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West Midlands Police Federation

April/May 2021



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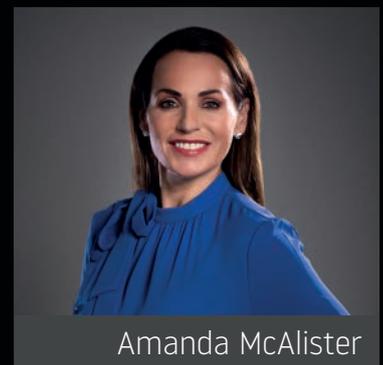
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Welcome

Welcome to the April/May 2021 edition of *federation* - the magazine for members of West Midlands Police Federation.

We are always on the look-out for good news stories so please get in touch if you have something to share with colleagues. It does not have to relate to your policing role – though we are definitely interested in hearing about what's going on around the Force. Do you have an interesting hobby or perhaps you are involved in sport locally, as a player, a manager, a coach?

Just get in touch and let us know.

We would also be interested to hear what you would like to see featured in your magazine.

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Federation elections: could you represent and support your colleagues?



By **Jon Nott**, chair of West Midlands Police Federation

With officers feeling the impact of the pandemic on their physical and mental health and the draining effect of negative press coverage and ongoing public protests, never has it been more important for our members to have the support of the Police Federation.

While most officers are well aware of how the Federation is on hand to guide and advise those who find themselves facing conduct or performance investigations, there is so much more that we can do to help our members.

From helping with flexible working arrangements to providing signposting towards organisations that can offer tailored support, the Federation is here for officers 24/7 and 365 days a year.

Its primary role is to represent constables, sergeants and the inspecting ranks, to negotiate on their behalf and to influence decision-makers such as managers, chief officers, Police and Crime Commissioners and MPs.

But it can only do that because of the support offered to the full-time officials, based at Guardians House, by workplace representatives who carry out their Federation work voluntarily while also doing their usual duties.

It can be a challenging, and demanding, role. Supporting a colleague through a conduct inquiry, for example, can be time-consuming and it can also take its toll on the Federation rep.

But it is still incredibly rewarding just knowing you have helped a fellow officer through what is likely to be one of the toughest times of their career.

And, in addition to that, reps also get access to training courses, and experiences, that can really help them within their policing careers.

This year, starting in July, the Police Federation of England and Wales, will be holding its triennial elections. Each of its 43 branches will be seeking nominations for the

workplace representative positions within their forces.

Nominations will be submitted during a three-week period before all members are asked to vote during a further three weeks. On 1 September, these elected representatives will go on to form the individual Branch Councils with elections for the Branch Boards – or executives – starting shortly afterwards.

Branch chairs will be in post from 1 December with the other officials being elected by 1 January 2022.

Elections for the national positions, including the national chair, will then continue in the first half of the new year with the full new National Board all being in place by 1 July 2022.

I am hoping that as many members as possible will take this opportunity to at least consider standing for election as a workplace representative.

It may be that ultimately you decide it's not for you but please take the time to look into what the role entails, see how it matches up with your own skillsets, your experience and your aspirations.

If you seem to be the one that people on your shift turn to for advice and support,



THIS EDITION: IN NUMBERS

then you are definitely ideally placed to take this further or perhaps you want to find out more about Police Regulations, the conduct processes, health and safety, equality and other issues.

Many of the officers who become reps do so because they have been supported by the Federation in the past. They are grateful for the help they received, know the difference having someone to turn to made, and want to give something back themselves.

“ From helping with flexible working arrangements to providing signposting towards organisations that can offer tailored support, the Federation is here for officers 24/7 and 365 days a year. ”

But there are others who put themselves forward to bring about changes to the way in which their branch works.

Whatever the members' motivation, I think it is critically important for the Federation and for the wider membership that as many people as possible stand in the elections. That way, we get the very best representation for members.

The Federation provides full training for the role, including an initial reps' course by way of an introduction to what it entails and specialist courses in media training, conduct, health and safety and so on.

So, please take the time to speak to your own Federation representatives about their experiences in the role, visit the Reps@Work pages under the 'About us' section at polfed.org/westmids and feel free to contact me or the other branch officials to find out more.

We have featured rep profiles in previous editions of this magazine too and you can find links to these publications under the 'News' section of our website.

126,172

The number of people to have died in the UK in the 12 months since the first national lockdown was announced.

£90,000

The target in an appeal for life-changing surgery for Macy Handley, the daughter of two West Midlands Police officers.

5,000

The number of kit bags sewn and donated to police officers and staff by a team of 'sewing angels'.

100
Kilometres

The distance for the Back on the Beat cycling sportive to raise funds for the Police Treatment Centres.

60

The average number of hours a month Special Constable and nurse Iain Hulbert has given to the Force.

26
April

The date when the Police Treatment Centres will re-open to subscribing members.

Federation support for Day of Reflection

West Midlands Police Federation supported the National Day of Reflection.

The event, on Tuesday 23 March, marked a year to the date that Prime Minister Boris Johnson told everyone to stay at home when announcing a national lockdown to try to halt the spread of Covid-19.

At midday, a minute's silence was observed to remember all those who have lost their lives during the pandemic. The UK's official death toll stands at more than 126,000.

Led by national charity Marie Curie, the Day of Reflection included a 'beacon of light' at 8pm with people standing on their doorsteps or at their windows while shining a light from a candle, torch or mobile phone.

"It was important for us to come together to remember all those who have died during the pandemic and to show our support for their families," says Jon Nott, chair of West Midlands Police Federation.

"There cannot be many people who have not been affected in some way by the pandemic so I am sure most people spent some time on the day reflecting on all that has happened in the last 12 months."

Jon has also encouraged officers and police staff who have dealt with bereavement, at work or in their home lives, to seek support if they need it.

"The Federation can provide access to a wide range of support services so please do not be afraid to come forward if you feel you are struggling," he said.





“ Officers have adapted fantastically to all the changes and continued to provide a service to the public. ”

Policing the pandemic: chair's praise for officers

The chair of West Midlands Police Federation has praised officers for the way they've adapted to the pandemic over the last 12 months.

But Jon Nott fears the crisis could have a long-term impact on the mental health of both those who have been shielding or working from home, and those who have been office or station-based.

Jon was giving his reflection on the 12 months since the first coronavirus lockdown was imposed, and applauded members' ability to adjust to the changes in rules and regulations.

He said: "Officers have adapted fantastically to all the changes and continued to provide a service to the public.

"There have been more than 60 changes to legislation in the last 12 months that officers have had to adapt to and police.

There have been more than 60 changes to legislation in the last 12 months that officers have had to adapt to and police.

"This has made it really difficult to keep up with and, at times, confusing as there have been so many changes and even different restrictions in different parts of the Force when we have had the tiers."

But Jon said that even though people have adapted, he fears for the mental health impact of the pandemic.

"For those at home it's been a long year," Jon said, "With very little human interaction or change of scenery this could have a long-term effect on their mental wellbeing.

"For those officers who have remained

Continued overleaf



As well as the impact on the profession and how the Force operates, there has been the personal impact on individual officers and staff.

in the workplace there's the constant fear of catching Covid and taking it back to their families, dealing with the ever-changing regulations and members of the public who don't want to comply with them and having to go into locations where there are large groups.

"These officers have also had people threatening them with Covid and using it as a weapon towards them. We've seen assaults against officers continue to happen at an alarming rate considering there has been a lockdown and no night-time economy.

"For both of these groups, there's fatigue and burn-out from not having a real break from the workplace. Even though it has been possible to take leave, there's nowhere for people to go, no

change of scenery to get away from it all, unwind and recharge."

Jon said that in the early weeks of the pandemic it took him a while for the realisation of the size of the crisis to hit home.

"I thought what was happening in the world was really bad but it was at arm's length as there weren't many cases in the UK," he said, "Realisation hit home as the pandemic took hold and we started to see infection rates climb.

