

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



September 2021

A man in a dark blue police uniform stands in front of a black door with a white number 10. He is smiling and holding a folder. The door is set in a stone frame with a decorative fanlight above it. The building is made of dark stone with ornate ironwork on the sides.

Andy attends Downing
Street reception

– See Page 9

Representing • Negotiating • Influencing

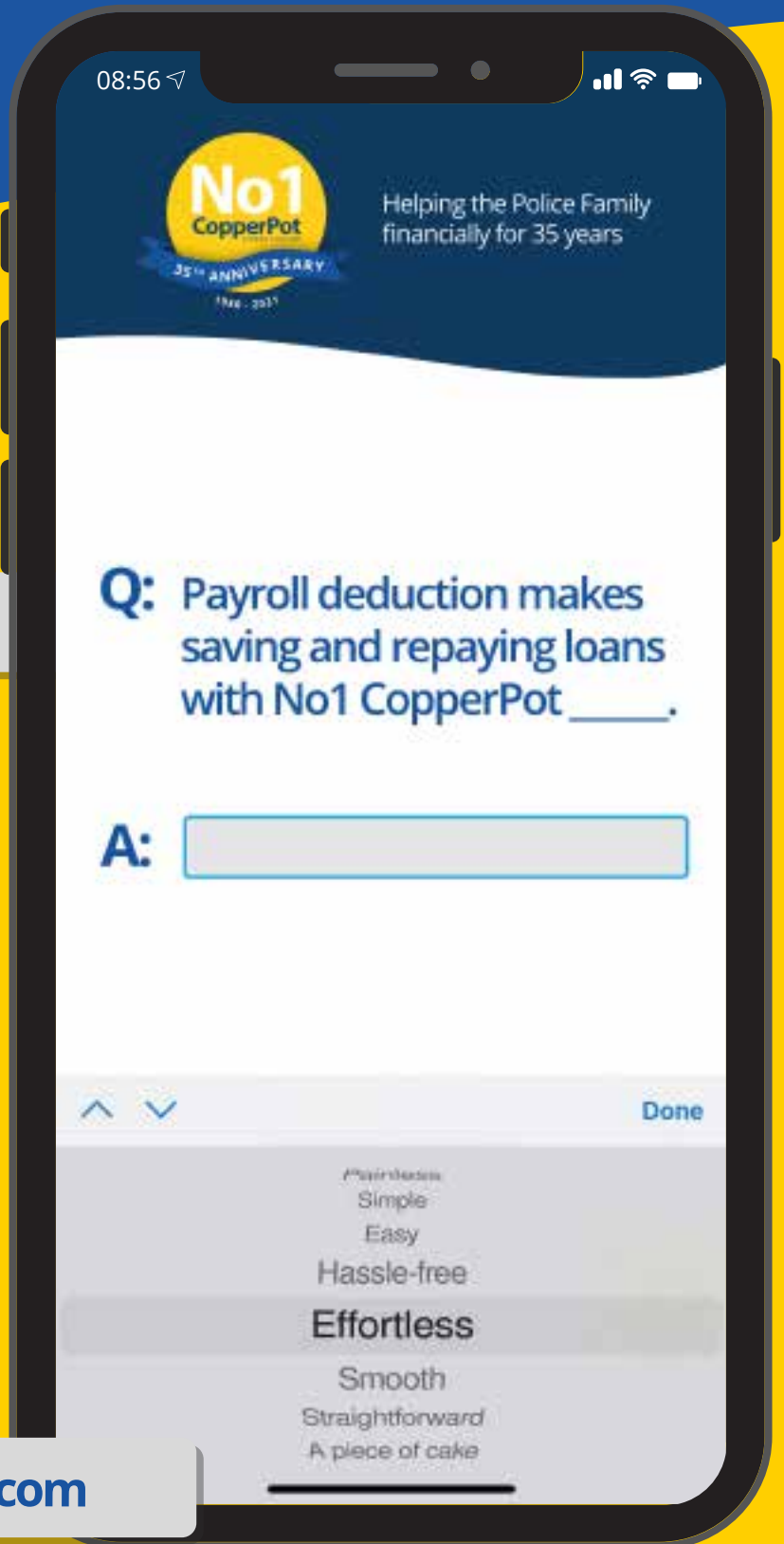


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DEMAND WILL ONLY CONTINUE TO RISE

By Mark Jones
Secretary of North
Wales Police
Federation



Police officer morale is fragile, it is threadbare and police officers are at breaking point. This is not just another throwaway comment made by the staff association representing rank and file police officers but is a fact, backed up by first-hand accounts from those very officers on the frontline.

Only this week, in one day alone, I have received two emails from separate officers emotively describing what they are experiencing; the realities of policing, not the glossy façade that is portrayed by those who constantly bury their heads as to what is going on in police stations across the country.

One of the officers who emailed me is a frontline sergeant, responsible for managing a team of response officers. This sergeant said: "The team are currently drowning; crimes are not being looked at and the team are starting to get quite low. I now have two off for a month and officers who are generally well on top of their workloads struggling to keep up."

They continue: "Whilst we are trying to do everything we can to progress crimes, the current demand is not allowing for that, they are just acquiring more all the time."

Demand on policing is now back to pre-pandemic levels except we are still in the pandemic and, as life returns to "normality" and people get their freedoms back, that demand will only continue to rise. Nightclubs are now re-opened, holiday parks are full to capacity, but there are no more police officers to deal with this. Just the same beleaguered officers who are burnt out, desperate for meaningful time off and wanting to do "the job" free of the shackles of unnecessary bureaucracy.

The second police officer to email me this week did so on behalf of their team, again, a group of frontline response officers. This officer says: "As a rota, we feel stressed,

under-resourced and unappreciated, all of which is having an effect on our morale and job satisfaction. I have never seen morale so low on a rota and, when I first joined the job, I never believed that I would have to write an email such as this."

