



Remembering fallen officers - see Pages 6 and 7

£10 million funding boost for Taser roll-out

An extra £10 million is being allocated to forces to allow them to increase the number of officers carrying Taser.

The investment, announced by Home Secretary Priti Patel, has been welcomed by Derbyshire Police Federation chair Tony Wetton who, only days earlier, had called on the Government to give forces funding for a full roll-out of Taser so that officers could better protect themselves and their communities.

"I am pleased that the Home Office has responded to what we in the Federation have been saying for some time now," says Tony, "All police officers who want to be trained to carry Taser should undergo the training course and then be equipped with these devices. This extra funding may not allow the full roll-out we would like to see but it will significantly increase the number of officers who will be able to carry Taser to help protect themselves and the public and this is good news."

The ring-fenced Home Office funding could mean around 10,000 more officers across England and Wales will be able to have Taser.

Mrs Patel explained: "I've been completely appalled by the recent spate of serious assaults on police officers, which is why I'm giving chief constables the resources to dramatically increase the number of their officers who carry Tasers.

"They keep us safe and now I'm giving them what they need to keep themselves safe on the job."

A Police Federation of England and Wales survey has found 94 per cent of officers think Taser should be issued to more front-line staff.

National Federation chair John Apter



said: "The Home Secretary has listened and she has acted, this is absolutely the right decision for my members and for policing."

He added: "Officers are telling me daily they are feeling vulnerable and often isolated due to the lack of this vital protective equipment which has saved lives and prevented serious injuries; this is why I felt so strongly that all officers who want to be trained and carry Taser should be able to."

Derbyshire embarked on a project to Taser train divisional officers throughout the Force in Taser in January 2016 and 100 PCs and 10 sergeants on a half and half split North and South underwent training in the first year of the roll-out. Since that date, the

Force has maintained those numbers by topping up natural wastage, promotions and so on.

Late last year, the Chief Constable agreed an uplift in Taser trained officers at a rate of 100 a year for three years with Year 1 beginning in April this year. So far, the Taser Training Unit has trained 63 officers of the 100 for 2019/20 giving the Force almost 180 divisional officers Taser trainer as well as 95 from Ops and 56 firearms officers.

To enable the uplift to be delivered, the Taser Training Unit has also grown from one sergeant and two PCs to a sergeant and five PCs, and these will be increased to a total of eight.

The Force is also investing in the development of an existing training venue to make it fit for modern Taser training and also allow for two training events to take place at the same time without disturbing one another.

In the first eight months of this year, there have been 288 Taser authorities given and it has been used 164 times. The majority of uses has been red dot (86) but it has only been discharged 16 times, demonstrating the effectiveness of the device in terms of de-escalating the vast majority of incidents.

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Chester trip - don't miss out!

A few places are still available on two free pre-Christmas coach trips to Chester being organised for members of Derbyshire Police Federation.

The Federation is putting on a total of six coaches with places available for each subscribing member to take up to three family members (adults or children) or friends with them.

Bookings will be made on a first come, first served basis.

Three coaches will leave Coney Green, Clay Cross, Buxton Police Station and

Derby (St Mary's Wharf) at 8.30am on Saturday 30 November and will then leave Chester at around 5pm the same day.

The same timings, and pick-up points, will also be in place for a second trip on Saturday 7 December.

Anyone who would like to book a place should email the Federation at Derbyshire@polfed.org, including how many seats they would like to book and the names of their guests.

Bookings will be confirmed by an email along with further details of pick-up points.



Force set to get 85 new recruits

The Force will get 85 new recruits as its share of the 6,000 being taken on in the first year of the Government's three-year programme to recruit 20,000 officers nationwide.

The allocation was announced by Home Secretary Priti Patel on Wednesday 9 October after the second meeting of the National Policing Board which was set up to oversee the recruitment drive and other major policing issues.

Tony Wetton, chair of Derbyshire Police Federation, said: "The numbers have been worked out using existing funding formulas. Our view is that while using this formula is not perfect this is the best way to share out the 6,000 officers and get them into forces in Year 1 of the uplift.

"The really good news is that at least we're now talking about investment in policing rather than the disastrous funding cuts that have decimated officer numbers since 2010. This increase will put us in a position to start making communities feel safer, reversing the increases in violent crime and also protecting officers' health, safety and wellbeing.

"But we need to see officer numbers restored to where they were before the cuts programme."

At the end of March 2010, Derbyshire had 2,049 officers. By the end of March this year this had fallen to 1,767.

