

# YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /  
North Wales Police Federation



December 2020

Season's greetings from  
everyone at North Wales  
Police Federation

Representing • Negotiating • Influencing

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## Secretary's foreword

# Policing did what it does best – responded to a changing situation

By Mark Jones  
Secretary of North  
Wales Police  
Federation



Welcome to the December issue of the North Wales Police Federation magazine, 'Your Voice'. In preparation for writing my foreword I looked back to what I had written 12 months ago. Oh, how the world has changed since this time last year and none of us would have imagined we would be where we are today.

That said, the world does keep on turning and, despite my objections, the Christmas tree will be making its appearance! My festive grumpiness is always offset though with Starbucks toffee nut lattes and stollen bites from Aldi - other festive purveyors are available!

2020 has been a year of mixed emotions really. This year we tragically lost one of our serving police officers – PC Barry Davies - who passed away in tragic circumstances. There is no doubt that Barry was a hugely respected and valued member of the Force and the local community where he served. Barry's dedication to protecting the public went even further than just policing in that

he was a committed and brave volunteer on the RNLI Lifeboats. Barry's loss was, and is, felt by all and we continue to have Barry's family in our thoughts.

Coronavirus really has been nothing like we have ever experienced before. How it has impacted upon each and every life, the way we work, the way we interact with one another, the things we would probably take for granted. My thoughts always go out to those who have lost a loved one to this virus.

A lot of the plans we had for the year have either been shelved, postponed to safer times or ended up on a laptop screen. Who would have thought that we would be seeing each other, holding meetings, catching up, running the force via Microsoft Teams? Sadly, this has meant that our annual Community Service Awards, Police Bravery Awards, Force Awards and so on have all had to be cancelled for 2020. Rest assured, we will definitely be making up for this, hopefully next year, when it is safe to do so.

Policing does what it does best; it responds to an ever-changing and dynamic situation to deal with the circumstances presented. Police officers are experts at this – it's what we do. That said, there have still been those people out there who have no respect or consideration and are prepared to



WE ARE HERE TO REPRESENT OUR MEMBERS, INFLUENCE KEY STAKEHOLDERS AND NEGOTIATE ON BEHALF OF THE MEMBERSHIP. WITHOUT QUESTION THOUGH IS THAT THE DEMANDS AND PRESSURES ON POLICING WILL BE RELENTLESS.

# We should always look for the positives

assault, attack and disgustingly spit and cough at our brave emergency service workers.

To weaponise coronavirus is, quite frankly, despicable. During the pandemic response our amazing NHS heroes have worked tirelessly to care for us. It is our job in the police to keep our NHS workers safe so that they can continue treating the sick. How can we do this if police officers are being spat on, coughed on and then having to be tested for coronavirus themselves? Even worse for them, they can potentially take home a killer virus to their loved ones.

As with all assaults on police officers, we demand and expect the Crown Prosecution Service to aggressively pursue prosecutions and for the courts to use their full sentencing powers to hand out tough sentences for those vile individuals who attack our emergency services.

Moving on to another topic, we all love a discount and no one more so than me. My modus operandi when I go into a shop is to look at the price tag first then look at the item. One of our achievements from this year has been to revamp and expand the number, variety and options of 'member exclusive' discounts and perks. Please visit our website and start shopping at <https://nwpolfed.perkjam.com>.

So, what does 2021 look like? Well, surely it cannot be any worse than 2020 but without me having access to 'Mystic Meg's' crystal ball... who knows? The Government's recruitment drive will continue in earnest, the true picture of the funding settlement for forces will be (hopefully) clearer but the core work of the Federation will keep going. We are here to represent our members, influence key stakeholders and negotiate on behalf of the membership. Without question though is that the demands and pressures on policing will be relentless.

Locally, we are expanding our welfare support provision which will be squarely focussed on our front-line colleagues. A bespoke, purpose built welfare support van will be available for deployment to provide rest, shelter, hot drinks, a toilet and much more. We have all been there on a scene at 3am when it's cold, wet and dark so having this van available will be much welcomed. Additionally, the van will be used to provide proactive welfare support as it tours the Force area. More details will be shared in the very near future – watch this space.

I know many of you will be working the long hours over the festive period and that you will sacrifice time with your own families to protect others. I sincerely wish each and every one of you a very happy Christmas and a prosperous New Year. Take care of yourselves and each other.

**By Nick Hawe,  
chair of North  
Wales Police  
Federation**



First of all, I would like to send

season's greetings to you, your family and friends, and the very best wishes for the New Year.

2020 has been restrictive, difficult and, for some people, distressing and upsetting. Who knows how much of 2021 will be similarly impacted?

There has been much uncertainty from March onwards this year and the impact of the pandemic has been felt in our home lives and at work.

We are all part of the policing family and we have lost loved ones and colleagues, which is difficult at the best of times but made even more heart-breaking when our movement and meeting is restricted. Our thoughts go out to all who have lost family and friends, and to those who have health and financial concerns at this time. Let us genuinely wish them all a happier New Year.

We should always look for the positives at times like this, no matter what they are. These will be different things to different people, but it is important to take some time to identify them and take comfort in them.

Unlike many people out there, our roles are fairly secure. As long as we remain as professional and hard-working as we consistently are, we do not share the same fears that some of our family and friends do.

Sometimes when I have had a bad day,

or maybe even a bad week, I have taken time out to reflect on this – and then felt quite bad for allowing things to bring me down; things that actually pale into insignificance with what is happening to many people around us.

I take great pride in the fact that North Wales Police officers have excelled themselves this year in the way that they have faced a new and invisible threat. This threat is spread by the very public that we are employed to serve and protect.

I think that we have met an extraordinary challenge face on, as we always do, without fear and with the safety of our communities in the forefront of our minds. Nothing could have prepared us for what has happened this year, and the new ways we have had to learn to work and police. We can all be rightly proud of the way we have responded.

North Wales Police Federation has recently welcomed four new representatives to the team. Colin, Lewis, Rachel and Dylan are most welcome and I look forward to working with them. There was more interest in the vacancies than I can recall there being for some time. This is genuinely encouraging. I think it shows how valued the Federation is here in NWP and also that we have a true team spirit, where officers want to help each other through difficult times.

I hope we can all enjoy the Christmas and New Year period, while adhering to whatever restrictions may be in place. Many of you will be working on days where most people will be celebrating and unwinding. Thank you all for doing that, and allowing the public to have as normal a time as possible. Some won't even consider your efforts, but many will spare a moment to reflect and appreciate what you are doing.

Take care and stay safe.

# There is a world outside policing

**By Inspector Jason Higgins, North Wales Police Federation representative**



By the time you read this, all being well, I will no longer answer to 'Boss' or 'Inspector'. I will simply be Jason or Mr Higgins. If you call me 'Sir' it will immediately raise my suspicions that you are about to lock me up or give me a ticket.

Having been a police officer for almost 30 years, I could bore you with 'war stories', I could dish the dirt on colleagues or wax on about the good old days.

The war stories are just that, stories. Some of you will have been there, others will have seen, done or experienced far worse. For the benefit of any new recruit that might be reading this, I guarantee that you will have your own tales to tell within days of going out on patrol.

I won't dish the dirt on colleagues - I might need a job in the future and I don't want to close any doors just yet. That just leaves the good old days. To be honest, most were good, very few definitely not so good but you don't really want to hear about them.

During my last few months working in headquarters I have seen new recruits arrive as part of the policing uplift. We have passed in the corridors (socially distanced, of course), on the stairs and in the car park. We have acknowledged each other although we have not formally met. The one thing that we have in common is 'The Job', you just starting out and me just finishing.

What is 'The Job'? The work you do or the organisation you do it for? In my experience, it's neither and both. The work is demanding and tough, requiring you to do things you would normally avoid. Anyone who enjoys what we do too much is definitely in the

wrong job. The organisation is a collection of people, each bringing their own life experience, skills and personal values to our work.

My advice to anyone hoping to navigate their way through 30, 35 or 40 years of policing is to bear the following in mind: there is a world outside. It is easy to fall into the trap of letting the job 'own' you - don't. Always have a back-up plan. Police work equips you with a range of skills that will transfer to a variety of other roles within the service or outside.

The leadership styles of some above the rank of constable leave a lot to be desired. Don't be pressured into working extra hours (unless, of course, it is paid over-time), doing things which seem unreasonable or acting in a way that you feel compromises your own values. The majority of supervisors and managers are fair and understanding but there will always be one or two who will try to push things to the limit. The Federation will provide advice and support if you find yourself on the receiving end of what you feel is an oppressive management style.

