



❖ **Meet the Federation Representatives**

❖ **Police Federation Conference 2018**

❖ **Light the Lakes Charity Event**

“Light The Lakes”



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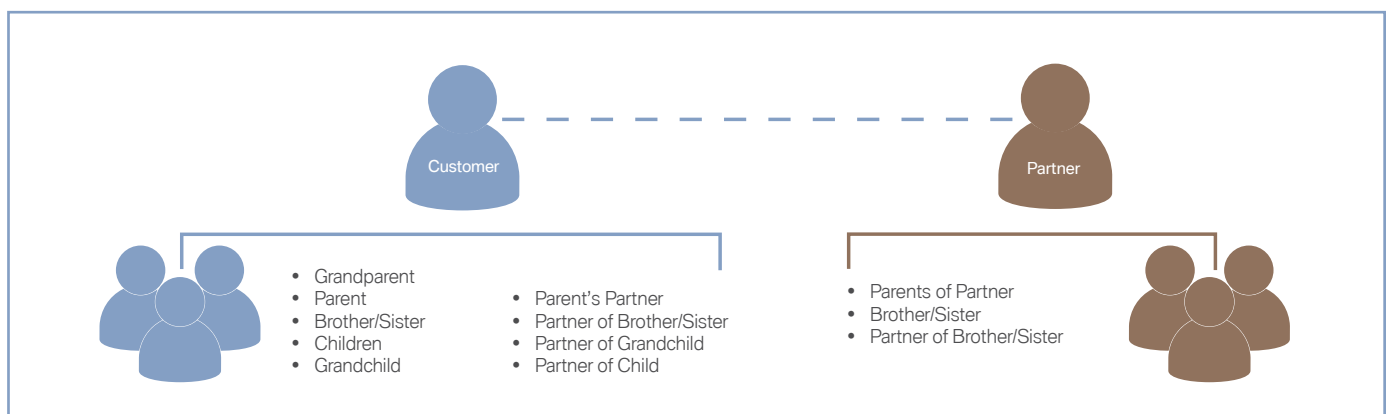
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*Suffolk Police Federation  
 would like to thank all our  
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# Branch Secretary Update

by Mark Emsden



Hello once again, as I write this we are in the midst of the Federation elections, which started back in January with the Council (workplace reps) during this we said goodbye to some experienced reps and welcomed 4 new reps, bringing us up to 17 reps in total, 3 below what our minimum is, we are especially low on inspectors and below our required number of females (for the first time I can remember), so don't be surprised if you see a drive from us to recruit soon.

At our first Branch Board meeting on the 9th May, I was elected as the Branch General Secretary for the upcoming triennial period, I would like to thank the members of the Board for their vote of confidence in me and allowing me to continue my work.

*Darren Harris stood as Chairman and was unopposed, so I would like to congratulate him on being elected and look forward to continuing to work with him for another 3 years.*

I have received some positive feedback on the new PDF format of the magazine, I have also had a few questions put to me about why people are still seeing paper copies around also, this is very much about the transition, as you will know from my previous articles the magazine is funded by our member service providers and their adverts, making it zero cost to you, so it is really important that they don't see any downturn in the calls and contact that they receive as a result of the change in format, I am fairly confident that they won't and may in fact see the opposite, but my decision is that it will be phased so that eventually we will only have paper copies for canteens and waiting rooms.

*We have been working hard in the office to modernise how we work and make things as cost effective as we possibly can, one of the most recent things we have looked at is the Suffolk Federation website, originally created in 2013, until now this has been hosted by a company who did all of the maintenance and changes when requested, clearly at a cost.*



We have worked closely with the media team at PFEW Leatherhead and as a result we have been able to create a website which is aligned to the national one, meaning there are no costs for us in hosting or maintenance, in fact it is now a really easy and quick process for us to add, amend or remove content, this has meant that there has had to be a change of web address, the new one is <http://www.polfed.org/suffolk> the old site will have a redirect on so you should find your way if needed, the site is no longer password protected so is very user friendly, you

will find details of all the reps and the areas of expertise as well as the usual members service offers and more.

*The annual pay and morale survey has just closed and I hope you all took a few minutes out of your day in order to complete it, I know there will be many of you out there who will ask "why bother", I am sure some of you are the same people who ask in the same breath "what have the Federation ever done for us"? Well apart from the roads,*

*sanitation, it's safe to walk the streets at night..... (those of you of a certain age will get that), one of the things we have and will continue to do is submit a well evidenced, balanced and above all, fair report to the PRRB (Police Remuneration Review Body) who recommend to the Home Secretary what we should be paid, now there is the issue that the Home Secretary can just ignore them as well as us, as she did last year, but we have a new Home Secretary who has very close links to policing, as his brother is a serving officer, so he may take a different tact but either way, there will come a time when our pay has to change and at that point we will be able to stand tall and say "we told you so", but without the evidence that is taken from the survey this will not be possible, so please continue to engage with it where you can.*



One of the hot topics that has been subject of my attention over recent weeks and months, is that of the away from home overnight allowance, this is one of those things that I describe as a "hot potato" as it would appear that no one in the organisation appears to want to grab hold of this and deal with it.

*All of the issues have arisen out of the way Sir Tom Winsor worded his recommendation, in using the phrase "held in reserve", the result since is that it has never been confirmed exactly what he meant therefore it has been interpreted in different ways for any given job.*

For example, those of you, like me who worked in London during the Olympics in 2012, will have been paid the allowance, likewise in the past there have been many other deployments when this has been paid, however recently we have seen a change in direction from the NPCC who have tightened up on their interpretation of the wording, meaning less people are finding they are being paid the allowance.