In Year 1 of the three-year recruitment programme, the Metropolitan Police will get 1,369 new recruits. The next highest allocations are: West Midlands (366), Greater Manchester (347), West Yorkshire (256), Merseyside (200), Northumbria (185) and Thames Valley (183).

The lowest allocations were: Warwickshire (41), Dyfed Powys (42), City of London (44), Gloucestershire (46) and



Wiltshire (49).

The Home Office campaign, urging people to join the police and 'Be a force for all', was launched in the summer and is the largest police recruitment drive in decades.

The campaign publicity programme features serving police officers including a neighbourhood officer, a police dog handler

and a firearms officer. One of the officers started as a volunteer Special Constable, while another is a former charity executive who changed career.

They will appear on billboards and digital displays, including locations such as shopping centres and train stations, across England and Wales as well as in a radio advertisement. A second phase of advertising is planned for the new year.

A new website has also been set up to provide potential recruits with more information and direct them to force recruitment pages.

The Chancellor has announced funding to support the recruitment of the first wave of up to 6,000 officers. This includes £750 million for 2020-21 and an immediate £45 million to kick-start recruitment.

The remaining 14,000 officers will be recruited in 2021-22 and 2022-23 through extra central funding and will be on top of extra officers hired to fill existing vacancies..

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Derbyshire has good people wanting to do a good job, says DCC

Rachel Swann admits she keeps telling people she's not been so happy at work for many years, and stresses that she means it.

Having been appointed as Derbyshire's Deputy Chief Constable back in February, this has to be good news not just for Rachel and her nearest and dearest but also for the Force and the communities it serves.

"There is lots to do and we are not perfect but I go back to what attracted me to come here in the first place. It's a good force, it has good ambition about wanting to do the right thing and good people who want to do a good job. There is a lot in that to be proud of," she says.

Having served both in Leicestershire and Northamptonshire Police, she cites a couple of career highlights on her route to Derbyshire – being Silver Commander for the Team GB Training Camp at Loughborough University for the 2012 Olympics and also for the Queen's Jubilee visit to Leicester in the same year.

But her role in this summer's Whaley Bridge dam crisis, just months after joining the Force, surpasses them both, she says.

"That for me was probably my proudest moment in policing. It tested me in many ways. It's not like I know much about dam integrity, water flow and so on but I know a lot more now," she explains.

"I had to attend COBRA daily with the Home Office, including ministers, and then chair the Strategic Co-ordinating Group which led the co-ordinated multi-agency response. While it's a group, it was really clear to me that the decision-making responsibility sat with me – and that felt like a lot of responsibility at times.

"However, the partners were brilliant, especially the fire service and the County Council emergency planning. They really supported me. The public were also brilliant. The community meetings we had, where more than 200 people attended, were long. I think the first ran for more than three hours and, while everyone was upset to be evacuated, they could not have been more supportive about what we were doing and really made a difference to staff on the ground. Finally though, I've probably never been prouder to be a police officer, and especially DCC of Derbyshire. The Force was brilliant in its response."

But, despite her pride in the role she and the Force played in managing the crisis, she



has spoken of how upset and shocked she felt when she was trolled over her hairstyle and subjected to homophobic and sexist abuse in the wake of the crisis.

The abuse was so bad that Rachel recorded some of the comments as hate crimes and has called on officers to do the same if they are subjected to such abuse.

"I think our people have stopped recording it when they are subject to hate and I want them to record it. We will be focusing on this in Hate Crime Awareness week this year – just because you wear a uniform or work for the police does not mean you have to tolerate hate," she explains.

Rachel freely admits she was not surprised to have received some criticism and comment.

"It's not the first time. I see what people write about other people on social media. However, I was shocked at the level of personal attack and criticism some were willing to level at me behind the anonymity of social media. I could not believe that my hair was in any way a national story. I also could not believe the amount of sexism and homophobia that came with it," she recalls.

"It upset me. It really started to grow

apace on the Monday after I had been on breakfast TV. I can remember being very tired - I'd had 3½ hours sleep the night before - and seeing it all on my Twitter feed. The bit that upset me the most was that people said I clearly had no standards and I had let policing down when I felt the opposite was true.

"I like to think that policing looks after its own but sadly some of the strong comments were from serving officers and staff. So I turned off Twitter notifications on the Monday as I couldn't afford to be upset. Then, on the Wednesday after I said everyone could go home, the Press Association contacted the Force to run a story on my hair and the social media storm so I deactivated my account.

