

Fighting for Fairness

17 - 18 May 2022 | PFEW Annual Conference
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2022 Conference Highlights

By the numbers
Keynote speakers
Panel discussions
Women in Policing Award
Next steps
Thank you



#PFEW22



By the numbers



1,046 Attendees



54 Speakers



58 Media in attendance



113 Partners

Impressions



475,452



20,467



23,976

In demand topics

1. Pay and Conditions
2. Uplift
3. Misogyny
4. Misconduct hearings
5. Disclosure of evidence

Top conference sessions

1. Keynote addresses
2. Pay and Conditions
3. Pension Remedy
4. Women in Policing Award
5. Opportunityisnowhere

Keynote speakers



Steve Hartshorn

National Chair

Call for urgent need to improve police pay and conditions

National Chair Steve Hartshorn called on the Government for urgently addressing issues of poor pay and conditions. Stressing throughout that it is time for change, he suggested several ways in which the Government can help improve lives of police officers without extra financial burden.

“In the presence of Home Secretary Priti Patel, he asked: “Why are my colleagues, one of the only groups of frontline public sector workers, being penalised in their pockets?”

He appealed her to listen to her electorate, the people, who had supported better police pay in the PFEW’s survey across eight locations in England and Wales.

The PFEW National Chair presented a list of asks from the Government, which included more annual leaves, amendments to the Firearms Act to ensure safety of police officers on and off-duty, review of changes in the evidence disclosure procedures, and establishing a brand-new medal to recognise services of emergency services workers who die in the line of duty.

He termed the idea of a mandatory Licence to Practise for police as “ridiculous” and appealed for protected learning time.

Keynote speakers



Priti Patel
Home Secretary

Promises of support and way forward

Home Secretary Priti Patel declared her awareness about the need for fair pay and conditions for all police officers and assured the Government would like to work with the PFEW to address the issues.

“I strongly urge the Police Federation to engage with the Police Remuneration Review Body, which has a key role in advising the Government on pay and conditions for police officers,” she said. “I want the voices of your members to be heard in this process, loudly and clearly.” “I promise you that I will continue to champion your cause in Whitehall.”

The Home Secretary made important announcements regarding introduction of changes to law, which included relaxing all five conditions necessary for carrying out stop and search, authorising special constables to carry and use Tasers, Harper’s Law – mandatory life imprisonment for those who kill an emergency worker while committing a crime – coming into effect from end of June and increasing maximum penalty for assaults on police officers from 12 months to two years in prison.

During the Q&A session DC Vicky Knight of North Wales Police appraised the Home Secretary about hardships faced due to poor pay.



Home Secretary Priti Patel

Panel Discussions

Pay and Conditions

PFEW National Secretary Alex Duncan told delegates that a recent survey of 60,000 police officers across England and Wales, undertaken by the staff association in May, had revealed 99 per cent of them were unhappy with overall pay and conditions of work. He said the survey also revealed seven out of 10 police officers were considering leaving the force because of unfair pay and remarked, “It is frightening.”

The debate was anchored by George Pascoe-Watson, Chair of Portland Communications. PFEW National Deputy Secretary John Partington compared the status of pay and conditions with counterparts in Scotland and said they are better off because they have better mechanisms and a better working relationship with the Government. “If we can have the same as them then we are happy,” he added.

Mr Duncan elaborated on the PFEW’s survey and informed delegates the survey had found 93 per cent of police officers felt the Government does not value them. “This is a real feeling. We need to get things back on track. It is about the full package. Police officers are not feeling the balance with pay and annual leave.”

During the discussion Mr Partington renewed PFEW’s appeal to the Government for instituting a brand-new medal to recognise the services of emergency workers who had died in the line of duty. “It is annoying when you keep asking the Government. It is a simple ask of the Government. You know when they want to do something quickly, they do it.”



*Chair of Portland Communications George Pascoe-Watson,
National Secretary Alex Duncan and National Deputy Secretary John Partington*

Panel Discussions

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Pensions

The discussion was anchored by PFEW National Vice-Chair Ché Donald and comprised Alex Duncan, PFEW National Secretary, Simon Horgan, Field Officer for Metfriendly, Paul Turpin, Pensions Advisor, Metropolitan Police Federation and Binder Bansel, Partner at Penningtons Manches Cooper.

