



Campaigning To #PayOurPolice

“I joined the police service in 2009, 13 years ago. My salary was £22,715. Currently some forces around the country are paying their new entrants £18,912,” says Andy Symonds, Chair of Norfolk Police Federation.

Meanwhile 97% of Norfolk Police officers say

lice felt that they were worse off financially than they were five years ago and 15% of respondents reported never or almost never having enough money to cover all their essentials.

The negative impact of the Government’s treatment towards police officers and police pay

Wales were given a 0% pay rise. Household bills are rising. Over the past 10 years police officer pay has fallen in real terms by more than 20%.

So it comes as no surprise that 79% of the 362 respondents from Norfolk Police said that they are dissatisfied with their overall remuneration.

“72% of Norfolk officers feel worse off than they were five years ago”

they do not feel respected by the Government, with 47% worrying about their finances every day.

The new figures from the Police Federation of England and Wales’ (PFEW) 2021 Pay and Morale Survey come after 12 years of pay caps and pay freezes for the police.

A huge 72% of respondents from Norfolk Po-

lice is clear from the survey – 77% of respondents from Norfolk Police felt that morale within the Norfolk is currently low.

And 67% of respondents from Norfolk Police said that over the past 12 months, their workload has been too high or much too high.

Last year police officers across England and

In addition, 61% of officers who responded said they would not recommend joining the police to others and 11% of respondents from Norfolk Police said they had an intention to leave the police service either within the next two years or as soon as possible.

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The IOPC Must Minimise Delays

The Government must issue new rules on the length of time police officers can be investigated, Norfolk Police Federation has said, after the Home Affairs Select Committee issued a formal report into the Independent Office for Police Conduct (IOPC).

The Committee concluded: "It is troubling, nine years on from the Committee's last report on this topic, that concerns are still raised about delays to investigations that detrimentally affect people's lives, about complexity of language and processes, and about inconsistency in updating and supporting officers and complainants during investigations."

Andy Symonds, Chair of Norfolk Police Federation, called for a process that is "fair, proportionate, necessary, efficient and timely".

He said: "Long delays are not helpful to anyone involved in this, be that the officer or the member of the public who may have made a



complaint to the IOPC.

"We do all we can from a Federation perspective to minimise the delays by making sure officers submit their written accounts as soon as possible or enabling the earliest possible date for interviews.

"However, we expect the same from the IOPC in the form of disclosure being made in a timely manner with nothing held back, so it is an open

and transparent process."

The report recommended that the Government issue stronger guidance on expected length of investigations. Andy said: "This is a step in the right direction, but I would want this to be stronger than guidance and actually appear in the regulations that govern conduct and complaints. This is the only way that we, on behalf of the officers we represent, can hold the IOPC truly to account when we see failures.

"We have long been calling for time limits on these unacceptable lengths of investigations and we have seen many cases of abuse of process being won by the Federation.

"These unacceptable delays cause significant mental injuries to my colleagues who in the vast majority of cases are doing an intensely difficult job in dynamic circumstances to the best of their abilities, and when things are dynamic sometimes things don't quite go to plan."



Roads Policing Cuts Have Consequences

Cuts to police budgets have inevitably led to criminals committing more offences behind the wheel as they believe they are unlikely to be caught, the Chair of Norfolk Police Federation has said.

Andy Symonds was speaking as BBC's *Panorama* linked cuts to the number of dedicated traffic officers to a failure to reduce road deaths in the past decade.

Figures from 34 forces who responded to a Freedom of Information request showed the total number of dedicated traffic officers fell from 5,014 in 2016 to 4,257 now – down by 15%.

Meanwhile, the number of people killed on the roads remained stable between 2010 and 2019, after going down for three decades.

Andy said: "It is not surprising that there has

been a failure to reduce road deaths over the past decade. There is a clear link with what has happened to police budgets over the past 10 years in that they've shrunk due to austerity.

"We have been clear throughout the years of austerity that cuts have real consequences, and in this case tragic consequences. With fewer traffic cops you will inevitably get people committing more offences if they believe that they will not be caught.

"With these types of attitudes and behaviours of people behind the wheel, it sadly leads to more deaths on the roads.