"It made me feel much better as I couldn't see it albeit I opened my Google app to see my face as a top story. However, even the Sun were fairly balanced and supportive."

While clearly affected by the negativity, Rachel has expressed her thanks to all those who offered their support including the Chief Constable, the Police and Crime Commissioner, colleagues – past and present, retired officers and the villagers in Whaley Bridge themselves.

She says: "The Chief and the PCC were brilliant. I could not have asked for more. I felt very fortunate to work with them both. They backed me 100 per cent. People even wrote into OLCE and the OPCC to complain about my hair. They were given an appropriate response ie there was nothing to complain about. Likewise, I felt that the officers and staff of Derbyshire Constabulary also supported me.

"I'd like to thank those people who stuck their neck out on social media. The sad thing about deactivating my account meant I didn't see all the nice stuff too. It was lovely that people I had worked with in my previous forces also supported me. Some of our staff took the time to email me with their support – I was very grateful for this and responded to them all.

"Lots of the people of Whaley Bridge also contacted me to thank me and to express their dismay at the comments about my hair – again I replied to them all. It was interesting as a number of retired officers were also quick to make contact. They were worried I would think all retirees felt the same! I've saved all of these contacts as,

DCC or not, sometimes we all need to feel supported and I was very touched, especially by Derbyshire as I'd only been here for six months when this all happened."

Rachel says she never set out to stand out from the crowd or challenge the stereotypes about policing but she is nevertheless comfortable with doing her bit to ensure police forces becomes more representative of the communities they serve.

The DCC explains: "I've tried really hard to be myself. I don't go out of my way to be different, I just try to be me. I know that at times I might sit outside what is traditionally expected of a chief officer – but I don't do it deliberately. I just think the best thing I can be is to be myself and to encourage others to do so.

"For years we have struggled to be representative of our communities. We do this for many reasons including trust and providing a better service to all. But we cannot do this if we don't want to allow people to be individuals or different. Our communities are so diverse but we are not, and we need to be. I often say to new recruits, we are an inclusive organisation, there is room for us all to be ourselves, so they should be confident in this. I'm not talking about protected characteristics here or hair! Just being yourself will help you to be the best version of you.

"Just look at the debate around tattoos that still goes on. I cannot believe people still think this is an issue. It does not remotely affect the job you do. Thankfully, our Force takes a very strong position around appearance standards and trusts its staff to decide for themselves if they look professional."

Rachel may be making great strides in breaking down barriers but her policing career was almost quashed before it even began with a police officer giving a talk at her comprehensive school telling her she would never be tall enough. She is 5ft 1in.

Ruling out policing, she went to university and, on leaving, discovered there was no minimum height for joining and successfully applied for the accelerated promotion scheme for graduates – the one, she says, 'no one ever gets on!' In fact, her Mum was so surprised she asked if they had the right person. "No chance of getting a big head," Rachel jokes.

Having joined Leicestershire Police in August 1994, she has not looked back and believes she is lucky to have a job that she really enjoys – something not everyone can say.

Her first posting was to the small town of Coalville in Leicestershire and she then moved to Asfordby Street in Leicester city about 15 months in. A big plus, Rachel recalls, was being part of a team and a shift.

"I do remember my tutor – Ade Grant – and my first sergeant – Keith Reynolds –



The DCC earlier in her career.

really well and the influence they had on me. My tutor retired a couple of years ago and, while he was in a different force to me, I found out he was leaving and went across to see him on his last day and thank him for all he had done for me. I took cakes too of course. He taught me well... In all seriousness, I wanted to say thank you to him. He had such a strong work ethic, he was brilliant to me and I wanted him to know that," she says.

Of course, her career – which saw her serve with Northamptonshire Police from 2015 until earlier this year, first as an ACC and then DCC – has not been without some challenges.

"I've had disappointments when I have applied for jobs and promotion and not got them. I think people think you get to DCC first time. Not so, but not getting things first time has made me better," Rachel says, "I've also worked with people who I have felt have not valued me and the skills or type of leadership I bring. Those times have been tough, and it's hard to believe in being yourself, but it's important that you do.

Despite being on the accelerated promotion scheme, Rachel reveals she did not set herself a target of becoming a chief officer.

"I like to work hard and then look at the rank above me when I feel ready," she explains, adding: "Of course, I have ambition. You cannot get to my rank and not have it but I believe there is a lot to being happy in what you do, hence I took quite an unusual step at my rank and applied for another DCC role when I was already at that rank."

