement event was held in the Welsh Assembly building in Cardiff with the members of the WASC and Carwyn Jones, the former First Minister who commissioned the report. During the event he outlined the history of the report and how it could affect justice in Wales.

Since then I have been working my way around the Senedd speaking to and examining what politicians views are on issues that affect policing in Wales. These include mental health, the ambulance service, the use of Naloxone by police officers, the Policing Covenant and of course more recently those issues that have arisen as a result of coronavirus. In Wales this has meant a divergence on issues/policy relating to policing and includes the testing of officers, powers, levels of fines and what the public are allowed to do. These are subtly different to that in England and has been a changing picture almost every day!

Mark Jones
PFEW Lead for Wales

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Hannah Cornish

Head of Family Law at Slater and Gordon

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IOPC MUST FOCUS ON IMPROVING INVESTIGATOR TRAINING

More training must be given to investigators at the Independent Office of Police Conduct (IOPC) as the Home Secretary continues to scrutinise the watchdog, which we are encouraged by

Last October, Priti Patel wrote to IOPC Director General Michael Lockwood asking him to provide a comprehensive plan for delivering improvements in the timeliness and quality of investigations as well as better scrutiny around any decision-making.

Mr Lockwood said it “recognises some of its investigations have taken too long” and is “addressing this”.

PFEW Conduct and Performance Lead Phill Matthews, said: “We are pleased to see the Home Secretary shining the spotlight on the IOPC and will continue

to do so after years of issues which have impacted our colleagues.

“Whilst it is promising to see improvements in the timeliness of its investigations and its plans for greater quality control, it must be said there is still more work to be done.

“Through our Time Limits campaign we will keep on pushing for all investigations, not just IOPC directed, to be completed within a 12-month time frame. Lengthy investigations ruin lives so there must be measures in place to stop them from rumbling on unabated for years.

“There must also be a focus on training its investigators – particularly around disclosure – and for all outstanding legacy cases to be urgently reviewed to ascertain whether they can be closed off sooner rather than later.”

He continued: “The Federation looks forward to maintaining a relationship with Mr Lockwood and his team to ensure the best outcomes for our members in the future.”

Proposed action detailed by the IOPC includes:

- A new streamlined investigation process for lower-risk cases which has helped to reduce the average time it takes to complete investigations.
- Engaging extensively with the Federation and other staff associations, to develop a respectful relationship and greater co-operation to action any concerns.
- A multi-disciplinary Critical Case Panel, chaired by the Director General, which now oversees particularly complex or high-risk cases to ensure cross-organisational support and assurance that work is properly resourced.
- New opportunities for users to feedback and challenge the IOPC’s work, including the introduction of restorative practice debriefs, which will allow users to discuss any concerns directly with IOPC staff.
- An External Stakeholder Reference Group consisting of a range of statutory and non-statutory external stakeholders, to challenge and influence work.

The Home Secretary said: “The vast majority of police perform their duties with the utmost professionalism – and I have been clear they have my full support.”



National Chair John Apter started his career in policing as a Special Constable. He recently reflected on the essential voluntary contribution Specials make to the service.

"I started my life in policing as a Special Constable on the Isle of Wight in 1988. I have always appreciated this unique role and remain passionate about them receiving the support they deserve.

Our amazing Specials have dedicated thousands of hours during this unprecedented time, facing the same risks and dangers as regular officers in order to protect the public and the NHS and help our Police Service. As many will be aware, we have been campaigning for Special Constables to be members of the Police Federation, if they want to. We are almost there

and this should become legislation later this year.

I have always thought it wrong that Specials had little or no representation in place, despite the risks they face. We recognise the valuable contribution, help and assistance that they provide and our fight for them to be members of the Federation is not borne of anything other than it being the right thing to do.

If collectively as an organisation we can show our support for Specials by allowing them to become part of the Federation, then what a great way to pay tribute and give something back to them.

We applaud and thank the extraordinary individuals who choose to become Special Constables – your dedication and hard work is truly recognised by the Federation. Thank you."