Stress and mental health have moved further up the agenda in the last 30 years and rightly so. In my experience, stress is caused as much by the behaviour of colleagues and managers as by the work we do. My advice if you feel you are suffering from stress is to speak to someone, your partner, a friend, a trusted colleague or supervisor. Once you start sharing your concerns it becomes easier to find a solution. Many colleagues and most, if not all, Federation reps have been trained to identify behaviours which indicate someone might be suffering poor mental health and they can signpost you to confidential sources of support.

I have always found that the work we do is easier when we remember that the people we deal with are just like us. Whether they

are a victim or suspect, it costs nothing to show them the respect, courtesy and general good manners you would expect if you, or a member of your family, were in their position. I appreciate that this courtesy is not always reciprocated but it is worth a try. You can always escalate to a more authoritative approach if you have to but think about what it looks like on BWV. Banter and an 'us and them' mentality makes the job harder, undermines public confidence and leads to complaints.

The most important people in your police career are your partners and family. They live with the knowledge that your work can be dangerous and make their own sacrifices to accommodate shift work. They share the ups and downs of your career choice. Sadly, our children can be targeted at school and can be seen as fair game if someone has a score to settle. Your family will support you unconditionally; the job will only support you if it's in its interests to do so.

I have been a Federation member for all my service and a rep for the last seven years. In my opinion, the subscription is worth every penny. I have worked with several officers facing misconduct proceedings whose careers seemed almost certainly finished and have seen the Federation give them hope, support and expert legal assistance to save their jobs.

I have worked with others who have been less fortunate, but the Federation has always been ready to take cases to appeal where there is a chance of success and will exhaust every option to get the right result.

When you retire people often ask 'Would you join if you had your time again?' I expect I would. People also ask 'What would you do differently?'

I would try to follow my own advice more closely and I would get involved with the Federation and its work much sooner than I did.

# The end of an era

On the morning of Sunday 1 November the tower of the former police station in Wrexham was finally demolished in a controlled explosion.

The demolition was streamed live as Wrexham council had asked people to stay away to comply with the Wales national lockdown rules. The lower level buildings, including the old control room and custody suite, had been demolished in the preceding months, leaving only the tower standing.

It was the end of an era for many serving and former police officers and staff.

Wrexham-based officer Martin Jones said: "My first taste of the tower was on 5 April 1993 when I first entered the building as Special Constable 412 which I did for nine years before joining the regulars on 5 August 2002 as PC 2231 until the present day. I worked out of the tower until its very last day on 15 January 2019 as part of Rota 3 which was the last response rota to work out of the tower that day.

“PROBABLY NOT ONE OF THE PRETTIEST OF BUILDINGS BUT STILL HOME TO A LOT OF PEOPLE, SOME OF WHOM SERVING AND RETIRED CAME TO SAY THEIR OWN GOODBYES ON THE DAY IT CAME DOWN.

"I've seen a lot of faces come and go over the years but the one thing that remained the same was the grey iconic building which everyone associated with the police fondly calls the tower; probably not one the prettiest of buildings but still home to a lot of people, some of whom serving and retired came to say their own goodbyes on the day it came down.

"Since I was a child I remember the tower being built and it was always part of the Wrexham skyline and a focal point whenever you wanted to give someone direction. Somehow, in my eyes, Wrexham will never be the same without it but I guess that's progress!"

The 10-storey block, built in the 1970s, finally closed in 2019 when officers and staff moved to the new building in Llay.

A supermarket and drive-through coffee shop are expected to be built on the site.



Photos by North Wales Police Eastern Drone Unit.

Four new workplace representatives have now joined the North Wales Police Federation Branch Council.

Here they introduce themselves to members.

Contact details for all reps can be found on the Federation website at [nwpolfed.org](http://nwpolfed.org)

### Colin Hughes:

## I will do my best for every officer who needs my help

Hello, and thank you for putting your trust in me to represent you and support you as your Federation representative.

About me, well, as I write this, I pass my two years to go as a Police Constable. I joined as an older officer in 2001 and have spent my entire career in Wrexham town.

I have had a few roles, the best years being the Wrexham beat manager with three other amazing officers.

I moved onto the pro-active team and finally moved back to response, which I still believe is the best role. You work with great people and are always the 'heart-beat' of the whole Force. We are the acorns that all the mighty oaks started from.

**"I believe strongly in the fact that we police by consent. We decide to do this job and, from what I have seen, we give all we can, when we can. That is why I want to now give back my years of experience as an officer. So, use me, call me and moan at me."**

The core of every police officer is honesty, integrity and responsibility. Now, more than ever, our actions are questioned, our decisions require uncountable justifications and we are monitored and checked on everything we do. We live in a 'digital' era where we are filmed, posted about and our private lives are now less private, and all we do is seen.

The only face many of us see from the Fed is after a complaint, but we are much more than that. We are the body that acts on your behalf on many issues and I implore you to see us all as approachable on any issues you have. I can't offer a solution for every problem every officer has but I will do my best to find answers. For me, and more importantly, it is about just being there.

I believe strongly in the fact that we police by consent. We decide to do this job and, from what I have seen, we give all we can, when we can. That is why I want to now give back my years of experience as an officer. So, use me, call me and moan at me.

I will do my best for each and every officer who needs my help.

Again, thank you, and here's to my last two years.



## DC Dylan Owen: I am looking forward to this new challenge

May I please take this opportunity to introduce myself? I am DC 2165 Dylan Owen of the Ports Policing team at Holyhead Port.

I was fortunate enough to join North Wales Police back in August 2001, aged 27 years, having worked for Safeway since the age of 16 and gaining valuable life skills which helped me with the transition of becoming a police officer.

Having attended the Police Training school at Bruche in Warrington, I was then posted to Caernarfon within the Western Division. Soon after completing my probation period, I moved to Penygroes and later to Llanberis where I remained until 2011, at which point many out stations were closed and the Hubs were introduced. I'll say no more.

**"I myself received great support and guidance from the Federation some time ago, in particular from a former workplace representative. Hopefully, I will be in a position to offer someone the same level of assistance to a colleague in their time of need in the future."**

Until 2011, I was also part of the PSU and CBRN teams and travelled extensively across the Force area and beyond.

Following a short but pleasant tenure at the Joint Control Centre, I then applied and successfully became part of the Special Branch Ports Policing team at Holyhead Port in 2012.

Having a keen interest in current affairs, I had always envisaged myself working at the port towards the latter part of my career, so when the opportunity arose, I thought it was as good a time as any to apply.

Throughout my career, I have always been in possession of my Federation diary, and it has often been a source of reference when discussing Police Regulations in relation to leave, over-time and duties with colleagues.

I myself received great support and guidance from the Federation some time ago, in particular from a former workplace representative. Hopefully, I will be in a position to offer someone the same level of assistance to a colleague in their time of need in the future.

I have seen many changes within the police within the last 19 years, some good, and some bad. I have always been open to change but not when it's detrimental to our work or is just used as evidence in the PDR of someone who is going for promotion.

Having recently been appointed as a Federation workplace representative for the Western area, I am looking forward to this challenge and to meeting colleagues new and old.



## PC Rae Ellis: I'm always ready to help my colleagues

I would like to take this opportunity to introduce myself as the new Western Constables' Police Federation representative.

For those who don't know me, I am an import to the Western area as I am originally from Leeds, West Yorkshire. I have thoroughly enjoyed working in Western division for the last 12 years where I have always felt welcomed by my colleagues and can honestly say that Wales is now my home. Dwi'n dysgu Cymraeg a gobeithio parhau i wella fy Nghymru lafar.

I already know a lot of you personally, having held a variety of positions ranging from response to PVPU and IOMU, and I hope that everyone knows that I'm always ready to help my colleagues. I know and understand the unique challenges we face in Western and I also know how much we all rely on each other on a daily basis.



**"I hope that everyone knows that I'm always ready to help my colleagues. I know and understand the unique challenges we face in Western and I also know how much we all rely on each other on a daily basis."**

I am already an active member of the North Wales Police BAPA and the DSN as well as being a critical incident debriefer. These are all roles that allow me to give something back to the people I have worked with over the years.

I feel that now is a good time for me to take the next step and that being a Fed rep will allow me to offer advice, support and guidance to anyone in Western who needs it.

I am very pleased to have been elected but I am also aware that I have only just started on this journey and there is an awful lot for me to learn about being a Fed rep. As I go through the training, I can still be there when you need me; as long as you will bear with me if I don't have the answers you want right away.

Feel free to contact me directly at any time.  
Dymuniadau gorau, PC2476 Rae Ellis.