Although Rachel only started working for the Force this year, she has worked alongside Derbyshire as a regional partner for a number of years and felt the Force led the way particularly in terms of proactively dealing with emerging types of criminality. She feels the Chief values her leadership

style and that PCC Hardyal Dhindsa has Derbyshire's best interests at heart and for those reasons, and others, she enjoys working with them.

Her priority over the next year is to get demand management right. Rachel feels too much crime is going to front-line when it should be dealt with elsewhere and that the Force needs to work better with partners around other types of demand. There is also work to do in terms of feedback from HMICFRS and she firmly believes in being fair, transparent and inclusive – internally and externally – so wants to ensure the Force is fully focussed on that as it creates a much better service.

She thinks there could be challenges ahead due to the uncertainty around Brexit, increased demand and the increasingly complex needs of the public. She wants to see some clarity around the Home Office recruitment drive which will bring 20,000 new recruits to policing over the next three years though no one is sure how these will be shared among the 43 forces in England and Wales.

"Can we put the increase where we want? Will we be supported by wider increase in budget or have to make savings as well? It's really welcome but we need some clarity around it. Will we get money to uplift police staff too?" she asks, echoing the questions everyone wants answered – including the Federation which Rachel says has a critical role to play in policing.

"It's really important that our people have the Federation to deal with the issues that affect them in a professional and informed way. There is stuff like pay and conditions which must have the Fed oversight. The Fed also brings a national influence and stimulates debate which is important, for example, officer assaults. Locally though, they are able to raise issues for the Force to deal with in the right way," she explains.

"The value the Fed brings should not be underestimated even though much of it goes on behind the scenes. I was a member in Leicestershire and even a committee rep and I meet our Federation once a quarter. They also raise any relevant issues with me either then or in between times.

"They know they can speak directly to me and I will listen and deal with their concerns. This doesn't mean we always agree – but we will always listen and respond to each other. Having said all that, I've not really found anything we disagree on yet."

So, what does the DCC do when she is not at work?

Apparently, she exercises a lot, and also likes to eat but cannot cook. Beyond that, she likes TV, PS4, cats and family – that's fairly representative of the public then!

- Hate Crime Awareness Week is from 12 to 19 October 2019.

Memorial day service honours fallen officers

HRH The Prince of Wales paid tribute to fallen police officers at the National Police Memorial Day (NPMD).

As patron of the NPMD, he joined the congregation to honour officers who have been killed, or died, in the line of duty.

In the commemorative brochure, HRH The Prince of Wales said: "Policing in the United Kingdom has enormous pressures to contend with, no more so than on the front-line. As society changes, so must the way in which we support and protect our communities. Your job is one of the toughest there is, and all too often your efforts go unrecognised.

"I am proud to be with you today, and I particularly want you to know how very much I appreciate all that you do, and the sacrifices you make. You and your families have a very special place in the heart of this nation."

Chair Tony Wetton represented Derbyshire Police Federation at the service, held this year at Glasgow's Royal Concert Hall and took as the Federation's guest Angela Morgan, the fiancée of Derbyshire DC Gary Freeman who died along with DC Anthony Thornley when their vehicle was in collision with a lorry on 19 August 1994.

"The service was, as ever, very moving and I felt proud to honour the memory of those police officers who never returned home at the end of their shift. I hope that the service fully demonstrated to the families of our fallen colleagues that their sacrifice will never be forgotten," says Tony.

"Angela and I were privileged to spend some time with Debbie and Phil Adlam, the mum and step-dad of Thames Valley PC Andrew Harper who was killed on duty just six weeks earlier. Although obviously devastated by their loss, they were very brave to come along to the service to see Andrew's memory honoured. I hope it was some comfort to them to see and feel the support of the whole police family at this darkest of times for them."

Scotland's First Minister Nicola Sturgeon and more than 40 chief constables were among a congregation of around 1,500 people including officers of all ranks and fallen officers' families.

Home Secretary Priti Patel gave a reading and said: "Today is a day to remember the bravery, commitment, and sacrifices of police officers who have died serving their country.

"It serves to remind us of the

extraordinary courage officers show to keep running to the front-line, day in day out. I am going to give the police and their families the protection and the support they deserve."

