

Annual Public Value Report 2019



Our core purpose

- Ensure our members are fully informed and that there is the highest degree of transparency in decision-making
- Maintain and continue to support the principles of the Code of Ethics and the standards of professional behaviour
- Act in the interest of our members, the public and the organisation, seeking to build public and staff confidence in the use of police and Federation budgets
- Work together with internal and external partners

Here to help

Avon and Somerset Police Federation's principal officers and staff provide support to members, past and present, in the following areas:

- Conduct
- Fairness and equality in the workplace
- Unsatisfactory attendance
- Unsatisfactory performance
- Criminal injuries and civil claims
- Police pension awards
- Department of Work and Pensions and injury awards
- Health and safety
- Legal protection

During an average day, we will receive numerous enquiries from officers, partners and members of the public. The majority of contact is dealt with at source and will generally fit into four main categories:

- Welfare
- Conduct
- Advice concerning regulations and determinations
- Group insurance

You can contact us or keep up to date via:

Avon and Somerset Police Federation
1 St David's Court
Windmill Road
Kenn
Clevedon
BS21 6UP

01278 647085
PoliceFederation@avonandsomerset.police.uk
www.polfed.org/avsom

Chair's welcome



Avon and Somerset Police Federation is one of 43 Branch Boards that represents police officers up to the rank of Chief Inspector. We have approximately 2,600 subscribing members, for whom we look after conditions of service, welfare, safety, working environment and overall best interests.

Our responsibility is to be an inclusive, forward thinking and supportive staff association, in order to ensure that we effectively represent the thoughts and concerns of police officers throughout the county.

We promote subscription to Avon and Somerset Police Federation as a care package, which also includes access to the Group Insurance Scheme and membership of the Benevolent Fund. We feel that each area significantly helps to ensure the best protection for the wellbeing of officers and their families.

This year a milestone for the Police Federation of England and Wales (PFEW). A century ago this summer, our organisation was established by an Act of Parliament in 1919 and has worked to support and represent rank and file officers ever since.

It is a good time to take stock but also to look ahead, using our achievements to inform and inspire the work to come. A lot of the day-day work done by Federation representatives falls under the radar, but the dedication and support they give has saved lives, careers and relationships.

Andy Roebuck
Chairman, Avon and Somerset Police Federation

Avon & Somerset Police Federation in numbers

- **2,648** subscribing members
- **30** A&S Police Federation elected representatives
- **4** principal officers – Andy Roebuck (Chair), Pete Land (Secretary), Tony Henley (Deputy Secretary) and Mark Loker (Treasurer and CAPLO)
- **1,873** members of the Group Insurance Scheme
- **£2,850** donated as sponsorships and to good causes

Highlights from 2018

January

The Federation welcomed the roll-out of **spit and bite guards** within Avon and Somerset Police accompanied by training. This was not a moment too soon, as the evidence shows there has been a significant increase in spitting and biting assaults against police officers and better protection for officers was essential.

Your Branch Board worked closely with the force, community leaders and Independent Advisory Groups (IAGs) to provide evidence-based presentations and reports. This consultative approach enabled an acceptance and seamless implementation. The first use was in police custody and soon after by officers from Trinity Road.

There was further implementation of recommendations in the Normington Independent Review into the Police Federation in England and Wales, which directed new ways of operating, holding meetings and elections.

February

Operating to new rules meant that a council election process started, which invited federated members from the whole force to consider **becoming a Federation representative**. This generated significant interest and elections were held to establish a Council of 30 members. Within this group, 48% of the Avon and Somerset Council were new Federation reps. This inaugural process ran for eight weeks, incorporating a process for establishing a Branch Board, consisting of 12 Council members and principal officers.

Avon and Somerset Police Federation supported the Chief Constable's Roadshows, meeting members across the force and assisting with its overall strategic direction.

March

The Novichok attack in Salisbury brought the regional and national Federation together to assist with the planning of the police response. The safety of deployed officers from Avon and Somerset, either with scene guards, firearms capability and CBRN put **increased demands and additional strain** on the force.

By working collectively, more was achieved and a safe working environment for the deployed officers was established. The policing of the unknown, as was to start with, became an increasing concern when an officer was taken ill as a result of contamination. The associated risk and its careful management reduced the potential harm to deployed officers. This work demonstrated the silent work that the Federation undertakes at national and significant events – as later demonstrated with the visit of US President Donald Trump.

