

federation



West Midlands Police Federation

October/November 2021

Remembering fallen officers – see Pages 16 to 19

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Welcome

Welcome to the October/November 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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Honouring the memory of our fallen colleagues



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

This year, for the first time since I was elected as chair of West Midlands Police Federation, I represented our branch at the annual National Police Memorial Day service.

Of course, I have long appreciated the significance of this event but attending in person does really bring it home to you how important it is that we honour our fallen colleagues.

The service is not just a fitting tribute to those officers who have paid the ultimate price but also serves to show their families that they too are not forgotten.

Last year, what would have been my first National Police Memorial Day service was held virtually due to the pandemic and organisers put a restriction on the number of people who could attend this year's service at Lincoln Cathedral.

This year, standing outside the cathedral ahead of the service on what was a warm and sunny September day, it was clear to see families in attendance reacquainting themselves with friends that they had probably not seen in the two years since the last service.

They all belong to a group that no one wants to join; a group made up of the loved ones left behind when an officer fails to make it home after their shift.

But out of adversity, they seem to find comfort, support and life-long friendships with those who truly know how that feels.

The service itself is formal, and sombre, but there is a real focus on the families and the need for the police service to stand with them, to share their grief, respect their feelings and honour fallen officers,

each and every year.

Looking around the cathedral, you can see husbands and wives, partners, parents, children, brothers and sisters, colleagues, chief officers, Federation representatives, civic dignitaries and politicians pausing to remember those who gave up their lives to serve their communities.

It is a moving service and particularly so during the minute's silence when petals flutter down from the vast roof-space of the cathedral to signify remembrance while "Abide With Me" is played and then the "Last Post" is sounded.

You can read more about this year's service on pages 16 to 19.

This year, due to the restrictions at the cathedral, forces across the country also hosted their own Acts of Remembrance the day after the service and the Force took part in this with a short service at Lloyd House.

Then less than a week later, deputy branch chair John Williams and I attended a memorial service at Sutton Coldfield Police Station organised to mark the 20th

“As a Federation, we are the first to admit that an officer who breaks the law deserves to be punished. One bad apple really can cause incredible damage and reflects badly on the rest of the hard-working and committed officers who want nothing more than to serve and protect their communities, upholding the law, keeping order.”

anniversary of the death of PC Malcolm (Mac) Walker. Former colleagues also attended this service along with members of Mac's family.

Events such as these really do show just how unique the role of the police officer is.

Officers sign up to fight and prevent crime, to maintain order, to protect the vulnerable but as they do they also accept the risks their role can entail.

In recent years, while carrying out their duties, we have been appalled to see the rising tide of assaults to which they have been subjected.

They have been beaten, they have been spat at, they have had vehicles driven at them and yet, day after day, police officers turn in for duty not really aware of what their shift may bring.

During the pandemic, this has been ever more evident. I still can't quite get my head round how quickly some people learned to weaponise Covid-19 by threatening to spit or cough over officers while claiming to have the virus.

Officers were really walking into the unknown when the pandemic first began and in the 18 months since then we have seen them put under almost intolerable strain – juggling the needs of their families with the needs of the Force and the country.

Their mental health has been affected and I am sure we will see more evidence of this over the next few months.

But so many officers have simply turned up to work, put on their uniform and, just as you would expect, they have got on with the job they signed up to do.

I don't think anyone signs up to policing to become rich, and I don't for one minute think they swear the oath expecting to be thanked over and over again for what they do.

But I do believe that police officers' role in society is completely under-appreciated by politicians and by some sections of the media.

As a Federation, we are the first to admit that an officer who breaks the law deserves to be punished. One bad apple really can cause incredible damage and reflects badly on the rest of the hard-working and committed officers who want nothing more than to serve and protect their communities, upholding the law, keeping order.

But we need to see some balance in the media. Expose the wrong-doing, but don't tarnish all police officers due to the wrong-doings of a relatively small number of their colleagues.

Perhaps attend National Police Memorial Day and get an understanding of what it means to be a police officer.

Pensions myth-busting

Some of the myths surrounding the current situation around the police pension schemes were dispelled at an informative and interesting online meeting arranged specifically for members of West Midlands Police Federation.

The meeting, held on 7 October, was attended by around 100 members, and was hosted by West Midland Police Federation chair Jon Nott and deputy secretary Tim Rogers.

Also on hand to give an update were national Federation vice-chair Ché Donald and secretary Alex Duncan.

"The meeting, which we were able to arrange at quite short notice, helped to dispel some myths and provide accurate information to people. There was an opportunity for members to ask questions and an update from Ché and Alex around the proposed remedy covering the areas that are still being looked at and highlighted to the Government in terms of where there are concerns," says Jon.

"There was also an update around the Judicial Review being run by the Police Superintendents' Association in conjunction with the Federation, in terms

of the potential sex discrimination in the proposed remedy."

Police Money Matters started the evening by giving a presentation around the different pensions schemes, how they work, the proposed remedy to the discrimination found in the implementation of the 2015 scheme and what that means to people.

There was also an offer for individuals to have one to one consultations and to be provided with individual figures outside the meeting.

One officer said after the meeting: "That was a brilliant and informative webinar and I am very grateful for you guys putting it on."

Jon commented: "My thanks go to Ché, Alex and Police Money Matters for attending and presenting to our members. We appreciate how much frustration there has been about the pension schemes and we are doing all we can to ensure people are given up to date and accurate information. We are hoping to get some more dates for future events so that we can reach more officers so please keep an eye on our website and social media as we will announce dates as soon as we can."

Police widows await court ruling on 'unjust' pension rule

Campaigners have reached a critical point in their legal bid to overturn a rule which they say discriminates against police widows and widowers.

Regulation C9 of the Police Pension Regulations 1987 prevents the widow/widower of a police officer from receiving their loved one's police pension if they remarry or cohabit.

Campaigners have long argued that Regulation C9 discriminates against widows and widowers and breaches their human rights, as they are unable to remarry or cohabit without financial penalty, and those who have already remarried or moved in with a partner continue to endure financial losses.

Three individuals who are challenging the rule, with support from the National Association of Retired Police Officers (NARPO) and the Police Federation, presented documents to the High Court in Manchester in August.

His Honour Judge Sephton QC determined that their claims should be allowed to proceed to a full and final

hearing, which will take place on 5 -6 April 2022.

West Midlands Police widow Kate Hall said: "It gives me hope to hear Judge Sephton acknowledge that there should be a full judicial review - during which evidence can be presented that Regulation C9 remains discriminatory, unfair and a breach of our fundamental human rights.

Regulation C9 is responsible for widespread misery. Finally after many years of campaigning, there is the possibility that that misery may finally be coming to an end. Finally we may be able to lead a normal life. I don't think that is too much to ask."

Kate's husband, Colin, died on 29 November 1987 when he was 40-years-old. A police dog handler, he collapsed and died after helping quell a disturbance at a block of flats.

The Federation, NARPO and the legal team will continue to work with the lead applicants to bring their legal claim to the High Court.

More progress with moves to better protect police drivers

Members of the Federation's Parliamentary Sub-Committee have met with leading Labour politicians to discuss a number of key policing issues.

These included the Federation's latest campaigns over officers' zero per cent pay award, officer wellbeing, amendments to the Police, Crime, Sentencing and Courts Bill aimed at ensuring police drivers are better protected in law, changes to Section 163 which would require drivers to get out of their car when asked to by a police officer and the Time Limits initiative, which aims to bring a half to long-drawn-out conduct inquiries.

"We had a very productive meeting," says the sub-committee's secretary, Tiff Lynch, "There was a broad support for our campaigns and several MPs have agreed to speak in Parliament to raise our concerns.

"The MPs were also keen to hear if the new sentencing on police assaults was having an impact since this came on the back of our Protect the Protectors campaign which was initially supported by Labour MP Holly Lynch who then helped us secure further backing."

Holly, who is the MP for Halifax and shadow minister for crime reduction and courts, was at the meeting at the end of September along with shadow home secretary Nick Thomas-Symonds (MP for Torfaen in Gwent), shadow police minister Sarah Jones (Croydon Central, Jack Dromey (Erdington, West Midlands), Emma Hardy (Kingston upon Hull West and Hessle), Rupa Huq (Ealing Central and Acton) and Jessica Morden (Newport East).

The Federation team included national Federation chair John Apter, vice-chair Ché Donald and Tim Rogers, deputy secretary of West Midlands Police Federation and the national Federation lead on police pursuits and driver training.

Tim said afterwards: "The Police, Crime, Sentencing and Courts Bill introduces a new standard to which police drivers must conform and linked to their training and



Federation officials and Labour MPs at their meeting during the Labour Party Conference.

their forces' policies. But we have concerns about the practicality of this approach and want to see a reasonableness clause added since policies and training cannot anticipate, regulate, train and license every eventuality. They need the flexibility to respond legally to the incidents they encounter.

"The MPs listened to our evidence and

have agreed to support the amendments."

The Police, Crime, Sentencing and Courts Bill is currently being considered in the House of Lords before returning to the House of Commons. It is expected to become law early next year.

- Roads Policing Conference – see Pages 20 to 24.

Two officers in line for Police Bravery Award

An officer who feared for his life after he pursued a suspect into a dark, water-filled storm drain, and the PC who came to his rescue, have both been nominated for a national Police Bravery Award.

PC Paul Newman feared his eyes would be gouged out and then thought he would be drowned when he was attacked by a man who had fled a car when officers discovered a loaded handgun.

PC Holly Necchi heard her colleague's cries for help and it was thanks to her that PC Newman survived the attack.

The pair have now been nominated for the national Police Bravery Awards, which are held in London and honour some of the finest officers in England and Wales for performing incredible acts of bravery, while on or off duty.

The incident unfolded on 17 July 2019 at about 11.30am when officers were on an operation on Bescot Retail Park, Walsall. A VW Golf was brought onto the site and PC Necchi spoke to the driver – Calvert Batchelor.

