

# Norfolk Police Federation

# NORFOLK NEWS

Spring 2020

## Keeping You Informed On COVID-19



**N**orfolk Police Federation is doing everything possible to keep officers informed about the impact the coronavirus will continue to have on their day-to-day duties and home life.

Federation Chairman Andy Symonds and Secretary Sam Hawkins are liaising with the force and Chief Constable Simon Bailey to deal with the ever-changing picture in Norfolk as the COVID-19 crisis deepens.

They both attend the force Gold and Silver meetings, but know officers and their families have lots of questions about the impact COVID-19 will have on their duties and lives.

A lack of PPE kit and questions around financial support are among those concerns.

Andy and Sam said: "We understand officers will have many questions and serious concerns about the impact this will have on their own personal and professional lives.

weeks and months. We are liaising daily with RMU, discussing issues and pragmatic ways in which the problems can be overcome.

"We have been reassured that supervisors and managers have been given the direction to be pragmatic and explore all the possible flexibilities to enable us all to work most effectively where we can."

Even though the Federation office is now closed to visitors, more information and advice will be available as the situation unfolds.

Andy and Sam said: "We simply do not have all of the answers at this time.

"We are in constant dialogue with the force as we try to address this as best we can. Officers will get more information as advice changes, and we have more answers to questions.

"We are experiencing a large number of phone calls into the office, as well as increased email traffic from officers.

**"We understand officers will have many questions and concerns"**

"We are doing everything we can as a Federation to make sure all is being done that possibly can be. It's a fast-moving situation which is changing daily."

As things stand, there is a shortage of PPE kit for frontline staff dealing with the virus, but Andy and Sam said the force was doing its best to secure more equipment for officers.

They and CC Bailey are also aware and concerned that many officers have partners or dependants who are not working due to self-isolation, or are not being paid.

The Chief is looking at how the Benevolent Fund could be used to help officers and their families who are worried about their income.

Officers are also being asked to prepare for short-notice duty changes, and possible moves to other departments, as already thin resources are tested like never before.

Andy and Sam added: "Please bear with the Resource Management Unit in the coming

"Please contact us if it is absolutely necessary or you've been asked to call by a Fed rep. Please bear with us; we will endeavour to answer your queries as quickly as we can, but expect a delayed response."

Officers can also email [Norfolk@polfed.org](mailto:Norfolk@polfed.org), and the Federation will respond as soon as possible. Andy and Sam explained: "If officers' queries require immediate assistance, and they cannot get through on our office number, please contact the Control Room Inspector for details of the on-call Federation Rep.

"We are working tirelessly with the force and other agencies to ensure officers are as well-informed and prepared for the many challenges that lie ahead. Please look after one another, your families and loved ones."

Norfolk Police Federation will also be keeping officers informed via its social media channels [@NorfolkPolFed](https://twitter.com/NorfolkPolFed) on Twitter and [Norfolk Police Federation](https://www.facebook.com/NorfolkPoliceFederation) on Facebook.

# We Need To Tackle Assaults

**L**isten to assaulted police officers and increase jail sentences for the perpetrators, Norfolk Police Federation Chairman Andy Symonds has said.

Crown Prosecution Service (CPS) figures show that it has prosecuted more than 50 assaults a day in the first year of legislation that makes attacks on emergency workers a specific crime. Nine out of 10 of the victims were police officers.

sentencing powers in police assault cases.

Andy said: "If a judge or a magistrate was spat at or assaulted while at work, I'm pretty confident the person who committed that offence would go to jail and serve a decent term. But we haven't got that yet.

"Unfortunately assault has become part of the job, and some officers I speak to are resigned to it. They get demoralised when they do report it and go to court, and then there's

## "It's important that officers can give a victim personal statement in court"

"Fifty assaults a day is shocking," said Andy. "It's important that officers have the opportunity to give a victim personal statement in court, so the judge gets to hear the impact it's had on them, their family, and their lives.

"After officers are badly assaulted, they may have broken bones and can no longer take the kids to school or drive to work. The impact doesn't get heard as much as it should."

