



Day one: Tuesday 17 May

08:00 - 09:00	Registration	
09:00 - 09:30	Welcome	Steve Hartshorn National Chair, PFEW
09:30 - 10:30	Opportunity is nowhere	Guest speaker Ché Donald National Vice Chair, PFEW
10:30 - 11:00	Break	
11:00 - 12:00	Pay and Conditions	Alex Duncan National Secretary, PFEW John Partington National Deputy Secretary, PFEW George Pascoe-Watson Chairman, Portland Communications
12:00 - 13:00	Lunch break	
13:00 - 14:00	Breakout sessions	
Breakout 1	Navigating Ill Health Retirement Retiring on grounds of ill health is becoming a more focused part of the policing operating model due to injuries and mental health considerations. This session will highlight first-hand member experiences to help drive forward the implementation and development of systems that can succeed in offering first class support to our members.	Gemma Fox Roads Policing Lead, National Board Member, PFEW Leigh Godfrey Secretary, South Wales Police Federation Mark Lake Senior Solicitor, Taylor Law Paul Turpin Ill Health Advisor, Metropolitan Police Federation
Breakout 2	Does a lack of cultural awareness play a part in the discipline system and affect disproportionality? Crafting and implementing an effective strategy to combat disproportionality within misconduct is key to bringing fairness to the process and outcome of cases. In this session we will discuss whether BAME is a conducive acronym to use for recording ethnicity within misconduct cases and further explore what has and is being done to ensure fairness within the system.	Tiff Lynch National Board Member, PFEW Ian Balbi Head of Discipline Policy, Home Office T/DCC Tyron Joyce Programme Director - Race Action Plan, NPCC Sal Naseem Regional Director, IOPC Paul Odle Chair, Race, Religion and Belief, PFEW
Breakout 3	Mutual Aid: a postcode lottery for members? The good the bad and the ugly of mutual aid Policing. This session will aim to underscore the value our members bring to policing national mutual aid deployments. Gain a better understanding of the needs policing has for mutual aid and the support our members who deliver it get or deserve.	Steve Taylor National Board Member, PFEW CC BJ Harrington QPM Essex Police ACC Owen Weatherill National Mobilisation Coordinator and NPCC lead for Civil Contingencies

14:05 - 15:10	Keynote Address	Steve Hartshorn National Chair, PFEW Senior Cabinet Minister
15:15 - 16:00	Break	
16:00 - 17:00	Uplift – is it just a numbers game? The need for extensive training for officers managing modern policing challenges, is fundamental to delivering the officers of the future. Focussing on tutor policy, retention and officer experience, our experts will review the latest thought leadership on the future of police training policy and if during Uplift this has been compromised. Ensuring embedded strategies are in place to secure the continuous delivery of excellence in training for decades to come, is key to policing. We will debate whether the Police Uplift Programme has produced the officer numbers promised, if the experience of new recruits been one that has delivered as promised and what lessons have been learnt from the past.	Mark Jones Secretary, North Wales Police Federation Dr Sarah Charman Professor of Criminology, Portsmouth University Kurtis Christoforides Managing Director, Police NOW Sarah Davenport Chief Superintendent and Change Manager on Police Uplift Programme Jo Noakes Director of Leadership and Workforce Development, College of Policing
17:00 - 17:45	Pension Remedy: The fight for fairness <i>Sponsored by Metfriendly</i> What is happening with the remedy? Find out more about the issues causing contention and what PFEW is doing to address them, along with advice on planning for retirement.	Ché Donald National Vice Chair, PFEW Binder Bansel Partner, Penningtons Manches Cooper LLP Alex Duncan National Secretary, PFEW Simon Horgan Field Officer, Metfriendly Paul Turpin Pensions Advisor, Metropolitan Police Federation
17:45	Close of day one	