## PC Lewis Davies: The big lockdown election - not the one in the USA

I'm pleased and very proud to introduce myself to you following my successful election.

For those who don't know me I have been a PC for nearly six years and prior to that I served for nearly three years as a PCSO.

During my time as a PC, I have been based mainly in Wrexham County working on response, Crime Car/Neighbourhood Policing and, since January, as a PC on the Operational Tasking Team based in Llay DHQ.

My service so far has also allowed me to work across the country on mutual aid and, by the look of the news, it certainly looks like we will all be having to answer such calls again in the future. The police service is very important to me being the son of a retired detective and with many of my family



**"I have been lucky enough to work across many different teams and with a diverse range of people and I hope that this experience, coupled with my own time in the job, can allow me to support those who come to me for advice until I can build up my knowledge and training."**

serving as police officers and staff.

When I stood for election as a Fed rep I fully accepted that, like the police service, it is not a perfect organisation but I believe it will only improve if people are willing to get involved and advocate on behalf of the members. I have been lucky enough to work across many different teams and with a diverse range of people and I hope that this experience, coupled with my own time in the job, can allow me to support those who come to me for advice until I can build up my knowledge and training.

My initial hope and aim for the role - with the assistance of my colleague Colin Hughes - is to build up a Federation presence in Wrexham County which I think it's fair to say has dwindled in recent times through natural attrition via retirements and promotions of reps so please get in touch with your thoughts on how I can help you.

My final word will be on welfare. The Force seems to be showing a genuine commitment to officer welfare and long may this continue. I'm not afraid or ashamed to say that I've had to access welfare support in Force when needed and I've started the ball rolling with engagement with the welfare team so we can encourage positive conversation and support around this.

Thanks for taking the time to read this and please all stay safe out there.

# Buddy scheme helps support BAME recruits

**T**he Force has launched a buddy scheme to support new recruits from black, Asian and minority ethnic (BAME) backgrounds.

The scheme, which is thought to be the first of its kind among the 43 police forces in England and Wales, aims to provide informal support to colleagues who are new to the Force and to signpost them to help should they require it.

PC Rae Ellis, a North Wales Federation workplace representative based in the Workforce Representation Team who is involved with the initiative, said: "It's designed to prevent possible isolation of new BAME staff and officers by providing them with a buddy who has similar lived experiences and can provide support.

"It's been identified through national collaborative working with staff support networks that BAME recruits joining a force can often feel isolated at work and find it difficult to know who to speak to with queries or concerns.

"This isolation can lead to a lack of confidence impacting on retention, career development, and promotion and progression."

The buddy scheme aims to:

- **Provide informal support and signposting to new colleagues**
- **Ensure new colleagues feel supported by the Force during training and throughout their probationary period, and are kept up to date with anything happening in work they may need to know, including training and development opportunities**
- **Ensure colleagues are paired with a dedicated buddy to make them feel supported during their formative years, and**
- **Raise awareness of the support available in relation to BAPA and Positive Action.**

All new BAME recruits are sent a letter of invitation from the Black and Asian Police Association (BAPA) chair, while employees who joined before the scheme started but have fewer than two years' service and feel

they'll benefit can email

**positiveaction@nthwales.pnn.police.uk**

The scheme sees new recruits paired with an experienced officer or staff member who acts as a buddy supporter. They'll have regular meetings to discuss problems or challenges and the buddy supporter can offer help or guidance.

Rae said: "Buddy support is in the area of mentoring rather than coaching but on a less formal footing. Buddies can offer support, guidance or signpost to the appropriate department for additional support as required.

"The idea is buddy supporters build a relationship of trust with their buddy and are there to help when needed.

"It's one-to-one support with all buddies being fully trained and aware of the need to signpost to the appropriate department if required.

"Buddy supporters will encourage and support their buddy to use existing support offered by the Force, but can offer a true understanding of some of the issues which people from minority ethnic backgrounds can face."

The scheme is headed by positive action officer Andrea Beedles and BAPA chair

Sergeant Liam Ho, and developed from other Force support schemes with input from national workshops on general support.

A joint initiative between BAPA and the workforce representation team, it was launched in July and there are currently four buddy pairings in the Force.

The scheme is being adapted for other under-represented groups and volunteers are being encouraged to get involved by completing a buddy supporter application form, which needs to be endorsed by a line manager.

The workforce representation team was set up in January to help North Wales Police deliver its commitment to be representative of the communities it serves.

The team is based at Alex House in Colwyn Bay but members have been working from home and at their local stations during the pandemic.

Rae said: "Once regulations ease, we'll look to get out and engage with under-represented communities. We still have some way to go but North Wales Police is committed to becoming truly representative of the increasingly diverse communities which we police and serve.

"We've had to adapt our approach due



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to Covid-19 but we've still been engaging with under-represented groups in the communities, councils, schools and various charities via online meetings and phone calls.

"Our goal is to encourage those who are of a protected characteristic to consider North Wales Police as a career and help them overcome any obstacles they have, whether they are cultural or to have someone there for support.

"It can be daunting for someone to join a large organisation of any kind when there's no one like them there already."

The workforce representation team carries out regular workshops and encourages cultural change by educating the workforce through discussions on diversity, inclusion and positive action and the creation of infographics with information about major cultural and religious events.

"We're also introducing a new idea where active and diverse members of the community will sit on our interview panels and promotion boards," Rae said. "The idea is that they will ask more community-based questions around diversity and inclusion of our candidates which then means the public will be having a say in who protects them.

"So far our approach is having a positive impact on our workforce representation and we have already seen an increase in our BAME numbers. We aim to engage, recruit and also retain those who are under-represented," Rae added.

The team has also set up a multi-faith chaplaincy team and aims to develop the Force's faith provision to support staff whatever their background or faith.

Rae said: "We're recruiting volunteer chaplains to help provide our multi-faith chaplaincy services. Policing is a challenging job and chaplains can provide invaluable assistance in operational policing, help us build positive community links and provide pastoral support to our staff and officers.

"Many of the things we deal with are of a sensitive nature meaning we're often unable to discuss them with our nearest and dearest.

"Officers and staff often have to deal with difficult and emotionally challenging situations. They're frequently put under high levels of pressure; making decisions which impact on people's lives and face potentially life-threatening situations.

"Often officers and staff don't feel that they need counselling but do need extra support and this is where chaplaincy really comes into its own.

"The multi-faith chaplaincy service can provide that listening ear to officers and staff of any faith or none."

More information on the buddy scheme is available from **Sergeant Liam Ho** or **Andrea Beedles** on **extension 04465** or on the workforce representation team intranet site.

# 'I wanted to help change attitudes for the better'



**N**orth Wales DC Nick Ellis has told how he was inspired to become a police officer and make a difference to people's lives following the murder of Stephen Lawrence.

Nick said he wanted to "help change attitudes for the better" following the death of 18-year-old Stephen in a racially-motivated attack in south east London in 1993.

Nick (46) grew up in Wolverhampton and was the same age as Stephen at the time of his murder. He said the events around Stephen's murder led to him having a career in policing.

"In the black community where I came from, people who spoke to the police were viewed as 'grasses' and it wasn't the done thing to join up," Nick said.

"But when Stephen Lawrence was murdered, I realised he was exactly my age at the time and, given similar circumstances, it could have happened to me.

"It struck me that if we had more officers with my background in the police then the investigation may have been dealt with differently.

"There was a lot of animosity against police officers back then and I felt I wanted to do something to help change attitudes for the better."

Nick's parents moved to the UK from Jamaica in the 1950s. He attended Wolverhampton University and was a reporter on the Rhyl and Prestatyn Visitor.

He joined North Wales Police as a Special and then a Regular in 2008. He

was in response teams around Llandudno and Rhyl, and was part of the prisoner interview team.

Nick has revealed that he has been subjected to appalling incidents of racism while doing his job that left him "shaken and angry".

Nick said: "I've been called all sorts by individuals and all kinds of racist terms. Although I never, ever tolerated this, I came to expect, and anticipate the abuse.

"The worst incident involved one individual who was suspected of arson.

"As soon as I walked into the room, he used the 'N-word' again and again. It must have happened 50 times, and it was shocking for me personally.

"I felt less than sub-human. I was also shaken and angry.

