



JUNE 2023

YOUR VOICE

**NORTH WALES
POLICE OFFICERS AT
KING'S CORONATION**

Pages 12 to 15



WHY DO WE DO WHAT WE DO?



By Mark Jones, secretary of North Wales Police Federation

I am sure we all have times which make us take a step back and reflect on some of the choices we make in life. Some may do it more than others; some may do it but without any thought. Have you ever looked back at some of the choices you have made in your career and thought "why did I go for that?"

I was offered the opportunity a few years ago to participate in the colour personality profile. Essentially, I had to answer a vast number of questions and, in the end, out popped my 'profile'. It told me what my traits were. I handed a copy of the profile to my wife who commented that it was very accurate!

I just wanted to say thank you so much for all your support over the past year, throughout the difficult time with my health. I just hope you know how appreciated this has been by not only me, but family too. My health situation is always going to be difficult, but with help from yourself and other support I have received, I am in the best place I have been for many years.

What the colour profile showed was that I am a big reflector. I think long and hard about a situation, I consider whether I should have done something differently, what other people thought of that decision and of me. All very deep thinking.

What's the point of me telling you all this? Well, recently I have wondered whether I made the right choice to come and work full-time in the Federation office. I wasn't looking for an escape route and it is perfectly normal to think about where your career is going - or not! Without looking for any sympathy and tiny violins playing in the background, but this role has definitely been the toughest gig I have had.

The phone, the emails, the demands and questions... it is constant, and it is relentless. What escalates the pressure is that I am predominately dealing with my own colleagues and often it is when they are at their lowest ebb.

Police officers are expected to be tough cookies, expected to deal with situations when others would run away, but it is us in the Federation office who are there to support those colleagues when they have hit rock bottom and I do not think there is enough recognition of that.

It is not unusual for me to get phone calls late at night from an officer who is bothered about something. On my days off I am guaranteed to get some messages from colleagues asking questions or seeking advice. It never ends... but I don't mind that because that's my job. I want to be there to

help, I want to passionately support my colleagues, stand up and fight for injustice and ensure that we get our colleagues through their turmoil.

I was recently talking with another Federation colleague from another force who told me he had been diagnosed with "compassion fatigue". I looked at him strange when he told me this, as if he had just made it up but it actually exists, and I can see why. When you are constantly soaking up everyone else's woes, it is inevitable that you get burnt out.

Sadly, I also receive emails or comments on social media from a tiny minority of colleagues who have some preconceived misconceptions about my role, what I supposedly enjoy doing and me not doing something. It's OK. People are entitled to their views; we should embrace them but we need to be kinder to one another because what else do we have left it is not the strength of bonds of the policing family?

However, there is always light at the end of a dark tunnel, and you receive a message from a colleague which restores your faith, gives you a boost and reminds me why I do what I do; not for any praise, glory or self-satisfaction, but in the knowledge that when a colleague feels like everyone else has turned their backs on them, we are still there to support them.

To that extent, an email I unexpectedly received this week from a member I have been supporting really helped me. It said: "I just wanted to say thank you so much for all your support over the past year, throughout the difficult time with my health. I just hope you know how appreciated this has been by not only me, but family too. My health situation is always going to be difficult, but with help from yourself and other support I have received, I am in the best place I have been for many years."

So, I'll keep on fighting, keep on listening, keep on reassuring and supporting wherever I can, knowing that I will never win every battle, but I'll give it a good bloody go!

Take care out there, folks.

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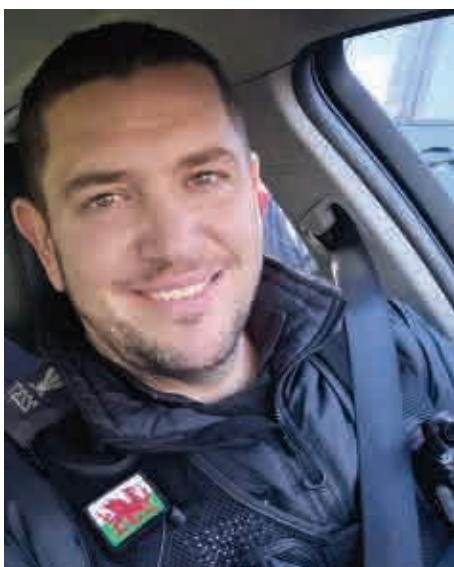


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'IT DOESN'T MATTER WHAT I THINK'

MEMBERS URGED TO SHARE THEIR VIEWS



By Vinny Jones, chair of North Wales Police Federation

Welcome to latest edition of 'Your Voice', the magazine which provides an overview of some of the work undertaken locally by your Federation branch, and highlights how your Federation serves the members, provides welfare support and hopefully helps the Force work effectively.

As I write this, the fourth annual national police wellbeing survey is available to be completed. This is important to assess the current state of wellbeing across UK policing.

Another survey I hear, you say.

The survey, led by Oscar Kilo - the National Police Wellbeing Service - is run by the Policing Research Unit at Durham University and is supported by the College of Policing, all Chief Constables, the Police Federation, the Superintendents' Association, UNISON and many of your staff associations and networks.

It is an opportunity for every member of the police service to have a voice in a safe environment through this anonymous survey. It is open to everyone working within UK police forces and national law enforcement bodies. The survey went live on Monday 15 May 2023 and will remain open for approximately seven weeks, until 30 June 2023. It can be completed at <https://tinyurl.com/pmw4dbs6>

Your opinion is always important, remember that. These surveys also provide me with vital data ensuring I'm correctly voicing your opinions at Police Federation National Council meetings, something which I'm always conscious of as I've always advocated the Police Federation is a "members up"

organisation.

There is much discussion within the Police Federation National Council about industrial rights/employment rights. Police officers make decisions all the time. Some are big decisions and some are small, but every decision is based on the information available at the time. Dynamic decisions are often made with minimal information, whereas some decisions are made following vast amounts of balanced information being sourced.

The Police Federation National Council is in serious debate over the subject. I have been fortunate enough to have had inputs from subject matter experts including a member of King's Counsel who specialises in employment law. I have my opinion but I need yours too if I'm to work to the ethos of our "members up" organisation.

As we head into the summer months, lighter evenings and hopefully some better weather, I hope everyone manages to spend some quality time with friends, family and loved ones.

Keep safe and see you soon.



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NOMINATIONS OPEN FOR FOR VOLUNTEERS' AWARDS

Nominations are now open for awards for volunteers in policing.

The Lord Ferrers Awards recognise outstanding contributions made by Special Constables, police support volunteers, volunteer police cadets and others who give their time for free to support policing in the region.

A total of 12 individual and team awards will be presented this year.

Nominations will close at midnight on Wednesday 12 July.

The awards will recognise achievement in a number of categories including:

Ferrers Special Constabulary – an individual award open to Special

Constables who have demonstrated a sustained and significant contribution
Ferrers Special Constabulary – an award open to teams of Special Constables who have demonstrated a sustained and significant contribution

Police Support Volunteer – an individual award open to Police Support Volunteers who have demonstrated a significant and sustained contribution

Police Support Volunteer – an award open to teams of Police Support Volunteers who have worked together to make a significant and sustained contribution

Volunteer Police Cadet – an individual award open to Volunteer Police Cadets who have demonstrated a significant and

sustained contribution to youth led social action in support of policing and/or their communities

Volunteer Police Cadet – an award open to teams of Volunteer Police Cadets who have worked together to make a significant and sustained contribution to youth led social action in support of policing and/or their communities
A panel of judges will select a winner and runner-up from each of this year's categories in August ahead of an awards ceremony in October.

Download a nomination form at [https:// www.homeofficesurveys.homeoffice.gov.uk/s/EIHN6/](https://www.homeofficesurveys.homeoffice.gov.uk/s/EIHN6/)



Dr James Davies MP and North Wales Police Federation secretary Mark Jones at the event.

BRANCH SECRETARY AND NORTH WALES MPS ATTEND DROP-IN EVENT AT WESTMINSTER

The secretary of North Wales Police Federation Mark Jones attended a drop-in event held at the House of Commons, giving representatives from branches across Wales and England a great opportunity to engage with politicians and update them on current campaigns.

A dozen Welsh MPs were in attendance, four of which were from across North Wales, including Simon Baynes, Dr James Davies, Liz Saville-Roberts and Virginia Crosbie, as well as Rt Hon David Jones, MP for Clwyd West who sponsored the event.

Events like this are essential to getting our faces seen and our voices heard. I hope now that the MPs who attended get behind our campaigns and take our concerns back to the government.

Also attending was Welsh Lead Nicky Ryan, Welsh national board member Leigh Godfrey, Police Federation of England and Wales (PFEW) chair Steve Hartshorn and deputy Tiff Lynch, along with representatives from all other Welsh branches.