The officer continues: "This has made me feel extremely stressed lately as I feel that I just can't keep on top of my workload and that it's a constant uphill struggle just to provide a basic service, 'firefighting policing' as they call it."

The realities of policing in 2021 and how have we got here? I am going to cover three areas, I believe, are contributory factors, but the actual list is far longer than just three.

Let's start with the continuous and sustained attack on our pay and conditions by a Government that treats us with contempt. These are the very same politicians who were standing on their doorsteps only last year clapping away for the "key workers". So, this year the reward and thanks for all the efforts of police officers policing the pandemic is a big fat zero per cent pay award.

But, don't panic, it's all going to be OK because the policing minister, Kit Malthouse, pledged the Government would do "other things" to make police officers feel "valued and supported". Whatever that means?!

This shameful decision is actually a pay cut in real terms and will inevitably result in police officers' personal finances being spread even thinner. Equally, it has an immeasurable impact upon morale. It's that kick in the teeth when you think to yourself "is that all I'm really worth?"

The next symptom of deflated morale has got to be the hurdles and obstacles in the way to provide an effective and efficient service. The officer who emailed me referred to the increasing paperwork and complexities now attached to prosecution files – even before an offender is charged. Added on to that are computer systems that chomp away and gobble up officer time as they input the same data multiple times. These mounting levels of bureaucracy have not come in overnight but almost by stealth. Drip, drip, drip.

Despite reassurances that steps will be

taken to reduce the burden on officers, there has not been any meaningful improvement in this area and it is having an impact on morale. It is most definitely overdue, but we need a root and branch review of police officer "red tape"; not tinkering around the edges but being brave and bold to stop doing things and telling others in the justice system what we will, and importantly, what we will not be doing in future. Why does everything have to land at the feet of the police?

Finally, I'm going to look at trauma and back to the earlier mention I made of "drip, drip, drip". Statistics show that police officers are likely to deal with 400 to 600 traumatic events in their working career. Most members of the public will experience between three of four in their lifetime. Every single traumatic event a police officer attends will be, in varying degrees, etched into their memories.

What officers need is that total wraparound care and not reminding of where things have gone wrong. (If you want to know what I am referring to just search #screensaver on Twitter). So, leaders within policing need to be very mindful of the decisions they take and subsequent consequences they have upon police officer morale.

I am not suggesting a manager avoids making a difficult decision for fear of it being unpopular per se, but it goes back to what I have observed in previous secretary's forewords: make the "right" decision, not the one "because I said so".

These three points cover, in real broad terms, just some of the issues affecting our members now. We are at a point where something must be done, and it must be drastic. I said this to The Leader newspaper this week in an interview about Covid restrictions being eased and I stand by every word: "I am genuinely worried about my colleagues; for their welfare, for their terms and conditions and for the relentless pressures they continue to face every day as they protect us all in our communities."

I mean it when I say I will fight tooth-and-nail for my colleagues who I am almightily proud to stand up for and represent every single day.

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DAMNING LETTER HIGHLIGHTING POLICE ANGER DELIVERED TO DOWNING STREET



At the gates to Downing Street with national Federation chair John Apter (centre) are North Wales Police Federation general secretary Mark Jones (second from right) and the Federation's Welsh lead Nicky Ryan (right).

National Federation chair John Apter, with the support of all 43 branches, has delivered a forthright letter to Downing Street expressing how officers feel towards the Government, demanding it overturns its zero per cent pay award decision and calling for a fairer pay review system.

The action follows a Federation National Council meeting where those present voted through a motion of "no confidence" in Home Secretary Priti Patel and agreed to walk away from the "not fit for purpose" Police Remuneration Review Body which it believes has its hands tied by the Government.

The letter states: "This is about much more than money, though for many the offer of a zero per cent pay rise, after all the police has been through in helping deal with the pandemic, was the final straw.

"It is about the risks you asked us to take - which we did, because it is our duty - without proper PPE. It is about the endlessly changing and confusing Covid legislation which we were expected to police - which we did, because it is our duty. It is about your mixed messaging and lack of understanding of our role, which combined to put many of our members in invidious positions which led to them being abused and attacked.

"It is about the failure, despite the promises of the Home Secretary, to take seriously our request that police officers should be given early priority for vaccination. It is about the very strong feeling we have, not least when the Prime Minister and Home Secretary spoke at our annual conference, that the warm words flow easily, but the actions that show genuine support for the police do not."

We are now calling for a complete reset of the relationship between the Government and the police, starting with the following three requests:

- **Stop taking police officers for granted and treat them with respect**
- **Agree to work with the Federation on an entirely new and fairer system of remuneration decision-making and,**
- **Reverse the zero per cent pay award decision and give police officers a meaningful pay increase.**

The letter continues: "Just this weekend, we found out through a Sunday newspaper column about a new so-called Beating Crime Plan. We don't need old ideas presented as new, we need genuine investment for the whole of the criminal justice system and genuine consultation over new ideas. Without that, this is just another ill-thought-



North Wales Police Federation general secretary Mark Jones with a poster that was driven around London while the Federation representatives were in the capital.

out initiative.

“Police officers are sick of gimmicks. Sick of underfunding. Sick of mixed messaging putting police at risk. Sick of Government contempt for police. It’s time for a total reset of police-Government relations,” it concludes.

North Wales Police Federation secretary Mark Jones was in London to deliver the letter.

He said: “I am absolutely united with my Federation colleagues from across England and Wales in anger at the Government for its total contempt towards police officers when it comes to pay and conditions. This was demonstrated when two representatives from each Police Federation region attended Downing Street to deliver our message directly to Number 10.

“The poster van made quite a statement and from speaking to members of the public, visitors and Met Police they all approved our actions though I suspect the Home Office and the corridors of Government may not be as amused. C’est la vie!”

Read the full letter at <https://www.polfed.org/media/17130/letter-to-pm-chancellor-27-july-2021.pdf>

MUSINGS ON MY FIRST YEAR

By PC Colin Hughes,
North Wales Police
Federation
representative



This is the first piece I have been asked to provide for the 'Your Voice' publication and to be honest I am struggling to think of a single subject to write about.