"Having said that, I know that here in Norfolk our Roads and Armed Policing Teams (RAPT) work tirelessly trying to keep Norfolk roads as safe as possible. I see first hand the results of

this hard work: keeping dangerous vehicles off the road and prosecuting drink/drug drivers.

"These same officers dealing with road-related offences also stem the flow of drugs into this county. Organised criminal gangs use our road network to transport drugs around the county."

Andy added that *Panorama's* criticism of supposed 'weak policing' was an insult to officers. He said: "I would urge the programme makers to spend a set of shifts with my colleagues, and I promise them they would realise the mammoth efforts my colleagues go to even when they're suffering from under-investment.

"We need more investment in our Roads and Armed Policing Teams so they can continue the relentless fight in making our roads safer for us all – and stop the flow of drugs into this county."

Celebrating Our Brave Officers



Two Norfolk Police officers who entered a burning house to try to save the lives of two women inside were celebrated at The 2021 National Police Bravery Awards.

Sgt Kevin White (pictured right, outside Downing Street) and PC Alexandra Barnes (inset; she could not attend the ceremony) were driving through Bacton in September 2020 when they noticed smoke ahead. As they drove nearer, they were flagged down by a member of the public who told them there was a house fire, with two people trapped inside.

When they reached the house, all the windows were blackened with smoke and the officers were not able to see inside. They went to the rear of the property where there was a lean-to, but the door was locked and they could see smoke and flames in the room beyond, preventing access.

Sgt White went round to the front door and tried to kick it open. It opened slightly and he could see smoke and flames in the hallway, but it didn't open wide enough for him to get in.

PC Barnes smashed the glass of the living room window and the officers managed to open it. The room was filled with thick black smoke. Sgt White held his breath and looked inside; he could make out the feet of a person in the room. He leaned into the living room and, with the assistance of a neighbour, pulled the woman out. She was conscious and breathing but had suffered smoke inhalation.

PC Barnes then called to say there was another person inside the room. Sgt White took off



his body armour and outer clothing and climbed through the window. He kept low to the floor to search for the person, holding his breath for as long as he could, but eventually had to take a breath. Meanwhile the living room filled with thicker smoke.

Sgt White eventually found a woman slumped in a chair. He picked her up and carried her to the window, where PC Barnes and a neighbour helped to pull her out. She was unconscious and clearly suffering from the effects of smoke.

Sgt White was concerned they were all too close to the burning house, so they evacuated the area and the neighbour said the women could be taken to his house to be treated.

One woman started to show positive signs. An off-duty trauma nurse arrived on the scene and assisted with first aid. The fire brigade arrived with a trauma kit, including an intubation tube that was placed down the airway of the patient.

Air ambulance arrived and both women were taken to hospital, where one was put into an induced coma and sadly passed away two days later. The other woman, who was 100 years old, survived.

Sgt White was also checked over for any injuries due to smoke inhalation.

Norfolk Police Federation Chair Andy Symonds said: "Police officers never know what they will encounter when they start a shift. Things can escalate very quickly, as this incident shows. And yet our colleagues ran towards the danger in the very best traditions of policing.

"It is without doubt that the bravery and quick reactions of both Alexandra and Kevin saved the life of one of these women. We could not be more proud of them for their work."

Andy added: "Our thoughts remain with the family of the woman who lost her life in this incident."

Campaigning To #PayOurPolice (cont)

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The Federation – as part of the #PayOurPolice campaign – is urging MPs to support its campaign for a real-terms pay increase and a fair and independent mechanism to decide on police officer pay rises.

Chair Andy Symonds said: “The results from our survey in Norfolk highlight the real and worrying trend that shows officers are struggling to cope with financial pressures, with almost half of those surveyed worrying about money every day. This has been bubbling for a number of years.

“In the Federation we have seen a sharp increase in having to support and signpost

body were to recommend a pay rise, it has to be agreed by the Government. The cards are stacked against officers.

“So it’s no surprise to me that 97% of respondents to the survey in Norfolk confirmed that they do not feel respected by this Government. We need the Government to accept these issues then listen to the solutions, which are very easily enacted, without delay.

