

# YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /  
North Wales Police Federation



Winter 2019



## Geraint wins our Community Service Award – See Pages 4 and 5

Representing • Negotiating • Influencing

# Contents

Secretary's foreword	2
Chair's comments	3
Dedicated community sports volunteer and front-line police officer recognised at awards night	4
A day in my shoes	6
'I'm on your side and I've got your back'	7
Is it time for a Royal Commission on policing?	8
What matters most: officers give their views of Federation support	9
Pledge to increase sentences for assaults on police	10
National award for pioneering sergeant	10
Constables' concerns	11
Federation attends familiarisation events	11
Sergeants say...	12
Extra funding for Welfare Support Programme	12
Inspectors' insight	13
Pension benefits	13
Coming in the post	13
Remembering PC Andrew Harper	14
William takes part in memorial service attended by the Prince of Wales	14
PIP in focus at national seminar	15
IOPC, thematic case selection - mental health	15
Christmas cartoon	16
Respected and dedicated DS wins regional award	18
Federation calls for review of mental health crisis	18
Health and safety in focus	19
Leading examples of problem-solving showcased at awards event	20
Sharing Stories helping survivors	21
A capital opportunity	22
Federation first roadshow rolls into Llay	25
Checkpoint Cymru... coming soon	26
Fast pace of change in professional development arena	27
Understanding disproportionality	29
Dates released for 2020 pre-retirement seminars	29
Packed agenda at custody seminar	31

**Cover picture: Geraint Owen with the North Wales Police Federation Community Service Award cup. Also pictured are (left to right) Federation secretary Mark Jones, Federation chair Simon Newport, PCC Arfon Jones and Chief Constable Carl Foulkes.**

**Full story Pages 4 and 5.**

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## Secretary's foreword

# A year of mixed emotions

**By Mark Jones  
Secretary of North  
Wales Police  
Federation**



Welcome to the December issue of the North Wales Police

Federation magazine, 'Your Voice'. Despite my protests, I know the Christmas decorations will be appearing out of hibernation very soon!

It has been a really busy year with many challenges. Working in the Federation office certainly allows you to see colleagues and friends at their very best but equally at their very lowest but, at least, there is an opportunity to help every person in their hour of need.

2019 has been a year of mixed emotions really. This year we have tragically lost two of our serving police officers who passed away battling illness; DC Claire Williams and PC Chris Wood. Both officers were outstanding in their own right, both were totally dedicated to 'the job' and both leave massive voids with their colleagues and friends. We miss them both dearly and our love remains with the families of Claire and Chris.

This year, we also saw our first (and second, in the space of the same week) Post-Incident Procedure (PIP) in Force. These followed incidents which required the

commencement of a PIP due to a death or serious injury following police contact. The PIP process is still very much an unknown to the vast majority of colleagues, even I myself did not really know much about PIP until I had undergone my Federation training.

Given that PIPs may become more frequent, North Wales Police Federation has compiled an informative booklet which features a foreword from the Chief Constable as well views from the Federation, Professional Standards, the Independent Office for Police Conduct, a Post-Incident Manager (PIM) and a lawyer from Slater & Gordon Lawyers. An individual copy of the booklet will be sent to every Police Federation member so I encourage you to take the time to read it and, if you have any questions about PIP, please contact your local Federation representative.

As well as receiving a PIP booklet, at the same time, Federation members will also receive a new membership card. Many of our Member Service partners' deals, such as discounts and offers, are only eligible on production of a membership card. Over time we have negotiated various Member Service offers and full details are on our website:

<http://www.nwpolfed.org/services>. Equally, if you know of a business or organisation that might be interested in becoming one of our approved partners, please drop Jayne



LOOKING ON TO 2020, IT IS, NO DOUBT, GOING TO BE ANOTHER BUSY YEAR. HOW WILL POLICING FEATURE IN ANY NEWLY FORMED GOVERNMENT? HOW WILL THE WELFARE AND WELLBEING OF POLICE OFFICERS BE AT THE TOP OF THE AGENDA? HOW WILL FORCES COPE AND DEAL WITH THE EVER CHANGING DEMANDS? WHAT I DO KNOW IS THAT OUR MEMBERS WILL BE THERE 24/7 WORKING INCREDIBLY HARD TO PROTECT US ALL, AND FOR THAT, WE ARE ALL TRULY INDEBTED.

Humphreys an email at [Jayne.Humphreys@nthwales.pnn.police.uk](mailto:Jayne.Humphreys@nthwales.pnn.police.uk) and Jayne will do the rest!

It has been just over one year since the new Assaults on Emergency Workers (Offences) Act became law. It came in with much celebration as it was the first piece of legislation designed to offer better protection to the entire emergency service family. The Police Federation has been monitoring sentences on those offenders who attack emergency workers and, quite frankly, we are appalled at the pathetic sentences handed out at court. There may be the odd glimmer of hope with some cases but these are the exception rather than the norm.

It cannot be right that police officers and emergency service workers are being repeatedly let down by the judiciary. As a society, we ask a lot from our emergency service workers to protect us all so when one of them is attacked why are such pitiful sentences being imposed? Where is the deterrent? Where is the justice? All sectors of the judiciary need to take a long, hard look at themselves and reflect on whether they are 'doing the right thing' and question if they really do 'Protect the Protectors'? I would say not presently and that is a travesty.

In this issue of 'Your Voice', we celebrate and honour this year's winner of the North Wales Police Federation Community Service Award, PC 3279 Geraint Owen. Geraint, based on the LPS Response in Bangor, has been recognised for his outstanding dedication and commitment to his voluntary work in managing and running junior rugby teams in Colwyn Bay, for regenerating the North Wales Police Rugby Team and for, on top of everything else, volunteering to assist with coaching both adults and children at Rhos Judo Club. You can read more about Geraint's achievements, plus the outstanding work of our other award nominees on Pages 4 and 5. Congratulations Geraint!

Finally, looking on to 2020, it is, no doubt, going to be another busy year. How will policing feature in any newly formed Government? How will the welfare and wellbeing of police officers be at the top of the agenda? How will forces cope and deal with the ever-changing demands? What I do know is that our members will be there 24/7 working incredibly hard to protect us all, and for that, we are all truly indebted.

I know many of you will be working 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.

# Serious consideration should be given to a Royal Commission on policing

By **Simon Newport**  
Chair of North Wales  
Police Federation



As we hurtle towards Christmas, there appears to be a strange atmosphere in the air this year due to the electioneering that's ongoing by all our political parties. You cannot escape the political messages and they are even eclipsing the incessant commercialisation of Christmas that we have become all too accustomed to over the years.

Politics, regardless of your opinion, continues to dominate the news headlines and only the most determined people will be able to escape the promises and pledges being made.

An election period places restrictions on police officers due to the rules of purdah whereby all civil servants must remain politically impartial throughout.

But despite purdah, policing is political and the police service is often used as a political football to score points by the various parties with good reason, I suppose, as we are responsible for maintaining law and order.

That said, policing has changed and continues to adapt and evolve. It is a very long way from where it was nearly 60 years ago. Why 60 years ago? Well, that was when the last Royal Commission on policing was commissioned.

The Royal Commission published its findings in May 1962 and, in turn, led to the creation of the Police Act 1964 which updated legislation governing police across England and Wales.

Think about this for a moment.

1960 was the year Princess Diana was born, the Flintstones made their television debut, Bob Dylan released his first album, Burnley Football Club won the First Division Championship, HMS Dreadnought, the UK's first nuclear submarine, was launched by the Queen, Coronation Street first aired on television and the bestselling song of the year was 'It's Now Or Never' by Elvis!

For some of you, these events may bring back memories but for most, I would imagine, they are something your parents speak about or you have read about in the history books. A lot has changed in 60 years and that includes the police service. The service today is a very different service to the one that was operating in 1960 and therefore it is my opinion that, regardless of who controls Government after 12 December, serious consideration for another Royal Commission on policing should be high on the agenda to allow the public to have a say as to how their police service operates.

The way policing is funded across England and Wales needs reform. The way we recruit is changing, the crime we deal with is changing and the society we police is changing too. These are just the headline changes. Why are we still governed by legislation enacted back in the 1960s?

I have often said in these columns that I believe the United Kingdom has the best police service in the world. We are the envy of many countries due to our laws and tolerance and, even today, senior politicians and policing figures from overseas visit our country to see our policing model in practice. Despite this, we should not become complacent and we should all strive to improve and to enshrine in law our policing values.

That's why I believe a Royal Commission on policing is long overdue but I get the feeling that modern day politicians have no immediate appetite for it in the short-term, perhaps understandably as they try to wade through the treacle that is Brexit which, undoubtedly, has dominated recent Parliamentary time.

Finally, as the Christmas period draws closer, I am aware after working many of the past 24 Christmas and New Year periods that my colleagues will be gearing themselves up for one of the busiest times of year. Many will be working over the holiday period, myself included, to ensure our communities can enjoy the festive period in peace.

With this, I would like to wish all my colleagues, friends and families a merry Christmas and a happy New Year.

- National chair calls for Royal Commission – see Page 8.

# Dedicated community sports volunteer and front-line police officer recognised at awards night

**P**C 3279 Geraint Owen, who is based at Bangor police station, has been named as this year's worthy winner of the North Wales Police Federation Community Service Award in recognition of his dedication, commitment and outstanding passion for managing youth community teams and police sports associations.

The annual award is an excellent opportunity for us to be able to recognise our members' outstanding work, focusing, in particular, on what they do for our local communities.

This award is donated by the North Wales Police Federation Branch Council and is presented to a subscribing member of the Police Federation who, on their own initiative, has made an unselfish contribution to community relations within the 12 preceding months.

The 2019 awards ceremony, held once again in Deganwy, was attended by the Police and Crime Commissioner (PCC), Deputy PCC and the chief officer team.

As a community coach, Geraint is one of two qualified coaches associated with Colwyn Bay Junior Rugby Club under 11s. During the three years he's been a coach, Geraint has shown passion and commitment to the club and team, and has been pivotal to their success, with the team now being one of the main ones in their age group that others 'want to beat'.

He dedicates additional time helping to plan and organise the training sessions, and is constantly proposing new and innovative ideas for training and promoting the club, all of which benefits the children.

In April this year, Geraint dedicated a whole weekend of his personal time by helping the team on their first tour, which involved a night away. The parents were confident in knowing that Geraint would be in part responsible for safeguarding their children for this period.

Notwithstanding being in the early stages of his career, Geraint, without being tasked, undertook to regenerate a North Wales Police rugby team. North Wales Police had for many years fielded a rugby team but, for a variety of reasons, did not have one for



*Winner Geraint Owen (centre) with (left to right) Federation secretary Mark Jones, Federation chair Simon Newport, PCC Arfon Jones and Chief Constable Carl Foulkes.*

15 years. Undeterred, Geraint took ownership of the issues, began to inspire fellow officers and quickly raised a team.