This is because, although I have been in the role for nearly a year, since becoming the rep for the North East I have been working from home, so have had no real contact with any officers - or humans generally - to talk about what's going on or what's changed and be able to offer any help with any recurring work-related problems.

So, what was going to be a review of my first year as a rep and my views on the role can be summed up as:

- Get up
- Log on
- Work - some serious motivation required at times
- Log off
- Eat
- Sleep and repeat.

For all my colleagues who live alone and work from home, my hat is firmly doffed to you. It is not easy and certainly

soul-destroying, though nothing compared to my friends and colleagues who have been at the coal face throughout. I did it for the first six months and it was confusing and at times a bit "spooky".

From what I do see, through emails and when I speak to colleagues, it is clear there are a lot of issues with the new file build process, file redaction and the amount of time spent on completing a file. I have heard of some files taking in excess of a week to complete "satisfactorily" and even then are being rejected for the most basic errors.

That's in excess of 40 hours for a single file and, as we know, with staffing levels diminishing again, it can only have a negative impact on officers' welfare and mental health.

How can we allow officers to spend so much time away from the core of policing in this way? We have become administrators of justice and every officer sat at the station for a day administrating is one day less of a visible presence, something every member of the public deserves and wants.

Hopefully, the work being undertaken by DCI Oldfield may help to alleviate this stress on officers and in the near future some face to face training on this issue would be of value - especially to us older officers who thought a ZX Spectrum was as advanced as a computer would ever get.

What has saddened me though is the

level of assaults on my colleagues and the subsequent way they are let down by the courts. Sadly, I have spoken to and offered support to far too many during this past year.

Wellbeing has always been a priority to me and it starts at rota level. We need to support each other at times of crisis and reach out for support and more importantly it should become second nature to offer that support. The more anyone is supported by peers and colleagues the quicker their ability to return to work and function. Having been subjected to the worst kind of support, the opposite is sadly true. A lack of support is destructive, causing divisiveness and mistrust of management, and demotivating the officer which lengthens the time to effectively return.

I hope those colleagues I have spoken to have appreciated my help and advice, and hope that I can continue to support you all in any way I can.

Finally, I want to offer a few lines on statistics and tables. I've lived and survived this before and these will come and go. Turn up, do your job to the best of your ability and no one can criticise you, the greatest power you have is discretion - use it.

As Andrew Lang once famously said: "Most people use statistics like a drunk uses a lamp post; more for support than illumination."



SUPPORT EACH OTHER, LOOK AFTER YOURSELF AND CLAIM WHAT YOU'RE ENTITLED TO

By PC Lewis Davies,
North Wales Police
Federation
representative



As we all move into the potential unknown of what "freedom" from restrictions will bring for Wales, I find myself thinking that now more than ever it's important for us to help each other support the thin blue line - as we can all see that support isn't forthcoming from those in Government.

To that end, I think we all need to remember how small things can have a huge impact on our colleagues; just a simple offering of a brew after a difficult incident especially to our newest colleagues who have joined at the most difficult time in a strange climate of policing can make all the difference.

It's right that our Force looks at the service we provide to the public but it is just as important that we look after each other. While at the Force awards event

I SPEAK TO MANY OFFICERS WHO REMAIN UNAWARE OF WHAT THEY CAN CLAIM AND, EVEN MORE SURPRISINGLY, THOSE WHO DON'T CLAIM WHEN THEY SHOULD.

recently I was struck by the words of one of my old sergeants who said, quite rightly, that we need to have those on the frontline at the forefront of our minds.

We all need to be proactive in looking after ourselves so that we are fit for duty but, far more importantly, fit to enjoy our time with family and friends. We've not had furlough schemes, our work hasn't really decreased during this pandemic and we are now at the precipice of even busier times.

I implore you all to make use of the wellbeing support that is on offer both from the Force and wider afield, such as The Police Treatment Centres (PTC) and the new Ben Fund. Many people I speak to feel like they aren't deserving of the support as they haven't been through a trauma like we see on the news. I say to them that policing IS a trauma in many ways and they are all entitled to the support they need.

A colleague was telling me about their trip to the Harrogate PTC doing wonders for their back injury and allowing them to continue in their area of work. We are very good at fixing the visible injuries and it's just as important to treat the unseen mental scars we all carry.

My final point is around the simple matter of claims. I speak to many officers who remain unaware of what they can claim and, even more surprisingly, those who don't claim when they should.

Now I'm in no way saying that goodwill isn't vital to keep the police going, but there is a limit to that and it should always be reciprocated. If you come in early, stay longer, work over, answer calls at home about work, you are entitled to due compensation and this can amount to hundreds of pounds if not more over the course of a year.

It's clear that the Government doesn't see fit to reward us for our service and hard work; Police Regulations have provisions for exactly that.

Stay safe all of you and hold the line.

BACK TO BASICS: LOOK AFTER YOUR BACKS

While officers often wear body armour for the duration of their shift, the human skeleton is not built to carry around this weight long-term and it could contribute to significant health issues.



To help draw attention to these issues, the Police Federation of England and Wales (PFEW) has launched an awareness drive, Back to Basics, to highlight the damage that body armour could potentially cause to the wearer and ways to prevent it. We want to work with our members on the importance of looking after your core and wearing body armour appropriately.

On the below webpage, you'll find some links to information that you may find useful. These will be added to as the education drive progresses so please check back regularly.

<https://www.polfed.org/our-work/wellbeing/back-to-basics/>

CYCLE TO WORK SCHEME – SPENDING INCREASED

Great news - the amount you can spend through the Cycle to Work Scheme has been increased to £2,500 and there is also now an option to spread the cost over 18 months as well as 12 months.

If you're not aware of the Cycle to Work Scheme, the cost of the cycles is paid back over a period of time through your salary, before NI and tax is deducted, providing you with a saving.