"The first lockdown started and you could see the sudden change almost overnight. As an organisation, we ensured our staff were able to work from home and adapted to the way we worked.

"Our full-time reps continued to come to the office, although we quickly had to

“ There's fatigue and burn-out from not having a real break from the workplace. Even though it has been possible to take leave, there's nowhere for people to go, no change of scenery to get away from it all, unwind and recharge. ”

adapt the way we worked. The Force and Federation switched to online virtual meetings as the rest of the country did."

The Federation attended the Gold meetings in the early days of the crisis, which were split between policing response issues, and officer and staff issues.

"The Force was quick to obtain large amounts of PPE," said Jon, "And while there were initial teething problems in getting this distributed, this was quickly worked through and the Force has always adhered to the changing guidance around PPE for officers.

"In particular, I must mention Dean Sweet, who has worked tirelessly to ensure there's enough PPE in the Force in the right places so officers can always equip themselves with it when needed."

Jon said the Force moved quickly during

that initial period to ensure people could work from home and protect officers at work.

"The Force has followed guidelines in terms of working from home and those people who had to shield," he said, "They brought forward the order they had for laptops and massively increased the amount the Force had to allow more people to work in an agile way.

"There were some issues around the initial distribution of these and, as all the guidance was brand new, it was a bit hit and miss across the Force but it quickly settled down as policies were introduced and adopted by the Force.

“ The Force was quick to obtain large amounts of PPE. ”

"Changes were made to stations and distancing was introduced to try to protect officers while they were at work.

"The Force has also set up groups for those that were shielding or working from home to try to keep them feeling part of the team and provide some different interaction."

As well as the impact on the profession and how the Force operates, there's been the personal impact on individual officers and staff.

Jon, who became chair of the Federation branch in November 2019, said: "Personally, I hadn't really settled into the role when it all changed. I was lucky my children are high school age and were able to get on with their school work and didn't need looking after.

"My wife is a deputy head and for us as a family not a lot changed in terms of work. She was constantly in school and our daily life continued as it had been, although we both had the worry of catching Covid due to being in contact with people."

And Jon said that the easing of lockdown restrictions will mean further changes and the need to adapt.

"It's been a difficult year for the police," he said, "As we now move towards the easing of lockdown and the vaccination of the country there are still many changes that we'll have to adapt to.

"We'll be working with the Force as the workforce starts to return to the workplace and learning new ways of working that have worked well during lockdown."

Mental wellbeing: support is available

The chair of West Midlands Police Federation says specialist support will be needed to address the impact of the coronavirus pandemic on officers' mental health.

Jon Nott was commenting as the Mind Blue Light Programme develops dedicated support and advice resources in response to the predicted increase in emergency worker mental health issues.

He said: "Unfortunately the after-effects of this pandemic are going to be felt for a long time in many ways. Our officers have been on the frontline of the nation's fight against this virus and they are not immune to mental health issues.

"What's important now is that they know help is available and easily accessible and that there is no shame in asking for that help. Mental health already has a devastating impact on individuals and their families and it could have serious repercussions for the service as a whole."

The Blue Light Programme was set up by Mind in 2015 to offer unique round-the-clock advice and support for frontline workers and emergency responders. It campaigns to improve services, raise awareness and promote understanding.

Mind has also worked in partnership



with Shout, the Samaritans, Hospice UK and The Royal Foundation of the Duke and Duchess of Cambridge to develop easily accessible Frontline webpages and an Infoline offering a range of tailored mental health information, tips and tools to support emergency workers with issues relating to the pandemic.

It conducted a Blue Light survey earlier this year and will publish the results in April when the first coronavirus-specific support resource will be launched. It also promoted the idea that simply talking with someone about how you feel can help on this month's Time to Talk Day, with its theme of "The Power of Small."

Jon added: "It has been a difficult year and I would urge officers not to suffer in silence. Make that call, speak to a rep, get the help you need and deserve. You have taken care of so many people over the last few months but please remember to take care of yourselves too."



Violence and hate crime on police officers and staff

10

Point Plan

- 1 Violence and hate crime on police officers and police staff should be investigated with the same care, compassion and commitment as we give to members of the public.** This sounds obvious but all too often our response to assaults on officers and staff can be rushed or treated secondary to other offences
- 2 The injured or assaulted colleague cannot lead their own investigation.** However, to ensure there are no delays in investigating the offence, a police officer who has been assaulted can in some circumstances and based on the three tier system, write their own statement
- 3 The Victim Code applies to all victims.** Complying with the Victim Code means keeping the victim updated, discussing outcome options, and taking into account the victim's view before reaching an outcome. This is essential because we don't always get our response right, with police victims reporting dissatisfaction and resentment
- 4 To achieve a successful prosecution, the best evidence must be presented.** You should use a Victim Personal Statement and the chief constable will provide a personal impact statement for each case
- 5 An e-safety report must be completed by the colleague's supervisor and if possible, the injured party, at the earliest opportunity.** This helps ensure the force is continuously learning
- 6 Colleagues recover better and more quickly with the right welfare and supervision.** The victim must be seen by their supervisor as soon as possible and the relevant discussions take place surrounding their well-being. The victim may downplay the impact the assault has had on them and as such the supervisor must recognise the potential effects and offer the appropriate well-being support
- 7 The victim's supervisor must ensure that the local senior leadership team is informed of the assault or hate crime.** If the colleague is hospitalised the on call chief officer must be notified through the FIM so the support can continue as necessary
- 8 The assault or hate crime is to be raised a the next available TRM** and discussed outside of this meeting to maintain confidentiality of the victim
- 9 The supervisor must notify the Police Federation or the appropriate police staff union, Unison or Unite**
- 10 A leaflet explaining what happens next and what support is available should be given to the victim**

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Officer assaults: maximum sentences to double to two years

The maximum sentence for assaulting police officers and other emergency service workers will be doubled from 12 months to two years under a new bill now making its way through Parliament.

The Police, Crime, Sentencing and Courts Bill seeks to equip the police with the powers and tools they need to protect themselves and the public. It was introduced to Parliament in early March and has already passed through its second reading in the House Of Commons.

"There are a number of measures in this bill that will make a real difference to police officers as well as the public," says Jon Nott, chair of West Midlands Police Federation.

"The proposed increase in sentences for those who attack us and other emergency service workers follows a campaign by the Federation which has long argued that the courts need to be tougher on these offenders, both to punish them and act as a deterrent to others.

"For far too long, police officers seem to have been seen as society's punchbags and that has to stop. During the pandemic, we have seen officers subjected to disgusting attacks in which they have been spat at or coughed over by people claiming to have

coronavirus."

Jon adds: "The bill also sets out changes that will mean that police officers' driving is no longer judged by the standards of the careful and competent driver, something our deputy secretary, Tim Rogers, has campaigned on for more than six years."

In addition to establishing a Police Covenant giving serving and former members of the police service health and wellbeing support, physical protection and support for their families, the bill will allow Special Constables to formally join the Police Federation.

The bill has been welcomed by the national chair of the Police Federation of England and Wales.

John Apter said: "This bill contains a number of important changes we have been campaigning for over many years to give greater protection to police officers, and recognise the unpredictable, dangerous and demanding job they do.

"This is the first step to bring these changes into law; we must grab this

opportunity and ensure the Bill brings about a positive, meaningful and tangible difference for our colleagues.

"Our Protect the Protectors' campaign brought about the original Assaults on Emergency Workers (Offences) Act 2018 which saw the maximum penalty for assaulting an emergency worker increase from six to 12 months. It is absolutely the right decision to see the maximum sentence being doubled, as the original tariff has proved completely ineffective. However, this increase in sentencing will mean nothing unless the sentencing guidelines are updated and made fit for purpose.

"This bill also means that Special Constables will now get the same legal protection and support as regular officers as members of the Police Federation. As a former Special myself, this is something I have been very passionate about. This is only right, Specials carry a warrant card and carry the same risk as regular officers, I'm proud that the Federation is opening its doors to them as members."