I and other Federation colleagues have raised this with the National General Secretary to say we are not at all happy about it, as it stands the legal position is this;

*1) officers must be told specifically that they must remain in a certain place between duties, not just that they have to parade at 7am in a particular place for example, simply being away from home and being too far away to travel back is not enough.*

*2) Geography alone isn't enough to invoke the payments*

*3) The officers such as motorcycle riders or detectives interviewing a suspect must be performing something other than their normal duties, not just doing them in a different place.*

As a result of this and the apparent postcode lottery on if it is paid or not, Mr Fittes the national General Secretary has written to Sir Tom Winsor, now the HMICFRS, to get some clarity on the meaning of what he wrote, this is not without risk as it may result in it being paid even less, but at least we will know our position and been able to advise your more accurately, if we have not had an answer in the next few weeks we will ask Sir Tom the question directly when he speaks at the Federation Conference.



Thank you and goodbye

*Mark*

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# A Federation Rep's Perspective



**Matt Paisley**

*“We don’t see Police any more” “Not like in my day when we had a village bobby walking the streets” “The Police are never there when you need them”.* These quotes are becoming all too familiar for the policing family, not least because of the press coverage in recent times around a decline in visibility, and the need for increasing engagement in our areas.

*It is all too clear that the continued cuts, coupled with the rising demand and pressure on officers have affected our ability to be seen by the wider communities that we police. Arguably, over the years, our workload has become more refined, dealing with the highest threat and harm, covering the risk on a day to day basis. The majority of our time is spent working with those in the minority, those with addictions, with mental health needs, or those subjected to the most heinous crimes. What about the majority? What about their needs? It is true that we don’t have the time to engage in the same way that we used to and I argue that it will be some time before those in power ultimately change policy and allow us the money to bring back the lost numbers and allow us to recover that lost art of face to face engagement.*

Recently I took time out of my many tasks to walk around my Town with one of my PCSOs, Grant Skeggs. We concentrated on our hotspot areas, where statistics tell us we should go to prevent crime and disorder. We encountered a family by the Croft in Sudbury – mum, dad, and a young autistic son. The extremity of his autism was such that he couldn’t speak, and at the time he was very distressed by a giant swan that was chasing him. Grant managed to calm the boy by making a simple gesture of holding up his hand for a high-five. The son continued to show some signs of agitation, so I offered the family my custodian helmet, and the son promptly put it on his head. It was immediately evident that this changed his demeanour, changing his anguish into happiness. His smile was infectious, and we all parted with big smiles, and a positive view of the world.

*It is moments like this that remind me of just how special and important we all are, and how fortunate we are as Police officers to hold such a privileged role in society that can make such a difference to people’s lives, whether that be long term, or just for a few minutes. It reminded me that our job is not just about dealing with crime, but just as much about making people feel safe and valued.*

Sometimes it is easy to get bogged down in the cycle of responding to job after job, or fighting other agencies to take responsibility for vulnerable people in our communities. It is easy to lose sight of what makes us happy at work, and this added to the growing daily pressures can ultimately have a negative effect on our work/home life balance. In that one brief encounter, it made me remember that I was allowed to smile at work, and to be happy. We have little control over our deployments, but we have maximum control over how we engage when given the opportunity. Let’s make every opportunity count.

# Light the Lakes Charity event



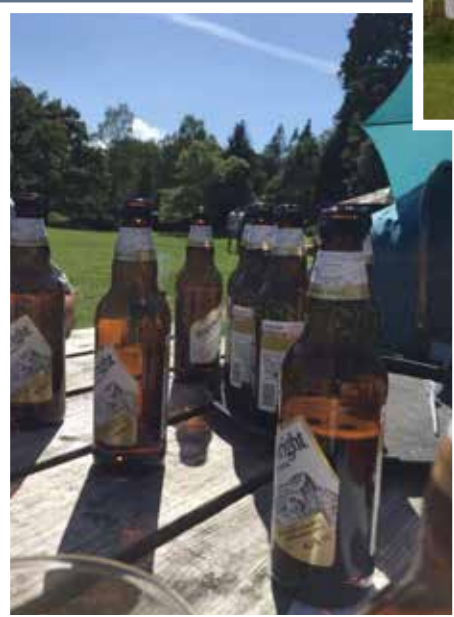
*Hello, I am Ben Richardson, one of the newly elected Federation representatives. I have been a Response PC for eight years now and have loved every minute of it. I decided to nominate myself for the role of Federation Representative as I wanted to be able to help and support my colleagues and I have had good experiences of talking to previous reps and I have always appreciated their advice.*

*I have since been on my initial training course and met a lot of like-minded people who also put themselves forward for the role, not quite knowing what it would involve and all approaching the course with an open mind. I have been given a two large folders containing the Regulations and other information, and although I came away feeling overwhelmed I learnt a lot and am looking forward to growing in my new role.*

*Overnight on Friday 22 June into Saturday 23 I will be participating in the Light The Lakes Charity event as part of a team of five called the: BURY ST EDMUNDS HILLBOBBIES, the team consists of Sgt Anna Whybrow, PC Teri Hatch, PCSO Amanda Dodd and retired Sgt Mark Turner. We will be joining dozens of other groups from forces across the country climbing their chosen Peaks from the 214 Wainwrights in the Lake District and then a synchronised lighting of beacons will take place at 0300 hours. We will climb Eel Crag, 839m, situated in the Coledale Horseshoe during the evening then settle in for a night of Wild camping, before lighting our beacon, seeing in the dawn at the top, before returning down the fells. By doing this horseshoe route we will have climbed five peaks, with an option to add in another two if we are still feeling energetic.*

