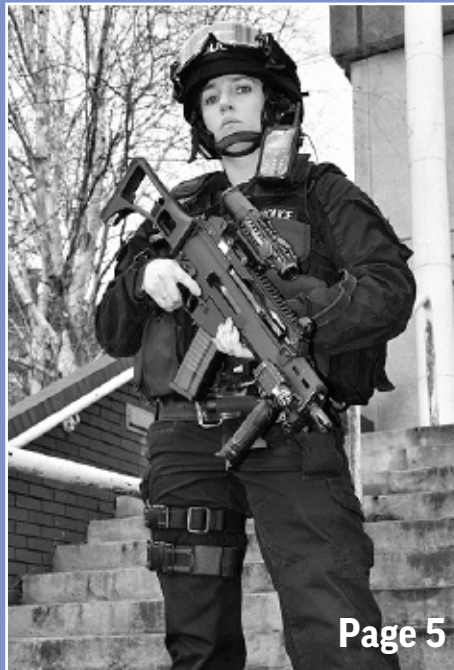


FRONT LINE

The magazine of Nottinghamshire Police Federation SPRING 2025



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[^]NHS England press release December 2024

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CHAIR'S FOREWORD

By Simon Riley, chair of Nottinghamshire Police Federation



Welcome to the first edition of the Nottinghamshire Police Federation magazine for 2025.

It's been a busy start to the year with the Federation elections taking place. Thank you to all of our members who stood for election and those who engaged in the process - to find out about the candidates and for giving them your vote.

This is your Federation, and it's vital that members engage in the election process. We want to ensure that everyone in the membership has a voice and that it's used to help shape the future direction.

I want to congratulate all those who have been voted in as workplace representatives, particularly those for whom it is their first time as a rep.

And to those who have been re-elected, thank you for your continued commitment to our members. A full list of reps can be found on Page 4.

Our collective voices will be vital as the Federation continues to fight on members' behalf for a fair pay settlement and a change in how our remuneration is decided.

The National Police Chiefs Council

recently [recommended to the Police Remuneration Review Board \(PRRB\)](#) a 3.8 per cent uplift in pay for officers.

However, that recommendation falls short of restoring our pay to pre-austerity levels. It will likely be smaller than those for other public sector areas that have the right to take industrial action.

This is no slight on those other public services, but the fact we have no rights to industrial action, no rights to challenge pay recommendations, and no voice at the negotiating table leaves police officers in a weakened position.

It also means policing will struggle to recruit and retain the best candidates.

It's very shortsighted to invest time, money, and resources into our people's training and skills and then watch them leave because the rewards are better elsewhere.

We have seen new recruits leave because policing is not what they thought it would be, and experienced officers leave for better-paid jobs or roles that carry less stress.

And while pay is not the only issue contributing to the ongoing recruitment and retention issues, I'm sure it's a major factor, and I don't think it reflects the challenges of the role.

Another ongoing area of great concern for the Federation is the 1994 Police Negotiating Board (PNB) Agreement. With it, entitlements for the inspecting ranks to overtime pay for working on public holidays and rest days were removed, as was the right to a shift pattern. The roles and responsibilities in which the inspecting ranks work have changed beyond recognition in those three decades. There is agreement across the inspecting ranks – speaking as an inspector myself – that the current situation is unfair, and the agreement is in desperate need of revisiting, reviewing, and revising.

The Police Federation of England and Wales (PFEW) recently surveyed the inspecting ranks, which lays bare the issues facing them. The headline results from the survey can be

found on our [website](#).

Finally, with International Women's Day this month (8 March), I want to take a moment to recognise and celebrate the invaluable contributions of the women in our ranks, whose dedication and professionalism continue to strengthen our Force and Federation. Hear from two of our female Nottinghamshire officers, one of whom has just been elected as a workplace representative, on Page 5.

As we move into spring, it's a fitting time to reflect on the progress we've made and the challenges that lie ahead. The challenges we face are significant, but with the continued commitment of your Federation and ongoing engagement from our members, we are in a strong position to push for the changes that policing urgently needs.