“ This bill also means that Special Constables will now get the same legal protection and support as regular officers as members of the Police Federation. ”

Federation set to welcome Specials as members

The Force's Special Constables should soon be able to access the wealth of support and advice provided by the Police Federation.

The Police, Crime, Sentencing and Courts Bill includes provision for Specials to subscribe to the Police Federation for the first time.

"The Police Federation has been campaigning for Specials to have access to the Federation's support services for around 10 years now," says Jon Nott, chair of West Midlands Police Federation, "So I am pleased that this has been successful.

"Our Special colleagues give up their own time to support policing and work side by side with regular officers to serve and protect our communities, facing similar risks and dangers but without any of the benefits of Federation membership.

"For far too long it has appeared that no one has had their back and, while the

Federation has done its best to support them on an informal basis, it will be much better when this has been put on a more firm footing.

"I think this move is also a clear sign of the positive way in which the contribution of Specials is now recognised and I think this has been even more evident during the pandemic when Specials have volunteered thousands of hours of service to be on the policing frontline."

Jon added: "We are looking forward to welcoming Specials as subscribing members of West Midlands Police Federation and will do our utmost to represent them and negotiate on their behalf."

Joining more than 130,000 regular constables, sergeants, inspectors and chief inspectors as Federation members, Specials will be able to receive support and advice from elected workplace reps and will also be able to call on expert advice and

representation during performance and misconduct proceedings.

This will form part of the support package to ensure they know their rights and entitlements and means they will receive the right support if any workplace issues are encountered.

As Federation members, Specials will for also the first time be able to apply for legal assistance in criminal, conduct and civil cases as well as gaining access to Member Service offers.

The national Federation's Special Constabulary lead Dave Bamber continued: "Nobody has ever really fully represented the Special Constabulary regarding regulations or formal negotiations. Nobody has been on the side of Specials during conversations with key decision-makers - and now the Federation will be. It is a really proud moment for the Federation and a historic move.

"It is only right Specials receive the same legal protections, support with workplace grievances and negotiations over conditions as their regular counterparts."

The Police, Crime, Sentencing and Courts Bill is expected to continue to progress through Parliament before becoming law later this year.

“We are looking forward to welcoming Specials as subscribing members of West Midlands Police Federation and will do our utmost to represent them and negotiate on their behalf.”



Iain juggles nursing and Special roles

A professional nurse who volunteers as a Special Constable has shared his experience following a “whirlwind” 12 months.

Iain Hulbert has dedicated on average more than 60 hours a month towards policing over the past year, despite being a nurse on a Covid-19 ward at Queen Elizabeth Hospital, in Birmingham.

The father-of-two, who has been volunteering as a Special in the Force for more than 16 years now, said: “Helping people is a big passion for me, which is why being a nurse and a Special is an important part of my life.

“The health service and police are always there for people in their ultimate time of need and it’s a privilege to do both roles.

“Although it wouldn’t be possible without the support and understanding of my family, along with amazing colleagues in both the Force and at the hospital.”

Having been a nurse for two years, Iain says the skills he has developed can be transferred between the two roles.

“There are skills from being a nurse which help being a Special and vice versa. I’m a much better communicator due to being in the police and my medical skills assist when going to assaults or road collisions while on duty as a special,” said Iain, who is now an inspector.

“Even given how busy the last year has



Iain on duty for the Force.

been I’ve never wanted to, or even considered, not being a Special.

“I’m from Halesowen and it means a lot to be able to patrol my area, keep the community safe and catch criminals. You can always find time for the things which are important to you.”

Alongside volunteering, Iain has spent the past 12 months treating patients with Covid-19, which means he regularly tested for the virus to ensure it is safe for him to fulfil both roles.

“It has been a whirlwind 12 months with the Covid-19 pandemic,” he said.

“It’s been difficult at times but, as a nursing team, we’ve done all we can to help patients and you feel a sense of pride when they have overcome the virus and recovered.”

If you know somebody who would like to become a Special, recruitment is now open.



Iain Hulbert at work as a nurse.

More work needed to properly protect police drivers

The formal introduction to Parliament of the Police, Crime, Sentencing and Courts Bill is a significant step towards giving police drivers the legal protections they need when doing their job, says West Midlands Police Federation deputy secretary Tim Rogers.

But Tim, who is also the national Federation's driver training and response driving lead, says that more work still needs to be done to ensure the new legislation does not serve to further criminalise officers if they breach national driving policies.

"After more than six years of campaigning for a change in the law to ensure that officers' specialist training and skills can be taken into account when their driving is assessed, I was pleased to see this bill unveiled in the House of Commons," says Tim.

"It has been a long process to get to this point and I am grateful to everyone who has supported this campaign. The proposed changes to the law set out to ensure that officers are no longer assessed by the standards of the careful and competent driver which was clearly not right.

"But, as the bill progresses through the various stages of becoming law, we have to ensure that there is close scrutiny of the wording of the new legislation. The current wording will see officers' driving assessed according to the standard of the careful and competent police driver and could serve to criminalise breaches of driving policy.

"So as this bill passes to the committee and report stages, we need to further engage with the Government to ensure all the finer details of the legislation are as they should be to make this truly fit for purpose."

Tim adds that as the initial draft legislation stands it has the potential to see more officers being charged under the very changes being introduced to offer them better legal protection.

He explains: "It is impossible for every element of police driving to be covered by policy but any deviance of policy, perhaps simply because a certain tactic is not included in a driver training directory, could lead to a conclusion that a criminal offence has been committed. We need an exemption to cover these matters.

"Police officers simply should not be singled out for criminal prosecution for behaviour which, if it occurred in any other profession, would be a matter for regulation and a civil action.

"Under the current provisions of the bill, a police driver driving above the standard of the careful and competent member of the public but below that of an elite class of police driver would potentially render themselves liable to criminal prosecution."

By way of example, Tim explains that a police officer who delivers a sub-standard commentary during a pursuit could fall foul of the new standard and risk being prosecuted for driving without due care and attention.

He also cites an incident involving a

target vehicle being driven the wrong way down a dual carriageway, leading to a clear risk to the public and an expectation that the police would act.

However, there is no provision for this in the Approved Professional Practice or the TAC directory so this again could lead to an officer being charged with a criminal offence. There has to be an acceptance that officers are expected on occasion to react instinctively in order to protect the public.

Tim is now seeking to have this matter raised with policing minister Kit Malthouse.

"We need an exemption to the offence to be included on the legislation to reflect the fact that there will be occasions where an officer is expected to act outside of their licensed training," says Tim, "This is something I raised almost three years ago as part of the public consultation on this legislation and also in our original submission on this issue in 2016.

"We have to be able to prevent situations to arise whereby police officers could be criminalised for acting to protect the public."

He is suggesting wording that would set out reasons why officers could depart from the usual standard by which they would be judged including the departure being 'reasonable' and 'proportionate' in the circumstances.

Tim believes the effective use of the legislation will be backed up by the establishment of driving standards units within forces, a move already followed by West Midlands Police and the Kent, Essex and Lancashire forces.

Officers appeal for help to fund life-changing operation for daughter

Two West Midlands Police officers have launched an appeal to pay for life-changing spinal surgery for their 12-year-old daughter.

Kerry and Tobias Handley have already raised almost £60,000, over halfway to their £90,000 target.

In an JustGiving appeal, the couple explain: "Macy is incredibly creative, a skilled artist, a thrill seeker, a naturalist, an ice skater, a member of Mensa and diagnosed with ASD/Asperger's.

"In July 2019 we noticed a lump on Macy's back near her spine. An x-ray uncovered abnormal curves in her spine as well as a rotation, not long after, she was diagnosed with idiopathic scoliosis. The consultant provided her with a brace which she needed to wear for 20 hours per day.