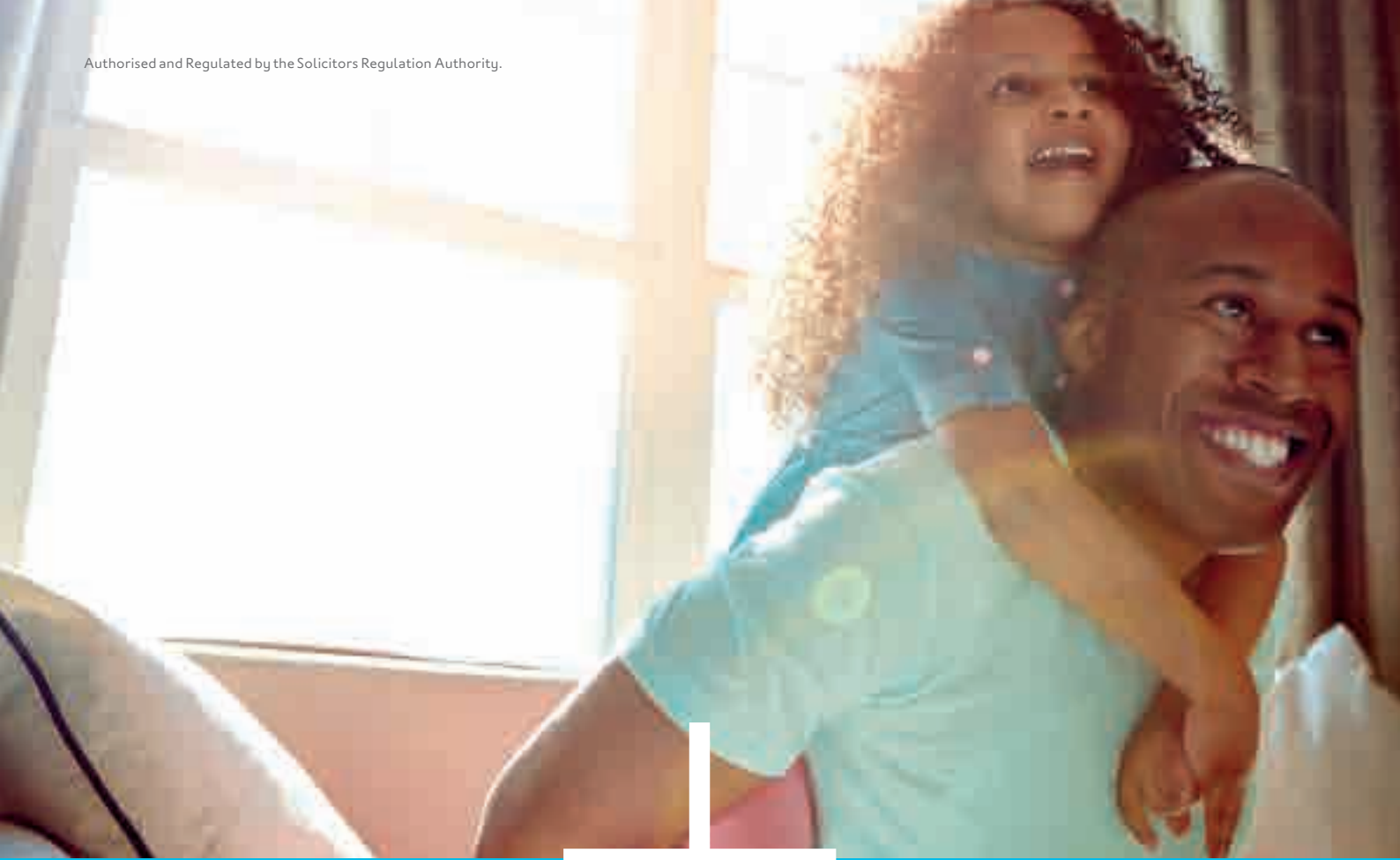
"Fortunately, my colleagues and supervisors really supported me. They were all fantastic and a real source of strength."

Nick was speaking during an interview with POLICE magazine to mark Black History Month.

And he said he's still driven to change attitudes and behaviour, and encouraged other people from black and minority ethnic backgrounds to become police officers.

"It was always my ambition to change things for the better, even in my own small way," he said. "I would recommend policing to anybody with a BAME background.

"Anyhow, I've never classed myself as a BAME police officer. I am a police officer."



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# Wear a mask to help halt the spread of Covid



Officers and staff are being reminded that it is essential to wear face masks when two-metre distancing is not possible.

This applies to those travelling with others in police vehicles, during briefings and while on meal breaks.

Due to the current levels of community transmission, officers and staff should also wear a face mask when moving around police stations and police buildings, for example, when walking through communal areas, offices and corridors although not when they are at their desks.

The Covid pages on the intranet contain up to date guidance on the correct use of PPE. The page also contains some really informative video's about the correct method of donning, removing and disposing PPE which we urge all officers and staff to watch. Dedicated PPE disposal bins have been rolled out across the force, with accompanying waste management guidance posters stating what can and can't be placed in the bins. Waste PPE

shouldn't be placed in the general waste bins in offices etc and general waste should not be placed in the PPE waste bins.

"We all have to continue to play our part in helping reduce the spread of coronavirus and wearing a face mask is part of that effort," says Mark Jones, secretary of North Wales Police Federation.

Temporary Assistant Chief Constable Nigel Harrison said: "We have been really lucky that we have not seen up to this point any really big clusters of infection like other forces. Wearing of face masks is crucial to trying to minimise the risk. I think we can all hopefully see a bit of light at the end of the tunnel so I would urge everyone to wear the right PPE, especially face masks when appropriate. When double crewing it is a real necessity. Let's just do the right thing, work together and get through this."

During the summer, national Federation vice-chair Ché Donald urged police officers to wear face coverings.

He said: "Evidence suggests that



*A dedicated PPE disposal area.*

wearing a face covering does not protect the wearer but if you're infected without knowing it, or asymptomatic, this can help prevent the spread of the virus if you cough in proximity to colleagues."

He also urged officers to continue to social distance where possible, wash hands and wipe down keyboards before and after use.

## Student officers to be offered Taser

The Force's student officers will be allowed to undergo Taser training and carry the devices, the Chief Constable has announced.

The move comes after Carl Foulkes spoke to a probationary officer about Taser while on a visit to Wrexham and then had discussions with members of the Senior Management Team (SMT) and other chief officers.

It was agreed to allow student officers to carry Taser based on current performance criteria with the added requirements from the College of Policing.

Mark Jones, secretary of North Wales Police Federation, said: "The Police Federation is very supportive of the decision to allow student officers to carry Taser and campaigned within the Force and nationally

to make this happen.

"For far too long there has been an inequity in the offer of Taser for front-line officers. Student officers still face the same risks, still face being attacked and still have to protect the public, just as other colleagues bravely do."

The Force will issue more details as soon as it can but this is a positive move, highlighting how important officer feedback is and how they can help change policy.