Speaking about the event, Mark, who is also branch treasurer said: "I was pleased to see that some of our MPs, local to North Wales, took the time to meet with Federation officials and hear about the issues our members are facing.

"We are grateful to local North Wales MP, Rt Hon David Jones for sponsoring and hosting the event - he opened with a well-informed speech, his knowledge of what we are

campaigning for is incredible.

"Events like this are essential to getting our faces seen and our voices heard. I hope now that the MPs who attended get behind our campaigns and take our concerns back to the government."



North Wales MP Rt Hon David Jones sponsored and hosted the event.

Attention was specifically drawn to three ongoing campaigns including fair play, calls for the creation of an Elizabeth Medal to be awarded to the families of fallen officers and #SimplifyDG6, which highlights the need for amendments to be made to the time-consuming process involving members during the pre-charge stage of a case

Also discussed was the ongoing Time Limits campaign, which calls for a cap on how

long an allegation or complaint against a police officer can be investigated.

Nicky Ryan said the event, which took place on Monday 12 June at Westminster, gave representatives from across the Police Federation the perfect platform to discuss ongoing concerns while hearing about specific issues felt by local constituencies.

"Drop-in events like that held in June play a vital role in building those relationships between the Police Federation and local MPs," said Nicky.

"Face-to-face engagement with politicians is crucial if we want to get our voices heard - and what's great about drop-in events like this is, there are no cameras there, no media, it's a space to have those honest and open conversations.

"Even if MPs don't necessarily throw their support behind our campaigns, at least it gives us an opportunity to discuss them and raise awareness of our issues.

"And it gives Police Federation representatives the chance to hear about the concerns and issues had by members of the public too. Of course, we have our own priorities and so do MPs - it's so easy to become tunnel-visioned with our own agendas. Having honest conversations with one another gives us all the chance to discuss both local and national issues that need to be addressed.

"If these MPs are going to stand up in Parliament and speak about policing, then they really need to speak to those in policing - which is where drop-in events like these prove vital.

"Hopefully those politicians who attended will take our campaigns seriously, and help drive the change we want to see."

We are grateful to local North Wales MP, Rt Hon David Jones for sponsoring and hosting the event - he opened with a well-informed speech, his knowledge of what we are campaigning for is incredible.

SUPPORT IS AVAILABLE AT THE TOUCH OF A BUTTON

By Martin Price, North Wales Police Federation workplace representative

The last 18 months have flown by since becoming a work-based Federation representative. One of the areas I feel strongly about is the mental and physical wellbeing of us all. No matter what area of policing we work in, we have daily stresses and challenges to contend with but "our job" means that we will deal with incidents and situations that can have a huge impact on our mental and physical health. It is important that we seek advice and guidance if we need it and so I thought I would focus my information on the support networks that are available to us.

I am pleased to say that accessing the information was relatively easy to find. Through "SharePoint" I quickly navigated to the "Health and wellbeing" section and was pleased at the amount of support, advice and guidance available at the touch of a button.

OCCUPATIONAL HEALTH

Our occupational health team looks at how our health can affect our ability to perform our daily duties and how our work environment can affect our health.

The team can provide health screening, health surveillance, counselling, physiotherapy, managing recuperation/rehabilitation and support in many other areas

<http://intranet.nwp.net/busserv/hr/SitePages/Occupational%20Health.aspx>

WELFARE SUPPORT

Our welfare support team was set up to provide support across the Force area. The team includes a welfare support team leader and two welfare support officers. The team provides:

- Psychological support for those of us that have tried self-help and mental health peer support but may need some extra support.
- Welfare support to teams through debriefs and drop-in sessions.
- Regular health check sessions.

WELLBEING SUPPORT

Our wellbeing lead is continually working to develop and maintain different types of support that can be offered in four main areas - healthy mind, healthy body, healthy worklife and healthy finances. Support includes:

- Parent and carers' support – a guide for parents, carers and their colleagues
- Wellbeing facilities – there is a rolling programme to create and provide sanctuary rooms that can be used if we need time out following stressful experiences, religious observance or prayers or for short wellbeing sessions such as meditation.

COUNSELLING SUPPORT

Counselling support can be provided for colleagues that have accessed the mental health peer support and/or one to one support from the welfare team who would benefit from counselling sessions. This can be funded for up to six sessions initially. Counselling can also be accessed without having used the peer support or welfare support team.

Counselling can be provided for either work or home-related situations or both. There are a variety of counsellors who provide support in a number of areas including bereavement and trauma.

Other support networks are available, and they include:

The Federation Group Insurance Scheme with the following wellbeing benefits for subscribing members:

Support 24 provides counselling support, a safe place for individuals to explore any worries or concerns they may be managing. Support can be anything from a one-off call or up to eight sessions which could be via telephone, video or face to face and there is no waiting list.

Financial and debt specialists - access to information on money matters which may be affecting your welfare, including managing creditors, budgeting and debt management plans.

Health and wellbeing – specialists provide members with information and guidance on lifestyle issues such as diet, exercise and sleep. They also answer questions about health and medical matters, child care and eldercare issues.

vClub Online – provides access to downloadable help sheets, links to specialist resources and access to e-counselling.

GP24 – access to UK based GPs via phone or video call 24 hours a day from anywhere in the world.

THE BEN FUND

The Ben Fund is an independent charity dedicated to supporting and caring for the police from recruitment to retirement. To

access treatment officers must make a set monthly donation and under normal circumstances must have been paying into the centre for 12 months.

Physiotherapy treatment is available at St Michael's Lodge Lancashire, Cheshire, Cumbria, GMP and Merseyside, and soon to include North Wales.

Holistic Treatments are available including mindfulness, massage and alternative therapies.

A counselling service is provided to members on a self-referral and confidential basis.

Free respite breaks are provided to members and their families, who require them. These are provided through our partner holiday companies at a choice of holiday parks across England, Scotland & Wales.

www.thebenfund.co.uk

POLICE TREATMENT CENTRES, St Andrews – Harrogate and Castlebrae - Auchterarder, Perthshire

The Police Treatment Centres is a registered charity providing treatment and support including intensive, police-specific, physiotherapy and rehabilitation for injured and ill police officers and retired officers.

The centres offer both physiotherapy and psychological wellbeing programmes, predominantly through a two-week residential stay.

Physiotherapy

Each patient is thoroughly assessed regarding their condition upon arrival, and a tailored programme is then developed based on the individual's clinical needs.

A proactive approach to treatment is given at the centre, with the emphasis on "helping patients to help themselves".

Psychological

This is a two-week structured programme designed specifically for serving officers with mild to moderate anxiety and depression, and stress-related issues.

When attending the Police Treatment Centres on the psychological wellbeing programme you can expect to take part in group sessions in stress management, coping strategies, relaxation, sleep and mindfulness. Alongside these are group exercise sessions and also individual counselling and complementary therapy sessions.

www.thepolicetreatmentcentres.org/

OFF-DUTY OFFICER TACKLED KNIFE-WIELDING MAN

An off-duty North Wales Police officer was hailed a Happy Valley hero after tackling a knife-wielding man in a supermarket.

The store manager called PC Cathy Parry “the real Cathy from Happy Valley” – after the lead character from the iconic BBC television series – for displaying outstanding courage in protecting shoppers and subduing the offender.

Now PC Parry, who has been with the Force for 20 years, has been put forward for the national Police Bravery Awards 2023.

Mark Jones, secretary of North Wales Police Federation which nominated PC Parry for the prestigious awards, said: “PC Parry demonstrated how police officers are never truly off-duty and their commitment to serving their communities at all times.

“She saw an incident unfolding and did not hesitate to put herself in harm’s way to protect others, bringing it to a safe conclusion.



Cathy has a fantastic manner with people and I’m sure it was through Cathy’s communication skills, crafted over many years of policing experience, that this incident was brought to a safe conclusion.

“PC Parry is a worthy nominee for the national Police Bravery Awards and deserves to be recognised for her actions.”

Superintendent Nick Evans, Divisional Commander for Eastern Local Policing in North Wales Police, added: “It was tremendously brave of Cathy to step forward and put herself in harm’s way like she did.

“Cathy took control of the situation in challenging the male who was suffering a mental health crisis and in possession of a knife.

“The risk to Cathy and other shoppers is clear, but thanks to her bravery and skill as a police officer, what could have been a tragic incident was avoided.”

PC Parry was shopping in Sainsbury’s in Oswestry in the neighbouring West Mercia force area when the man entered the supermarket with a knife while experiencing



PC Cathy Parry.

a mental health crisis.