Together, we will continue to make your voices heard and fight for a fairer future.

PENSION REMEDY STATEMENTS: FREE ONLINE WEBINARS FOR MEMBERS

Nottinghamshire Police Federation, in collaboration with the Force, has organised a series of webinars to address the release of the Pension Remedy Statements.

These sessions will be led by an independent pension expert and will cover all aspects of the rollout, including both the 1987 and 2006 schemes, as well as the options available to officers.

The webinars are scheduled for **13 March, 20 March, and 3 April**, with sessions available at **midday, 3pm, and 5pm**.

To reserve your place, please use the following link:

[Nottingham Police Federation RSS Webinar](#)

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WORKING FOR YOU: NEW REPS SET TO PROVIDE FEDERATION SUPPORT

Eleven new workplace representatives have been elected to the Nottinghamshire Police Federation Branch Council.

The new reps will now attend an induction training course with the Police Federation to prepare them for their role representing and supporting colleagues across the Force.

They will also be able to take further courses to specialise in other key areas of Federation work such as conduct, health and safety and equality.

“We are pleased to welcome the new reps to the branch council and thank them for putting themselves forward for what can be a challenging, but also rewarding, role,” says branch chair Simon Riley.

“They will work alongside the nine reps who were re-elected to the branch council and who will, I am sure, offer support to the new reps as they get to grips with their Federation duties, which they carry out on a voluntary basis in addition to their policing role.

“Of course, we are also pleased to see our

experienced reps returning to their positions and thank them for their continued commitment to helping, advising and representing their colleagues.”

Simon and branch secretary Tom Hill remain in post and will take part in the upcoming elections for chair and secretary.

The Federation is amid an election process involving all 43 branches across England and Wales and the national office.

The process began on 30 December last year when nominations for workplace representatives opened. Voting for those who put themselves forward ran for almost three weeks with the results being announced on 27 February.

On 17 March, nominations open for

The re-elected Nottinghamshire Police Federation representatives are:

PC Jasmine Chaplain
PS Mark Lee
PS Mark Stacey
PC Emily Clayton
DS Adam David Rose

PS Lee Frith
PC John Skelton
DS Jaspreet Athwal
PS Lorna Hodgkinson

workplace reps on the branch council to seek election to the executive, the branch board, with voting taking place among the reps from 14 to 28 April. The branch board elects the secretary.

Nominations open for the branch chair on 2 May, with all members of Nottinghamshire Police Federation able to vote using an online portal from 13 to 27 May. The branch chair will be announced on 28 May and they, and other branch officials, take office on 1 June.

All members nationwide will be invited to vote for a national chair from 30 June to 14 July and they will start in post on 1 August.

The election process ends on 1 October when the new National Board will be in place.

The new reps are:

PS Andrew Foulds
PS Dan Machin
Inspector David Platt
PS Sandeep Singh Mann
DC Josh Carvell
PS Barney Taylor

PC Samantha Gledhill
PS Alex Piggott
PS Nikki Shipley
PS Mark Talbot
PS Joe Taylor



Legal advice for Police Federation members

We've supported the Police Federation for over six decades and provide a suite of tailored legal services to officers both on and off-duty. We're specialists in Police Federation legal advice and understand the intricacies of police work so when you need us, we're here to help.

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- Personal injury
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INTERNATIONAL WOMEN'S DAY: SHINING A LIGHT ON OUR FEMALE OFFICERS

Overcoming setbacks and stereotypes, we hear from two inspiring female officers as we celebrate this year's International Women's Day.

Sergeant Nikki Shipley

Sergeant Nikki Shipley's journey to becoming a firearms officer with Nottinghamshire Police began with a little white lie to her dad.

After finishing a degree in industrial design, Nikki, unsure of her future, claimed she was considering joining the police. Realising she had to follow through, she applied and joined the Force in 2010.

Initially scheduled for June, Nikki's intake was moved to March due to a recruitment freeze. Reflecting on this twist of fate, she said: "It felt like everything was just meant to be because if I had been on the June intake, I would probably have never been a cop. It's funny how things work out."