"The brace was uncomfortable, restrictive and rubbed on her neck, in between her legs and under her arm which triggered her severe sensory issues which over time has massively impacted on her mental health. Despite this, Macy persevered and tolerated the brace as she, like us, hoped that it would prevent the need for an operation.

"In July 2020 an x-ray showed no significant change to Macy's curves, we were happy that the brace seemed to be working and after some therapy sessions, Macy was able to manage her sensory issues a little better."

But further x-rays proved devastating. A curve at the top of Macy's spine had increased from 30 to 44 degrees and one further down had increased from 28 to 37 degrees.

The family were told this was 'a significant and abnormal' rate of increase which has pushed Macy in to the realms of spinal fusion surgery should there be a further increase. Since she is at the start of



Macy Handley.

her growth spurt, this is considered highly likely.

The NHS option is to continue with the brace and hope that there is no damage to Macy's internal organs and spinal cords.

Then when her spine stops growing, it is likely she will need the spinal fusion which involves fixing metal rods to the length of her spine. As she has a double curve, this will restrict her movement and leave her with a huge scar from the back of her neck to the bottom of her back.

An alternative would be Vertebral Body Tethering (VBT) which, in essence, is an internal brace.

The recovery is much quicker than fusion. Macy would be able to go back to school after just six weeks, her range of movement would be near normal and therefore minimal impact on her future. Scarring would be barely noticeable.

VBT is a breakthrough treatment widely used outside the UK which is proactive and

can prevent the need for spinal fusion.

Many parents have been forced to take their children outside of the UK for treatment but Kerry and Tobias have found an experienced surgeon who has had high success with many patients.

"VBT has limitations and a specific selection criteria which at the moment Macy fits. Unfortunately, further increase to the curvature of her spine or waiting longer could reduce the flexibility of her spine and push her outside the possibility for VBT so time is of the essence," they say.

"We must find the funds to pay for the surgery now before it is no longer an option leaving Macy at higher risk of other complications and the only option of spinal fusion.

"We haven't taken this decision lightly and are confident that VBT offers Macy the best chance of growing up to have a close to normal life and be able to enjoy all of the things other girls her age enjoy."

Appealing for help to reach their fund-raising total, they add: "We appreciate it is a massive ask and not one we are comfortable with but we will do anything for our little girl so please, give what you can and help Macy live her best life," says Mum Kerry in a JustGiving appeal.

[Support the appeal](#)

“We must find the funds to pay for the surgery now before it is no longer an option leaving Macy at higher risk of other complications and the only option of spinal fusion.”

Our work in 2020 – annual review is published

Our annual public value report – Here For You – detailing the work of our branch officials, workplace representatives and office team during 2020 has been published.

The report, which is available online now with printed copies being circulated from next month, includes an overview from branch chair Jon Nott.

He says: “I took over as branch chair in November 2019 so I only had about four months in post when the pandemic struck and life as we knew it was turned completely on its head.

“The police service and individual officers rose to the challenge that this national crisis presented, putting their own health at risk while continuing to serve the public, help uphold the various lockdown restrictions and protect the over-stretched NHS.

“As a Federation, we have worked with the Force to help ensure officers had access to personal protective equipment (PPE) and also to make sure that office spaces were as Covid-safe as possible where people did not have the option of working from home.

“Understandably the pandemic has affected the way we work, meetings have almost completely been online with us all adapting to the joys of video conferencing but in so many ways we have maintained a ‘business as usual’ approach.”

There is also a summary from branch secretary Steve Grange who thanks officers for their work during the pandemic, gives an update on pensions and encourages members to consider putting themselves forward in the elections for workplace representatives later this year.

Other updates come from our lead officials for conduct and performance, personnel and equalities, and health and safety.

There is an overview of the legal scheme and also details of how members who subscribe to the Group Insurance Scheme have benefited from the cover provided along with a summary of the advice given to



West Midlands Police Federation

Here For You Our work in 2020

Annual public value report

Supporting our members in everything we do



members, our communications and our donations and sponsorship through the year.

[Read the report.](#)

Welfare van: Federation and Force in joint initiative



The inside of another Federation branch's welfare van.

Officers could soon have access to welfare facilities when they are deployed to major incidents and events or while preserving scenes.

West Midlands Police Federation, in a joint initiative with the Force, is providing a welfare van which will be fitted out so that it provides a warm and dry place to take a break and somewhere to make a hot drink or light refreshments. The van will have a seating area and toilet facilities.

"Members are regularly telling us that one of the biggest issues for officers at scenes is the lack of basic welfare facilities," says Jon Nott, chair of West Midlands Police Federation.

"There are just far too many occasions when officers are deployed and then left in situations where they have no access to a

toilet, somewhere to take refreshments, a place to wash their hands or simply somewhere to sit and have a drink and something to eat.

"By investing in a welfare van, which can be used in a variety of circumstances, the Federation is clearly investing in officers' wellbeing. I believe this initiative will make a real difference to officers' lives."

Welfare vans are designed to have a small kitchenette with hot and cold water taps along with a microwave, fridge and water heater. There is a separate toilet with a wash basin, as well as a drying area for wet clothes and storage. The vehicle has a canopy which opens out from the side to provide shelter and shade from the weather.

West Midlands Police Federation workplace representative Sid James had put

forward a proposal for the new vehicle at a branch meeting earlier this year.

He told colleagues: "I have carried out a survey over the past 12 months of scenes covered by officers and the average period is between three and four days. This average multiplied by two officers over three shifts means between 18 and 24 officers attend the average scene going without basic facilities. Of course, this is further magnified by the current situation where we are in the middle of a global pandemic."

The Force will buy the new van, which will become part of its fleet and West Midlands Police Federation will pay for it to be converted in a welfare vehicle. The Force will then be responsible for ongoing costs other than any refreshments which will also be paid for by the Federation branch.

Fed chair welcomes re-opening of the PTC

The chair of West Midlands Police Federation has welcomed the news that the Police Treatment Centres (PTC) will be re-opening in April.

Following months of temporary closure due to the ongoing Covid-19 crisis, the charity will be re-opening on Monday 26 April.

Speaking about the re-opening, Jon Nott said: "I'm extremely pleased the PTC are opening their doors again. The support and care the centres provide to subscribing officers can be crucial in terms of helping them recover from injury or ill-health.

"As the Government's roadmap out of lockdown continues and restrictions are lifted, organisations and charities like the PTC are adapting to welcoming visitors again."

The PTC can help with treatment for

psychological and physical injuries, conditions or illnesses.

As they prepare to re-open their doors next month, the two centres – one in Harrogate and the other in Auchterarde – are doing all they can to keep their premises safe and relaxing for everyone attending.

The Psychological Wellbeing Programme will be running at normal capacity, but reduced numbers will be treated through the Physiotherapy Programme.

Safety measures that were introduced

The PTC can help with treatment for psychological and physical injuries, conditions or illnesses.





last year at both centres are still in place, including a one-way system, the wearing of masks and social distancing. Those staying on site will all be asked to complete a screening questionnaire upon arrival and admission, with regular temperature checks taken throughout the day.

Due to current restrictions bed and breakfast weekends at the centres will not be available and those staying at the centres will not be able to be joined by their families at the weekend.

“I’m extremely pleased the PTC are opening their doors again. The support and care the centres provide to subscribing officers can be crucial in terms of helping them recover from injury or ill-health.”

The re-opening of the centres will coincide with the handover of the new Clinical Services Wing at Harrogate, a multi-million pound project that will increase the number of bedrooms on site by 20. The refurbishment also provides extra counselling rooms, new complementary therapy rooms and an increased clinical workshop space and meeting facilities.

All those who had their residential treatment cancelled earlier this year due to the pandemic are being contacted. However, if you believe you should have received a phone call from the PTC and have not heard from them by 12 April then you are advised to contact the admissions team.