*The Light the Lakes event was initially set up to raise money to support the orphaned children of murdered Surrey DC Heather Cooper and the event raised in excess £30,000. The event continues now in aid of the charity COPS (Care of Police Survivors). In this year's event they are hoping to illuminate every one of the 214 peaks, and hopefully we will be able to capture some great photo's form the top.*

**We have set a target to raise of £500 and have set up a justgiving page [www.justgiving.com/fundraising/burystedmundshillbobbies](http://www.justgiving.com/fundraising/burystedmundshillbobbies)**



Photographs courtesy of "Light the Lakes"



# Equality

Once again it has been a busy time within the Federation office in respect of equality matters. The other equality trained reps and I continue to support Officers in respect of advice and support, regarding a host of equality related issues such as flexible working, sickness, medical retirements, discrimination and grievances.

Recently I and three other local reps attended a Mental Health First Aid (MHFA) course. MHFA training courses were first developed in Australia in 2000. In the years since, it has evolved into a global movement with licensed programmes in 24 countries and counting. Over two million people have been trained in MHFA skills worldwide. MHFA came to England in 2007 and was launched under the Department of Health: National Institute of Mental Health in England (NIMHE) as part of a national approach to improving public mental health.

Mental Health First Aid is a training program that teaches practitioners how to help a person developing a mental health problem (including a substance use problem), experiencing a worsening of an existing mental health problem or in a mental health crisis. Like traditional first aid, Mental Health First Aid does not teach people to treat or diagnose mental health or substance use conditions. Instead, the training teaches people how to offer initial support until appropriate professional help is received or until the crisis resolves.

The following Suffolk Federation reps are now accredited Mental Health First Aiders.

**Ben Hudson      Mark Green      Rupert Beynon      Martin Johnson**

Please make use of our advice and newly acquired skills if you think you or a colleague is in need of help.

**I also recently attended the Equality Lead Officers seminar in which I was provided with a host of legal updates in respect of employment tribunals and European Court rulings. These include:**

**Knowledge of protected characteristic - Really Easy Car Credit Ltd v Thompson**

*T was dismissed during their probationary period on the basis of poor performance. T claimed dismissal was because of her pregnancy. RECC were found not to have known about the pregnancy when the decision was taken therefore it could not have been because of this.*

*Case remitted – Had RECC reconsidered the decision in light of T’s pregnancy? If it had, her claim may have been successful.*

**Knowledge of disability - Donelien v Liberata UK**

*D was found by the ET to be disabled. LUK argued it did not know, and could not be reasonably expected to know when advice from OH said D was not disabled.*

*LUK should have based the disability decision on OH advice, RTW meetings and GP letters rather than unquestioning reliance on OH report. Which occurred in Gallop vs Newport City Council – employer ‘rubber stamped’ unreasoned OH assessment.*

**Knowledge of disability - Toy v Chief Constable of Leicestershire**

*T, probationary officer, dismissed under reg 13 for poor performance. During the dismissal process, T suggested he might be dyslexic.*

*ET found that CCoL could not have been expected to know that T was disabled and so could not be liable for alleged discrimination or failure to make reasonable adjustment. T’s belief that he might be disabled was not enough to show that CCoL should be regarded as having known of this disability, particularly when this belief was not clear or certain.*

**McLeod v The Royal Bank of Scotland – Direct discrimination due to association**

*McLeod worked at RBS, her son had severe autism and ADHD. She asked her manager for a career break as she felt unable to return from maternity leave after the birth of her second child. She was concerned about returning to work as her first child had then been diagnosed with autism and ADHD. She was refused a career break and was given no choice other than to resign.*

*The tribunal found that her son was disabled and the employer was aware of this. She was treated less favourably as she had her career break refused. A colleague had been given a 10 months career break to travel to Australia. Therefore they found that she had been directly discriminated against because of her association.*

*I also had a full day’s input on medical retirements. This was extremely useful and provided a full overview of the process, entitlements to pay & benefits and medical retirements under the three different pension schemes 1987/2006/2015 as well as medical retirement appeals.*

**Ben**

**Ben Hudson**  
Equality Lead

## Does my Will still reflect my wishes?

**Rebecca McCarthy** - Barker Gotelee



**It's always important to regularly review your Will to make sure that it reflects your wishes. You might have bought a new house, had a child, inherited yourself or even just become great friends with someone who might now be best placed to deal with everything once you die.**

Cars have an annual MOT to make sure that everything is running smoothly and so why should your Will not have a similar check-up? A simple meeting to go through your Will is free. If changes to your Will are needed, they're likely to be much less expensive than your garage bill and definitely much cheaper than if something goes wrong (either with your car or after you die).

Almost more important, if you don't have a Will then you will die 'intestate'. Research suggested that in 2014 the additional 'cost' of dying intestate was £9,700 . Not to mention that intestacy laws (or even an outdated Will) may mean that your assets don't pass as you'd necessarily wish them to. This may result in upset potential beneficiaries and costly family arguments.