She had just paid for her shopping and was waiting for her mother-in-law when the incident unfolded. Her initial sign something was happening was a visibly shaken female cashier before she saw the man aggressively waving a large knife and shouting that he was going to kill people.

Identifying herself as a police officer, she told him to put the knife down. But the man continued to scream and went behind the cigarette counter where he repeatedly stabbed the till so hard it broke the blade.

She kept the man inside until West Mercia Police officers arrived to support her and tackle the man to the ground – by which time the store had been evacuated.

Superintendent Evans said: “Having known Cathy as a frontline officer for many years, I wasn’t surprised to hear that she was the officer responsible for tackling the male in the supermarket.

“Cathy has worked in a rural community for most of her career and like many of our

officers, is used to having to deal with dangerous situations on her own, in the knowledge that support is some way away.

“Cathy has a fantastic manner with people and I’m sure it was through Cathy’s communication skills, crafted over many years of policing experience, that this incident was brought to a safe conclusion.

“However, I believe that it’s so important to contemplate just how different it is to experience such an incident when on duty with protective equipment, a radio and support, to the situation Cathy faced while off-duty, going about her daily shopping with a member of her family.

“Cathy is a credit to North Wales Police and to policing. I genuinely hope that her bravery is formally recognised.”

The national Police Bravery Awards, which are organised by the Police Federation of England and Wales, will be held in London during July. Nominees from forces across England and Wales will attend the awards evening.

WELLBEING SUPPORT FOR REPS

North Wales Police Federation reps are being given the chance to enhance their wellbeing knowledge with some free CPD later this year.

Reps are being encouraged to take part in the session to help them support their own and members' mental health and wellbeing.

Branch secretary Mark Jones said: "Police officers are only human and our wellbeing and mental health can be affected by our policing experiences and the situations we find ourselves in.

"We all have issues away from work as well, relationship problems, bereavement, or even money worries as the cost of living crisis continues to bite.

"This CPD session will help reps to be aware of their wellbeing and to be able to take steps to protect it and support members with theirs."

The session is being organised by the National Federation's wellbeing leads Sue Honeywill and Belinda Goodwin.

Sue said: "The wellbeing of our officers and Federation representatives is absolutely paramount.

"That is why the national wellbeing leads along with the learning and development department are holding professional development events throughout 2023 for our reps.

"There have already been some deep emotions shared by our reps within these



sessions, with morale and wellbeing of officers at an all-time low.

"This has really highlighted the need for us to do more to continue to support our reps, enabling them to continue to support our members."

Belinda said: "It is a big ask for officers to undertake a Federation role over and above their day job, so we must make sure we are looking after our reps.

"As wellbeing leads, we act as a conduit between all forces and key stakeholders, so these events are a great opportunity to share the work we are currently engaging in."

The session for North Wales Police Federation reps will be held on 13 September

and concentrates on putting officers first. It will involve group exercises and debriefs to understand best practice.

Sessions have already been held in Wales, Manchester and Merseyside. They highlighted initiatives and projects including the Blue Light Wellbeing Framework, traumatic event checklist, suicide prevention tool kit, the Criminal Injuries Compensation Authority (CICA), Operation Hampshire, and our Caring for the Carers initiative

Feedback so far has been positive and highlighted the need for the Federation, reps and members to keep talking about wellbeing.

More details about the CPD session will be circulated nearer the date.

WELL DONE, MIRIAM

Congratulations to PC 3193 Miriam Ellis who has been named as the North Wales Police Response Officer Of The Year.

Miriam was nominated because she is a highly reliable officer who continually produces an excellent standard of work, demonstrating the highest levels of resilience and professionalism, which is an example to her colleagues.

Through her people skills, Miriam successfully engages with victims – particularly vulnerable domestic violence victims – to secure support for prosecutions. Miriam has time and time again secured remands which safeguard victims and the public, and reduce future demand and victimisation.

In addition, Miriam has been relied upon as a specialist tutor for student officers. A Welsh speaker, Miriam is a Welsh language SPOC, developing the language skills of others and she is developing her leadership through coaching and mentoring.

Miriam has also had ownership of a

complex blackmail investigation. It was a highly challenging case involving a victim and suspect in different parts of the country, requiring an investigation and arrest strategies and a complex and detailed advice file.

Miriam overcame all the challenges and showed resilience in the face of adversity, dealt with the matter head-on and achieved a positive result. This investigation took more than two years and was an exceptional demand on her time along with response policing duties.

Miriam, who is stationed at Mold, was nominated by Sergeant Tom Matthews.

In his nomination, Tom said: "Miriam is one of the most diligent and reliable officers I have ever worked with. She regularly receives praise from inspectors for her excellent standard of work, high level of reliability and for getting results.

"Due to this, Miriam is relied upon by to take ownership of custody matters, persistent MISPERS and high priority incidents which require a service, time and

time again. This demand often consumes Miriam's working day and should be to the detriment of her own workload, however, Miriam somehow keeps on top of her workload and maintains an excellent level of service to the public.

"Miriam does not seek any limelight but through her work demonstrates an ethical style of policing which models the behaviours in the competency and values framework."

Miriam was the unanimous choice of all the judges, who felt that the evidence submitted displayed all round skills. There were 10 nominations this year, and the runners up were PCs Emily Shone, Bethan Williams and Charlotte Perrin, who were commended by the judges.

Miriam will now go forward to the National Police Chiefs' Council Response Policing Response Officer Of The Year awards. The winner will be announced in June.

Good luck, Miriam!

THE POLICE FEDERATION: CAN YOU AFFORD NOT TO BE IN IT?

Officers are all one decision away from being subject of an investigation. North Wales Police Federation case worker Liz Owen asks members if they are financially prepared for this?

I write this article having recently started in post as full-time case worker. I have been a Federation workplace representative since 2016. There was an occasion where I felt that I wasn't being treated fairly and I phoned a Federation representative for advice. The advice helped me resolve the situation.

Prior to this positive contact, I had not given much thought about what the Federation was about and what it did for its members. I don't think any officer gives much thought to the Federation until they have contact with the organisation.

I applied to be a Federation workplace representative due to the positive interaction I had with that Federation rep. I felt I could be that officer who listens to the officer, provides support and offers advice. I thought I would give it a try, see how it goes and here I am more than seven years later. I hope during that time I have

provided officers with the support they have needed and I will continue to do so.

The work, as always, is varied and not one day has been the same. The office is unfortunately busy. Policing and police actions are under increasing scrutiny locally and nationally. Officers are being called upon to make decisions in often complex circumstances based on the information they had at that time to hand. Thereafter they can be subject of an investigation of that one decision.

There will be numerous people viewing the officer's decision and having their own opinion. We are all one decision away from being subject to an investigation. I am under no illusion, we will not be able to provide positive outcomes for all members, but we can ensure that each person is represented fairly. It's a stressful time for officers and I hope I can provide guidance and support during the process.

Officers might also find themselves under investigation for off duty matters or for something not done in the performance or purported performance of their duties as a member of the police force. Your Federation subscriptions do not cover these matters. Officers need to be aware of this and consider how they might pay legal advice for those matters.

Those who subscribe to the Group Insurance Scheme will see that the monthly cost has increased. This is partly due to increased legal expenses. What is that telling us? That officers are increasingly using the policy to cover their legal expenses for matters not related to duty. Prior to being a Federation representative, I thought my Fed subscriptions would cover all my legal costs if I was ever subject of an investigation. That is not the case. Officers need to be aware of this and consider how they might pay for those matters.





REMEMBERING RYAN

The policing family and members of the public united for a memorial football match honouring PC Ryan Donaldson.

Hundreds of people attended The Hollingsworth Group Stadium in Broughton on Sunday 12 March to watch the Wrexham Police FC v Supporting Charities FC fixture.

The match was staged to honour the memory of PC Donaldson, who had worked as part of the Wrexham Rural policing team prior to his tragic death in December last year.

Online donations and cash collected on the day raised more than £3,000. All proceeds from the match will be donated to the Police Treatment Centres charity, an organisation providing support to serving

and retired officers who have experienced illness or injury.

Reflecting on the event, organiser Sergeant David Smith said he was delighted with the impressive attendance on the day: "I was really proud to see such a strong

turn-out. It felt like everyone was there for a positive reason – to remember a lost member of the policing family and to pay their respects.

"I didn't know Ryan personally, but I know he was a valued and respected officer

“ The minute's silence before the game was really emotional. It was a fitting tribute to Ryan and showed that he and his family very much remain in everyone's thoughts.

Supt Nick Evans, CC Amanda Blakeman, PCC Andy Dunbobbin and Mark with members of Ryan's family.



in his team.

"The minute's silence before the game was really emotional. It was a fitting tribute to Ryan and showed that he and his family very much remain in everyone's thoughts.