- It costs £7.80 a month to subscribe to the PTC and access the range of rehabilitation services it offers. [Sign up to subscribe.](#)

Dust off your bike and sign up to a virtual fund-raiser

Federation members are being encouraged to dust off their bikes and raise money for the Police Treatment Centres (PTC) in their first ever virtual Back on the Beat sportive challenge.

In light of the ongoing pandemic, organisers have been forced to adapt the event, with riders being able to complete the 100km from their home or safely in their local area.

Jon Nott, chair of West Midlands Police Federation, is hoping to see as many officers get involved as possible.

“Federation members can literally do this on a static bike in their home while watching their favourite TV show, so it would be great to see as many as possible signing up,” said Jon.

“Having spent almost a year in lockdown, we all need something a bit different to focus on so I’m sure taking on a challenge like this will be welcomed with open arms.”

Back on the Beat, which took a break in 2020, usually takes place at the Police Treatment Centres and around North Yorkshire.

Making its return this year, the event will be taking place between 10 to 16 May, giving riders seven days to complete the 100km.

Like so many other charities, the PTC have taken a real hit during the pandemic so it is hoping for support for the event.

“It’s so important for officers to support PTC as they give so much back to the police family and support officers when they need it most,” added Jon.

Participants can sign up individually or as a group and those who complete the event will receive a medal. Entry to the ride is £10, with all riders or teams pledging to raise a minimum of £100.

[Sign up to the challenge](#)



At the end of my money I still have some month left!

Do you need support with your budgeting?



Let the Federation help you with a free confidential one-to-one Financial MOT.

Your meeting with Caroline Harris could help you manage financial issues that may arise throughout your police career and into retirement.

If you're struggling to understand what workplace benefits are available to you and your dependants, George Burrows could help. They have arranged for Caroline Harris, a financial welfare specialist with over 25 years' experience, to work alongside the Federation and provide detailed information on the range of pensions and schemes available to you.

Contact the Federation to arrange your free, confidential one to one support.

0121 752 4900

Appointments take place at Guardians House

West Midlands Police Federation is an Appointed Representative of George Burrows. George Burrows is a trading name of Arthur J. Gallagher Insurance Brokers Limited, which is authorized and regulated by the Financial Conduct Authority. Registered Office: Spectrum Building, 7th Floor, 55 Blythswood, G2 7AT. Registered in Scotland. Company Number: SC108909. www.ajg.com/uk

GB1450/FP459-2019/V3

See what your colleagues say:

"Caroline helped me put things into perspective and come away with a plan that will allow me to get back control of my finances. I feel in a good place to move forward."

Serving police officer, 2019

"I am very grateful for Caroline's support. She could see I found the whole situation very stressful but she took that pressure from me and was wonderful. She's a fantastic lady."

Serving police officer, 2019

"Not only did she help me to understand how the new pension will affect me but she also helped me save money!"

Serving police officer Bennett, 2019

"Visiting Caroline Harris was well worth the time. She helped put my mind at rest with informed information rather than guess work."

Serving police officer Skidmore, 2019

"Caroline cleared up any doubts about my pension and helped me understand my tax code better, which has resulted in a tax refund. I highly recommend any officer who is close to retirement come and speak to her."

Serving police officer Shippam, 2019



GeorgeBurrows

College of Policing review: have your say

Officers are being encouraged to have their say in a root and branch review of the work of the College of Policing.

The college was established almost 10 years ago but its new chair, Nick Herbert (Lord Herbert of South Downs), wants to ensure it meets its potential and that its role is valued across the police service.

Jon Nott, chair of West Midlands Police Federation, is urging members to take part in the review.

"Federation members are ideally placed to give their views on the College of Policing. They can highlight what areas of the college's work they value but also point out where they feel improvements can be made," says Jon.

"I appreciate everyone is busy right now and that officers are feeling the strain due to the pandemic but this review is an incredibly important piece of work and I hope officers can find a little bit of time to share their feelings about the college so that they can help shape its future development.

"It is critically important for the college, which is the professional body for everyone in policing, is fit for purpose. It is involved in training and professional development, sets standards and also ensures that best practice is shared."

The college says the review will:

- **Conduct a fundamental assessment of the college, its role, effectiveness and how it operates alongside other organisations in the policing landscape**



- **Ensure that, as the professional body for policing, the college is highly valued by every section of policing, from frontline officers to chief constables and police and crime commissioners.**

It will consider the college's role in all aspects of policing and assess how useful people working on the frontline find its services.

The review will also look at the relationship between the college and other policing organisations and how well equipped it is to support the police service to deal with future challenges.

Lord Herbert explains: "This is a critical time in policing with the demands and pressures on the service only increasing during the pandemic. I believe the time is right to look at the work that the college does, as well as the place that it occupies in the policing landscape. It's important that we explore how effective the college is in supporting a police service whose mission

has been extended and capability stretched over the last 10 years.

"I'm keen that we listen to people from across policing, regardless of their rank, grade or role, to find what they want from their College of Policing and help us identify the areas where we need to improve. I'm committed to ensuring that the college stands proudly in the policing landscape to support the service in its mission to protect the public and keep people safe."

Policing minister Kit Malthouse has also supported the review.

He says: "As plans to recruit 20,000 more police officers continue at pace, I welcome this review, which will enhance support to our hardworking officers and help the college recognise its full potential as the professional body for policing."

The college is contacting a number of policing organisations – including the National Police Chiefs' Council, the Police Superintendents' Association and the Police Federation – to ask for their views. A survey will also seek views from officers and staff working on the frontline while a call for evidence, which will be open until 30 April, has also been issued.

The college will use the feedback it receives to inform a series of recommendations which will be outlined in a report later this summer.

Have your say by downloading the form below and emailing your views to review@college.pnn.police.uk by 30 April 2021.

[College of Policing review – call for evidence](#)



Federation members are ideally placed to give their views on the College of Policing. They can highlight what areas of the college's work they value but also point out where they feel improvements can be made.



NATIONAL ASSOCIATION OF RETIRED POLICE OFFICERS



NARPO is a rank-free association of retired police officers, dedicated to improving benefits for its members.

**NARPO has Branches across West Midlands:-
Birmingham, Coventry, Dudley, Walsall, and Wolverhampton.**

- **FREE ADVICE** – Pensions, Benefits, Computing, Taxation;
- **MEMBER SERVICES** – Welfare Support, Car, Health and Travel Insurance, Car Purchase, Domestic Appliances, Trusted Legal Advisors, Mobile Phones, Travel Discounts, Job Opportunities + National/Local Websites, National Magazine, Branch Newsletters;
- **SOCIAL EVENTS** – Keep in touch with old friends and colleagues.

Annual membership fee deducted from pension:- £20.64 in 2018.

ARE YOU RETIRING SOON?

Join on-line www.NARPO.org, or for more information, contact the secretary of your preferred Branch:-

Birmingham, Coventry, Dudley, Walsall:-
Wolverhampton:-

www.NARPOWestMidlands.org
www.NARPO-Wolverhampton.co.uk



Legal Services for West Midlands Police

With over 20 years' experience of working with police, Gorvins have been a leading provider of legal services in all matters arising from relationship breakdowns and disputes concerning children. We understand the importance of family and the impact that a family breakdown can have upon all of those closely concerned and that is why our service (with discount fees) is offered not just to serving and retired police officers and police staff, but also to their partners and immediate family members.

Part of **our commitment** to supporting those whose vital work supports us all includes a prompt **initial consultation - free of charge**.

We also supply our legal advice to you at a discounted rate and are able to offer a **fixed-fee divorce process**.

Our family & divorce law specialists understand the aspects that particularly impact upon the police with reference to pensions in divorce cases and shift patterns in relation to arrangement for children.

Other Legal Services

- Wills, Trusts and Probate
- Corporate/Commercial
- Personal Injury
- Employment Law
- Insolvency
- Dispute Resolution & Civil Litigation
- Commercial Property

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e-mail police-divorce@gorvins.com

or visit us at www.gorvins.com/wmp



Nominations open for national Women in Policing Award

Nominations are now open for this year's national Women in Policing Award.