“With the cost of living crisis hitting everyone in the country, all officers want is a fair pay rise which takes into account inflation and goes a significant way to recouping the 18% real-terms pay cut that we’ve suffered over the past decade.

“A huge 77% of my colleagues who responded to this survey reported that they felt morale was low. And the major contributing factor to this is the fact that officers have seen their pay decrease in value over many years.

“This is a tough job that takes its toll both physically and mentally, and all officers want is to be treated with fairness and paid appropriately for these stressors and dangers. But they are not, and have not been for many years now.

“This trend must now cease and start to be reversed so that my colleagues are paid for the demands, dangers and impact it has on their private life. After all, many of us miss important family events due to being at kept on after our

“This is a tough job that takes its toll, and all officers want is to be treated with fairness and paid appropriately. But they are not”

officers to help them deal with their financial situation. Many officers, particularly those with five or fewer years’ service, are unable to cope with unexpected financial bumps such as repairs to their personal cars, or having to replace a broken washing machine or fridge.

“I joined the police service in 2009. My salary was £22,715. Currently some forces around the country are paying their new entrants £18,912. That’s £3,803 less per year than it was when I joined. In Norfolk, the force has decided to start new entrants on £24,780, which is a positive, but in 13 years the starting salary has increased by just £2,065.

“Police officers have been subjected to suppression of pay without any recourse, due to the fact that we have zero industrial rights, and the current model for deciding police pay awards is completely unfair.

“We have the crazy situation that the terms of reference for the pay review body are set by the Government and even if the pay review

“Going forwards, we want real change to the pay review process so that it is fair, takes into account our unique status, and allows us to negotiate pay on behalf of the officers we represent.

“My colleagues are human beings who happen to wear a uniform to protect others from danger and catch those who commit crimes. They often place themselves in harm’s way to protect strangers. They’re assaulted and spat at on a daily basis. They’ve stood up to be counted throughout this pandemic only to be told last year that they are not worth a pay rise.

shift has finished, having to work on our rest days and having our annual leave cancelled.”

Read on to find out how three Norfolk Police officers are coping financially.



PAY OUR

'I changed career and now I'm feeling the pinch'

A Norfolk Police officer who took a pay cut to change career into the police says the rising cost of living and the poor pay on offer could put off other older people from joining the Job.

He said: "I joined the police 12 months ago as a change of career and I took quite a pay cut. But now I can see just how much of a pay cut it is in real terms."

Fuel prices are a major squeeze, the officer said: "I'm going through a transfer of station at the moment because of my commuting costs and how much it's costing me to travel 25 miles each way to my provisional posting. Fuel prices

are constantly going up – I just saw at a petrol station that diesel was £2 a litre – and there's the cost of car maintenance too. I'm certainly feeling the pinch.

"For officers who are longer in service than me, they've seen their pay stagnate. Every other living cost is going up almost weekly at the moment, and we haven't had an annual pay increase.

"Even if we do get a pay rise this year, it won't take us up to the levels of real-terms pay we had before, anyway."

The officer continued: "The reason I joined Norfolk Police is that it's real community policing

– police are still an integral pillar of the community. It's not just the dangerous stuff we do, but also the emotional stuff, including covering other areas that are short of funding, such as mental health.

"If we want officers to stay in communities and we want more people to join the profession, then encourage people of all ages. If you're 18 or 19 you might think it's an OK salary, but if you're changing career in your late 20s or 30s it's quite a significant drop.

"Asking for pay in line with the work we have to do on a daily basis is a reasonable request, I think."

'I'm having to take on other jobs to keep up'

It is "getting harder and harder" to pay the bills, a Norfolk Police officer with 22 years' service has said, adding that he is having to take on other jobs to make ends meet.

The officer said: "I don't want to plead poverty, I'm on the top pay grade for a PC, but by the time I've paid my mortgage, bills and child maintenance, I'm probably no better off than someone who's on benefits."

As living costs are now soaring, he said that

rising energy prices were causing him massive stress. He said: "I use heating oil and the last time I paid for it it was 40p – it's gone to 98p today [at time of writing].