"I feel truly thankful to everyone who has donated generously to the cause, both online and at the game, particularly at a time when people's finances are really stretched.

"We'd also like to thank everyone who played their part on the day - the police cadets and Police Federation who assisted with collections, Calon FM for broadcasting live from the game, South Flintshire NPT for their community engagement work at the venue, the Cheshire Police Band for their live performance, PACT for providing funding for the day, and the Events Medical Team for their continued support at our games."

The match, which was closely contested throughout, ended in a 3-1 victory to Supporting Charities FC.

A dedicated JustGiving page remains open for anyone who still wishes to donate: <https://tinyurl.com/3jtynzm6>



Mark Jones, secretary of North Wales Police (second from the left) with officers and the Federation welfare van at the event.



The PCC Andrew Dunbobbin (left) and Federation secretary Mark Jones (second from right) with fundraising officers.

FIT FOR A KING

The funeral of HRH Queen Elizabeth II showed policing in an extremely positive light, with praise for officers' role in ensuring the occasion went smoothly.

With the coronation of King Charles, officers from across England and Wales descended on London for the policing operation.

A number of members from North Wales Police were part of the historic occasion and tell us their stories.

PRESIDENTIAL ROLE FOR NORTH WALES SERGEANT

Sergeant Steve Richards is based at RPU Llay, and has been with North Wales Police for 21 years, working primarily in OSS. His role at the coronation was as a Vipex (VIP Escort) lead bike.

He found out he would be attending around four weeks earlier and was chosen because he's supervisor Vipex trained, and said he felt "privileged", as he was involved in the Queen's funeral in Scotland.

Steve tells his story:

We departed North Wales with three Vipex officers, Robert Williams, Arfon Williams and Gerallt Williams. We caught up with Cheshire and Staffordshire Vipex officers at the M6 toll services, so travelled in convoy to London as a group.

We parked our bikes at Lambeth police station and were staying a short distance away. Our personal protection officer (PPO) briefed us as to who we had - the President of Brazil and his entourage. We would collect them from Stansted Airport on Friday morning.

We planned and ran the route from Park Lane to Stansted, then conducted a practice escort back into London from Stansted with timings for the following day.

Friday came and we went to collect the President and his wife. Everything went smoothly until we came across slow moving traffic on the M25, only to see all lanes closed for an RTC, so made a quick decision to exit and head into London via alternative route. It would appear everyone else had the same idea! Eventually we made it to Park Lane and delivered the President to his hotel.

The First Lady of The United States of America was also staying at the same hotel which made our movements interesting in regards to timings. The Americans shut everything down very early prior to their movements to and from the hotel, which then has a knock-on effect for us.

We escorted the President to Downing Street, which was a battle with all the city traffic and other Vipex teams trying to get



to other venues. After approximately 40 minutes we left Downing Street, headed down Whitehall and into Birdcage Walk escorting the President into Buckingham Palace, me as lead bike peeling off at the gates allowing the President to pass into the palace. We waited at Horse Guards Parade while the King greeted everyone. Once completed, we then escorted the President back to his hotel and remained on duty until midnight just in case he wanted to be taken somewhere.

The next morning, we had to get to the Abbey for 08.30 hrs and it went without incident. We had a side street set aside for all the Vipex bikes to park.

The highlight for me was riding my police bike into Downing Street, then to Buckingham Palace.

Unfortunately, the weather wasn't on our side and we had little cover to keep dry, but we were able to watch the procession on an officer's iPad until it was time to collect the President and take him back to the hotel.

We were told approximately 15 minutes before collection that Hyde Park Corner was going to be closed to vehicles due to the amount of people trying to get down The Mall. We needed an alternative route, as did everyone else. The next hours can only be described as carnage, as we navigated our way around road closures, side streets and parades to get back to the hotel. We even came across one street that was full of Chelsea Pensioners who, as you can imagine, don't move very fast these days. In the end we asked our PPOs to navigate us back to the hotel as it was just too busy,



and our satnavs failed in picking up the road closures.

Once back at the hotel we awaited our timings to return to Stansted Airport. When we arrived at the airport the President was taken airside, and we had to wait for the plane to depart before we could leave.

We came back on duty the next morning to await instructions for the party at Windsor and, after calling in to the control centre, we were told to relax at the hotel until further notice, but around lunch time I made the decision to get the bikes out and ride around the city to familiarise ourselves with routes for future events, something many other teams were doing.

We were eventually stood down at 19:00 having not been used for the event.

We had been given our departure time for the next day, having looked at the weather forecast we were expecting heavy rain all the way home but only caught it at

Shrewsbury.

It was very well arranged and policed, and the event was amazing, something I'll never do again in my career. We had some engagement with the public, when we parked up after the abbey, we went for a walk into Victoria Street where a lot of the VIPs were taken in, it was barriered off as expected but we engaged with the public as they could see we were a Welsh force and we also spoke to Met officers on point duty; the atmosphere was very good.

The highlight for me was riding my police bike into Downing Street, then to Buckingham Palace.

As always, I feel very privileged to be able to ride a police bike, let alone be involved in something as grand as this event. I look back with pride that I was involved and the effort the team put in getting the escort through some of the busiest streets in the country.

'I FELT EXTREMELY HONOURED'

L Leigh McCann works with the Alliance Dog Section, joining as a Special Constable in 2004 and a regular in 2009. Leigh's role was route lining at the front of Buckingham Palace, having found out he would be attending a week before.

Leigh explains why he was chosen for this prestigious location: "I believe it was due to my voluntary work with the RNLI of which the monarch is patron. This is my 20th year volunteering as a helm for the Trearddur Bay Lifeboats, and last year I was awarded a Bronze Gallantry Medal for bravery during a rescue in May 2021. I was a crew member during the rescue and the helm was awarded a Silver Medal; the first in RNLI history for this class of lifeboat. The

awards were presented to us at St James' Palace last year by the Duke of Kent."

He tells his story:

I felt extremely honoured and privileged to represent North Wales Police at the coronation. We travelled to London on the Friday for a 7pm briefing. Two officers from each of the UK and British overseas territory police forces were present. We were split in to two sections; one route lining the front of Buckingham Palace and the others Parliament Square. Both were predominantly protected areas so our presence was mainly for ceremonial purposes, although we were briefed to ensure that no person entered the protected areas.

Sergeant John Prichard and I were allocated to route line the front of Buckingham Palace, just opposite the Queen Victoria Memorial, and our section of officers were paraded down Constitution Hill shortly before 8am on the day of the coronation. We were then posted just opposite the Queen Victoria Memorial for the entire event. This was predominantly a secure area for most of the ceremony with only TV crews permitted access, and we were joined a short time later by the King's Guards who marched out and positioned themselves in a staggered formation with us throughout the coronation.

At about 10am the King's Procession

Continued overleaf

formed up in front of us and at 10.20am they set off towards the abbey passing directly opposite us. It was an amazing experience to witness the event from this location, and the processions leaving and returning to the palace. We were able to hear the formal coronation proceedings at the abbey through speakers that were being played to the grandstand of special guests opposite us.

Just being present there and witnessing the day from where we were posted was a massive highlight. I thought the rain would be a low point, but the tunics held out surprisingly well.

As the King and Queen returned, we saw all of the different sections and bands from the military marching in perfect formation in to the ground of the palace. When the procession had cleared, The Mall was gradually opened up to members of the public, who were led down by the Metropolitan Police. Most officers on ceremonial duties were moved into the cordon on the Queen Victoria Memorial, including Sgt Pritchard, to witness the King and Queen appear on the balcony of the palace.

One side of the palace gates had not been secured so I was tasked with some of the other officers to form a cordon at these gates until they were secured, still with a good view of the King and Queen and the



fly past of military helicopters and the Red Arrows. It was an amazing sight to see.

All the officers on ceremonial duties were invited to take some pictures on the Queen Victoria Memorial and to participate in community engagement. The atmosphere was brilliant. We got to speak and have photos with people who had travelled to the event from all over the world.

The organisation was fantastic when you consider the magnitude of this event and number of officers deployed. Our brief was clear and supervision on the day was excellent. How they managed moving the crowd of thousands down The Mall was excellent. My interaction and the interactions I saw with the police were all really positive. Everyone was excited and you could see the enjoyment and happiness of the occasion. Many people thanked us, discussing where we and they

had travelled from.

Just being present there and witnessing the day from where we were posted was a massive highlight. I thought the rain would be a low point, but the tunics held out surprisingly well.

It was an amazing experience which I feel extremely honoured and grateful for being given the opportunity to represent the Force.



