

**“It’s why we’re police officers. We just want to help”**

DC Iain Prideaux became an Avon and Somerset Federation rep because he wanted to help make the force a more equal place for officers.

“When I started as a Fed rep I had no experience of that world and was pleasantly surprised! I like the fact that there is a respectful but transparent nature to the work; people don’t discuss cases other than when it’s appropriate. As police officers we are here to serve and that applies to our own as a rep too.



**Iain Prideaux, Avon and Somerset Police**

“Equality is in my heart, so when I became a Fed rep three years ago I took a real interest in that work. Equality cases are more nuanced than some work you do as a rep. It’s complicated and a lot of it is relationship-based as you’re trying to get to a point where you don’t need a tribunal. You use your soft skills a lot to reach that point together.

“Empathy plays a very big role in equality and being prepared to see, hear and feel how a member is feeling helps me to understand things from their point of view. Developing an ability to articulate the detrimental effects of a management or force policy on an officer, can often take courage and moves me out of my lived experience.

“Police are people who deal with people and through dialogue we can often resolve the situation. It feels great when you can resolve cases without going to tribunal.

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“Something else I’m proud of is encouraging the use of a wellbeing passport in our force. With the passport, if reasonable working adjustments are agreed in one role, those adjustments can stay in place if the officer moves to a

different role and don’t need to be negotiated all over again. The wellbeing passport means it can be used in a wide variety of situations and not just for officers with a disability, it’s there for anyone who needs it e.g. for flexible working or if someone’s going through the menopause and needs reasonable adjustments.

“If I know one thing now that I’d have liked to have known when I started, it’s that this role takes up a lot of your own time. Make sure you keep a good work/life balance and recognise that you can’t solve all the world’s problems. But at the end of the day we are all service-minded; it’s why we’re police officers. We just want to help”.