While checking him on the PNC, it was established he had warning markers for possession of a firearm and intelligence linked him to gangs and drug dealing.

PC Necchi got Batchelor, who had started to appear very agitated, out of the car and began a stop and search. Other officers searched the car and, as an officer approached the driver's door, Batchelor ran away.

PC Necchi gave chase into a brook that ran alongside the area where the car had been stopped. Realising he was surrounded, Batchelor turned and ran into the storm drain. At this point, he had been spotted by PC Newman who was a passenger in an unmarked police car involved in the operation and had been alerted to the fact that Batchelor had fled after being stopped for checks.

The tunnel of the drain was about 10ft wide and 6ft high and it was only when it came to an end after about 25 metres that PC Newman was able to reach Batchelor.

But, at that point, the drain was shallow and both PC Newman and Batchelor were so confined that they were crawling on



Brave officers PC Paul Newman and PC Holly Necchi.

their hands and knees.

Batchelor grabbed a branch which was about one metre long and 8cm thick and attempted to swing it at the brave PC but he was unable to do so due to the limited space.

By now, PC Newman had realised the danger he was in on his own, with a man who was becoming more aggressive. They were in relatively deep water, mud, silt, rubbish and debris.

Batchelor launched himself at PC Newman, grabbed him with one arm around the back of his head and with the other gouged at his eyes. PC Newman remembers the intense pressure as his attacker's fingers dug into his eye sockets and felt he was trying to 'wrench' out his eyeballs.

He recalls everything going intensely, brilliant white, rather than the blackness he expected, and also the indescribable pain.

When Batchelor suddenly let go, he grabbed PC Newman by the jaw, reaching under his tongue to use his middle finger to punch a hole through the floor of his

mouth, just below his lower front teeth.

PC Newman's instinctive reaction was to bite his assailant but he then found himself being dragged backwards by the jaw, held under water for about 30 seconds at which point he felt exhausted and feared he was about to die.

Somehow he got hold of his torch and hit Batchelor causing him to fall back onto the mud and then fell on top of him.

Luckily, but unbeknown to him, he had been followed into the tunnel by PC Necchi who had heard the panicked shouting from her colleague. She helped PC Newman restrain and detain the offender.

PC Newman feels PC Necchi saved his life as he was physically spent and unable to do anything else to subdue Batchelor.

A firearm was discovered in the driver's door of the car that Batchelor had run from.

At court, Batchelor admitted possessing an illegal firearm and ammunition, plus wounding, and was jailed for nine years and four months.

- Find out about our nominee for the 2021 Police Bravery Awards on Page 15.

Pay row: members urged to contact MPs



The chair of the national Police Federation is calling on members to visit local MPs and echo his demands for the Government to review officers' pay freeze after ministers ignored a letter he hand-delivered to Downing Street at the end of July.

John Apter is urging officers, their families and members of the public to get their voices heard, following the lack of response to the letter.

In the letter, John spoke of his

disappointment at the Government's disdain and disrespect for officers, after it was announced that there would be a pay freeze for any officer who earns more than £24,000.

Two weeks after delivering the letter, John told members: "I had hoped that I would be able to update you with a response or solution, but we are still waiting for a reply. Yet another reason we have lost confidence in this Government.

"We are united across the country and will continue to put pressure on the

decision-makers in Government until we are listened to. This is where you can help play your part."

John wants people to contact MPs and repeat the Federation's request for fairness.

"Fridays are constituency days and, if you live within a constituency, you are within your rights to make an appointment to speak with your MP locally," he explained.

"It's important that your MPs hear first-hand what policing looks like each and every day, warts and all. This is our reality and we need it to be heard.

“ We are united across the country and will continue to put pressure on the decision-makers in Government until we are listened to. This is where you can help play your part. ”

"Collectively, you and your family members are a loud voice, make sure you have it heard. Only then will local MPs put pressure on the Prime Minister, Chancellor and Home Secretary to make the changes needed, to treat us fairly and protect the public.

"This is about us all coming together, united and focused. We just want to be treated fairly, that's not too much to ask."

John said the Government's decision was even more frustrating following the personal efforts and sacrifices made by officers during the pandemic.

"As police officers, we do not have employment rights, we have restrictions placed on us unlike the vast majority of other public sector workers," he added.

"Rather than recognise this, the Government has taken advantage of it. This is the contempt my colleagues are dealt with by a Government which claims to 'have our backs'.

"Government policies are putting the public at risk - this is the reality."

NPCC steps in and back officers

West Midlands Police Federation has welcomed the intervention of chief officers after they stepped into the bitter pay row which sparked a vote of no confidence in Home Secretary Priti Patel and the withdrawal of support for the Police Remuneration Review Body (PRRB).

The National Police Chiefs' Council (NPCC) has written to Ms Patel after a pay freeze on officers earning more than £24,000 per year was confirmed.

The letter from NPCC chair Martin Hewitt says: "Taken together with the continuing effects of a decade of austerity around officers' pay, there is no question that properly rewarding our incredible people is now a significant issue of concern for chief constables.

"We simply believe they deserve better and that it is the responsibility of Government to address this across the forthcoming spending period."

It continues: "For many it feels unfair and that their contribution is undervalued. And, unlike other parts of the public service, officers do not have the option of industrial action to make their case more strongly.

"As the Government makes spending decisions over coming months, we urge you to fund a settlement which properly reflects the important and complex work police



A campaign poster driven around London on the day the Federation delivered a letter to Downing Street after the zero per cent pay award was announced.

officers do, and starts to address the pay shortfall."

West Midlands Police Federation chair Jon Nott said: "The NPCC has made it clear that the Government position on pay is totally unacceptable.

"Enough is enough. The Government is effectively asking our members to take a pay cut and that is frankly an insult to the men and women who have been putting their

lives on the line policing the pandemic.

"The Home Secretary should remember that police officers are dedicated to their jobs and display the utmost professionalism and determination every time they report for duty.

"We welcome the intervention of the NPCC and hope the message that our members feel badly betrayed by the Government will start to sink in."

Police Federation places Pension Scheme Advisory Board on notice

The Police Federation of England and Wales, along with six other police staff associations, has informed the Government that it will not attend future Police Pension Scheme Advisory Board (SAB) meetings.

This is due to concerns around the lack of an adequate consultation process, looking into the discrimination of the 2015 CARE police pension scheme.

Initially set up to provide scheme specific pensions advice to the Government, encourage best practice and increase transparency around police pensions, the SAB has consistently failed to provide an

opportunity for meaningful engagement and discussion.

There have been no examples of the Government seeking advice from the SAB and very few examples of the SAB providing advice to the Government on these pressing issues, the Federation states.

In a letter delivered to the Home Secretary, signed by Police Federation national secretary Alex Duncan, along with secretaries and presidents from the Police Superintendents' Association, the Police Federation for Northern Ireland, the Chief Police Officers' Staff Association, the Association of Scottish Police

Superintendents, the Scottish Police Federation and the Superintendents' Association of Northern Ireland, the decision was made to halt any future meetings with the SAB until the opportunity for meaningful and transparent consultation around police pensions is provided.

"The consistent failure of the SAB to deliver proper consultation to rectify the unlawful discrimination caused by Government policy runs the real risk of further litigation being required to enable a solution to the current situation," says the Federation.

New reps are welcomed after branch elections

Twenty-five new workplace representatives have joined the West Midlands Police Federation Branch Council following the recent elections.

They join 25 reps who were re-elected to their roles.

The Branch Council used to be made up of 90 reps the Federation has reduced numbers in line with the recommendations of David Normington's independent review of the Police Federation of England and Wales (PFEW) which was launched in 2014.

"We reviewed our existing arrangements and have now streamlined the Branch Council in the interests of efficiency," says Tim Rogers, deputy secretary of West

Midlands Police Federation. "Now, rather than working in specific parts of the Force, our workplace reps work across a wider geographical area, making it easier for our members to access the support they need.

"Our new reps will undergo an intensive induction process, starting with a briefing on conduct and performance, personnel and equality and health and safety. They are then booked into a series of PFEW training courses which will be held at our offices at Guardians House to reduce abstractions.

"We want to ensure that our reps receive professional training, designed to enable them to effectively advise and support members. With a reduced Branch Council, it

is essential that we help them gain the skills and expertise they need to carry out what can be a very challenging but incredibly rewarding role.

"We welcome the new reps to the Branch Council and look forward to seeing them develop in their new positions. We also congratulate the existing reps who were successful in the elections and hope they too will continue to take advantage of the wide range of training courses available to them so they can build on the skills they have already gained while supporting colleagues."

Visit our Find my rep page on our website. We will also be featuring profiles of our reps on the Federation website.

Jess
Davies



Newly elected West Midlands Police Federation workplace representative Jess Davies says she became a rep to "give something back" after she received "outstanding" support from her rep during a tough time.

Jess is currently working on Force response at Coventry Central.

Explaining why she put herself forward in the recent Federation elections, she explains: "I went through a particularly difficult and challenging time in my career where I literally had no one to turn to other than the Police Federation. My Fed rep was outstanding and the support I received from the Federation was second to none.

"Now it's time to give something back and I want to use my experience to help others. I have the raw experience of feeling

helpless and totally reliant on the Federation so I bring empathy to the role. Also, through my own experience, I have gained a lot of knowledge in many procedures and I understand the importance of being a good listener and communicator but also the importance of managing people's expectations."

Jess joined West Midlands Police in 2001 and left in 2016 with 15 years' service. She then re-joined last October.

"My Dad was a sergeant with West Midlands Police and my grandad was an officer in Poland before the Second World War broke out so I think it was in my blood to join the police service," Jess says.