Prayers were led by Marilyn Bromilow, the sister-in-law of PC John Edward Bromilow who was fatally injured in 1979 in a patrol car crash while escorting a prisoner; Chief Inspector Gill Marshall of Police Scotland, widow of PC Alan McMurray who died in 2006 when he was struck by a van at the scene of an accident, and Stephen White, chair of the Royal Ulster Constabulary George Cross Foundation.

Candles were lit by relatives of fallen officers and in remembrance of officers throughout the country who have lost their lives.

Representing Scotland, Margaret Sinclair, supported by her daughter, Patricia Sinclair, wife and daughter of PC Leslie Sinclair who died in 1972 from injuries suffered in a road traffic collision while on duty.

Representing England, Rumbie Mabuto, widow of PC Joe Mabuto who died after suffering a heart attack while on duty, supported by their children, Kenny and Sophia.

The congregation stands in silent remembrance.



Representing Wales, William Parker, son of PC Andy Parker who was killed in a motorbike crash when travelling home after a night shift.

Representing Northern Ireland, Margo Hetherington, daughter of Reserve Constable Jacob Rankin, Royal Ulster Constabulary George Cross, who was fatally shot in 1978 by terrorists while on duty.

Chief Inspector Andrea MacDonald, chair of the Scottish Police Federation, read the names of officers who have lost their lives during the past year:

PC Joseph Robert Cooke, Metropolitan Police.

PC Daniel Clayton-Drabble, Thames Valley Police.

PC Kevin Flint, Thames Valley Police.

PS Colin Michael Fox, Metropolitan Police.

PC Andrew Harper, Thames Valley Police, and

PC Roy Buggins, Police Scotland.

The service, held on Sunday 29 September, also paid tribute to US Special Agent Nole Remagen who died while on duty in Scotland.

There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the orchestra played 'Abide With Me' and the Last Post was sounded.

Canon David Wilbraham, National Police Chaplain and co-ordinator of National Police Memorial Day, said after the service: "I extend my gratitude to everyone who attended today's service and for their ongoing support. It is always a day filled with emotion but also with immense pride. It is only right that we stop to remember the sacrifices made by those who protect us. I know it meant a lot to the families and friends of our fallen colleagues to have our patron, His Royal Highness The Prince of Wales, with us today in Glasgow."



Photographs courtesy of Anderson Photography

HRH The Prince of Wales joined the congregation.



Lighting the remembrance candles.

'We must never forget'

By Angela Morgan

I feel we must never forget our loved, lost officers. In my case, not a day has gone by in 25 years that I haven't missed and thought of Gary. He was the love of my life and, as I always say, love doesn't die when a loved one dies. It goes on for ever.

I had only been to one National Police Memorial Day before, which was 13 years ago in Belfast. To be honest, I never went again because I found it unsupportive and unhelpful as I was left on my own.

I met our new Federation chair, Tony Wetton, this year at the Care of Police Survivors (COPS) memorial service in Lichfield at which I spoke about Gary. I

immediately found Tony to be understanding and supportive so when he invited me to attend the Glasgow memorial, I felt I would like to go, especially as this year marks the 25th anniversary of losing Gary. It felt the right thing to do especially as our Chief Constable had ridden in the Police Unity Tour this year and I know him to be a great supporter of our charity COPS along with Sgt Stuart Kershaw who had ridden in memory of Gary. I knew I had to go.

The service was very moving. The police orchestra, pipe band and choir were beautiful and it was particularly poignant when the names of officers lost this year were read out and blue petals fell from the high ceiling on



ACC Paul Gibson (left) with Angela Morgan and Federation chair Tony Wetton.

to the congregation in memory of all those who have died. It was hard to hold back the tears.

I met up with lots of old friends from the COPS police family and made new ones.

Experienced rep keen to support colleagues

Adam Galley is pleased to have been elected as workplace Federation representative having put himself forward for the role out of a desire to continue to help colleagues facing any kind of difficulty at work.



The former Federation branch secretary started to subscribe to the Federation as soon as he joined Derbyshire Constabulary on 31 January 2000 to ensure that he had access to the support and protection afforded to members and has been a workplace rep since October 2008.

"I am highly trained and experienced and want to help my colleagues in all areas where they may encounter difficulties," says Adam who has received support from the Federation in the past when subjected to complaints from the public and, on one occasion, a fellow officer.

"I would urge everyone from the Federated ranks not only to subscribe to the Federation to ensure they have access to the range of support it can offer but also to engage with us more so that we can become fully representative of their views and also ensure they make full use of our services."

