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THE COUNTRY'S BRAVEST COP

Warwickshire officer wins national award.





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In this issue

Support for retired officers and Forward by Steve Martin	2
Chairs Forward	3
Dedication of Warwickshire new standard	4
Does Common Law Spouse exist	5
Warwickshire Federation members retiring	9
My 50 years in Warwickshire Police	10-11
Supporting you through change - Evolve	12
Debbie Tedds – Warwickshire Through and Through	13-15
Warwickshire officers charity work	15
National Police Bravery Awards 2019	17
Taking to the saddle for COPS	18-19

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Contact the Federation
E-mail: Gill.Naylor@polfed.org or
Telephone: 01926 684323

Support a retired officer

I am a retired Warwickshire Police Superintendent with an established, independent, personal coaching practice (CRW Life Coaching).



Since 2012, working in conjunction with Warwickshire Police Federation and Unison, I have offered Warwickshire Police Officers and Staff a **FREE, 45 minute, no obligation**, face to face Coaching consultation (plus discounted rates for any subsequent sessions).

Whether you are reviewing your career options, updating your CV, would like to work on interview skills, management skills, confidence, motivation, overcoming limiting beliefs, time management or any other personal or professional challenge, why not arrange an appointment to discuss how I may be able to help you?

To book a **FREE, no obligation**, confidential consultation at Barford, please contact me direct on **07867 470 426**, email chris@crwlifecoaching.com or contact Gill Naylor at the Federation Offices on **01926 684 323** (gill.naylor@polfed.org) or Unison on **01926 684 387**.

I look forward to hearing from you!

Chris Wadsworth - 07867 470 426 www.crwlifecoaching.com



Steve Martin

I hope you enjoy all the articles in this magazine.

Please take the time to read them. Perhaps one of the most important pages is the back page.

Foreward

Steve Martin – Secretary

I know it isn't a topic people like to think about, but we have recently had a number of issues where officers have not kept their beneficiaries up to date.

Please take the time to photocopy the back page and send us in your up to date beneficiaries. This can be done by scanning them and sending them to gill.naylor@polfed.org or through the internal post to the Federation Offices, Barford. After all you would want the correct people to receive any insurance payments or money from the organisation should the worst happen.

Chairs Foreward



Simon Payne
JBB Chair

spirit and aspiration will be challenged robustly by your representative body, the Police Federation.

So what is the Policing Family? After all we

have 43 forces in England and Wales. What makes us all part of the Police Service? For me it's the sense of duty to those we serve, the public. Not just the public who live within a specific force area, but those that travel through or visit. We are all colleagues, who carry the office of constable and the responsibility to the public that comes with that. If anyone ever asks me what I do, I firstly reply that I'm in the police, or a police officer and then may expand in which force I serve and what I do. Policing is not an insular service, it never has been. We are all part of the same team, who take the same oath, who police with the consent of the public. We are the policing family and that should have no boundaries.

What has been brilliant in the last few months are the record number of new officers joining Warwickshire Police. I have no doubt that these numbers will significantly improve the resilience we will have going forward. On top of this the Government have just announced an increase of 20,000 officers nationally. I am absolutely convinced that this will take Warwickshire to a position in the next two years of having the highest number of officers it has ever had in its 162 year history. In September we will be awarded a 2.5% pay rise, in line with the Pay Review Body. We will keep you updated round the on going issue concerning Police Pensions and how the Government intend to resolve this long standing issue.

I hope you enjoy this latest addition of our magazine. There is an update on the ongoing work happening since West Mercia decided to terminate the alliance, a great article about what it's like to work for Warwickshire Police for 50 years, an overview concerning our members charity work, the dedication of the forces new standard and the National Police Bravery Awards 2019.

Simon Payne
Chair
Warwickshire Police Federation

Colleagues

THE POLICING FAMILY

I have thought long and hard around the theme for this article. Should it be upbeat and positive, or negative and pessimistic? Two very distinctive choices at a time of uncertainty for many. Well for me the choice was easy and let me explain why. Having spoken to many colleagues from around the country it is clear you have the support and admiration of those within policing. We may be a small county force but our reputation is second to none. We are known to have never shied away from a challenge, we always rise to the occasion and that is the characteristic we in Warwickshire have within policing. I understand the pressures you face daily and I can assure you the Chief Constable and Police Crime Commissioner do too.

Many in public service often talk about how important morale and wellbeing is. They are words that are easily spoken or communicated and that's about as far as it goes. I can absolutely assure you that your Police Federation and Warwickshire Police have your welfare at the forefront of what we do now and in the future. Anyone or anything that puts at risk this characteristic

The Dedication of Warwickshire's new standard

On Friday 7th June 2019 I attended the 'dedication' of the new Warwickshire Police Standard at Leek Wootton (Police HQ).

Chief Constable Martin Jelley, PCC Phillip Seccombe and the Force Chaplain Mathew Hopley greeted the new Standard. The Standard was presented by serving Police Officers from Warwickshire who are all HM Armed Forces veteran's, namely **PS Carl Beaumont** (Standard Bearer), **PC Mark Simpson** (Escort), **PC Neil Ward** (Escort) and **Insp Lucy Sewell** (Parade Marshall).

CC Martin Jelley warmly welcomed all present and announced that in Warwickshire Police Force's 162 year history we had never had a Force Standard, adding how proud he was to be part of this historic day.

The Force Chaplain, Mathew Hopley then formally blessed the Force Standard before it would be seen in public for it's first official ceremony on Saturday 11th May 2019 at the Royal Albert Hall in order to celebrate the 30th Anniversary of the British Police Symphonic Orchestra.

A one minute silence was then held in memory of those officers that had given the ultimate sacrifice for which we stand and for those who had dedicated their lives to Warwickshire Police in serving the public.

This is certainly a day that marked the start of Warwickshire being reborn and I was proud to be part of it

Steve Martin
Branch Secretary



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Does the Common Law Spouse exist?

