

FEDERATION



West Midlands Police Federation

October/November 2025



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WELCOME

Welcome to the October/November 2025 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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Photo courtesy of Anderson Photography.

Published by:
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Editor:
Jess Davies, branch chair

Design and production:
XPR Communications Ltd

Contact us:

Guardians House
2111 Coventry Road
Sheldon, Birmingham
B26 3EA

Telephone:
0121 752 4900

Email:
westmidlandspf@polfed.org

www.polfed.org/westmids

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Standards are in danger of being eroded



By **Jess Davies**, chair of West Midlands Police Federation

Like many female officers, I certainly bristled when I heard an MP say that women officers should be accompanied by a 'big, strapping male' when they were out on the beat.

Sarah Pochin, the Reform MP for Runcorn and Helsby in Cheshire, was being interviewed on Radio 5 in the summer when she made the comments and, to add insult to injury, she said female officers should be deployed to 'more sensitive situations' involving children and domestic abuse. Ms Pochin also said she thought female officers 'looked vulnerable' when they were on duty in pairs on the beat.

If I am completely honest, I didn't just bristle at these comments, I was positively offended! These comments undermine the professionalism, skills and bravery of women police officers across the UK and indeed the world. They could also serve to deter other women from joining the police service at a time when we are all striving so hard to advocate for equality, respect and representation at all levels of the police service.

While Ms Pochin's comments were made in July, they came back into my mind just a few weeks ago when I passed by annual Job-Related Fitness Test (JRFT).

As I'm now a non-Taser carrying officer, I only had to do the new minimum level bleep test of level 3.7 – a standard which, in my personal opinion, is quite low. This standard was introduced following 'scientific research' which deems this to be an acceptable level of fitness for the JRFT and makes it less discriminatory for older female officers.

Up until this latest test, all my annual fitness tests have been done to level 5.4 as, up until taking on a full-time Federation official role in December last year, I've always carried Taser.

So, as I pointed out above, for my latest test I was only required to meet 3.7. But I refused to settle at this. I asked the tester to just leave me going. I completed level 6.3, which is classed as public order standard level.

The point I would like to make is that I am a 45-year-old female, a wife and a mother. I work full-time and I am managing to maintain that level of fitness. I also don't believe that requiring a frontline police officer to be fit and healthy is discriminatory. In my opinion, a fitness level of 3.7 does not adequately equip frontline officers to be able to engage in a foot chase or physically grapple with a prisoner or restrain someone with acute behavioural disturbance while wearing a stab vest and kit that weighs more than two stone. It therefore

does nothing for the overall wellbeing of frontline officers and their ability to perform their duties serving and protecting the public.

And, for me, it raises the question of whether we all have a duty as police officers to do all we can to maintain our fitness levels so that we remain fit to do the job we signed up to do. Surely, we all need to do what we can to ensure we can manage what policing throws at us?

Of course, I accept there are occasions when this is difficult; we get injured, we develop health conditions, we reach the menopause. Also, the Force offers an alternative JRFT which can be done on the treadmill instead which is something I do due to the turns of the bleep test affecting my knees and ankles.

I will also temper my comments by adding a disclaimer in my own personal case. Away from work, I have always had an interest in health and fitness – I am a qualified Level 3 personal trainer though I don't now do this as I returned to policing 5 years ago.

I am not saying the standard should be 6.3 for everyone, as that is set to reflect the demands placed on public order trained officers. But I do wonder if a minimum standard of 5.4 would be more suitable for all frontline officers. This was the previous level you had to pass to join the police and the standard I had to reach when I re-joined the Force in 2020 – after four years away from policing.

“ IT SEEMS TO ME THAT STANDARDS ARE IN REAL DANGER OF BEING ERODED AND THAT WILL HAVE AN IMPACT ON THE SERVICE THAT WE ARE ABLE TO PROVIDE THE COMMUNITIES WE SERVE, OUR ABILITY TO FIGHT AND PREVENT CRIME, KEEP ORDER AND PROTECT THE VULNERABLE. ISN'T THAT WHAT WE SIGN UP TO DO? ”

For me, 3.7 seems low, you don't really have to break into a run and, for me, it is worrying that we have officers in their early 20s failing the JRFT at 3.7. What chance are they going to have further into their service?

It seems to me that standards are in real danger of being eroded and that will have an impact on the service that we are able to provide the communities we serve, our ability to fight and prevent crime, keep order and protect the vulnerable. Isn't that what we sign up to do?

The Force for its part is trying to help officers maintain their fitness. While many forces have reduced their gym facilities, our own Chief Constable has ensured each LPA and department has access to a gym so this is something we obviously welcome, and we appreciate Mr Guildford's commitment here.

Before publishing this article, I liaised with the Police Federation of England and Wales to find its stance on the JRFT.

In short, the Police Federation's position is not outright opposition to the JRFT, but rather acceptance of the principle that officers need to maintain a level of fitness appropriate to their role with significant caveats. It argues for fairness, proportionality, consistency, and proper support for officers, while resisting any punitive or career-ending consequences for failing the test.

It has questioned whether the JRFT (based on a 15m shuttle run to level 5.4) truly reflects the demands of policing and argues that policing requires a wide range of skills, not just aerobic endurance, while the test does not capture job-related physical requirements in a fair way, based on research.

The Federation has also highlighted the disproportionate impact on older officers, women and those with certain health conditions. It has stressed that policing must retain experienced officers and not unfairly penalise them through fitness assessments.

As a final point from my perspective, I don't think my concerns around standards are solely confined to the fitness tests. If you look at the number of new officers who come through our recruitment processes but then just, sometimes months in, decide policing is not for them.

Are we really putting potential new recruits through vigorous processes when they apply to join the Force? I appreciate we have been under pressure to get the numbers through the door – particularly during the previous Government's Police Uplift Programme when the aim was to boost police officer numbers nationwide by 20,000 in three years, which allowing for natural wastage meant several thousand more than that had to be recruited.

But, despite this pressure, surely everyone can see that it's not just about the number of

“SURELY EVERYONE CAN SEE THAT IT'S NOT JUST ABOUT THE NUMBER OF RECRUITS, IT'S ABOUT THE QUALITY OF THOSE RECRUITS. IT IS COSTING FORCES HUNDREDS OF THOUSANDS OF POUNDS TO GET A NEW RECRUIT THROUGH THE RECRUITMENT AND INITIAL TRAINING PROCESS, BUT THAT MONEY IS ALL WASTED IF ONCE THEY ARE IN THE JOB THEY EITHER DECIDE IT'S NOT THE JOB FOR THEM OR WE DECIDE THEY ARE NOT THE PERSON FOR THE JOB?”

recruits, it's about the quality of those recruits. It is costing forces hundreds of thousands of pounds to get a new recruit through the recruitment and initial training process, but that money is all wasted if once they are in the job they either decide it's not the job for them or we decide they are not the person for the job?

I think it's time we took a good, hard look at our own recruitment programmes. Are we selling potential recruits the dream of a job in policing rather than the reality of a job in policing? If our adverts feature police cars, police dogs, a helicopter, a motorcycle, does that show the true reality of what policing entails?

Policing is a vocation. It's challenging, it's rewarding, and it can be dangerous.

It's not for everyone. And it can be hard to work out who is going to make a great police officer and who is not cut out for the role.

But setting suitable standards for who is able to join and for those who are in policing to maintain should be the basic minimum. Those standards have to somehow reflect what is required for the role and I would argue a reasonable level of fitness – above 3.7 on the shuttle run, I think – is a must for those on the frontline.





Federation seeks appropriate legal powers for officers involved in stopping vehicles

Police officers will continue to be injured if they are not given legal powers to direct drivers and passengers to get out of a vehicle they have stopped, according to West Midlands Police Federation secretary Tim Rogers.

Tim, who is also the national Federation's lead for police pursuits and driver training, has written to both the new Home Secretary Shabana Mahmood and transport minister Lilian Greenwood seeking their support for an urgent amendment to Section 163 of the Road Traffic Act 1988 to give officers the extra legislative powers they need.

In his letter to Ms Greenwood, the Labour MP for Nottingham South, Tim

wrote: "I am writing on behalf of serving police officers to highlight a critical issue of officer and public safety which needs urgent legislative attention.

"Section 163 of the Road Traffic Act 1988 provides officers with the power to stop vehicles, but it does not provide the complementary authority to require the driver or occupants to get out of that vehicle once it has stopped.

"I am mindful of impacting on the civil liberties of the public, however, in an era of keyless technology, simply seizing the ignition key is insufficient to disable a vehicle. With technological advances, vehicle keys may be redundant in the future, with

other means to start and drive a vehicle being readily available.

"Therefore, police officers remain vulnerable to vehicles being restarted and used as weapons, with potentially catastrophic consequences. When a fully electric vehicle is stopped by an officer, it is impossible for them to know if the vehicle is turned off. This is likely to become a more widespread problem for officers in the future given the Government's desire to reduce fossil fuel reliance in vehicles."

Tim pointed out that police officers across the country have been injured and put at risk through not having the legal right to secure vehicles and lawfully direct drivers

“ROADS POLICING IS ONE OF THE MOST EFFECTIVE ENABLERS IN TACKLING SERIOUS ORGANISED CRIME, VIOLENCE AGAINST WOMEN AND GIRLS, COUNTY LINES EXPLOITATION AND TERRORISM. THE EVIDENCE IS CLEAR: ALL SERIOUS CRIMINALS USE THE ROADS.

and passengers to get out.

He also sent details of examples from across the country highlighting where officers had either been injured or involved in a near miss.

Seeking support for the change in the law, Tim explained: “Granting officers a clear statutory power to direct a driver and/or occupants to leave a vehicle would close this gap. It would enable officers to secure the vehicle, reduce the threat posed by determined offenders and better protect the public, as well as themselves.