Day two: Wednesday 18 May

09:00 - 09:15	<p>Welcome</p> <p>Women in Policing Award <i>Sponsored by Metfriendly</i></p>	<p>Ian Collins Facilitator</p> <p>DCC Maggie Blyth VAWG Co-ordinator, NPCC</p> <p>Annette Petchey CEO, Metfriendly</p>
09:15 - 10:15	<p>Modernising hearings – do we need change and if so, how? Since the introduction of LQC led hearings in 2016 there have been some key changes. Recently there have been calls for reform, by the NPCC, Police Foundation and Home Affairs Select Committee, including reversion to Chief led hearings. This session will discuss the issues and seek the views from all sides about where hearings need reform and what the future may hold.</p>	<p>Phill Matthews Conduct and Performance Lead, National Board Member, PFEW</p> <p>John Bassett Chair of National Association of Legally Qualified Chairs</p> <p>Kathie Cashell Director of Strategy and Impact, IOPC</p> <p>CC Craig Guildford QPM Nottinghamshire Police</p>
10:15 - 11:15	<p>Misogyny - Educate, Challenge, Change Every organisation is aiming to drive out misogyny in the workforce from attitudes to culture. This session illustrates how to fully realise the promotion of a modernised environment where individuals feel empowered to challenge negative experiences and generate positive workplace culture, leading to higher professional standards.</p>	<p>Sue Honeywill Chair, National Women's Group, PFEW</p> <p>Superintendent Manjit Atwal QPM Head of Delivery, Violence Against Women and Girls, College of Policing</p> <p>DCC Maggie Blyth VAWG Co-ordinator, NPCC</p> <p>Sam Hawkins Secretary, National Women's Group, PFEW</p> <p>Zoe Wakefield National Women's Group, PFEW</p>
11:15 - 11:45	Break	
11:45 - 13:15	Treasurers' report	<p>Simon Kempton National Treasurer, PFEW</p> <p>Steve Hartshorn National Chair, PFEW</p> <p>Alex Duncan National Secretary, PFEW</p>
13:15 - 14:15	Lunch break <i>Women in Policing lunch</i>	

14:15 - 15:15	Breakout sessions	
Breakout 4	<p>Fighting for your Lives</p> <p>Policing is unique within the blue light family, as both protectors and enforcers, this sets us apart on many different levels within the emergency services. This session will look at the effects of trauma and mental health, highlighting lived experiences, and sadly those lives that ended tragically. We will focus on what could have been done differently and future work that needs to be done around prevention. We will also explore the support federations and key stakeholders are providing towards police mental health in the fight for officers' lives.</p>	<p>Belinda Goodwin National Board Member, PFEW</p> <p>Adele Owen QPM Greater Manchester Suicide Prevention Programme Manager, NHS</p> <p>Hilda Palmer Facilitator of Families Against Corporate Killers, Greater Manchester Hazards Centre</p> <p>Andy Rhodes QPM Service Director, National Police Welfare Service, Oscar Kilo</p> <p>Ed Simpson Former Police Officer</p>
Breakout 5	<p>Police drivers to get greater protection in law – How will this be achieved?</p> <p>In this session we will take a closer look at the complexity of the drivers' legislation and how the implementation of the bill will impact, improve, and protect rights of both police officers and drivers. Our subject matter experts will explain why the introduction of the bill is essential, highlighting this through a recent case study.</p>	<p>Gemma Fox Roads Policing Lead, PFEW</p> <p>Roger Gardner Police Staff Driver Training Manager, Lancashire Constabulary</p> <p>Simon Hill Metropolitan Police Federation</p> <p>Tim Rogers National Lead Pursuits and Driver Training, PFEW</p> <p>DCC Terry Woods QPM National Lead for Police Driving</p>
Breakout 6	<p>UPP: A Tsunami of Disability Discrimination</p> <p>This workshop will revisit the issue of adjusted duties and disabled police officers being inappropriately placed on UPP. During the pandemic, forces were able to provide adjustments that many disabled police officers had long asked for. We will discuss whether we are now seeing a return to the poor practice of the past, whereby rather than seeing how different ways of working can assist, forces are going back to their previous unlawful behaviour by routinely placing disabled police officers on UPP.</p>	<p>Ian Saunders National Board Member, PFEW</p> <p>Eleanor Porter In-House Legal Solicitor, PFEW</p>
15:15 - 15:45	Break	
15:45 - 16:45	<p>Disclosure – the real cost to the public</p> <p>Is a full case file really required for CPS to decide whether to charge a suspect? What if the accused decides to plead guilty? Drawing from the PFEW's Detective Forum March 2022 Survey on the impact of the DG6, this session will delve into the impact of the changes to CPS Directors Guidance on our members and the burden it has placed on their ability to deliver justice for victims of a crime.</p>	<p>AC Nick Ephgrave QPM Assistant Commissioner Frontline Policing Metropolitan Police Service</p> <p>Max Hill QC Director of Public Prosecutions, Crown Prosecution Service</p> <p>Ben Hudson Secretary, Suffolk Police Federation</p>
16:45	Close	<p>Steve Hartshorn National Chair, PFEW</p>

**Please note this agenda may be subject to change*