

**“Most people join the police to make a difference and my role as a rep allows me to make a difference by helping and supporting colleagues.”**

PC Sid James has been a police officer with West Midlands Police for 14 years and a Fed rep for three years.

“The reason I applied to become a rep when I did was because that was when the election process all changed and got more transparent. I could see that there was going to be a shift away in how things had been previously.

“I’ve always tried to have a good working knowledge of regulations and my experience with reps locally, when I first started as an officer, was a bit of a mixed bag and I kind of thought that a rep should be doing more.

“I think I could have probably become a rep few years earlier. In those initial 5-6 years from joining there are so many other things you are trying to get your head around as an officer. When I began to look at becoming a rep I looked at the reps in general and most of them were officers who were 20 years into their career, and I didn’t really see people like me.

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“In the modern policing world, we no longer see jobs through from meeting the victims and taking the initial report to bringing the offenders to justice. As a rep, supporting colleagues, I can be part of an end to end process with very tangible and meaningful results.

“As a Fed rep I can invoke more change and have more influence because I have direct communication with the senior leadership teams and the managers.

“I have successfully lobbied for the force to contribute 50% of the funding for a welfare van for the benefit of my colleagues, the other 50% paid for by our branch.”