INSPECTOR REFLECTS ON EXPERIENCE SHE WILL NEVER FORGET

Inspector Sharn Harrison works from St Asaph covering Central Division. She's been a police officer for coming up to 33 years, and also volunteered as a Special for 18 months before that.

Sharn, who found out that she would be attending the coronation about two weeks before the event, was part of the Uniformed Civilian Services (UCS). Each force had 22 people in the UCS, with the remainder being made up of 220 members from the following organisations:

- Merchant Navy
- Royal Fleet Auxiliary
- HM Coastguard
- Police
- Fire and Rescue Service
- Ambulance
- HM Prison and Probation
- St John Ambulance
- British Red Cross
- Women's Royal Voluntary Service.

The UCS provided street liners along the processional route from just south of Trafalgar Square, along Whitehall to approximately the statue to Field Marshall Montgomery. Sharn was standing close to the memorial for women in the forces, not far from the Cenotaph, and believes that she was chosen for this role because she had previously shown an interest, and fitted their criteria, being close to retirement.

Sharn told us she felt immensely proud. "What an honour to have even been nominated, but then to have been chosen," she said.

She travelled to London by train on 5 May and tells her story:

Once in London, 220 people all arrived at the Tower Hotel at the same time. We checked into our hotel rooms, then we all met up and had to undergo drill training. My last drill training was in Cwmbran in 1990 therefore I was little bit rusty. But we all pulled together and by about 19:30 - we were released. We then had the warning: "You will leave at 06:30 don't be late."

At 06:30, 220 of us, all in our best shiny shoes and number one uniforms, headed off to the RV point on five coaches. Our RV was the Foreign, Commonwealth & Development Office, and we mustered there for photographs and a quick drink.

At 0923 we were lined up, and ready to march out into Whitehall. As we stepped off, the beat of the Army band and the cheers and clapping from the crowd, was just amazing. I think we were all just so proud, and everyone was smiling.

We marched to our static points, where we were placed four steps apart, facing into



the procession in between Met Police officers, who were all facing the crowd.

Unfortunately, we had only been on point a matter of minutes, when it started raining - you know that fine rain - that gets you really wet...

Just before 11:00 hrs - Their Majesties the King and Queen passed in the carriage on their way to the abbey, surrounded by several mounted soldiers, an amazing sight.

We were allowed a 20-minute refs break - supplied with a half cup of water, an apple, a banana and a cereal bar - this was at Horse Guards - then back out for the final procession back to the palace. Once the golden coach followed by the rest of the family had passed, we again formed up and marched off, in the opposite direction towards Westminster Bridge. Our duty completed.

We asked Sharn for her overall impression of the policing of the event:

"Oh my goodness - what can I say? The Met Police were amazing - they had what seemed like thousands of officers, all in number ones, with white gloves. They were brilliant, appeared to know exactly what they were doing and very professional. I spoke to the officer next to me who'd been on duty since 03:00 hours."

And what was your overall impression of the event itself?

"To be honest, at the time I didn't really understand what I was part of, I was in my own little patch of Whitehall, concentrating on trying to stand still. Then, when the procession starts and you hear the crowds cheer and the marching bands, it was just spectacular. The atmosphere was amazing, it was just brilliant. Then watching the event afterwards on the TV, that was when I truly realised what I had been a part of. I was part of history - as corny as that sounds."



Did you have any engagement with the public?

"A little bit, when the ceremony in the abbey was taking place - but we were supposed to keep eyes front. But the family I spoke to had been there since 14:00 the day before - what commitment that is. All the crowds were amazing, lots of cheering and smiling faces."

Any highlights?

"Meeting the other 21 police officers, from far and wide, so Scotland, PNSI to Devon & Cornwall, and lots in between. It was an amazing atmosphere - and we all had the same feeling of massive pride."

Any low points?

"This might be a bit picky - but we had an official photographer assigned to us - so lots of pre-parade photos, group photos and individual ones, but nothing of us on the procession itself - apparently the photographer did not have security clearance. So, my only photo, is that of a TV screen shot, as the coach goes passed on route to the abbey."

As you reflect on it now, how do you feel about the whole experience?

"Immensely proud. Very humbled at being allowed to attend. For those who know me, I think they were perhaps a little worried that I might say or do something slightly inappropriate, but before leaving I promised my superintendent that I wouldn't let him or NWP down, and I stuck to my word."

"It was an amazing experience and one which I'll never forget."

ANDY ON SONG WITH LIVERPOOL DEPLOYMENT

PC Andy Goulding was part of the North Wales Police mutual aid response to the Eurovision Song Contest in Liverpool.

Andy is stationed at Llangefni as a probationer assessment officer, assessing new recruits and their PEQF portfolios. He's been a police officer for nearly 20 years and has been on search team for nearly six of those.

His role at the Eurovision Song Contest was on the search team, alongside the military, working 7-7 nights for 8 shifts, and he found out that he would be attending roughly 10 days before the event.



Andy told us: "I left home on the morning of Friday 5 May and, after meeting a colleague in Llangefni, we travelled to HQ Colwyn Bay to collect our minibus. We picked up another four colleagues, then drove to Liverpool and booked into the hotel, the Delta Marriott in the city centre, around midday.

We were starting at 7pm that evening, working through to 7am. We were posted to the RVSS which was a vehicle search area located near to the Titanic Hotel and Everton FC's new football stadium which is under construction. There was a mixed bag of vehicles attending - road sweepers, bin lorries and fuel tankers as well as panel vans containing food and merchandise.

"We were given a rest day on Tuesday 9 May when we were able to sightsee in Liverpool including the infamous Cavern Club made famous by numerous bands including The Beatles.

"The event was well organised and there



were few hiccups. We were looked after well, with a lovely hotel. The local Merseyside officers were fantastic and were very welcoming. We were even provided with a sightseeing tour, when demand allowed, which included the Anfield and Goodison football stadiums.

"We spoke to numerous drivers as they passed through the search venue (most were attending daily), and we got to know a lot about them, such as how long they have worked for their various employers and that they holiday in North Wales.

"The highlight for me is that I was able to participate in such an enormous event,

and that it passed without any hiccups. I doubt that I will ever police another Eurovision held in this country before I retire in 10 years. The camaraderie and team ethos was impressive and the organisation ensured that things ran smoothly.

"The only low point was working 12-hour night shifts, but my colleagues and I got steps in to combat the boredom during quiet times. Our military colleagues thought that we were patrolling the boundaries!

"I thoroughly enjoyed my part in this huge event and will take away fond memories. It was nice to represent North Wales Police."

'I WILL DO MY BEST TO SUPPORT COLLEAGUES'

New workplace representative gives an insight into her career and why she took on Federation role

I would like to take this opportunity to introduce myself as a new Federation workplace representative. My name is Natasha Doran-Jones and I am a sergeant on the Cheshire and North Wales Alliance Policing Unit.

I joined North Wales Police in 2006 at the age of 18 and started in the control room as a dispatcher. I also joined as a Special Constable and worked that alongside my civilian role before joining as a PC in 2009.

I completed my probationary period in Coedpoeth, Wrexham North and then went on to complete my firearms course in 2011 to become an ARV officer. I was really fortunate to be offered an opportunity on the Royal Residence Protection Team in 2012 where I stayed for 18 months, looking after HRHs William and Catherine and a very young HRH Prince George, before they moved to London.

I then joined the ARVs on Blue team in late 2013 before we then went on to collaborate with Cheshire Police in 2014 and became the Alliance. It is a challenging but really rewarding role, especially policing across two force areas and has afforded me the opportunity to learn lots of extra skills and training.

I was promoted to sergeant in 2019 and remained on the Alliance based in St Asaph, where I supervise a team of AFOs and dog handlers. It was suggested to me to consider the Fed rep role a few years ago but, amid the NPPF portfolio, I wouldn't have been able to commit to it fully and I feel now is the right time for a new challenge.

I've worked with staff networks for many years now having initially been dragged along (literally) to a Gender Equality Network meeting (formerly the women's association) in 2015 by Sergeant Jane Thomas, who's now retired. I didn't want to go along because I had no idea about the work they did and expected it to be totally different to how it was. I was so



Sergeant Natasha Doran-Jones is a new North Wales Police Federation workplace representative.

surprised at the wide range of issues that were addressed and, as a result, I became an active member of the committee.

I have attended some great training and seminars as a result, including the Senior Women in Policing Conference in 2019. I would like to think that the knowledge I've learned from these seminars has helped shape me into a fair, approachable and open-minded officer and supervisor.

I'm passionate about welfare and looking after my team and colleagues. I know we are a disciplined organisation, and the job asks a lot of us but often it's the way things are asked or tasked upon us which has the biggest impact. It's essential that staff are treated in the right way with the correct support around them. I will do my best to support colleagues to be treated fairly and have their views and opinions heard.