Andy added that officers were dealing with psychological, as well as physical pain. He thinks the CPS's new guidelines will help, which encourage magistrates to use their full

no prison time for these people."

Andy also believes body-worn footage should be played in court. He said: "A video or an image speaks a thousand words, so this footage is really impactful. It's important that the CPS push that.

"This isn't just another assault. It's a human being who's trying to protect their community.

"I've dealt with officers who've been badly assaulted, and a year down the line they're still not working full time. One of them has had a series of unsuccessful operations and he's still in a lot of pain. This is the human toll."



# MP Supports Tougher Sentences

**"P**arliament is on your side on this," said Holly Lynch, the MP for Halifax who spearheaded the #ProtectTheProtectors campaign, and has now spoken out against suspended sentences for those who assault police officers.

Holly was recently appointed to the Home Affairs Select Committee, where she promises to further promote the interests of police officers.

Holly said that the Select Committee could make a real difference to policing issues. She said: "It really does pack a punch. Because it has cross-party input, there genuinely is a collaborative approach to try to find the best way to solve problems.

"I'm looking forward to getting stuck in to some of those policy areas around what our police officers need to really do their jobs, and then using the platform of the Home Affairs Select Committee to make a difference."

Holly, whose father was a police officer, was instrumental in lobbying MPs from all parties to support the #ProtectTheProtectors campaign. She got involved after going on patrol with a West Yorkshire Police officer – she had to call for back-up when they were surrounded by a



group of hostile individuals.

The Bill was later picked up by Chris Bryant MP and in 2018 passed into law as the Assaults on Emergency Workers (Offences) Act, doubling the maximum sentence for offenders from six to 12 months. In the first year of the Act, the CPS prosecuted more than 50 assaults a day, 90% of them against police officers.

The CPS recently launched new guidelines, prompting prosecutors to remind magistrates to use their full sentencing powers.

Holly agreed there was still a lot more work to do on #ProtectTheProtectors. She said:

"Although we've changed the law, we're not influencing the decision-making of the judiciary and the CPS in the way that we really wanted to.

"We need to sort out this problem, and one way we can do that is to send the message that there's a deterrent in place that says: 'Society says this is not OK. Law-makers say this is not OK. And if you engage in this sort of activity, the seriousness warrants a custodial sentence!'"

Holly said the Government's proposed Police Powers and Protection Bill was a welcome move. It will include a Police Covenant, allow Special Constables to join the Police Federation and double the sentence to two years for anyone who assaults a police officer.

She said: "I want to see an end to suspended sentences. And these pathetic compensation payments that never end up being seen by the officer who's assaulted give a real sense of injustice for that officer."

Her message to such officers is: "Parliament is on your side on this. We need to work together to make sure that decision-makers also understand the severity of the situation and are holding up their end of the bargain."

# Call for 5% Pay Rise For Officers

**T**he request for a 5% pay rise for officers “recognises the work police officers do every day”.

Norfolk Police Federation has called for the Government to take seriously the Police Federation of England and Wales (PFEW) submission asking for a minimum starting salary of £24,177 for new recruits.

Chief Constable Simon Bailey has confirmed that starting salaries in Norfolk will remain at just over £24,000.

Andy Symonds, Chairman of Norfolk Police Federation, said: “This submission recognises the work that police officers do tirelessly every day. We have to recruit a large number of officers over the next few

years, so we have to be an attractive proposition to people who will have thought about other industries that might pay more. We've also got to retain as many officers as we can.

“Thankfully the Chief Constable has given me the assurance that starting salaries in Norfolk will remain at just over £24,000. But nationally we need to keep pushing that.

“The headline figure of an extra 5% is positive, and it's important that this is taken very seriously. I'm frustrated, and I know many of my colleagues are too, about some recommendations in previous years not being adhered to.”

The PFEW has also asked the Police Remuneration Review Body (PRRB) for:

- The removal of the lowest two pay points for Constables, to help recruitment;
- The shortening of the Constables' and Sergeants' pay scales;
- The introduction of new top pay scale points for all ranks, to incentivise retention;
- An increase in dog-handlers' allowance, and an increase in London and SE allowances to 150% of their current values.