After four years on response, Nikki applied to the firearms unit but failed the selection. Undeterred, she successfully reapplied two years later, starting her firearms course in 2017.

Now the longest-serving woman on the team and recently promoted to sergeant, Nikki helped establish a mentorship program to encourage more officers to consider firearms, working closely with the NEWS (Nottinghamshire Empowering Women to Succeed) network. Nikki is determined to show that anyone can succeed in the role.

Also a volunteer with the Force's cadets, Nikki finds personal fulfilment in supporting young people.

[Read the full story from Nikki.](#)



Inspector Katie Eustace

Inspector Katie Eustace's 15-year career with Nottinghamshire Police showcases a relentless drive to break limits.

Inspired by her father, Steve and grandfather, Phil, Katie joined the Force at 20 in 2009. Working alongside her father, she balanced the pressures of scrutiny with the comfort of a familiar face.

After starting in response, Katie sought growth, completing attachments with the Divisional Support Unit, Police Support Unit, and CID, where she found her passion for helping vulnerable people. Her success in CID led her to become a trainee detective, confirming her commitment to making a difference.

In 2017, Katie pursued a challenging new path as a firearms officer, battling self-doubt. Supported by a tight-knit team, she overcame imposter syndrome, embracing the role's pressure and precision. By 2020, Katie had passed her sergeant exams during pregnancy, only to be fast-tracked to inspector.

Balancing motherhood and leadership, Katie now manages over 30 officers and serves as a Post-Incident Manager. Her drive extends to training as a firearms commander and a bronze public order commander. Motivated by a desire to lead by example, Katie's ambition remains focused on making the world a better place.

[Read the full story from Katie.](#)



PLAYERS SOUGHT FOR NEW FORCE WOMEN'S RUGBY SIDE

Two members of the British Police Women's rugby squad are making plans for Nottinghamshire Police to have its own team. We spoke to players PC Charlotte Lacy and police staff member Toni McMonigle.

Playing rugby is a large part of PC Charlotte Lacy's life and now she wants to start a Nottinghamshire Police women's side.

Charlotte plays for the British Police Women's team and, shifts permitting, for Long Eaton. She previously played for Lichfield Ladies, who play in the second tier of English rugby.

"During the first week of training school, organisations come to introduce themselves, such as the Federation, and one of them was sport," said Charlotte, who recently passed out.

"I found Nottinghamshire didn't have a team so, essentially, I had to go straight to the British Police team, but there's a couple of us who are keen to start one up."

Charlotte has support from Toni McMonigle, digital support centre manager, her British Police squad mate.

“To wear that captain's armband feels special.”

"We've tried to set up a ladies' team before in Nottinghamshire but it was fairly tricky to get the numbers with officers working shifts," Toni said. "But it would be really nice to see."

Flanker Toni was introduced to the British Police team after being asked to attend a game against the British Fire Service at Nottingham Rugby Club and a dinner afterwards on behalf of the then Chief Constable, Craig Guildford.

Toni, who plays for Nottingham-based Mellish, said: "He wanted a female who would want to go and watch and someone he spoke to knew I played rugby."

"As it got closer, I thought that I'd love to play rather than watch, so I contacted them and asked about playing. I ended up trialling the day before the game and was



PC Charlotte Lacy representing the British Police Women's rugby team.

selected to play."

Toni is now captain of the British Police second XV.

"I'm really proud to represent the Force and police staff. To wear that captain's armband feels special," she said.

Charlotte is a versatile back, who can play scrum-half, inside centre, and full-back. She joined the British Police squad after a two-day trial.

"Training school was happy to accommodate me going to the trials, which was great," she said.

"I drove to Manchester, did the training day and drove back because I had to be at work for the morning, and I then had to drive back again to do the match."

"I was on the bench for the first XV and came on at scrum-half and just loved it."

"Everyone was so welcoming. It was really well structured, which was nice and reassuring."

Charlotte played her first game for the team last month when they were beaten by the RAF.

She came off the bench, this time at

full-back, with 35 minutes to go and the police side trailing 25-10.