### **Five important things to think about when writing or reviewing your Will are:**

1. *Your assets – what do you actually have to pass on? Bank accounts, pensions, shares, jewellery. Where do you want these things to go? Maybe you've been telling your eldest daughter that she can have your ruby engagement ring for years, but if you don't write this in your Will, she might not get it.*
2. *Your family circumstances – Are you married? Do you have grandchildren? Do you have children from a previous relationship? All of these may affect the way in which your Will is drafted.*
3. *Executors and Trustees – who should deal with your estate after you die? If you already have a Will, are your existing Executors still suitable? It may have been that 20 years ago when your children were very young that your mother was the best choice for an executor – now she's a little older and your children are approaching their 30s, it might be sensible to appoint them.*
4. *Guardians – who should look after your children? Your sister was a great choice, but now that she's got four children of her own, she might not be able to cope with your three kids as well.*
5. *Protecting Assets – Do you want to protect your estate from the survivor re-marrying? Care Fees? Your children's divorce?*

There are many more points to think about but our friendly team will guide you through the Will making process in an initial, free, no-obligation meeting.

We usually recommend reviewing your Will every three to five years, or sooner if your personal or financial circumstances change, so time to open up the dusty envelope you shoved to the back of the filing cabinet and take a look again.

**Rebecca McCarthy**

**Barker Gotelee**

**01473 611211**

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\* Terms and conditions apply. Full details are available from the Federation or George Burrows.

\*\*The premium quoted is correct at 1 May 2018.

# MEET THE FEDERATION REPRESENTATIVES



**Ben Hudson**

has been a rep since 2014 and is based at PHQ. Ben is our Equality Lead Officer and is also trained in conduct and performance and PIP. He is also one of our Mental Health First Aid accredited reps.

*Ben can be contacted at [ben.hudson@polfed.org](mailto:ben.hudson@polfed.org)*



**Dave Giles**

became a rep in 2016. Dave is Conduct & Performance trained. He is based in Bury St Edmunds.

*Dave can be contacted at [dave.giles@polfed.org](mailto:dave.giles@polfed.org)*



**Helen Self**

has been a rep since 2013 and is based at Bury St Edmunds. Helen is our Women's rep, as well as our Health and Safety Lead. She is also Conduct and Performance and PIP trained.

*Helen can be contacted at [helen.self@polfed.org](mailto:helen.self@polfed.org)*



**Jane Coe**

has been a rep since 2013 and is also our Vice Chair and Deputy CAPLO Lead. Jane works at Landmark House and is the Professional Development Liaison Officer for the Federation as well as being conduct and performance and PIP trained.

*Jane can be contact at [jane.coe@polfed.org](mailto:jane.coe@polfed.org)*



**Mark Sargeant**

has been a rep since 2016 and is based at Gorleston PIC.

*Mark can be contacted at [mark.sargeant@polfed.org](mailto:mark.sargeant@polfed.org)*



**Martin Johnson**

became a rep in 2013 and is based at Lowestoft CID. Martin trained in equality and is one of our Mental Health First Aid accredited reps.

*Martin can be contacted at [martin.johnson@polfed.org](mailto:martin.johnson@polfed.org)*

**Please note any Federation rep will be able to assist you, whatever rank and wherever you are based.  
All Federation Representatives attend a week's basic training course**



**Matt Paisley**  
became a rep in 2016  
and is based at Sudbury.

*Matt can be contacted at  
[matt.paisley@polfed.org](mailto:matt.paisley@polfed.org)*



**Emma Arthurs**  
has been a rep since  
2016 and is our Deputy  
Equality Liaison Officer.  
Emma works in Learning  
and Development, at PHQ.

*Emma can be contacted at  
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**Rupert Beynon**  
has been a rep since 2007  
and works at Haverhill.  
Rupert is trained as a  
health and safety and  
equality rep and is our  
Deputy Treasurer and  
Deputy Health and Safety  
Lead. Rupert is one of  
our Mental Health First Aid  
accredited reps.

*Rupert can be contacted at  
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**Barry Abbott**  
has been a rep since 2013  
and is one of the Suffolk  
Police Federation Trustees,  
he is also trained in health  
and safety and conduct  
and performance; he  
currently works on  
Roads Policing at Bury.

*Barry can be contacted at  
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**Andy Dibbs**  
became a rep in 2016  
and works at Halesworth.  
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performance and PIP  
trained.

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**Mark Green**  
has been a rep since 2014  
and is based at Bury St  
Edmunds. Mark is the PIP  
Deputy for the Federation.  
Mark has also trained in  
Conduct and Performance,  
Health and Safety and  
Equality and is one of our  
Mental Health First Aid  
accredited reps.

*Mark can be contacted at  
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**Iain Forbes**  
became a rep in 2018  
and is based at CID at  
Landmark House, Ipswich.

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**Claire Yates**  
became a rep in 2018  
and works out of  
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**Kirit Shah**  
became a rep in 2018  
and works out of  
Bury St Edmunds.

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**Ben Richardson**  
became a rep in 2018  
and works out of  
Bury St Edmunds.

*Ben can be contacted at  
[ben.richardson@polfed.org](mailto:ben.richardson@polfed.org)*



## *The ATM's are being removed!!!!*

### **Don't shoot the messenger.....**

I have been contacted by Police Mutual, who installed and manage the 2 ATM's at PHQ and Landmark House to say they will be removing them in the near future, they explained to me that it is all down to cost, the maintenance and filling of the machines sits with a company called Cardtronics, who have done a review of all the ATM's across the country in places like Police stations, military bases and the like and that in order to make them cost effective the lowest used 50 are to be removed, unfortunately both of ours fall into the category.

I have asked them to explain the costings of them and in short in order to be cost effective to Police Mutual, each ATM has to be used at least 2000 times per month (there is a fee charged to the banks, which is where the money is made), however at last count the PHQ machine was only used 600 times on average and the LMH one was even lower.

