

“I enjoy trying to create a fair environment for my colleagues”

Sgt Tom Parsley has been an officer with Gloucestershire Constabulary since 2002 and became a Federation rep in 2017.

“I had several friends that were involved with the Federation and saw how they gained a greater understanding of how the Police operated and made its decisions. I was at a stage in my career where I felt ready to take on more responsibility to have an impact in those decisions.

“Since becoming a Fed rep, the thing I have enjoyed the most is my work around equality matters. I know a lot of people are more interested in the conduct and performance side of things, but I enjoy trying to create a fair environment for my colleagues. I have my own challenges, so helping to create a level playing field for all members is something I find really rewarding.

“If anyone is thinking of becoming a rep, I would say ‘be brave and put yourself forward’. Being a rep is challenging so you need to enter with your eyes wide open. But it’s a great role; your knowledge just grows, and you meet lots of different people who you may not come in to contact with in your normal role. It gives you a sense of real pride as you know you’re working hard to make a change.

“ The role is about bringing people together and helping the organisation make better decisions. ”

a conduit to challenge senior management. I definitely don’t see it like that; the role is more about bringing people together and helping the organisation make better decisions. That to me is the Fed’s real strength”.



Tom Parsley, Gloucestershire Constabulary

“A lot of the time it’s the small things that make a difference, the simple day to day things that members ask you about. e.g. what they are entitled to claim or what to do about a situation. It’s nice to know your opinion is valued and makes a difference.

“I don’t think a lot of people properly understand what the Fed really does. Some people think that as a Fed rep you’re