"A few of us came on and I think fresh legs helped bring it back up again," she said.

Charlotte kicked two conversions helping the side to a 29-25 lead. However, she was forced off through injury with minutes left, watching as the RAF scored a try in the final minute to win 30-29.

"It was such a good game. It was physical, it was fast paced, it was great to be involved in," she said.

Charlotte, previously a footballer, 'fell in love' with rugby while at university in Leeds and helped establish girls' teams at Rugby School – the birthplace of the sport – during a sport analysis internship there in 2022.

"They had tried to start it before but there was no uptake so I started running sessions on a Monday and Tuesday night. I got some of the first team lads to come and help with some skills sessions."

"They've picked it up really well and they've now got it on the school curriculum, which is great to see because I never had the opportunity at school."

Photo courtesy of Clare Geldard Photography www.claregeldardphotography.co.uk

BRITISH POLICE RUGBY: FED MEMBER DISCUSSES 'SPECIAL' YEAR OF MILESTONES

As British Police Rugby (BPR) celebrates its centenary anniversary in 2025, its highest-capped player, Steffan (Steff) Griffiths, reveals how he is marking a milestone year both personally and collectively with the team.

The home of the best rugby union players from police forces across the UK, BPR has been the beneficiary of Federation member Steff's talented services since 2010.

Police Constable Steff, who is originally from Anglesey, started playing rugby when he was seven and gained an academy scholarship linked to professional Premiership side Gloucester as a teenager.

After this scholarship saw him complete two degrees at the University of West England, he moved to Nottinghamshire and started in the Force.

It was then only a matter of time before he became a part of the rugby scene in his new place of work.

"Obviously, a professional career in rugby didn't quite materialise, but the scholarship I had still served me well for what I achieved at university. After that, joining the police felt like the right next step for me," Steff said.

"I then joined BPR pretty much from the outset of being in the police, and 15 years later, here I am, still playing my part in both and enjoying what I do.

"From the very start, it has been a fantastic team to belong to. When I think about my decision to get into policing, there are many things I've done as an officer that I am proud of, but being selected for BPR is up there as one of the biggest reasons I believe I made the right one."

With a selection pool of around 50 players, BPR's men's team play matches in a full, 15-a-side rugby union format playing other police forces, emergency services and public institutions.

Playing seasons run from January to



Steff being elevated during a match.

May each year and the team's current campaign has seen them come up against the Army and Royal Air Force in recent weeks.

Their next fixture is against the Navy at Worcester's Sixways Stadium – one of many professional grounds to have hosted BPR games – on Wednesday 26 March, with tickets available to purchase for £10.

The team takes part in overseas tours every two years and have taken Steff, who has also played a major role in the recent revival of Nottinghamshire Police's rugby club, to the USA, Hong Kong, Argentina

and Uruguay.

But the highlight of his travels with the team came in South Africa, where he was involved in a match at the iconic Ellis Park Stadium in Johannesburg.

Undoubtedly the proudest moment of his BPR career, however, came in 2015, when five years after joining, he was appointed as captain and he is now entering a decade as skipper.

"I can't believe it's been so long, but it's been an amazing 10 years of captaincy. It's an absolute honour to be reaching a decade, especially in a special year for the team too," the 39-year-old added.

"What I love most about being captain is just being that conduit between the team and the BPR committee, because it's that strong relationship between the two which helps drive the team forward.

"Whether it's leading on the pitch or organising off the pitch, I'm still so proud to be in this role. To have helped identify new players and for them to then come through and get so much out of it, just like I have, has been brilliant."

As captain, Steff has taken responsibility to commemorate the centenary anniversary, dedicating a significant amount of time to researching BPR's 100-year history.

Despite hours spent going back through a century of fixtures and players described as 'painstaking' at times, Steff's hard work has been rewarded, and he now hopes to share BPR's extensive past in a centenary anniversary booklet later this year.

This research, he says, has reminded him of the proud institution he has represented 62 times – making him BPR's highest-capped player – as he shared thoughts on his own longevity.