North Wales Police uses a company called Cycle Solutions, a company based in Wales that provides a wide range of cycles online, including specialist bikes, and also links with local cycle shops and national suppliers to buy bikes. There are different options available with Cycle Solutions for buying a bike and/or accessories.

Find out more at: <https://tinyurl.com/jcz764f7> (internal address only).

UPDATED QUICK REFERENCE GUIDE

The Quick Reference Guide to terms and conditions of service produced by the Police Federation of England and Wales has been updated and replaces the issue dated January 2021.

It has been updated, in particular, with reference to the publication of a new Annex F (pay), amendments to Annex U (allowances), the new scheme for Targeted Variable Pay and the pensions remedy.

You can view the updated document at <http://www.nwpolfed.org/wp-content/uploads/2021/08/QRG-July-2021-Updates.pdf>

GRAB THE NETTLE

By Inspector Ceri Hawe,
North Wales Police
Federation
representative



At the time of writing this, elections are due to take place for Police Federation representatives, so this might be my last article as a rep.

It's been a busy time for me as a rep, I find that more of my workload is welfare related. It's clear that most issues are caused by supervisors' and senior managers' lack of communication or poor communication, or them just ignoring an issue and not dealing with it properly, because they are too hard to do or cause too much grief.

Staff are our most important asset in the

organisation yet, at times, we are still getting it spectacularly wrong. I have made mistakes in the past on how I have dealt with things, but I would like to think that I have learnt from them and, with 28 years in now and 21 or those as a sergeant or inspector, I do have a fair amount of experience in this area. Being a rep has made me a better manager there are no two ways about it.

As a rep, I always welcome contact from supervisors asking for advice on how to deal with issues as this can save heartache further down the line. It might be that they haven't dealt with a particular issue before or they are unclear on regulations or policy and procedure.

Remember we are here for all Federation members which includes everyone up to the rank of chief inspector. We quite often have more than one rep involved in a particular

issue, supporting the different parties involved. Communication is key to everything.

Please remember the organisation has a duty of care to all staff, so ignoring an issue is simply not an option. It's an old saying but I think it sums up my point, when I say: "Don't be afraid to grab the nettle!"

It's our job to run towards situations that other members of the public would run away from, don't be the supervisor or manager who does this with your staffing issues, go on: "Grab the nettle".

By not grabbing it, staff end up suffering unnecessarily and you are not doing one of the main parts of your job in looking after your staff.

Not sure what to do, ask for advice, either from the Federation or from your Human Resources Training Support Officer (HRTSO).

FORCE LAUNCHES 'ONE-STOP SHOP' FOR ALL THINGS COMMONWEALTH GAMES

It's a year to go until the Commonwealth Games and West Midlands Police are taking a positive approach to encouraging officers to put themselves forward for mutual aid for the iconic event.

The operation for Birmingham 2022 - named Operation Unity - is the biggest in the history of West Midlands Police and the Force is committed to taking a fresh approach, particularly in terms of engaging with colleagues from other forces at an early stage.

As part of this, it has developed a bespoke 'one-stop shop' site for all Games-related content on its Knowledge Hub.

Inspector Donna Jones, Op Unity engagement lead, said: "We've all been on mutual aid deployments where you turn up at some ungodly hour in a place you've never been, with very little information or support and just been expected to 'get on with it'. Birmingham 2022 will not be like that.

"We've learnt from those experiences and spent time listening to colleagues from across the UK about what they want mutual aid deployments to look like and we're working hard to give them the most

positive experience we can.

"We've had a planning team in place since 2017 and as well as the operational and security plans, the welfare of officers coming to work on the Games has been at the forefront of our planning.

"Everything from accommodation, catering and general welfare has been given a real focus, we know how important these things are and we want to get them right. We know if we support our officers, they'll support us and help deliver one of the best events this country has ever seen.

"The Knowledge Hub site will feature all operational information including the different roles needed for the Games, all the different venues and locations and also the important stuff like what the accommodation will be like.

"We're asking officers to sign up so they can get a really good idea of what Birmingham 2022 will look like for them and



help them decide if they want to get involved.

"Working on such an iconic, international event is a fantastic, once in a career opportunity and we want to encourage as many officers as possible to get involved.

"We will continue to build on this site up until Birmingham 2022, and encourage anyone looking to join us next summer to register on Knowledge Hub and join the 'Commonwealth Games 2022' page for more information.

The Commonwealth Games will run from 28 July to 8 August 2022.



Photos by Anderson Photography

PC Andy Collis with his mother at the entrance to Downing Street.

ANDY RECOGNISED AT DOWNING STREET RECEPTION

The Prime Minister has hosted a short series of receptions for public workers to thank them for their efforts in the pandemic response.

On Tuesday 27 July it was the turn of police officers with each force asked to nominate one frontline representative to attend.

PC 1425 Andy Collis, based in Llandudno, was nominated by North Wales Police Federation general secretary Mark Jones.

Mark said Andy "would be a great nomination based on all the outstanding work he did - and continues to do - to secure the excess Covid jabs at Venue Cymru for police officers. Andy is also a volunteer at HM

Coastguard in Llandudno and has worked throughout the pandemic on the frontline with both emergency services".

Superintendent Simon Barrasford agreed, saying: "Andy shines through as deserving this opportunity. Andy has been outstanding throughout this pandemic, not only securing vaccinations, in his own time, for colleagues but also in the way in which he has always sensitively policed the ever-changing pandemic restrictions and in doing so protected the local community that he so proudly serves."

Andy thoroughly enjoyed the experience: "I was lucky enough to spend 90 mins in 10 Downing Street itself and spoke at length to

both the Prime Minister and the Home Secretary while sampling their lovely cuisine and drinks - Pimms was on offer but I stuck to the cloudy lemonade.

"The experience was wonderful and I was allowed to take my mother with me, apart from she had to wait at the main gates as the invites were strictly for one. However, she also really enjoyed herself too over the three days.