I became a MAP (maternity, adoption and paternity) supporter at its inception in 2017. This is a scheme set up to assist people during these times, in particular signposting to the support available and

keeping them up to date with key changes in their workplace while they are off work.

I am also a reverse mentor which is a project to assist senior leaders to reflect on their management style and working practices. This has helped me work on my delivery of feedback but has also given me the confidence to be honest and direct with managers. I am part of the Alliance Diversity, Equality and Inclusion team because it's really important to me to challenge and remove blockers and provide equal opportunities to all.

I have been lucky, or unlucky, depending on how you view it, to have been supported by the Federation through some tough times. I wouldn't still be in the job today if it weren't for their help, understanding, advice and assistance along the way.

I remember walking down the corridor in HQ for my promotion board after Mel Jones, the Federation branch assistant secretary and treasurer, had collected me from reception and he turned to me and said: "I think this is the first interview I've sat in on with you that you've actually wanted to be in."

I smiled as he wasn't wrong!

So please be assured that I will support you without judgement and also in the strictest confidence because I've been there. I will be attending my new reps' course in May so feel free to contact me or pop in for a brew.

I'm passionate about welfare and looking after my team and colleagues. I know we are a disciplined organisation, and the job asks a lot of us but often it's the way things are asked or tasked upon us which has the biggest impact.



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Protected

SUPPORTING POLICE VICTIMS



By North Wales Police Federation workplace representative Rae Ellis

It has now been three months since the release of Baroness Casey's review into the standards of behaviour and internal culture of the Metropolitan Police Service. Although the review focused exclusively on the Met, the repercussions have been felt in every police force in England and Wales.

The negative publicity surrounding the report has had a huge impact on public trust and confidence everywhere. I am sure that many police officers, including me, have had uncomfortable conversations around the subject with friends, family members or members of the public.

As an officer with 15 years' service and a Federation rep, I personally found the

evidence presented in the report about officers who bullied, harassed, discriminated against or even assaulted their colleagues shocking. I also found the lack of support for those officers who spoke up about their experiences particularly disturbing.

Of course, it is all too easy to fall back on saying 'but it's different here', and of course we are not the Met. But the sad truth is that the sort of incidents in the Casey report can happen in any force. It's how we deal with it when it does that makes the difference.

We all know that the Federation offers support to members who are accused of wrongdoing. Everyone is aware that if a complaint is made against them one of the first things they should do is get in touch with their Fed rep.

What seems to be less well known is that we also have a role in supporting members who make disclosures or complaints against colleagues.

The Force itself retains the responsibility for investigating any allegations made by officers against their colleagues. It also has overall responsibility for protecting the welfare and wellbeing of those making complaints.

However, we can offer support and advice to officers who make complaints against their colleagues. This can be particularly helpful where there may be a need to explore legal options, such as employment tribunals, which might otherwise be missed.

There is no conflict of interest, separate

reps are assigned to each party and they do not discuss the case. However, victims need to be aware that if they disclose any additional criminal offences their Fed rep will be compelled to inform the relevant department.

Some of the things we can do for victims include:

- **Assign a Federation rep for support**
- **Signpost to support services - occupational health, Welfare and Benevolent Fund and other external agencies**
- **Act as a conduit between the professional standards department (PSD) and other investigative departments**
- **Liaise with Force supervision for their best interests**
- **Arrange a pre-hearing visit for venue familiarisation purposes**
- **Attend any hearings/tribunal and court attendances**
- **Provide advice around personal injury claims or legal options.**

Anyone who has made disclosures or complaints against a colleague and would like our support should email the Federation office at FedAdmin@northwales.police.uk stating their workplace location, that they have made a disclosure or complaint about a colleague, their contact details, and a good time to make contact with them.

You do not need to give details of your disclosure or complaint in this email.

Our Federation is here to support all members.

EXTRA BEREAVEMENT SUPPORT

Officers and their families will now be able to access free bereavement support following the death of an officer, killed in the line of duty or by suicide.

The bereavement counselling service will be provided to members and relatives thanks to a new partnership between Oscar Kilo, the National Police Wellbeing Service, and bereavement support organisation Just 'B'.

The initiative, which is being entirely funded by Oscar Kilo, is designed for those who do not have support in place, or as an addition to it.

The service will be provided through specialist bereavement service Just 'B', which will be able to allocate a counsellor to each person, providing either group or one-to-one support, to help manage their grief.

Just 'B' provides expert emotional wellbeing and bereavement support, as well as information and advice to a range of individuals, including professionals experiencing any type of

bereavement.

A referral will most likely be made by the Force's occupational health or wellbeing team, following the usual process that is involved when a police officer or member of staff dies in the line of duty or by suicide.

The partnership demonstrates the ongoing commitment being made by Oscar Kilo to deliver the Police Covenant, by ensuring that all police forces have options to provide more support to officers and staff, as well as their families.

Just 'B' chief executive Tony Collins said: "Our tailored support will be there for police officers, staff and their families across the 43 police forces, ensuring it can be accessed during a time when it's most needed following a death in service or by suicide, with our specialist support provided alongside existing structures in place."

If you feel you need extra bereavement or wellbeing support then please speak to your line manager or contact the Federation.

North Wales Police Federation secretary Mark Jones (centre) is pictured with Stuart Cowan (left) and Peter Kingham from the British Transport Police Federation.



<http://www.nwpolfed.org/>

 @NWalesPoliceFed

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North Wales Police Federation
Ffederasiwn Heddlu Gogledd Cym



A GREAT ST DAVID'S DAY WELCOME FOR BTP

It was a great pleasure to give a warm St David's Day welcome to British Transport Police Federation national chair Stuart Cowan and national treasurer Pete Kingham who visited us back in March.

Since the arrival of our Federation Welfare Van, we have had numerous enquiries (even admirers) get in touch to ask for more details with a view to them purchasing their own similar vehicle for their respective forces.

So, on a sunny St David's Day, Stuart and Peter came to have a look at our Welfare Van and find out more about the journey we

went on to get it from concept to delivery.

It was also a perfect opportunity for us to learn more about how we operate and exchange ideas to share best practice, all with the primary objective of giving our members the best possible service.

Stuart said: "Since taking on the role as national chair of the British Transport Police Federation, I've been very clear that wellbeing and welfare of officers should be paramount. On researching vehicles that would assist with this, it was recommended to me that I should speak to Mark Jones of North Wales Police Federation - I'm so glad

that I did.

"Mark and Mel (Jones, branch assistant secretary and treasurer) could not have been more accommodating and helpful showing us around the van and answering all queries.

"It was great to share information on common themes that both Federations encounter and I look forward to a continued relationship with North Wales Federation. I'd also like to take this opportunity to thank Mark and the team for being so welcoming to the BTP officers that they encounter during their activities."

NORTH WALES POLICE RECOGNISED AS A DISABILITY CONFIDENT LEADER

North Wales Police have been awarded the Disability Confident Leader (Level 3) Award – the highest level of accreditation for its work to build an organisation that is both equal and inclusive for all its employees.

Disability Confident is a voluntary Government scheme designed to encourage employers to recruit and retain disabled people. The scheme has three tiers: Level 1: Disability Confident Committed, Level 2: Disability Confident Employer, and Level 3: Disability Confident Leader. Moving from Level 2 to Level 3 demonstrates the Force's commitment to inclusive recruitment and talent development.

Disability Confident Leader Level 3 confirms that North Wales Police:

- **Is taking all the core actions to be a Disability Confident Leader**
- **Is offering at least one action to get the right people for our business and at least one action to keep and develop our people**
- **Has provided evidence demonstrating what it is doing as a Disability Confident Leader.**

North Wales Police Chief Constable and national lead for disability in policing, Amanda Blakeman said: "I am delighted that the evidence we submitted was successfully validated, and that our application for Level 3 status was approved.

"North Wales Police is proud to be at the forefront of disability inclusion and, as Level 3: Disability Confident Leaders, we're committed to sharing our knowledge and experience with a wide range of organisations at both a regional and national level.

"As a major employer in the region, it's important that we are seen as a career destination for all. We are committed to engaging with all our communities and providing the appropriate support to all who need it. Only by working together can we truly build an organisation and society that's inclusive for all."

Lee Bailey, North Wales Police equality adviser, said: "We are delighted in our latest recognition as a Disability Confident Leader.

As a large employer, it is vital that we celebrate our disability inclusion journey, recognising the skills and talents of our workforce and highlight the support we can

offer to ensure disabled employees can secure and retain work with us."

Co-chair of the Force's Disability Support Network Edith Price said: "It's really positive news that North Wales Police has now attained Level 3 status.