“Just as importantly, it would give officers the confidence to use stop powers consistently, instead of hesitating due to the risks of an unsecured vehicle. Speaking to a driver or occupant in a safe space outside the vehicle has the added advantage that an officer or stationary vehicle is not exposed to live traffic and the associated risks. This is especially true with the Managed Motorway route network where motorists do not always take advantage of the limited safe refuge stopping points.”

He concluded: “Roads policing is one of the most effective enablers in tackling serious organised crime, violence against women and girls, county lines exploitation and terrorism. The evidence is clear: all serious criminals use the roads. Routine traffic stops have disrupted multi-million pound drug runs, removed dangerous weapons and intercepted individuals linked to organised crime networks.”

The Police Federation of England and Wales has developed draft legislative wording which could be incorporated into the forthcoming Road Safety Bill. This is a timely and proportionate reform that would save lives, protect officers and strengthen public safety, without imposing any burden on law-abiding motorists.

Conference meeting

A number of Labour politicians have voiced their support for the Federation's bid to give police officers better protection and improved safety when they stop a vehicle.

West Midlands Police Federation branch secretary Tim Rogers and chair Jess Davies attended a meeting with MPs and members of the Lords during the Labour Party Conference in Liverpool at the end of September and were able to talk about the aims of the Federation campaign.

“We found MPs were interested in what we had to say and were broadly supportive of what we are trying to achieve – namely improved safety for police officers,” says Tim.

“The change we require could potentially be achieved through an extension of the existing powers officers have through Section 163 of the Road Traffic Act so this is something we will pursue.

“If officers are to continue using their powers under S163 to prevent and detect serious crime this change has to take place.”

In a briefing note for MPs, Tim has cited numerous cases where officers have been injured or put at risk by motorists including a case involving a keyless restart of a vehicle when the key had been seized resulting in an officer being dragged several metres.

The briefing also details a case in the West Midlands where delays in getting a driver out of a vehicle allowed them to swap places with a passenger, discard drugs and complicate prosecution.

Multiple forces have reported near misses, with vehicles used as weapons, officers dragged and pursuits triggered unnecessarily triggered.

“It is clear, these are not isolated incidents; there is a systemic vulnerability,” says Tim.

He and Jess attended the meeting in Liverpool with representatives of the Police Federation's National Board including chair Tiff Lynch, deputy chair Brian Booth and

secretary John Partington.

“Having attended a number of these events in the past, I was particularly pleased with how this meeting went,” said Tim, “There seemed to be a genuine interest in what we had to say and a desire to be supportive of our efforts to better protect police officers who are currently extremely vulnerable when they stop drivers.”

Tim had constructive conversations with Dawn Butler, MP for Brent Central and Brent South, and Lord Harris who offered their support.

He has since followed up the meeting by sending them fuller briefing papers, and thanking them for their interest in the issue.

Jess meanwhile spoke to several MPs including Sarah Hall, MP for Warrington South, whose husband is a serving officer.

Jess explained: “With her own family ties with policing, it was perhaps little surprise that Sarah was totally on board with officer welfare and totally understood the matters we brought to her attention.

“She is happy to support us and we will keep in touch.”

Following the success of the lobbying at the Labour Party Conference, Jess headed to Manchester for the Conservative Party Conference where she also met MPs to discuss current policing issues.

“WE FOUND MPS WERE INTERESTED IN WHAT WE HAD TO SAY AND WERE BROADLY SUPPORTIVE OF WHAT WE ARE TRYING TO ACHIEVE – NAMELY IMPROVED SAFETY FOR POLICE OFFICERS.



Major changes to performance regulations



By Dave Hadley, West Midlands Police Federation conduct and performance lead

On 28 May 2025, The Police (Conduct, Performance and Complaints and Misconduct) (Amendment) Regulations 2025 ('The amendment regs') came into force.

While many people have been focussed on the changes to The Police (Conduct) Regulations ('The PCR'), with things such as the presumption of dismissal following a finding of gross misconduct, many will have missed the significant changes to the Police (Performance) Regulations ('The PPR').

These changes have reshaped the way performance issues are handled, especially at the later stages of the process. The changes underline the importance of understanding your rights - and of seeking early advice from a Federation representative.

The PPR previously provided three stages. There was a right of appeal after each stage, with a final appeal to The Police Appeal Tribunal ('The PAT').

Effectively, a manager attempting to dismiss an officer for poor performance had seven hurdles to get over before they could finally achieve that aim.

That has all been significantly reduced by 'The amendment regs'. There are now two stages, with an appeal after the first stage meeting, and a right to appeal to 'The PAT' after a second stage meeting.

This 'formal' process under The PPR now looks like this;

As before, unsatisfactory performance or attendance "is a reference to an inability or failure of a police officer to perform the duties of the role or rank the officer is currently undertaking to a satisfactory standard or level".

Poor performance may be alleged by the officer's supervision, or indeed it may be identified by The Appropriate Authority at the professional standards department (PSD) following an allegation of misconduct, with the Appropriate Authority preferring 'The PPR' as the means to deal with the allegation.

While the applicable guidance says that line managers 'should' deal with instances of poor performance informally, it does not stipulate that they 'must', and instances do exist where formal proceedings under the PPR can be instigated immediately. In any case, this article is only intended to address the formal proceedings under 'The PPR'.

It should also be remembered that 'The PPR' covers allegations of poor performance AND poor attendance. Seeking the appropriate assistance is essential, quite often matters may involve circumstances which overlap between the Conduct and Performance Liaison Officers (CaPLO) and Personal & Equalities Committees, for example, where discrimination arising from a protected characteristic may be the cause of the issue in question. The importance of getting early advice from a Fed rep cannot be stressed enough.

The new process:

In summary, the process now looks like this:

First stage meeting

The officer is required to attend a first stage meeting. The officer is entitled to specific information in advance of the meeting, which includes disclosure of information which the line manager relies on.

The officer is entitled to be represented at the hearing by a Fed rep. If, at the conclusion of the meeting, the line manager believes that the performance or attendance of the officer concerned has been unsatisfactory, the officer will be issued with an improvement notice.

Usually that will be for three months, but it could be longer depending on the circumstances. There is also the 'validity period' of any improvement notice to consider - a period of 12 months after an improvement notice is issued means that any lapse in

performance could result in the process picking up where it left off - not started afresh.

First stage meeting appeal

If an officer disagrees with a finding that their performance has been unsatisfactory, or with the implementation of an Improvement Notice, they may appeal on the following grounds:

- (a) That the finding of unsatisfactory performance or attendance was unreasonable;
- (b) That any of the relevant terms of the written improvement notice are unreasonable;
- (c) That there is evidence that could not reasonably have been considered at the first stage meeting which could have materially affected the finding of unsatisfactory performance or attendance or any of the relevant terms of the written improvement notice;
- (d) That there was a breach of the procedures set out in The PPR or other unfairness which could have materially affected the finding of unsatisfactory performance or attendance or any of the relevant terms of the written improvement notice

An unreasonable decision or finding is defined in law as one being: *"So outrageous in its defiance of logic or accepted moral standards that no sensible person who had applied his mind to the question to be decided could have arrived at it."* [From the case of Associated Provincial Picture Houses Ltd. v Wednesbury Corporation [1948] 1 KB]. It can be seen then that a decision or finding might be 'harsh' but that would not necessarily make it 'unreasonable'. It represents a 'high bar' for any potential appeal to reach before being successful.

Second stage meeting

Where the line manager considers that there has not been a sufficient improvement, the line manager must give the officer concerned written notice that the officer is required to attend a second stage meeting.

There are several outcomes possible from such a meeting, such as:

- Dismissal of the officer concerned with notice, the period of the notice to be decided by the panel, subject to a minimum period of 28 days
- Dismissal of the officer concerned with

- immediate effect
- Reduction in rank of the officer concerned with immediate effect
- An extension of the period of the written improvement notice
- Redeployment of the officer concerned to alternative duties (which may involve a reduction of rank).

There is no internal appeal following a decision under a second stage meeting.

Appeal to 'The PAT'

The officer concerned can make a final appeal to 'The PAT' on the following grounds:

- (a) That the finding or outcome imposed was unreasonable;
- (b) That there is evidence that could not reasonably have been considered at the original meeting which could have materially affected the finding or decision on the outcome;
- (c) That there was a breach of the procedures set out in the Performance Regulations, the Complaints and Misconduct Regulations or Part 2 of the 2002 Act or unfairness which could have materially affected the finding or decision on the outcome, or
- (d) That, where the police officer was required to attend the second stage meeting, the officer should not have been required to attend that meeting as it did not concern unsatisfactory performance or attendance similar to or connected with the unsatisfactory performance or attendance referred to in the final written improvement notice.

The same definition of 'unreasonable' and the same the 'high bar' applies in consequence.

Conclusion.

Facing a performance process can be extremely daunting. The amended regulations increase the stakes, and the procedures are detailed. A Federation rep can:

- Explain your rights at each stage
- Check notices and paperwork to make sure the correct process is being followed
- Support you at meetings. You are entitled to be accompanied, and having a rep present provides both moral and practical support
- Help you prepare an appeal within the strict deadlines
- Challenge errors where managers misapply the regulations, by reference to the regulations themselves, or the significant body of case law which is applicable.

The May 2025 amendments make performance procedures sharper and swifter. The right to appeal remains, but only if exercised properly and on time.

If you are ever notified of a first or second stage meeting, please speak to a Federation rep as soon as you can. Their guidance can make the difference between a fair hearing and an irreversible outcome.

MP raises issues around Force funding



Labour MP for Wolverhampton North East Sureena Brackenridge.

Concerns about police officer numbers and Force funding have been raised in Parliament by the Labour MP for Wolverhampton North East.

Sureena Brackenridge welcomed the Government's efforts to strengthen neighbourhood policing in Wolverhampton and said there were now 27 additional roles and officers newly allocated or moved back into neighbourhood roles.