"All we're asking for is a pay rise in line with inflation, because I've just been falling back and back and back every year. It's getting harder and harder and I'm having to do more work – either overtime if I can get it, or other work, just to keep up.

"And that's after 22 years in the job. So how new officers are coping on £24,000, I've no idea."

He added that the police needed a proper pay body: "I can't stomach the MPs getting a pay rise – their independent pay body honours their pay rise every year, and we've got an independent pay body that's ignored.

"We're undervalued and we've taken a lot of knocks. And if we don't pay the right money we won't attract the right calibre of recruits."

'I haven't got much in savings after 25 years'

One long-serving Norfolk police officer says he sometimes feels like all the money he earns goes on keeping his car on the road to get to work and back.

He said: "The cost of fuel has gone up hugely – commuting to and from work is expensive. The money you do have goes on keeping your car on the road to get to work.

"I don't have kids who are asking for money so I can cut my cloth appropriately, but even I've felt the pinch.

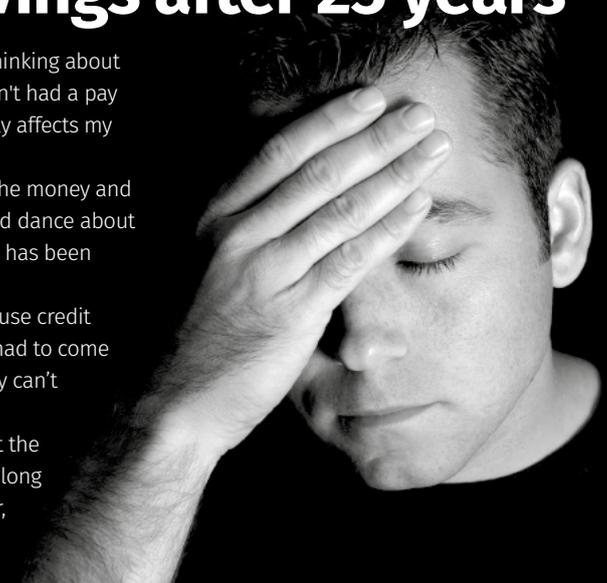
"I'm driving a 20-year-old car because that's what I can afford to drive, I've still got a mortgage, the cost of living is going up, and I haven't been on holiday for years. I haven't got much in savings. And that's over a 25-year career."

The officer continued: "I was thinking about retirement, but because we haven't had a pay rise for a few years, that massively affects my pension.

"Police officers aren't in it for the money and we don't want to make a song and dance about what we get paid. But my income has been eroded.

"I know there are officers who use credit cards to keep going. Some have had to come out of their pension because they can't afford to have that and a family.

"That's a massive problem that the Government is storing up for the long term, and all for the sake of a fair, reasonable pay rise."



POLICE

Meet Your Federation Rep

PC Paul Brown

What's your career history?

I've been a police officer for nearly 20 years. I started my career in Suffolk before transferring to Norfolk in 2006. I've been a response and SNT officer, area car driver, RAPT officer and worked within L&D as a driver trainer. I've also been seconded to CID, Special Branch and MIT.

What made you want to be a Fed rep?

Whenever I've needed help, support or guidance, the Federation has always been there for me. And having been investigated myself, I can draw upon these memories to assist my colleagues.

Why do you think it's important for members to be supported by fellow officers as their Reps?

We know the pressure they are under. We have an understanding of how stressful the role is

and can relate to them in their time of need. Which areas in particular are you looking forward to focusing on?

I've just completed a health and safety course and I look forward to assisting the lead in this area. I'm also doing a mental health first aid course, which I think will be a greater issue in the coming years.

What should members do if they're concerned about anything?

Talk to a local rep, who will be able to offer guidance and support or signpost them.

What would you say to colleagues who might wonder where their subs go?

Ask their local rep or go on the Norfolk Polfed or PFEW website. It's an open and transparent organisation.



'I Volunteered At COP26 To Be Part Of History'

Norfolk PC Steve Crisp, 62, volunteered as a Police Support Unit (PSU) officer at last year's UN Climate Change Conference in Glasgow because he wanted to be part of the UK's biggest-ever police deployment. He tells us how it went.

What's your career history?