"I also wanted a career which would constantly challenge me and where I could help other people and try to have a positive

“ Whatever you want to achieve, whether it's to specialise or get promoted, just go for it. If you're unsuccessful first time around, go back and try again until you do succeed. ”

Steve Malone



New West Midlands Police Federation workplace representative Steve Malone has vowed to bring a “pragmatic but determined approach” to the role after seeing the rights of colleagues eroded in recent years.

Steve, a Coventry-based inspector on the serious and organised crime/exploitation team task force, said he was happy to be learning the ropes for now after becoming a rep in the latest elections but was keen to make a difference.

He said: “Having observed the

treatment of rank and file officers decreasing while intrusion and control over our private lives increased, I decided I would try to become involved in more formal representation methods outside of local panels.

“I believe that sensible negotiation carried out by the Fed with a foundation of proportionate representation is the best way to protect and improve members’ rights and I am keen to help.”

Steve said he hoped to bring a pragmatic but determined approach to protecting members’ interests in his new role and is looking forward to helping officers who genuinely need assistance with matters they feel powerless or afraid to take on and making the voices of those perhaps less vocal in the organisation heard in a sensible and effective manner.

He acknowledged the most challenging aspects of being a rep would be fitting in the role around his day job and personal commitments but said he would eventually hope to specialise in personnel and equalities or conduct matters.

Steve sees demand and membership retention as the greatest hurdles faced by the Federation branch.

He said: “As pay and conditions continue to degrade and the pension dispute continues to reflect poorly on our capability, our membership could reduce.

“I also think the great work could be

communicated to members more effectively. In an environment where mass ‘broadcasting’ has replaced effective communication, it is a challenge to be heard above all of the other information bombarding the workforce.”

He said the Police Federation nationally had to keep attracting members in the face of the quick turnover model for student officers who may choose not to remain with the Force.

“I believe that sensible negotiation carried out by the Fed with a foundation of proportionate representation is the best way to protect and improve members’ rights and I am keen to help.”

He also warned of future issues with officers joining on direct access who quickly find themselves in senior positions — thus negotiating with the Federation — without a real understanding of the working conditions and challenges faced by frontline officers.

Steve became a police officer in 2000 and transferred to the Force in 2009.

He finished his A-Levels the year university fees were introduced so decided against higher education and applied to join the army, RAF, fire service and police. The police offered him the earliest start date and also appealed above the other careers as Steve said he saw the opportunity to undertake work with an outcome that can really make a difference to people’s lives, particularly people who are under-represented or may struggle to defend themselves.

He sees one of the main challenges faced by policing as an increase in public expectations over contact, time, service and outcomes while at the same enduring reduced budgets and unachievable levels of demand.

He said: “Socially, we live in significantly more complex times both in terms of norms and values generally and crime specifically. The police are behind, catching up and adapting is difficult, especially for larger forces.”

Steve’s advice for new officers just joining the Force would be: “Don’t take yourself too seriously.”

impact.”

Jess says she’s looking forward to “getting stuck in with Federation work” and delivering the same service that she herself would expect. She is also hoping to specialise in personnel and equalities issues in the future.

As for the challenges of the role, Jess explains: “There are going to be occasions when you simply can’t deliver what a member wants of where you have to deliver bad news.”

She adds: “I think the biggest challenge for the police service generally is the fact that our forces now are so very young and there’s been a huge loss of skills that has arisen from years of freezing recruitment. Add to this the lockdowns of the pandemic, we have officers with very little life experience through no fault of their own.

“At the end of March this year 31 per cent of officers had fewer than five years’ service and, of these, 27 per cent had less than one year. I also see some austerity coming as a result of the pandemic.

“I think the challenge for the Police Federation of England and Wales is that there’s a need to rebuilt trust and confidence which has been lost somewhat from the perceived failings of the pension issue. Similarly, West Midlands Police Federation needs to restore some of the lost faith which again came due to the issues surrounding the pension challenge.

“And, we are getting more and more busy with new challenges which have resulted from the pandemic but we don’t have the staff levels to deal with this scale.”

Jess says her advice to new officers is to enjoy themselves: “You will not believe how fast a career goes by! Keep challenging yourself so you become a better officer. It’s all too easy to become stuck in a rut. Whatever you want to achieve, whether it’s to specialise or get promoted, just go for it. If you’re unsuccessful first time around, go back and try again until you do succeed.”

Trainee detective inspired by 'superhero' superintendent father

Inspired by her "superhero" superintendent father, a trainee detective says she feels honoured to be part of the first ever West Midlands Degree Holder and Detective Entry Programme as she says all she wants to do is serve and protect the public.

Amelia Asquith (23) is currently in her fourth week of training, having decided to follow in the footsteps of her father, Phil Asquith, who is a superintendent with the Force.

She is one of a handful of students taking part in a two-year work-based training programme supported by off-the-job learning, with a specific focus on investigating. This is the first of its kind at West Midlands Police.

"When I heard this programme had been made available, I applied as soon as I finished my university degree," said Amelia, who spent three years studying English literature in Lincoln.

"I thought being a detective was years down the line, but I've managed to achieve my dreams sooner. It's crazy to think I've achieved my dreams in the middle of a pandemic, at the time when the world had stopped. It was as if everything just fell into place, like it was meant to be.

"I feel so honoured to be in this position."

Amelia's passion for policing stems back to her childhood, which saw her growing up around the Force, looking up to her "superhero" dad, whose achievements have always propelled her to do her best.

"I'm inspired by my Mum and my Dad. Dad has always motivated me," she says, "I'm in awe of him. I've had so many compliments on him from my peers."

It was during a stint at Camp America that Amelia says she realised she was meant to be a police officer.

"There were two specific incidents which encouraged me to consider a role in the Force. One of which was when I was working in Texas and noticed a snake's nest in the lake the children were swimming in. Despite my superiors telling me that they wanted



New recruit Amelia with her father Superintendent Phil Asquith.

the kids to stay in the lake, I pushed for them to get out," she recalls.

"The second incident, which was the real determinant for me, was when a colleague got bitten by a snake. It was a copperhead snake, which can be severely dangerous and sometimes fatal. It was chaos, everyone was screaming."

Amelia remembers having "tunnel vision". She explains that she ripped her

colleague's trousers off and cut the blood circulation off.

"She nearly lost her leg, she could've died," she added.

"I'd always wanted to follow in my Dad's footsteps but I didn't ever think I was capable. It was during my time at Camp America that I realised I could do this."

Amelia discovered she had been accepted onto the course on her Dad's

birthday, and she reveals telling him was a "very emotional moment".

"I was so excited to try my uniform on for the first time. That was such a proud moment," she says.

"I'm a very patriotic person. As cheesy as it sounds, I'm proud of everything this country achieves and that empowers the idea of me wanting to serve the people."

Recognising that she would be naïve to head into this course with rose-tinted glasses on, she says she anticipates the role will come with its challenges.

"I'm trying to take each day as it comes and I try not to let my mind dwell on the what ifs, because that's dangerous territory. I know the risks that come with the job but in my opinion, the only fear is fear itself," she explains.

Admitting she is "always eager to learn", Amelia says she is "constantly trying to better" herself.

"I'm really enjoying the course so far," she added.

"I'm sure there will be some bumps in the road along the way but that is absolutely fine."



Sophie Stevens.

An ambitious Police Community Support Officer (PCSO) who joined the Force in 2020 is one of the first ever students to enrol into a brand-new two-year detective programme at West Midlands Police.

Sophie Stevens is almost a month into the Degree Holder Entry Programme, a course designed specifically for those who have previously gained a degree.

The programme comes almost two years after Sophie joined the Force, something she dreamt of since she was just a young girl.

"I'd always wanted to be in the police, since I was little but being a detective had never really crossed my mind," said Sophie, whose degree is in sociology.

Superintendent 'full of pride' as daughter begins detective training

Proud father and Superintendent Phil Asquith says he is full of pride as his daughter begins her detective training with the same Force where he has spent almost 30 years working.

While Phil prepares to retire in two years' time, his daughter Amelia hopes to launch her career as a detective, having recently began training as part of the Degree Holder Entry Programme, the first of its kind at West Midlands Police.

Amelia (23) is one of the first ever students to be part of the two-year course, which has been designed for aspiring detectives who already hold a degree.

"Like every parent, who has seen what I've seen, I was initially full of apprehension when Amelia told me she wanted to be a detective," said Phil, who joined the police back in 1994.

"A former officer and friend of mine said to Amelia that in the police you have to be prepared to run towards someone who might punch you in the face and that's exactly it. I know the risks that come with the job and I know just how dangerous it can be. I wanted to try to shield her from that.

"But, once Amelia has explained her reasons for wanting to join the police, of course, I was full of pride for her.

"She has always been inquisitive and seeing me work in the police obviously ignited a spark in her."

Having spent 28 years in the Force, Phil explained that 22 of those were as detective, with him leaving that role following his recent promotion to superintendent.

"I've enjoyed being a detective more than any other role I've had," he added, "I've experienced a whole raft of stuff and it's shown me that your career in the police can go in any direction.

"This is my first time back in uniform for almost 20 years. I'm excited to see what's to come. The way I see it, change is always going to happen, there's no point worrying about it and, instead, you should grab it with both hands.

"What I do know is, if you put the effort in, you can get anywhere you want in life."

Phil said that he believes the digital skills that young recruits bring with them, complements the knowledge that experienced officers have.

"I always say I have a 'copper's nose', which means I can spot if someone is shifty straightaway. But when it comes to all that cyber stuff, that's where I struggle," he explained.

"I don't understand social media at all but the younger officers, they can't seem to live without it.

"We can all share our experience, to make us stronger and deliver the best service."

PCSO turned student detective hopes to grow career in force

"But being a detective will tick a lot of boxes for me. And having spoken to my sergeant, I realised that this was an opportunity for me to really get my teeth into something in the Force.

"I think I will be able to use a lot that I learnt in my degree, as well as the skills and knowledge I have gained during my time as a PCSO."