Devices go unchecked due to detective shortage

The Police Federation is calling on government to provide long-term funding for detectives to address a national shortage of devices.

It follows the findings of an investigation by the Press Association which found that 12,122 devices are awaiting examination by investigators across the 43 forces in England and Wales.

A delay in devices being examined means a delay in offenders being brought to justice and, most importantly, a delay in justice being secured for victims.

PFEW National Chair, John Apter, said: "Victims need to have the confidence to report offences and to have the reassurance that they will be investigated in a timely manner. Some of the delays we see up and down the country are unacceptable but are not the fault of our hardworking detectives.

He added that officers are currently "overwhelmed" by the amount of digital evidence they are faced with, and mounting workloads leads to a self-fulfilling cycle of forces struggling to attract new detectives.



Mixed picture on crime statistics shows need for long-term funding

As the latest crime statistics paint a mixed picture, with knife crime at an all-time high, the Police Federation continues to call for a long-term funding deal from the government.

Office for National Statistics' crime figures for 2019 show knife crime up 7% from 2018, and a 12% increase in robbery, but a decrease in theft and burglary offences.

However, while the total number of offences involving knives or sharp instruments in England and Wales (excluding GMP) grew by 7%, rates of increase varied across police forces. For example, there was a 5% increase in London, 13% in the West Midlands but a 9% fall in West Yorkshire.

In addition, the number of homicides where a knife or sharp instrument was involved decreased by 8% - yet there was a 13% increase in London.

Responding to the findings, National Chair of the Police Federation John Apter, said: "Yet again we see the effects of austerity that have necessitated this current government's investment in funding and the 20,000 officer uplift announced last year – investment that will still only bring us back to pre-2008 levels.

"However, it will take time for the effects of this much needed investment to be felt and we can see the results in these figures.

"It is a tragedy that knife crime continues to spiral as my colleagues are stretched to their limits, and with fewer officers on patrol it comes as no surprise that street crime such as robbery has increased.

"The fact that some statistics have fallen despite this is a testament to the hard work and dedication of officers across the country."

New Chair of Women's Group appointed

Following her appointment as the new Chair of the Women's Group we caught up with Zoe Wakefield to find out more about her.



"I'm extremely proud to be appointed chair of the Women's Group. In this role, I want to strengthen the network and involve female reps from all councils, not just those in executive positions or safeguarded seats. I would like to further progress the work already completed on the menopause and look at inconsistencies with uniform provision across the country.

During my 25 years' service I have seen many positive changes for women in policing and the increasing numbers of women joining is encouraging. However, there is still a huge amount of work to do.

My passion is fairness and equality. I've been involved in several initiatives which I feel have made things better for my female colleagues. In 2014, together with a member of police staff, I set up and continue to run a Maternity Support Group. This involves recruiting, training and supporting the contact officers as well as running information sessions for all pregnant officers and staff. I have participated in flexible working panels where every application (including my own!) across the force was reviewed and approved. I have been involved in the setting up of a Miscarriage & Baby Loss Support group and this is now expanding into an IVF/Fertility Support Group. Uniform Review Groups and Fitness Test Working Groups have also heard my views from a female perspective!

Throughout my 14 years as a Fed rep, I have really valued the support, guidance and knowledge I have gained from the Reserve Seat network. This form of networking for female reps is necessary and invaluable to progress proportionate representation within PFEW, resolve issues for female reps and female officers and change some of the cultures that still exist in some parts of the organisation."



Time limits on firearms officer shifts under review

The Federation is continuing to work closely with chiefs to ensure any changes to firearms policies and procedures are in the best interests of officers following the Government publishing its findings on the Anthony Grainger public inquiry.

Nine recommendations have been made by the Home Office on how forces can improve their firearms practices and continue to learn, eight years on from the incident.

Shift lengths of authorised firearms officers are currently being explored by the National Police Chiefs' Council (NPCC) and the College of Policing alongside the Federation.

Expert advice is being sought to conduct a review of the necessity and practicality of introducing a time limit on how long they are permitted to remain on continuous duty.