Sandeep Sandhu

Associate in Family Law at Slater and Gordon



Common-law marriage hasn't existed in Britain since 1753, yet the belief that it does is widespread. No one acquires rights over someone else's property simply by living with them, so it's important to consider your position before you decide to cohabit.

Below is a short guide for anybody planning to move in with their partner:

Joint tenants or tenants in common?

If you own the property as joint tenants, the property is held in equal shares – one tenant cannot have a larger ownership than another. A key concept in joint tenancies is the right of survivorship. This means that if any one of the joint tenants dies, the remainder of the property transfers automatically to the survivor/s. The transfer happens even if the joint tenant provides for something different to happen with his or her property in a will.

If you own the property as tenants in common, the property doesn't have to be held in equal shares. For example, one tenant in common can own 75% of the property and the other 25%. There's also no right of survivorship for tenants in common and should one tenant in common die, his or her share of the property passes under the terms of any will, or the intestacy rules.

Do I need a deed of trust?

A Deed of Trust (also known as a Declaration of Trust) is a legal agreement that can be used to specify how a property is held between joint owners. They can include specific information such as each party's contributions towards the purchase price or their respective shares in the property, for example.

Moving in with a partner who owns property in their sole name or jointly with another?

- Consider what will happen if the relationship breaks down
- Does the legal title need changing?
- Will you be making financial contributions towards the property and will these constitute as an interest? If there's no financial contribution, it's unlikely that you'll be able to establish any legal interest
- Do you have children with your partner? Will it be possible to bring an application for the benefit of the children upon separation, if no agreement can be reached?
- Is there anything else about the property that you need to know? This is particularly important if the property is held in joint names with a third party, such as a former partner or spouse

Many people also ask whether there are any other financial claims upon separation. If there are children of the relationship, child maintenance will be payable by the 'non-resident' parent. Other than this, it is doubtful.

The rules for separating cohabitantes are very different to divorcing couples. Generally you will only be looking at assets held in joint names and claims are limited to those under the laws of property and trusts.

It's vital that careful thought is given to the above matters prior to cohabitation. Whilst it may be 'unromantic' to plan for a possible separation, more couples are acknowledging that it's something of a necessary evil. It's far better to agree your respective intentions and plans from the outset, than to separate and face legal intervention and costly court proceedings.

The best way to ensure that you're protected when considering cohabitation is to:

- Consider the above points carefully and ensure you have frank discussions with your partner
- Consider entering into a cohabitation agreement which can detail how the property is to be dealt with both during the relationship and upon separation
- Prepare a will
- It's always best to seek legal advice

For an initial consultation please call **Slater and Gordon Lawyers** on **Freephone 0808 175 7710** or contact us online and we'll be happy to help. Alternatively you can contact us via your local federation.



Going through a divorce?

Call us before your ex does.



Sandeep Sandhu
Associate in
Family Law at
Slater and Gordon

We've been working with the Police Federation for over fifty years – longer than any other firm. No one understands better the unique pressures of police work and how to protect your rights – including your pension. If you're going through a divorce, we offer a free initial consultation, a divorce fixed fee package from £350 plus VAT and Court fees and discounted hourly rates plus we give you access to some of the country's best family lawyers.

If you think we could help, call us on
0808 175 7710

slatergordon.co.uk/police-law

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Gordon**
Lawyers

IMPORTANT: You could be owed a tax refund

If you pay tax, there's a fairly high chance you've paid too much!

If you know what to look for you might be able to spot where HMRC has sent you or your employer the wrong codes in the last 4 years and then sort the problem yourself. If not, Warwickshire Police Federation are working in conjunction with The Tax Refund Company again and are pleased to offer you the opportunity to receive a professional tax code review, by their leading tax code experts. They will check the tax you've paid in the last 4 years and get your money back from HMRC if you've paid too much.

If you wish to use the service, the main facts you need to know are:

- **If there is no tax refund you pay no fee. The service is entirely free of charge**
- **For every £1 refunded, you keep 62p (minimum fee £38*)**
- **YOU keep 100% of any future savings you make from a new tax code**
- **In the rare event that they discover you owe tax, they will only inform you, not HMRC**
- **Dog handlers in particular are frequently found to have paid too much tax**

To find out if you are due some money back go to www.checkmycode.co.uk/warwick

This is your hard earned money. Why let The Revenue keep it?

* If your refund is under £38, the minimum fee will be reduced to the same value as your refund so you have nothing more to pay

ANY QUESTIONS?

Call The Tax Refund Company on 0161 968 7345 (Mon–Fri 9am – 5pm) or see their FAQ's at www.thetaxrefundcompany.co.uk/faqs

Warwickshire Federation members retiring

Over the past few months we have been sad to see three of our longest serving members retire from the force. **Bal Gill** was the Professional Development lead and attended the National Detective forums to ensure issues affecting Warwickshire Detectives were heard on a National level. **Warren Ayers** attended the Uniform & equipment meeting and worked alongside Jill Atkinson to ensure that the equipment supplied by the force was fit for purpose. This area of work is always a challenge with the federation reps bringing the practical issues to the attention of the organisation. During his time as a Federation Rep, **Liam Barry** had been Chair of the Inspectors board and a Trustee. More recently he was the Health & Safety lead. Liam attended all the H&S meetings and regularly raised challenges with the organisation and across the alliance when officers Health or Safety was being put at risk through an organisational decision.

We would like to take this opportunity to wish all three and happy and healthy long retirement. Thank you for all your work supporting the Federation.



Collette O'Keefe, a new workplace representative.

As people leave the Local Council we regularly have new people coming onto the Federation. This is always welcome as it brings a new and fresh perspective to the work that we do. This is an article from Collette O'Keefe about her work as a representative and the support that she can offer other officers.

In February 2018 I joined the Federation as a workplace Rep during the Triennial elections.