Members are being encouraged to nominate women who have made an outstanding contribution to policing.

The award, which was launched by the Police Federation of England and Wales in 2015, is designed to recognise a current, or recently retired officer who has gone above and beyond their job, while on duty.

The first ever Women in Policing Award was presented to the families of Fiona Bone and Nicola Hughes, the two Greater Manchester Police killed in a gun and grenade attack in 2012.

Due to the Covid-19 pandemic, the award was not presented last year so the most recent winner was Lancashire Sergeant Hana Alayli-Moore in 2019.

Sgt Alayli-Moore introduced the idea of 'Maternity Buddies' after noticing that officers felt isolated both before and after pregnancy. Male and female volunteers were identified within the workplace to receive relevant training to enable them to support their colleagues.

Sgt Alayli-Moore assisted in the delivery of the training and created a process whereby expectant colleagues, or those going through the adoption process, are allocated a point of contact to support them.

The closing date for all nominations for this year's award is 30 April. Nominators can be police officers or police staff and all nominations must be submitted to West Midlands Police Federation for approval.

This year's winner will be presented with the award at the Federation's annual national conference in June.

[Find out more about the criteria for the award.](#)

If you want to nominate an officer for the award, or find out more, please contact jnott@westmids.polfed.org



Sergeant Hana Alayli-Moore (left) receives the 2019 Women in Policing Award from Dame Cressida Dick, Metropolitan Police Commissioner.



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Response policing: NPCC puts focus on wellbeing

Response policing officers play a critical role in their communities and deserve recognition for their work.

That is the view of Jon Nott, chair of West Midlands Police Federation, who was commenting after the National Police Chiefs' Council (NPCC) launched a week of action in mid-March focussing on response officers.

"The NPCC wanted to put a special emphasis on officer wellbeing and help raise awareness of the support that is available," he explains.

"Everyone involved in policing plays their part in providing effective policing services for our communities and all officers should be aware of the support services that are available to them through the Police Federation, the Force, mental health charities and bodies such as Oscar Kilo, which is the National Police Wellbeing Service.

"But this week of action puts the spotlight on the pressures faced by response policing officers who, through repeated exposure to traumatic incidents, can find their mental health suffers.

"We want them – and other officers - to recognise that support is available and we

would urge them to speak up if they feel they need support. The Federation is here to help."

The NPCC has worked with Oscar Kilo, NPWS, the College of Policing and the Police Federation to deliver a range of wellbeing and resilience initiatives, co-ordinated specifically for response officers' needs, during this week.

Wellbeing vans were deployed across the UK and wellbeing dogs were available to some forces, along with a series of Oscar Kilo webinars around sleep, fatigue and resilience, and toolkits for self-care and compassion.

A number of engagement opportunities for frontline officers took place including a #WECOPS response policing conversation with NPCC wellbeing lead Chief Constable Andy Rhodes and response policing lead Deputy Chief Constable Serena Kennedy.

DCC Kennedy said: "The aim of the week of action is for response officers to be heard

and valued, to see their workplace successes celebrated, to know that their wellbeing is important and to understand how and where to seek support when it is needed.

"These officers routinely face and deal with some of the most challenging and difficult situations in society. They are frequently the first on the scene whenever an incident occurs, and they are often the first and only contact that many ever have with the police service. It is only right that they feel supported in the work they do.

"I encourage all senior leaders in policing to get involved with this initiative and to ensure that every opportunity is taken to recognise and celebrate the incredible work these officers do every day".

Chief Constable Rhodes added: "It is important to know that this is not just a one-off event; we want to use this week as an opportunity to let officers know that support is available to them and to their forces, all year round. The wellbeing of officers and staff is a priority for all police chiefs. We are always listening and support will always be there for those who need it."



PCU – helping officers with their finances

A not-for-profit organisation has produced a list of tips to help officers improve their credit profile.

Serve and Protect, which includes Police Credit Union (PCU), has put together the factsheet in response to a large number of requests from its members.

The tips include staying up-to-date with bills, avoiding short-term or payday loans and keeping within overdraft limits.

Other advice includes using credit cards responsibly, registering on the electoral roll and cancelling unused credit and store cards.

Look at the tips.

Serve and Protect, which also includes the Military, Prison, Fire and Health Credit Unions, serves more than 34,000 members – with 23,728 members from the police family, helping them save more than £60 million and with more than £25.5 million out on loan.

Officers and staff can benefit from a range of deals on their savings accounts, having paid a 1.2 per cent return on the easily accessible Regular Saver, it also offers a Junior Saver, which helps members to financially prepare for the future of their children or grandchildren.

Serve and Protect has published its [Financial Resilience Report 2021](#), in which it surveyed its members on their financial resilience - their ability to withstand life events that impact on their income and/or assets.

A total of 38 per cent of respondents said that following a change in

More than one in four currently employed by a police force admitted they are worried about their current financial situation.

circumstances such as relationship breakdown, unemployment or sickness they wouldn't be able to cope financially.

More than one in four (28 per cent) currently employed by a police force admitted they are worried about their current financial situation.

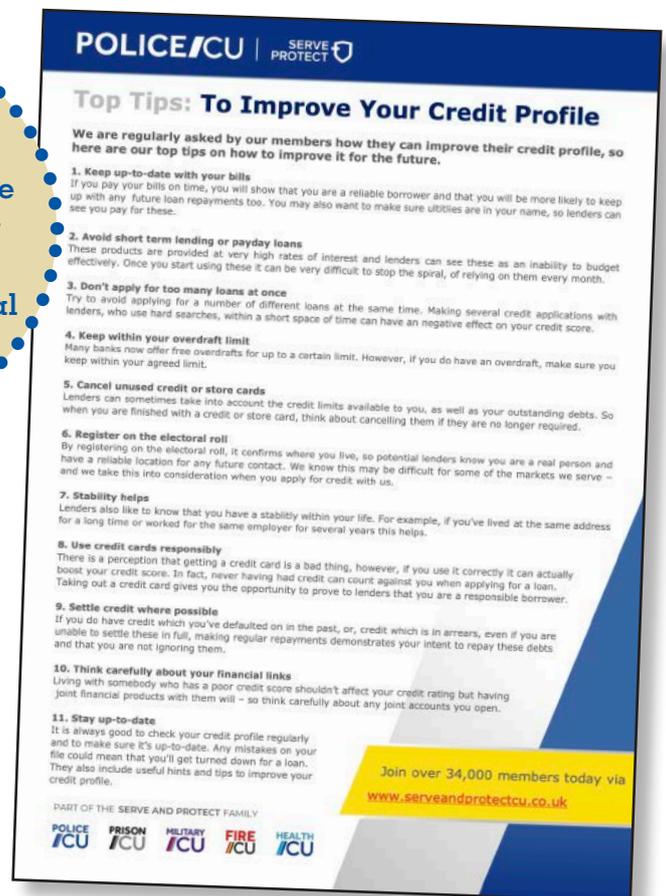
Almost a quarter (24 per cent) said they felt their personal finances have an impact on their ability to do your job effectively, while 27 per cent said the pandemic has had an impact on their household income.

And Serve and Protect has also produced a guide for new recruits to the financial challenges they may face during their police career.

For new recruits, those challenges could

be student loans or the cost of travel and living, while for serving officers they could be divorce or separation, holidays or home improvements.

[Read the factsheet.](#)



Credit union continues to support officers financially through pandemic

A not-for-profit organisation that helps to secure the financial future of officers says it is proud to have been able to continue supporting its members after adapting services in response to the ongoing pandemic.

In its annual report, Serve and Protect, which includes Police Credit Union (PCU), says it took measures early on in 2020 to ensure it could remain fully operational for its members during the Covid-19 crisis.