The panel members urged police officers to seek professional guidance and identify their points of exiting the service. Mr Horgan stated: “Being aware of your exit point is very important as we are dealing with lots of myths around pension calculations.” He continued: “Find out your exit points. Some are affected more than others. That is why it is important to know what is a good exit point for you.”

They accepted the present pension arrangements did not put all police officers on the same platform and agreed it had given rise to widespread confusion about pension calculation.

Mr Turpin highlighted the hardships faced by female Met officers, who had availed unpaid maternity leave, and said there was an opportunity to rectify it through a buyback. Addressing the issue of disparity in pension benefits to police officers because of the changes in the pension scheme, Mr Duncan said: “We think the Government can fix it in a number of ways.”

On the ‘Pension Trap’ issue, Mr Bansel said examples of discrimination are unfair but not necessarily unlawful. “We are in this situation because the Government’s response has been unsatisfactory and unlawful.”



National Vice-Chair Ché Donald

Binder Bansel

Partner, Penningtons Manches Cooper LLP



Paul Turpin, Pensions Advisor, Metropolitan Police Federation, Alex Duncan, PFEW National Secretary, Binder Bansel, Partner at Penningtons Manches Cooper and Simon Horgan, Field Officer for Metfriendly

Panel Discussions

Uplift – Is it just a numbers game?

Panel experts were equivocal about the importance of forging stronger leadership with more supportive line managers to assist training new recruits, which is vital for retention.

Mark Jones, Secretary of North Wales Police Federation, said supervisors need to be given more on-the-job guidance. “As a supervisor myself, I feel very little has been done,” he added.

Sarah Davenport, Chief Superintendent and Change Manager on the Police Uplift Programme, admitted while there had been an uplift amongst sergeants and inspectors, more needs to be done. “Everyone in this room has to support new recruits in their journey and retain them,” she said.

Kurtis Christoforides, Managing Director of Police NOW, championed the importance of new recruits receiving high-quality training alongside having a supportive line manager. “People often leave because of poor leadership and issues of wellbeing,” said Jo Noakes, Director of Leadership and Workforce Development at the College of Policing.

Dr Sarah Charman, Professor of Criminology, Portsmouth University, raised concerns over growing attrition rates. She shared findings and observations of studies undertaken by the university of officers resigning voluntarily between March 2012 and March 2020 and stressed the need for making officers feel valued for the difficult and dangerous job they do.



Jo Noakes, Director of Leadership and Workforce Development at the College of Policing, Sarah Davenport, Chief Superintendent and Change Manager on the Police Uplift Programme, Kurtis Christoforides, Managing Director of Police NOW, Dr Sarah Charman, Professor of Criminology, Portsmouth University, Mark Jones, Secretary, North Wales Police Federation

Panel discussions

Modernising hearings – Do we need change and if so, how?

In one voice panel members expressed the importance of making misconduct hearings time-bound.

Kathie Cashell, Director of Strategy and Impact at IOPC, said the police watchdog is more concerned about delays after investigations are concluded and added: “A multi-agency approach is needed to remove delays.”

PFEW’s Conduct and Performance Lead Phill Matthews said: “There are more than 300 cases with the IOPC which have been ongoing for more than 12 months. It is because of these delays that we need the time limit.”

John Bassett, Chair of the National Association of Legally Qualified Chairs, said they welcome more powers of case management to LQCs while cautioning they are not trained investigators. He also raised concerns about the degradation in standards of the Professional Standards Department.

Chief Constable Craig Guildford of Nottinghamshire Police said he was optimistic about the future of the system followed to address misconduct cases and appealed for continued help from the IOPC and PFEW and said: “Every individual case of delay faced in misconduct hearings needs to be called out by the federation representatives.”



John Bassett, Chair of the National Association of Legally Qualified Chairs, Kathie Cashell, Director of Strategy and Impact at IOPC, Phill Matthews, PFEW Conduct and Performance Lead, Chief Constable Craig Guildford of Nottinghamshire Police

Panel Discussions

Misogyny – Educate, Challenge, Change

Even without the involvement of Professional Standards Department, officers should be encouraged to challenge sexist behaviour to remove the stigma attached to speaking out, opined members of the panel.