The Federation provide training for their Representatives and also allow you to diversify into different skill areas, for example Discipline, Health & Safety, Detectives, Equality and Uniform & Equipment. I now attend the National Detectives Forums, which looks at issues affecting detectives across the country and seeks to improve their conditions and share good practice.

Prior to joining the police I knew I wanted to be a career detective. I was fortunate enough to join Warwickshire police and have had plenty of opportunities in a variety of detective roles. I have been a detective since 2007 and I am passionate about the work that we do. I became the

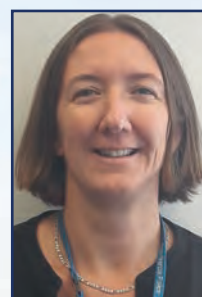
Detective's rep to be our voice at national forums and to assist and support all CID officers locally.

I am passionate about improving the work environment and supporting colleagues to be the best they can be so I volunteered for the newly created role of Well-Being Rep. This complimented the training I had received in force through the peer support workshop. Through this role I was given the opportunity to attend the MHFA (Mental Health First Aid) course in April this year.

Work is just one element of who we are, and each individual has their own frame of reference, influenced by a range of factors from our upbringing and experience. There is no one size fits all. Each person within our workforce needs be treated as an individual.

We spend a lot of time at work, often working with the same people. It is important to recognise when someone is struggling, recognising our own limitations, and having open and honest conversations with colleagues.

The force has put health and wellbeing at the forefront of it's priorities, which is demonstrated with the establishment of the team led by Inspector Wayne Boulton. There has been a vast investment in peer supporters, service demand and recruitment. The culture is changing and I am here to act as your voice in support of a brighter and healthier future.



Chair Simon Payne:

The work that all the Federation Reps do is invaluable, ranging from guidance on area about Regulations through to long term support when an officer needs it. We regularly challenge the organisation to ensure that working practices are safe and try to redress the work/life balance that can so easily be lost.

Due to retirements and officers transferring forces we currently have five vacancies on the local council. This involves attending three meetings a year at Barford which is duty time and you may have the opportunity to attend the annual conference, which next year is being held in Manchester. You will also have the opportunity to be trained and specialise in an area of work that interests you.

If you are interested in becoming a rep please watch out for the email from Gill Naylor over the coming weeks. This will be asking for expressions of interest and will allow you to stand in the elections. We are always keen to have new people on the council because it brings new knowledge and point of view to our work.

If you are undecided and want to know more please contact the federation office on **02916 684 323** or ask one of your local reps.

Les Buckler - 50 years in Warwickshire Police

This January saw Les Buckler reach the staggering feat of having served Warwickshire Police for 50 years. We thought we'd mark the anniversary with some thoughts from Les and some photos to show the past five decades. Hope you enjoy the read.

1st January 1969 – I joined Coventry & Warwickshire Police as a Cadet. I wanted to be a teacher but joined the police because my Mum told me to get a job and Coventry & Warwickshire Police just happened to be recruiting at the time. I was Cadet 9 and based at Bedworth Police Station, known locally as Bedduff Nick. My starting salary was £28 per month.

4th February 1971 – I started at Ryton Police training college. I was on course number 467a. I was PC 864 and my salary had risen massively to £109 per month.

1973 – Warwickshire Constabulary is formed.

In 1973 Coventry was taken into the West Midlands Police and I was given the new collar number 648. This change saw the force lose Solihull, Sutton Coldfield, Coventry and Chelmsley Wood. However, apart from a new collar number this change did not make much difference in the day to day role for officers on the beat. It was during this year that my career as a Resident Beat Officer began. This role as changed over the years and also been known as Community Beat Officer and now known as Safer Neighbourhood Beat Manager.



1981 – In 1981 Bucks Hill Police station was reopened and so I returned to my role as a Community Beat Officer. This time I covered the Edward Street area of Nuneaton.



1988 – In 1988 the then Home Secretary Geoffrey Howe moved to Long Compton in the south of the county. In order to provide 24/7 protection for him Operation Sapphire was formed. This saw me going onto the ARV team full time and a change from riding pedal cycles to being a grade 1 driver driving Ford Cosworths. Just a slight difference!



1996 – In 1996 the cover for Mr Howe was reduced and so I moved back to Nuneaton on patrol. The time I had been away had seen a massive change in patrol and the demands the officers were facing. At this time I was on A shift.

In 1996 I became the ASU officer for the shift. This role meant that I completed all the foreign force enquiries and also the gun licensing applications.



30th September 2002 – It was on this day that I hung up my cape and retired. My last working day as an officer was at the Belfry at the Ryder cup.

1st October 2002 – This was the day that my second career with Warwickshire Police started. I became a member of Police Staff and continued my role as the ASU officer.

5th April 2019 – This is going to be the day that I retire from Warwickshire Police for the second time.

I have many wonderful memories and stories. I really wish that I had kept a diary of some of them.

I have served under 9 Chief Constables

1964	-	1976	:	Richard Bonnar Matthews
1976	-	1978	:	Albert Laugharne
1978	-	1983	:	Roger Birch
1983	-	1998	:	Peter D. Joslin
1998	-	2000	:	Andrew C. Timpson
2000	-	2006	:	John Burbeck
2006	-	2011	:	Keith Bristow
2011	-	2015	:	Andrew Parker
2015	-		:	Martin Jelley

Highlights – Well there have been so many. My main achievement is “never being found out” !!



I was based at Bucks Hill Police station and my beat was Stockingford. To this day I still meet people who say that they remember me going into their school to give assembly talks. I love this part of the job, it shows that we were part of the community.

1974 – In 1974 I decided to try my first experience of firearms. Little did I know at this stage, but this was going to help mould the direction the rest of my career would take. At this time I was on what was called the Reserve List, where you had a bleeper and you were called out if required but you maintained your normal day to day role.