But she also pointed to the overall decline in officer numbers over the last 15 years.

Ms Brackenridge, who was first elected as an MP in the General Election in July 2024, said: "Fourteen years of cuts have left West Midlands Police with around 700 fewer officers than in 2010 and a funding formula that short-changes our region by £40 million every year."

She called upon Home Secretary Shabana Mahmood, who is also the Labour MP for Ladywood, to review the funding formula so that her constituency can have the same level of neighbourhood policing and security as other parts of the country.

But Ms Mahmood was unable to make that commitment and instead said decisions on police force funding allocations would be made via the police funding settlement later this year.

Jess Davies, chair of West Midlands Police Federation, welcomed the fact that the issues the Force was facing in terms of reduced officer numbers and the unfair

funding formula were being raised in the House of Commons, but was disappointed that the Home Secretary could not give a more positive response.

"I am pleased to hear that one of our MPs has spoken up and raised these concerns," says Jess, "We are all too well aware of the impact the overall reduction in police officer numbers has not just on the policing service we are able to provide to our communities but also on our members who are in effect trying to do more with less which can put them under pressure physically and mentally."

"In the 15 years since police budgets were slashed there has been an incredible widening of police officers' remit. They are not just expected to fight and prevent crime but are also called upon to fill the gaps in other over-stretched services and organisations."

"Policing is the service that can never say no, but we just don't have the numbers of officers to go around to meet all the competing demands placed upon us."

"Key to this, of course, is funding and as it stands the funding formula used to work out the money we receive is leaving us completely underfunded. Just imagine what we could achieve with the £40 million that we are missing out on?"

"I hope the Home Secretary is able to offer more positive news when the settlement is announced."



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Helen, West Midlands Police member (2024)

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Branch secretary welcomes constructive meeting with local MP

The police pay review process, a potential campaign for industrial rights for police officers and the need to tackle the criminal and anti-social use of off-ride bikes were among the topics discussed by Tipton and Wednesbury Labour MP Antonia Bance when she met with West Midlands Police Federation secretary Tim Rogers.

Ms Bance became an MP at last year's General Election and previously worked as the head of campaigns and communications for the Trades Union Congress (TUC).

"We had a very constructive and insightful meeting," said Tim. "It was useful to meet with Ms Bance since her background in the trade union movement obviously gave her a clear insight into some of the issues that are of the biggest concerns to our membership – the inadequacies of our current pay review process for a start off.

"Ms Bance's background in campaigning and communications added to the conversation and I am looking forward to learning from her experiences in terms of looking at how we approach our own campaigns going forward.

"I believe this could be the start of an effective working relationship with one of our local MPs and I hope that we can build on the positive conversations we had in this first meeting."

In addition to his role as branch secretary, Tim is the national Federation lead for response driving and driver training and this led into a conversation around police tactics to deal with those who use off-road bikes to cause a nuisance and carry out crimes.

"Fifteen to twenty years ago, I think each area of the Force had an off-road capability but now we have only about eight of these

Tipton and Wednesbury Labour MP Antonia Bance.



vehicles and these are shared Force-wide so this can limit their effectiveness," Tim explained.

"If, for example, you plan an initiative to use one of the vehicles in Coventry it can be 10.30am on the given day before it arrives on patch and then it may be driven by someone without the local knowledge and intelligence needed for it to be deployed to full effect as would have been the case under the old local

policing model."

Under the provisions of the Road Safety Bill, forces will be given greater powers to access people's homes to seize off-ride bikes used anti-socially or criminally, and Ms Bance wants to see this extended to them being crushed immediately rather than sold at auctions.

The bill will also potentially include a new power for police officers to require drivers to get out of their vehicles if they are stopped under Section 163 of the Road Traffic Act.

Tim has been campaigning for this new power in response to the number of officers injured by drivers speeding off after initially bringing their vehicles to a halt when stopped by the police.

“I BELIEVE THIS COULD BE THE START OF AN EFFECTIVE WORKING RELATIONSHIP WITH ONE OF OUR LOCAL MPS AND I HOPE THAT WE CAN BUILD ON THE POSITIVE CONVERSATIONS WE HAD IN THIS FIRST MEETING.”

Mat Minton named branch deputy chair

West Midlands Police Federation has appointed Mat Minton as its new deputy chair, bringing with him 27 years of frontline experience, leadership and a long-standing commitment to supporting colleagues.

At 46, Mat has spent almost three decades serving communities across the West Midlands.

"I wanted a career with some adventure. I wanted a job that gave me the chance to lock up the bad guys, look after the public and have a bit of action at the same time," Mat admits, reflecting on when he joined 27 years ago.

He added: "And I'm pleased to say policing has delivered on all fronts."

Since then, Mat has served in an impressive range of roles, starting as a response officer before moving into the ranks of sergeant and inspector.

His career highlights include 21 years of frontline response in Walsall and then Birmingham, as well as firearms, public order policing, Tactical Firearms Command and Bronze Command. Plus, he spent a decade teaching self-defence to fellow officers.

Mat has been involved in many major events across the region. He policed both the



Mat Minton.

2005 and 2011 riots and was a tactical advisor during the latter disorder which led to an invitation to 10 Downing Street with other emergency service professionals.

He has also received a number of Chief Constable Commendations and awards and Royal Humane Society Awards for his dedication to the job and bravery.

"I've been quite lucky to have had so many opportunities over the years. With many of these things, it is about being in the right place at the right time," said Mat, who has been a Federation representative for around 13 years,

first taking on the role while serving as an inspector.

"It started with a bit of banter with a colleague who was a serving Federation rep. He basically told me to put my money where my mouth is," he recalled, "So, I did. I've not looked back since."

Much of his Federation work has been focused on conduct and performance liaison officer (CaPLO) duties, where he has supported colleagues through some of the most difficult moments of their careers.

He said: "It's tough at times because you start to own their problems and take them on, but it's also very rewarding when you get the right result for them and their families."

However, as his Federation caseload grew, Mat admits that he found himself at a crossroads.

He said: "I could not be a full-time inspector and be able to balance an ever-increasing Federation workload. The danger is I would wind up doing both badly."

He had a choice to either step back from Federation duties or fully commit.

And, when former deputy chair Aaron Bell moved into a regional role with the Police

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Federation of England and Wales (PFEW), an opportunity arose for Mat to step into the job full-time.

Happy to dedicate his daily role to supporting members, Mat continued: "There's always another member to support - they deserve to have the best representation we can give."

He believes his career experience will be an asset in his new position.

"I have worked with officers of all ranks. I have an appreciation of how senior managers work and what is important to frontline officers, and I like to think that I know how to communicate with all ranks meaningfully and professionally.

I WANT TO BE THERE FOR OUR MEMBERS. EVEN IF I CAN'T DIRECTLY HELP THEM, I WANT TO ENSURE I'M AVAILABLE AT THE OTHER END OF THE PHONE WHEN THEY NEED ME.

"As an inspector, one of my main aims was always to make my officers' jobs easier where I could. If my staff were more able to do a good job, then the public would benefit. I want to carry that same ethos into the Federation - to make things easier for our members so they can do the best job for the Force and the community."

Mat also believes being able to relate to officers helps him in the role, adding: "It's a lot easier to speak to someone and support them if you've been in their shoes. I've worked with hundreds of officers over the years, and I have an appreciation of how they feel, and the impact of how some good representation can help."

Looking forward, Mat says one of the main challenges he foresees is raising the profile of the Federation.

"I think people need to see more of us and hear more about what we're doing. I don't want to shy away from challenging conversations," he said.

He also recognises the strain on officers. "Policing is very difficult at the moment. I don't think I've ever seen officers working as hard as they are today. We have a relatively young force, and the job is impacting all areas of their lives - mentally, physically and at home.

"I want to be there for our members. Even if I can't directly help them, I want to ensure I'm available at the other end of the phone when they need me.

"Supporting members is incredibly rewarding - it makes all the challenges worthwhile."

Mat ended by heaping praise on his fellow full-time reps: "I've got a really good team around me. They have been very welcoming and I have much to learn from each of them."

Aaron takes on regional role

Aaron Bell.



A West Midlands Police Federation representative is now representing the region within the national Federation.

Aaron Bell has been a West Midlands workplace rep for seven years and earlier this year was elected as branch deputy chair.

But, when the opportunity arose for him to take on a national role, representing not just the West Midlands branch but also the Staffordshire, Warwickshire and West Mercia branches, Aaron put himself forward and was duly elected.

"I am still working very closely with the West Midlands branch but can now help take forward the branch's views at a national level, with the aim of giving us - and our colleagues in our neighbouring forces - a stronger voice," he explained.

"I have always felt that you can have a more powerful voice from within an organisation than from standing on the outside so this was part of my motivation for seeking a regional and therefore national role.

"With more than 20 years of frontline leadership experience, I fully understand the need to balance operational effectiveness and officer welfare. My lived experience helps me advocate meaningfully for members, recognising that real change starts with those delivering it on the ground."

As an active member of the Black and Asian Police Association, Aaron is keen to use his new role to build stronger, more inclusive relationships across the Federation locally and nationally.

"I want to help ensure every voice is heard and that our collective strength benefits the whole membership. But I am also committed to keeping members fully informed about decisions made on their behalf, and that they are confident those decisions have been made in the right way. Transparency and accountability are at the core of everything I do," he said.

"I really want to create a culture where members feel heard, supported and empowered to speak up."

Aaron is also urging members to get more involved with the Federation and put themselves forward as reps.

"I was pleased to be welcomed onto the West Midlands Police Federation Branch Board and would encourage others, particularly BME colleagues, to consider applying for the role of workplace representative."

"It's a rewarding opportunity to support fellow officers and help shape how the Federation represents members. If anyone has questions or is curious about the role, I'd be happy to chat."