Sue Honeywill, Chair of PFEW National Women's Group, said: "Is challenging misogyny in policing possible? Yes – and we must see a change in culture." While, Sam Hawkins, Secretary of the PFEW National Women's Group, highlighted that sexism and misogyny "is still rife" across forces.

During the deliberation findings of a survey conducted for the NPCC in 2019 by Durham Police were used to explain in majority cases the comments made against female officers are not because of hatred towards women but it is sexist language which can escalate into misogyny.

Hampshire Police Federation Chair Zoe Wakefield, who sits on the National Women's Group, added people should stop and think if they would want their daughters or other halves spoken to in the same way.

Deputy Chief Constable Maggie Blyth, VAWG Co-ordinator at the National Police Chiefs' Council, commented on changing trend and said: "I have women coming forward to me saying they feel like they can call it out now and report it. Allegations are coming forward and real conversations are happening." According to Superintendent Manjit Atwal QPM, Head of Delivery, Violence Against Women and Girls, College of Policing, said leadership plays an important role in making the staff feel supported.



Superintendent Manjit Atwal QPM, Head of Delivery, Violence Against Women and Girls, College of Policing, Hampshire Police Federation Chair Zoe Wakefield, Sam Hawkins, Secretary of the PFEW National Women's Group, Deputy Chief Constable Maggie Blyth, VAWG Co-ordinator at the National Police Chiefs' Council

Panel discussions

Disclosure – The real cost to the public

Suffolk Police Federation Secretary Ben Hudson hosted a panel of guests, including Met Police Assistant Commissioner Nick Ephgrave QPM and Max Hill, Director of Public Prosecutions at the Crown Prosecution Service.

The discussion drew heavily from the PFEW Detective Forum Survey on the impact of DG6 and explored the impact of the changes to CPS guidelines requiring full disclosure of evidence, and the burden created on the ability of detectives to deliver justice for crime victims.

Mr Hudson said it cannot be allowed to continue.

Delegates were shown testimonies from detectives and civilian investigators, who noted the low morale across the country and the devastating impact on victims of crime who are waiting and hoping for justice.

Mr Ephgrave advised officers should start thinking about disclosure from the outset of an investigation to ensure the burden of their workload is spread out.

Mr Hill acknowledged the emotive video testimonials from officers and emphasised the need to recognise the CPS is working together with police to achieve justice.

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Strategic Partner

Suffolk Police Federation Secretary Ben Hudson, Met Police Assistant Commissioner Nick Ephgrave QPM and Max Hill, Director of Public Prosecutions at the Crown Prosecution Service

Treasurers' Report



Simon Kempton

National Treasurer

It was agreed to bring a motion to conference to look at future options for an increase in subscriptions on the basis it would only be introduced once it has been confirmed by the Government that our members will receive a pay increase.

An increase of two per cent would roughly equate to an additional cost of 30p per month.

The motion: “This Conference supports increasing the rate of all types of PFEW subscriptions effective from 1 September 2022, in line with the percentage uplift to Police pay for 2022-23”, was supported by Annual Conference.

On such an important issue, PFEW took the view that conference delegates should be given the opportunity to hear the rationale for any proposed future increase in subscriptions immediately.

Vote overview:

- Yes: 221
- No: 170
- Abstain: 6

Total votes: 397

Breakout Sessions

Navigating ill health retirement

Stressful and arduous ill health retirement process needs to be improved as it makes leaving officers more unwell.

PFEW Ill Health Retirement Lead Gemma Fox said forces need to be more compassionate and understand there are real people at the end of the process who are going through it not out of choice but because they are unwell or injured.

South Wales Police Federation Secretary and Ill Health Retirement Liaison Officer, Leigh Godfrey, observed the process had become adversarial. He lamented the inconsistency across forces in executing the process.

Mark Lake, Senior Solicitor at Taylor Law Legal, also acknowledged the 'process' can take several years, while Paul Turpin, Metropolitan Police Federation Ill Health Advisor, added: "People do come out worse in the end and less well than when they went in."

The panel also told delegates there should be a greater focus on rehabilitating and supporting officers retiring because of ill health.