1976 – This saw me going back onto Patrol at Nuneaton. In them days at least one person was allocated to walk the town centre all night. Your main aims were to stay warm and dry and also have no burglaries reported the following morning. You can certainly walk round Nuneaton town centre a number of times in 8 hours!



Helping to Police the Pope John Paul II's visit to Baginton airport on 30th May 1982. This was a huge event for Warwickshire to police the security and the surrounding roads. 300,000 people attended the open air mass. To cater for

his arrival a "temporary city" was built in the airport using 50 miles of scaffolding and five-and-a-half mile of chain link fencing.

Over the years people have said that I look dodgy, well that was proven when I appeared on the Crimewatch programme. This was in August 1989, there had been an armed robbery at Ansley Road Post Office, and the witnesses stated that I looked like the offender. Kitted out with a woolly hat and dark clothing I had to reconstruct the incident and the escape route. Sadly Hollywood didn't come calling so I carried on policing.



I have seen so many changes to the policing styles. When I joined we had to complete written projects on every subject throughout our training. On one occasion my whole shift had 15 minutes taken off their rest break for a week because my shoes weren't shiny enough. I can tell you that I wasn't very popular that week.

One Chief Supt at Nuneaton, Les Marlow, had been a prisoner of war and had come back and ran Nuneaton as though it was the army. At 8.30 every morning an officer had to be at the junction of Higham lane and Weddington Road to stop the traffic and let him through so that he wasn't held up on his way to work. Can you imagine that happening now ?!. I am not saying that that was the right way to run a Police Force but looking in now it seems that everyone has to have a 'ology', although the subject doesn't matter. Officers no matter how educated they are still need a grounding so that they understand the law inside out and can speak to members of the public from all backgrounds.

Police sport was also really important to me and it helped form bonds across the county with team members. It gave people a pride to represent their force against other forces up and down the country. I represented the force at football, rugby, cricket and I captained the golf society for a number of years.



Back Row

Barry Coulson - Mick Rolf - Alan Sears - Ian Crowe - Vic Langley - Derek Hunter - Gavin Bishop - Bob Kitchen - Brian Treadwell

Front Row

Roy Brader - Bob Fletcher - Harry Latusek - Norman Buckler - Les Buckler - Bill Fathers - Roy Stephens - PNC Brown - Wilf Harry (Mascot - Pat Brown's dad)

Difficult times – I have always been proud that whilst working in the firearms licensing team Warwickshire was always ranked in the top 3 and had good reports in shooting magazines. Unfortunately following the initial move into the alliance we dropped to 42nd. We had to endure massive cuts and staff upset. Things have settled down now and we are now working our way back up the rankings and back with a green rating again. Some of this is because of the working agreement we have formed with the West Mercia line management where we are allowed to work our days to meet the needs of the shooting population. As the alliance changes again I sincerely hope that the disruption doesn't impact in the same way it did before.

Moving forward for Warwickshire – If Warwickshire Police goes it alone, then in my humble opinion that will be a good thing for the public of Warwickshire. It will mean that we get an infrastructure back and more importantly ownership. There will be hard times ahead as we move into a new structure but we are a Police Service, and need to focus on the word Service.

Moving forward for me - I am looking forward to getting out and about in my Motorhome, going on cruises, taking up golf again, continuing my love of cake decorating and to be able to spend more time doing the ballroom, Latin and sequence dancing that I really enjoy. I have to say I feel so sorry for the officers working in the police today. Officers are not able to forge the relationships that they want with the public. With line management now being across two force areas it seems that often there is a lack of visibility. Our officers are multi-talented and are not given the time to use their skills. You are bearing the brunt of years of Police Cuts and the demand is so great now that I watch you not even having time to get a break, let alone enjoy the variety of jobs and the interaction with the public that this career brings you. Would I join again? Probably! I have no doubt that in 20 years time people will be saying how great it was in 2019. We always think that our era was the best. As a resident of Warwickshire I will watch closely how things develop over the coming years. **Stay safe!**



Others photos used ...

Trying to find lost property and Bikes outside bucks hill nick

Supporting you through change – a new engagement lead for Evolve



I'm Chief Inspector Faz Chishty and I have recently joined the Warwickshire Evolve team, leading on workforce engagement.

At the recent engagement seminars, the Chief Officer team expressed our desire to put our people at the heart

of our journey as we build a new Warwickshire Police, so this role is really important as we work on how best we truly engage our people going forward.

Here is an update on the progress we've made so far:

Q&As

Over 200 questions were submitted on Slido before and during the engagement seminars and we've been working to provide up-to-date answers for you.

New workforce engagement groups

We've recently launched our first workforce engagement group which brings together colleagues from a range of staff networks. The aim of the group is to help us identify and understand any issues and concerns so that we can support the workforce during this period of change, and to give us feedback on our communications and engagement activities so that we know how best to keep everyone informed and ensure we're all on this journey together.

We're keen to ensure that all areas of the organisation are represented, so work is underway to also create dedicated groups for Local Policing and Protective Services too. For Enabling Services staff we are keen to engage through the already well-established Staff Forum. If you would like to get involved, please get in touch. I believe this is an exciting opportunity for you to help to implement our new force.



Evolve intranet pages

Please visit the Evolve intranet pages, which we'll be updating every week with the latest news.

What's next?

Coming soon – To support all of the changes our force is about to undergo, we need your help. Over the next fortnight we'll be reaching out to you for your views. We will also be launching an Evolve email address for you to send questions or request support.

I'm really keen that we are accessible to you and I want to get out and about as much as possible to talk about Evolve and answer any questions you may have. If you would like one of the Evolve team to come along to a meeting, please let myself or Lou Kendrick, Evolve Corporate Communications Officer, know.

Please feel free to get in touch with me at any time, otherwise look out for me as I'm coming to a station or workplace near you!

If you would like to get involved and join one of our new workforce engagement groups, please contact me.