Sophie joined the police in January 2020, just a few months before the world went into lockdown due to the coronavirus pandemic.

"Covid has affected everyone differently," said Sophie, "The past 18 months weren't as I expected. You couldn't prepare for the challenges we faced.

"People's freedom was taken out of their hands. We, as officers, had to adapt how we dealt with people.

"And, in some instances, we would go to people's houses, and we would be the first person they would have seen in ages. It was sometimes emotional – just because we're in the police, we're still human."

Sophie says being a PCSO has definitely helped her with her confidence but admits that she is apprehensive about some of the challenges she might face as a detective.

"My fear is seeing my first dead body – I've luckily not had to see one yet, even though I've been with the Force for 18 months now.

"I'm excited about training but I don't think you can teach everything in the classroom and I'm a practical, visual learner, so I can't wait to finally put my uniform on and get out there."

Recruit turns lives around by sharing own mental health experience

"You put me back on track," a man told new West Midlands Police recruit Luke Jemson.

Luke shares his own mental health battles while out on the job to encourage people to seek the support they need and help turn their lives around.

Luke, who joined the Force in February, was diagnosed with the life-changing bowel condition colitis eight years ago. Six months into the role and he's looked back at one of his first jobs, which involved being called to the death of a man following a heroin overdose.

Having realised that the man's friend, who was also at the scene, was in a "very dark place", Luke decided to reach out to him by sharing his own experience.

"He didn't know what to do with himself and he told me he had refused to get help. He said to me, 'I'm a man and men don't ask for help, it looks weak'," said Luke, who admits he shut himself away and didn't want to be around anymore, after being diagnosed with colitis eight years ago.

"I spoke to him about how I had felt and told him that him asking for help was a strong thing to do.

"As much as it was about attending the incident, it was about the aftercare too. He said to me that he didn't want me to be called to the flat and it be him who had died. He said it was a big wake-up call for him."

At the end of August, Luke said he bumped into the man while off-duty and noticed he had "completely turned his life around".

"I didn't recognise him, he looked totally

different. He recognised me," he recalled.

"He used to paint pictures and since I'd seen him last, he'd started his own business and hadn't touched heroin.

"He told me that I'd put him back on track, he was very thankful. It was a credit to him but also quite rewarding to know that he listened to my advice."

Luke said that he wants the public to see police officers are human, not just "uniformed robots".

"I think police officers and men, especially, are perceived to be 'the rocks' of society and therefore shouldn't say how they feel," he added.

"Unfortunately, if people don't start speaking up, the issue could get worse before it gets better."

On another shift on response, Luke attended a job that involved a man who was harming himself with a knife.

"I said to him, 'Look mate, I know how you feel'," said Luke. "He said, 'No you don't, you just have to say that' but then I told him about my own experience and straightaway, the mood changed. I showed him that we're on the same level.

"All of a sudden, the man went from being very anti-police to him sitting on the sofa, asking for help. We then spoke about my experience, he asked me questions and it resulted in him taking himself off to the ambulance himself.

"Things could have been very different in that situation. Sharing my experience often prevents us from being in danger too, as well as members of the public.



Luke Jemson and a canine companion.

"Ultimately, how can I expect someone to talk about how they're feeling when I won't discuss my mental health?"

Luke says that the number of jobs he attends regarding mental health is 100 times worse than he initially thought.

"Did I ever think things would be this bad? Never," he adds.

"I would say that between 95 to 98 per cent of the calls I get are to do with mental health, to some degree. Whatever age people are, whether they're young or old, unfortunately, mental health has impacted all of society."

Luke says he is determined to continue sharing his own experience to not only help others but help build the bridge between the public and the police.

"It might sound cheesy but the biggest tool we all have is the ability to talk," he ended.

“I think police officers and men, especially, are perceived to be 'the rocks' of society and therefore shouldn't say how they feel.”

'There was no choice to make - I had to stop him before he killed someone'

An off-duty police officer has been nominated for a bravery award after tackling a knifeman who stabbed an emergency services worker in the heart.

West Midlands PC Matthew Evans witnessed the attack near the Royal London Hospital, in Whitechapel, in October 2019. He immediately intervened, putting himself between the attacker, Mohammed Alinoor Uddin, and his victim.

PC Evans (42) then chased Uddin as he fled. He tackled and disarmed the man, who was high on drink and drugs, before holding him on the ground until Metropolitan Police officers arrived.

PC Evans was bitten on the hand by Uddin and also abused by a hostile crowd that gathered, with some trying to prevent him from holding the suspect.

The officer was taken to St Thomas' Hospital, in central London, to receive treatment for the bite before giving up the rest of his day off to attend Stoke Newington Police Station, meeting the investigation team and providing a recorded witness interview.

His compelling evidence for the Crown Prosecution Service saw Uddin convicted of wounding with intent at The Old Bailey and jailed for 12 years and nine months in March 2020. He had previous convictions for robbery and possessing knives in public.

The victim of the knife attack survived after emergency surgery at the Royal London Hospital.

PC Evans, an officer with 22 years' service and based at Birmingham West NPU, has already received a Deputy Commissioner's award from the Metropolitan Police. He has now been nominated by West Midlands Police Federation for the Police Federation's Police Bravery Awards 2021.

The senior investigating officer, Detective Gavin Markey, said the attack would likely have continued but for PC Evans' intervention, with "the outcome far worse



PC Matthew Evans.

for the victim".

Recalling the attack, PC Evans said: "When I saw the guy being stabbed, for me there wasn't a choice to make - I had to stop him before he killed someone.

"I'm glad everything turned out well in the end. The doctors, nurses and hospital staff performed a miracle in saving that man's life."

Jon Nott, chair of West Midlands Police Federation, said: "PC Evans acted in the finest traditions of British policing when he fearlessly tackled this violent offender.

"He was utterly exceptional and beyond brave. He chased and detained a suspect with a knife, knowing that he had just viciously stabbed another man in the street.

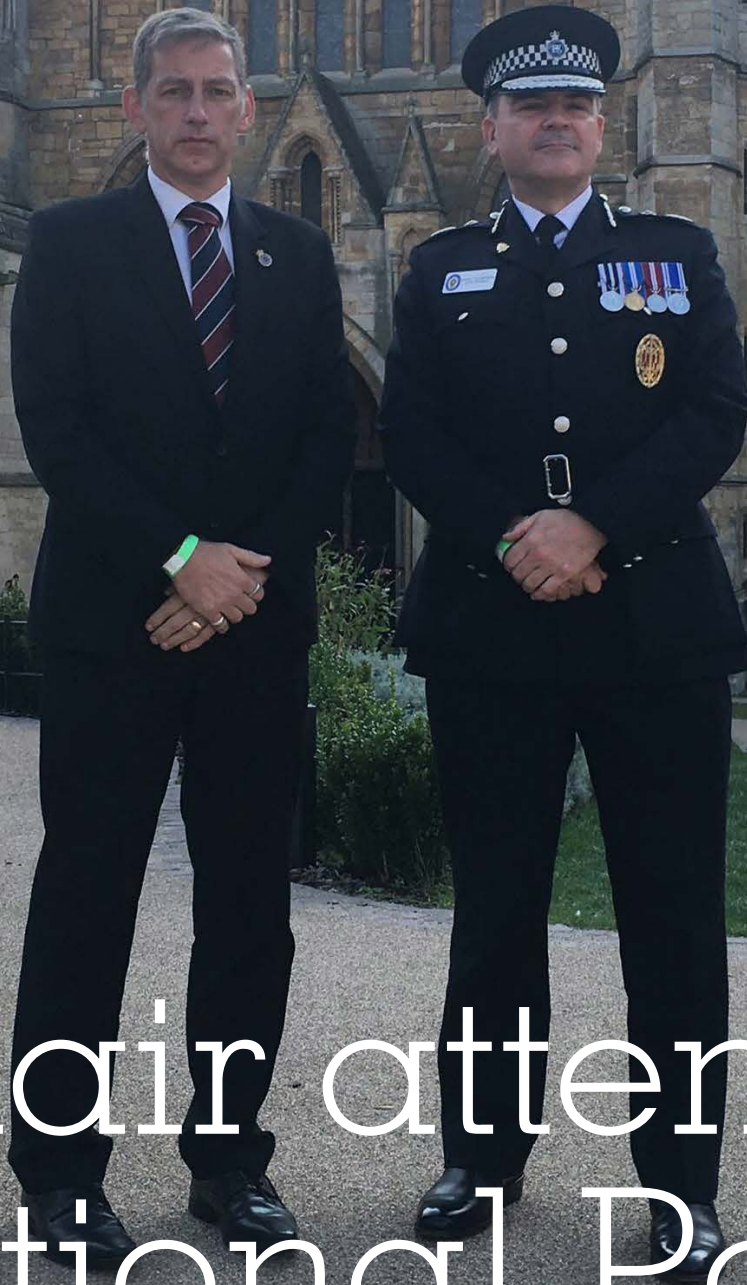
"With absolutely no regard for his own

safety, he was simply determined to catch a violent individual. He was then subjected to an assault himself, but his tenacity showed through to ensure this male was unable to escape and the knife he had with him was recovered.

"PC Evans went above and beyond to ensure the offender was captured. He did more than many people would have done, putting himself in harm's way to catch a dangerous man. He has rightly been commended for the courage he displayed."

Sir David Thompson, the Chief Constable of West Midlands Police, said: "Matt is a cracking officer. He is a big presence in Birmingham city centre and an outstanding nominee for this selfless act. He is one of our finest."

Jon Nott, chair of West Midlands Police Federation, is pictured outside Lincoln Cathedral ahead of the service with Chief Constable Dave Thompson.



Chair attends National Police Memorial Day

This year's National Police Memorial Day (NPM) honouring police officers who have lost their lives in the line of duty was attended by 300 people this year after coronavirus forced an online virtual service last year.