I joined Norfolk Constabulary in 2008 at the age of 49. I have served as a Constable in a response capacity at Great Yarmouth and Gorleston for my entire career. I have extended my service and am exploring the possibility of becoming part-time.

What made you volunteer to police COP26?

Being close to retirement, I felt that it was my

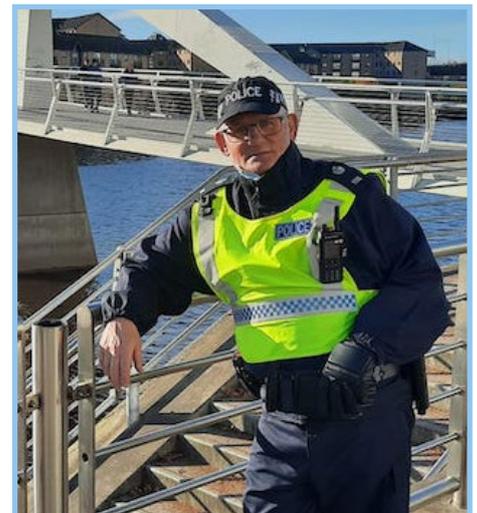
last opportunity to be deployed to a national event. COP 26 was the largest event of its kind to be held in the UK, with the biggest ever deployment of police in history. I wanted to be part of that, it was something quite unique.

What was your role there?

I was deployed as a PSU officer and provided a presence at locations that were vulnerable to disruption from activists. I was also involved in policing protests.

What was it like working with officers from across the country on a mutual aid operation?

It was interesting to see other forces at work and to realise we are all encountering the same issues and difficulties. I enjoyed chatting with officers from other parts of the UK.



Book Soothes Children's Worries About Police Parents

Police Care UK has developed a children's book for police families as an aid to soothe any anxieties their children may have when their parents go to work.

Called *The Wolf Was Not Sleeping*, the book has been developed with input from police officers about their children's worries about their job.

Officers were asked to take part in a survey – one before reading the book and one after.

The survey found that 83% of respondents said their children expressed worry or concern about them (or their partner) going to work as a police officer or police staff (13% of which said a lot or a great deal).

And 90% of those surveyed agreed with the



statement: "The book helped me have conversations about my policing role with the children

(or child) in my family" – with 61% agreeing very much and strongly.

Parents were asked if they felt any more prepared, equipped or comfortable answering questions or concerns their child may have about their (or their partner's) job with the police, as a result of having *The Wolf Was Not Sleeping* to hand.

And 78% who responded to the survey said they definitely agreed.

See the full survey report here: www.police-care.org.uk/wp-content/uploads/Survey-findings-The-Wolf-Was-Not-Sleeping-V2.pdf

The Wolf Was Not Sleeping is now available to buy for £7.99 + P&P from Police Care UK's online shop here: shop.policecare.org.uk/