Debbie Tedds – Warwickshire Through and Through



Being a Police Officer was my childhood ambition which I managed to fulfil joining Warwickshire Police March 1989 and being part of intake 03/89 at Ryton. Unbeknown to me, this became an important intake due to being the first fifteen work course whereby the learning style changed.

Previously students had been required to undertake law definition exams each week which were pass or fail. Three fails and officers were returned to force and dismissed.

This new process had a massive impact on me once I had graduated from Ryton and started on my shift with a tutor. The new training style was not popular with colleagues and supervisors whose perceptions were because I had not passed exams as they had, my knowledge was poor. This was reinforced to me when I struggled within my probationary period and undertook a further tutor period. However, the process of having to be re-tutored taught me two things. The first being that it's ok to need extra help and support. The second was in relation to policing styles. My second tutor was a female officer and the style of her policing was completely different to the first tutor. Both tutors had their strengths and weaknesses, and both gave me important advice and guidance during those early months. What the extra tuition did was highlight to me how every individual's style of policing and approaching situations was different and that was ok. There was no right or wrong way, policing is one of the few careers where you can bring a bit of yourself to the role. This started to raise my confidence levels and I realised that I could bring myself to work with my own individual style and still be a good officer and achieve what I wanted to do.

My lack of confidence in relation to my knowledge of the law led me to revising and taking the Sergeants exam after 2 years' service. I started to study so that I could have a wider understanding of legislation and perhaps prove to myself that I did know what I was talking about!. When I took the exam, it was the first year of Ospre. Again, others were suspicious of the new format though I carried on and passed the exam first time. This gave me the confidence I needed about my ability and knowledge of the law though wanting to experience different areas of the service I made a conscious decision not to go for a promotion board at that time.

I spent thirteen happy years as a constable experiencing all sorts of policing roles and locations across the Force. My new found confidence enabled me to be able to turn down any promotion opportunities in order to continue to build my experience and knowledge. Just because I chose to stay as a Constable for a period of time does not mean that early promotion isn't right for others. Each person develops as a police officer in different ways and at different paces, this was my chosen path.

I was born and bred in Warwickshire, living in the Lillington area on a housing estate with my parents and siblings. I left school at 15 with very few qualifications which in hindsight probably was the best thing. In fact, I had to go back to 'night school' to pass my O level Maths and English just so that I could join the police. My early career aspirations were to become a detective and experience all the different elements within the role.

I was fortunate enough during those thirteen years to have a number of postings that gave me experience in a wide range of areas. I worked in the Plain Clothes unit (this then became the CPU), on the drugs unit, rape investigations officer, and in reactive and proactive CID. My early service also included patrol, front office, filter officer and controller within the then local control rooms. Alongside the Detective role I became a public order officer, search officer and a firearms officer including close protection work.

It was while I was a constable that I had my two daughters. This brought in a new dynamic to the role, trying to juggle the demands of a busy home life with the demands of the CID world where hours can be very long and unpredictable. I often worked lates in order to ensure I could strike the balance I required.

At the thirteen year service stage I was convinced to try a temporary DS role. This one posting changed my career path. It was at that point that I realised that I wanted to become a Chief Officer. Given my background and education some would have said that was a little ambitious, but it was the self-belief that my colleagues had helped me develop that had got me to this point. I truly believed it was achievable.

As a DS I ran the proactive team in Leamington. That was the best job I have ever had. We developed a close knit team who worked hard and long hours but had fun at the same time. Unfortunately the best role also brought about the worst moment in my career.



I was a newly promoted substantive sergeant when members of my team were involved in a fatal police RTC where a member of the public sadly died. My team were doing their job and it went wrong, in the worst way possible. That incident had a profound impact on me. The amount of support officers need when doing their job and the affect police can have on the public cannot be understated. This was a very difficult time for all involved.

I stayed as a DS for two years and then took the Inspectors exam and passed that. I was promoted to DI and spent some time within the intelligence and covert policing world. Again,

this was valuable experience because it highlighted to me the wider policing world and how Warwickshire as a force interacted with other forces to help bring offenders to justice. I remained as a DI for three years. I also became a Force Negotiator and subsequently coordinator having had to give up the firearms role on being promoted to Inspector.

This role has probably been one of the most fulfilling and enabled me to develop enhance negotiating influencing skills which come in handy most days!



As DCI I was given the opportunity to form the new vulnerability unit (PVP). I spent eighteen months establishing the unit and early version of the harm hub and helped introduce MARACs to the force as a way of managing high risk domestic abuse. I also led Warwickshire through the Home Office pilot scheme for Sarah's law, which is the sexual offence disclosure scheme. Warwickshire was one of four forces who trialled this scheme until it was introduced nationally.

I was promoted to Uniform Supt after twenty years of service as Head of Judicial Services for Warwickshire.

My next career move was to go on attachment to the HMIC. This was as a specialist PVP staff officer, developing inspections and travelling around the country assessing police forces and partner agencies. In this role I was involved in the review of the response to the Baby P case within the Met. I also spent three months in Wales reviewing Safeguarding Children's Boards. Originally being a two year secondment, I returned to force after twelve months due to the announcement of entering into the strategic alliance with West Mercia and wanted to be part of the early thinking. One of the most powerful things I learnt whilst on secondment was how Warwickshire should celebrate the fact that we are a great force. There had always been the perception that Warwickshire was a small county force over shadowed by the bigger forces. I saw first-hand how innovative and great Warwickshire officers and staff were in comparison to other forces across the country. We have high quality staff and officers who definitely punch above our weight in relation the services that we deliver. This allowed me to operate at the National level. Working directly with other agency inspectorates such as CPSI and Probation inspectorate this reinforced the importance of partnership working and helped me looked at things from other agencies perspectives.

People who know me may laugh at the next thing I want to say, but naturally I am an introvert. The role with HMIC helped give me confidence. I had to be able to walk into any room as the National Police representative and speak to people from all areas of Safeguarding and at all levels, ranks and officials. To practice the skills in speaking to strangers I used to practice on the train travelling to the various locations! I suppose in hindsight I may have

annoyed some commuters looking for a peaceful journey into work.