In December 2018 officers from North Wales Police played their first competitive game against Colwyn Bay, which received massive positive community reaction. Not content with current players, Geraint persuaded numerous retired players to once again dust off their boots in an effort to increase staff wellbeing across the force.

Geraint now runs regular training sessions at the RGC training ground, motivating and organising a multitude of officers and staff, from many ranks. The friendship offered between team mates has also created a trusted network where colleagues can turn for help and advice. This was seen recently when a player was unfortunately injured while playing against Lancashire Constabulary, days before his wedding. A collection was quickly arranged and a wedding gift presented from the

rugby team.

Geraint is a valued member of the Great British Police Rugby League Team and aims to attend training monthly in Rochdale in order to commit to the team and keep a high level of fitness. He's due to travel to Australia in 2020 to represent GBP/NWP once again.

Geraint is also a community judo coach, committing to two to three hours a week to assist with the coaching of the Rhos Judokwai/Police HQ judo club for both adults and children.

Although Geraint's extra commitments take time away from his family life, they are based on self-motivation and genuine passion. His commitment is inspiring and admirable to the children and adults he coaches.

DI Lee Boycott said: "Geraint's dedication is clear for all to see, with him prioritising his availability (outside of his work commitments) weekly from Friday night

training sessions right through to the games on a Sunday – which can range in distance from Ruthin through to Pwllheli.

“During his time involved with the club as a coach, Geraint has made a special bond with all of the children involved; gaining their respect and admiration, driving through key aspects of respect and commitment into their young rugby careers.

“He is well respected by all of his peers and parents alike – all of whom fully appreciate the time he dedicates, especially considering that the role of ‘coach’ is usually fulfilled by parents of children involved in the teams. Geraint has no children at present but devotes his time from a love of rugby and desire to develop local children.

“Geraint is a genuine, inspirational, hard-working and respected member of the community who has the best intentions of his subordinates at the forefront of his weekly routine. He has influenced and encouraged many young people in the local community in a positive and respectful manner – all of which will stand them in good stead as the majority started their new adventure going forward to high school in September.”

We also welcomed the other nominees to the evening awards ceremony. PC Leigh McCann, a roads police officer, was nominated for his exceptional and dedicated work for more than 15 years with Treaddur Bay Lifeboat Station, to which he brings a high degree of leadership, ability and effectiveness at commanding the boat. He has also recently taken on the role of trainer/assessor at the station, training new crew members and upcoming helmsmen.

PC Elaine Ball was nominated for her dedication volunteering for two charities, supporting members of both her own community and others. Elaine has funded her own external counselling qualifications to enable her to volunteer for CRUISE, supporting people by way of counselling at times of personal grief, and also the Terrence Higgins Trust where she provides counselling support to those suffering from HIV. Elaine is a full-time working mum and is so dedicated in wanting to help others that, in between shifts and childcare, she still finds time help others.

Sergeant Non Edwards was nominated for her tireless and enthusiastic work tackling significant problems with violence and ASB in Caernarfon. Her achievements are particularly notable as they were made at a time where all public services have endured years of austerity and community policing teams have no doubt been impacted.

Several initiatives were driven by Sgt Edwards to tackle the problem. These included some frank conversations with senior managers of retail chains, encouraging them to take some responsibility for their policies and urging their staff to challenge inappropriate behaviour and at the same time making their store locations less



*Runner-up Leigh McCann (centre left) with his wife, Harriet, to his left. Also pictured (left to right) are Federation secretary Mark Jones, Chief Constable Carl Foulkes, PCC Arfon Jones and Federation chair Simon Newport.*



*Runner-up Elaine Ball with her partner Rhys Williams to her right with (left to right) Federation secretary Mark Jones, Chief Constable Carl Foulkes, PCC Arfon Jones and Federation chair Simon Newport.*

attractive prospects for crime/ASB. However, it's fair to say that recent events for Non in Caernarfon, which highlighted the amazing but often very difficult job that our officers do, were the talk of the evening – see Page 6.

- If you work with an officer who makes an unselfish contribution to policing their community then why not consider a nomination for the 2020 award?



GERAINT IS A GENUINE, INSPIRATIONAL, HARD-WORKING AND RESPECTED MEMBER OF THE COMMUNITY WHO HAS THE BEST INTENTIONS OF HIS SUBORDINATES AT THE FOREFRONT OF HIS WEEKLY ROUTINE.



# A day in my shoes

**By Sergeant Non Edwards, Caernarfon Policing Team**

It was Sunday 11 November 2019. I was supposed to be on a weekend off but, due to the Remembrance Service in Caernarfon, I, being the local neighbourhood team sergeant, had to be on duty to ensure road closures ran smoothly and for the community team to be out showing a presence.

The alarm sounded at 7.00am.

I let the cat in and fed it, I fed the dog and let him out, and then shouted goodbye to my children.

I am a single mother and have a 14-year-old boy and an 11-year-old girl. Sadly, being a working mum, they sometimes have to fend for themselves. Sunday was one of those days. "Bye Mam."

I have been a police officer for 19 years and I have seen a few chief constables come and go.

I hadn't met our current one, Mr Carl Foulkes, however, today I was to meet him. He was coming to Caernarfon for the Remembrance Service.

I got in, booked on duty and put my kit on. I checked my emails and jobs on screen. I then welcomed my team for the service. It consisted of one Police Community Support Officer, two Special Constables (one of them being on her very first shift) and four young Volunteer Police Cadets (aged 13 – 16). Three of these had never been out on duty before.

Yes, it was a young and inexperienced team, but nothing untoward was to happen today was it?

We were to show presence and ensure the roads and traffic management ran smoothly.

It didn't start well...I greeted the Chief and took him down to the square to meet the other dignitaries. I was wearing my hat back to front! The Chief was very nice about it and pointed out my slight uniform problem which I quickly, and embarrassingly, rectified. I thought that he must think of me as a buffoon. However, I didn't think I would run into him again, therefore the incident would hopefully be erased from his memory.

The parade and service ran as it should and then, at the end, the dignitaries went to stand at the front of our beautiful Caernarfon Castle to take the salute from the passing parade.

I was stood nearby on a road closure.

Here I stood, when at 11.45am a gentleman ran towards me in a terrible state begging me for help. I will never forget his words: "There's a man in there dying in the tower."

I abandoned my post and ran. I told the Control Room that I needed an ambulance. I

didn't know any details, other than what I had been told. I ran and, as I got to the castle, I threw my stupid hat somewhere – and then, I noticed him, the Chief Constable of North Wales Police had abandoned his salute spot and was running behind me.

We got to the tower and found a gentleman collapsed with his distressed wife nearby.

I ripped off my belt, body armour and coat and flung them somewhere. I got to my knees and began carrying out CPR. Next to me, the Chief was on his knees helping me.

Thirty chest compressions, two breaths, 30, two, over and over – that's what I had been taught in my first aid training.

We tried desperately to save him. Then, the paramedics arrived.

Doctors, paramedics, the air ambulance. I stood back and looked on in awe of this wonderful calm team who worked together to save this man's life. They also tried for some time. Sadly, he had passed.

This gentleman and his lovely wife had been holidaying here from Australia when he had collapsed and passed away in Caernarfon Castle.

I tried my best to comfort his wife and as she thanked me through her tears for trying so hard to save her husband, I too cried.

We are not robots, we too are human and, despite my 19 years in and having dealt with death on so many occasions in the past, today it got to me. I tried to save him, but I failed. And she thanked me.

I later visited his widow in a nearby hotel. I wanted to know all about this man who I had tried to save. I didn't just want

him being 'the deceased' and so, in a hotel room, I sat with his grief stricken wife and she talked, showed me photos and told me what a wonderful man he had been.

She told me he would have laughed at the fact that he had died in such wonderful surroundings at Caernarfon Castle. I then said that I could add that the Chief Constable of North Wales Police had also tried to save him. We both smiled and she passed her gratitude onto him. That thanks came from her heart, although that heart was heavy and breaking.

I left her and returned to the station where my wonderful colleagues hugged me and told me to go home to my kids.

I went home, put the key in the door and so my second shift started: "Mam, what's for tea?"

I hugged my children. They didn't know why, just that I needed one.

My first ever meeting with the Chief, Mr Carl Foulkes, is one that I will never forget. Thinking he would forget me, as he meets so many police officers, I somehow feel that he won't for he too is human.

He also tried to desperately save someone's life. We think that chief constables sit in their top office in the big headquarters and are so far removed from us, the police on the ground. Mr Foulkes is not one of them. When I needed a colleague to help me, he came running... he had my back, and for that I will always be grateful.

My young team were pushed to their limits in clearing the nearby streets and cutting off traffic so that we could convey the gentleman out of the castle with dignity.

These were young Special Constables and Cadets who had to deal with a real life emergency and did so with grace and professionalism, for which I am so proud.

To them, the Chief Constable, my fellow colleagues in the emergency services – thank you.



*Sgt Non Edwards was a runner-up at the Community Service Awards this year. She was presented with her certificate by Chief Constable Carl Foulkes. Also pictured are Federation secretary Mark Jones, Non's son Tomos Gibson, PCC Arfon Jones and Federation chair Simon Newport.*

# 'I'm on your side and I've got your back'

The 'bravery, commitment and sacrifices' of police officers has been praised by the Home Secretary.

Priti Patel said it had been 'humbling' to meet some of the 'most remarkable officers' from across the country, during her three months in post.

She was addressing 700 officers and invited guests including chief constables and PCCs at a Police Federation of England and Wales celebratory event organised to mark the organisation's 100-year anniversary. The event was held at Methodist Central Hall in Westminster, London where the Federation's first conference was held in 1919.

The Home Secretary said: "Your courage, dedication and public service has been truly moving. I'm hugely honoured that my job is to help you do all of yours. From physically taking on violent and ruthless criminals, to breaking heart-wrenching and tragic news to bereaved families.

"From handling some of the most devastating and atrocious tragedies to bringing safety and security to the communities in which we all live. You are always there. And for that, I salute you all."

Speaking about the dangers officers face,

she said: "Each day, I ask myself, do people truly understand how unpredictable, dangerous and challenging the work of a police officer is?"

"Because, I worry the people posing the threats you face are ever more callous. The job we ask you to do is ever more complex and dangerous. That is why I want to make it clear that I am on your side and that I've got your back.

"I recognise the bravery, commitment and sacrifices of both serving and former officers. And I stand with you; the brave men and women of our police."

She paid tribute to PC Andrew Harper, the Thames Valley officer killed while on duty earlier this year, describing him as a hero.

She praised the Police Federation for the 'key role' it plays saying: "Whether it is engaging with Government, supporting families or, helping officers who have been assaulted, the organisation continues to work tirelessly to represent the interests of the rank and file."

And the Home Secretary said she was committed to strengthening the relationship between the Police Federation and the Home Office, adding the 100-year anniversary of the Federation was a 'remarkable achievement'.

She also spoke about how one of her highlights as Home Secretary, so far, had been



Home Secretary Priti Patel.

working with Federation chair John Apter, saying it is 'completely right that he is holding myself and the Government to account on our commitments'.