Last year the PRRB recommended 2.5% for officers, which was accepted and implemented in full by the Home Secretary.



## Norfolk Officers Get Extra Paternity Leave

**N**orfolk Police Federation has negotiated for police officers to get two weeks of paternity pay on full pay, up from one on full pay and one on statutory pay.

Previously partners received one week off on full pay, followed by a week on statutory paternity pay, which is only £148.68.

Federation Chairman Andy Symonds filed freedom of information requests so he could compare with public and private-sector organisations around the country.

He then put his case to the Chief Constable and HR, and negotiated the extra week's leave on full pay. In addition, officers can still take a third week's paternity leave on statutory pay.

Andy said: “A lot of officers, particularly younger-in-service officers, simply can't afford to take

that second week at £148 a week.

“So they end up coming back to work after a week at home with a new arrival, which in my view is not good enough.

“This extra week on full pay will enable partners to spend more time with their newborn and, importantly, supporting their partner.”

The new paternity allowances have been rolled out across Suffolk Police too. Andy added: “We're the only two forces in the whole country that have got that extra week, which is positive.

“And there's more work going on in the background around family time off: 2020 is the year where we look closely at the welfare side of things.”

The new rules came into force for Norfolk and Suffolk Police forces on 31 October 2019.



Norfolk Police officers now get **2 weeks** of paternity leave on full pay

# Norfolk Given 132 More Tasers

**T**he 132 extra Tasers in Norfolk will “continue to save officers from serious injury,” Norfolk Police Federation has said.

The Home Office funded the Tasers after asking all the police forces in the country to submit bids.

Federation Chairman Andy Symonds said: “It gives officers another option when confronted with violent suspects that need to be arrested as safely as possible. My colleagues work in vast swathes of countryside and their nearest back-up can be many miles away.

“This comes after a commitment from our Chief that, by 2021, all frontline response officers who want to be trained in Taser will be given the opportunity. This extra funding for an additional 132 Tasers will mean that more officers will be able to access a Taser and use their training in order to keep themselves and the public safe.

“I have seen countless body-worn videos of officers confronted with violent suspects who are carrying either a weapon or a knife.

“These implements can and do kill and cause serious injuries. In all of the clips I’ve seen, Taser has been deployed effectively and brought these serious incidents to a safe conclusion for all.”

All but two of the 43 forces in England and Wales submitted requests for extra funding. Part of the national £10m crime-fighting fund will be spent on tackling serious violence and county lines drug gangs.

John Apter, Chairman of the Police Federation of England and Wales, said the news was “refreshing” and was pleased Home Secretary Priti Patel appears to be taking officer safety seriously.



He said: “I have campaigned for ring-fenced funding for more colleagues to have access to Taser, and it’s refreshing that the Home Secretary has listened and acted.

“Because of our lobbying there will be almost 8,000 more Tasers available for my colleagues – this can only be a good thing.

“This was a unique opportunity for forces to

secure extra protections without shouldering the majority of the cost. I would have liked to have seen every penny of the £10m funding used to fund more Tasers.

“At a time when officer safety is dominating the headlines, I am surprised that some forces chose not to take advantage of this extra funding.”

## Brave Officers Up For National Award

**T**wo Norfolk Police officers who detained a pair of violent offenders wanted for threatening murder and blackmail have been nominated for the National Police Bravery Awards.

Officers had been dispatched to the village of Ormesby in the early evening of 15 January 2019 following reports that an armed man was making threats to kill and blackmail people. The man had left the scene once the officers arrived.

In the meantime, PCs Katie Swann and Marley-Jay Symonds went to the address of the offender’s mother, where they found him and another wanted suspect.

Seeing the officers arrive, the pair became very aggressive and started to resist the officers’ attempts to detain them.

PC Symonds tried to make an arrest but could

hear that the other suspect was continuing to aggressively struggle with PC Swann.