South Wales Police Federation Secretary and Ill Health Retirement Liaison Officer, Leigh Godfrey, Paul Turpin, Metropolitan Police Federation Ill Health Advisor, Mark Lake, Senior Solicitor at Taylor Law Legal, PFEW Ill Health Retirement Lead Gemma Fox

Breakout Sessions

Cultural Awareness

A panel of expert debated whether a lack of cultural awareness plays a part in the discipline system and if it affects disproportionality.

National Board member Tiff Lynch was joined by Ian Balbi, Head of Discipline Policy at the Home Office, T/DCC Tyron Joyce, Programme Director of the Race Action Plan at the NPCC, Sal Naseem, Regional Director of the IOPC and Paul Odle, Chair of the PFEW Race, Religion and Belief Group.

Research has identified officers from different ethnic backgrounds experience disproportionality within the complaints system and there is no clear understanding as to why this is occurring.

The discussion referenced the 2019 Cain Report and cited a Home Office Workforce Data report, which found one-third of forces had no ethnic minority officers or staff working in Professional Standards departments in the year ending March 2021.

The panel highlighted different concepts and theories for combating disproportionality in misconduct investigations in relation to ethnicity and other protected characteristics.

POLICE *Federation*

Theories & Practical Solutions

- Better representation of the community at decision making level at PSD's.
- Triage team
- Mandatory training criteria to be met
- Police officer or Police staff role



Sal Naseem, Regional Director of the IOPC, T/DCC Tyron Joyce, Programme Director of the Race Action Plan at the NPCC, Paul Odle, Chair, PFEW Race, Religion and Belief Group, Ian Balbi, Head of Discipline Policy, Home Office

Breakout Sessions

Mutual Aid

Welfare of officers should be at the forefront of mutual aid operations right from the beginning.

PFEW National Treasurer Simon Kempton was joined by PFEW National Board member Steve Taylor, Essex Police Chief Constable Ben-Julian Harrington and National Mobilisation Coordinator and NPCC lead for Civil Contingencies Assistant Chief Constable Owen Weatherill discussed the challenges and how they have been overcome.

Delegates were told about the need to understand issues faced by planning teams and to help members address the frustration they might feel on deployment.

The panel agreed the welfare of officers should be at the front and centre of mutual aid operations.

The panel also discussed a possible new framework and identified areas which need more work as the current regulations are not fit for purpose.



National Board member Steve Taylor, Essex Police Chief Constable Ben-Julian Harrington, National Mobilisation Coordinator, NPCC lead for Civil Contingencies, Assistant Chief Constable Owen Weatherill

Breakout Sessions

Fighting for your lives

DISCLAIMER: This synopsis references suicide. If you require help and support, please contact the Samaritans:

PFEW National Board member Belinda Goodwin was joined by Adele Owen QPM, Greater Manchester Suicide Prevention Programme, Hilda Palmer, Facilitator of Families Against Corporate Killers, Andy Rhodes QPM, Service Director of the National Police Welfare Service and Ed Simpson, former police officer.

The panel explored the effects of trauma and mental health on officers. The session highlighted lived experiences of those experiencing mental health conditions and the stories of those who have tragically ended their lives as a result.

Looking at what could have been done differently and addressing the future work that needs to be done around prevention, the panel explored the support that PFEW branches along with key stakeholders are providing towards the mental health of police officers.



Police Federation
The undisputed
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Partner

Ian Collins, Andy Rhodes QPM, Service Director of the National Police Welfare Service, Ed Simpson, former police officer, Adele Owen QPM, Greater Manchester Suicide Prevention Programme, Hilda Palmer, Facilitator of Families Against Corporate Killers

Breakout Sessions

Disability absence and UPP

A workshop was held to discuss the contentious issue of officers' absence due to Long Term Sickness attracting Unsatisfactory Performance and Attendance Procedures (UPP).

It was led by PFEW National Board Member Ian Saunders and jointly conducted with PFEW's In-House Legal Solicitor Eleanor Porter.

It found that cases of disability discrimination are not in isolation but at the centre of it is the mechanical functioning adopted by line managers.

They observed line managers unlawfully discriminate against colleagues with disability absence on their record by using UPP without medical advice.