Returning to force I was posted to head up the then Corporate Services department for Warwickshire. This involved developing plans for the joint services as we moved into the alliance. On the alliance being formed I was posted to Area Commander in South Warwickshire where I remained for three years and loved every second of it. I was so proud to be responsible for the delivery of policing in the area that I had grown up in and where my family still lived.

By this point I had 24 years service and I was extremely happy and content with what I had achieved. Having experienced some personal difficulties I decided ending my career as a Supt was probably where I was at. My family needed me at home at this point and I therefore re-evaluated my career aspirations. Although this meant that I was not going to achieve my ambition, ultimately family and children had to be my priority and I was more than comfortable with that decision.

Roll on a year or two and the opportunity to apply for a Chief Supts promotion process came along. The police service has the ability to open doors when you think they are closed. Often people seeking promotion look around and see no windows of opportunities for progression, and then within six months the landscape has completely changed and vacancies have emerged. I am not someone who ever wants to live with any regrets and therefore, although I did not expect to be successful through promotion board, it was important to me to at least try. If I was unsuccessful then I felt I could retire having reached my potential and being incredible proud of my achievements and hoped to continue within my role within South Warwickshire. However, I passed the process and was promoted to initially to Chief Supt as Head of Strategic Service Improvement based a Hindlip and latterly Head of Crime for the alliance.

This promotion meant that I had my ambition in sight, I could reach Assistant Chief Constable. I attended PNAC (The Police National Assessment Centre) in 2017. This is an assessment centre for Superintendents and Chief Superintendents who are looking to progress to ACC level. I was unsuccessful the first year though, despite not getting through, I genuinely believed that I could pass it. It was right that this was a tough process but it was passable!. So, with 29 years' service and at time when most people would probably be thinking about their retirement I decided that I needed to allow myself one more attempt at achieving my goal.



At this point, the alliance was terminating. As a 30 year officer, Warwickshire born and bred I desperately wanted to

be part of helping to rebuild Warwickshire. The best way I felt I could do this was to pass PNAC and go for promotion. I passed November 2019 and went on to attend the Strategic Command Course 2019.

Assistant Chief Constable for Warwickshire was the only role that I wanted. I wasn't interested in looking at other forces and therefore Warwickshire was the only force I applied to. Being successful in the interview has surpassed all my dreams.

I know that I have mentioned a number of times about being from Leamington and always remaining in Warwickshire and being proud to serve the people of Warwickshire but I can't emphasise just how much this means to me. Since having the opportunity to be part of Remembrance Day services I have always volunteered to attend the Leamington service and be part of the parade. My great uncle fought in the second world war and his name is listed on the cenotaph. This is hugely important to my family, and remembering him in my official capacity each year means so much to me. My mum keeps a scrapbook of all the press cuttings from my career. In 2017 I was privileged enough to be allowed to represent Warwickshire Police at one of the Queens garden parties in Buckingham Palace. I took my mum, and it was safe to say that made me 'favourite child' for a while! It was during the garden party that I also achieved my claim to fame.



I was pictured in Hello magazine with Kate Middleton. Again, another one for the scrapbook!

Enough of my past and how I ended up as ACC, now to the future. I know from speaking to staff that Warwickshire has incredible staff, doing incredible work every day. We are also privileged to have high performing and engaging partnership agencies. My journey with Warwickshire through the last 30 years has seen many changes. Many of you have been through these and are potentially weary of the changes. However, everything evolves, and that is what we

are doing now. We are entering an exciting period which will create new history. Repatriating services within new structures, new routes for officers to enter the service and new and constantly changing demands. We can meet those demands and Warwickshire will be great once again. I have made a commitment that I am not going anywhere for five years. For Chief officers that is a long time as often officers move around the country to gain valuable experience in preparation for the next rank. I want to be here for Warwickshire Police, for the staff and for the public to see us through this next transition. I am really looking forward to doing this with you all.

Debbie Tedds - ACC

Warwickshire Officers and their charity work

Each year many Warwickshire Officers raise money for numerous charities in their own time. We thought that some of these should get the recognition that they deserve.

Steve Martin, Secretary.

Lloyd Walton's Charity Boxing match

Each year Lloyd Walton arranges a charity boxing match to raise fund for Georgie's Gift. This year the even was on Saturday 4th May 2019 The event was with West Midlands Police and raised money for Georgies Gift and also the Midlands Air Ambulance

Georgie Hall was the granddaughter of one of Warwickshire's retired officers. Alan Hall served Warwickshire police for over 30 years and before that was a cadet. He used to line in one of the houses on the Leek Wootton site. Alan's son Matty was Georgie's father and here is his story: Georgie's Gift was established following the loss of our daughter Georgie Hall. She was only 23 months when she fell ill in February 2015. Days later she passed away after being diagnosed with Meningitis and Septicaemia. As parents we realised we didn't know enough about this

horrible disease, and by setting up Georgie's Gift, one of our objectives is to raise awareness of the signs and symptoms, advising

families of the correct vaccinations to protect their children, and ultimately helping the local community, families and hospitals who are in need of a little 'gift'. Mattie Hall

Matty has given a quote in relation to Lloyd arranging the evening.

"Myself and Paula would like to thank Lloyd for training all of the Georgies Gift fighters for the event whilst also training to fight himself, as a family we have a long tradition with Warwickshire Police with several family members working for the service, we would like to thank everyone for the support and hope we can raise money to prevent this infection harming other families in the future"

If you would like to donate to this cause then this link remains open

<https://www.totalgiving.co.uk/charity/georgies-gift-limited>



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National Police Bravery Awards 2019

On Thursday 18th July 2019 Simon Payne attended the National Police Bravery Awards in London with Warwickshire's nomination PC Andy Dear.