One of her first acts as Home Secretary was to begin the recruitment of 20,000 extra police officers and she also said she believed it was the job of the Home Secretary to give police officers the protection they need and empower officers to do their jobs, hence the £10 million of ring-fenced funding for Tasers.

She concluded: "As long as I am Home Secretary, I will always give you the backing you need to keep yourselves and the public safe. So that, together, we can stand for the forces of right, and against the forces of evil.

"Policing is a job like no other. Every day, in every town or city, police officers perform thousands acts of bravery, humanity and compassion.

"You are the ones society expects to run towards danger, to protect the vulnerable and to keep you safe."



Photos by Anderson Photography

North Wales Police officers (from bottom right) help recreate a photo taken at the first Federation conference at the Methodist Central Hall in Westminster. See Page 8 for the original shot.

# Is it time for a Royal Commission on policing?

The national chair of the Police Federation of England and Wales believes now is the time to shape policing for the next 100 years and pave the way for change.

John Apter was speaking in front of Federation members and reps from across England and Wales, as well as the Home Secretary, at an event staged to mark the centenary event.

The national chair heaped praise on Fed reps, calling them the 'backbone' of the organisation, and said 60 years on since the last Royal Commission he believed the time was right to ask the public what they wanted from their police.

"In that 60 years the UK population has increased by more than 14 million people, who all need the police. That's why I genuinely believe that the time has come to ask the public what they want from their police: is the current model of policing right for the next 100 years?" he said.

"We have a funding formula which sees a disparity in what people in one force area can get compared to those from another. It's a postcode lottery of funding that is grossly unfair. We have a structure of 43 separate forces. Is this right?"

Much of his speech was centred around Federation reps, as without them the Federation would not exist as it does.

"The welfare of our colleagues is what drives us; it motivates us all. Looking out for, and looking after our colleagues, is what we do. And let's not be ashamed to say, we do it really well," he said.

"I know many of you juggle your day job as a police officer with that as a Fed rep, very often working in your own time for those you represent, often without thanks or recognition. Well, today we give you that thanks, and that recognition."

Looking back at the last 100 years John spoke about how the early years of the Federation were consumed with issues of police pay, with little time for welfare and support issues.

He went on to highlight the most recent successes – the increase in funding for Taser, the Police Covenant, which will provide greater protection and support for officers suffering physical or psychological trauma, and the Protect the Protectors



Photos courtesy of Anderson Photography

*Standing on the stage at the centenary event, in front of a picture showing the first Federation conference at the Methodist Central Hall in Westminster, London in 1919, are (left to right) North Wales Police Federation chair Simon Newport and workplace representatives Tony Edwards, Liz Owen, Tony Latham and Dan Ball.*

campaign which resulted in harsher sentences for those who assault blue-light workers.

And he paid tribute to officers who have lost their lives in the centenary year: **PC Andrew Harper**, Thames Valley Police **PS Colin Fox**, Metropolitan Police **PC Kevin Flint**, Thames Valley Police.

He concluded by saying the Federation would continue to work with the Government but in return officers

needed to be treated with the recognition and respect for the difficult, dangerous and demanding job they do and should be paid fairly.

He said: "The Fed reps of 100 years ago built the very foundations of our organisation. We are now building the legacy. Together, united, we will continue to do the very best for those we represent: Our colleagues and our members who deserve nothing less."



# ‘What matters most’: officers give their views of Federation support

Three officers who had received excellent support from the Federation gave an insight into how the organisation makes a difference to its members in a centenary event session called ‘What matters most’.

Custody Sergeant Zoe Bradstreet from Surrey Police explained how the Federation was continuing to provide support during a four and a half year – and ongoing – case involving a death in custody.

On Day 1, she said, the Federation was there for her, offering her a comfort blanket and virtual hug. Crucially, Zoe explained, the Federation could see the signs of stress within her and the impact the case was having on her husband and her children, pointing her towards counselling which had helped give her strategies to cope. The Federation, Zoe added, had become like family to her, providing support 24 hours a day when she needed it.

Ché Donald, deputy chair of the Federation, said the impact of such cases on individual officers was phenomenal with many being made to feel like criminals when they were just doing their jobs. The psychological impact could last a long time, he explained, with there being nothing worse than being accused of something you hadn’t done.

This was also picked up on by James Holden, a Hampshire response driver, who was prosecuted for dangerous driving after what he felt was an ‘uneventful pursuit’ involving an offender with 150 convictions.

His Fed rep was the now national chair John Apter.

“I can’t thank John enough,” said James, who is now a Fed rep himself on the Isle of Wight.

Acquitted at court after an eight-day trial, he said the build-up to the hearing really took its toll on his mental health and that of his wife, also a serving police officer.

Ché told the audience that while it was right for there to be inquiries to find out what has happened, particularly in relation to the loss of life, it shouldn’t be a witch-hunt and nor should it be assumed that someone has done something wrong rather than it being appropriate police action in dangerous situations. Enquiries into officers were often taking longer than murder investigations.

Mick Johnson, a Cleveland officer with 28 years’ service, explained how he was



The panel session ‘What matters most’ (left to right) Mick Johnson, James Holden, Federation vice-chair Ché Donald and Zoe Bradstreet.

treated for PTSD after an incident in which he ended up with a relatively minor physical injury but a massive impact on his mental health.

Repeated exposure to traumatic incidents meant that around 20 per cent of officers are thought to be suffering from PTSD and this is why the Federation, Ché said, believed there should be a wraparound welfare provision for all officers, something that had been developed over the last 10 years through mental health support programmes, for example, at the Flint House rehabilitation centre and the Welfare Support

Programme. The Police Treatment Centres also offer mental health support to their subscribing members.

He also called on officers to support each other, by asking colleagues if they are OK and encouraging them to talk about how they are feeling but urged forces to invest in preventative tools rather than reacting when someone has a mental health crisis.

Some forces were talking the talk, he said, but not walking the walk with policies in place but no evidence of what they were actually doing. The Police Covenant could help to ensure there is not a postcode lottery in terms of the support available to officers.

## Our rep says...

*“I thought the venue was superb and the addition of the City of London staff in their ceremonial dress was a very nice touch. I was pleased the current Home Secretary was invited but felt the speech was almost party political and this was not the right occasion for that. The national chair spoke passionately about the role of Fed reps but it then became slightly repetitive and I felt having panels and Q and A sessions was not appropriate, especially the one which involved Sir Tom Winsor, the College of Policing and NPCC during a time when officers could not fully engage due to restrictions at election time.*

*“I felt there should have been more emphasis on inviting former chairs or national secretaries to speak and for colleagues serving and retired to be invited to speak about the positive impact of the Federation on their lives and not an interview format with facilitator Ian Collins choosing what was asked and steering the conversations. More music could have been included and perhaps funny stories over time. The inclusion of the silence and roll of honour was a nice touch though; as was the photo re-enactment at the end.”*

**Tony Latham, North Wales Police Federation workplace representative**



## Pledge to increase sentences for assaults on police

John Apter, national chair of the Police Federation, listens to Home Secretary Priti Patel's speech to the event.

Sentences for those who chose to assault police officers could be doubled, the Home Secretary has announced.

Violent offenders who assault officers, and other emergency service workers currently get up to 12 months in prison but this could rise to two years, following the announcement by Priti Patel.

She made the pledge at the Police Federation of England and Wales' centenary event in London, saying: "One of the first acts of the next Conservative Government will be to consult on doubling the maximum sentence for assaulting police officers and other emergency service workers, taking the maximum sentence from 12 to 24 months in prison.

"We are going to make the thugs who attack police officers think twice."

The Assaults on Emergency Workers (Offences) Act 2018 was introduced in

November 2018 following the Federation's successful Protect the Protectors campaign which called for a two-year sentence where assault or battery was committed against a colleague.

Ms Patel said: "I've been appalled by the increasing numbers of assaults on our brave police officers and am not going to stand for it.

"Part of the solution is giving police the resources and powers they need to keep themselves safe but we also need to make sure that the punishment for assaulting an officer truly fits the crime. I will always have the backs of the police and want to see those who do them harm behind bars for longer."

In the last year alone, there were more than 30,000 assaults on police officers in England and Wales – up 18 per cent. As many as one in four serving officers were attacked.

## National award for pioneering sergeant



Sergeant Hana Alayi-Moore (left) receives the Women in Policing Award from Dame Cressida Dick, Metropolitan Police Commissioner.

Lancashire custody sergeant Hana Alayi-Moore has received the Police Federation's National Women in Policing Award for her tireless work for colleagues.

Hana introduced 'Maternity Buddies' - a training scheme for male and female volunteers to support colleagues expecting a child or going through the adoption process. She also chairs a Menopause Action Group and a Divisional Wellbeing board and these, along with the 'Maternity Buddies' scheme, have been adopted as best practice.

On receiving her award from the Metropolitan Police Commissioner Dame Cressida Dick at the Federation's centenary event on 21 November, Hana said: "I feel privileged and proud and somewhat overwhelmed."

## Our reps say

*"The event was more like a mini conference rather than a centenary celebration. A number of guest speakers told us how good the Federation is and the good work we do but we already know this. I just didn't feel this was in any way a celebration never mind a 100-year one. It left me feeling very disappointed.*

*On a positive note, I did feel very lucky and privileged to be in the re-enactment photograph at the end which will now form part of the Federation history and, who knows, hopefully in another 100 years the Federation representatives will be sat there again looking at the photos of the last 200 years re-enacting the scene again for themselves leading into the next 100 years." Tony Edwards, North Wales Federation rep.*

*"I think it came across as a mini-conference as opposed to a celebration. I*

*appreciate that it is a difficult thing to organise and it is easy to criticise after the event but I felt, especially given the setting, we should have had a police orchestra or band playing some music, perhaps a singer or two and maybe even paraded ex-chairs on the stage rather than have a Q & A whereby they were essentially preaching to the converted. A music concert with PFEW milestones across the 100 years would have been, in my opinion, a better option." Simon Newport, North Wales Federation chair.*

*"As my first experience of a large PFEW event, I was not sure what to expect. I was impressed by the venue and it's sense of history and thought it was great to be able to hold the centenary event in the same location as the very first Federation conference.*

*"The various panels and speakers very informative and some of the tales of mistreatment and appalling decisions made by the IOPC and CPS go to show how important it is for officers to have the support*

*and back-up of the Fed.*

*"It was a difficult time to hold such an event due to the imminent General Election which restricted what we could say or ask and what the speakers could give in answer. This was a great shame as with the Home Secretary and Sir Tom Winsor present it would have been a good chance to raise some challenging questions.*

*"A roll of honour shown on a big screen and listing all the names of officers who have passed away while on duty was very emotional. The list of names seemed never-ending and was a powerful reminder of the risks we take each day and the huge sacrifices made by officers past and present.*

*"While in London, we also managed to visit the National Police Memorial near to The Mall. This was a place I had never visited before and it was great to be able to go and pay our respects to all those fallen colleagues." Dan Ball, North Wales Police Federation rep*

# Christmas is coming...

By PC Vinny Jones,  
North Wales Police  
Federation  
workplace  
representative



OK, so have you been given the unachievable task of organising the rota Christmas do while keeping everyone happy? You know, the do where you will never satisfy everyone with the location or the start time, the do where everyone is coming until you ask them for a deposit.