I personally think that this is due to the fact that contactless and card payments are now more readily available so the need for hard cash is lower than ever.

*I do realise that some of you will be disappointed but it is out of our hands.*



# The benefits of exercise for you mental and physical health and how the Suffolk Spitfires running club can help you!

By Fran Barnard and Mark Emsden

There is much research out there that would suggest that a healthy body supports a healthy mind, I have certainly not seen anything that would suggest the contrary.

Coupled with the obvious health benefits of keeping fit there is the requirement for those of us who are officers to prove we are of a certain level of fitness once per year in the JRFT or CTPWT, whichever it is you do.

While I know some find it far easier than others to keep fit for various reasons, such as injury, illness, or just not having the time, however a group of Suffolk officers and Staff are taking the bull by the horns and they are inviting you to join in, whatever your abilities.

Below you will hear about one particular officer who didn't think she was the "running sort" but after being persuaded to give it a go, she is setting an example to us all and having a great time to boot.



I would like to take this opportunity to introduce you to Suffolk Spitfires - The Suffolk Constabulary Running Club.

This running club started as an idea at the end of 2016, a few colleagues sat around talking about running and were moaning that there was no running club within our force. A few emails and a lunch meeting later, Suffolk Spitfires was born. The core message has always been that this was something for everybody to get involved in, regardless of speed, ability or your role within the organisation.

PSUK (Police Sport UK) organise a variety of events in the world of sport, the two annual events we have become a part of is the National 10 mile race every September and the National Cross Country event every March. These can be great events to be part of as are hosted by Police Forces all over the UK, the most recent was in Kilmarnock, Scotland where Suffolk Spitfires sent a team of two. Suffolk Spitfires have also become very involved in the local series of cross country races, being part of the PSUK South East league. In the 2017/2018 season we travelled to Essex, Bedfordshire, Norfolk and Hertfordshire, hosting our

own event at Nowton Park in January 2018. This season got more and more people involved, over 25 Suffolk Spitfire running tops had been given out and we have even had to start hiring minibuses to get people to the races. These races have a great atmosphere, the after-race shower talk was that Suffolk have stormed onto the scene and are threatening to take over Kent's dominate position in the table. In this season we won 8 prizes in individual age categories and team prizes so are now a team to be taken seriously.

One of the members of Suffolk Spitfires is Kerry Bradley, Kerry is a Police Officer based in Ipswich currently on NST, she has been a Police Officer for 11 years, has 2 children and to quote her directly she felt she was 'too old and too fat to run in an actual race'. She told me this in December 2017 when I told her about the Suffolk event I was organising, she actually laughed at the prospect of taking part. Now I wasn't satisfied with this response so I gently persuaded her, told her the facts and figures and left it with her. I ordered her a running top and told her she was part of the team. Kerry did her own training and on 17th January 2018, Kerry took part in a Police Sport UK cross country event. Kerry loved it so much that she travelled to Hampshire with the team in March and competed again. She represented Suffolk away from home, did us proud was positively buzzing afterwards with how much she enjoyed it. She's part of the team now and proudly played her part.

So, Suffolk Constabulary have a running club and the best news is that it's for everyone. Suffolk Spitfires are a team of friendly people, eager to represent the Constabulary in the best way they can. If you are interested in being part of the team, send me an email and I'll add you to the distribution list. Sports and Social membership is required.



Suffolk will be hosting a PSUK Cross Country again this year at Norton Park, Bury st Edmunds on 16th January 2019, the race starts at 1pm. If you are interested in running in this event or volunteering as a Marshall please email me at [Frances.barnard@suffolk.pnn.police.uk](mailto:Frances.barnard@suffolk.pnn.police.uk)

by Fran Barnard

**For the second time the national conference was held in Birmingham over two days, this year however saw a much more focussed slimmed down agenda with more emphasis on the relevant issues, there were a number of additional breakout sessions, such as the Detectives Forum, which I will update you on below.**

Apart from the obvious people that we were able to hear from, such as the new home secretary Rt Hon Sajid Javid MP it is also an ideal place to “bump into” others whom I would not normally get the chance to speak to, people like CC Frances Habgood of TVP, the NPCC lead on pay and conditions.



*PFEW General Secretary Andy Fittes, his last conference before he retires later this year*

One such example of this is when, in my usual style I asked the national general secretary, Andy Fittes a question while he was stood next to a man in a suit, as they were stood the foyer area, picture this.

**Me** - Here Andy, have we had an answer yet from Tom Windsor on the clarity around what being held in reserve is for the away from home overnight allowance?

**Andy** - No mate not yet.....

**Me** - interrupting him, well in that case I will ask that Chief Constable who is coming later then and see what he has got to say about it!

**Andy** - why don't you ask him yourself, you're stood next to him

**Me** - Ah, so you're the chief of TVP, nice to meet you.....

Mr Habgood and I then had a frank conversation about the fact that there must be clarity on the matter as it has become extremely divisive, with different CC paying their staff the allowance based on their own interpretation of the meaning and more likely how desperate they are to get the staff.

Whilst I was not able to get a real answer from him it did give me the opportunity to make it very clear to him how unhappy many officers are with the way chiefs are dealing with this.

As I left him feeling rather pleased with myself for getting my point across I can only imagine that he was asking Andy Fittes something like, who the hell was that?

I attempted to make a few notes of the key speakers on the agenda, which I have summarised for you below.