Reflecting on the past 12 months, CEO Paul Norgrove, says he is both "humbled" and "proud" of his team, the organisation and its members.

"In these challenging times, it was you, our members, that responded to the needs of the nation and embodied the notion of people helping people," he says.

"Last year, we promised we would

deliver the highest standard of service, little did we know at the time that the world as we knew it was about to change.

"While 2020 was not the year we had planned, we have continued to move from strength to strength issuing more loans than ever before, with almost half of these to help our members consolidate higher cost credit and reduce their monthly expenditure."

The annual report explains Serve and Protect, which also includes the Military, Prison, Fire and Health Credit Unions, welcomed 6,000 new members, looking after £62 million of members' savings, while lending more than £25 million in affordable loans.

Serve and Protect currently serves over 34,000 members – with 23,728 members from the police family, helping them save over £60 million and with over

£25.5 million out on loan.

"In these difficult times we were able to offer support to our members who were unable to meet loan payments due to their household income being affected by coronavirus," added Paul.

"We also launched a member wellbeing call back service where our team volunteered to call members who may have been isolating and were alone in their homes - something that we are all incredibly proud of."

Over the year, Serve and Protect launched a faster payments system, which meant members could withdraw and receive any necessary funds on the same day and launched a mobile app, which means members are now able to access their services from across the globe.

Officers and staff can benefit from a range of deals on their savings accounts, having paid a 1.2 per cent return on the easily accessible Regular Saver, it also offers a Junior Saver, which helps members to financially prepare for the future of their children or grandchildren.

Learn more via: www.policecu.co.uk
[Read the Serve and Protect annual report](#)

“In these difficult times we were able to offer support to our members who were unable to meet loan payments due to their household income being affected by coronavirus.”

What do you get for your Federation subs?

Officers often ask what they get from being a member of the Police Federation.

For many, the monthly fee comes out of their salary every month, but they are not sure exactly what they get in return.

Benefits of being in the Federation include:

- **Free legal advice, assistance and costs to members facing investigations brought against them for an offence committed in, or founded upon something done in the course or purported performance of police duties**
- **Welfare advice and help on personal issues**
- **Advice and representation in misconduct proceedings**
- **Off duty legal cover**
- **Help with civil and criminal injury claims**
- **Help with providing the most up-to-date health and safety information**
- **Help with grievance procedures**
- **Support on legislative and political matters**



- **Advice and support on issues such as sexual, racial or other discriminatory harassment**
- **Representation at stakeholder seminars, meetings and round table discussions.**

More than £13.1 million of the Federation budget is allocated to legal services. This includes representation to cover criminal injury compensation claims, civil matters, gross misconduct and performance matters, defamation, magistrates' and crown court criminal legal representation, employment tribunals, regulations-related disputes, inquests and judicial reviews.

If officers are charged with criminal offences and attend court, their salaries are such that they would be required to make a contribution to their legal aid costs. If the offence is in relation to the performance or purported performance of police duties the Federation will assist and those officers will be represented without the need for legal aid and at no additional cost above their normal Federation subscription.

Subscription costs also pay for training for Federation reps in areas such as misconduct and grievance procedures, health and safety, equality and diversity and dealing with the media.

The elected workplace reps receive training on Police Regulations to ensure members are properly represented, should they face an issue. This could be about knowing their rights and entitlements, but it also could mean getting them the right support if they become victim of any workplace issues.

Subs also help fund a range of events to showcase the very best in policing, including the National Police Bravery Awards and National Police Memorial Day.

Membership costs less than £24 per month. In the first year as a probationary constable, the amount is discounted by 50 per cent. There is no discount for direct entry inspectors.

To join download and complete the application form and either email westmidlandspf@polfed.org or post it to Guardians House, 2111 Coventry Road, Sheldon, Birmingham B26 3EA.



Membership costs less than £24 per month





Comprehensive insurance cover for under £26 a month

For as little as £25.60 a month, members of West Midlands Police Federation can sign up for a comprehensive insurance package through our Group Insurance Scheme (GIS).

The scheme offers:

- **£130,000 life assurance**
- **A 20 per cent advance on the sum assured should you be given a terminal prognosis**
- **Family cover under the Best Doctors scheme**
- **Family cover for GP Care on Demand**
- **£15,000 critical illness insurance**
- **REDARC cover**
- **Regulation 28 sickness benefit at 20 per cent of your paycale for up to 26 weeks**
- **Personal accident benefits**
- **Worldwide family multi-trip travel insurance**
- **RAC motor breakdown assistance, and Mobile phone/gadget cover.**

For an additional £9.29 a month, you can also add a partner to your policy to give them access to £65,000 of life cover, an advance on terminal prognosis, £7,500 critical illness insurance, REDARC, personal accident benefits, RAC cover and mobile phone/gadget insurance.

Best Doctors

The Best Doctors service provides the reassurance of a confidential expert second medical opinion if a member, partner or their resident dependent children up to age

21 (25 if still in full-time education) are facing a worrying medical condition.

Best Doctors work in conjunction with the patient and their doctor to ensure diagnosis and treatment are correct, providing an independent and comprehensive assessment report. They work with a worldwide panel of specialists.

Unlimited access to the Member Care centre is included, providing a confidential telephone based helpline, which is available 24 hours a day, seven days a week, throughout the year.

GP Care on Demand

The GP Care on Demand service provides the subscribing member and their resident family with unlimited access to a GMC licensed practicing GP from the comfort of their home or workplace.

You can conveniently schedule a video consultation or request a telephone call back consultation from an experienced GP.

Where appropriate, they will be able to issue an open private specialist referral letter or a private prescription.

If it is identified you will benefit from a second medical opinion the doctor will support you by connecting to the Best Doctors® service which has a network of more than 50,000 world leading specialists to review your case in full and help support some of the most important decisions you may have to make around your health.

Brought to you by Teladoc Health, a world leader in virtual care, you can use the GP

service when you are abroad to access doctors who are practised in supporting patients wherever they are in the world.

Key benefits:

- 24/7, 365 days a year, worldwide access
- Connect via the App, or simply call
- Discuss all aspects of your physical and mental wellbeing
- Unlimited consultations; you can use the service as much as you need
- Connect with a high quality GP* who has the time to listen and to help you.

REDARC

REDARC aims to support and help serving officers and their families cope with the practical and emotional effects resulting from the diagnosis of a serious illness.

As part of the service, the claimant will automatically be assigned to a member of the REDARC nurse team, who in turn will contact them to introduce the service.

In addition to providing ongoing advice and support, the personal nurse adviser may arrange extra help if clinically appropriate, e.g. a one-off home visit from a specialist nurse, a course of physiotherapy, a course of counselling, or similar. The personal nurse adviser can also put the patient in contact with specialist charities and self-help groups, and give advice on specialist equipment to aid function. These services are provided free of charge.

For more details visit the GIS page at the [West Midlands Police Federation website](https://www.westmidlands.police.uk/insurance).

New police museum gets £1 million boost



A visual of the new museum.

A new West Midlands Police Museum is currently under development after a £1 million National Lottery Heritage Fund grant.

Construction work on the museum started at Birmingham's Victorian Lock-Up on Steelhouse Lane in March. Historical displays will tell the stories of prisoners and staff, including the real 'peaky blinders' who were imprisoned in the building. Other collections include how the original Lock-Up matrons of 1895 were some of the first women in policing.

"I am pleased that the museum has secured this funding and that work is getting underway," says Jon Nott, chair of West Midlands Police Federation, "It is important that we celebrate the history of policing in the West Midlands and the museum should offer something of interest to people of all ages."

Helen Taylor has been appointed as the manager of the museum and is ready and

waiting to start in her role which will include securing accreditation for displays to ensure their long-term preservation.

Helen said: "Not many people get to be part of the creation of a new museum in a new space and that's really exciting. The old Steelhouse Lane Police Station is an exhibit in itself so people will want to visit because the building is so interesting. It's the ideal backdrop to tell the stories that represent the history of our people and communities and we want to do the story of West Midlands Police justice so our communities can see how policing has evolved and continues to change right up to present day."