The NPCC is aiming to roll-out new guidance by the end of July.

Body-worn video options for officers in covert roles which includes consideration of how to resolve some logistical and legal complexities are also under review alongside a project to identify a vehicle-based option.

The public inquiry into the death of the 36-year-old who was fatally shot by an armed officer of Greater Manchester Police in March 2012 was

launched by the then Home Secretary, Theresa May, in 2016.

However, an investigation by the Independent Police Complaints Commission in 2013 found that the officer's reason for using lethal force was honestly held, so no further action was taken.

New evidence has come to light since and there are currently three new investigations which are ongoing – including a gross misconduct hearing for former assistant chief constable Steven Heywood which was due to take place in June 2020.

Police Federation of England and Wales' Firearms Lead Steve Hartshorn said: "We are working closely with the NPCC, IOPC and College of Policing to ensure any policy or procedures based on the nine recommendations are appropriate to armed policing and the wider policing family.

"Safety and accountability of all involved in armed policing is paramount to us and at the centre of what we do, but opportunities should be taken to learn and develop on a regular basis – not just after an inquiry.

"The Federation will continue to support the officers involved in this case."



MENTAL HEALTH MUST BE AT HEART OF POLICE COVENANT

Safeguarding officers' mental and physical health and wellbeing in a Police Covenant enshrined in law is at the heart of the Police Federation of England Wales' (PFEW) submission to the Government consultation.

With a strong focus on mental health, not just physical, the PFEW consultation response evidences the need for better support and services for officers – including those who have retired – and their families, as well as suggesting how they can receive more recognition for the unique job they do.

Officers are at high risk of experiencing psychological harm as well as physical attacks. Our latest findings revealed 30% had sought help for mental health and wellbeing difficulties associated with, or due to, a potentially traumatic incident that they experienced in the line of duty.

What is even more shocking is that one in five officers suffer from undiagnosed PTSD; therefore, the Federation has pressed the need for specific mental health provisions for officers and for it to be a core, ring-fenced element of the Police Covenant.

Poor mental health and wellbeing is also twice as likely to force officers to take significant time off work than physical injuries.

It has been estimated mental health is costing the service between £189.8 million and £229.9 million annually – another

reason why proactive protection should be prioritised, as prevention is always better than cure.

Having consulted with PFEW Wellbeing Leads from across the 43 forces in England and Wales, the consultation response also calls on Government to consider including the following in the Police Covenant:

- We want them to have access to appropriate financial protection, support, and advice as and when needed; especially when there has been serious injury or loss of life
- Health and wellbeing. This needs to be considered holistically, focussing on multiple aspects from finance and relationships, to education and sleep and much more
- Fast-tracked healthcare to ensure officers are fit for duty at the earliest opportunity
- A national procurement process for uniform and equipment, with input by expert external agencies such as the Health and Safety Executive. It cannot and must not be a postcode lottery for officer safety when it comes to access to the best equipment and uniform for all
- Safe-crewing practices
- We believe there is a lack of formal and state recognition, particularly in relation to police officer bravery. We feel it is a good idea to link our Bravery Awards to the honours process and that a 'Police Medal for Exemplary Service' should be created.

PFEW National Chair John Apter said: "The Government should do more to protect police officers both physically and mentally. The challenges, dangers and threats officers face are often unpredictable, but their unique and selfless support means they adapt and deal with the unknown. The last few difficult weeks proves just this.

"Our colleagues on the frontline have been putting themselves and their families in harm's way to help save lives and ease the burden on the NHS; a testament to their dedication. It's only right that officers, police staff, retired colleagues and their families are given the support and recognition they deserve in return.

"But this must be more than just a poster on the wall; the Covenant must be meaningful and enshrined in law so the Government and chiefs can be held accountable for delivering change. We will continue to seek the views of members to ensure this makes a positive tangible difference to the welfare and wellbeing support available for everyone in the police service and their loved ones who they couldn't do their incredible jobs without."



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