Yep, I know exactly how you're feeling and I'm sure many of the Federation reps across the country feel the same too in their role as a Fed rep. It's incredibly difficult, if not impossible, to keep everybody happy all of the time, yet that's what some Fed reps and supervisors feel they're expected to do.

Managing people's expectations is always going to be challenging but I've always believed the best way is to have an honest, sensible discussion in the first instance and I encourage anyone who feels aggrieved by anything, by anyone, to have that initial honest, sensible discussion. If that fails then at least you've tried and there are other avenues that can be explored if necessary, get in touch with us for support.

Line managers are in an ever-increasingly difficult position to keep their team happy too, juggling everyone's personal requirements, leave requests,

return to work strategy meetings and then there's the actual police work side of things.

Now, I can hear many of you shouting: "But they've decided to be a supervisor. That's what they get paid more to do". I get that but when was the last time that you asked your supervisor: "How's things?"

I think we often forget, or don't realise, how much more responsibility our supervisors have. So, before the end of your shift today, take five minutes to ask your supervisor how they are and not just: "You ok?" Look out for each other, have each other's back and speak out – never be scared to speak out, there is always support somewhere.

The festive season is fast approaching and for many of you this will be a time for celebration and family gatherings. Where you can, make sure you enjoy your time with loved ones and if, like me, you're working over the festive period, stay safe and make sure you get to finish your shift.

It's also worth remembering that not everyone celebrates Christmas and not everyone has loved ones to spend their time with. So, I encourage you to take a moment to think about those who don't have the same family support network available to them. Whether that be a work colleague or a neighbour, your simple interaction with them could have a huge impact on their wellbeing.

There we have it the 'wellbeing' word; a word I'm sure many of you have heard of late due to having had the 'Healthy Mind Foundation Training'. I attended a session

and felt it was hugely beneficial, more so due to the fact that it brought staff from different roles within North Wales Police together and highlighted some issues which the organisation has a responsibility to address. I have every confidence in the wellbeing team feeding back any issues raised.

The theme of wellbeing can be commonly found in the police and there has been a huge push by the organisation to ensure our wellbeing is being looked after, putting measures in place in an attempt to prevent any reactive care being required. We also have our own personal responsibility towards our own wellbeing.

Know your limits and have the courage and confidence to understand when enough is enough and it's time to talk. I genuinely believe that the stigma which once surrounded mental health and wellbeing is diminishing quickly. There have been many campaigns over the last year or two which have really helped make the subject transparent, #tootoughtotalk is just one example.

I'll leave you with a Winston Churchill quote: "Success is not final, failure is not fatal: it is the courage to continue that counts."

You can find out more about wellbeing within North Wales Police on the intranet at <http://intranet.nwp.net/busserv/hr/SitePages/Health%20and%20Wellbeing.aspx>

I wish you all a safe festive season and a healthy new year.



## Federation attends familiarisation events

In October we went along to the Police Recruitment Familiarisation events at Coleg Cambria and Coleg Llandrillo with some of the amazing North Wales Police team.

The event was an opportunity for anyone interested in becoming a North Wales Police officer to ask us any questions they may have about working for North Wales Police as well as the recruitment process.

There was a 30-minute presentation which gave lots of interesting and useful information about joining North Wales

Police and the new entry routes from 2020. They was also an input from the Federation.

We also welcomed friends, partners or family who attended to find out more about what it is like having a loved one working for the Force.

We had around 70 people come to the session at Coleg Cambria, and more than 120 at Coleg Llandrillo, so we were kept very busy! It's so important we let our future colleagues know that the Police Federation will be by their side throughout their careers.



Federation secretary Mark Jones.

# Inside the line

By **Trystan Bevan**,  
**North Wales Police  
Federation  
workplace  
representative**



"All those traffic bobbies do is sit in a lay-by eating doughnuts and issuing speeding tickets. Can't they go and catch some real criminals?"

"Why can't RPU deal with that?"

"Where are traffic? Why can't they go to that job? They've got shiny new cars, what else do they do?"

Sadly, that is the perception of many out there, both the public and within the organisation.

Despite the numerous press appeals, social media posts and campaigning we do to try to influence and show exactly what we do, I decided something more needed to be done.

So, that is where 'Inside the Line' was born.

It all stemmed from a radio programme around three years ago that looked at individuals who worked night shifts. A reporter spent time on patrol with RPU and was struck by the variation in jobs throughout the shift. That same reporter maintained contact with us and that is

when we approached him with an idea for a TV programme.

A six-part TV documentary focussing on RPU has recently been commissioned which will be aired on ITV Wales with a Welsh language version on S4C in late 2020.

Following that, it will also be aired on the ITV Network, meaning the whole of the UK will be able to view.

The programme-makers have been granted access to the team and filming is about to begin which will continue over the next 10 months or so. A single-crewed cameraman will accompany some individuals from the team to capture the varied jobs we attend.

Many would wonder why we have allowed a crew to spend so much time scrutinising our work, but this has been done with careful consideration and agreement from many of the team – including the full support of the Chief Constable.

The documentary will feature key members who will provide an insight into their work, how they cope with the stressful nature of dealing and investigating fatal and serious road traffic collisions, and how it impacts on their family life. It will look at the various roles within the team – including the role of the FLO and the Commercial Vehicle Unit. It will also focus on the characters behind the uniform – showing their hobbies and how they unwind from the job.

This programme will hopefully show everybody exactly what we do and how we do it. Despite the perception that we are everywhere, we are only a small unit, using a very targeted approach in reducing the number of people killed or seriously injured on our roads.

What I hope this programme will show is that we are human beings that wear a uniform. We wear it with pride, but it is a job at the end of the day. I hope that showing the human being behind the uniform will make the public think twice in the way they interact with us, result in fewer assaults but also reduce complaints against police when they realise just how complex and difficult our role is and the difficult, sometimes emotional, incidents that we have to deal with.

And, you never know, we may even see people assisting us when they see officers being assaulted and need help, rather than just standing there recording us on their phones and posting onto social media.

So, over the next 10 months or so we may be called to the same jobs as you, we may see you in custody or at meetings so please don't be alarmed if you come across some of us being followed by a cameraman!

If you have any concerns about appearing on film, please let them know there and then or contact Delyth at the corporate communications team.

## Extra funding for Welfare Support Programme

The Welfare Support Programme which offers a round-the-clock helpline to officers and their families who are going through life-changing circumstances has been given a cash boost.

The Police Federation of England and Wales (PFEW) is putting an extra £175,000 in to the programme, taking its funding for the initiative to a maximum of £335,000 a year.

This will help set up a proactive phone line that will reach out to officers who may be in need, and a bespoke counselling service.

The expanded services, which are also aimed at better supporting Federation reps as they continue to serve in multiple roles and with a wide variety of responsibilities, will be trialled for a year.

John Apter, chair of PFEW, said: "This is exciting news and underlines the support given to our members and reps by the Federation. It's fitting that in our 100th year we have made the decision to enhance the programme which helps so many of our members and their families. Wellbeing and the support we give to our colleagues is essential and this will ensure the good work of the Welfare Support Programme not only continues but is enhanced."

The helpline, which is available 24/7, 365 days a year is manned by staff who have had training in police discipline, Post-Incident Procedures (PIPs) and are certified in mental health first aid.

In the three years since it was set up the programme, which is run by the Police Firearms Officers' Association on

behalf of the Federation, has supported more than 1,000 officers and saved at least six from taking their own lives.

The Welfare Support Programme can be accessed by officers:

- Involved in a death or serious injury incident at work that results in Post-Incident Procedures
- Suspended from duty
- Served with gross misconduct papers; or
- Deemed in need of the programme following a consultation with their Federation branch and the Welfare Support Programme.

It is also available for partners, dependants and immediate family members of officers entered onto the programme and any person living in the same household as the officer.

# Tackling crime

By Inspector Jason Higgins, North Wales Police Federation workplace representative

In July this year the Prime Minister Boris Johnson announced his Government's intention to recruit an additional 20,000 police officers by 2023 and said recruitment would begin within weeks.

I believe that we should be very cautious about whether it will in fact happen and also how this 'promise' will be delivered in practice.

Here in North Wales, the 'boost' in police numbers will only restore our strength to 564 fewer officers than we had in 2009. We must not lose sight of the fact that those numbers were cut at great haste by Mr Johnson's predecessor – Theresa May - in her role as home secretary and later as prime minister. Mr Johnson probably voted in favour of these cuts to police numbers as a Conservative MP.

On Sunday 3 November, Rishi Sunak, the Government's chief secretary to the

Treasury, was interviewed by Andrew Marr. Mr Marr quoted Professor Paul Johnson of the Institute for Fiscal Studies: "The worst thing to do is to sack 20,000 police officers and then to recruit 20,000 police officers; it is incredibly inefficient and expensive." I recall similar advice being given to Mrs May by former Federation national chair Steve White in his conference address in 2015.

Mr Sunak's response covered the usual manifesto 'promises' of making people feel safe, allowing officers to exercise their powers of stop and search, longer sentences for those who commit crime, improving prison security, and the important one, 'ensuring an approach to law and order' that the country and at least the people in his constituency (i.e. those he wants to vote for him) want.

I would like to ask Mr Sunak: "Why did your Government decide that between 2009 and 2017 the public wanted such a radical reduction in police numbers with

the associated risk of an increase in crime and disorder?"

Between 2009 and now our members have worked incredibly hard, often at a cost to their own health and welfare, to ensure that, in spite of reduced police numbers, offenders have continued to be brought to justice. England and Wales has the highest prison population in Western Europe with only a very slight decrease observed in the last four years. While this demonstrates that the criminal justice system is working, I believe it is also evidence that crime prevention, offender rehabilitation and youth diversionary projects have been inadequately resourced and funded.

In the Treasury spending round for 2019-20 the Government has earmarked £16.3 million (one third) of the £45 million set aside to fund the first 2,000 officers for advertising and key investments to support the biggest recruitment drive in decades.

I would say if you want to accelerate the recruitment of police officers to replace those lost reverse cuts to police pay and conditions of service. The Edmund Davies settlement on police pay and conditions in the late 70s allowed police service recruitment to compete with the private sector and led to an immediate surge in applications with, I am sure, a fraction of the proposed £16.3 million advertising budget of the current recruitment drive.

“ HERE IN NORTH WALES, THE 'BOOST' IN POLICE NUMBERS WILL ONLY RESTORE OUR STRENGTH TO 564 FEWER OFFICERS THAN WE HAD IN 2009.

## Pension benefits

You should, by now, have received your Annual Benefit Statements (Pensions). Remember, you need to check the following information prior to looking at the projections on the statements:

- **Date of birth**
- **Notional start date**
- **Pensionable salary**
- **Marital status.**

If any of the above need updating please let XPS, the pension administrators, know ASAP at [penmail@xpsgroup.com](mailto:penmail@xpsgroup.com) or telephone **01642 727333**.