"I had been nominated due to me arranging for hundreds of my colleagues to get Covid jabs from January of this year, a lot of it done on rest days, taking up hours getting colleagues jabbed. I also arranged for approximately 200 other emergency services colleagues to be jabbed and numerous local residents who I identified as being vulnerable.



Andy at 10 Downing Street.

"I didn't do this for recognition, albeit that was lovely and really appreciated.

"I did it for one reason and one reason only, it's because I care for people and I would do it again, but let's hope we have ridden out this pandemic.

"I have taken pride in preventing colleagues and their families falling foul of this awful disease and it hit home when visiting 10 Downing Street, when stood with a colleague from Dyfed Powys Police who had been nominated by his force as he had lost his wife to the pandemic, how sad is that?"

POLICE UNITY TOUR 2021 – A SUPPORT TEAM MEMBER’S PERSPECTIVE

By Edith Price - Special Constable and police staff member

What an incredible experience it was being part of the Care of Police Survivors’ Police Unity Tour (PUT) 2021 as support medic. It was surprisingly hard work, but well worth it.

The three-day cycle tour was non-stop from the moment we got up at 04:45 on the Friday to arriving back on the Sunday evening, covering 235 miles from Colwyn Bay to the National Memorial Arboretum in Staffordshire to remember our fallen colleagues.

With Covid restrictions being a constant threat to the final go ahead of the event, we were all pleased when we were finally able to pack the van and get ready to ride. Our small team of eight riders included those who had taken part in previous PUT rides as well as new members of the team, including our very own Chief Constable Carl Foulkes.

Friday’s leg of the journey was particularly gruelling for the cyclists in terms of weather and the distance covered – despite this, we were fortunate in that we didn’t have any major medical events. It was an emotional rollercoaster with laughter, tears, sweat, no blood, thankfully, problem-solving, sleep deprivation and, most of all, sheer admiration for a group of truly inspiring colleagues who cycled the whole distance, including a staggering 145 miles on Day 1 in the rain and strong coastal winds.

A strong team ethic was evident from the outset with support crew and cyclists chipping in wherever possible – even punctures were fixed roadside in Formula 1 pit-stop style – a pure joy to watch.

Mark, Chris and I carried out all sorts of tasks from navigation, comms and treating minor injuries, to transporting everyone’s kits, food/drinks and managing the stresses and strains of getting the logistics timed to perfection.

“ I FELT PRIVILEGED TO BE PART OF THE SUPPORT TEAM, ASSISTING THE TEAM WITH THIS AMAZING JOURNEY. STANDING AT THE ARBORETUM SURROUNDED BY HUNDREDS OF COLLEAGUES FROM ALL OVER THE UK I WAS OVERCOME WITH EMOTION.



Support team - Chris, Edith and Mark.

Chris and I also managed to capture hundreds of photos and videos of the event as keepsakes for all. Amusingly, one sheepish looking motorist stopped to ask if Chris’ long lens camera was a speed gun.

During the event, I came to know team members better as well as meeting new colleagues from the rest of Wales and the wider policing family. This was even lovelier after more than a year of working from home due to Covid-19. It was an amazing feeling when our small group of cyclists grew to an all-Wales Chapter travelling together for the final stages of the journey... oh, and pretty thrilling to travel under police motorcycle escort on blues.

The pandemic meant that the number of riders was smaller than usual, and there were some slight changes to arrangements along the way. However, the tour was run as safely

as possible and the Care of Police Survivors (COPS) service of remembrance at the arboretum was also streamed live allowing extended families to view the event from the comfort of their own homes.

During the service, we heard moving stories from the families of fallen officers and reflected on the sacrifices made by those



The team.



At The Beat.



The Force plaque.

A CYCLIST'S VIEW

One thing we must be is grateful for every day is that we walk through the door following our duty, writes one of the North Wales riders in the Police Unity Tour (PUT).

He said it was nice to welcome two new faces to the tour in Glen Miller and the Chief Constable but that it was great to be back on the PUT and supporting COPS again.

"It was a challenging first 40 miles with driving wind and rain after which we had a much needed first stop in Farndon to literally pour the water out of our shoes. From this point though the weather was brilliant – dry and warm so we couldn't really complain," he explained.

"Much to everyone's enjoyment we had the usual 'couple of sat nav moments' which was all in the name of trying to round up the ride to 140 miles!"

The second day comprised of riding in an 'all Wales team' – a team of approximately 50 riders along with our riders and support crew with, the cyclist commenting: "It has to be stressed at this point that the Unity Tour could not happen without this support so as always a special mention to our support team of Mark, Edith and Chris has to be made as without them we as riders simply couldn't function safely."

Explaining one of the highlights of the tour, he added: "Day 3 – riding to the arboretum – this was short ride but meant that the Welsh chapter arrived early and led the peloton into the arboretum. Again this is always a very emotional moment, and it really brings it home when riding through when you can hear the shouts of 'thank you' just how much the support of the tour means.

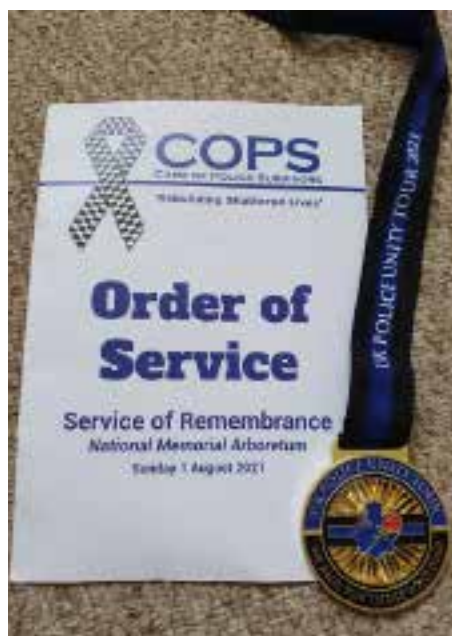
"The service was lovely and listening to survivors talking to us really brings it home how much we should cherish every moment together.