In terms of the challenges ahead, Adam believes Derbyshire Police Federation needs to ensure it remains autonomous and not under the control of the national Federation while the Force, he says, still needs more officers and staff to cope with increased demand.

"The police service itself has to continue to police without fear or favour while becoming ever more politicised and controlled by the Government which, in my opinion, sees us more as a necessary inconvenience rather than protectors of law and order," he adds.

Adam is currently Acting Sergeant in Group 2 Matlock while previous roles have included Bolsover Section 2, Shirebrook Safer Neighbourhood Team and Wildlife Crime Officer, CrimeTeam at Chesterfield, Bolsover Section, the full-time Federation secretary role, business futures at HQ and Amber Valley section.

But he has his wife to thank for becoming a police officer in the first place.

"She reminded me I had always dreamt of being a police officer but had never applied so I did and got in," Adam says.

Charlie looks to offer colleagues support

Having appreciated the support of the Federation when facing difficulties at work, Charlie Watson has now become a workplace representative with the aim of helping colleagues.



Charlie, who is a Safer Neighbourhood Team officer at Cotton Lane, recalls when during a particularly tough time at work she felt the only person she could trust was her Fed rep.

So, when Derbyshire Police Federation held its latest elections for three vacant positions on its Branch Council, Charlie decided to stand and was elected by colleagues along with the other two successful candidates, Helen Gallear and Adam Galley.

"I put myself forward so that I could help people who have been in situations like myself, someone who just needed that friend to listen to and to put things into perspective. I want to help those

who sometimes aren't strong enough to help themselves. I have been through some ups and downs in my life and come out the other side, hopefully a stronger and better person and having taken some learning from each situation. Hopefully, I can pass on my experiences to others in need," she explains.

"I certainly hope to be able to support colleagues. I am a good listener, I am not afraid to stand up for what I feel is right and challenge those who need to be challenged."

Charlie admits that when she first joined the Fed she did so more out of a fear than anything else. She says: "If I am honest, I joined because on my first weeks in the job someone from the Federation came to give us an input and bamboozled me, terrifying me with the possibility that I would be on my own if something went wrong in the job."

However, she has since found that the Federation is not just there for when officers are facing conduct proceedings.

"At my times of need, they were there for me and I would now like to put something back and be there to help others. The Derbyshire Federation comprises of some excellent officers of all ranks who are always there. However, should you find yourself in a spot of bother and you are one of the few who are not a member of the Federation; you may live to regret it," Charlie adds.

Now with almost 17 years' service under her belt, Charlie was working in an office after completing her A Levels when, with no scope for promotion, she applied to join the police without telling anyone other than her then partner. She had always wanted to be a police officer but had previously been talked out of applying by her Mum who saw the dangers of the role and was concerned for her only child.

Charlie clearly had the makings of a good officer, recalling: "Surprisingly, I flew through every stage and found myself in a room with another 30 strangers on my first day wondering what the hell I had done."

She went on to spend her first years on the same shift at St Mary's Wharf, taking nine months' maternity leave when she became pregnant in 2009. She returned on response on the same shift at St Mary's Wharf for several years before moving to Derby City Safer Neighbourhood Team, passing her Sergeants' Part 1 and Part 2 exams and then spending 18 months as Temporary Sergeant. Her next position was a PC role on the Pro-Active Unit at St Mary's Wharf between 2015 – 2018 when she then took on her latest post where she does act up as sergeant periodically. Since 2016, Charlotte has also been a drug expert officer.

Her most regular contact with the Federation has been through her work-life balance annual review but she also had support from the Fed when facing difficulties with a line manager which resulted in her being off work for a period of time with anxiety.

"At that time, I was not in a good place and, if I am honest, the only person I trusted who I was willing to speak to was my Federation officer," she says.

Despite the support she has received, she does believe the Federation has to work to instil confidence in members who have lost their faith in the organisation, seeing themselves paying a monthly subscription but not necessarily seeing anything in return. Issues around pensions have been a particular blow, Charlie believes.

Looking beyond the Federation, Charlie says a challenge for the Force will be logistics around the 20,000 extra officers promised by Prime Minister Boris Johnson while the ever-evolving world of criminality, for example, modern day slavery, cyber-crime, extremism and terrorism, will also put a strain on forces as will retaining officers.

She concludes: "I think the challenges the Force and policing in general face overlap. In addition to what I have already mentioned, I am concerned with the introduction of the new entry routes to policing that require you to hold a degree. I believe that a degree is a sign of intelligence but not necessarily common

sense or hard work. Being a police officer requires you to be multi-talented, but two things you need for sure are good communication skills and common sense and you don't necessarily need a degree to have those skills."