PC Dear was nominated for the award following an assessment

of a number of incidents throughout the previous year where Warwickshire Officers had demonstrated extreme acts of bravery.

PC Dear's incident dates back to 20th October 2017. PC Dear self-deployed to a report of a serious road traffic collision in the early hours of the 28th October 2017 on the A5 at Grendon, north Warwickshire. Arriving first on the scene PC Dear went to attend to the most serious casualty who was trapped between the roof of the upturned car and the road. The vehicle was ripped in half with the casualty's top half of his body ejected through the sunroof and trapped with a severe head injury.

The wreckage of the car was leaking fuel and there was a significant risk of a major fire or explosion. Despite the debris and leaking fuel PC Dear scrambled under the roof of the car to ensure an airway could be maintained and to take some of the weight of the car on his back. The casualty was drifting in and out of consciousness and bleeding badly. PC Dear was constantly talking and reassuring him. There was a clear risk of a major ignition of the fuel, but PC Dear remained with the casualty which allowed a paramedic to secure an IV line and stem the bleeding.

It is hard to convey how small the space was that PC Dear crawled into to reach the casualty but is estimated to be approximately 10 inches in height. PC Dear placed himself in a dangerous and life threatening situation, refusing to leave the casualty and helping to save the victim's life. With leaking fuel, a busy major road and darkness, PC Dear remained calm, professional and showed great courage and resilience in dealing with a seriously injured casualty trapped in the wreckage.

These are some of the quotes that formed part of the nomination submitted to the national awards

Lead Paramedic: *"PC Dears actions were not only selfless and brave but bared a direct correlation to the wellbeing of the casualty and ensured that he could keep him alive."*
Sgt Stafford (Killed & Serious Injury Unit): *"PC Dear showed great bravery and courage in helping save the life of a victim of an RTC. Despite the danger he was faced with, he selflessly acted on instinct to ensure the welfare of the victim, placing himself in danger."*

Chief Constable Martin Jelley: *"PC Dear showed enormous bravery and courage, instinctively climbing under the roof of an upturned vehicle at the scene of a collision on a busy road. Working in darkness, fighting through broken glass, vehicle damage and leaking fuel to maintain an airway on the casualty."*



PC Dears selfless actions helped save the life of the casualty."

PC Dear: *"The gap was small, very small, I could feel the weight on my back, the pressure. My overriding memory was the smell of the fuel. I needed to stay with him, keep him breathing. I was not going to leave him. I could relate to what was happening and the fear he would have been in."*

Simon Payne Chairman Warwickshire Police Federation:
"Andy on that night was nothing short than super human. He risked his life. What Andy hasn't shared, (but is aware I am) and makes his actions even more remarkable is that in the last 7 years he has personally been involved in two serious road traffic accidents while working, sustaining his own life changing injuries, serious head injuries, broken leg, face reconstruction and PTSD. For me he was truly heroic on that night."

During the award ceremony Andy won the Regional award and then went on to win the overall award. This demonstrates just how selfless his actions were on that night.

Warwickshire Police Chief Constable Martin Jelley said:

"This incident demonstrates the dangerous and life-threatening situations our officers potentially find themselves in when they respond to a call. PC Dear's quick thinking and selflessness helped to save the life of the man trapped in the car. He is a credit to himself and the force, and I felt truly humbled and honoured to have been at the national ceremony to watch PC Dear receive this richly deserved award."

Warwickshire Police and Crime Commissioner Philip Secombe said:

"PC Dear's actions have been recognised as being the bravest of the brave, stepping forward heroically to protect a member of the public without a second thought to his own safety. It's typical of the modesty I see in many of the police officers as they deal with the challenging and dangerous situations that they come across that PC Dear does not think he did anything particularly special that night. This award demonstrates that this is not the case and his actions have been recognised at the highest level nationally as something very special indeed."

I know that everyone across Warwickshire will be delighted that this is the case and grateful to have officers of the calibre of PC Dear working in our communities to keep us all safe."

Simon Payne's comment: *It was an honour and privilege to be in Andy's company at the awards ceremony. Andy was a true ambassador for Warwickshire Police, a team player who rightly deserves such national recognition"*

Eight members of Warwickshire Police taking to the saddle for COPS

Care of Police Survivors – *Riding for those who have died*

PC Stuart ROSS.

Tragically killed on 10th October 1998, aged 34. He was the observer in a police helicopter, which crashed taking off.



PC Ian Thomas WHEELWRIGHT

Leicestershire Police. Tragically died on 22nd March 1991, aged 49 as a result of being struck by a car at the scene of a police incident.



Police officers, specials, staff and surviving family members will be riding from West Mercia Police HQ at Hindlip, where they join the West Midlands Chapter, and meet up with other colleagues from West Mercia, Staffordshire and West Midlands Police and then cycle the 200 miles to the National Memorial Arboretum, at Alrewas Staffordshire to take part in the national police remembrance service. The main chapter ride is between Friday 26th and Sunday 28th July 2019.

The primary purpose of the Police Unity Tour is to raise awareness of Police Officers and Police Specials who have died in the line of duty. The secondary purpose of the UK tour is to raise funds for **Care of Police Survivors**, a U.K charity dedicated to helping the families of police officers who have lost their lives on duty, any sponsorship would be appreciated, the 8 riders have set up their justgiving pages as per below.

The Warwickshire Police 2019 Police Unity Tour cyclists are :

- Insp Lucy Sewell – <https://www.justgiving.com/fundraising/lucy-sewell5>
- Roy Wheelwright & Paul Stockwell - <https://www.justgiving.com/fundraising/roy-wheelwright>
- Sgt Matt Craddock - <https://www.justgiving.com/Matt-Craddock-PUT-2019>
- PC Ange Cox
- DC Lucy Skidmore - <https://www.justgiving.com/fundraising/lucy-skidmore2>
- SC Hari Venkataraman
- SC Ian Pursglove - <https://www.justgiving.com/fundraising/ian-pursglove>

Each rider wears a wrist band that contains the details of an officer who has tragically lost their life whilst on duty. Since its inception in 1997, the tour has grown from humble beginnings into a major international event. There are 12 regional chapters that will be taking part, and Warwickshire Police are part of Chapter 10 – West Midlands Chapter.