Also please note that your pensionable salary will be based on the average between 1 April 2018 and 31 March 2019.

## Coming in the post

All members will be receiving their diary and pen through the internal mail in the weeks before Christmas. This year's parcel will also include a Post-Incident Procedures (PIP) booklet and a new North Wales Police Federation membership card.

As we mentioned in the September edition of 'Your Voice', we have designed and produced the PIP booklet to raise awareness of the PIP process. PIP can increasingly be used for any serious incident and, because the process hasn't to date been widely used within Force, there is still some myth and distrust around the whole process.

The booklet contains an introduction from the Chief Constable and includes an input from the Force's lead Post-Incident Manager (PIM), the Professional Standards Department, the Independent Office for Police Conduct and Richard Black, a principal lawyer at Slater and Gordon.

It explains what a PIP is, why it's used and details the four stages of the process. It also contains the experiences of two North Wales officers who have gone through the PIP process recently.

Because of the nature of the work that you do, and the people that you deal with, any one of us could find ourselves involved in a PIP at some time so the booklet provides vital information to enable you to understand this important area of policing.

The new membership card can be used to take advantage of the Member Services discounts that we have negotiated for you. To find out what's available take a look at the services page on our website.

# Remembering PC Andrew Harper

On Monday 14 October the policing family joined together at Christ Church Cathedral, Oxford to honour and remember our fallen Thames Valley colleague, PC Andrew Harper, who tragically died while performing his duties following a serious incident on 15 August 2019.

Andrew's family and friends were joined at the cathedral service by more than 800 people. Those attending included Thames Valley Police Chief Constable, John Campbell, many of Andrew's colleagues, chief officers and Police and Crime Commissioners from other forces along with representatives from the Police Federation and the Superintendents' Association as well as senior leaders from other emergency services and representatives of local partner agencies and the criminal justice system. Home Secretary Priti Patel

represented the Government.

Emotional tributes were given by Andrew's widow, Lissie, and one of his closest friends and colleagues, Jordan Johnstone.

North Wales Police was represented at the funeral by Chief Constable Carl Foulkes and Mark Jones from the Police Federation. Mark said: "When we lose a colleague we all feel the pain. The 'thin blue line' got that little bit thinner and we will never forget the ultimate sacrifice paid by Andrew. The thoughts and love of us all from North Wales Police continue to be with Andrew's family, friends and colleagues."

*Nothing is past; nothing is lost. One brief moment and all will be as it was before only better, infinitely happier and forever we will all be one together.*

## William takes part in memorial service attended by the Prince of Wales



*William Parker lights the candle of remembrance.*

HRH The Prince of Wales honoured fallen officers at this year's National Police Memorial Day service.

As patron of the NPMD, he attended the service held this year at Glasgow's Royal Concert Hall on Sunday 29 September.

Scotland's First Minister Nicola Sturgeon and more than 40 chief constables were among a congregation of around 1,500 people including officers of all ranks and fallen officers' families.

Among them were the family of North Wales PC Andy Parker who was killed in a motorbike crash when travelling home after a night shift in 2005.

During the service, Andy's son, William, lit the candle in remembrance of Welsh officers who have lost their lives.

Other candles were lit as follows: Representing Scotland, Margaret Sinclair, supported by her daughter, Patricia Sinclair, wife and daughter of PC Leslie Sinclair who died in 1972 from injuries suffered in a road

accident while on duty.

Representing England, Rumbie Mabuto, widow of PC Joe Mabuto who died after suffering a heart attack while on duty. She was supported by their children, Kenny and Sophia.

Representing Northern Ireland, Margo Hetherington, daughter of Reserve Constable Jacob Rankin, Royal Ulster Constabulary George Cross, who was fatally shot in 1978 by terrorists while on duty.

Prayers were led by Marilyn Bromilow, the sister-in-law of PC John Edward Bromilow who was fatally injured in 1979 in a patrol car crash while escorting a prisoner; Chief Inspector Gill Marshall of Police Scotland, widow of PC Alan McMurray who died in 2006 when he was struck by a van at the scene of an accident, and Stephen White, chair of the Royal Ulster Constabulary George Cross Foundation.

Chief Inspector Andrea MacDonald, chair of the Scottish Police Federation, read the

names of officers who have lost their lives during the past year:

**PC Joseph Robert Cooke**, Metropolitan Police. **PC Daniel Clayton-Drabble**, Thames Valley Police.

**PC Kevin Flint**, Thames Valley Police.

**PS Colin Michael Fox**, Metropolitan Police.

**PC Andrew Harper**, Thames Valley Police, and **PC Roy Buggins**, Police Scotland.

The service also paid tribute to US Special Agent Nole Remagen who died while on duty in Scotland.

There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the orchestra played 'Abide With Me' and the Last Post was sounded.

North Wales Police Federation was represented at the service by secretary Mark Jones who said afterwards: "National Police Memorial Day is a key event in the policing year, giving us the opportunity to remember our fallen colleagues while also standing shoulder to shoulder with their families, showing them their sacrifice is never forgotten."



*George, Kate and William Parker in Glasgow.*

# PIP in focus at national seminar

By Tony Edwards, North Wales Police Federation workplace representative

Simon Chesterman, firearms lead for the National Police Chiefs' Council (NPCC), was the opening speaker for the Police Federation of England and Wales Post-Incident Procedures (PIP) seminar held in Warwickshire over two days in October.

Mr Chesterman spoke about PIP in armed policing with the emphasis on the fact that the procedures are used not only to find truth and accountability but also to protect officers. He went on to say that PIP should be straightforward and should not be made complicated.

Emphasis as usual was placed around Key Police Witnesses (KPW) not conferring following any discharge of a police firearm or, for that matter, any incident that leads to a PIP.

He went on to say that there has been a significant change in armed policing with more authorised firearms officers within forces. There were 15,000 deployments last year with only 14 discharges of a firearm by police, a very small percentage indeed. It is, however, highly likely that police shootings will increase due to the increased numbers and the growing threat of terrorism and Organised Crime Groups.

PIP works well within the firearms world but not so much across general policing and this needs to change.

Kevin Nicholson from the College of Policing and Mark Wardley of Straw &

Pearce solicitors gave a presentation about death and serious injury (DSI). Kevin started by explaining the evolution of Authorised Professional Practice (APP) around DSI and PIP and explained why it had taken seven years to draw up a policy on DSI.

The issues surrounding the separation of KPWs were explained with Mark outlining the legal challenges that had been introduced in relation to it. It remains that KPWs should only be separated if it's safe to do so, necessary or practical; this has been through much discussion and many court cases.

The guidance from the Independent Office for Police Conduct (IOPC) remains the same as ever and was spoken about in some depth. This, however, remains as guidance and it is important that you record your rationale in not following that guidance.

Andy Birks, a retired PC, and Keith Malda from the Metropolitan Police Federation gave a very interesting and often mesmerising account in relation to the death in custody of Sean Rigg. They highlighted how the officers involved were badly treated not only by the IOPC and the Crown Prosecution Service but also by their own force.

Andy's investigation took an almost unbelievable seven and a half years to complete with him being suspended for most of that time. He spoke about the impact it had had on his life and how his welfare and wellbeing were never even considered. He was never asked how he was

copied by anyone other than his Federation support. He said that he had never been in such a dark place in his life and praised the help and support given to him by the Police Firearms Officers' Association (PFOA) and finally how it had only taken a short time to acquit him of any wrongdoing when his case was finally brought to court.

Mark Williams of the PFOA provided an update about the Welfare Support Programme (WSP). The WSP is now in its fourth year and is funded by both the Federation and the PFOA. It's important to emphasise that the programme is not only there to support officers but also their families.

It was great to hear that in its four years, the WSP has been responsible for saving five lives and supporting more than 2,000 police officers. Long may it continue.

Hayley Aley, wellbeing lead at PFEW, spoke about the importance of wellbeing within policing and some of the systems that are in place to help support our members and reps. It's important to remember that we need to ensure we are taking care of our reps as well as the members that they look after.

Other presentations over the two days included the responsibility that comes with being trained to shoot; time limits – the impact of lengthy Investigations and a panel discussion on death in custody.

I thought that, in the main, the seminar and the agenda were well presented, with some good and relevant subject matter discussed.

I look forward to next year's seminar and seeing what progress has been made from this year, in particular the lobbying of Parliament for a change in the law in relation to time limits on police prosecutions.

“ I LOOK FORWARD TO NEXT YEAR'S SEMINAR AND SEEING WHAT PROGRESS HAS BEEN MADE FROM THIS YEAR, IN PARTICULAR THE LOBBYING OF PARLIAMENT FOR A CHANGE IN THE LAW IN RELATION TO TIME LIMITS ON POLICE PROSECUTIONS.

## IOPC, thematic case selection – mental health

The Independent Office for Police Conduct (IOPC) has launched a thematic case selection project, designed to allow it to focus on identifying wider systemic issues and opportunities for learning, as well as making it clearer to forces why it investigates certain cases independently.

The watchdog initially focused on two themes, domestic abuse and abuse of position for a sexual purpose (APSP) before adding road traffic incidents (RTIs) as a third theme in February this year.

It has now completed consultation with stakeholders in respect of the fourth area, mental health, and launched that

area on 7 October 2019.

This means the Force may see more referrals in which mental health played a role being investigated independently. The IOPC's focus will be on the following areas:

- Restraint and the use of force on those with a mental health condition during a mental health incident.
- Initial police handling of a mental health situation/incident (including initial call handling and initial attendance).
- Police involvement in cases where someone goes missing, or is discharged, from a mental health hospital, including the appropriateness of risk assessments

and any subsequent actions taken.

Taking the above into account, the IOPC assessment unit aims to select cases where it considers there are opportunities for learning, where there are Force specific concerns, or where there is potential for good practice to be identified.

It will keep the Force updated on progress with this work and the impact this thematic approach to case selection has on learning for the Force and the IOPC.

When we hear more, we'll let you know.



*Just one m...*





one thing..."

# Respected and dedicated DS wins regional award

By DC Nick Hawe, North Wales Police Federation representative

Paul Byron, a North Wales detective sergeant on the Serious and Organised Crime Unit, won the Region 7 (all Wales) Detective Recognition Award at the Police Federation National Detectives' Forum Annual Seminar and Awards.

Paul attended the awards evening, held in Birmingham in October, with his partner, Laura.

It is always a pleasure to see officers and teams rewarded for their hard work and dedication, and there were some fantastic examples of excellent work during the evening.

Paul is a hard-working, dedicated officer who leads by example and has ensured that the SOCU, with help from all other officers and staff from North Wales Police, has secured some astonishing results and put some dangerous, devious and committed criminals behind bars for many, many years.

His enthusiasm and persistence has been integral in securing excellent results in numerous complicated operations. He has been described as 'one of the most respected detective sergeants within our Force' and I would not disagree with that.