'Together we can make things better'

Federation members should work together to help make things better for officers, says newly-elected Derbyshire Police Federation workplace representative Helen Galliar.



With 17 years' service under her belt, Helen is currently enjoying working on the Ilkeston Safer Neighbourhood Team and has been a Federation member from Day 1 of her service.

"I have never doubted being a member and strongly believe that we need the protection and security of the Federation," Helen explains.

"I have asked for help from the Federation in the past and have always been delighted with how approachable and knowledgeable the reps have been."

When the vacancies on Derbyshire Branch Council were advertised earlier this year, Helen decided to put herself forward out of a desire to know more but also to understand more and then be able to pass on her knowledge to other members who

might need help.

"Through training and developing my knowledge, I will be in the best place to help and advise anyone with any issues.

"I believe we all need the protection and security of an organisation like the Federation and I hope to ensure I pass on the benefits to all my work colleagues. The Federation works for our behalf and benefit and there is no use moaning about needing changes and then not being in any position to make those changes. Together we can make things better!"

Helen's particular interests, Federation wise, are work-life balance, mental health, the menopause and health and safety but she believes resolving the issues around the changes to the police pension is the biggest issue ahead for the organisation while staffing levels is a key challenge for the Force.

"Single-crewing is an issue and I believe this is a practice that needs to change," she says.

Helen joined the police when she returned to England after a period travelling abroad but had wanted to be an officer from her school days.

She says she has been lucky to have worked on some amazing jobs. Having trained as a family liaison officer, Helen worked alongside the major crime unit on some high profile cases and also served in the sexual offences unit for more than nine years supporting victims of rape and serious sexual abuse.

A full list of your Federation workplace representatives appears on the [Meet the team](#) pages of our website – www.polfed.org/derbys

Force welcomes first Police Now recruits

Derbyshire's first Police Now recruits have started being tutored in Force as part of a two-year training programme.

The 10 newcomers have already completed 10 weeks of self-guided learning around law and legislation, an intensive six-week training academy in Manchester and three weeks at the Derbyshire Training School.

Their response tutorship, which started on Monday 30 September, will last for 10 weeks.

"Now the students are nearing the end of the initial phase of the Police Now programme we are in the process of obtaining feedback but the initial comments we are getting are predominantly positive in that although the training is intense they feel it's given them a good grounding to go out into their communities to try to make a positive impact but they recognise they still have so much to learn," says Sergeant Gareth Cole who is leading the programme within the Force.

"With the students beginning their life as a police officer at an external training academy, there have been challenges in the logistics of ensuring all their equipment and uniform arrives and is correct but it was managed with only the odd item missing or incorrect.

"Overall, due to the hard work and planning that's gone into preparing the

organisation, we haven't encountered any significant teething problems, yet! Although some of the students have said long days at the training academy and the number of assessments they had to complete over the six weeks – which was 11 – was more than they expected and was challenging.

"The programme is evolving where necessary as it's all new and we are open to constructive feedback if any issues are identified. Police Now has changed its programme to become Police Educational Qualifications Framework (PEQF) compliant so it's all new which means issues have to be tackled as and when they arise."

The structure of the two years' training is 10 weeks self-guided distance learning, nine weeks' classroom based (six at Manchester and three in Force) then 10 weeks' tutorship after which they will achieve independent patrol status and move onto their Safer Neighbourhood Team (SNT) where they will spend the remainder of their probationary period.

Police Now is NOT a fast-track promotion scheme. The officers remain PCs for the duration of the programme and, after



Derbyshire's Police Now recruits.

successfully completing the two years of training, they can apply for any role as per a traditional student, facing the same processes as their colleagues.

The students, who joined the Police Now programme in April 2019, started on the same salary as any other student officer once they began their training and will be based on their neighbourhoods and released every few months to attend extra courses provided by Police Now.

The Force has not yet decided if it will take on more recruits through Police Now.

Gareth explains: "Derbyshire's current intention will be to let the current two-year cycle come to an end before making a decision on future cohorts."

If anyone would like more information or has any queries, please contact Gareth.

‘Don’t be afraid of genuine mistakes’ says complaints head

Officers should not be afraid of making mistakes every single day of their careers, putting their hands up, admitting where they have gone wrong, learning and moving on, according to the head of the new Organisational Learning, Culture and Ethics (OLCE) department which replaced PSD earlier this year.