"Over recent months, the organisation has carried out various pieces of work on accessibility in the workplace and taken several positive steps to improve how it attracts, recruits and retains disabled officers, staff and volunteers."

Disability Confident organisations play a leading role in changing attitudes for the better - changing behaviour and cultures in their own businesses, networks and communities, and reaping the benefits of inclusive recruitment practices.

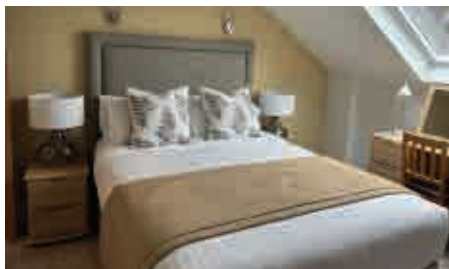
The scheme helps employers recruit and retain great people. It also helps customers and other businesses identify those employers who are committed to equality in the workplace.

More than 20,000 UK employers, employing over 11 million people, have signed up to the Disability Confident scheme so far.





SUPPORTING THE POLICE FAMILY



The Ben Fund is an independent charity dedicated to supporting and caring for the police from recruitment into retirement.

We are dedicated to supporting your physical and mental health and wellbeing. We understand that the police family has faced, and continues to face, unprecedented challenges. Whether facing austerity with its impact upon terms and conditions, pay and pensions or on the frontline of supporting communities through the global health emergency, members of the police family face unique pressures. We are here to support you when you need us.

Physiotherapy

To promote physical, psychological and social wellbeing to our members. Our outpatient clinics are at various locations across the North West. At St Michael's Lodge, based in the heart of the Ribble Valley, we offer extensive residential

physiotherapy including an exercise class timetable.

Mental health support

Counselling services provided to members on a self-referral and confidential basis. We offer a wide variety of counselling, covering all aspects of professional and personal life to support you and your mental health.

Wellbeing

Holistic treatments available including mindfulness, massage, Tai Chi, stretch and alternative therapies. Wellbeing breaks available at St Michael's Lodge for four nights in a 12-month period.

Respite and recovery

Free respite breaks to members, and their families, who require them. These are provided through our partner companies at a choice of holiday parks across Great Britain.

Discounted breaks

Discounted holiday breaks available through our holiday partner. Discounted luxury breaks are also available at our state-of-the-art facility St Michael's Lodge in the beautiful Ribble Valley.

Hardship support

The Ben Fund offers financial hardship assistance via grants. A death-in-service grant of £5,000 is payable immediately.

Why not join our fund today?

If you want to join, please go to www.thebenfund.co.uk/apply where you can download an application form. Your monthly donation will be paid directly from either your salary or pension.



WELSH POLICE MEMORIAL 'A PRIORITY' FOR NEW TRUST

North Wales Police Federation secretary Mark Jones says he's delighted a permanent tribute to fallen Welsh officers remains a priority following the merger of two police memorial charities.

The Police Remembrance Trust has been formed from the amalgamation of the National Police Memorial Day and the Police Roll of Honour Trust.

And the new trust has confirmed that the creation of a Welsh Police Memorial remains high on its agenda.

Mark said: "I'm absolutely delighted that the creation of a Welsh Police Memorial is a priority for the new Police Remembrance Trust.

"Wales is on its own in the four nations in not having a permanent memorial to those officers who have made the ultimate sacrifice.

"I'm looking forward to working with the new trust and my colleagues across Wales in making the proposed memorial a reality. We owe it to the memory of our fallen colleagues and to their friends, families and colleagues."

The Reverend Canon David Wilbraham MBE, newly-elected chair of the Police Remembrance Trust, said: "This is a huge moment in the history of these two charities.

"We believe that together we can build on their vision, work and commitment.

"To all who have been involved with



National Police Memorial Day and the Police Roll of Honour Trust we are grateful for your support over the years and invite you to remain on this journey with us with continuing commitment and enthusiasm."

Preparations are underway for a special weekend to mark the 20th anniversary of the National Police Memorial Day.

This year it will be held in Cardiff, and Mark said he was looking forward to welcoming the policing family to Wales.

There will be a performance by the British Police Symphony Orchestra on

Saturday 23 September in St David's Hall, Cardiff.

The service itself will be held on Sunday 24 September, also in St David's Hall in Cardiff.

Mark said: "The National Police Memorial Day is always one of the most important days on the policing calendar. I'm looking forward to welcoming our colleagues from across the four nations to Wales to pay our respects to fallen officers and to show our support for their families and friends.

"They will never be forgotten," he added.

POLICE FEDERATION PERSONAL INJURY CLAIMS

One of the benefits of your Police Federation membership is the ability to receive legal support and make claims if you are injured on or off duty - this extends to your family too.

A team of specialist personal injury lawyers are dedicated to recovering damages for you and your family and whether you win or lose your claim you will not be charged and you keep 100 per cent of any compensation won.

We have specialists who have expert knowledge of the unique losses that can affect police officers and ensure these are recovered as part of your compensation award.

Please note, the process for submitting personal injury claims has changed.

Personal injury claims - non RTA

Claimline is now closed and all personal injury claims (that are not related to a road traffic incident) need to be sent to us to submit on your behalf. Please contact us for more information at:

FedAdmin@northwales.police.uk

RTA personal injury claims

If you or a member of your family have suffered an injury as a result of a road traffic accident then you are entitled to free legal advice, support and representation to obtain financial compensation.

All RTA personal injury claims can be submitted directly via the Police Federation of England and Wales RTA Legal Assistance site at **plegalassistance.com**

HAVE YOU BEEN AFFECTED BY NOISE-INDUCED HEARING LOSS?

Noise-induced hearing loss can drastically affect those who work in law enforcement

Noise-induced hearing loss (NIHL) is a term used to describe hearing loss, deafness or tinnitus caused by exposure to excessive noise at work where insufficient or no training or ear protection has been provided. NIHL can have a significant impact on those who work in law enforcement, particularly those who use firearms, due to frequent exposure to extremely high levels of noise in their line of work.

Though hearing loss is a common symptom of age, it's important to note the distinct signs that indicate noise-induced hearing loss. Some signs to look out for include:

- **Difficulty hearing or understanding speech, particularly in environments with background noise.**
- **Tinnitus, which is a ringing, buzzing, hissing, or other sounds in one ear or both ears.**
- **Some people become more sensitive to loud noises. Everyday sounds that were previously tolerable may become uncomfortable or even painful.**
- **Difficulty accurately determining the direction a sound is coming from.**
- **Constantly increasing the volume of the television or radio.**
- **Asking others to speak louder or repeat themselves frequently.**

- **Fatigue or strain from listening for extended periods of time.**

All these signs and symptoms can vary in severity and differ from person to person. As police officers often deal with exposure to loud sounds such as gunshots, sirens, explosions and high-decibel events, this can and often does lead to damage being sustained to the sensitive structures of the inner ear, which can turn into noise-induced hearing loss.

Though symptoms differ, this could cause a permanent decrease in hearing sensitivity, making it more difficult for police officers to hear important sounds, such as verbal commands from colleagues or approaching emergency vehicles.

Hearing loss may also compromise an officer's situational awareness, making them less able to identify any potential threats or hazards. This can impact the ability to respond quickly and appropriately to dangerous situations, potentially jeopardising their safety and the safety of others. Hearing loss could even affect an officer's job performance, especially in tasks that require good hearing abilities, such as gathering witness statements, conducting interviews or participating in surveillance operations.

To minimise the risk of police officers developing noise-induced hearing loss, it's

important for police forces to implement hearing conservation programmes. These could include training in and the provision of hearing protection devices, regular hearing screenings, education on the risks of noise exposure and strategies to minimise exposure to loud sounds whenever possible. The law says that every employer has a duty of care to protect employees from suffering harm in the workplace, including noise induced injuries.

Police officers, like other employees, are protected by the Health and Safety at Work Act 1974 and the Control of Noise at Work Regulations 2005. These regulations set out the standards and requirements for employers to manage and control noise in the workplace to prevent occupational hearing loss.

If a police officer believes that their hearing loss was caused or significantly worsened by their work environment, they may be eligible to make a claim for compensation.

Expert noise-induced hearing loss claims lawyers at Slater and Gordon will arrange for you to be examined by a medical professional to determine what proportion of your hearing loss is due to workplace exposures to noise, and on the basis of that independent medical opinion, you will be advised on whether you have a claim that can be pursued.



“Now the pressure's gone, I can get back to my police work.”

You never know when you're going to need legal advice. Slater and Gordon have been advising and supporting Police Federation members for more than 60 years, taking the legal stress away and leaving you to focus on keeping people safe.