“WITH MORE THAN 20 YEARS OF FRONTLINE LEADERSHIP EXPERIENCE, I FULLY UNDERSTAND THE NEED TO BALANCE OPERATIONAL EFFECTIVENESS AND OFFICER WELFARE. MY LIVED EXPERIENCE HELPS ME ADVOCATE MEANINGFULLY FOR MEMBERS, RECOGNISING THAT REAL CHANGE STARTS WITH THOSE DELIVERING IT ON THE GROUND.”

New rep wants to use traumatic experience to help others and drive change

A night shift in Bloxwich custody had a lasting impact for one Federation workplace representative

Charlotte Hunt had always loved her work as a custody sergeant. While some officers didn't relish the role, she says she always wanted to be in that position and rose to the challenges it brought.

She saw it as part of her duties to not only look after the people who were being detained, ensuring they were treated properly, but also to ensure that the officers bringing in detainees were also supported, guiding them on procedures.

"Put simply, I just wanted to do the best I could for the people being taken into custody and colleagues involved in that process," says Charlotte, who has been with the Force for 21 years and served as a custody sergeant for almost six of those.

But, when she was the sole custody sergeant on a night shift at the Bloxwich custody suite when a detainee sadly died, an incident that was traumatic in itself, she was left feeling unsupported by not just the Force but also the Police and Crime Commissioner (PCC).

The inquest earlier this year recorded a verdict that the man had died due to substance abuse, with no recommendations for action by the Force, which vindicated Charlotte's actions on the night in question.

But nonetheless the 18 months between his death and the coroner's ruling put her through a rollercoaster of emotions during which three or four times she vowed to leave the Force once the legal proceedings were over.



However, seeing the ruling in black and white, knowing she still had plenty to give, Charlotte has reconsidered and is not only fully committed to being an officer but also to being an effective workplace representative for West Midland Police Federation.

"I really want to use the experience I have had to help colleagues," she explained, "If any good can come out of it then this will be it. I had fantastic support from my own Federation rep – Matt Minton – during this case, at a time when I was getting little to nothing from the Force or the PCC, so I want to give something back to the Fed."

Having been elected as a Fed rep earlier this year, she is also keen to ensure that the Force improves the way it supports custody sergeants should they find themselves in similar circumstances and wants the PCC to fulfil his duty of care to officers by appropriately funding

legal advice for officers where the Force is unable to due to a potential conflict of interest.

West Midlands Police Federation is supporting Charlotte, with branch secretary Tim Rogers saying officers should have a reasonable expectation that their legal representation is funded when they find themselves involved in an inquiry when they have been carrying out the duties expected of them to the best of their abilities and in line with their training and powers.

"By the very nature of policing, officers can often find themselves in a situation where they need legal representation. It is right and proper that where there is a death in custody an inquiry is held and it is also appropriate for the officers involved to be asked about their actions," he explains.

"But it is completely reasonable for officers to expect the Force to fund the legal

“PUT SIMPLY, I JUST WANTED TO DO THE BEST I COULD FOR THE PEOPLE BEING TAKEN INTO CUSTODY AND COLLEAGUES INVOLVED IN THAT PROCESS.”

representation they might need and, where that is not possible due to a potential conflict of interest, the Police and Crime Commissioner, in line with Home Office guidance, should step in and cover those costs.

"Disappointingly, in Charlotte's case, she only found out in the week before the inquest that the Force would not be funding her legal representation and the Police and Crime Commissioner then refused to pick up the bill.

"In other cases, the PCC has agreed to pay an officer's legal costs but has then capped that at £100 per hour which is nowhere near the usual rates charged by suitable lawyers.

"When the Federation heard of Charlotte's plight, we were able to step in and agreed to pay her costs but it should not have come to this."

On the night of the incident in August 2023, Charlotte was the sole custody sergeant at Bloxwich and was working with two detention escort officers (DEOs). At the time, minimum staffing levels set out that there should be two custody sergeants and two DEOs, depending on the perceived risks.

"But anyone who works in custody will tell you that the risk in the custody suite can change in the blink of an eye," she explained, adding that was how the night unfolded.

Charlotte was dealing with one person who had been taken to hospital after knocking himself out and was being brought into custody after being discharged by doctors. She was concerned about his welfare and going through the booking in process when a second man was brought in.

"I was worried about the second detainee's mannerisms," she said, "He was agitated and grinding his jaw. I had seen this before and asked him if he had taken anything, which he denied. A number of officers had been involved in bringing him in and I just wasn't happy with the way he was behaving. He appeared erratic and unable to stand still."

Charlotte requested permission to carry out a strip search – a decision custody sergeants used to be allowed to make themselves – to check for drugs but was also trying to keep tabs

“IT IS COMPLETELY REASONABLE FOR OFFICERS TO EXPECT THE FORCE TO FUND THE LEGAL REPRESENTATION THEY MIGHT NEED AND, WHERE THAT IS NOT POSSIBLE DUE TO A POTENTIAL CONFLICT OF INTEREST, THE POLICE AND CRIME COMMISSIONER, IN LINE WITH HOME OFFICE GUIDANCE, SHOULD STEP IN AND COVER THOSE COSTS.

on what was happening with the person brought in from hospital.

"It is hard when you are the only custody sergeant on duty, you have a duty of care to all involved and you want to make sure you are doing everything right," she explained.

During the search, the detainee became aggressive and at one point almost managed to take a Taser from one of the officers.

When the second detainee's condition deteriorated, an ambulance was called, and Charlotte was told in the early hours of the morning that he had passed away.

"At this point, you would expect to be replaced, but I wasn't. I sat in custody with my head in my hands, going through everything. Obviously, we weren't allowed to confer with any of the other officers involved and for several hours I just sat there," she recalled.

"Bloxwich custody was initially closed, so no new detainees were brought in, but as my shift drew to a close a decision was taken to re-open it, due to demand, and yet I wasn't consulted, just informed that Bloxwich was now accepting persons in custody."

These are both areas that Charlotte, and the Federation, want to see addressed by the Force.

"Charlotte should not have been left on her own like that under the circumstances and she should, at the very least, have been asked for her view on re-opening the suite to new detainees," Tim added.

Both Tim and Charlotte are also critical of the lack of general support Charlotte received from the Force between the incident and the inquest. It was only a month after the detainee's death, when Charlotte had something of a breakdown at Perry Barr, that a more senior

officer spoke to her about what had happened.

"No one had even acknowledged it really," she said, "I felt pretty much abandoned and left to cope with it."

While the inquiry into the death was underway, Charlotte requested a role away from custody where she would not have to work alone but she was offered an agile working position that would have left her isolated.

Unable to cope, she took sick leave but after three months returned to a custody role, believing that she would only be able to secure a move to a more suitable position if she was back at work.

She now works as an intelligence supervisor, having managed to arrange a move in February last year.

But Charlotte is committed to bringing about change within the Force, and the Federation is keen to get behind her.

"Latest statistics show there were 24 deaths in or after police custody during 2023/24, so at a Force level it would not be unreasonable to expect them to ensure that any officers involved in these incidents are fully supported by the Force, in terms of them being placed in a role that suits them while any inquiry is carried out, and also making sure a senior officer keeps in touch with them and checks in on their welfare," says Tim.

"Thankfully, Charlotte has come out of the other side of this. She is clearly resilient but has been put under immense strain and that could have been eased if more had been done to make sure she had access to appropriate legal representation and if the Force had fulfilled its obligations in terms of having a duty of care to her."



Pamy vows to go 'absolutely all in' for members

In the year she has marked two decades in policing, Pamy Sandhu decided 2025 was the right time to fulfil one of her longest standing career ambitions and join the Federation as a workplace representative.

Self-admittedly 'not one for half measures', Pamy had always vowed only to bid to become a Fed rep once she knew she could give the utmost dedication to the role.

And after being successfully elected back in March, the experienced sergeant has wasted no time in living up to the promise of giving it her all.

She has already helped branch members in difficult individual circumstances, supporting them to reach positive conclusions with matters such as attendance support meetings.

This is all part of her mission to get 'resolutions, transparency and accountability' from West Midlands Police, she explains.

"I'm absolutely delighted to now be a Fed rep, to be honest. I think the main difference to earlier in my career when I wanted to do it, is that I've now got the experience and rank to really be that go-to person for my colleagues," Pamy said.

"Currently in the Force, I work as a people sergeant, covering training and CPD for my local policing unit (LPA) and all my fellow sergeants in Sandwell.

"The clue is in my title – I'm a people person, and as soon as I became a Fed rep, I was inundated with members reaching out to

me who I had pre-existing relationships with.

"The way this happened filled me with pride, because I had the trust of my colleagues straightaway and I could get to work for them straightaway – and I've been doing the same ever since."

A key motivation behind Pamy's urgency in her new duties has been to prevent some officers from reaching or going beyond 'breaking point'.

Nevertheless, as part of her total commitment to these officers, she has also been prepared to strike a balancing act between protection and correction.

"First and foremost, I will always speak to members as a Fed rep, because that is the capacity they have reached out to me in. From there, I will go to whatever lengths necessary to defend them and get the result they deserve.

"But after that, I can – if it's appropriate – speak to them as a training sergeant and balance their expectations, or explain the reason for a particular policy or responsibility without them feeling like they're being disciplined.

"If this helps them learn and develop as an officer, then I'm happy to be direct in that sense."

Beyond her immediate objectives, Pamy is currently undertaking training around misconduct with the aim of specialising in this area as a workplace rep.

Despite never being at the centre of a misconduct case herself, she says her 20 years of service have taught her to appreciate 'how quickly things can unravel' on the frontline.

Another priority for Pamy is to help maintain the Federation's financial health as a branch trustee, where she can draw upon nine years of international banking experience before she joined the Force in July 2005.