Insp Sewell said “I am proud to be part of the Police Unity Tour and humbled by the opportunity to “Ride for Those Who Died!” I will be riding in memory of Warwickshire Police Officer, PC Stuart Ross, tragically killed on 10 October 1998, and aged 34. There are many serving officers and staff that remember being on duty or receiving the so very sad news of Stuart’s death. I hope to have chance to meet some of Stuart’s family and hand over the COPS bracelet to them at the National Memorial Arboretum.”

Father and son, Roy Wheelwright, HOLMES Manager, MIU and Paul Stockwell, West Midlands Ambulance Service, are taking part in the Police Unity Cycle Tour 2019 in memory of Ian Wheelwright, Roy's father, and Paul's grandfather.

Ian was Police Constable 1044 of Leicestershire Police. He was a 'village bobby' with over 27 years service. He died on Friday 22nd March 1991 as a result of being struck by a car at the scene of an incident whilst he was on duty the preceding Tuesday.

PC Ange Cox, response officer at Bedworth said *"I am about to embark on my third year cycling with the West Midlands Police Unity Tour Chapter. It is an honour and a humbling experience to ride for the officers who have paid the ultimate price whilst on duty. The ride is one of the hardest cycles I have completed, yet the support and help of my fellow cyclists makes the ride enjoyable and one that I keep coming back for."*



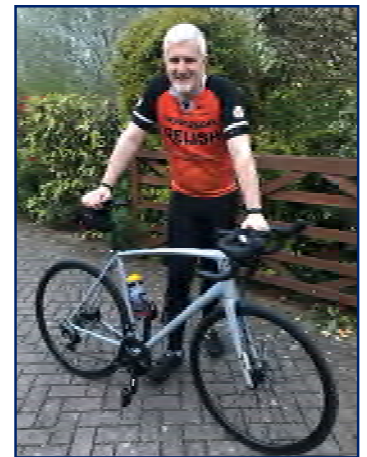
PC Matt Craddock *"The Police Unity Tour is an amazing event, which every year raises money and awareness for 'Care Of Police Survivors' (COPS), who are a UK registered charity dedicated to helping the families of Police Officers who have lost their lives whilst on duty. COPS do some amazing work, and genuinely change lives."*

I took part in the event last year, cycling over 200 miles in three days. It was very tough, but an amazing experience. As a group we exceeded our target and raised over £10,000, which was incredible. Overall the experience was emotional, humbling and very gratifying. I can't wait to do it all again!"

PC Ange Cox picture with Sgt Matt Craddock who is also again riding in the Police Unity Tour.

On the Warwickshire Police Roll of Honour there are 4 Special Constables listed who lost their lives in the line of duty. It is great to have SC Ian Pursglove and SC Hari Venkataraman also riding the Police Unity Tour to represent Warwickshire Police Specials.

Ian said *"I am riding for a simple reason; nobody should leave their loved ones to go and work, and then not come home. COPS supports those left behind in those circumstances, every little bit we can do helps those left behind. I will be riding in memory of all those Warwickshire officers who did not come one day, both regular and specials."*



Pictured is SC Ian Pursglove



DC Lucy Skidmore, Leamington CID said *"I am really looking forward to taking part in the Police Unity Tour 2019, this will be the first time I will be cycling such a distance so I am excited about the challenge ahead. I also feel really proud to be part of the tour and raising money for such a great charity. I have always been proud to be a police officer so will be honoured to give something back to the families who have lost their loved ones who have died doing a job we all do every day"*.

Steve Martin, Secretary: *"This is such a worthy cause and I personally would like to thank all the officers taking part in this challenge. Warwickshire Federation has made a donation to this charity in support of the officers taking part. Once again, thank you for all the time and effort that you put in to help all the charities in the name of Warwickshire Police"*.

Disposal of Death Benefits

Expression of **OFFICER'S WISH**

Warwickshire Police Federation Group Insurance Scheme

Name: **Force No:**

Date of Birth: **Payroll No:**

Address:

..... **Post Code:**

The Rules of the Scheme governing the disposal of Death Benefits may be summarised briefly as providing that any death benefit will be paid to such one or more of the Officer's dependants as the Trustees may determine.

To assist the Trustees in making this selection members are asked to indicate their own wishes in the matter by completing the lower portion of this nomination and depositing the completed form with the Trustees. In the event of a selection having to be made, this expression of the Officer's wishes can be then taken into consideration by the Trustees. However, Officers are reminded that the expression of their wishes in this way will not be binding on the Trustees who will retain discretion in the terms of the Trust and the Scheme in the selection of a beneficiary or beneficiaries.

If more than one person is named the proportion of the total death benefit which the Officer wishes each person to receive can be indicated in the appropriate column below alongside the details relating to that person, but again this indication will not bind the Trustees.

The completed form should be either handed, or sent under confidential cover, to the Trustee c/o The Secretary, Warwickshire Police Federation, WPF, 8 Barford Exchange, Wellesbourne Road, Barford, Warwick, CV35 8AQ. The wish expressed will be treated as confidential between the Officer and the Trustees.

This portion of the Form is for completion by the Officer.

It is my wish that, in the event of my death whilst a member of the above named Scheme, any death benefit should be paid to or for the benefit of:-

FULL NAME(S) & ADDRESS(ES)	RELATIONSHIP (if any)	PROPORTION (if more than one person named)
.....		
.....		
.....		
.....		
.....		

I understand in expressing this wish that it is in no way binding upon the Trustee(s) of the Scheme

Date: **Officer's Signature:**