South Wales based Trio Building Contractors have started replacing the building's roof to make it weathertight and conform to fire safety requirements. They will also be creating new stairwells, installing a lift and reinstating original heritage features.

The new museum, which is expected to



Museum manager Helen Taylor.

open in summer 2022, will also create jobs and volunteering opportunities for local people.

To follow the progress of the museum follow **@WMPHistory** on Twitter or **'The Lock Up'** on Facebook.



Left: Kit bags made by volunteers at The Blue Line Stickers and For the Love of Scrubs. Right: Jo Spear, West Midlands detention escort officer, set up the sewing initiative.

Thanks to kit bag volunteers

As the pandemic continued and fears of transmission within Forces grew, West Midlands detention escort officer Jo Spear, who is based at Perry Barr, set up a group of nimble-fingered volunteers to make kit bags to allow officers to safely transport their uniforms.

The Blue Line Stickers, along with the

Birmingham group of 'sewing angels' For the Love of Scrubs, have sewn, washed, pressed, packaged and delivered more than 5,000 kit bags for frontline officers, staff in custody and response departments and forensic and traffic units across neighbourhood teams.

They have also made around 16,000 washbags, scrubs and face masks for

hospitals, care homes, GP surgeries and other frontline organisations in the region.

The chair of West Midlands Police Federation, Jon Nott, said: "So many of our officers are out in their communities every day, not knowing what they may have come into contact with, so these bags were a godsend for them to be able to safely take their uniform home to wash after a shift and help prevent any cross-contamination.

"These volunteers have put in amazing time and effort and we're so grateful to them all for providing these but also for the support they are showing officers at a time when everything is still so uncertain. I'd like to thank them all for their generosity and kindness."

“ These volunteers have put in amazing time and effort and we're so grateful to them for providing these but also for the support they are showing officers at a time when everything is still so uncertain. ”



Exclusive car deals

West Midlands police officers are being given the chance to get their hands on exclusive Volkswagen car deals.

There are great offers especially for Fed members on both the Golf and Tiguan models thanks to the Affinity Car Scheme.

[Find out more.](#)

West Midlands Police Federation members and their families are also being given the chance to take advantage of offers with BMW.

The BMW Group Military and Emergency Services Affinity Programme includes the full BMW and Mini range, with part exchange and finance options available throughout.

[Find out more.](#)

For more motoring discounts, visit our [vehicle offers page](#).

Offers on UK breaks



With lockdown measures set to ease over the coming weeks and months, Federation members are being offered discounts on a UK holiday.

Lovat Parks are giving officers up to £50 off a break at their three holiday homes, two in Cornwall and the third in the New Forest.

So, whether it's a seaside adventure or the chance to explore what nature has to offer, it's worth checking out this deal before you book.

[Find out more.](#)

Visit our [Members Services pages](#) for our range of offers.



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Benevolent Fund's 'A Day to Remember' is back



West Midlands Police Benevolent Fund is busy planning for the return of its long-awaited family fun day at Blackwell Court Adventure, near Bromsgrove, Worcestershire.

This year the fund will be hosting two events booked for Wednesday 25 and Thursday 26 August. Both days promise to offer members and their families a series of thrilling outdoor adventure activities, including **crate stacking, outdoor archery, a giant zip wire and dual zip wire, tree climbing - with a difference, an outdoor climbing wall and the High All Aboard** - all run in a Covid secure way.

To register your interest for the FREE family event please email your name, collar number (if you are a serving officer) and the number of adults and children in your party to info@wmpben.co.uk with the title 'A Day to Remember' as the email heading.

Please note: activities are suitable for children aged eight and over.

The response from members has been really high, therefore to make it fair the Benevolent Fund will run a ballot to select which lucky families will be taking part.



Notification will be sent out to those successful along with an information pack explaining further details about the day.

"Remember that feeling of being together, making new friends and experiencing new thrills? We can't wait to get that feeling back and welcome members and their families to Blackwell this summer," says John Williams, chair of West Midlands Police Benevolent Fund.

Blackwell Court Adventure is a non-profit organisation offering more than 20 indoor and outdoor activities for children and young people. It is set in 50 acres of beautiful parkland.

Those invited to Blackwell back in 2019 were widows and orphans of serving



officers and police staff we have sadly lost, as well as members and their families the fund has helped through particularly testing times.

Additional places were given to members and were selected in a ballot.

We know the world is a little different these days, but but these images show some of the highlights from our 2019 event.

For more details about this year's event visit www.wmpben.co.uk or email info@wmpben.co.uk





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West Midlands Police Federation Workplace reps - February 2021

LOCATION	REP(s)		POSTING	MOBILE NUMBER
Guardians House	3895	Steve GRANGE	Secretary	07968 215897
	6979	Jon NOTT	Chair	07772 528674
	8474	Tim ROGERS	Dep secretary	07792 774328
	6906	John WILLIAMS	Dep chair	07890 683314
	4132	George MCDONNELL	CaPLO	07807 079409
	9878	Dave HADLEY	CaPLO	07972 917043
	5583	Cliff TOMKINSON	P & E	07376 252835
	4368	Julie FLEMING	NPU	07972 917967
	5139	Peggy LAMONT	Regional	07971 549321
		Hayley ALEY	Regional	
Aston		Barrie PUNSHON		Check Blue Pages
		Roy TEAGUE		Check Blue Pages
Birmingham APU	4413	Aaron BELL	Operations	07496 685277
Bournville Lane	5456	Winston CHRISTIE	Force Response	07535 176594
	20186	Paul WELCH	Response	07792 767084
Bloxwich	1284	David KEASEY	Response	
	4127	Aaron RICHARDSON	Force Response	
	9270	Richard COOKE	NPU	07974 220292
	4993	Rod ROSE	Neighbourhood	Check Blue Pages
Brierley Hill	6889	Chris SMITH	FCID	07399 005748
Coventry	1329	Jason SAYERS	L & D	07772 529130
Willenhall	3426	Alan O'SHEA	NTF	07792 776626
Willenhall	2162	Dawn MURKETT	NPU	07792 773787
Foleshill	21420	Suky BAGRI	Force Support	07972 916476
	1188	Steve TEMPERTON	PPU	07972 904227
Digbeth	6329	Simon WHEELER	NPU	07534 279654
Dudley	1978	Deano WALKER	H & S secretary	07812 422578
Ladywood	20287	Marcia FRANCIS	PPU	07930 407683
	1566	Kin DEVI	PSD, Operations	07972 918454
Nechells	1687	Pete SNAPE	NHT	07976 068542
Newtown		Matt MINTON		Check Blue Pages
	6219	Lorayne BROWN	Force Support	07534 279659
Oldbury	8774	Christian HARRISON	CJS	
Perry Bar	21179	Peri DHESI	FCID, Prepare/Prevent Hub	07951 237503
Shard End	667	Dan WOOD	NPU	07972 916463
Stechford	6557	Stuart WHITEHEAD	Response	07852 512726
Solihull & Coventry	698	Richard ANSERMOZ	NTF	07812 223302
Steelhouse Lane	29965	Dan CHAPPELOW	FCID - Reg Organised Crime	07772 527743
Tally Ho	5454	Trudy GITTINS	L & D	07972 918258
Tipton	20428	Christopher JAMES	Force Support	07972 918259
Walsall	8178	Wayne BENNETT	L & D	07951 751150
Wednesfield	8129	Warren HINES	FCID (& local help)	07702 934705
West Bromwich	9187	Sam HUGHES	PPU	07535 177764
Wolverhampton	9233	Darren NEVILLE	Organised Crime WV	07972 916537
	21287	Lee HAYWARD	Force Response	07951 236994
	5287	Sarah THOMAS-WEST	WV - NHT	07972 916428
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