The workshop provided guidance to officers with disability facing UPP and called upon them to request for reasonable adjustments that would assist them to return to work.

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Breakout Sessions

Police Driver Legislation

Through the newly enacted Police, Crime, Sentencing and Courts Bill, police drivers have greater legal protection thanks to PFEW's years of campaigning.

During a discussion on the new law, which rules out judging police drivers by the same parameters as that of the member of public, it was emphasised any manoeuvre performed by a police driver must be within their training, and they must be up to date with their training.

PFEW Roads Policing Lead Gemma Fox, Police Staff Driver Training Manager of Lancashire Constabulary Roger Gardner, Metropolitan Police Federation's Simon Hill, PFEW National Pursuits and Driver Training Lead Tim Rogers and National Lead for Police Driving DCC Terry Woods QPM deliberated on the new legal framework governing police drivers.

"We have been working on this since 2016, so we have been through three policing ministers," Tim Rogers, PFEW National Lead for Pursuits and Driver Training told delegates.

The experts hailed changes to the law as it will provide evidence for prosecution and defence, improving the quality of the court process.

During the session gripping CCTV footage was played from an incident involving an officer who was cleared of causing death by dangerous driving last year, demonstrating the importance of greater legal protection.



Police Staff Driver Training Manager of Lancashire Constabulary Roger Gardner, National Lead for Police Driving DCC Terry Woods QPM, PFEW National Pursuits and Driver Training Lead Tim Rogers, Metropolitan Police Federation rep Simon Hill



Kriss Akabusi
Former British athlete

Change and perspective to grab opportunities

Former British athlete Kriss Akabusi shared his life experience at a motivational session on ways to seize opportunities.

“Life is all about how we see things. In a room of 700 people, all would be looking at the same thing but with a different perspective.”

He acknowledged while it is not easy to go through change, and the process would undoubtedly make people feel uncomfortable, it is essential for enabling people to see things differently.

Paying tributes to police officers across the country, he said: “I wonder how many times people acknowledge when you do things right. It must be tough to be in any officer’s position every day and only be mentioned when it goes wrong.”

Emphasising the importance of trust in carving a successful way of life, he said ‘Trust Equation’ is at the base of everything, including policing. “The past is for reference, not residence. No one will care how much you know, until they know how much you care.”



Kriss Akabusi

Women in Policing Award



Sergeant Jennifer Sharpling
Metropolitan Police Service

This year's Outstanding Contribution to Women in Policing Award was presented to Sergeant Jennifer Sharpling of the Metropolitan Police Service for pioneering the Perinatal Mental Health.

She is mother of four, and balances policing whilst devoting much of her time to maternity-related issues in the workplace. She is also passionate about looking after the welfare of police officers and staff.

“After suffering from significant maternal mental health issues following the birth of my first child in 2016, I found that there was no specific support for police officers or staff anywhere for these conditions,” she said. “I now lead a national team of officers from across the country and we are currently writing a national policy as part of a larger document, which will be sent to all forces with information on how best to support their staff.”

She is also the co-founder of #BleepKind, set up in relation to Job-Related Fitness Tests.

Sponsored by:





National Chair Steve Hartshorn, Annette Petchey, Chief Executive Officer, Met Friendly, Deputy Chief Constable Maggie Blyth, Sergeant Jennifer Sharpling, Sue Honeywill, Chair, PFEW Women's Group

Next Steps

We hope you've had a few days to reflect on the conference and have clear understanding of the work the Fed will implement for colleagues in the near term and future.

1. Re-watch sessions

Did you miss a session? You can still access the sessions you missed through our conference platform.

[Log in](#) to watch content from all our sessions on demand until 1 July 2022.

3. Connect

We hope you found time at the conference to connect with your colleagues and our exhibitors. Now is a great time to circle back and keep the conversations going — or even reach out to new contacts.

2. Key lessons

Recap the notes you made from the sessions you found most inspiring. Have you made any changes or learned something new?

Why not tell us, we would love to hear your story editor@polfed.org

4. Follow up with us

If you want to discuss any of the topics you heard at conference in more detail, contact us at media@polfed.org

Follow us on [Twitter](#), [Linkedin](#) and [Facebook](#) to stay up to date with the latest information and share your thoughts on the work we're undertaking for you.

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