PC Symonds dragged his suspect into the kitchen so he could aid PC Swann, but the man started to punch him, and PC Symonds had to use PAVA spray to get him under control.

PC Swann had managed to get one handcuff on her suspect in the struggle, and despite having partial control of him, he continued to be aggressive even after PC Symonds administered another dose of PAVA spray.

It gave enough time for PC Swann to use her Taser on the man, but it needed the help of further colleagues who had now arrived at the scene to get him finally subdued.

Norfolk Police Federation Secretary Sam Hawkins said the officers had to demonstrate real teamwork to control the situation.

“These men were big, burly, violent offenders, so PC Swann and Symonds had to think on their feet and help each other out to get the job done,” she said.

“The fact that the suspects carried on struggling despite having PAVA and Taser deployed on them shows just how severe and violent this incident was. It was great police work, so our congratulations go to both officers for the bravery they have shown. They fully deserve this nomination.”

PC Swann and PC Symonds will attend a reception and an evening awards ceremony in London. The National Police Bravery Awards honour officers from across England and Wales who have performed outstanding acts of bravery while on or off duty. The awards are sponsored by Police Mutual.



# We Must Resist Target Culture

**P**olicing must resist plans to return it to a 'target culture', according to the Norfolk Police Federation.

One of the Government's highest-profile election pledges was to recruit 20,000 extra police officers.

Speaking at a conference in central London, as a seeming trade-off, Home Secretary Patel signalled the return of national targets, saying "outcomes" in key areas would be measured.

But it is not something Norfolk Police Federation Secretary Sam Hawkins wants to see happen.

She said: "We'd very much be against it. And I think we can say with some confidence that our Chief has always been against it as well.

"There's all the problems with these targets about how people try to achieve them. We're

striving for integrity in the recording of our crimes and incidents and putting in targets, I'm not sure what that actually achieves.

"Professionalising the service? Absolutely. Holding people to account if they don't perform or do their job correctly? Absolutely. But targets as a measure and in return for recruits? I don't think policing is as simple as that."

Sam is hoping the new recruits the Norfolk force is expecting won't be in return for targets being imposed.

She explained: "I think it's an unfair lever they're trying to use, because those extra officers they're giving us, 67 in Norfolk in the first wave, are only replacing what we've lost since austerity.

"It's a bit underhand to say they're giving us something, because all they're doing really is

putting us back to how they were before they started the cuts.

"Hopefully that will make a difference to the communities and the visibility and the service that we can provide to the public. But I don't think the public want us to have targets either."

Imposing targets could also lead to the public distrusting officers, she said.

Sam added: "We don't want to go back to those days when you used to stop a car and if you issued somebody a ticket they'd say, 'Are you just giving me a ticket because I'm part of your quota?'"

"I don't think it makes the police force more efficient, it just means that we tick those things that are being counted. All those other things that officers do that you can't measure so easily are going to drop off the radar."

# Mental Health Matters

**M**ental health in policing must be treated as seriously as physical safety, the Police Federation has said.

A new campaign, launched to coincide with 'Time to Talk Day', asks officers to be on the lookout for signs that colleagues might be struggling with their mental health.

Launching the campaign, Belinda Goodwin, PFEW's Wellbeing Subcommittee Secretary, said: "We want to get cops to talk to one another, it's as simple as that, and to take notice when they see changes in any of their colleagues – not to ignore the signs, and worst of all tell them to 'man up', get over it or pull themselves together. The campaign will build awareness of what signs to look out for and signpost to where officers can get help if they need it.

"If we can just get our members and Reps to face any issues and seek help, then it can only be a good thing."

Although significant improvements in mental

health support have been made in recent years, PFEW continues to press the Government and police forces to provide earlier, better and more consistent support.

To date it has been difficult to determine the actual number of police officers who take their own lives. Police forces have not routinely collected this data, and although the Office for National Statistics (ONS) collects data based on coroners' verdicts, the figures often exclude either non-residents and/or Police Community Support Officers.

It is also unclear whether retired or former police officers are routinely included in the figures.

Official ONS figures show that 66 police officers took their own lives between 2015 and 2017.