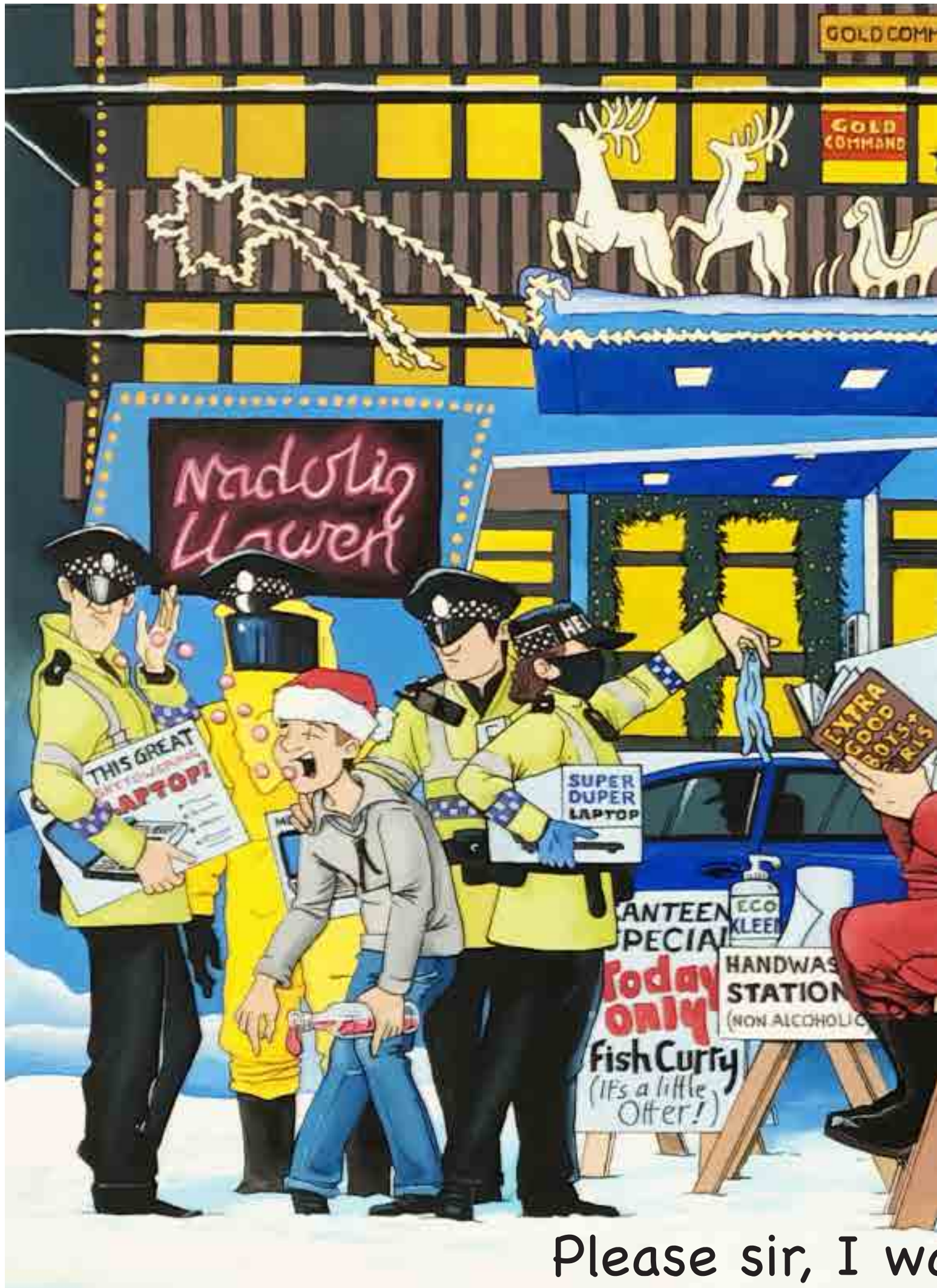
Policing minister Nick Hurd MP confirmed student officers nationwide would be allowed to carry Taser in a written ministerial statement in February 2019.

A package for training student officers was drawn up by the College of Policing, but ultimately it fell to individual chief

constables to decide if their student officers would be given access to the equipment following financial and strategic threat assessments.

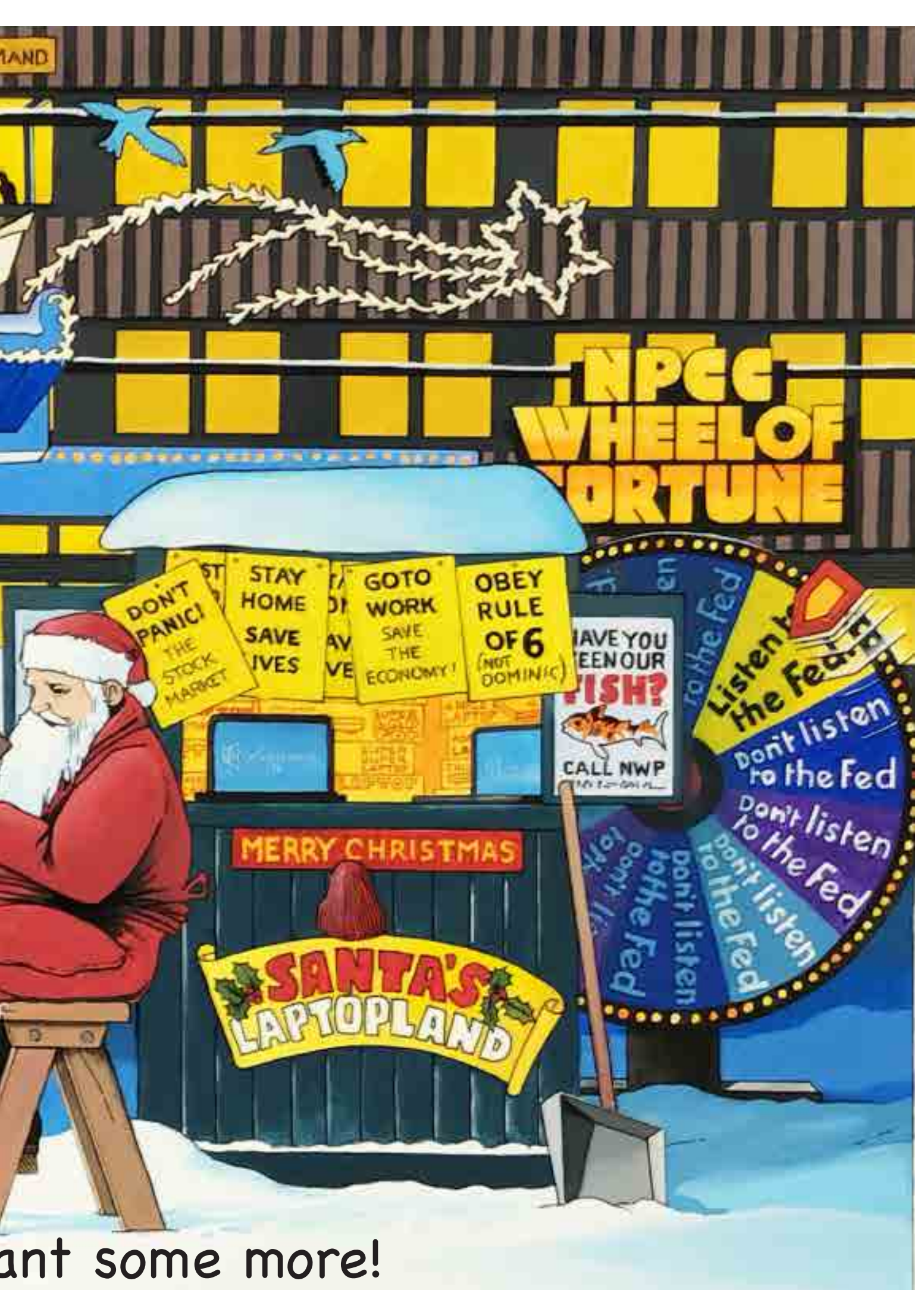
The Government did not announce any new funding to support the change of policy and North Wales decided not to open up Taser training to its new recruits.

John Apter, chair of the Police Federation of England and Wales, said last year: "The current make-up of the police service means that in some areas student officers form large percentages of the front-line emergency response and neighbourhood teams so it is only right that they should be given the opportunity to access this equipment which is proven to protect them and the public."



Please sir, I wa

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ant some more!

# Online service marks National Police Memorial Day

**H**RH The Prince of Wales told this year's virtual National Police Memorial Day (NPMD) service that the UK's police officers had faced the invisible threat of coronavirus with visible courage and commitment.

The service, originally scheduled to take place at Lincoln Cathedral, was held online due to the pandemic with the families and colleagues of fallen officers encouraged to join in from their homes and share images of a virtual candle.

Prince Charles, patron of NPMD, opened the ceremony and said: "We can't meet as usual but we can all take a moment to honour those who have paid the ultimate price and who have given their lives in the service of others."

"We've faced an unseen and deadly threat this year but throughout all the uncertainty we have learned to value those things we can always be certain of, such as the steadfast dedication of our police forces in the UK."

"Officers have met this invisible threat with visible courage and commitment, providing calm reassurance that has been essential to our communities day and night."

He paid special tribute to the seven officers who have lost their lives since the last NPMD and spoke of the shocking killing of 54-year-old London Metropolitan Police Sergeant Matt Ratana two days before the memorial service – an incident which gave the event special poignancy.

"What happened on Friday is the latest heart-breaking evidence of the risks faced by our officers daily. These are losses we can never replace, sacrifices we can never repay but of which, as a society, we can only strive to be worthy. We owe our police service and



*HRH Prince Charles.*

its remarkable officers the most profound debt of gratitude for their continued selfless commitment and dedication," he added.

The Home Secretary, Priti Patel, read The Beatitudes and expressed her gratitude to police officers and staff for their "selfless work", adding that the courageous officers who made the ultimate sacrifice would "never be forgotten".

In addition, Prime Minister Boris Johnson sent a message of support: "The terrible killing of an officer in Croydon on Friday is a reminder of the risks police officers face every day. They show extraordinary courage by going towards danger rather than away from it to protect the public. The officers we remember today laid down their lives to prevent us from coming to harm and for that we owe them a huge debt."