Following this we walked to The Beat and met George Parker and laid flowers in memory of our colleagues at the North Wales Police memorials."



Fixing roadside punctures.

we've lost. A particularly poignant moment was that of a little boy who stood next to his widowed mother, sadly having never met his father who tragically died just weeks before his birth. We listened in silence as the Roll of Honour for the past two years was read out, then we visited the Force plaques at The Beat, an avenue of trees each dedicated to a force, laying red roses and a wreath.



Order of Service.

I felt privileged to be part of the support team, assisting the team with this amazing journey. Standing at the arboretum surrounded by hundreds of colleagues from all over the UK I was overcome with emotion. With tears in my eyes, I was again reminded of the unique bond we have as a policing family, and why we all "do what we do"... #OneTeam.

IT WAS AN AMAZING FEELING WHEN OUR SMALL GROUP OF CYCLISTS GREW TO AN ALL-WALES CHAPTER TRAVELLING TOGETHER FOR THE FINAL STAGES OF THE JOURNEY, AND PRETTY THRILLING TO TRAVEL UNDER POLICE MOTORCYCLE ESCORT ON BLUES.



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WHAT'S IN A NAME? CLOSE HONOURS FALLEN OFFICER

There are some interesting road and building names at the firing range in Rhewl: Curtis Way, Woodyear Court, and Ralph Close, but do you ever wonder why those names were chosen?

When the range was originally completed, it was decided to name various buildings and roads in honour of those who had developed the department and helped in its completion, so Woodyear Court was named after Chris Woodyear the architect and Curtis Way took its name from Inspector Dave Curtis who was responsible for the first years of developing the firearms department.

But what about Ralph Close?

This was named after PC Ralph Jones. Ralph, originally from the West Midlands, joined North Wales Police in 1993 and had worked in Holyhead and Blaenau Ffestiniog. He was tragically killed, aged 34, on 13 July 1999 while on a driving course when his motorbike was involved in a collision with a car near Llyn Brenig.

At the time of his death, Ralph had been an AFO based in the West, where he had quickly proved himself and became a very popular and valued member of the firearms team.

Former colleague Andy Broadhead said: "He was a popular guy among AFOs in general and I was fortunate enough to be part of a smaller team with him."

Another of Ralph's colleagues, Dave Jones, said: "The selection process was demanding as with the initial course and there was a great feeling of personal achievement when you became an AFO, it was a credit to all who put themselves forward for such.



"We were all affected by his sudden and tragic death, a loss at such a young age. He was conscientious and known for his smile and humour, a great loss to all."

So, on completion of the range, it was decided, in lasting respect to Ralph, to keep his memory and the part he played during his time within the Force alive, to name one of the streets after him.

NARPO COFFIN DRAPES NOW AVAILABLE



Over the past few months North Wales Police NARPO branches, with financial contributions from the Chief Constable and the Police and Crime Commissioner's offices have designed and produced three coffin drapes for use at any North Wales Police officers and staff funerals.

The drapes bear embroidered North Wales Police and NARPO Coats of Arms as well as the Force badge and Welsh dragon sleeve motifs worn on the current uniform. The material is lined, shaped and edged with a silver band.

These drapes can be used as an alternative to the North Wales Police flag which has sometimes been used.

The drapes will be available at three different locations within the Force area so as to be readily accessible for undertakers and grieving families. To ease arrangements and avoid confusion, the process for obtaining the drapes will be through the three NARPO branch secretaries detailed below, who will liaise with the Chief Constable's chief of staff.

Gwynedd branch secretary -

Gareth Luke: Gwynedd@narpo.org
0783 3643 983

Denbighshire branch secretary -

Richard Clubbe: denbigh@narpo.org
0776 2737 397

Flintshire branch secretary -

John Jones: Flint@narpo.org 0783 7815 736.

Membership of NARPO is not a pre-requisite for the use of these drapes.

CELEBRATING OUR WOMEN IN POLICING AWARD SUCCESSSES

A small ceremony to celebrate the North Wales Police nominees for the national Federation's Outstanding Contribution to Women in Policing Award 2021 was hosted by North Wales Police Federation.

All nominees for this prestigious award receive a certificate and exclusive pin badge, so this year the branch decided to hold a formal presentation to show appreciation for their commitment to the service and specifically to women in policing.

Due to Covid, it had to be a small gathering, however, Chief Constable Carl Foulkes was also able to attend the event on 29 July as branch general secretary Mark Jones awarded the certificates.

We also arranged for some tea and cake for the occasion, something of a rarity in the last 18 months.

This is a national award which, this year, was awarded to Chief Inspector Sharon Baker from Avon and Somerset Police.

You can read Sharon's story at: <https://tinyurl.com/crnan8x5>



**Sergeant
Sophie
Daly**

Sophie, a recently promoted LPS sergeant in Wrexham Rural, has shown her dedication to support the priorities of North Wales Police in endeavouring to support local communities and officers alike.

Sophie has notably supported her team, and lead the district, in relation to case file preparation and investigation standards by developing a document providing guidance across the entire case file preparation including the recent Attorney General changes, taking this much further than her initial brief and working largely in her own time, showing her dedication to also support her colleagues and team. She plays an integral part developing student officers and supporting the victim during the "victim's journey".

Additionally, she requested to be the welfare and wellbeing lead and is passionate about positive action and recruitment from under-represented groups. Sophie remains the lead for driving diversity and focusing on recruiting from under-representing communities and her team actively engages with black, Asian and minority ethnic (BAME) communities, providing additional literature about the police service.

Sophie's passion for staff development was described by her nominator as "infectious. Her leadership style is transformational and nothing short of inspirational and she goes above and beyond her day to day duties".

She's also assisted with the Gender Equality Network helping at events and recruitment drives. Not only is Sophie supporting officers, she is also privately studying for a degree in criminology and psychology.



**Chief
Inspector
Llinos
Davies**

The rural geography in the west of North Wales makes promotion difficult for officers with caring responsibilities due to increased traveling distances which often result with a change of rank or role. Consequently, there has been a low uptake in promotion processes for female officers in Western and the lack of visible role models has undoubtedly compounded the problem.