The service, held at Lincoln Cathedral on Sunday 26 September, was the 19th event of its kind after being founded by now retired Kent Inspector Joe Holness QPM OBE following the death of his colleague Jon Odell in 2000.

Jon Nott, chair of West Midlands Police Federation, attended the service along with Helen Walker whose husband Mac died on 4 October 2001 when his West Midlands police motorcycle was deliberately rammed by the driver of a car that he was attempting to stop after it went through a red light. Helen was accompanied by her friend, Carole Rogers, whose husband was also a police officer and died while on an expedition on Mount Kilimanjaro. Chief Constable Dave Thompson represented the Force.

Jon said after the service: "National Police Memorial Day is one of the most important dates in the policing calendar and this year seemed to have an added poignancy since we were unable to meet in person for the service last year.

“It is really important that the police service pauses to remember those who have given their lives in the line of duty and also to show their families that their sacrifice is not forgotten.”

"It is really important that the police service pauses to remember those who have given their lives in the line of duty and also to show their families that their sacrifice is not forgotten."

National police chaplain and NPM co-ordinator, the Reverend Canon David Wilbraham MBE, said: "This service exists to pay tribute to the brave men and women who gave us their all; long may we remember them and their sacrifice. I hope the service provides comfort and reassurance that their legacy will live on."

Home Secretary Priti Patel gave a love themed reading from 1 Corinthians 13 and Metropolitan Police Commissioner Dame Cressida Dick gave the address.

She told the congregation: "Policing is a vocation and the last 18 months have tested our policing mission is some all too familiar ways and some new ways.

"The men and women on the frontline have risen to those challenges because of the inspiration and legacy of those who went before, never asking what was in it for them but instead asking 'what can I do?' Courage in policing comes in many forms, including meeting a life-threatening situation, yet it is sometimes tough, unfair, thankless and dangerous.

"Today we pay tribute to the courage of those killed in service and the great courage shown by their families ever since. The loss of an officer is felt by each member of our service and this year, sadly, we add six more families to those we want to protect and support. Your loss, your pain, your bereavement, of course, never goes away but our desire to help, protect and support endures. We will always try our hardest to

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Lighting a candle in memory of fallen officers.



The congregation honours fallen officers.

support you and we will never forget you or the sacrifice that your loved one made.”

Prayers were led by Thelma Corkey BEM, the widow of Reserve Constable Snowdon Corkey, who was shot in 1982, Annie Coker, the widow of DC John Coker, who died from Covid in April last year, and Darryl Codling, the son of Inspector Ray Codling of Greater Manchester Police, who was shot in 1989.

During the act of remembrance, four candles were lit to represent each of the nations of the United Kingdom.

For England, the candle was lit by Jayne Clemson, daughter of PC Ray Davenport of Merseyside Police, who died aged 35 on 4 July 1981 after sustaining fatal injuries having been dragged along the road by a stolen vehicle.

Representing Northern Ireland was Andrea Brown, whose father, RUC Sergeant Eric Brown, George Cross, of Royal Ulster Constabulary, was shot in 1983.

Rhianydd Gardiner, the great niece of PC Noel Alexander who died in 1964 after being injured during an exercise with the Police Mobile Training Column, represented Wales.

And representing Scotland was Faye



The start of the service.

Buggins, widow of PC Roy Buggins, who collapsed and died while on duty in 2019.

The national chair of the Police Federation of England and Wales (PFEW), John Apter, paid tribute to the six officers who had lost their lives over the past year: **Sergeant Paul Keaney**, Northamptonshire Police

PC Christopher Miller, Metropolitan Police
PC Matiu [Matt] Ratana, Metropolitan Police

PC Thomas White, Police Scotland
PC Darryl Street, Civil Nuclear Constabulary, and
PC Quamar Zaman, Greater Manchester Police.

John said: “The National Police Memorial Day is an incredibly important day in the policing calendar. It’s a day to remember those colleagues we have lost and to ensure they are never forgotten. It is a time to reflect, pay tribute and remember.”

The cathedral was showered in petals of remembrance while the orchestra played “Abide With Me” and “The Last Post” was sounded.

A tribute wall, set up last year as part of the online service, remains in place for family, friends and colleagues to post messages in memory of a loved one and Lincoln Cathedral and police headquarters buildings were lit blue over the course of the weekend.

“ The National Police Memorial Day is an incredibly important day in the policing calendar. It’s a day to remember those colleagues we have lost and to ensure they are never forgotten. It is a time to reflect, pay tribute and remember. ”



Dame Cressida Dick addresses the service.

NPMD is held annually on the nearest Sunday to St Michael's Day and is supported by the Police Federation of England and Wales, police associations, patron HRH The Prince of Wales and the Home Office.

Numbers in Lincoln were limited this year in accordance with social distancing guidelines so police forces across the UK were encouraged to hold a unified Act of Remembrance at 11am today (Monday 27 September) which the Force took part in.

The 2022 National Police Memorial Day will be held in Belfast next September.

We will remember them

Sergeant Paul Keany of Northamptonshire Police died while on duty on 11 March 2021, aged 43.

Paul, nicknamed 'Keano', began his policing career began with Hertfordshire Constabulary in 2007 before transferring to Northamptonshire in 2010. His last role was as custody sergeant in Kettering. He was well-known for his dry sense of humour and being a sociable member of any team.

PC Christopher Miller of the Metropolitan Police died in a motorbike crash on his way to work on 15 September 2020, aged 35.

Christopher worked at Ilford Police Station on response before joining the Metropolitan Police in 2015 where he had been working in the Parliamentary and Diplomatic Protection Command since November 2019.

Sergeant Matiu 'Matt' Ratana of the Metropolitan Police was fatally shot while on duty on 25 September 2020. He was 54.

Matt, originally from New Zealand, had joined the Force in 1991 and was captain of his recruit training class. He

worked as a PC on the streets of the West End and in Westminster in various roles. He also worked with the territorial support group in Hillingdon and on response in Hackney and Croydon. He spent almost 30 years as a uniformed officer and also played and coached rugby with London Irish.

PC Thomas White of Police Service of Scotland collapsed and died while walking home from duty on 10 February 2021. He was 57.

PC Darryl Street of the Civic Nuclear Constabulary (CNC) was 59 when he died in a road accident on 14 January 2021. Having joined the CNC in October 2019, he was based at the Sellafeld Operational Police Unit. He had previously served with Cumbria Constabulary.

PC Quamar Zaman of Greater Manchester Police had suffered cardiac issues and died after falling ill while on duty on 25 March 2021, aged 38.

Quamar, affectionately known as 'Q', was born in Manchester and was a car enthusiast. He joined the Force in 2009 and joined Middleton neighbourhood police team before serving as a specialist officer in counter terrorism policing.

Jon addresses Act of Remembrance service

West Midlands Police Federation chair Jon Nott took part in an Act of Remembrance at Lloyd House.

The service was organised the day after the National Police Memorial Day, as there were only limited places available at the service at Lincoln Cathedral.

Addressing the event, Jon said: "I am honoured to have been asked to take part in this Act of Remembrance today.

"The pandemic, which forced us all to keep our distance from each other as much as possible, has made us all feel a little more keenly how much we appreciate being able to come together, to stand side by side, to share a hug in a time of need," he said.

"As a Federation, we are keen to support events such as this, to pay our respects to our fallen colleagues, to show they remain part of the policing family and to show their own families that they too remain in our thoughts.

"This year, the Force has lost two serving officers and we particularly remember them and their families today.

"PC Laura Jew was only 34 when in July she lost her two-year battle with cancer. She left behind three young children. Having served the Force for around 13 years, she began her career as a PCSO in Sandwell and



WMP Federation chair Jon Nott.

became a police officer seven years ago.

"PC Musa Muhammed died suddenly in August. Known as 'The Colonel', he was 47 and was based in Newtown. Musa had been an officer for more than 20 years and also left behind young children.

"The loss of these two well respected and liked officers is still being felt through the Force. We also remember all our other fallen officers, their families and their colleagues."

Chief Constable Dave Thompson also spoke at the service along with Police and Crime Commissioner Simon Foster.

The service was led by the Reverend John Butcher, who heads up the Force's multi-faith chaplaincy team.

Conference puts roads policing under the spotlight

With an input from the police minister and discussions involving a wide range of experts, the Police Federation's Virtual Roads Policing Conference 2021 proved to offer something of interest for anyone with an interest in the future direction of policing our roads.

We have provided summaries of all sessions for members and you can also listen to all or some of the day's discussions by visiting the [Roads Policing Conference page](#) on the national Police Federation website.

Police minister praises roads policing units

The minister for crime and policing has called roads policing units 'key members of the crime-fighting team' as he thanked officers for the work they do during the opening of this year's Police Federation of England and Wales' Virtual Roads Policing Conference.

Kit Malthouse praised officers for their work throughout the pandemic, during the ministerial addresses at the virtual event, attended by more than 600 specialists across the country.

Commenting on the past 18 months, the minister said roads policing teams, alongside the rest of UK policing, have "come up smelling of roses".

"Usually, we ask you to stand between us and criminals and standing between us and a disease was a new experience," he said, "Your skills and expertise have been put to the test. I would like to thank you for the work you all do.

"While it had its tensions and its moments, British policing, and roads policing in particular came out of it extremely well and in better shape than it went in terms of the affections of the public. It was a fantastic job and I thank you all."

Forecasting his agenda for the next few

years, Mr Malthouse highlighted two critical areas of focus, continuing to put a stop to county lines and the compliant vehicle initiative.

"County lines have to be stopped," he said, "We are making good progress and you have played a critical part in that.

"As we tighten our grip on the rail network, we will see those people transfer onto the roads and motorways. Your ability to cut these lines on the road network is critical.

"It's time to really put our foot on the accelerator and in the next few years, see an end to county lines."