Paul finds time to develop less experienced staff within the arena of covert policing and has designed his own training exercises. This sharing of knowledge and skills benefits us all and his relentless efforts help to make North Wales a safer place for people

to live. I was going to say live and visit, but some of these visitors are now in prison and will not be returning for many, many years!

I was also lucky enough to sit next to our Chief Constable Carl Foulkes during the awards and dinner. I found him to be approachable, engaging and funny and I genuinely think we are fortunate that we have him leading North Wales Police.

His passion for the role is contagious and he is willing to discuss any subjects and listen to people's views; something which I am not shy about giving on occasions. Mr Foulkes was in attendance to support DS Byron and I know he fitted this into a very busy calendar, having to leave and travel at the conclusion of the awards ceremony, while others celebrated long into the night. I obviously took inspiration from this and had a reasonably early night myself.

The seminar itself comprised of a mixed bag of topics covered by some excellent speakers. There were topics such as fraud and in-depth case reviews; emotional and personal

inputs in relation to honour-based violence and PTSD/depression and a very brave session from the programme director of Police Now. I say 'brave' because Police Now and the Federation have not always agreed with the way in which its programme has been implemented.

There appears to be healthy discussion now between both parties and hopefully this will mean that the new detectives will be given the right amount of support and training. In relation to the personal inputs, they were closed to the media and therefore it is not right to go into detail in a publication such as this.

Both officers who spoke were truly brave and courageous, both in the ordeals they had been through, and in the way that they were able to share the personal and emotional impact on their lives. By speaking out, they enabled other people in the room to reflect on their experiences and demonstrate that it can be more than OK to admit that sometimes things are not all OK.

“PAUL IS A HARD-WORKING, DEDICATED OFFICER WHO LEADS BY EXAMPLE AND HAS ENSURED THAT THE SOCU, WITH HELP FROM ALL OTHER OFFICERS AND STAFF FROM NORTH WALES POLICE, HAS SECURED SOME ASTONISHING RESULTS AND PUT SOME DANGEROUS, DEVIOUS AND COMMITTED CRIMINALS BEHIND BARS FOR MANY, MANY YEARS.”

## Federation calls for review of mental health crisis

The national chair of the Police Federation has called for a review of what he has called a 'growing mental health crisis' – a move welcomed by North Wales Police Federation secretary Mark Jones.

Figures show that police officers have dealt with 28 per cent more cases in the past four years, prompting John Apter to call for the review.

An Institute for Government Performance Tracker 2019 survey found the number of mental health incidents involving police officers rose from 385,206 to 494,159 between 2014 and 2018. It also showed there was also a 13 per cent increase in the number of people taken to a place of safety by officers under the Mental Health Act.

Commenting on the issue, Mark said: "Police officers want to help people and will

never turn their back on someone in mental health crisis, but that does not mean they are the best people to be offering the help and support these people need.

"They are not prisoners, they are patients, and they deserve proper assistance from those who are qualified to give it. Police officers want to help, and will never turn their back on someone in need but they are not best placed to be dealing with people who are in a mental health crisis. They do not have the training or expertise required and, while they will always do their best, other services should be offering specialist help and support."

The national chair said: "This country is in the grip of a growing mental health crisis and my colleagues are at the very forefront of trying to protect and support vulnerable people. These figures show we have reached

beyond tipping point, and we would welcome a wider public investigation into these important issues.

"Most people think a police officer's time is used in dealing solely with crime. However, about 80 per cent is spent dealing with non-crime related incidents involving mental health situations.

"These situations are extremely complex and often involve individuals in such a state of despair they may wish to end their own lives or hurt other people. I personally know from 27 years of service as a police officer just how emotionally distressing these situations are for my colleagues.

"We urgently need a fresh investigation into this growing issue, where the emphasis must be on providing the best medical option for those in desperate need."

# Health and safety in focus

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



Body armour, Taser and regional networking were three of the issues discussed in the opening session of the latest Federation health and safety leaders' seminar.

The seminar, held from 23 to 25 September, also included a national update from the chair.

Mathew Tomlinson from solicitors Slater and Gordon gave a talk on stress and fatigue, covering what fatigue is, the symptoms and the difference between fatigue and tiredness. He went on to discuss health concerns known to cause fatigue, the importance of sleep, the ACAS working hours guidance, Police Regulations and Working Time Regulations. He then spoke about stress and the types and causation of stress. He ended the presentation by suggesting that the police should not fall under the same law as civilians for fatigue law. This was followed by a Q & A session.

Belinda Goodwin and Hayley Aley gave an interesting update - on behalf of the Federation's national wellbeing sub-committee - on wellbeing within the police service and the progress made so far in trying to help minimise it. Topics discussed covered:

- Physical wellbeing, mental health, financial wellbeing and wellbeing in general. All 43 forces now have a wellbeing SPOC, with Warwickshire Police now allowing their cops gym time in work (two hours' gym time per set of shifts)
- The Police Treatment Centre in Harrogate has just had a £2.5 million donation with the sole purpose of helping treat officers suffering with PTSD
- The benefits of taking a power nap in work was also discussed along with the Blue light discount card which, in most

cases, only costs £5 and is valid for two years. Various companies are signed up to this scheme offering discounts to all police officers helping save them money.

On Day 2 Chris Taylor, the operational H & S adviser in relation to the complexities and initial challenges following the Grenfell Tower disaster in London, Matt Bonner, SIO Grenfell, and Andy Chalmers, force identification officer, gave a very interesting presentation about the demand on numbers and the importance and need of partnership working.

They gave a broader insight into the complexities of Grenfell from a policing perspective, again covering the complexities, initial, subsequent and ongoing challenges particularly in the painstaking searching of the building following it being made safe. Every inch of the building had to be searched and cleared by officers in full CBRN type PPE often working in extreme heat. This was a necessity to help identify victims.

They went on to discuss the difficult task in dealing with the traumatised families of the victims and the occupational health challenges for all staff. Due to the nature of the work ongoing, mandatory welfare screening has been set up for all involved.

Federation representatives Deano Walker, Ross Pritchard and Matt Crowley gave an update on the 2022 Commonwealth Games, covering the plans so far and the requirement for a possible 2,500 officers a day on mutual aid with the welfare of those officers being a priority especially in the accommodation and feeding of all involved. We will follow the developments for this event with interest.

Alan Craddock, head of public services sector at the Health and Safety Executive (HSE), bravely returned for a second time with a determined message of trying to build bridges and instil confidence within the police service.

You may well remember from February that it became blatantly apparent that the HSE's key priorities were with the health service, education, Ministry of Defence,

Prison Service, Fire and Rescue Service and lastly the police. The feeling from the room at that time was that the police service is in a 'too hard to do' box for the HSE and with no positivity received from Alan, on that occasion, he left behind him an angry room.

During this visit, he was able to provide some assurances that the HSE would engage more with the police service when required and, on this occasion, he left his audience not feeling angry or let down, but with a more positive and quiet confidence. However, only time will tell.

Lyn Harris provided a further update on health and safety law, legislation and Brexit. It is expected that there will be some more minor changes from the Government in relation to this mainly in the removal of EU references, but it still appears that the UK will continue with the current EU laws around health and safety.

Brian Jones gave a Scottish Police Force update saying all front-line staff will be issued with new body armour. The armour will be an updated, fit for purpose item with great consideration given to the welfare of the end user. It will cost several million pounds.

On Day 3 we discussed single-crewing and mental health. The issues faced with single-crewing officers as opposed to having them double-crewed were raised along with how productivity has been found to be higher in some forces following the double crewing of front-line officers. Health and wellbeing of those officers double-crewed is generally felt to be greater as they tend to feel safer. It's very much a case of resources vs risk. It was frightening to discover that in some forces there was only one PC on duty during the night with their nearest back-up being almost an hour away.

The seminar finished with the setting of future health and safety sub-committee priorities. It was decided that three items of real concern from all of the issues highlighted across the 43 forces would be taken forward to the sub-committee.

As ever, a very interesting and worthwhile seminar which saw many relevant topics discussed.

CAUTION

# Leading examples of problem-solving showcased at awards event

A project aimed at reducing anti-social behaviour in Holyhead was awarded first prize at the North Wales Police Problem Orientated Partnerships (POP) Awards held in Deganwy.

Problem Orientated Partnerships is a proactive approach to problem-solving and encourages agencies across the Force area to work together to develop solutions to the immediate underlying conditions contributing to public safety problems.

The winning project looked at reducing anti-social behaviour at McDonalds in Holyhead which had been creating an increased demand on North Wales Police, without displacing the problem to other locations in the town.

A problem-solving approach helped identify and analyse the issues. Engaging with partners, including McDonalds, youth services, and the young people involved, a programme was developed using the four Es: education, engagement, enforcement and engineering to tackle the problem. Since the implementation of the plan, there has been an 89 per cent reduction in demand.

Second place was awarded to the Caia Park Arson Reduction Project. This project saw the joint NWP and NWFRS Arson Reduction Team identify the overall issues to a very detailed level.

Using a problem-solving approach, the team embarked on a programme of positive



Mark Jones, secretary of North Wales Police Federation (left), with (left to right) PCSOs Caitlin McGonigle, Kelly Williams and Kelly Tatlock and Chief Constable Carl Foulkes.

engagement, education and effective partnership with evaluation built in at regular intervals to ensure that interventions were effective. Although only nine months

into the project, the team have already seen a reduction in deliberate fire incidents of 72.9 per cent.

In third place was the Bridge Jumpers Project in Betws y Coed. Pont y Pair in Betws y Coed is a Grade II listed bridge which has spanned the Afon Llugwy for more than 240 years. The problem arose due to a rise in demand in calls to North Wales Police about people jumping from the bridge which has been illegal since 2015.

The work involved identifying what had caused the rise in demand, and also identifying the precise nature of the problem. Working with Conwy County Borough Council, CADW, Natural Resources Wales and the source of the calls, the project very effectively progressed to a mutually acceptable conclusion, and demand has reduced by 100 per cent.

The Amethyst Team Sharing Stories Project received a special mention. It focusses on recognising that children and young people involved in the criminal justice system and in giving evidence in sexual violence trials are often re-traumatised by that





IT HAS BEEN A REAL PRIVILEGE TO LISTEN TO THE EXAMPLES OF OUTSTANDING PROBLEM-SOLVING POLICING THAT HAVE TAKEN PLACE ACROSS THE WHOLE OF NORTH WALES.

experience. See below.

Keynote speakers at the awards included Professor Stuart Kirby, a chartered psychologist and a Professor of Policing at the University of Central Lancashire, and between 1977 and 2007, a police officer with Lancashire Constabulary. Stuart currently acts as a judge for the Tilley (UK) and Goldstein (International Awards) in Problem Orientated Policing.

The award for first prize, sponsored by North Wales Police Federation, was presented to the winners by Federation secretary Mark Jones.