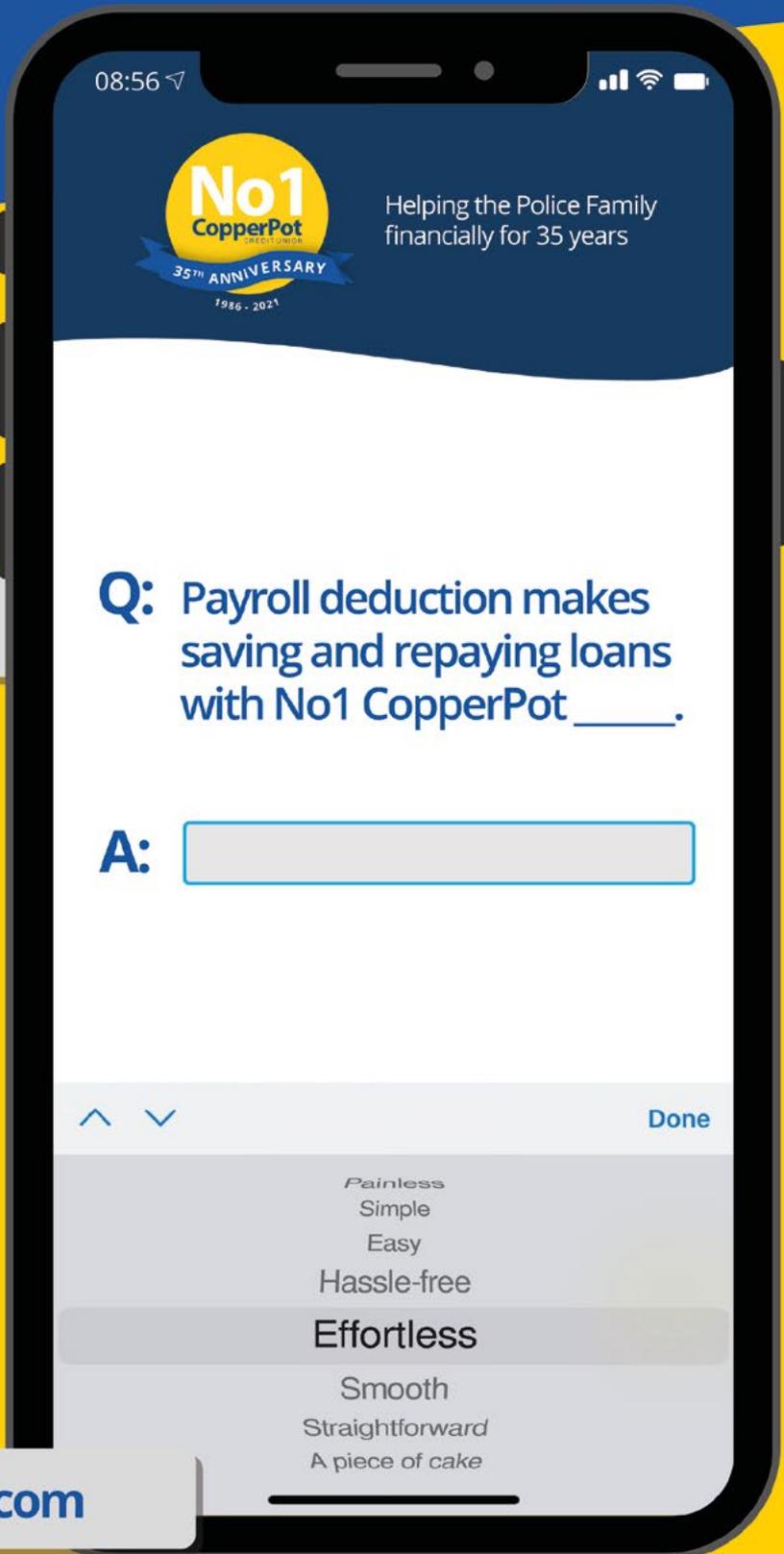


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Detectives Plan To Quit

New disclosure rules are heaping stress onto already overworked detectives and leading them to consider leaving the service, a new survey has found.

A study carried out by the Police Federation of England and Wales (PFEW) on behalf of the Federation's National Detectives' Forum found that a staggering 89% of detectives in Norfolk said the changes had added to their workload.

The new rules introduced last year by the Director of Public Prosecutions require detectives to provide the CPS with trial-ready prosecution before it makes a charging decision.

In Norfolk, 84% said the changes had increased how stressful they found their job, and 80% said it had led to a decrease in their morale. Meanwhile 79% said the changes had led to a decrease in their overall job satisfaction, with 52% saying it had increased their intention to leave their role as a detective.

Norfolk Police Federation Chair Andy Symonds has been working with Ben Hudson, Secretary of neighbouring Suffolk Police Federation and Vice-Chair of the Police Federation's National Detectives' Forum, on the issue.

They likened the changes to amounting to a stealth tax on policing – as detectives are

having to spend far longer sitting at their desks file-building, rather than engaging with their victims and investigating crimes.

Andy said: "I'm extremely worried about the impact of these new rules on our members and colleagues. It's been a year since they were introduced, and our survey shows just how much they're adding to the workload and stress loads of detectives – and affecting their ability to do their jobs.

"We must improve the situation as we're struggling to recruit detectives – and one of the reasons is these rules. A move to being a detective was seen as something many officers aspired to achieving and it now appears to be a role officers do not want.