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HEALTH, WEALTH AND OPPORTUNITIES ON THE AGENDA AT SEMINAR

Another superb two-day pre-retirement seminar was hosted by North Wales Police Federation for a group of colleagues.

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

The two day pre-retirement seminars 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 which, in turn, 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.

If you're retiring in the next two years, and would like to secure a place, email:

FedAdmin@nthwales.pnn.police.uk

Huge thanks to Spillane & Co. who facilitated the latest seminar on 5 and 6 June.

ANNIE AND ROB IN LINE FOR INTERNATIONAL AWARD

Two North Wales Police officers have been shortlisted for an international award recognising their problem-solving efforts.

In December last year we told you about Inspector Rob Rands and PC Annie Halstead winning the Police Now and Student Officer category in the 2022 Tilley Awards.

Rob and Annie were the overall winners of the North Wales Police POP Awards earlier in 2022. In March 2020, Annie had been on a night shift and attended to a report of a suspicious activity and possible theft at a hotel in Llangefni.

Three males had attempted a theft of nearly £18,000 using one of the hotel's chip and pin card - or PDQ, Process Data Quickly - machines. This was where Rob became involved and, after a detailed investigation and extensive problem-solving work, it was identified that this was a national problem. It is conservatively estimated that the work of Annie and Rob prevented losses nationwide to date for business using these devices of approximately £2,236,000.00.

At the 4th Annual Problem-Solving Conference, held on 18 October at St Georges Park, Burton upon Trent, Annie and Rob won their category and narrowly missed out on winning the overall award. They were then both invited to speak at the PSNI's first problem-solving conference in Antrim, where they presented their work to around 300 officers and staff.

The next step for Rob and Annie was the International Goldstein Award, being held in Colorado in 2023. Beginning n



1993, The Herman Goldstein Award recognises outstanding police officers and police agencies, both in the United States and around the world, that engage in innovative and effective problem-solving efforts and achieve measurable success in reducing specific crime, disorder and public safety problems.

In March Rob and Annie found out that they have been shortlisted for the international awards and are off to Colorado in August. What an amazing achievement! We wish Rob and Annie good luck.



HARVEY HOWELL SOLICITORS: THE SAFE
WAY TO SETTLE THINGS IN DIFFICULT TIMES



FREE BESPOKE ADVICE SERVICE ON WILLS, TRUSTS AND POWERS OF ATTORNEY FOR NORTH WALES POLICE FEDERATION

Harvey Howell Solicitors are working with North Wales Police Federation to help you and your family settle your private affairs during this difficult time. This is done in a meeting or in a confidential telephone or virtual consultation and is a great way to settle things safely.

WHAT DO YOU NEED TO THINK ABOUT?

- // Many homes and therefore planned inheritances for children and grandchildren are being lost to pay for care – can you do anything about this? We can help guide you through this complex area of law.
- // Have you remarried leaving children from a previous relationship? You may have stopped those children from receiving an inheritance from you – we can fix that.
- // What if your children divorce after your death? Do their ex-spouses receive money your children inherited from you? This can be prevented.
- // Estranged children or other relatives can make claims against an estate even if you have made a Will – we can help prevent that.
- // What if you or a member of your family, perhaps your parent, loses the ability to make decisions for themselves due to an accident, stroke or dementia? No-one can access their bank accounts, pay bills or even decide on their medical treatment, including where and how they are treated and whether or not they have to live in a care home. These decisions are taken out of your family's hands – we can help your family have the final say through Lasting Powers of Attorney.
- // Don't leave your estate to disabled children who will lose their benefits or those who are vulnerable perhaps with drugs, gambling or alcohol problems who might lose it – put it in trust for them.
- // Don't give your house away, for example, to your children whilst you are alive – what if they die, go bankrupt, divorce or fall out with you? You are homeless. We can sort that out.

- // Are you unmarried with a partner? Dying without a Will distributes your estate in accordance with very old law which dictates how much family members receive. Unmarried partners receive nothing and, beware, your children's inheritance is administered by their surviving parent with whom you may no longer have a good relationship.

THE FREE ADVICE SERVICE YOU WILL RECEIVE FROM US




We will take account of your personal circumstances and we will, at no cost to you, set aside time either in a meeting, telephone or virtual consultation advise you:

1. Whether and how you might be affected by some of the many common problems which could cost you or your family dearly.
2. Set out some solutions to fix those problems.
3. With clear, competitive and transparent pricing – and with no obligation – tell you the cost of doing so.

WHAT TO DO NEXT?

- Email us your contact details and we will call you to discuss the best way to advise you at federation@harveyhowell.co.uk; or
- Call us on **0151 928 8597**

LET US HELP YOU SETTLE THINGS SAFELY

 0151 928 8597  federation@harveyhowell.co.uk  www.harveyhowell.co.uk

FOR WILLS, PROBATE, TRUSTS AND POWERS OF ATTORNEY CONSULT HARVEY HOWELL

PERSONAL INJURY CLAIMS UPDATE

By Jonathan Belcham of Ralli

This is a reminder to all as I am still receiving cases where the CICA have refused to recognise that Police Officers can be subjected to a crime of violence and are not excluded from the scheme, simply, because of their occupation.



Often injuries are sustained whilst an offender is resisting arrest. The offender was not intending to cause injury but in most cases their actions will constitute a crime of violence because it can be foreseen that some injury may be sustained, even if the actual injury cannot. Ordinarily there will have to be contact between the offender and the officer during the course of a struggle for a crime of violence to have occurred within the meaning of the Criminal Injuries

Compensation Scheme of 2012. Claims should be submitted on line. Keep a note of the reference as you will need this to correspond with them and if you receive a decision that you are not happy with you may be entitled to legal representation to pursue an appeal. Do not be at all surprised if your claim is rejected and you should contact the Federation at that stage to advise further. There are two years to lodge a claim. Whether you are entitled to a payment will depend upon whether your injury qualifies under the terms of the scheme which is tariff based. If you wish to claim the following link should help you to their website <https://www.gov.uk/claim-compensation-criminal-injury/make-claim>

If you slip or fall whilst chasing an offender or sustain any other form of accidental injury the strong likelihood is that the CICA will reject your claim on the

basis that an exceptional risk was not taken and such actions form part of the normal duties expected of a police officer.

In addition to a CICA claim there is always the possibility of suing the individual responsible for the assault. Such claims almost never produce successful outcomes, even if it appears that the offender may have assets. Rarely have I therefore advised that such claims be pursued as at best payment of compensation and legal costs would take many years and default is the most likely outcome.

In addition to a CICA claim you can apply through the DWP for **Industrial Injuries Disablement Benefit (IIDB)**. This is a no fault scheme for victims of accidents at work and which can result in weekly payments being made to reflect the extent of any disability caused in the workplace. The threshold for payment is 14 per cent. However if there are further injuries in the workplace the awards could be aggregated and result in a payment that otherwise would not have been received in isolation. There is also an opportunity, if the claim is accepted at any level, to review in the event of the worsening of a condition. Once you have completed the paperwork the DWP will make enquiries and if they are satisfied they are dealing with an accident in the workplace they will confirm the same. It will then be necessary to actually apply for an assessment of any disability. There is no time limit on claiming this benefit but it would not be assessed for three months after injury and can only be backdated three months. You can therefore apply for any old injuries on duty that give rise to any disability now. This link should assist <https://www.gov.uk/industrial-injuries-disablement-benefit>

Finally there is **Injury Pension** – this is a supplemental pension that can be paid either upon normal or ill health retirement. It involves consideration of any injury sustained on duty that causes an ongoing disability. There is a lump sum tax free amount that would be added to the normal pension entitlement and an annual tax free amount potentially payable for life. The amount would depend upon the extent of disability. Keep a copy of this advice and speak to your Federation at or around the time you intend to retire.

Jonathan Belcham has been advising members of the Police Federation for more than 30 years – if you have concerns, or a possible claim that you would like to discuss first, just contact the Federation office or contact Ralli directly on 0161 207 2020.



With over 30 years of experience dealing with claims for police officers, we at Ralli Solicitors have the knowledge and determination to assist you with all your personal injury needs.

We can help you with:

Road Traffic Accidents
Accidents On & Off Duty
Employers Liability
Training Accidents
Sports Injuries
Clinical Negligence

0161 207 2020

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We understand that behind every uniform, lies a person



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- ◆ Estate planning
- ◆ Funding for future education needs

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Brian Robinson, Mold

"In the four years since I asked Chris Spillane to provide financial advice to myself, I have found him to be extremely knowledgeable, trustworthy and reliable. I consider the advice he provides is always in my best interests and he is always available if I need advice. I would recommend his services wholeheartedly."

Anthony Duffy, Retired, Pwllheli

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

Mark Davies, Retired, Mold

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