"I've also been a reservist in the RAF as military police, for the last seven years up until recently, so I'm aiming to gather together all my experiences not just in policing, but in life, to support our members with whatever they need," she added.

"So far, the feedback I've had from individuals has been great – something that springs to mind is a student officer who told me I was an outstanding representative for them, which was lovely to hear."

But rather than any praise or recognition, it is the opportunity to offer tangible support to her fellow officers which inspires the confidence in Pamy to predict life as a Fed rep will prove to be 'one of the biggest satisfactions in my whole career'.

"Making things better for a student officer is exactly the type of thing that makes me say this – in both age and service, we have a young Force and there are officers out there who need nurturing.

"After all these years, I'm very proud to have the chance to do right by the people I share this profession with. I'm a really passionate and sincere person who will go absolutely all in, and I still have a love for policing like I did on my first day in the job.

"I will always make myself available for our members and I will support you to the nth degree, so please don't hesitate to reach out with whatever you might need."

“AFTER ALL THESE YEARS, I'M VERY PROUD TO HAVE THE CHANCE TO DO RIGHT BY THE PEOPLE I SHARE THIS PROFESSION WITH. I'M A REALLY PASSIONATE AND SINCERE PERSON WHO WILL GO ABSOLUTELY ALL IN, AND I STILL HAVE A LOVE FOR POLICING LIKE I DID ON MY FIRST DAY IN THE JOB.

Michael Swindells' daughter, Kelly, and one-year-old granddaughter Mabel, lit a candle during the service.

Photo courtesy of Anderson Photography

Coventry Cathedral hosts National Police Memorial Day service

Full story on Pages 18 to 20

NPMD OFFICERS REMEMBERED

Police officers from across England and Wales and further afield gathered at Coventry Cathedral as the city hosted the annual National Police Memorial Day service for the first time in the event's 21-year history.

The event gave the Force the chance to shine, with sunny weather adding to the warmth of the day itself.

"It was an honour to represent West Midlands Police Federation and our members at the memorial day," says Jess Davies, branch chair.

"It was the first time I had attended this service so for it to be hosted within our Force area just made it particularly special. When you often hear so much negativity around policing in the media, it was uplifting to be at an event such as this where I felt proud to be a police officer and to witness first hand all the very best values of the police service.

"Sadly, due to the nature of our work, there are incidents in which officers lose their lives as they go about their duties, serving and protecting the public. They make the ultimate sacrifice and it is right and fitting that we come together as a police service to honour their lives and to show their families that they are not forgotten."

A key part of the service itself is the lighting of four candles, one for each of the UK's four nations and their respective fallen officers.

This year, Kelly Swindells and one-year-old Mabel, the daughter and granddaughter of West Midlands DC Michael Swindells QPM, 44, who died on 21 May 2004 when he was stabbed by a suspect he had been pursuing, lit the candle representing England.

Mabel was born on the 20th anniversary of Michael's death, making her an extra special gift for the family.

Reflecting on her father, Kelly remembers him as 'the most kind-hearted' man I think anybody would ever meet. He had the most serious face but he was just so, so funny."

Kelly recognises the importance of National Police Memorial Day and the sacrifice made by police officers, adding: "To be part of a family, as such, like that – it's a very difficult one, but it's also everybody coming together to



Standard bearers ahead of the service.

remember just how hard these police officers work and what they do for our country."

The other three candles were lit as follows:

Representing Northern Ireland, Peter Olphert, son of RC John Robinson Olphert RUC who died on 18 January 1983, aged 39, when he was shot by terrorist gunmen while off duty.

Representing Wales, Lowri MacArthur, a serving Gwent officer, remembering her father PC Terry Davies who was 34 when he died on

23 August 1990 after been struck by a stolen car that failed to stop.

Representing Scotland, Linsey Dempsey, a serving Police Scotland officer, remembering her father PC Stuart Simpson of Strathclyde Police who died on 28 March 1994, aged 26, when his police car was involved in a head-on crash with a car going the wrong way on a motorway.

During the service on Sunday 28 September, Tiff Lynch, chair of the Police Federation of England and Wales, read out the names of seven officers who had lost their lives during the past year:

PC Ian Minett, 38, of Gloucestershire Constabulary

PC Michael Bruce, 48, of the Metropolitan Police

PC Frank Hawkins, 52, of the Metropolitan Police

PC Marcus Bennett, 44, of the Civic Nuclear Constabulary

PC Rosie Prior, 45, of North Yorkshire Police

DC Karen Smith, 49, of Humberside Police, and

PC Faizaan Najeeb, 24, of Northamptonshire

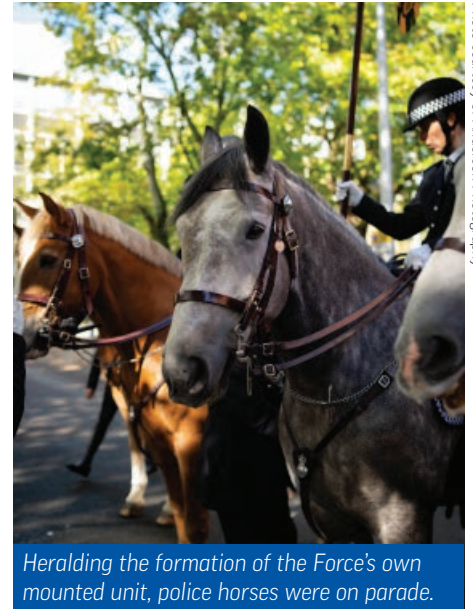
“IT WAS THE FIRST TIME I HAD ATTENDED THIS SERVICE SO FOR IT TO BE HOSTED WITHIN OUR FORCE AREA JUST MADE IT PARTICULARLY SPECIAL. WHEN YOU OFTEN HEAR SO MUCH NEGATIVITY AROUND POLICING IN THE MEDIA, IT WAS UPLIFTING TO BE AT AN EVENT SUCH AS THIS WHERE I FELT PROUD TO BE A POLICE OFFICER AND TO WITNESS FIRST HAND ALL THE VERY BEST VALUES OF THE POLICE SERVICE.



Home Secretary Shabana Mahmood addresses the service.



Shadow home secretary Chris Philp also gave a reading.



Heralding the formation of the Force's own mounted unit, police horses were on parade.

Police, who died just two days before the service.

The Dean of Coventry, The Very Reverend John Wit, and the Lord Mayor of Coventry, Rachel Lancaster, welcomed the congregation to the service which included music from the West Midlands Police Band, The Big Sing Community Choir and the Choir of Coventry Cathedral.

The bidding and opening prayers were led by Rabbi Dr Jonathan Romain MBE, associate chaplain of the Jewish Police Association; Imam Mohammad Asad MBE, the West Midlands Police chaplain, and Ashna Tumber, secretary of the National Sikh Police Association.

Home Secretary Shabana Mahmood, who is also a West Midlands MP, gave a Bible reading from The Beatitudes, Mathew 5: 1 – 12 while the shadow home secretary, Chris Philp, read from the Colossians 3: 12 – 17.

The service, which was also attended by police minister Sarah Jones, included an address from the Right Reverend Sophie Jelley, the Bishop of Coventry.

A prayer for those who mourn was read by Daniel Rodgers, son of PC Ian Rodgers of Greater Manchester Police who died on 3 April 1975, eight days after being injured when he was struck by a train as he and another colleague searched the track. Daniel emigrated

to Australia in 1998 and joined his mother, Pauline, at the service to mark the 50th anniversary of Ian's death.

A prayer for unity and hope was read by Gwent Police Federation workplace representative Inspector Jamie Jones. Jamie, who works mainly in response, delivered the prayer in memory of Gwent colleagues PC Steven Jenkins, aged 43, who died on 6 October 2017 after becoming suddenly unwell at Pillgwenilly Police Station; PC Leighton Yhnell who was 51 when he died suddenly at home on 16 February 2018 and PC Rhys Kelleher, 28, who died on 21 August 2019 after a year-long battle with cancer.

Continued on Page 20





Photo courtesy of Anderson Photography

Former Royal Ulster Constabulary and Police Service of Northern Ireland officer Yvonne Davidson read a prayer for light in darkness while Iyona Shaar, an active member of the Police Scotland Youth Volunteers, read a prayer for peace and leaders.

Towards the end of the service, the peace bell was sounded and, during a period of silence, petals of remembrance, representing fallen officers, fell from the gallery. The Last Post was then sounded and, after a short silence, Reveille followed.

After a closing blessing, the service ended with the congregation, which had filled the cathedral, singing the National Anthem.

About National Police Memorial Day

More than 5,000 police officers have died on duty in the past 180 years but the National Police Memorial Day itself was only initiated in May 2001 by now retired Kent Inspector Joe Holness OBE QPM following the death of his colleague PC Jon Odell in Margate in December the previous year.

The first National Police Memorial Day service was held at St Paul's Cathedral in London on Sunday 3 October 2004 and since then the services, which rotate around England, Scotland, Wales and Northern Ireland each year, are held on the nearest Sunday to St Michael's Day (29 September) as St Michael is the patron saint of police officers.

National Police Memorial Day 2026 will be held at the Waterfront Hall in Belfast on Sunday 27 September.

Home Secretary presents Elizabeth Emblems to families



Home Secretary Shabana Mahmood presents the Elizabeth Emblem to family members.

In the midst of the service, Elizabeth Emblems were presented to the families of five police officers: PC Royston Jerred of Sussex Police, Sergeant Noel Lane of the Metropolitan Police, PC Mark Peers of the Metropolitan Police, PC Ian Rodgers of Greater Manchester Police and PC Dennis Smith QPM of Devon and Cornwall Police.

The emblem will be presented to the family of PC Andrew Le Comte of West

Midlands Police at a later date as his family were unable to attend the memorial day.