Referring to the compliant vehicle initiative, Mr Malthouse said that cleaning up compliance on the road is critical in getting to those who the police really should be intercepting.

"We need to ensure our roads are nice and tidy, so the real villains can be



Kit Malthouse, minister for crime and policing.

intercepted," he told delegates.

Mr Malthouse ended by praising roads policing officers, saying: "You are critical partners in the fight for organised crime. You are absolute key members of the crime-fighting team."

“You need a pay rise”



Shadow MP for policing Sarah Jones.

Sarah Jones, Labour's shadow minister for policing, has spoken out about the recent pay freeze during the ministerial address to online attendees at this year's Roads Policing Conference.

Criticising the Government's decision to freeze the pay of officers earning more than £24,000, Ms Jones said she was "ashamed" of that action, before pledging her commitment in getting officers the rise they deserved.

"I am ashamed you have been offered a pay freeze – you need a pay rise. I also know the process of not getting vaccines was really painful. I am sorry that was not done for you.

"A pay freeze is in effect a pay cut, due to things like inflation," she said, "It's not acceptable."

Ms Jones also paid tribute to the fantastic work done on the roads during the pandemic, saying: "I want to thank all road police officers for the work that you do. It's an incredibly important job and the cuts to your numbers have had a significant impact. We will be holding the Government's feet to the fire over this."

She also discussed the Police, Crime, Sentencing and Courts Bill and the proposed changes to legislation which would create a new standard for road officers to be judged in a court setting.

"The legislation isn't quite there yet," she said, "And I don't feel protection is in place for officers and their mental health."

IOPC support for amendment to new bill

Support for an amendment to the Police, Crime, Sentencing and Courts Bill to better protect police drivers has been voiced by a director at the Independent Office for Police Conduct (IOPC).

Steve Noonan from the IOPC's directorate of major investigations, was speaking at the Federation's virtual Roads Policing Conference during a panel session called "Steering Change for Police Drivers".

Steve said the IOPC found itself in the unusual position of being on the same page as the Federation.

"Police officers should be able to respond to emergencies without fear that they are going to face unfair consequences," he said.

"We remain concerned that the current draft of the legislation may only partially achieve the policy's objective and may have some perverse results.

"We would like to reach the position where police drivers have the confidence to do the difficult job that we ask them to do which is also balanced alongside public safety."

He stressed that they did not want to be left in a position where there was ambiguity over which cases are referred to the IOPC and that there was an opportunity within the legislation to remove that ambiguity.

Earlier in the session, Tim Rogers, deputy secretary at West Midlands Police Federation and national Federation lead on pursuits and driver training, thanked all partners who had made the Federation's campaign for legislative change a reality.

The Police, Crime, Sentencing and Courts Bill, he said, made the changes required a reality but outlined that it needed to be amended to allow drivers to act instinctively.

The bill meant police drivers would no longer be judged by the standards of the careful and competent driver but by the standards of a competent police drivers who had undertaken the same level of training.

This, he pointed out, still left them at risk of prosecution since it was clearly not possible to train officers for every situation that they may come across and therefore they would inevitably act

outside of their training and force policy.

"The Federation is concerned about situations in which police drivers are required to act instinctively and find themselves in a situation which might not have been the subject of policy or teaching and officers have elected to drive outside of training, and we have all done this for the right reasons, to keep the public safe, means that that driver has potentially and consciously decided to perform a manoeuvre that's not been tested or approved so embarking untrained on an untested manoeuvre is likely of itself to fall within this new definition of careless or dangerous driving," Tim explained, "And, without amendment, the new legislation which is intended to allow officers to assist the public in the many and varied situations that they face could either leave them either reliant once more on the goodwill of the CPS and the IOPC to avoid prosecution."

The wording of the bill needed to be "tweaked", said Tim, a move that had gained cross-party support.

Tim's arguments were supported by barrister Mark Aldred who said it was hugely important that the Government got the legislation right so that police officers had the tools they needed to do their job and protect the public.

The bill is currently being considered in the House of Lords and the Federation is hoping it will be remitted back to the House of Commons for amendment.

Other speakers during the session included Terry Woods, Deputy Chief Constable at Greater Manchester Police and driving lead on the National Police Chiefs' Council, and Tracey Catling from the Police Powers Unit at the Home Office.

A poll of delegates revealed that 92 per cent felt the law should change to take into account the need for professionally trained police drivers to react instinctively to the incidents they are dealing with, even if these fall outside their training.

And 87 per cent felt driving outside training and policy could mean officers are automatically judged to have not been careful.

Call for consistent training standards

The roads policing learning forum should be reintroduced to help bring consistency standards across the country, according to College of Policing adviser Michael Collins.

Michael, who is retiring after almost 42 years' service, said standards of training for roads officers varied greatly from force to force with some offering no specialist training at all.

He told the roads policing conference: "Some forces have been incredibly good at training officers and some not so good.

"I hate to say it but some forces have even given no training to roads police officers."

Looking ahead, Michael listed the key aims of the College of Policing in respect of roads policing.

They are:

- **Create a re-invigorated roads policing learning forum to develop and maintain currency of the learning required within the Roads policing curriculum**
- **Continue with the programme of professionalising the serious collision investigation role to compliment the role of forensic collision investigation.**
- **Complete standardisation of police driver training**
- **Standardise SME practices when commenting on police driving incidents through training**
- **Develop and enhance the quality assurance of police driver training with the ultimate aim of creating an Inspectorate of Police Driving Establishments.**

Michael told the conference: "I want to get that national roads policing forum back up and running.

"If everyone joins in and has their say, that is when you can share ideas, that is

when you can get across what the minimum standards should be and agree what you all want to do nationally.

"And that way you will also get a standard of what is being delivered across forces while still retaining an ability to deal with local issues."

“Some forces have even given no training to roads police officers.”

Michael was hosting a conference session entitled 'Driving Change: Providing the tools and guidance to support officers and their career development,' which was sponsored by the College of Policing and focussed on accessing roads policing role profiles and looking at the requirements for each.

He outlined the College Learn system and advised those who were interested in developing their skills to register on its training portal.

The college's learning facility – the benchmark system for Roads training – has been designed as an introduction to the Roads Policing Programme, so forces can develop their own individual training programmes and train officers to a minimum national standard.

The session ended with Police Federation roads policing lead Gemma Fox paying tribute to Michael for his lengthy service – most of it in roads policing.

She told him: "It is only right on your last working day we celebrate your career. We thank you for your service. Enjoy your retirement and thank you for your contribution."

In addition to his day-to-day role, Scott identified that roads policing knowledge within divisions was lacking and devised a training package which he now delivers in person to every new cohort of new constables.

He then set about putting plans in place to see a dedicated Special Constable Road Safety Unit introduced in the western side of North Wales.

Better support

An intervention programme has been launched to better support officers across the country after they attend traumatic incidents.

Representatives from Oscar Kilo, known as the National Police Wellbeing Service, spoke at this year's virtual Roads Policing Conference.

They explained that the initiative came after a national wellbeing survey revealed that different forces deliver varying standards of support for officers.

In response, Oscar Kilo is now helping to raise standards of occupational health across forces nationwide.

Inspector Neil Collinson said: "Our attendance at traumatic events is almost routine now and without appropriate support, long-term exposure can lead to negative effects on wellbeing. We want to make sure the right support is in place for officers and recognise this is a real issue."

Working with Public Health England, it

'Roads policing: an essential part of the police service'

Roads policing is an essential part of the police service and needs proper investment in people, according to Police Federation national chair John Apter.

John was speaking during a question and answer session on the future of roads policing which also heard from Sussex Chief Constable Jo Shiner, who is the roads policing lead for the National Police Chiefs Council (NPCC), and Alison Hernandez, the Association of Police and Crime Commissioners' lead for road safety.

He told delegates at the virtual Roads Policing Conference 2021 that roads policing involved much more than many members of the public and many parts of the mainstream media might recognise.

He said: "I think some people still think it's just about speed enforcement, as important as that is, but it is so much more than that.

"I compare our roads to a neighbourhood. So whether that's a motorway, an A-road or a side road in a city or town.

"The roads are a neighbourhood, so why is that style of neighbourhood policing - where we are tackling the travelling

Award for Scott

A North Wales officer who was instrumental in setting up a dedicated Special Constable Road Safety Unit, has been honoured with an Outstanding Contribution to Roads Policing Award.

Scott Martin, fatal enquiry officer within North Wales RPU, received his award during the Federation's Roads Policing Conference 2021.

launched the Emergency Services Trauma Intervention Programme (ESTIMP) in April this year. The programme focuses on early intervention.



The service was first piloted in Thames Valley Police and was rolled out more widely after its success.

Oscar Kilo is also delivering a psychological risk management programme to coincide with this to help forces reduce the risk of psychological ill-health within the workforce.

Liz Eades, Oscar Kilo occupational health adviser, said: "We know policing is a demanding job. I don't think you can be a police officer and not expect to have some psychological detriment, so we have to manage officers' health and monitor that."



Police Federation national chair John Apter.

criminals, the dangerous vehicles, the anti-social use of vehicles, the drink and drug drivers - any different from any other.

"We need specialist officers to do that so it is about priorities. I have always said that you invest in people. You want dedicated, fully-trained roads policing officers who are intrusive, challenging and tackling the travelling criminals - they are getting them disqualified, they are finding other offences and working alongside those in investigation and response.

"If you want to tackle all of that and more, invest in your roads policing and you will get the results that you need.

"The sad thing is for some forces, certainly during austerity, roads policing was seen as nice to have rather than as essential but roads policing is an essential - it works hand-in-hand with response, with investigations, with other specialist departments so I would want to see an investment in people to get the results we want to see."

More tests and levelled enforcement needed across the UK to tackle drug driving



Speakers taking part in the conference session.

A panel of key stakeholders agreed that a different approach must be taken to tackle drug-driving more effectively and efficiently.