"We've shared the findings with our senior officers and in with our local politicians because something needs to be done. I have also spoken with the PCC here in Norfolk and I know he is raising this issue with Government.

"We'll be calling for the rules to be reviewed urgently by the Government and changes to be made to take us back towards our previous system. We're calling on the Government to work with us and act on officers' concerns."



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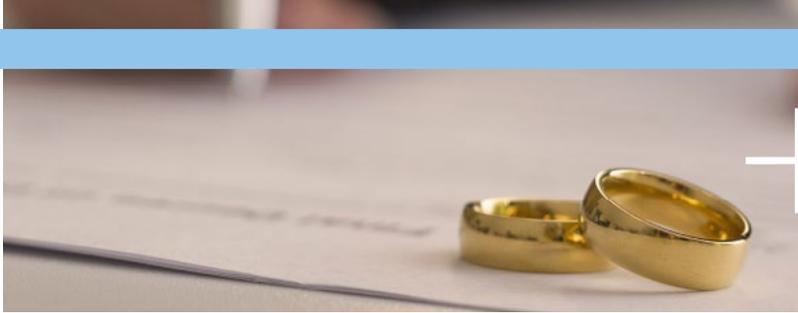
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Reduced fixed-fee divorce for PolFed clients

As a result of no-fault divorce coming into force on 6 April 2022, Police Federation members can access expert advice on their divorce for a discounted fixed-fee of just £420 (incl. VAT), plus court fee. This is an exclusive discount rate for all members in addition to a free 45-minute bespoke consultation.

How much does a divorce cost?

Police federation members will be able to access tailored advice and guidance on their divorce from our specialists for just £420 (incl. VAT), plus court fee. With no change to the service offered, we want to ensure that officers looking to legally end their marriage with the no-fault divorce legislation can do so at a competitive price.

What is no-fault divorce?

From 6 April 2022, spouses will no longer have to apportion blame to get divorced. Currently, unless a petitioner has been separated for two years or more (and the respondent consents), a petitioner has to rely on the fault-based facts of unreasonable behaviour or adultery. Having to rely on fault at the start of the process can create unnecessary tension, as our recent survey of divorced couples found that 30% of respondents had to exaggerate during proceedings to get their application through court.

Our family law experts believe the change in legislation will lead to divorces being less contentious, allowing spouses to concentrate on resolving other matters which must be considered, such as child and financial arrangements.

Do I need a lawyer for a no-fault divorce?

The divorce process can be extremely time consuming and confusing, which is why we always recommend speaking to our experts at the first instance to gain advice on your circumstances. There are many things

that could go wrong if you embark on representing yourself in the divorce, which is why we've reduced our fees to alleviate the burden of attempting to facilitate a no fault divorce yourself.

Our head of family law, Georgina Chase, said:



We support the introduction of the new no-fault divorce, making the process less acrimonious and encouraging a conciliatory approach. We want to ensure that our clients still have access to expert legal advice in going through such a challenging time of their lives and our concern is that many couples will attempt to 'go it alone' and finalise their no-fault divorce online without obtaining the legal advice that they need in respect of the connected matrimonial finances and child arrangements. Making our fixed-fee divorce service more cost effective will facilitate this.



Our team of experts are on hand to offer comprehensive legal advice, catered to your family circumstances. At Slater and Gordon we've been advising and supporting serving officers for more than 60 years, providing straightforward guidance to help you move forward with clarity and confidence. If you'd like to arrange a free 45-minute initial consultation with a specialist family lawyer from Slater and Gordon, please [contact us on 0800 175 7710](tel:08001757710) and we'll be happy to help.

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We Must #BreakTheBias Together

Policing is more inclusive of female officers than it used to be, but there's still a way to go, Norfolk Police Federation Secretary Sam Hawkins has said.

Sam was reflecting on International Women's Day, which took place on 8 March with the theme #BreakTheBias.

She said: "Rottweiler, man-hater, difficult, aggressive" – just a few of the names I have been called in my 32 years of service.

"I have lost count of the number of times I

have picked up the phone in the Duty Inspector's office to be greeted with surprise that a woman had answered, before the caller asks to speak to the Inspector.