Llinos is the first female SMT member and tactical firearms commander in the west. With female officers under-represented in specialist departments and in supervisory roles, Llinos designed and implemented a survey in order to understand the barriers to females' career progression.

Llinos used the results to develop a local support network and a programme of events designed to provide mentoring to female officers, advice on completing application forms and support around interviews. This has resulted in an increased number of female officers in Western taking the 2021 sergeants' promotion examination and the promotion of female colleagues during 2020 to the ranks of sergeant and inspector.

The success of this led to a Force-wide survey, completed by all female constables, which will lead to the development of initiatives to support them to reach their potential. Llinos is leading the work across North Wales.

Llinos was a recent speaker during the International Women's Day 2021 positive action events. She is a credible and capable uniform chief inspector who is a visible role model to other female officers in North Wales Police. Llinos is actively challenging and changing the gender balance in Anglesey and Gwynedd in leadership ranks, while sharing the best practice across the Force.



PC Rae Ellis

Rae joined the workforce representation team in March 2020 just as lockdown kicked in. She has brought endless enthusiasm, creativity and passion to her role, and is committed to increasing workforce representation for all under-represented groups, particularly around females and black, Asian and minority ethnic (BAME) groups.

She is a wife and mum and has, like lots of mums, had challenges with childcare and home schooling. Rather than be negative, she has remained positive and it's always about ways she can do things and never that she can't. Her work ethic is second to none.

She's been instrumental in putting together NWP's first online recruitment events. For International Women's Day, she worked with our Gender Equality Network to put together its online event, going above and beyond the initial request, putting all the slides together, setting up the Eventbrite ticket sales and managing all the IT.

On the day, she shared her lived experience to put attendees at ease and explain why it's important to use positive action support for females. She is a member of the Black and Asian Police Association (BAPA) as well as a Police Federation workplace representative and a BAME buddy. Rae is always keen to get involved in anything around equality, diversity and inclusion. She loves nothing more than pushing herself out of her comfort zone with tasks.

Rae goes above and beyond to provide positive action, ensuring we reach as many of under-represented groups as possible, even when it has meant lots of evening and weekend work for her. This has meant we have been able to tailor our support around candidates and their work hours, so we can be truly flexible with what we offer. She also led an important piece of work in setting up our multi-faith chaplaincy service.



PC Heidi Goldsack

Since 2014, Heidi has been the only female in the highly specialised role of dedicated football officer in Wales and one of a tiny number across the UK.

She has experienced gender-based condescension from a minority of peers, but has never let this diminish her resolve and, to the contrary, it has made her more determined to prove them wrong and to earn their respect.

The role requires her to work closely with the football club, to represent NWP in interactions with the UK Football Policing Unit in London and to submit reports on each home and away match, gathering the relevant intelligence and complete match grading to determine the appropriate level of policing required.

On assuming the role, Heidi attended virtually every fixture at home and all those away where the host force asked for attendance, recognising that it is by attendance at the routine matches that she could build the knowledge of the "risk" and ordinary fans that is crucial to build the intelligence basis for the higher tension matches and international fixtures.

This involves giving up weekends and working long days both in and out of Force in uniform with colleagues from other forces. Heidi has earned huge respect from her peers across the UK by her willingness to support colleagues, to give sound intelligence assessments and to directly challenge poor behaviour before, during or after matches.

Heidi has made Wrexham FC her community and earned the respect of even the worst thugs by her consistency, fairness and toughness. It has taken huge personal and professional resilience to make this role, traditionally a preserve of male privilege, an example of what any officer can achieve by hard work and personal courage.

She is a true leader who is courageous physically but demonstrates the moral authority to make her physical presence on the terraces all the more effective. She exudes pride in the uniform, her country and is a role model for smashing stereotypes.

INTERNET SAFETY POSTER COMPETITION WINNERS ANNOUNCED



From left to right: Eva Lloyd Wright, Western and overall winner, Manulmi Thenuwara, Eastern winner, and Alyssa Phillips, Central winner.

The winners of the Force's internet safety poster competition involving primary schools across North Wales have been announced.

A total of 578 entries were received and three winners have received a personal prize of a Llechwedd family voucher as well as £300 or their school.

Year 4 pupil Eva from Ysgol Edern in Pwllheli, Year 5 pupil Manulmi of Rhosddu Primary School in Wrexham and eight-year-old Alyssa of St Brigid's School in Denbigh were chosen as the overall winners following a rigorous judging panel which included Chief Constable Carl Foulkes and the High Sheriffs of Clwyd and Gwynedd.

Back in January this year, North Wales Police's SchoolBeat programme, the Cyber Crime Team and PACT (Police and Community Trust) launched the initiative with the region's primary schools to help raise awareness of how to stay safe online.

Due to the sharp increase in the amount of time youngsters have spent online over recent months because of the pandemic, officers wanted children to have the opportunity to get creative and be in with a chance of winning some fantastic prizes for themselves and for their schools.

Mr Foulkes said: "The response from children across North Wales has been phenomenal and we were overwhelmed with more than 570 entries. The result was an array of colourful, creative and informative designs and it was a really difficult decision to have to make.

"We want to give a massive thank you to the hundreds of children who took part in the competition and offer our congratulations to the worthy winners."

Inspector Wes Williams said: "The internet safety competition has helped to raise awareness, educate and guide children and young persons to be safe when using the internet. Each of the children involved should be proud of the high standard of work which was excellent to see. A big thank you to our cyber-crime team, PACT, the High Sheriffs and SchoolBeat teams who could not have delivered this initiative without the combined support of parents, schools and sponsors and, of course, the children, so thank you."

Due to the overwhelming amount of entries, the panel chose runners-up, who will all receive a prize thanks to the support from the High Sheriffs of Clwyd and Gwynedd through their Crimebeat Funds, the North

Wales Police Federation, Ospreys Rugby, Wrexham Football Club, CGI, Cread and Llechwedd Slate Mountain.