The CPD-approved session "Safer roads – drug driving", featured input from forensic toxicologist Dr Simon Elliott, David Davies, executive director of the Parliamentary Advisory Council for Transport Safety, Professor Max Cameron from Monash University Accident Research Centre, Australia, Professor Kim Wolff from King's College, London, and David Snelling, policy team Leader at the Department for Transport (DfT).

David opened the session by highlighting some key road safety issues, stating that nearly half of drug-drive offences are by people reoffending.

He continued: "We may be catching people but we're not preventing them from reoffending. We want enforcement to be levelled up across the UK."

David explained that drug-related fatalities have increased over time, but added: "There are about 250 drink-drive casualties every year – what we don't know yet is the same for drugs.

"It is still an issue to know just how much the incidents of drug-driving are growing. We still don't have a good indication just how much impact this is having on death and injury. It's certainly worrying.

"What we are lacking is data from the number of roadside tests. There appear to be forces which are not doing the same levels of enforcement, and we would encourage a levelling up."

Professor Wolff, who is investigating

synthetic oral fluid for evidential drug-driving offences, said she was very interested in alternative matrices for evidential testing in different populations.

She continued, echoing David's comments surrounding reoffending, adding: "Repeat offenders seem to be a big concern."

Prof Wolff also added that she believes there should be a similar high-risk offender scheme for those who drug-drive, as those who drink-drive – something she is working very closely with the DfT on.

Dr Elliott explained how legislation changes in the last six years have seen "a sea change in how forensic toxicology has been used within policing".

He added: "This is to the extent that 80 per cent of all forensic toxicology requests are in relation to roads policing, and that includes drugs and alcohol.

"Of this, 80 per cent of all of submissions are specifically related to drugs. Nearly three quarters of all cases where drugs are detected involve cannabis or cocaine.

"If you put that into context, our entire forensic toxicology system is really dealing with two drugs – cannabis and cocaine.

"But is that actually what is happening? Or is that because road-side tests only test for cannabis and cocaine?"



Roads policing lead calls for more support for new recruits

Roads policing should be viewed as an exciting prospect for new recruits starting out on their careers, the conference heard.

The day-long virtual covered a wide range of topics and concluded with a call for more to be done to end stereotypical views on roads policing to make it more appealing to rookies.

Police Federation roads policing lead Gemma Fox told delegates at the closing session she thought more should be done to support new officers pursuing a role in roads policing.

She said: "I think for a long time we've focused on the core elements of training and the law side of things. Let's show a bit of passion and show our new recruits coming through early on the other aspects of roads.

"There is acquisitive crime, organised crime gangs, different kinds of units such as ANPR that are targeting real specific crime types and trends and supporting neighbourhood policing.

“I think for a long time we've focused on the core elements of training and the law side of things. Let's show a bit of passion and show our new recruits coming through early on the other aspects of roads.”

"Let us show them it is not just some of the stereotypical views held for a long time about roads policing.

"Our new officers are the future and will be delivering roads policing in five, 10 or 15 years to come."

The final session of the day, a round-table discussion entitled



Speakers taking part in the conference session.

Accelerating Change, heard from a number of speakers with an interest roads policing.

Tim Rogers, Police Federation national driver training and pursuits lead, told the event a lack of funding meant only limited progress could be made and urged police chiefs and police and crime commissioners to put more pressure on the Government.

He said: "The Government is making noise about supporting police through the 20,000 uplift – but there is no guarantee this reinvestment will go into roads policing.

"I would like to see people putting their money where their mouth is.

"Many years ago, there was a time where the roads policing budget was protected. I question whether or not we need to go back to a time where that budget is protected so chiefs don't have a choice where to spend it."

Sussex Police Assistant Chief Constable Steve Barry, who represents the National Police Chiefs' Council (NPCC) on the Roads Policing Review, praised the Police Federation for its commitment to roads policing.

He told delegates: "The Police Federation needs to take a huge amount of credit for keeping roads policing on the radar over the last 10 years.

"It's really, really valuable and generates that noise with the Government and they are starting to listen.

'Review offers chance to fix big problems'

The Roads Policing Review is a "once in a generation opportunity to fix some of the big strategic problems" says the National Police Chiefs' Council lead on the Roads Policing Review, Assistant Chief Constable and Chief Officer at the Department for Transport, Steve Barry.

Steve spoke as part of this year's Road Policing Virtual Conference 2021, reassuring attendees that "the Government is listening" to the serious issues raised by the Police Federation of England and Wales and its members, as it prepares to publish its response.

His comments came two years after the Department for Transport launched a review into roads policing as the number

of people killed or seriously injured on our roads was failing to decline.

Last year 1,472 people were killed on the roads and 22,014 were seriously injured.

"The reality was, the state of road policing at the time was not great, in terms of capacity, in terms of capability, in terms of prioritisation and resource. There was definitely a lot of room for improvement," said Steve.

"What we are aiming for is a safe, secure, efficient and socially responsible roads and motorway network.

"The review provided a once in a generation opportunity to fix the problems suffered by roads policing in

recent years. Whether it's funding, political will, a cross-government approach or a singular decision. This is the right time to be doing this.

"We have the attention of Government and they are listening."

Steve also said that the key stakeholders have all bought into the review and want to make a difference at a strategic level.

The Government is now looking to launch a cross-government strategic roads policing framework, which will lay out the strategy to improve the service using the findings of the Roads Policing Review which are to be published soon.

Retirement seminars – 2022 dates are set

Dates have now been set for next year's West Midlands Police Federation retirement seminars.

The seminars, which are for officers in their final three years of service, will be held at the Federation offices at Guardians House, Coventry Road, Sheldon, on:

- **Thursday 13 January 2022**
- **Thursday 3 February 2022**
- **Thursday 10 March 2022**
- **Thursday 28 April 2022**
- **Thursday 5 May 2022**
- **Thursday 16 June 2022**
- **Thursday 14 July 2022**
- **Thursday 25 August 2022**
- **Thursday 15 September 2022**
- **Thursday 6 October 2022**
- **Thursday 3 November 2022**
- **Thursday 1 December 2022**

The retirement seminar programme resumed when the lockdown restrictions started to be lifted but they are limited to 20 places - an increase from 15 - to avoid overcrowding anyone attending.

Among the topics covered by the facilitators will be:

- **Police Pension Schemes**
- **How to retire**



- **Post-retirement schemes for police officers - West Midlands Police Federation Group Insurance Scheme, West Midlands Police Benevolent Fund, National Association for Retired Police Officers (NARPO)**
- **Next steps (CV writing, transferable skills, starting a business)**
- **Taxation/state pension**
- **Investments and financial planning**
- **Asset protection (will and estate planning).**

Members are being urged to register their interest in attending the 2022

retirement seminars by emailing the Federation office at westmidlandspf@polfed.org. Places are currently limited to officers only.

Please ensure you put 'Retirement seminar' and the date you wish to attend in the subject title.

Please also include:

- **Your name**
- **Work email address**
- **Personal email address**
- **Personal phone number**
- **Proposed retirement date**
- **Any specific dietary requirements.**

Chief's Award for Steve

West Midlands Police Federation secretary Steve Grange has been presented with a Chief Constable's Award ahead of his retirement.

Steve is retiring after 30 years' service with the Force and 15 years representing members for the Federation.

Steve joined West Midlands Police in September 1991 and his first posting was to A Unit on the old K1 sub-division, working out of West Bromwich Police Station. He became a Police Federation rep in 2006.

His Chief Constable's Award acknowledges his service and his contribution to the Force over the last three decades, and his work representing Federation members.

He said: "I was obviously delighted to receive this personal recognition from the Chief Constable, but I have always been part of a great team.

"I have been lucky enough to work with some incredibly dedicated police officers over the last 30 years."



Chief Constable Dave Thompson (left) presents Steve Grange with his award.

He said he planned to continue to help Federation members with information on pensions and how upcoming changes will

affect officers, working for the Federation two days a month, and hoped to qualify as a financial adviser in his retirement.



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Fed's Care on Demand service takes hassle out of seeing a GP

We all know how difficult it can be to get a GP appointment for a family member or yourself, and that was even before the pandemic hit.

Since then, it is not unheard of to be unable to see a GP for two or even three weeks, and for police officers working shifts this can be particularly tricky.

Thankfully, this is not a problem for West Midlands Police Federation members who pay into the Group Insurance Scheme. This is because of the Care on Demand scheme which the Federation is providing to those members at no extra charge.

You can download the Care on Demand app and use it to book a face-to-face video call with a GP on the same day. They can arrange a referral for you as well as prescriptions.

This is just one other way that the Federation is working to ease some of the daily pressures on our busy officers, as well as providing peace of mind for you and your nearest and dearest.

Jon Nott, chair of West Midlands Police

“Because we've been a well-run branch for many years, we are able to cover the costs and provide this additional service free to our members as part of their Group Insurance subscription.”

Federation, explains: “Because we've been a well-run branch for many years, we are able to cover the costs and provide this additional service free to our members as part of their Group Insurance subscription.

“Even before the pandemic it was really difficult to see a GP and it's even harder now. We've all had that experience of no appointments available for a couple of weeks or having to make a mad phone call at 8am for when the surgery opens.

“The Care on Demand service bypasses all of that. They get back to you on the same day with a face-to-face video appointment and can arrange a referral or any prescription you need. I've known of officers who have been off sick, and a judge has ordered them to attend court. Previously, they might have struggled to see a GP and be excused from attending, but Care on Demand can resolve this.

“We also had a member who was abroad



on holiday and their wife ran out of medication. They were able to use the app to get her seen and have a prescription emailed to their nearest pharmacy while they were in Spain, so it's a great service.”

Our ageing population, obesity (resulting in diabetes, hypertension etc), mental health issues and more, have put serious pressure on an already stretched NHS. This is evident in waiting times not just for in-patient treatment but also in getting an appointment with your GP. One in 10 currently wait three weeks to see their GP.