Mark said: "It has been a real privilege to listen to the examples of outstanding



Guests at the awards.

problem-solving policing that have taken place across the whole of North Wales. Each finalist has clearly made a significant impact in their local community, so much so that choosing an overall winner was a problem in

itself! We want to congratulate the Holyhead Neighbourhood Policing Team for being the overall winners this year."

The third annual awards event was held in September.

# Sharing Stories helping survivors

The new resource Sharing Stories/ Rhannau Straeon was launched on 5 September this year.

Sharing Stories is a booklet, film and podcast created by young people who have used the services of Amethyst SARC and explains in their own words the processes they went through including disclosure, talking to the police, having a medical, waiting for a CPS decision, going to court and, ultimately, how they have survived being subjected to sexual violence.

It is aimed to give the resources to other young people of secondary school age who have been subjected to sexual violence to reduce isolation and promote resilience. Survivors of all ages have said they wished they had had a similar resource available to them because it would have been extremely helpful.

It is also hoped to use the resource in training police officers and others who may come into contact with young survivors to increase their awareness of the impact of sexual violence and of the process involved in reporting it.

The project has taken more than 18 months and each stage has been designed and approved by the young people. It has received excellent feedback from other SARC services, youth workers, Childline and NSPCC staff, the police and other sexual violence support services.



Chief Constable Carl Foulkes and judging panel member Sylvia Chenery presenting the cheque to Hannah Mart of Sharing Stories.

The project received the North Wales Police POP judges' discretionary award and was given a grant of £3,000 to help with costs. It has also received financial support from PACT, Crimebeat and the South Caernarfonshire Soroptimists

The booklet is available on NWP intranet

and can be ordered from print. The film and podcast can be seen and heard here:

<https://www.youtube.com/watch?v=MFTVik9N2j4>

<https://www.podbean.com/site/EpisodeDownload/PBBE04F5267Y8>



# A capital opportunity

*A lone North Wales officer outside Buckingham Palace.*

**By PC David Smith**

I recently had the privilege of being deployed to London as part of a PSU mutual aid to assist the Metropolitan Police with the climate change protests.

The North Wales Police serial was made up of officers from across the Force area and we formed a PSU with our colleagues from Cheshire Constabulary. We were the second unit to be sent to the capital to relieve colleagues who had already been deployed the week before.

Our primary role was to provide high visibility patrols during the hours of darkness in the area of Trafalgar Square. I felt very proud as we were given the responsibility of protecting the iconic site which had been very well published as the main area that climate change protesters congregated and we were tasked with preventing them setting up camps.

We also had the opportunity to conduct patrols in Leicester Square and support Met officers police the night-time economy. The Met supervision were impressed with our



*The North Wales team in London.*

officers' positive approach and the way that we interacted and engaged with the public. Local residents and tourists thanked us for our support and contribution to keeping London safe, the 'Heddlu' were made to feel very welcome!

I feel extremely honoured to have been given the opportunity to represent our organisation out of our Force area. The

alliance between North Wales and Cheshire PSU reiterated the strong bond between both organisations and that we are one police family.

It was a fantastic experience both professionally and personally and a career highlight. I would like to thank North Wales Police Federation for kindly supplying us with welfare bags and their support.



# NWP FEDERATION Group Insurance Scheme

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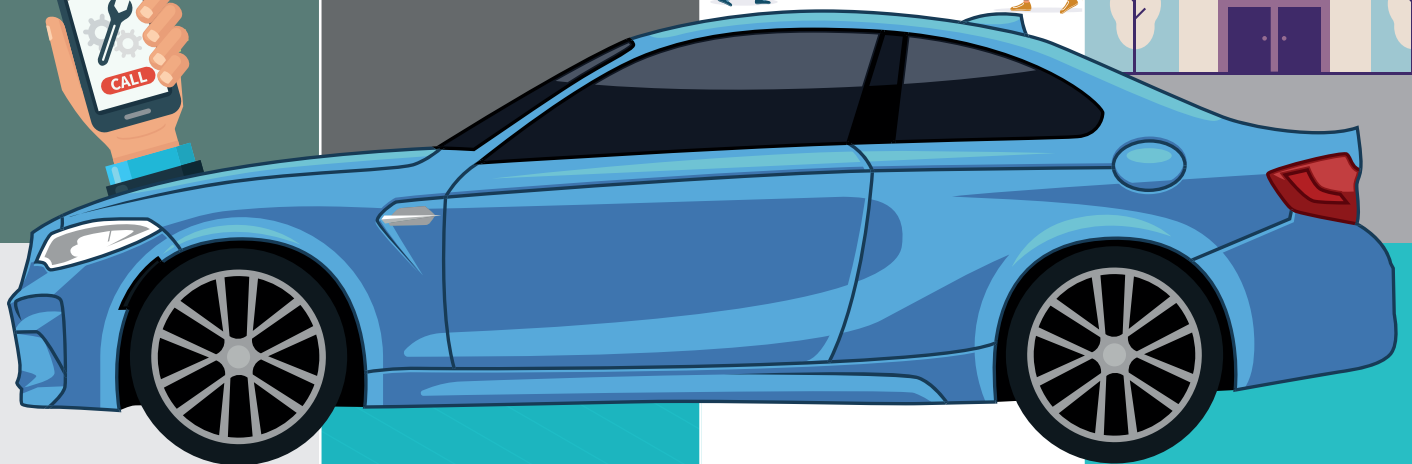
## Home Assist



## Alternative Travel



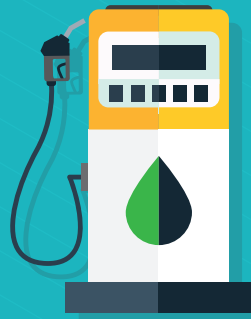
## Emergency Overnight Accommodation



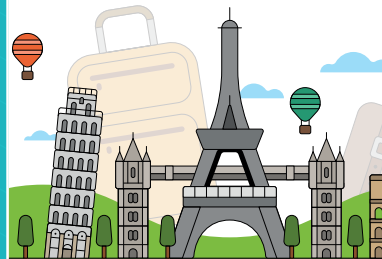
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## Misfuel Assist



## European Assistance



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# Federation first as roadshow rolls into Llay



Member Services providers prepare to talk to members.

The Federation has held its first ever roadshow in Llay.

The event was one of two (the other being in St Asaph) organised to raise awareness of the wide range of services the Federation offers – for officers, and for the entire police family.

Federation reps Mark Jones, who attended the St Asaph event, and Vinny Jones, who went to Llay, were on hand to answer questions from officers. They ranged from the 'I've always wanted to know...' to enquiries around flexible working to concerns about assaults on police officers. Many officers came along to just catch up with a rep.

Mark said: "The roadshow was a great success giving an opportunity for officers to see the wide range of services that North Wales Police Federation has to offer and have the chance to meet with a Federation

representative."

A number of Member Services providers attended the event to showcase some of the many offers that the Federation negotiates on members' behalf.

Ian and Lisa from Philip Williams & Co were kept very busy talking to officers and staff about the Group Insurance Scheme, and the new features introduced in 2019.

John, Tony and Gareth from Harvey Howell solicitors made their first visit to one of our events, to talk to officers and staff about the legal services that they can offer. As a result of the number of queries that they received, they scheduled a clinic in Llay in late October.

Lois and Lee-Anne from No 1 Copperpot Credit Union, and Kallie and Faye from Police Mutual were there to talk about the array of financial services that are available – from savings to mortgages and from loans to



Federation rep Vinny Jones presents Siân Rees (above) and Camille Morgan (below) with their prizes.



children's accounts, while Martin from Police Insure was also very busy. Congatulations to Camille Morgan and Siân Rees, the winners of the Police Insure draws in St Asaph and Llay.

Lisa and Peter attended for The Police Treatment Centres (PTC) and were able to talk to officers, PCSOs and CDOs about the many benefits of donating. Those who made enquiries went away with a pack which included the much-coveted PTC stress balls!

The officers, staff and volunteers who visited were able to see a sample of the services that are available to the whole police family. If you weren't able to make it, and would like to know more about the Member Services providers who attended, or to find out what else is available, check out our website – new vehicles, holidays, mobile phones, will writing...

[www.NWPolfed.org](http://www.NWPolfed.org)

# Checkpoint Cymru... coming soon

This December North Wales Police will be rolling out Checkpoint - the first diversion programme of its kind in Wales.

The original Checkpoint scheme was first launched in Durham in 2015, and has since gone from strength to strength. Anna Baker has been appointed as the Checkpoint Cymru manager and will be leading a team of nine navigators, three per custody suite. The navigators have a wealth of knowledge and skills and bring real energy and diversity to the programme. In due course, there will be a 'Meet the Team' piece on Forcebook.

Based on the premise of out of court disposals and our offender management principles, Checkpoint aims to provide a credible alternative to prosecution by identifying and supporting relevant needs and the 'critical pathways' out of crime, with the result being that low and medium adult offenders are diverted away from the criminal justice system (or exit the criminal justice system at an earlier stage) while also addressing the underlying causes of their offending behaviour.

Checkpoint is a voluntary programme which will result in an exit from the criminal justice system should the bespoke and individually tailored 'contract to engage' be complied with; a failure to complete the

Checkpoint contract will result in formal court proceedings being invoked.

The contract has up to five conditions, with a mandatory agreement not to reoffend for the duration of the contract.

Other conditions include: support and interventions around the subject's critical pathways of need, making amends for the harm caused to victims by use of restorative approaches or voluntary community work. The contract allows individuals to move away from crime to improve their life chances and overall health and wellbeing.

Checkpoint navigators will prepare, co-ordinate and deliver individually tailored contracts and support offenders to engage with support services to tackle the underlying causes of their offending.

The offence is classed as a deferred prosecution, which can be invoked at any point during the four-month period should the offender breach the conditions of the contract. Completion of Checkpoint results in an exit from the criminal justice system and no criminal record.

#### Access to referral services

The project is not simply about crime and disorder. It is a multi-agency project which improves awareness of and access to health-based services for all people

presenting at police custody with an overall aim of improving public health, life chances and community wellbeing. This will allow savings to be made in the future, by reducing demand as more individuals successfully engage. The successful delivery of Checkpoint relies on an approach involving a wide range of local partners, which allows strategic level coordination and access to referral services.

Martin Blakebrough, CEO of the charity Kaleidoscope which helps vulnerable adults, said: "Kaleidoscope is excited by the development of Checkpoint as a way of diverting people from the criminal justice system into constructive alternatives where people are given the best chance to turn their lives around. In essence, Checkpoint navigates people away from crime into positive futures.

"As a drug and alcohol service, we recognise many people are at risk of being criminalised which will further add to their problems. Checkpoint will navigate people to us ensuring they get the help they need without the stigma people would get without Checkpoint. We hope in North Wales we lead where other police areas will follow."



## Legal Services for North Wales Police

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# Fast pace of change in professional development arena

The second Federation Professional Development Seminar of 2019 took place at the Police Federation of England and Wales (PFEW) headquarters in Leatherhead in September.

The agenda was, as usual, packed with topical presentations.