**Day1**

**IOPC DG Michael Lockwood**

In a break from the recent trend Mr Lockwood thinks that the IOPC should have ex officers employed as they bring experience to the role on how things should be done but also how they should not.



He does not want to see officers investigated for making a mistake but the line is blurred

Length of time of investigations is priority for the DG, currently he states that there has been an improvement with one in three completed in two months and two in three completed in one year but wants this to be better.

Wants to conclude old investigations which have been going on for years asap.

Wants to introduce SME's within the IOPC in order to speed up the obtaining of reports and save going external for such matters.

Does not agree that performance should be measured on numbers of investigations taken on by the IOPC, rather they should be more thoughtful about what they take on based on seriousness i.e. sexual gain, discrimination, MH issues, RTC's, domestic abuse, near misses in custody.

Wants a learning culture, which is what we are hearing from the college of policing, so we should be pushing at an open door.

**Thea Walton**, head of knowledge and oversight at the IOPC then took to the stage.

She spoke largely about the progress that has been made thus far and where they see things heading.

Investigation completed within six months is up from 17% to 31% and within 12 months it's up to 68%.

**Protect the protector's legislation**

Tim Rogers roads policing lead spoke about the progress and stumbling blocks that have been well published of recent months, ultimately however the government have agreed new legislation on the whole.

Nick Smart, West Yorks Federation chairman spoke about assaults on staff in his force and the



laughable sentences that are being given out, a very courageous officer from his force spoke to conference about her experience of being kicked in the face and knocked out before being stamped on and then how she had to go home and try to explain to her children what had happened, it was a very thought provoking and emotional presentation.

39% increase of assaults on staff in West Yorks in the past 12 months, a trend that is across all forces.

Some forces don't have spit guards which was touched on later in conference by Ken Marsh the Chairman of the Met Federation, when he asked the Home secretary for his support in getting them into the MET, which he provided

Cc Dee Collins of West Yorks completes a victim impact statement for every officer that is assaulted, this appears to be having a really positive impact in court, turns out rank does talk!

**Home Secretary Rt Hon Sajid Javid MP**

Spoke at length about his brother and how he understands policing due to the fact that his brother has never dressed up the pressures of the police, very positive speech and made it clear that he should not be judged on his predecessors and their decisions.

Will listen and gets it, was his line throughout, he is the only Home Secretary in history who has a police officer in his direct family.

The Police deserve respect and to be valued was one line I picked out as it is in complete contrast to what I have seen in previous years.



He wants us to have recourses that we need which to me can only mean further funding and a stop to the cuts, but that will be a very bold step for him, however his was the treasury minister and comes from a very senior position in banking, so if there is one thing he knows its finances and how to manage them, so fingers crossed!

Need to prioritise funding and how it is calculated in order to address the issues highlighted.

He was very clear on his backing of the assaults bill, and sighted his brother having missed Christmas one year because he had his jaw dislocated, another example that he gave of him "getting policing"

Wants it to be clear that the pursuits decision is that of the criminal not officer when something goes wrong, thus shifting the blame that is currently laid at the officer's door.

Will fund new kit such as tasers etc

Wants new legislation to help us, but there's nothing new in that, it appears politicians think it is more laws we need and not more officers to enforce the laws we already have?

Supports stop search, which is very encouraging to hear from a BME person.

Reset the relationship between the government and the police, this was one of the things that I thought was really key as for far to long we have suffered for the relationship that David Cameron

**Day 2**

**Pay and conditions**

Cc Frances Habgood NPCC lead on pay and conditions

Still looking at pay, still want a national pay scale but with flexibility locally, allowances consolidated, looking at detectives and what can be done to sort the



issue with numbers based on finance, at last they are addressing the elephant in the room.

P factor, additional money added to basic salary not a reduction like x factor, this all looked a bit suspicious if you ask me and if I was a betting man would say its just trying to dress the X factor issue another way.

Rewards for higher risk roles, sound a lot like SPP to me?????

Could be that an advance practitioner pc could be on higher pay than a basic Sgt, this suggestion attracted a lot of negative comment from around the room.

**Calum Macleod National Chairman of the Police Federation**

Challenged Home Secretary to support assaults bill and drivers bill, as you would expect pay was a big feature of his speech and the fact the government ignored last year's PRRB recommendation was put to the Home Secretary, welfare of officers was also spoken of and a need for the Home Office to do more.

and then Teresa May has had with the police, this I feel is a real opportunity to turn a corner.

Questions from the floor

Tasers- SJ agreed to look at funding as there is no point allowing x2 and not being able to provide it to officers

Doing work of other agencies- SJ will treat this issue as a priority but thinks it may be improved by closer working in government? We will see.

Jon Apter, Hampshire Federation Chairman, spoke about 25% less officers than 2010 and asked the home sec to act on his words and increase funding which he agreed but asked for time and sighted having been in the job for only 3 weeks.

Question about spit guards and issue with some forces do not have them so will SJ mandate them, he stated that he does not know if he can but he will make his view clear to CC's that he supports their use as its ridiculous that they are not everywhere

Formed body armour and the fact that it has still not been introduced was raised, SJ asked to look into it which he said he would

SJ stated that he is going to meet with IOPC DG and discuss issues with him as he feels things should be better

On the whole a really positive speech and compared to those that I have listened to in the past it was extremely encouraging, I just hope he is a man of action and not only words, the first test of that, that I can see will be the pay award later in the year.

In the words of Heather Small "things can only get better"

Mr Javid finished with a really interesting line which I think makes his position clear, he said.....