More reason then, to take advantage of Care on Demand through the Police Federation's Group Insurance Scheme, if you haven't already.

For any non-emergency case, whether physical or mental, you can discuss your health concerns with a GMC licensed GP, via phone or video consultation. Calls can normally be arranged within two hours of your request. And unlike a GP visit, there is no time limit on the consultation (video consults up to 30mins) and you can ask more than one question.

The service is not intended to replace your own GP but to work on conjunction, in line with the Government's strategy of introducing digital solutions to the NHS.

For more information, including answers to common questions and links for downloading the app, [see the Federation's website.](#)

Officer praises counselling support from Federation initiative

An officer who has received support from the Welfare Support Programme (WSP), an initiative introduced by the Federation, has praised the service for playing a crucial part in preparing her to return to work having been signed off sick.



someone external, not everyone has somebody they feel they can talk to – or want to talk to.

“I self-sabotage a lot, but the counselling sessions are helping me to understand why I do this and how I can prevent it going forward.

“And the process was so fast, I contacted another organisation, external to the police and they had a lead time of 16 weeks, so getting seen so quickly was brilliant.”

She says that one of the many benefits that she felt receiving counselling through the WSP had, is that they were familiar with how the police service works.

“I think it makes such a difference that the counsellor I have understands the police and its processes, including all the rankings. It makes things a lot easier when you’re

talking to them,” she added.

Having experienced the service, she says that programmes like these are “essential” for officers.

“Having the counselling has definitely supported me when it comes to me returning to work,” she added.

The WSP is a nationwide programme, which supports Federation members throughout England and Wales. The service is provided by Defence Medical Welfare Service and is available to all subscribing Federation members.

The programme includes practical and mental support, counselling, person-centred support, access to fully trained and accredited professionals, confidential support and referrals to follow-up specialist support if necessary.

[Find out more.](#)

Thank YOU Thank YOU

Thanks to George

A member supported by our conduct and performance lead George McDonnell has sent in a message of thanks to the Federation office.

The member wrote: “George was my Federation representative throughout and was an absolute Godsend.

“He was there to help, support and guide me from the start, right up to the misconduct meeting. His experience and knowledge, I believe, helped stop it being a final written warning.

“The Federation comes under fire from officers and alike, but when you need them, and you’ve got someone like George in your corner, you realise how invaluable you are.

“Please make sure not only George understands my gratitude, but the Federation realises it has a real asset. All the best.” *Name withheld*

And thanks to Rod

Message sent to workplace Federation representative Rod Rose after he helped an officer on long-term sick.

I am emailing you to personally thank you for your help and support with my current situation. I spoke at length with my sergeant yesterday and I feel so happy and relieved I can return to work and continue on my journey to learn and progress.

I really appreciate everything you did on my behalf.
Name withheld

Make a date with fundraising calendar

The litter of West Midlands Police puppies that have been named after motor neurone disease (MND) heroes as a nod to former ACC Chris Johnson who has the condition are featured in a new fundraising calendar.

The calendar has been funded by Chris and his wife Sharon and all profits will be split between Primrose Hospice, which is supporting the family, and the Motor Neurone Disease Association.

The photographs featured were taken by retired sergeant Andy Gregory.



“The puppies are, of course, incredibly photogenic, so we have already had a lot of interest in the calendars,” says Sharon, “We are hoping to raise as much money as possible for these two incredibly important charities and would really appreciate everyone’s support.”

The calendars cost £10 each and can be ordered by emailing Sharon at mndpuppylitter@gmail.com

The Force’s latest pup recruits, which are springer spaniels, have been named after inspirational figures affected by MND. One is called Cheeky in honour of Chris as that is the nickname his colleagues gave him.

The other pups have been named: Doddie, after rugby union player Doddie Weir; Burrow, after Leeds Rhinos player Rob Burrow MBE; Darby, after footballer Stephen



Sharon Johnson (right) is pictured with Angelique Dalton, chief operating officer at the Primrose Hospice.

Darby; Len, after footballer Lenny Johnrose; Rimmer, after soldier Chris Rimmer (who also set up the MND Warriors support group); Moss, after Emma Moss who runs the Mummy with MND blog; Primrose after

Primrose Hospice; Hawkins, after Good Morning Britain’s Charlotte Hawkins’ work to raise awareness of the disease; Blue, the MND flagship colour; and Rollo, after retired West Midlands Sergeant John Rollason who was also nicknamed Rollo and passed away last month.

Chris was diagnosed with MND in 2018 but continued working for almost two years after diagnosis before retiring earlier this year. He and his wife, Sharon, who is also a West Midlands officer, have worked relentlessly since to raise awareness of the terminal disease and funds into research around it.

“ We are hoping to raise as much money as possible for these two incredibly important charities and would really appreciate everyone’s support. ”

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PTC offers amnesty for new subscribers

Members are being reminded that The Police Treatment Centres (PTC) have launched an amnesty which means that serving and retired officers are eligible to receive treatment as soon as they start subscribing.

Throughout September and October, officers signing up to the PTC will be able to access treatment without having to wait the usual 12 months to qualify.

The amnesty also applies to PCSOs and Special Constables, as well as detention and custody officers.

"Having recent had a guided tour of the Harrogate PTC, I can personally vouch for the excellent facilities that it offers," says Jon Nott, chair of West Midlands Police Federation.

"With a physiotherapy programme designed to help you back to full fitness without the long wait that can be involved with NHS treatment and a wellbeing programme tailored to the needs of officers who are feeling the psychological impact of working in policing, the PTC also offers excellent value for money. It is less than £10 a month to subscribe and for that you get access to first class care.

"I would urge any officer who has not yet signed up to the PTC to give it some thought. The Force allows special leave for people to be able to attend the PTC and, as a Federation, we will help pay the cost of fuel for the trip to Harrogate."



The PTC is a registered charity, which offers treatment to both serving and retired police officers following an illness or injury. There are two centres, one in Harrogate, Yorkshire, and the other in Auchterarder, Perthshire. A remote physiotherapy service is also offered.

Over the next few weeks, the PTC team will be hosting virtual information sessions on Teams, to help officers gain a better understanding of the support available.

These will be held on:

- **Wednesday 13 October, 10am: Physiotherapy information session**
- **Thursday 14 October, 10am: Psychological wellbeing information session**
- **Tuesday 26 October, 10am: Amnesty update and Q & A session.**

To book onto one of the sessions, email fundraising@thepolicecentres.org

'I would happily recommend the PTC to colleagues'

West Midlands Police Superintendent Maria Fox spent two weeks at the Police Treatment Centre (PTC) in Harrogate after health issues made it difficult for her to work.

Maria was able to take a course of classroom-based sessions that enabled her to contextualise and properly understand the journey she had been on as well as equipping her with additional coping strategies to continue improved resilience and better processes to manage future challenges.

She was also able to use Harrogate's "fantastic" leisure facilities, and emphasises how "the gym, pool and

fabulous surroundings for bike rides were invaluable for my mind and spirit".


Maria said: "I would happily recommend the PTC to all of my colleagues and look forward to working with the centres to promote their great work in Force."

While serving with Greater Manchester Police, Maria attended the Harrogate PTC for physiotherapy a number of times and said it probably saved her career. With a broken leg, torn ligament and DVT, she said the prospects were not good.

But she cycles and skis "fairly hard core" and has since represented the police twice in sporting competitions since being injured in an accident.



Maria Fox.



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"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, 2021

"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, 2021

"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, 2021

"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, 2021

"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, 2021

"Just spoken to Caroline – not only do pensions make sense for the first time ever, I have been given some additional information I didn't even know I needed! What an asset to Polfed – I am reassured my money is well spent on Fed subs and represents great value with every contact I have. Thank you all."

Serving police officer 2021



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Value for money and peace of mind aren't the only things West Midlands Police Benevolent Fund can offer its members.

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With more than 7,500 members, the Benevolent Fund is committed to providing substantial support and attractive membership benefits whilst keeping its subscription fee as low as possible.

Here's a summary of the what members are entitled to:

Full members (serving officer or police staff employee)

Subscription per month is £2. You can apply for these benefits:

- Access to interest-free loans and grants in times of hardship or distress, should the unforeseen or unexpected happen
- High street shopping vouchers (sickness vouchers) if a member is unable to work for more than 21 consecutive days due to sickness or injury

- Convalescence and rehabilitation breaks at St Michael's Lodge Treatment Centre
- Death in service grants of £3,500 to nominated person
- £25 per week to children up to 18 years of deceased officer or police staff employee
- Discounted holidays at fund's holiday properties in Dartmouth and Dorset
- Exclusive rewards scheme offering a range of discounts on retail, family days out, UK holidays, groceries, gifts and much more.

Retired officer or police staff employees

Subscription per month is £1. You can apply for these benefits:

- Interest-free loans
- Grants
- Small gifts (sickness vouchers)
- Convalescence
- Discounted holidays at fund's holiday properties
- Exclusive rewards scheme offering a range of discounts.



**West Midlands Police
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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 discounted 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**.

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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.

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Protect what matters most

The **Birmingham family law team** are leading experts in police divorce, finances and children matters.

As experts in this area, we understand the specific pressures and concerns that you may be facing. We have a wealth of knowledge dealing with a variety of police matters to include pensions as part of financial proceedings, and the impact of shift patterns on child arrangement disputes.

Where necessary, we work closely with other specialists, such as pension, tax and financial advisors, to deliver the very best results for you. We can also help with mediation and collaborative law options.

As a member of the West Midlands Police Federation our leading experts in police divorce, finances and children matters can offer:

- A free initial consultation
- 10% discount on all fees
- Fixed fee divorce service
- Price certainty options.

Our experts

To speak to a specialist member of our team, please call Lucy, Mark or Clare for an initial chat:



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Clare Wiseman

+44 (0)7525 911 737