"I know I won't play or be captain forever. But when the time comes for me to wind down, I hope I'll still have something to offer in some capacity," he said.

"As I touched on, there are some great players coming through and I know the team is in very good hands for the years to come.

"But I am not done yet – we have some big games coming up, and I'm ready to keep contributing to what has been such a massive part of my career and my life."

“There are many things I’ve done as an officer that I am proud of, but being selected for BPR is up there as one of the biggest reasons I believe I made the right one.

'THE BEST ROLE IN THE POLICE'

Drone pilot reflects on busiest year yet for unit.

Like most of Nottinghamshire Police's drones unit, PC Ashley (Ash) Edwards performs fluid duties between piloting the technology and a separate role.

Alongside part-time work in the unit he joined in 2020, Ash is an Ollerton-based response officer, roughly dividing his responsibilities in a 50-50 split.

The Force unit offers full-time drone coverage around the clock which is much needed when 2024 was the unit's most demanding year yet.

"The other thing that enables us to be a 24/7 operation is the passion and dedication we have for the drones," Ash said.

"For me, the unit had recently started up and I was interested in becoming a pilot because it sounded so exciting. I'd never used a drone before, but had always been enthusiastic about gadgets and video games. "I'm very happy I was able to become a part of the team. It's been an incredible five years and we are always doing and achieving more."

Drone use has been one of the most innovative strategies in law enforcement in recent years.

In Nottinghamshire, drones have helped with missing people and general area searches, crowd control in public order incidents, and on-foot pursuits of suspects leaving vehicles.

And there has been plenty of development in other areas too.

"We now work with the firearms department on armed deployments. For example, if officers are surrounding a marked building, we can provide them with situational awareness by livestreaming the drone footage," Ash continued.

"Another big job for us has been the use of thermal cameras on the drones to monitor cannabis cultivation, to help the Force gather intel on this activity."

In 2024 there were nearly 500 hours of drone flight time logged within the Force.

New tools were introduced – firstly, a police sports utility vehicle (SUV) adapted to contain a pre-constructed drone.

Often operated by Ash, the vehicle allows a device to be put into the air significantly more quickly than a traditional drone, which must be assembled for each use, and features the unit's fastest WiFi signal yet.

Another addition has been infrared night vision cameras, which the 48-year-old said has the biggest 'wow factor' of the unit's facilities.

"I will never tire of what they (cameras) can do – they turn night-time into day-time for us," he explained.



PC Ash Edwards looks back on 'incredible five years.'

"We used to use thermal cameras for night operations, but these new ones have clarified our vision and made it HD. In the middle of nowhere, they can pick up landscape and agricultural features, humans, animals and more.

"The car has been an excellent addition. Having a ready-made drone has hugely strengthened what we can do off road and in wet weather, and that's what the drones are all about. Time is critical, and we always want to shorten the time between incident and response."

A national project to extend the drones' line of sight beyond its current limit of 500 metres is underway, which is potentially the next major game-changer.

Beyond this, the talented pilot has one simple desire: to see his unit become the UK's next standalone, fully dedicated police drones team.

"I think it's what we all want, really," he said. "We are so passionate about the work we do and the impact we are making, and we just want that to grow and scale up as much as possible.

"I honestly love coming to work – I don't

even consider it work – and it's the best role in the police, for me.

"It's important to remember that drones don't replace anyone or anything in the Force. They're only here to work with them and provide more options for officers on the ground."

Unit leader and chief pilot Vince Saunders added: "I feel in a very fortunate position to be shaping an area of policing that is really making a difference.

"Every day is a graft for us, but it is absolutely worth it. I take my hat off to the rest of the team, because there is a big onus on the other pilots, like Ash, to make their roles what they are – and they're all doing a fantastic job.

"In 2024, we saw a real increase in calls for service and spontaneous call-outs, which reflects how we are becoming more and more relied on.

"This demand has been backed up by continued investment in equipment and facilities, which we massively appreciate. I think this shows the Force is seeing the value we are bringing to everyday policing, which is what we are always striving to do."