"you stand on the front line and I will stand with you"

The door is open Sir, you just need to walk through it.

**Thank you  
Mark**

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*Principal Lawyer in Personal Injury  
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Through our successful partnership with the Police Federation we provide members with a dedicated **PF Claimline** for personal injury cases. The service is provided as a benefit of your Federation membership and covers you and your family members. We've put together some of the most commonly asked questions by Federation members about the **PF Claimline**.

### **What is the PF Claimline?**

The **PF Claimline** is a telephone and on-line based service provided as part of your Federation membership, which members and their family can access to start a claim for any type of personal injury accident free of charge.

### **Who provides the PF Claimline?**

The Police Federation works in partnership with Slater and Gordon to provide the **PF Claimline**. We've been working with the Police Federation for over 50 years. During that time we've developed extensive experience of the problems faced by police officers and have a proven track record of providing the guidance and support required as well as fighting and winning difficult cases.

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- ◆ *Defective equipment*
- ◆ *Dog bites*
- ◆ *Accidents in the workplace*
- ◆ *Training injuries*
- ◆ *Tripping or slipping*
- ◆ *Occupational deafness*
- ◆ *Clinical negligence claims*

### **How do I start a claim?**

If you have suffered a personal injury, either on or off duty you can simply call the **PF Claimline** and one of our advice team will take down the details and verify with the Joint Branch Board that you're a contributing member of the Federation. A lawyer will look at your case within 24 hours of you making the call. Your claim will be handled quickly and efficiently by a specialist.

### **How much will I be charged?**

You will retain 100% of the damages we recover on your behalf. Most lawyers will charge up to 25% of a client's damages if they bring a claim for injuries caused by other people's negligence. By way of example if the damages awarded were £4,000 then you may only receive £3,000, through the **PF Claimline** you would receive the full £4,000. We regularly speak to officers at Federation roadshows who are unhappy they lost 25% because they had gone elsewhere.

*If you or a family member wishes to bring a claim, please contact the **PF Claimline** on  
Freephone 0800 917 1999 or visit [pfclaimline.com](http://pfclaimline.com) where you will get advice free of charge.  
We hope you don't need us, but if you do, we are here to support you.*

# Smart solution to an old problem:

## Suffolk Police teams up with smart home security company to tackle burglars

**Suffolk police is joining forces with home security company Ring to help make properties in the county more secure.**

Burglary is an extremely distressing crime; it's an invasion of someone's home and their personal space. As with all victims of crime, Suffolk Constabulary wants to offer victims of burglary as much support as possible. With this in mind, home security company Ring has provided 200 of their doorbell cameras to Suffolk Police for installation in properties in areas of Ipswich which have previously been targeted by burglars.

This type of technology acts as deterrent and increases the security of the property where it is being used. The force recognises the huge potential for technology such as doorbell and other remote monitored security cameras to help catch criminals and bring them to justice.

Such a doorbell camera was used to help secure the conviction of a 43-year-old man who was jailed for four years last September after admitting three counts of attempted burglary in Bury St Edmunds in March 2017.

The suspect was arrested after he unwittingly triggered a doorbell camera as he attempted to break into a home. Although there was no trace of the offender on the arrival of the police, he was identified from the footage captured by the doorbell camera and subsequently arrested. A second offender was recently convicted and sentenced to 12 months sentence for an attempted burglary in Ipswich after being caught on a doorbell camera.

**Detective Superintendent Andy Smith from Safeguarding & Investigations said:** *"These two cases really illustrate the value of cameras as crime reduction devices. There is no doubt that the quality of footage from the video doorbell captured during these offences led to guilty pleas in both cases."*

*"We are immensely grateful for Ring's support. We are in the process of supplying 200 donated doorbell cameras to recent victims of burglary and victims who live in areas of Ipswich we know are more susceptible to this crime."*

*"It has been really gratifying for us to deliver this enhanced service and we hope these cameras will bring some peace of mind to victims."*

*"Such smart technology products available are not only affordable but proactively help to deter and detect burglars, keeping our communities safe from crime and creating an environment which is hostile to burglars and other criminals."*

*"Burglary is an ever present crime and remains a priority for our force, and we will take robust action against anyone we suspect to be involved in this type of crime. We'd also appeal to the public to think carefully about how they can improve their home security and invest in technology as described."*

**Police and Crime Commissioner for Suffolk Tim Passmore said:** *"This is a great initiative. Anything that improves the peace of mind of victims of burglary is really welcome."*

*"It's excellent news that Ring has generously donated these doorbell cameras and I believe this will help catch criminals, get them prosecuted and brought to justice."*

**Dave Chattaway, UK Neighbourhoods Manager at Ring said:** *"At Ring, it's our mission to reduce crime in neighbourhoods. We're proud to assist Suffolk Police with the installation of proactive, convenient security solutions to homeowners who have been a victim of burglary and to help give them peace of mind in their homes. By working with Suffolk Police on this initiative, we can continue Ring's mission to prevent crime before it happens".*

In addition to the 200 doorbell cameras for victims of crime in Suffolk, Ring are offering residents wishing to purchase a Ring device £40 off selected devices. To find out more, log on to [ring.com](https://www.ring.com) and use promo code **SNHW40** (valid until 1/8/18)

For more information about crime prevention and security visit [suffolk.police.uk](https://www.suffolk.police.uk)

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# Chair's Report

**Welcome to the new triennial.** I would like to start with a thank you to the Fed Reps on the newly formed Council and Board for the trust they have placed in me in allowing me to stand unchallenged as the Chair of Suffolk Police Federation.