April

The Federation worked closely with the force on the **Neighbourhood Review**, considering the desire to change roles, positions and work streams, whilst balancing the needs of staff and communities. Whilst nationally some Neighbourhood Teams have been significantly reduced, we were keen to maintain the support to our communities and value the bedrock of policing that these roles bring. It became apparent that the role of the 'beat officer' is pivotal to many aspects of policing, in particular the safeguarding of vulnerable people and management of those that pose a significant risk.

May

The Normington Review brought new ways of working and statutory meetings for the Federation locally and nationally. Andy Roebuck replaced Vince Howard to become Chair, and Mark Loker became the new Treasurer. The Council had **nearly 50% new reps** – constituting a more inclusive, representative Federation.

PC Tina Newman was presented with the National Women in Policing Award, in recognition for the outstanding work that she has done to support women, build confidence in policing and transform attitudes towards sex workers.



PC Tina Newman (right) with PFEW's Sam Roberts (left) and Halifax MP Holly Lynch

June

The Federation assisted with the formation and the **inaugural seminar** for new welfare officers in Avon and Somerset. We worked with the Professional Standards Department (PSD) and Human Resources (HR) to identify a support network for officers who required assistance during investigations. This work agreed a process and training for the new volunteer workforce, who would work with officers, line managers, and the Federation to ensure that support and signposting was available during difficult times.

July

Our Chair, Andy Roebuck, started meeting the force Members of Parliament – a programme whereby the reality of policing, the impact of budget cuts, increase in demands, and the violence inflicted on officers was discussed. We asked MP's, "what is it you do not want policing to do?"

New links with Police Oracle and news agencies were forged, leading to more interaction with broadcast media. Reporters from Police Oracle spent shifts with officers in Bristol and also at Black Rock.



August

The Federation started **working more closely** with the Independent Office for Police Conduct (IOPC), meeting management and staff at open days in their Cardiff offices.

The Chair and Conduct and Performance Liaison Officer (CAPLO) increased understanding and working knowledge within the IOPC, with the work officers do and how difficult policing can be. The Federation values the need for this joint understanding and how this can assist staff during investigations. This work is continues with our Professional Standards Department.

John Apter from Hampshire became National Federation Chair.

September

The Chair attended National Police Memorial Day in Belfast with PC Carol Burgess, the wife of the late PC 3778 Ronnie Burgess, who sadly passed away on 17 December 2017. The ceremony **paid tribute** to officers who died, or were killed on duty, from the forces of Scotland, Northern Ireland, England and Wales.

Officers were recognised for their work, bravery and professionalism at award ceremonies in Bristol and Somerset.



October

Workplace rep, DS Mark Probert attended the Police Federation's National Detectives' Seminar and Awards in Manchester. DCI Leanne Pook gave a presentation on Female Genital Mutilation (FGM), and how Avon and Somerset Police had been **pioneering investigations** of this offence. Also, recently retired DC Chrissie Williams received the overall Regional Recognition Award.

Also at this awards ceremony, the work of two more officers within Avon and Somerset Police received national recognition for being shortlisted.

November

This month saw the force withdraw from the Tri-Force Agreement. The Federation was involved throughout, signposting to the many factors and considerations of a Host Force Agreement and how a "seconded" officer was to have certain protected rights. Avon and Somerset Federation led the discussions by highlighting previous concerns with working practices and wellbeing, whilst offering advice and proposals with a possible new agreement. Once the decision was made, the Federation supported officers during the uncertainty of change and transition.



DC Chris Williams (right) was awarded a Queen's Police Medal for her work in child protection. Now retired, she pictured here with Federation Chair Andy Roebuck



Adge Secker receiving his BEM from the Lord Lieutenant of Somerset, Annie Maw.

December

A 'Know your Rights' campaign started nationally, informing officers of their rights and within Police Regulations and Determinations. The programme of bringing these rights to the attention of staff was a direct consequence of the lack of Government support to the Pay Review recommendations. There is a need to ensure that all staff work correctly, professionally and within the determinations.

Our very own PC Adrian "Adge" Secker, workplace rep, stationed in the Bath and North East Somerset Area, is awarded the BEM in the Queen's New Years Honours

100 YEARS
1919-2019

AVON AND SOMERSET
POLICE
Federation