"I still receive emails addressing me as 'Sir', assuming that Inspector Sam Hawkins is a man.

"My experiences as a female officer in a male-dominated environment are a huge part of why I became a Federation Rep. Looking back, it's great to see that policing's inclusion, integration and value of women has improved – but there is

more to do.

"As part of the PFEW Women's Group and as a Branch Secretary, I am passionate about breaking the bias. In my view, raising awareness so that we can first all acknowledge our biases is key. We all do it sometimes, but self-awareness and empowering our colleagues to challenge us when we do, will help hugely.

"It is easy to say 'equality', but it's so much harder to demonstrate it. But I am confident we can all play our part to do it."

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Calling All Norfolk Officers: Get Personal Mortgage Advice

Norfolk Police Federation and MCB Financial Services are running fee free mortgage clinics in the Federation office on:

Thursday 12 May
Wednesday 15 June
Thursday 14 July
Friday 19 August
Wednesday 14 September

Appointments:

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09.45-10.30

10.30-11.15

11.15-12.00

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13.15-14.00

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What Should Policing Prioritise?

There needs to be a public conversation about what the Government and public actually wants the police service to concentrate on, Norfolk Police Federation has said.

Chair Andy Symonds said: "I have long called for an informed open debate with the public we serve and the Government about what the people want from their police service. We need a Royal Commission into policing so that changes are evidence-led, as well as taking full account of the views of those we serve.

"Over a number of years, the police service has become a bandage for many of society's woes. One of the biggest issues we face is the tsunami of calls we get to help, support and deal with people who have mental health issues.

being committed or the person in crisis may cause harm to others or themselves. But when we do, it means we are left 'holding the baby' until other services become available to take on the responsibility.

"These services have seen years of austerity, which has meant their services have been stripped back, so the demand falls to the police to pick up.

"Police officers see the crisis points at the end of the journey. Mental health services need investment so that people do not get to that crisis point which needs the police to step in and help.

"Officers are not properly trained in mental health; yes, we're given some light-touch inputs and watch online training packages on how best

account that we police public events such as football matches, music concerts, festivals and much more. All of these demands severely impact on our ability to prioritise things such as preventing and detecting crime, be that online crimes or more traditional crimes such as theft, burglary, assaults, or stemming the flow of drugs.

"Or the local beat cop visiting vulnerable victims of recent crimes, patrolling their neighbourhood and offering them reassurance. If everything is a priority, then nothing is a priority.

"If we were properly funded by Government and if the public and Government want us to continue to police and resource all of the things we currently do, then the service we are able to offer becomes poorer.

"Over a number of years, the police service has become a bandage for many of society's woes"

"We are not the correct service to be called upon in the majority of these circumstances. When we do get involved and use powers under section 136 of the Mental Health Act, we are inevitably stuck at the hospital waiting for a team to make an assessment of the patient.

"This means these officers are not out preventing and detecting crime. They cannot visit the victim of a crime to take a statement, collect evidence, offer reassurance, and do all of the other things that policing demands of us."

Andy added: "Who else do members of the public call when someone is having a mental health crisis? Most services close at 5pm on weekdays and are not available over the weekend.

"Of course we should be called if a crime is

to deal with someone in crisis. But we're not the right professionals to help.

"We also spend lots of police resource searching for missing people, children who are missing from home, or absent from their care setting.

"We're seeing officers being deployed to cardiac arrests, as the ambulances ring us to ask if we have any spare officers to send as they don't have any vehicles. Most likely they are either at jobs themselves or stuck outside a hospital waiting to hand over a patient."

Andy concluded: "You also have to take into

"Signs of this are that charging rates and detection rates are at an all-time low. Preventing and detecting crimes should always be our bread and butter, but with us being so thinly spread we risk losing the confidence of the public. This is not police officers' fault, they are trying their best to provide an exceptional service, as I know we do on lots of occasions.

"The ship of policing is being kept afloat because officers go the extra mile and are working their fingers to the bone. They're placing themselves in harm's way to deliver the best they can for the public they serve.

"However the Government cannot continue to rely on this, as we're seeing officers struggle physically and mentally due to the strains of the job."