Eifionydd, Lleyn Peninsula and Nantlle Valley School Community Police Officer Dewi Owen added: "With children and youngsters spending more time than ever online, the internet safety competition was a great way of engaging with youngsters across the whole of North Wales during the lockdown period when schools were closed. It was clear from the 578 posters that we received from children aged between 4 and 11 that they had all given a lot of thought to keeping themselves and their families safe online while designing their posters.

"They will hopefully remember the key safety messages that they included on their posters when using their digital devices and will encourage their friends and families to do the same."



IT WAS CLEAR FROM THE 578 POSTERS THAT WE RECEIVED FROM CHILDREN AGED BETWEEN 4 AND 11 THAT THEY HAD ALL GIVEN A LOT OF THOUGHT TO KEEPING THEMSELVES AND THEIR FAMILIES SAFE ONLINE WHILE DESIGNING THEIR POSTERS.

THANKS, HUW AND GEORGE



It was great to be able to present a North Wales Police Federation Certificate of Thanks to Huw Jones and George Foxton.

Huw was a massive help in the sourcing and fitting out of our



amazing welfare van, and George provides invaluable help to us in maintaining the van and keeping it looking great and on the road. A huge thanks to both.

RISK ASSESSMENTS ARE ESSENTIAL

By PC Tony Edwards, North Wales Police Federation health and safety lead

The main areas of focus in the Force at the moment to update you about are the Risk Assessment Review Programme, and the Health and Safety Reporting System.

Risk Assessment Review Programme

Risk management is a step-by-step process for controlling health and safety risks caused by hazards in the workplace. Given the nature of policing, risk assessments are essential in our endeavours to ensure the safety of police staff, volunteers, officers and visitors to our estates. Under the Health and Safety Regulations 1999, we are required by law to protect our staff and others from harm as well as manage and maintain our risk assessments accordingly.

The task of reviewing and managing existing and new risk assessments is an evolving process. To this end, health and safety manager Colin Jones and his team have developed a process to review all Force risk assessments held on our health and safety data base - approximately 600 - as part of our Risk Assessment Review Programme.

The risk assessments range from frontline operational policing activities, Covid, back office functions and various confidential staffing issues.

Worthy of note is the significant increase in the number of Covid-related risk assessments held on our risk assessment data base, for example:

- The All Wales Covid Risk Assessment Programme
- Staff working from home assessments



- The Return to Work Programme involving the phased return of officers and staff to the workplace.

Overall, during 2020/21 good progress has been made with the risk assessment review.

Moving forward, progress reports will be made and presented for future health and safety management meetings so that members can scrutinise progress in this critical area. Any issues which need to be brought to the attention of members will be highlighted in the report and discussed at HSM meetings.

The over-arching aim is to have a seamless management process to cater and manage all the Force's risk assessments once reviewed by their respective owners, so they are easily accessible to employees on the health and safety website. The initial review is expected to be completed within 12 months.

Health and Safety Reporting System

Minor adjustments have been agreed with service provider – ELITE. Overall, the system is working well. However, line managers need to be aware of their responsibilities under Health and Safety at Work Act 1974

and North Wales Police Policy as to their responsibilities, which is to investigate all injury reports and submit their findings.

This is not currently happening in all cases. This has impacted on the delivery and management of health and safety within the organisation. For example, line managers' responsibilities or failures, in many instances to investigate and record incidents and updating information on injury reports, including the impact Covid and Welsh Government regulations have had on health and safety training and fire drills.

This is a significant issue, highlighted previously by the health and safety managers, and more recently by TIAA Auditors in their report.

While it is useful to understand the legal framework, successful health and safety is not the ability to memorise legislation and regulations. What is important is that officers and staff understand their personal and collective responsibilities and the consequences of poor health and safety practices.

Our aim is to keep everyone safe – by working together we can achieve this.

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TREATMENT CENTRES OFFER IMMEDIATE TREATMENT FOR NEW JOINERS

For a limited time only, officers can sign up for The Police Treatment Centres (PTC) and access treatment without having to wait 12 months to qualify.

During September and October, the PTC will be running an amnesty, which will mean that serving and retired officers can donate to the charity and be eligible to receive treatment immediately.

The amnesty also applies to PCSOs, Special Constables, as well as detention and custody officers.

The PTC is a registered charity, which offers treatment to both serving and retired police officers following an illness or injury. There are two centres, one in Harrogate, Yorkshire, and the other in Auchterarder, Perthshire. A remote physiotherapy service is also offered.

During the two-month amnesty, the

PTC team will be hosting virtual information sessions on Teams, to help officers gain a better understanding of the support available.

These will be held on:

7 September, 10am: Tour of Castlebrae, Auchterarder

8 September, 10am: Tour of St Andrews, Harrogate

15 September, 10am: Physiotherapy information session

16 September, 10am: Psychological wellbeing information session

29 September, 10am: Amnesty update and Q & A session

6 October, 10am: Tour of Castlebrae, Auchterarder

7 October, 10am: Tour of St Andrews, Harrogate

13 October, 10am: Physiotherapy information session

14 October, 10am: Psychological wellbeing information session

26 October, 10am: Amnesty update and Q & A session.

To book onto one of the sessions email fundraising@thepolicecentres.org



The Police Treatment Centres



Legal Services for North Wales Police

With over 20 years' experience of working with police, Gorvins have been a leading provider of legal services in all matters arising from relationship breakdowns and disputes concerning children. We understand the importance of family and the impact that a family breakdown can have upon all of those closely concerned and that is why our service (with discounted fees) is offered not just to serving and retired police officers and police staff, but also to their partners and immediate family members.

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We also supply our legal advice to you at a discounted rate and are able to offer a **fixed-fee divorce process.**

Our family & divorce law specialists understand the aspects that particularly impact upon the police with reference to pensions in divorce cases and shift patterns in relation to arrangement for children.

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