It seems a long 19 months ago when I was elected as the Chair to replace Matt Gould. It was not a decision I took lightly and spent many months deliberating and discussing with my family whether to go for the role. It was sold to me that the new regulations would be in place by the New Year and the triennial would start as normal! We now know that this was not the case.

It's been a steep learning curve since 6th October 2016. I have been on an Advocacy Course, Equality Course and Media Course. Taken on the lead for Discipline and all the meetings that it entails.

I have also looked to build back links and a relationship with the PCC Tim Passmore, to try to work with his office to influence the strategic decisions made to make the working environment better for our members.

I remember my first day 'flying solo' as Chair Elect on the 19th October 2016 it started at 8am with a meeting with CC Gareth Wilson. Sitting in his office thinking 'What do I do here?'

Then in November it was my first Interim National Council (INC), meeting with all of the Chairs and Secs of the 42 other forces to discuss National issues and why were the new regulations taking so long to come in.

I would like to think that as a Federation we have made progress Nationally and Locally, Nationally Mark and I have given Suffolk a footprint at the INC, been progressive in our attitude towards the Normington reforms and locally improve our footprint with the force with the members and the management team.

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## ***So where do we go now.***

The National Federation, PFEW, is still in the process of the elections and are about to form the National Council, Elect a National Chair, select a General Secretary and form the National Board. The nominations for the National Chair open on the 23rd June and close on the 5th July.

This will be the first time the National Chair is voted on by the whole membership. So please do take part and have your say. You will be able to directly influence the direction of the Federation if you vote.

You will also notice more surveys being sent out to you via your pnn email address. Please do take the time to fill these in. There is the Pay and Morale Survey which directly influences the submission to the PRRB which decides on pay increases and also their service linked surveys. These will help to build a database of the trends and career aspiration/progression of our members. One strand of this is the evidence we are able to produce and give to the College of Policing on Degree Entry and whether officers feel they need/want a degree in their policing service. It is a long term survey that will start with new joiners then touch base every few years until they leave the organisation.

All this data serves our research department well and the department is getting a good reputation within the governing bodies for providing detailed evidence-based data to back our argument we make for pay and conditions.

*So please do have your say.*

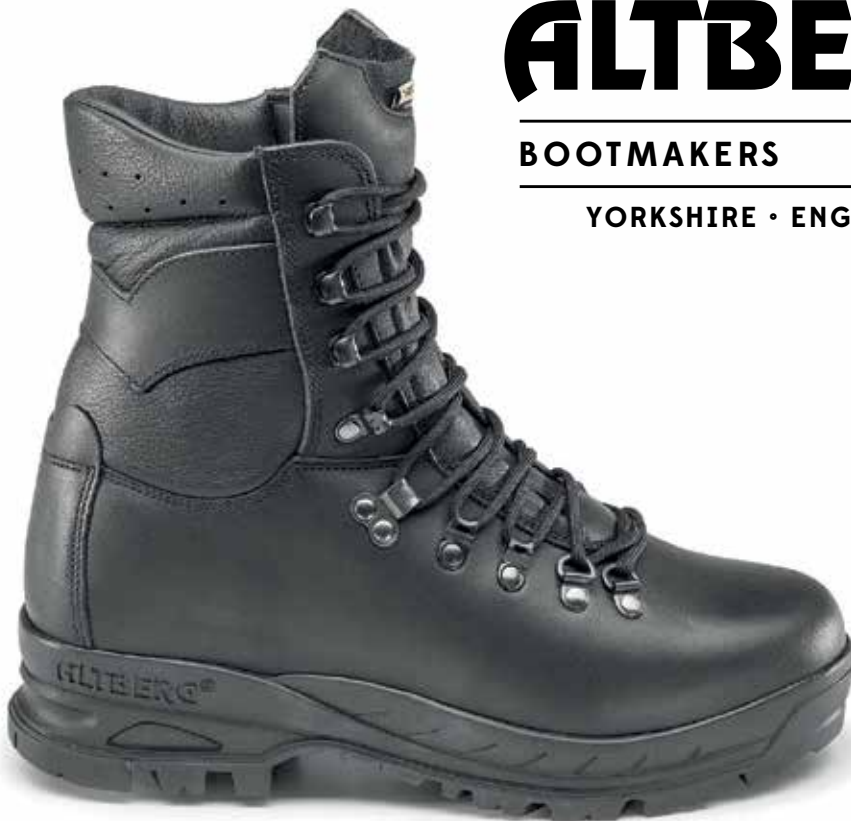
Locally we will continue to represent you and try to make Suffolk more effective and efficient force with the welfare of our members at the centre. You are at the core of all the work we do. There seems to be light at the end of the tunnel with the new Home Secretary Sajid Javid. His speech at the National Conference gave the impression that he will be backing the Police Service and fighting for better funding from the Treasury. He relied heavily on his past performances on Government where he says he has always delivered what he has promised. Hopefully this will transfer into real time budgetary increases for Suffolk so we can start to, firstly plug the gaps but also look to get back to where we were. Efficiencies will still need to be found but I will be looking to see our establishment increased.

I have stood down as the National Custody Forum Chair due to my commitments within my Chair role. This has been taken on by Chris Bentley in West Yorkshire and the local lead will be Sgt Mark Sargeant from Gt Yarmouth PIC.

I know that you are all working hard, often long hours and I hope that you are able to spend some quality time on leave with your family and friends over the summer period

Regards

**Darren**  
*Chair*



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