The Archbishop of Canterbury, the Most Reverend Justin Welby, gave a blessing and the British Police Symphony Orchestra played a moving rendition of 'I Vow to Thee My Country' as speakers from the four corners of the UK spoke about what Memorial Day



*Prime Minister Boris Johnson.*

**“** WE CAN'T MEET AS USUAL BUT WE CAN ALL TAKE A MOMENT TO HONOUR THOSE WHO HAVE PAID THE ULTIMATE PRICE AND WHO HAVE GIVEN THEIR LIVES IN THE SERVICE OF OTHERS. **”**



*Lissie Harper lights a candle as national Federation chair John Apter looks on.*

means to them.

Louie Johnston, son of Reserve Constable David Johnston of the Royal Ulster Constabulary George Cross, who died in 1997, aged 30, said NPMD is an occasion to “look past the uniform and to celebrate the character, the memories and the special place that our loved ones will always have in our hearts”.

Jayne and Lowri Davies, the widow and daughter of PC Terry Davies of Gwent Police, who died in 1990, aged 34, recalled attending the inaugural NPMD, not knowing what to expect but found it was a source of comfort.

Lowri is now a serving officer with Gwent Police and wears her father’s collar number.

Rumbie Mabuto, the widow of DC Joe Mabuto of Thames Valley Police, who died in 2016, aged 42, said the event is something her family looks forward to each year, adding: “We’re grateful for the support we receive and hope everybody will be able to meet again next year.”

And Donna Alcock, widow of PC John Alcock of Grampian Police, who was injured in 2003 and died in 2017, aged 54, said: “When they say police are a family there is no truer statement.”

“ IT WAS IMPORTANT THAT WE MARKED NATIONAL POLICE MEMORIAL DAY SINCE IT ENSURES FALLEN OFFICERS ARE NEVER FORGOTTEN. WE MUST ALWAYS REMEMBER THEM - THEIR COMMITMENT AND ULTIMATE SACRIFICE TO PUBLIC SERVICE.

The service also included a recorded message from Samantha Dixon whose husband, PC James Dixon of Thames Valley Police died in a road traffic accident on duty three years ago. She was pregnant with their son at the time.

“The Police Memorial Day is somewhere I can take our son, who sadly never got to meet his father, and he can be remembered in a proud way rather than with the sadness that is normally attached to it,” she said.

Candles were lit to represent the four nations of Great Britain and Northern Ireland and to symbolise the flame of devotion and commitment exemplified by those acknowledged by the service.

England was represented by Lissie Harper, widow of PC Andrew Harper of Thames Valley Police, who died on 15 August 2019, aged 28. Lighting a candle for Wales was Rebecca Davies, daughter of PC Terry Davies, Gwent Police, who died on 23 August 1990 aged 34, and for Northern Ireland, Louie Johnston.

Scotland’s candle was lit by its Chief Constable, Iain Livingstone QPM.

Mark Jones, secretary of North Wales Police Federation, said the virtual service had provided a fitting substitute for the service originally planned.

“It was important that we marked National Police Memorial Day since it ensures fallen officers are never forgotten. We must always remember them - their commitment and ultimate sacrifice to public service. But we also need to remember their families who miss their loved ones every single day of the year,” he said.

A tribute wall where people could leave messages about fallen officers was set up this year and was such a success it will be repeated for future National Police Memorial Day services.

The National Police Memorial Day was founded in 2004 by retired Kent police sergeant Joe Holness and is supported by the Police Federation of England and Wales.

Next year’s service is scheduled for Sunday 26 September at Lincoln Cathedral.

## Roll of honour

The service included a tribute to all officers who have died since last year’s National Police Memorial Day:

- PC Chris Miller**, Metropolitan Police
- Special Constable Resham Singh Nahal**, West Midlands Police
- PC Matthew Lannie**, South Yorkshire Police
- PC Nick Dumphreys**, Cumbria Constabulary
- DC Jonathan Mark Hicken**, Dorset Police
- PC Roy Buggins**, Police Scotland
- PS Matt Ratana**, Metropolitan Police.

Those who have died as a result of the Covid-19 pandemic were also remembered.



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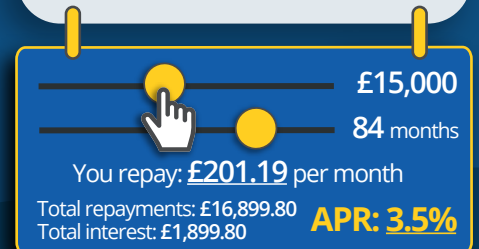
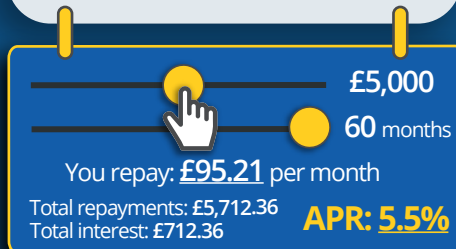
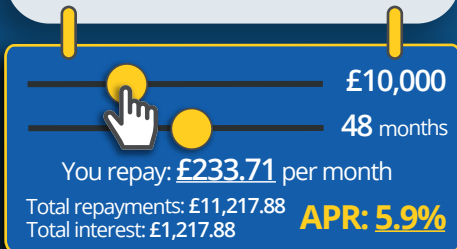
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# Officers need to be issued with the protective clothing they deserve

By PC Gary Sinfield

Are your prisoners hungry? Mine seem to be more frequently at the moment. The problem is that the only thing they seem to want to eat is me and my colleagues.

Of course, I am talking about detained people biting officers. I know that many of you reading this have been a victim of someone trying to eat you on duty. It's one of the worst types of assaults and in my four years of service I have been bitten at least three times. I have a scar on my right hand from one and another on my left arm from the most recent, which was the worse assault I have ever been a victim of.

While doing a Misper address check early in the morning, a drunk female walked by, seemingly in a bit of state. I asked if she was all right and if she needed any help. She then turned on me and tried to fight me. I had to spray her and while I was restraining her on the floor and getting the cuffs on her she turned and bit me on the forearm.

The other bites I've received were almost like puppy bites. They tend to stop when they meet the skin but you still end up with a scratch or cut that needs to be looked at. But this time it was like a badger, biting harder and harder into my arm for a few seconds before she let go. Luckily, it was all caught on BWV clear as day. Take away message: switch it on people.

Now why am I telling you this? My point, and the point of my first dive into journalism, is that I was lucky... really, really lucky. I was feeling a little chilly that night and was wearing one of those old plain black, double lined jackets. Don't ask where I got it, I'll never tell. This 100 per cent stopped her biting a chunk of flesh from my arm judging by the force she used. I was still left with a

swollen bruise and damage to my skin that has scarred but if I was wearing a long-sleeved ops top or one of the currently issued fleeces they wouldn't have given me any protection.

The following morning it got me thinking. Can you buy bite-proof clothing? Well, yes you can, right off the internet. It took me less than a minute to find a UK supplier of lightweight woven Kevlar clothing. This material is bite-proof to the same level as my old coat, fire retardant and slash-proof from blades etc. It's not bulky either; we're not talking about thick firefighters' uniform, the long-sleeved tops are about as thick as a thin jumper.

Why are we not wearing this material? In terms of the simple uniform worn day to day, response officers are going out into unknown, potentially extremely dangerous situations, in items which you might wear to walk up Snowdon.

Of course, there is the issue of money; there always is. In my experience, it's often an excuse used in the first instance to stop something dead in its tracks. But, if something needs doing then the money is found, that's why every officer now has body armour and more and more have Taser.

Policing is dangerous and resources are put into several specialist teams but I feel the humble response cop is forgotten. Nine times out of ten they are the first on the ground, first to attend, first to deal with the unknown, wearing a t-shirt and a pair of cargo pants.

Firefighters and now ARVs are provided with fire retardant and flame-proof clothing because of the hazards they face in the course of their duties. The armed forces, during the last eight years have had a massive reconfigure of their uniform and

personal equipment due to fully understanding the demands placed on their equipment and the effects on their people as a result.

I would argue that if you consider a person being placed in harm's way against unknown threats over a finite period of time, that being a response officer, then that is more dangerous than being an infantry soldier.

Personal Safety Training, of course, is a part of keeping yourself safe. However, is the College of Policing syllabus up to scratch compared to other systems taught to law enforcement such as Krav Maga? I would argue not but I think that is another debate for another time and another article.

In 2016/2017 the Met recorded 215 human bites, that's about four a week, in the same year British Transport Police recorded 54, an average of one officer each week being bitten. I would hazard to say it is the same story in most forces in England and Wales. We know the medical implications of bites, first aid, jabs, anti-viral medications and surgery at the very worse end of the scale, and that's not to mention the possible mental health fall-out from a severe assault. I am not ashamed to admit I have sought welfare support after my assault.