The Government announced the introduction of the Elizabeth Emblem, named in honour of Queen Elizabeth II, in March last year. The emblem is in recognition of those who lost their lives while undertaking eligible public service, including police officers listed on the roll of honour.

Federation hosted reception for fallen officers' families

The families of around 20 fallen West Midlands Police officers attended a morning reception hosted by West Midlands Police Federation ahead of the National Police Memorial Day service.

The reception was held in the restaurant at Coventry's University's Technology Park in Puma Way, Coventry and included a buffet breakfast.

The Federation was represented by branch chair, Jess Davies, secretary Tim Rogers, deputy chair Matt Minton, deputy secretary Chris James and regional representative Aaron Bell while the Chief Constable Craig Guildford also attended.

The Chief addressed those gathered and thanked the Federation for organising the reception which he said gave families an opportunity to come together.

Chris James said afterwards: "We were very keen, when we were informed the memorial day was coming to Coventry, to give our fallen officers' families the chance to meet up ahead of the actual service.

"We chose a venue where it would be easy for them to park and then walk to the service. All too often, with the service rotating around the four corners of the UK, it can be difficult



The branch team at the reception (left to right) deputy chair Mat Minton, secretary Tim Rogers, chair Jess Davies, deputy secretary Chris James and regional representative Aaron Bell.

for the families to meet up due to the logistics of getting to the events and then finding each other."

Welfare van available to officers

The West Midlands Police Federation welfare van was deployed to the memorial day to provide light refreshments for officers policing the event.

The van was driven by workplace Federation representative Scott Davies, husband of branch chair Jess, while their son, Oskar, 12, also helped hand out snacks and drinks.



Scott Davies (centre) helped keep officers refreshed from the welfare van with Federation deputy secretary Chris James (left) and chair Jess Davies stopping by.



Vintage police vehicles were on display outside the cathedral.



Make a date to attend a Federation roadshow

Members are being urged to attend a series of Federation roadshows being held across the Force area in the coming months.

The roadshows, which will run from 10am to 2pm on each date, are being held in Perry Barr, Birmingham, Solihull, Sandwell, Coventry and Walsall. Dates will be added for Dudley and Wolverhampton when ongoing building work and station changes are completed.

"The branch has held regular roadshows in the past so we decided to resurrect these as a way of making it easier for members to find out more about the Federation, ask questions and tell us about any issues they are facing," says Jess Davies, chair of West Midlands Police Federation.

"Branch officials and workplace representatives will be on hand to talk about the ways in which the Federation offers help and support to the membership and they will be able to handle any queries on anything from Police Regulations and conduct to flexible working and equality issues.

"We hope as many members as possible will make the most of the opportunity to drop in to see us when we are in their area."

In addition to the Federation, the roadshows will be attended by representatives of Gallaghers, which provides the Group Insurance Scheme, Serve and Protect credit union, the Bluline health scheme, the West Midlands Police Benevolent Fund and the Force Sports and Social Club.

Dates and locations are:

2025

12 November – Atrium, Perry Barr Custody Suite, Holford Drive, Birmingham.

26 November – Birmingham LPA – Bournville Lane Police Station, Bournville, Birmingham.

18 December – Solihull LPA – Vanessa Carroll Suite, Solihull Police Station, Homer Road, Solihull.

2026

14 January – Sandwell LPA – West Bromwich Police Station, Moor Street, West Bromwich.

26 March – Coventry LPA – Willenhall Police Station, Chace Avenue, Coventry.

22 April – Walsall LPA – Bloxwich Police Station, 1 Station Street, Bloxwich, Walsall.

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'Disability and carers support network is always there for colleagues'

Detective Inspector James Bird is proud of the work being done by a support network for disability and carers in West Midlands Police.

EnABLE offers officers and staff peer support and a place for discussion and help.

And, as its chair, James also works with the Force to ensure it is doing the best it can for its people.

James, a West Midlands Police Federation member, said: "EnABLE is the staff network for disability and carers, and is there for staff and police officers. Anybody can join, whether they have a disability or not.

"We get a lot of people join who might not have a disability or a condition themselves, but care for a loved one who does. So, membership is open to everybody."

The network has been running for a number of years, and James has recently been made its chair. It aims to give members the chance to provide mutual support, emotional and practical assistance, and to be able to share understanding.

James said: "It's a safe and accepting environment for disability and carers in the Force who need support."

He added: "Also, as the chair, my role is a little bit different. I'm working with the organisation to try to create and ensure best practice.

"I see my role as a bit of the middle ground, because I'm supporting the organisation as much as I am the staff and officers who have a disability or a condition or something they have to manage while at work."

James has a wealth of understanding when it comes to supporting his police colleagues, particularly around neurodiversity.

He is an executive committee member of the Disabled Police Association, which is made up of serving officers and staff from across the UK and meets regularly to discuss issues in policing relating to disability, injury and illness.

James, who is dyslexic and has ADHD, uses his lived experience to promote the advantages of a neurodiverse workforce. He co-founded West Midlands Police's Neurodiversity Staff Network and is an executive committee member.

He is also a trustee of the Police National Dyslexia Association (PNDA), which supports neurodiverse police colleagues in the workplace. When PNDA was launched in the Houses of Parliament, James was asked to talk and spoke about the value of a neurodiverse workforce.

He said: "Dyslexic thinking should only ever be seen as an absolute strength in policing and leadership, not a barrier. Problem-solving, big picture thinking and outside of the

box solutions are natural strengths for dyslexics.

"West Midlands Police continues to be a significant pioneer in this area and continue to support others nationally, promoting the advantages of dyslexic and neurodiverse workforces."

James also works with the College of Policing on issues relating to disability, neurodivergence and reasonable adjustments.

"I've got quite a broad national portfolio," he said. "I've recently taken on the national work stream within the NPCC's (National Police Chiefs' Council) disability portfolio for victims, witnesses, suspects and residents.

"I'm doing a lot of work around trying to raise awareness in policing of the significance of disability. For instance, around 25 per cent of the population of working age in the West Midlands will have a disability. It's probably around 47 per cent of people over working age, and then around 11 to 14 per cent of children.

"It's not just a minority group, it's quite a significant minority group and a group that, at some point in people's life, we will all be part of.

"And then also people with disabilities are more likely to be victims of crime, women with disabilities are more likely to be victims of domestic abuse."

"You don't see those statistics because a lot of these are dealt with in different departments or in isolation, and most of the information we need from a policing perspective is held by our partners, so I'm looking at that."

[Email EnABLE](mailto:enable@westmidspolice.co.uk) for more information or to get involved.

“EnABLE IS THE STAFF NETWORK FOR DISABILITY AND CARERS, AND IS THERE FOR STAFF AND POLICE OFFICERS. ANYBODY CAN JOIN, WHETHER THEY HAVE A DISABILITY OR NOT.



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- Industrial disease & industrial injury

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Promotion

In the latest in a series of features putting the focus on Police Regulations, we turn to promotion. Remember you can find the answers to many of your queries about regulations [on our website](#).

Q I am being asked to carry out the role of the rank above, what can I claim?

A First we need to establish whether you are acting up/temporary salary or temporary promoted.

Acting up – Annex UU

Acting up arrangements are designed to meet short-term needs. The acting up allowance is paid when a member acts up in a higher rank instead of being placed on temporary salary. There is a 10-day qualifying period (in any year; a year being a 12-month period beginning on 1 April) from Day 11, the member receives the allowance at a daily rate (or hourly rate for part-time officers and those on VSAs). The allowance is only payable for a maximum of 46 days in respect of any continuous period of acting up.

Temporary salary – Annex I

After 46 days of receiving the acting up allowance, if a member is not qualified for temporary promotion - progressed through Step 3 of the National Police Promotion Framework (NPPF) - or if the chief officer is required to respond to an overwhelming operational emergency which requires immediate application, the member will receive

a temporary salary and will continue to be classed as acting up.

You may be asking what is the difference between acting up and temporary salary?

The acting allowance is not pensionable, but the temporary salary is pensionable, so if they are not qualified after 46 days, they will be paid a temporary salary and it will increase the officer's pension pot. If the member is not qualified for promotion the temporary salary provisions will apply and the officer will continue to be classed as acting up in the higher rank.

Temporary promotion – Annex J

If you have been successful at Step 3 of the National Police Promotion Framework (NPPF) then you will be temporary promoted as part of Step 4. This is temporary promotion and continues until you are formally promoted at the end of the NPPF process (or are reduced to your original rank if you are unsuccessful).

You may be asking what is the difference between temporary salary and temporary promotion?

If you are temporary promoted the period counts as reckonable service and you move through the salary increments, whereas

temporary salary does not. However, reckonable service is only relevant for the previous five years (this period is extended by the length of any maternity/adoption leave within that period).

Q I am temporary promoted as an inspector but required to work on a rest day or bank holiday what can I claim?

A First we need to establish whether you are acting up/temporary salary or temporary promoted (as detailed above).

If you are acting up or temporary salary and are required to work on a rest day or bank holiday you are entitled to payment at the relevant rate.

If you are temporary promoted as an inspector (as part of NPPF Step 4) then for the purpose of regulations you are treated as an inspector and cannot claim payment. You should instead be granted a day in lieu of working the rest day or bank holiday.

For further information please refer to:

[Annex I - Temporary Salary](#)

[Annex J - Temporary Promotion](#)

[Annex UU - Acting Up Allowance](#)

End of an era: Fed rep and dog handler bows out after 30 years' service



National
Police Dog
Trials

2025



PC Sue Cheek at work.

After three decades on the frontline, a West Midlands Police Federation workplace representative and long-serving dog handler is preparing to hang up her lead for the final time.

But PC Sue Cheek won't be leaving alone – her two faithful companions, police dogs Chase and Trev, are also heading into retirement.

At 48, Sue admits she isn't quite ready to say goodbye to a job that has defined her adult life.