The programme began with a very thought-provoking presentation around vulnerability by the City of London Police. They've been looking at vulnerability and the Peelian principles, asking the question "Is that all that we do now?"

The answer, of course is no, we do a lot more now in addition to the basics – vulnerable people, safeguarding etc. They have also been looking at the role of an officer in 2019, asking "What do we expect?"

The answer is a profile much wider than that of the Peelian principles. So, do we judge or hold officers to account with this wider profile? Are we adequately training officers to deal with vulnerability? And how much training do existing officers and new recruits get around vulnerability?

We all know that demand has increased while numbers have decreased; partner agencies abilities have decreased and the police have picked up work outside the service's core area of business. It's a really complex landscape that isn't going to change or get better and it's highly unlikely forces will push back on dealing with vulnerability.

So, we need to focus on ensuring we are

training our members to deal adequately with this complex area otherwise, as demand increases, we will be passing jobs to officers who aren't adequately trained. The College of Policing 'Look beyond the obvious' course looks at vulnerability in a holistic way and looks more at what makes a person vulnerable. It also looks at our expectations as a service, says vulnerability training is for everyone, encourages us all to look beyond the obvious and promotes professional curiosity - the new name for being nosy! It's an interesting approach.

Another issue raised is that dealing with vulnerable members of the public can leave our officers increasingly vulnerable. Do we understand the purpose and complexity of the things we do? For example: THRIVE, DASH, VAF etc. And what about conduct, discipline and performance issues that arise as a result of officer vulnerability (gross negligence, gross incompetence) and what support is provided by forces?

We also need to think about each other – Federation reps can experience vulnerability too, particularly when supporting a vulnerable colleague. It's a complicated area that will doubtless become more prominent as policing complexity increases.

Lizzie Peters from MOPAC (the Mayor's Office for Police And Crime) spoke about implementing the Transformation Of Police Learning And Development.

The key driver for this national project was Vision 2025 - a five-stranded document

from the National Police Chiefs' Council (NPCC) and Association of Police and Crime Commissioners (APCC) written in 2016.

The project aims to help all forces develop L & D functions in line with Vision 2025. Training was one of the first things to be cut in austerity, so development in this area has varied widely in the last few years between forces. The key learning to date is that this is a long journey, and we are only at the beginning. Forces need to hold their nerve, be flexible and acknowledge it's not going to be straightforward. Also senior leadership really need to be on board.

Other areas covered in the seminar were Policing Education Qualifications Framework (PEQF), PFEW Learning and Development – particularly looking at whether Regulation 13 requires amending for the PEQF process or whether it remains fit for purpose in its current format (the Federation argues that no amendment is necessary) and Regulation 24 – incremental progression.

Andy Fittes and Stella Brooke from the NPCC National Rewards Team gave a very interesting presentation on how they see changes in pay and reward progressing. Their vision was widely challenged by the majority of people in the room, particularly in relation to pay progression.

Interestingly, the PFEW response given by Dr Joan Donnelly challenged almost every aspect of the proposals. This is an important area of potential change and we'll keep members updated as it develops.

Finally, there was a fascinating presentation about the recruitment process for the promised 20,000 additional police officers. It's a very dynamic and fast-moving environment, which will see the first tranche of new recruits begin in the new year. It will be interesting to see if this pace will be maintained.

It was a really interesting seminar which highlighted the fast pace of change that we are experiencing, which is unlikely to slow down in the foreseeable future.



WE NEED TO FOCUS ON ENSURING WE ARE TRAINING OUR MEMBERS TO DEAL ADEQUATELY WITH THIS COMPLEX AREA OTHERWISE, AS DEMAND INCREASES, WE WILL BE PASSING JOBS TO OFFICERS WHO AREN'T ADEQUATELY TRAINED.

## Stress-free savings and loans

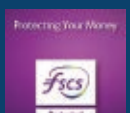
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# Understanding disproportionality

By Mark Jones, secretary of North Wales Police Federation

There has been growing evidence in recent years that BAME (black, Asian and minority ethnic) officers disproportionately receive more severe outcomes in misconduct cases than white colleagues.

The reasons for this remains unclear, therefore the National Police Chiefs' Council (NPCC) has commissioned an internal study into this issue. This study is supported by the Home Secretary and policing minister and the National Black Police Association, and is led by Deputy Chief Constable Phil Cain of North Yorkshire Police.

This study intends not only to develop a better understanding of the factors behind this disproportionality but to also provide guidance to the forces with the aim of changing the misconduct environment while also increasing confidence in the workforce and within communities to address any inequality.

While the terms of reference for this work focus around highlighting the disparity around BAME officers in misconduct cases, it is felt that any learning can be translated across the whole workforce, including staff

and volunteers, and also other protected characteristics.

To assist this important NPCC study, each force was asked to advertise a series of workshops for BAME officers, supervisors and Federation representatives to attend and share their experiences of misconduct and disciplinary cases. They were encouraged to talk openly and constructively about their journey, including what worked well and what didn't.

Mel Jones, conduct and performance lead for North Wales Police Federation, and I attended the workshop in central London in September.

Mel said: "This workshop was an excellent opportunity to relay to the study, first-hand

experiences of BAME officers, supervisors and Federation representatives who inevitably support officers through misconduct proceedings.

"Not just in misconduct cases but in all procedural matters, it is non-negotiable that officers are treated fairly and transparently. If this study helps to address disproportionality then all the better and we are pleased to play our part in shaping the direction of this study."

The findings of this study will be reported by the NPCC by December 2019 and, while respecting the anonymity of participants, high level themes will be shared with relevant chief constables on individual forces' positions.



NOT JUST IN MISCONDUCT CASES BUT IN ALL PROCEDURAL MATTERS, IT IS NON-NEGOTIABLE THAT OFFICERS ARE TREATED FAIRLY AND TRANSPARENTLY. IF THIS STUDY HELPS TO ADDRESS DISPROPORTIONALITY THEN ALL THE BETTER AND WE ARE PLEASED TO PLAY OUR PART IN SHAPING THE DIRECTION OF THIS STUDY.

## Dates released for 2020 pre-retirement seminars

The Federation, in association with Spillane & Co Wealth Management, is running four pre-retirement seminars in 2020.

Retirement is one of the biggest lifestyle changes any of us will face. Due to rising longevity, it is becoming increasingly important that officers and 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, working in partnership with Spillane & Co, introduced a new 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 you to 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 our aim is to get the answers to your questions to help you make the most of your 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), and
- Dealing with your questions and concerns.

To promote an informal atmosphere and encourage group discussion, numbers are limited to 36.

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;  
**Monday 16 & Tuesday 17 March 2020**  
**Monday 8 & Tuesday 9 June 2020**  
**Monday 28 and Tuesday 29 September 2020**  
**Monday 16 & Tuesday 17 November 2020.**

The September seminar dates are being held at Force Headquarters' in Colwyn Bay while all other dates are at St Asaph DHQ.



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# Packed agenda at custody seminar

**By Tony Latham, North Wales Police Federation representative**

The annual Police Federation of England and Wales custody seminar was held over two days in September.

Speakers on Day 1 included Chris Bentley, chair of the Federation's National Custody Forum, ACC Nev Kemp, custody lead for the National Police Chiefs' Council (NPCC) and Katie Kempton, chief executive of the Independent Custody Visitors' Association (ICVA).

After an introduction from Chris, Mr Kemp, the ACC for Surrey, addressed delegates announcing a Police Custody Design guide had been created to help forces build and update suites to a common standard.

He also focused on an event managed in his force involving mutual aid - the celebration of 50 years of the 'Hell's Angels'. He commented on the professionalism of all officers involved from around the UK.

Despite numerous arrests, warnings and confrontations, not one member of the public, police or detention staff were injured. Detainees spoke favourably about custody staff.

Mr Kemp also highlighted that last year there were no deaths resulting from people harming themselves in custody despite more than 700,000 detainees being cared for.

Ms Kempton explained the role the volunteers play in making custody a safer place for detainees and staff and how working collaboratively solutions are found faster and change happens more smoothly.

The visitors conduct about 9,700 visits a year speaking to around 29,000 detainees. This averages 26 suites visited a day.

The information detainees provide is largely positive and Katie says she and her team are very proud of the work we do and how challenging it is.

Derbyshire Custody Inspector Katie Andrews talked about a pilot scheme in her

force which includes custody record reviews by ICVs in addition to the usual visits. The information has proven valuable in accessing a true picture of the care given to the most vulnerable people.

An issue highlighted by the pilot included how long it took the local authority to provide AAs for juveniles and vulnerable people.

ICVs are now seen as critical friends in Derbyshire and less like the hindrance they were once seen as. The pilot will shortly be rolled out nationally.

Insp Jack Rowlands then talked about the DIVERT programme for young people aged 18 to 25 he had devised for the Met policing area. Started in 2015, this helps divert individuals away from custody while still taking responsibility for their actions within the criminal justice system.

They work with intervention coaches who have links to employment sources in the construction industry and other workplaces as well as football foundations to deliver education and training.

It now operates in six suites across London. The coaches work within custody to identify people for the programme. They work on an action plan around their aspirations and make fast-time referrals to organisations and businesses who are willing to help.

They have worked with hundreds of offenders, over half are in full-time work and more than 100 in training and development. Data from PNC has shown that less than seven per cent have been rearrested. From January 2020, four more forces are adopting DIVERT and it is being evaluated by the College of Policing.

Day 1 also introduced work around virtual reality custody training. In its early stages, it is being developed so that participants from different sites can link in using VR goggles.

Rob Newbould from Slater and Gordon played a video of an event in custody where a man was restrained. At first, the footage

could be interpreted wrongly and was by a force Professional Standards Department and the Independent Office for Police Conduct (IOPC).

The officer involved was acquitted at crown court for assault but then endured a misconduct hearing, finally being cleared by the independent chair. The IOPC was criticised but an employee of the watchdog at the seminar suggested lessons have been learnt. The officer is now back in work.

A ceremony in the evening included the following awards:

**Katie Andrews (Derbyshire) – Outstanding Contribution to Police Custody** (see above).  
**Custody Officer of the Year - Sgt Richard Longden of City of London Police.**  
**Custody Team of the Year - Custody Team 2 of Merseyside Police.**

On Day 2 officers could view the custody training cave, a virtual reality aid being developed.

Chris Bath discussed the National Appropriate Adult Network highlighting issues when vulnerable people did not have an appropriate adult with them.

Two highlights of the day involved Dr Meng Aw-Yong who argued Acute Behavioural Disturbance (ABD) should be treated as a medical emergency.

His colleague, Dr Johann Grundlingh, spoke about acid/alkaline attacks and their injuries stressing the importance of immediate treatment to save the sight of victims and the effects of the product on their skin.

This is probably my last article for the Federation magazine, so I want to say it has been my pleasure and honour to work as a police officer for 30 years and to work with so many fantastic individuals. It has been said many times but it is the best job in the world and I'd do it all again given the chance. Good luck in the future, respect each other, support and talk with one another and keep yourselves safe. Returning home at the end of the shift is the goal.



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