The uniform material I researched reduces the risk of puncture wounds from the bite and so reduces the infection risk and the overall impact of the assault. This will ultimately be felt in terms of monetary value within budgets.

We need this type of clothing; we need to protect the officer on the ground and not worry about the inevitable response of 'what would the public think of any change in uniform appearance?' We should move away from this type of thinking. The public might grumble, but bobbies don't change and the public will adapt. Officers need to be equipped with the clothing they deserve against the dangers they face.

I'll leave you with this. Anyone who's a fan of horror fiction will tell you all it takes is some poor police officer to be bitten by someone they think is drunk or suffering a mental health episode and the result is the Zombie Apocalypse.

Which could explain how I feel after four night shifts thinking about it...



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REPRESENTING, INFLUENCING, NEGOTIATING

# Force hosts PSA screening

The Federation was once again pleased to support the latest PSA screening event.

The event, held on 8 October at Force Headquarters, was initially planned to be held at the Federation offices but, due to changing Wales Covid restrictions, the decision was taken to hold it in the mobile police station in the car park at FHQ. The Federation tea, coffee and chocolate biscuits went down very well.

The purpose of the screening is to detect the early signs of prostate disease before men have any symptoms. This means they can then make a decision about whether they should undergo treatment. It can also mean that if the cancer is fast growing, it may be possible to start treatment early enough to stop it spreading beyond the prostate and becoming advanced prostate cancer.



All male officers and staff over the age of 40 were invited to attend and on the day bloods were taken from 134 people. These blood samples were sent away and the results were then sent back to the individual.

This was the sixth PSA testing event since June 2019 with 588 officers and staff so far having been tested. Similar events in other areas of the Force are planned for early 2021.



DCC Richard Debicki took up the chance of a test.

## Federation supports International Men's Day

International Men's Day takes place in the UK on 19 November every year and is celebrated around the world in at least 60 countries.



There are three core themes for International Men's Day in the UK.

They are:

- **Making a positive difference to the wellbeing and lives of men and boys**
- **Raising awareness and/or funds for charities supporting male wellbeing**
- **Promoting a positive conversation about men, manhood and masculinity.**

These core themes help to address some of the issues that affect men and boys such as:

- **The high male suicide rate**
- **The challenges faced by boys and men at all stages of education including attainment and re-skilling**
- **Men's health (including male cancers), shorter life expectancy and workplace deaths**
- **The challenges faced by the most marginalised men and boys in society (for instance, homeless men, boys in care and the high rate of male deaths in custody)**
- **Male victims of violence, including sexual violence**
- **The challenges faced by men as parents, particularly new fathers and separated fathers**
- **Male victims and survivors of sexual abuse, rape, sexual exploitation,**

**domestic abuse, forced marriage, honour-based crime, stalking and slavery**

- **The negative portrayal of men, boys and fathers.**

Every year, International Men's Day is marked by more and more women, men and organisations across the UK. During November, there was a Parliamentary debate, policy launches, employer days, community events, health days, business events, debates, student events, political events, gigs, conferences, competitions, comedy nights and charity fund-raisers – the most anywhere in the world.

A team of seven from North Wales Police have formed a 'Movember Team' which has been led by North Wales Police Federation secretary Mark Jones. Whether it is moving 60km over the month, growing a dodgy moustache or just being proud to shout about improving men's health then all help was gratefully received.

Mark said: "We got off to a good start with the fund-raising. I am close to £415 and the team collectively is inches away from £1,290. There is actually a league table of other UK police teams so there is some friendly competition.

"I am taking a daily photo as the 'Mo Grows'. I have photos from the clean shave on Day 1 and will keep taking more. I had visions of grandeur in perfecting the handlebar moustache. Sadly that was not to be after the first shaping shave in which I totally messed up and made the handlebars lopsided. Now I'm going for the classic top-lip fuzz!

"In terms of why I'm doing it? Since being in the Federation secretary role, my eyes have been really opened on just how many colleagues are struggling with their mental health. Some more severe than others but nevertheless there are plenty of fellow colleagues who are suffering. Likewise, we have very sadly lost a couple of male colleagues to cancer and know of others who are fighting the disease presently.

"Men can be the worst at discussing how they are feeling. Despite all the work being done it still takes something to, figuratively, hold up your hand and ask for help. It is heart-breaking when someone decides to take their own life; the despair, the anguish, the pain left behind. Anything we can do to stop this, get men help and support and fight the diseases which take lives far too soon has to be a good thing.

"The Police Federation has been immensely proud to support the Force efforts in the PSA testing, which helps detect prostate cancer, from the very start. This has had some outstanding results and, unquestionably, has saved lives as it has given that early indication for a colleague to go and get further tests and treatment.

"Like every family, we have suffered our bereavements, we have suffered our losses, we have endured rough times. This is why Movember is so important to me.

"It would be great to raise as much money as possible for the outstanding work of the Movember charity."

Donations for the team can be made via: <https://uk.movember.com/team/2375079>.

# Training department adapts for pandemic recruits

By Julie Brierley, head of training

I am delighted that in September we welcomed our first cohort of new recruits to commence the new police entry route learning programmes that lead to a Degree in Professional Policing Practice or a Graduate Diploma in Professional Policing Practice.

Bangor University and North Wales Police have been developing the new learning programmes over the last 18 months and have gone through the policing and academic validation and quality assurance processes for the two new qualifications. This collaborative approach is new to policing and we are delighted to be working with Bangor University to offer this to our new recruits.

New recruits who do not already have a degree will study for the Police Constable Degree Apprenticeship (PCDA) which normally takes three years to complete. They will be combining their academic learning with workplace learning and assessment and will be signed off for independent patrol.

New recruits who do already have a degree undertake a Police Degree Holder Programme (DHEP) which normally takes two years to complete. They will combine their academic learning with workplace learning and assessment and will be signed off for independent patrol.

These qualifications provide formal accreditation for the skills demonstrated by today's police professionals and the demands placed on them by an increasingly complex working environment. This was missing before and meant police officers did not have any formal qualifications that were recognised beyond the policing world.

As well as commencing these brand new learning programmes and in response to the workplace restrictions of the ongoing pandemic, our trainers have created a blended learning approach. This combines traditional classroom based learning with online learning resources, live streamed learning sessions, tutorial support and assessments. This approach to learning has been developed and tested with new recruits coming in since March and the trainers have provided their feedback on this.

I am really impressed with how the trainers have adapted and created new ways of learning and engaging with our new recruits. This is testimony to the teamwork ethos and their 'can do' approach to ensuring this is a great introduction to joining the police service and starting the exciting journey as a police constable in North Wales



Police.

I extend my appreciation to our new colleagues from Bangor University and the entire team that have brought this to life, making it extremely relevant to modern day policing and learning.

## Praise for student officers

Force trainers have praised new recruits for the way in which they have coped with the challenges of joining the Force during the pandemic.

"It has been a huge credit to all the students who have come through the department in the last eight months as to how well they have coped. They have not complained at any point and they have had to work under their own steam to get to the level required," say the trainers.

All students have achieved the required pass marks within their courses but they have missed out not only on the classroom based discussions to help them cement their understanding of the work but also turning up each day in uniform and starting to feel they are part of North Wales Police.

In addition, they have been denied the social aspect of joining a new intake and will not have the fond memories of nights out with new-found friends and colleagues that previous cohorts will have.

That said, the blended approach to learning adopted during the pandemic is likely to stay in place.

"Part classroom based and part online learning will be the way forward for future Police Education Qualifications Framework (PEQF) courses. For students who live some distance from the training facilities, this has been very much appreciated in cutting down

their transport costs and, of course, shortening their working day," the trainers explained.

While all the elements of the Initial Police Learning and Development Programme (IPLDP) course are still present in the new PEQF course, there are also a number of elements that are either new or more in-depth to complement the university work.

The Force trainers are working closely to the set of learning outcomes from the College of Policing to ensure students have all the information they need to progress to the next stage of their policing career and complete their academic studies.

The pandemic has thrown up many new challenges for the training department but it has managed to overcome these with online learning and fully risk assessed and managed classroom based inputs. This approach makes sure the students have the very best start to their career in these difficult times.

"As with anything that is new, unknown and unusual, it did take us a little time to sort things out especially around the IT side of things. Physical space has been our biggest obstacle. With class sizes of at least 18 students, it has been hard to find areas big enough to accommodate that many people while maintaining social distancing. The risk assessment and compliance side of things has also taken a great deal for every department in training," the trainers said.