"I was a cadet before I joined, so I've done 32 years for West Midlands Police," she says. "It's daunting to think that I won't have a job in a month's time, and I'm leaving behind an organisation that has meant so much to me."

Sue will officially retire on 24 October. Although she admits the time is right to step away from frontline policing, she has mixed emotions.

"Part of me isn't ready to go – I still feel like I've got a lot to give the organisation," she explains.

"But I've done enough on the frontline, and I think it's time from that perspective. At four in the morning, when I'm going over a six-foot fence with a dog chasing a burglar, it's not as easy as it was 25 years ago."

That said, she isn't closing the door entirely.

"If an opportunity arose to come back as a staff member, maybe as a dog instructor, I'd love to put in for that," she adds.

From the outset of her police career, Sue knew exactly what she wanted to do.

"I joined wanting to be a dog handler," she recalls. "I achieved that after five years and have been one ever since. I feel honoured and privileged that I've been able to do the job I always wanted."

Her career has taken her to some extraordinary places. She has worked at Royal events, including the funeral of Queen Elizabeth II, been part of the team at the G8 summit and was even involved in searches when the Pope came to Birmingham.

"I've been all over the country representing the Force," she says. "I've caught bad guys, dealt with firearms jobs and helped put away some really nasty people with the help of my dogs. I can look back and know I've made a difference."

There have been lighter moments, too.

"Meeting Ozzy Osbourne at the Commonwealth Games was definitely a highlight," she laughs.

Fittingly, Sue's retirement coincides with that of her two dogs. Explosives search dog Trev, aged 11, and general purpose and firearms support dog Chase, aged 8, are also retiring.

"All three of us are going together, which is



Sue on duty with her canine partner and (inset) a gift from the Federation to mark her retirement.

absolutely brilliant," Sue says. "It's fate. I couldn't have timed it better if I tried."

She admits she'll miss her colleagues, but the bond with her dogs is irreplaceable.

"The people make the job what it is," she says. "But the dogs are coming home with me, so I'll still have them by my side."

Alongside her operational role, Sue has served as a West Midlands Police Federation workplace representative for the past four and a half years.

Inspired by the support she and her husband received from the Fed, she decided to step forward and give something back.

"Tim Rogers was our rep at the time, and he gave us the best support we could have ever asked for," Sue says. "It made me want to join the Federation and try to give a fraction of that support to somebody else."

Her time as a rep has been about listening, guiding and being there when needed most.

"Sometimes it's just picking up the phone to someone who needs to vent," she explains.

"Other times it's helping a colleague through difficult personal or medical situations. It's the people side of things, and I feel like I've been able to make a difference."

At her final Federation Branch Council meeting, Sue was recognised for her service with a commemorative medal.

"It was lovely," she says. "There were some really kind words about how I've been there to support others."

"We've got a lot of new reps coming in now, and it's nice to see their enthusiasm and desire to do the right thing. You can't ask for more than that."

With a 'proper family holiday' booked to celebrate her 30 years' service, Sue is planning to take stock before deciding on her next chapter.

"It's been a huge part of my life, and yes, it will be emotional to walk away," she says. "But I've achieved what I set out to do in being a dog handler. That's something I'll always treasure."

"I've been honoured to serve, and I wish nothing but the best to my colleagues who are carrying it forward."

“WE’VE GOT A LOT OF NEW REPS COMING IN NOW, AND IT’S NICE TO SEE THEIR ENTHUSIASM AND DESIRE TO DO THE RIGHT THING. YOU CAN’T ASK FOR MORE THAN THAT.”



Branch secretary Tim Rogers at last year's event.

Date set for PSA screening session

Officers and staff are once again being offered the opportunity to have a free PSA test through a joint Federation and Force-led initiative.

Last year, when the Force hosted its first free testing session, dozens of male officers and staff took advantage of the opportunity.

"The first screening session was such a success that we were keen to work with the Force to stage a similar event this year," says Tim Rogers, secretary of West Midlands Police Federation.

"I was one of those who attended last year, along with our branch deputy secretary Chris James, and I would encourage other officers to sign up for the test this year. It is pretty much pain-free and could be life-saving."

The PSA test is a blood test that measures the amount of prostate specific

antigen (PSA) in your blood. PSA is a protein produced by normal cells in the prostate and also by prostate cancer cells.

It's normal to have a small amount of PSA in blood, and the amount rises slightly as men get older and the prostate gets bigger. A raised PSA level may suggest the person has a problem with their prostate, but not necessarily cancer.

This year's screening session will be held at Lloyd House on Wednesday 19 November between 10am to 4pm with the tests being carried out by representatives of the Graham Fulford Charitable Trust.

Graham Fulford set up his charity to promote awareness of prostate cancer following the deaths of a close friend and a family member.

It started providing PSA testing in 2004 and, with its partners, has tested thousands

"I WAS ONE OF THOSE WHO ATTENDED LAST YEAR, ALONG WITH OUR BRANCH DEPUTY SECRETARY CHRIS JAMES, AND I WOULD ENCOURAGE OTHER OFFICERS TO SIGN UP FOR THE TEST THIS YEAR. IT IS PRETTY MUCH PAIN-FREE AND COULD BE LIFE-SAVING."

of men for prostate awareness leading to identifying many cancers that may otherwise have not been discovered.

The charity now also offers a wide range of blood tests covering key areas such as heart health and diabetes.

Details of the PSA screening event this November will be available on the Force intranet or you can register to attend by [emailing the Federation office](#).

Spaces are limited, so members are being asked to register beforehand. You must be over 40 on the day of the test.

The first Force PSA event followed [a request from Sergeant Liam Hemmings](#) that tests be made available after his dad, Junia, and the husband of one of his team members were both diagnosed with prostate cancer within a short period of time.

Liam contacted the Federation which then agreed to approach the Force, with Deputy Chief Constable Scott Green and Pete Gillett, director of commercial services, both supporting the initiative.

Details on how to sign up for a test will be published on the Force intranet.

“I don’t think I’m being dramatic when I say the test saved my life.”

A West Midlands officer has thanked a colleague and the joint Federation and Force prostate health campaign for saving his life.

He was diagnosed with prostate cancer after having a check-up at the in-Force PSA testing event in November.

Thankfully, the cancer was caught early and the officer, who wishes to remain anonymous, is back at work after having his prostate removed.

Now he is encouraging officers and staff to have a free PSA test at the next Federation and Force testing session on Wednesday 19 November.

The officer said: “I don’t think I’m being dramatic when I say the test saved my life.”

The initial PSA testing event came after Sergeant Liam Hemmings requested PSA testing be made available when his dad, Junia, and the husband of one of his team members were diagnosed with the disease within a short period of time.

At a similar time, the officer had been sat in a pub with old friends when the subject of prostate cancer came up.

One friend’s father was undergoing radiotherapy, and the group promised they would go for a PSA test.

However, the plan was forgotten until an email from the Federation dropped into the officer’s inbox, promoting the free PSA testing.

“That email made me stop and think,” he said. “I remembered the conversation in the

pub and thought, why not?

“I had no symptoms and wasn’t concerned at all, but I booked a test out of solidarity.”

His PSA reading came back slightly raised, and he was booked in for an MRI scan. The scan was inconclusive but a biopsy confirmed he had prostate cancer.

“It was like being hit with a brick,” said the 47-year-old. “I was very lucky it was caught early.”

“The cancer was contained and hadn’t spread. Without that test, I’d still be in blissful ignorance and, in a few years, it could have been a very different story.”

He added: “I owe that early diagnosis entirely to Liam, the Federation, the Force, and everyone else who made that testing day happen last November.”

The officer underwent surgery in April and follow-up tests showed his PSA level to be as low as it can be.

“Generally, as men, we’re not great at going to the GP,” said the father of two. “But when it’s brought to you and part of your working day, it makes a difference.”

“I honestly believe it saved my life – maybe not now but certainly in a few years’ time.”

The officer is encouraging more men – especially those under 50 – to take a test.

And he has trained as a peer support mentor with a prostate cancer charity.

He said: “Hopefully, I can use my experience to help others.”

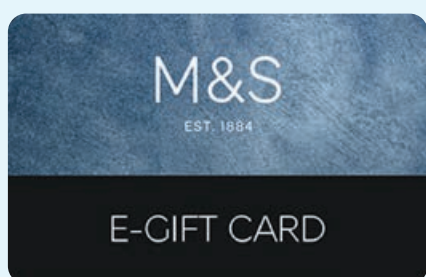


“THE CANCER WAS CONTAINED AND HADN’T SPREAD. WITHOUT THAT TEST, I’D STILL BE IN BLISSFUL IGNORANCE AND, IN A FEW YEARS, IT COULD HAVE BEEN A VERY DIFFERENT STORY.”

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'St Michael's Lodge has done me the world of good'

The first-class treatment centre St Michael's Lodge continues to offer excellent value and much-needed support to members of the Benevolent Fund.

We often get messages of thanks from members who praise the kind staff and superb facilities at the centre.

It offers treatment for both mental and physical wellbeing, with a whole range of treatments, including physiotherapy, counselling and holistic therapies for enhancing wellbeing.

Set in the picturesque Ribbles Valley, Lancashire, St Michael's Lodge is the perfect place for members to visit if they need time away to recover from injury or illness.

In recognition of World Mental Health Week in October, we wanted to share details of the impressive facilities for people seeking physiotherapy and wellbeing breaks and remind members of the mental health support they can receive through their online counselling sessions.

Firstly, let's talk about mental health and the fact that it's OK to not be OK. Reaching out for support is the first important step in looking after your mental wellbeing.

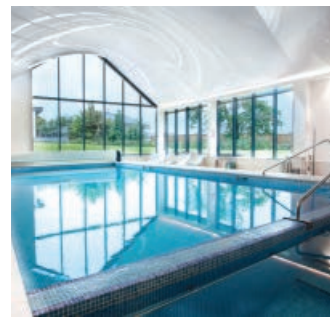
Through our unique partnership with the holistic treatment centre, members can receive mental health support as part of their membership benefits with West Midlands Police Benevolent Fund.

We offer a wide variety of counselling, covering all aspects of your professional and personal life to support you and your mental health.

Members can receive up to eight online counselling sessions from a professional team of psychotherapists who are trained in many areas of counselling, including:

- Cognitive Behavioural Therapy (CBT)
- Person-centred therapy
- Bereavement counselling.

A self-referral system means there is no need to go through your line-manager at work. Your application will be made **directly through us**, ensuring your self-referral



remains totally anonymous.

The team of dedicated counsellors at St Michael's will be in touch to discuss the best course of treatment or therapy. Once you are assessed, you will receive the psychotherapist most appropriate.

PLEASE NOTE: You MUST be a member of the Benevolent Fund for at least six months to apply.

If your mental health is being impacted by injury or ill-health you may benefit from our residential physiotherapy or wellbeing breaks.

Treatment is provided following a one-to-one assessment, and a bespoke programme is designed for every member who attends.

A serving officer who recently returned from a residential wellbeing break kindly shared her experience.

"I just wanted to say that my week at St Michael's Lodge has done me a world of good. I made full use of all the facilities and booked myself in to a range of classes," she said.

"The pool and Ai-chi were fabulous allowing me to do some exercise in a supportive medium. I booked in for yoga and Pilates which again were fabulous – the instructors offered an exercise programme to help support and challenge me and as a result I have left feeling far more capable of doing the exercises and have even downloaded an app recommended by them to continue doing yoga/Pilates at home.

"The massages I received relieved a large amount of pain to the extent that I have now reduced the number of painkillers I was taking.

"The food was amazing and everything was freshly cooked - they even removed the mushrooms from a recipe at my request! The staff are brilliant and so helpful.

"The treatment centre was spotlessly clean, and all staff continued to put themselves out to help me all week. I paid for the Sunday evening to save me travelling down very early on Monday morning and again a staff member went out of his way to show me where everything was, offered to switch the sauna on and asked if there was anything I needed help with.

"This is a fabulous place that I highly recommend to anyone in need of time away or physiotherapy. Thank you so much."

To find out more about the residential treatment and the mental health support offered by the Benevolent Fund to its members visit www.wmpben.co.uk

Not a member of the fund yet? You can join via the QR code below.

Please note applications for residential treatment and online counselling can only be approved for members who have a minimum of six months' membership.



West Midlands Police
**Benevolent Fund
Charity**

Pitch perfect: mixed hockey team win UK tournament

Members of the West Midlands Police mixed hockey team are celebrating their latest success after winning the UK Police and Fire Service Hockey Cardiff 7s Tournament.

The team won all five of their games in the September tournament to build on the success of the Force's women's hockey team winning the PSUK Championship Tournament in Essex in April.

"This particular mixed tournament was a one-day event, with 10 teams competing from across the police, fire and His Majesty's Prison (HMP) Service from across the UK. The teams were split into two pools, with West Midlands Police (WMP) playing the HMP mixed team, Avon and Somerset, the mixed fire team and Gloucester Police," explained team player Emily Gerald, who is Response D Unit sergeant based at Solihull.

"WMP won the pool winning all games, and then in the final played winners of the other pool - Thames Valley Police. We had some fantastic games and performances, with goals coming in across all games from captains Sade Gerald and Sam Straw, Ella Delderfield, Amelia Hobden, Harry Foster and myself.

"In typical Welsh weather style, it had rained on and off most of the day, with the heavens opening in the final, leading to a very, very wet final against a strong Thames Valley side, with WMP securing the win with a well-deserved 2-0 victory."

Other members of the team were Carol Reece, Rich Bullock, Ethan Dunbar-Baker and Ian Brotherton with all players being serving officers working in firearms, response, PPU and beyond.

WMP has men's, ladies and mixed hockey sections playing various tournaments and games over the course of the year, and all members of the teams also play outside of the Force for a mix of Midlands hockey teams.

Emily explains: "We have various levels of experience between us. Some are relatively new to the sport and the job, some have been playing for a long time. It is a really nice mix, and we all play really well together as a team.

"WMP mixed have played this tournament and other tournaments over the course of the years. Last year, WMP mixed attended this same tournament, and secured third place against some strong teams, so to go on and



The winning team (left to right, back): Harry Foster, Ethan Dunbar-Baker, Amelia Hobden, Sade Gerald, Emily Gerald, Carol Reece and Ella Delderfield. Front: Ian Brotherton and Sam Straw.

win the tournament this year was a brilliant result."

The ladies and men's hockey teams have been active and winning tournaments for many years with the mixed section being set up four years ago by Neil "Nemo" Lindsay who was based in PPU at Coventry and sadly passed away in November 2024.

"The mixed section just would not be here without Neil's drive and passion for the sport," says Emily.

Due to work and outside commitments, the mixed team do not get much time to train together but they work hard to arrange friendlies across the year against other police force teams, and against mixed hockey teams outside the Force while also seeking to arrange social events throughout the year to help create a friendly, sociable team spirit.

All the Force hockey sections are always looking for new players, both police staff and police officers. Please contact captains Sade Gerald and Sam Straw for more information if interested in joining the teams. If anyone is interested in finding a local team to play with



With the shield are Sade Gerald and Rich Bullock, who is a member of the WMP team and helped organise the event.

please also make contact and they can point you in the direction of a team local to you as they have a good range of contacts with Midlands teams across the various sections.

As Emily explains: "We all work so hard in our day to day jobs, and having the outlet of hockey, or any sport, is a brilliant way to unwind, stay fit and active, and forge new friendships, not only with WMP colleagues but with colleagues from forces across the UK. Every game and every tournament we play is a pleasure to be a part of."

Bluline gives access to speedy diagnosis and treatment

A private healthcare scheme which costs just over £16 a month is available to members of West Midlands Police Federation.

Bluline is designed specifically for police officers, police staff and their families and is managed by police officers.

"This scheme could prove invaluable to officers who might otherwise spend weeks,

months or even more than a year waiting on an NHS waiting list for treatment," says Tim Rogers, secretary of West Midlands Police Federation.

"It gives quick access to a diagnosis and high quality medical treatment, helping those who pay into the scheme get back to full health and return to work and normal life as quickly as possible."

Key features with Bluline include:

- **Comprehensive cover**
- **Up to £30,000 medical cover per year**
- **Access to the UK's top private hospitals**
- **Quick and easy claims.**

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Existing scheme members have provided the following testimonies:

"I joined Bluline when I became a police officer. It was recommended to me by colleagues. After researching Bluline, it felt like the 'police family' looking after the police. Throughout my whole service, Bluline has given me peace of mind. If I ever needed any treatment, it enabled me to deal quickly with medical issues and get back to doing the job I love."

"I am extremely impressed with how efficient, professional, and caring the administrators at Bluline have been during my most recent claim. They have made my journey through the private health system and subsequent treatment so much quicker and easier. I can't thank them enough."

"I have always felt safe with Bluline, they have always been there at the end of the phone, with a kind voice and much reassurance that I am in safe hands. The service I have received has always been exemplary, second to none."

"We have always been treated with the utmost care and efficiency, from everyone at Bluline. Every administrator provides a wonderful service."

"Bluline has provided exceptional care for me and my family. In May 2024, I underwent surgery at The Spire Hospital, fully covered by Bluline, which amounted to over £20,000. Then, in December 2024, my son required surgery. We were given an NHS initial consultation for three months' time but, upon contacting Bluline, his surgery was completed within two weeks, again at The Spire. Amazing service. The girls in the office are great. They kept in touch to see how we were and really went out of their way to make a stressful time significantly easier. Thank you!"

Bluline is a not-for-profit organisation so all funds paid into the scheme are used for the benefit of its members.

Find out more and apply online or ring **01905 796 682.**



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Amy Brown
Apprentice Chartered Legal Executive
✉ amy.brown@irwinmitchell.com
☎ +44 (0)7407 796 625



Mark Hands
Partner
✉ mark.hands@irwinmitchell.com
☎ +44 (0)7801 981 795



Clare Wiseman
Partner and Head of International Family Desk
✉ clare.wiseman@irwinmitchell.com
☎ +44 (0)7525 911 737

Retirement seminars: book now for remaining 2025 dates

The Federation retirement seminars for the remainder of this year are now fully booked.

But, you can now book a place on any of the seminars for 2026.

The seminars are for members who are within three years of finishing their service and they are held at the West Midlands Police Federation office Guardians House.

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, Benevolent Fund, NARPO)
- Next steps (CV writing, transferable skills, starting a business)
- Taxation/state pension

- Investments and financial planning
- Asset protection (will and estate planning).

The seminar dates for 2026 are:

- 15 January
- 19 March
- 21 May
- 16 July
- 17 September
- 19 November
- 19 February
- 16 April
- 18 June
- 20 August
- 15 October
- 17 December

Booking onto a retirement seminar at Guardians House

To book send an email to westmidlandspff@polfed.org with the details stated below, and confirmation of your booking will follow.

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

Please include:

- Your name
- Work email address

- Personal email address
- Personal phone number
- Proposed retirement date
- Any specific dietary requirements.

Seminar location and parking:

Location: [West Midlands Police Federation, Guardians House, 2111 Coventry Road, Sheldon B26 3EA](#)

Time: Coffee and registration between 8.30am and 8.45am. The full day seminar starts at 9am and finishes around 4pm. A meal deal lunch will be provided for you (please advise any specific dietary requirements).

Parking: Please park nearby on the Morrisons car park, letting Customer Services know your registration number and that you are a visitor of the Police Federation.

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

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

Our family and 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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- Media Defamation & Privacy
- Commercial Property



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