"While online working is clearly not the ideal scenario for any type of learning, it has actually worked quite well where there has been no alternative."

But what has been the most difficult?

"From a trainer's perspective, the most difficult thing is keeping the students

engaged while working online with all the distractions that working from home brings with it. We have also been completely reliant on home and work Wi-Fi systems running smoothly so glitches in these have proven somewhat frustrating at times. It has also been almost impossible to get the free flow of ideas and questions as you would normally have in the classroom environment while working online," say the trainers.

"There have been a few really helpful and constructive areas of feedback from the students which has led us to make adaptations to how we deliver the course. It is sometimes difficult to pinpoint these areas when as a trainer you are dealing with all the other aspects of the course.

"The students, while very understanding of the need to work in the main online, did say that the odd session they had together, socially distanced, of course, in the class or on their PST training was great. To this end we tried where possible to give them chance to come together in a safe environment and discuss classroom inputs in an open forum.

"This is where the push for a blended delivery approach with the new PEQF came from and the students are really seeing the benefit of it."

## New PC enjoying the challenge

Juggling a degree and learning the role of a police officer on the job is a challenge that PC John Jones is relishing.

John is training to become a police officer and is completing a degree at Bangor University at the same time as part of North Wales Police's three-year Police Constable Degree Apprenticeship (PCDA).

The 29-year-old left secondary school in 2007 with basic GCSEs and admits he's had "no real education between then and now".

"At first the online sessions were a bit difficult because of distractions at home," he said, "The most challenging aspect though is the reality of having to do a degree and put time aside for completing that alongside learning and doing the job once on rota."

John added: "I enjoy being around and meeting new people, which has been difficult this year due to Covid. I'm grateful the majority of the training can be done physically in classroom as I find this was the best way to learn."

Originally from Liverpool but now based in Llandudno, John spent four years in the Army shortly after leaving school.

He then drove coaches for a local firm, which he still does part-time, and was a Police Community Support Officer in Abergele for three-and-a-half years.

"I only really considered becoming a police officer over the last few years," he said. "Having left the Army, I missed being part of a uniformed, disciplined organisation."

John said that improvements could be made to the application process.

He said. "When I applied for the role a year ago I was not aware of the degree process."

John is one of 18 new recruits in his cohort, and he said he's interested roles in traffic and surveillance.

## Making communities safer

PC Thomas Ibbetson says that becoming a parent had a big influence on him joining North Wales Police.

Thomas is in the early stages of training to become a police officer after spending the last eight years as a dispensing optician. And he says that making communities safer for his and other people's families was a big factor in joining the Force.

"That involved working with people from all walks of life and sometimes dealing with giving difficult news," said Thomas, who has two children and a step-child.

"I haven't always wanted to be a police officer. This is something which has come more recently as I've become a parent and matured I realised the importance of the police.

"I looked at the impact my previous role had on the direct and wider community and I realised that I wanted to play more of a part. I want to ensure that the neighbourhoods I live and work in are safe for both my own and other people's families."

Thomas is on the three-year Police Constable Degree Apprenticeship course. "The next three years will consist of being out on patrol at our designated station conducting our normal police duties," the 29-year-old said.

"As well as this, I'll be completing a three-year degree which North Wales Police are paying for. Personally, I enjoyed our recent personal safety training (PST). However, I do also enjoy getting to know the other recruits and their reasons for joining.

"I'm most looking forward to more physical and fitness training, as well as the role play exercises."

Thomas added: "The challenge is the added workload, during the first 22-week training course for the Bangor University degree, finding the time to do all the university work as well as revision for our police exams and definition checks."

Thomas said that his goals in policing are to help educate future generations about crime and the impact it has on people.

"I'm particularly interested in a school liaison officer position," he said.

# Retirement seminar dates announced for 2021

The Federation, in association with Spillane & Co Wealth Management, is running four pre-retirement seminars in 2021.

Retirement is one of the biggest lifestyle changes any of us will face. Due to rising longevity, it is becoming increasingly important that staff prepare effectively for retirement, both financially and in terms of lifestyle provision.

Providing assistance to help employees plan for this transition is important to help them to make more informed decisions for a more secure and rewarding retirement.

To that end, the Federation and Spillane & Co Wealth Management introduced a new style two day pre-retirement seminar for police officers and police staff in 2014. It's proved to be very popular, with seminars being fully subscribed.

These two days enable participants to consider aspects of life upon retirement and the kind of adjustments they might make

after they retire. To help in this process, invited speakers lead relaxed discussions on important topics on retirement-related themes.

The seminar helps people plan more effectively and manage the key stages of the process, with the needs of the participants of each particular seminar being the key driver. It's very interactive, and the aim is to get the answers to attendees' questions to help them make the most of their retirement. The programme also provides an opportunity to acquire useful insights into the challenges, as well as the new openings, facing those about to retire.

The two days cover:

- **Preparing for the next stage of your life**
- **Adopting a different lifestyle and considering further employment**
- **Marketing yourself for the future**
- **A healthier retirement**
- **Your pension scheme**

- **Financial planning**
- **Investments**
- **Putting your affairs in order**
- **National Association of Retired Police Officers (NARPO)**
- **Dealing with your questions and concerns.**

To promote an informal atmosphere and encourage group discussion, numbers are limited.

If you're retiring in the next two years, and would like to secure a place, email [FedAdmin@nthwales.pnn.police.uk](mailto:FedAdmin@nthwales.pnn.police.uk)

The next courses available are:

**15 and 16 March 2021**  
**7 and 8 June 2021**  
**27 and 28 September 2021**  
**22 and 23 November 2021.**

The seminars will be held at Colwyn Bay Cricket Club.



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# Chief Constable recognised in Queen's Honours List

Congratulations to our Chief Constable for being recognised in the Queen's Birthday Honours List.

Carl Foulkes has been Chief Constable since September 2018 and has been awarded the Queen's Policing Medal (QPM) which is awarded to police officers in the United Kingdom and Commonwealth of Nations for gallantry or distinguished service.

He said: "I feel very humbled and undeserving of this recognition when I look at the exceptional work done by colleagues across policing. This has to be as much about the brilliant people I have worked for, with and alongside.

"I am incredibly proud to be a police officer and the Chief Constable

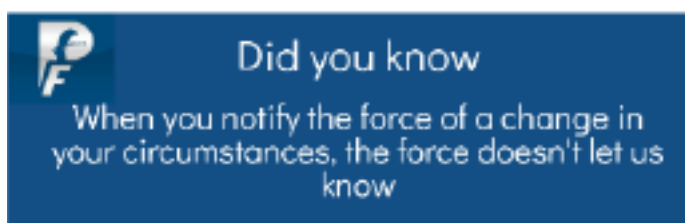
of such a fantastic force and want to thank everyone for their support over my 28 years of policing. I look forward to continuing to serve the communities of North Wales."

The Chief started his policing career with the British Transport Police in 1993, having previously served in the Royal Navy as an aircraft engineer and seen active service in the first Gulf conflict.

In 2003, he joined West Midlands Police as a Detective Chief Inspector in Walsall. He then moved into the Force CID before becoming Operations Superintendent in Birmingham.

After a period as Detective Superintendent in Force Intelligence, he was promoted to Chief Superintendent and became Solihull Policing Commander. In 2010 he assumed command of Force Intelligence, before moving on to head CID, the largest single department in the Force.

He was Deputy Chief Constable for Merseyside Police from July 2016 until taking the top role at North Wales Police.



**Did you know**  
When you notify the force of a change in your circumstances, the force doesn't let us know



**Keep us up to date**

- When you move
- When you have a new phone number
- When you have a new email address
- When your circumstances change

**When you keep us up to date, we can keep you up to date**

North Wales Police Federation [www.nwpolfed.org](http://www.nwpolfed.org)



*Chief Constable Carl Foulkes.*

## From Fed rep to Chief

Former North Wales Police Federation representative Jeremy Vaughan has been appointed as the new Chief Constable of South Wales Police.

Jeremy joined North Wales Police in 1996 and was a Federation rep from 2009 to 2010 when he became a superintendent.

He moved to South Wales Police as Assistant Chief Constable in 2016 and most recently served as Deputy Chief Constable.



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- Investment planning
- Estate planning
- Funding for future education needs

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ANTHONY DUFFY,  
RETIRED, PWLLHELI

*"I was a trustee of a workplace colleague's funds and was so impressed with Chris Spillane's sound advice. Chris is very good at explaining the types of investments and their pros and cons. I have no hesitation in recommending Chris to friends and family."*

MARK DAVIES, RETIRED, MOLD

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