Rick Alton says he wants officers to speak up but also stresses that he will get behind those who have simply made a mistake.

“I have two categories on my board, corrupt or daft. If you are in the first, let’s crack on. If you are in the latter, we can work with that daft mistake as long as people understand their failings,” he says, “If you come up with rubbish and a nonsense excuse, this will be seen as rubbish and nonsense. Take any pain that’s coming but you will never be backed into a corner as you are on the right path by being true to yourself.

“You should not be afraid of genuine mistakes, don’t be afraid to make mistakes every day, the reason I say this is because we all will; learn and move on.

“I will support those staff who get complained about when doing their job, I will kick back when things are not right whether that be with the Independent Office for Police Conduct or others. Since January when I took on this role, and on many occasions, I have disagreed with many people in an effort to support those doing a difficult job and, when right to do so, I will continue to disagree.

“People will always be held to account for their actions and I think everyone understands that. What people do need though is a chance: a chance to admit and cough their mistakes, no bull, just tell it how it is. I can work with that. I can’t work with a pile of rubbish.”

He is hopeful that the new conduct regulations which should come into effect early next year will embed an ethos of learning and development rather than the sanction and punishment culture that has prevailed to date.

While Rick believes the new regs will streamline some parts of what his department does, there will be an increase in work in other areas.

“One of the biggest changes for staff is the introduction of practice requiring improvement. This gives the organisation and individuals an opportunity to learn through a supportive plan that will be managed locally,” he explains.

“If it works right and people get on board



Rick Alton (fourth from the left) in his TSG days.

then we should only be dealing with matters where a written warning or above is required. There is a change in outcomes for misconduct seeing the introduction of reduction in rank

“Staff will not see all of what we do and there is a lot that happens in relation to learning from genuine mistakes, I am assessing marking off conduct on a regular basis where it is quite obvious that the individual has just dropped the ball. To get to that though, there has to be some early admission of what they have done and why.

“If they can’t reflect and show some genuine recognition of their mistake then how can I push this into the learning environment? I can’t. If you’ve done it, deal with it. If it’s so serious that it has to go to a meeting or a panel, take your pain and deal with it. But my advice is, admit your mistakes. Oh, and we know what a genuine mistake is, we also know when people just can’t be bothered.”

While keen to deal with officers at the genuine mistake end of the conduct scale with proportionality, he recognises others will have to face conduct hearings and appreciates the stakes are high, with these cases also taking their toll on him.

“I have had many sleepless nights, thinking about some of the more difficult decisions that I have to make. I do care about people and sending someone to a hearing where I know that they can lose their job, living, home, family plays on you at times and is an uncomfortable place to be. Will this get easier over time? No, I don’t think so - I will let you know,” he says.

He has been the subject of a few complaints himself, so knows what officers go through but has also had ‘God knows how many’ complaints made against him since taking on this latest position, explaining: “My

staff keep writing letters to complainants on my behalf so I get the backlash.”

Despite the pressures of the role though, he says he was ‘over the moon’ when posted to OLCE, more than happy to go where he was told, get on with the position and see what he could do.

He concedes it could be seen as something of a poisoned chalice.

“It can be depending who you are dealing with. You will never please everyone, people will have their opinions and rightly so. There is a big grey area. Nothing is straightforward and if you think your decisions are scrutinised come in here, you are scrutinised from the moment you take up post until, I assume, the day you leave. This is not by my managers, I get no issues from them. They let me get on with the job but the external scrutiny is ever-present,” Rick explains.

“Laugh if you wish, a bit of humour, my feet are on the floor. For those who say gaffers have forgotten what it’s like on the front-line, I would say I have walked in their shoes, I have been under the pressures of no staff, no time, being late, being kicked, spat at, broken nose, broken ankle, no back-up.”

His main objective initially was to see how the department worked, assess how it could be developed and get the learning side of the house up and running.

The role, he points out, is not just related to complaints, vetting or corruption.

“We are developing a team to pull together all the learning that goes on around the organisation. Policing organisations are very good at saying that they will learn from mistakes, what they are not good at is showing how this has been achieved and then sharing the learning with others,” Rick says.

“One of the main challenges is pulling

the learning together, whether this be from serious case reviews, firearms and incident de-briefs, conduct and HMIC inspections or IOPC investigations. Once we have collated what's out there, it's about ensuring there is an adequate review process to ensure that we are actually learning and more importantly sharing this learning through connect or through business leads.

"We need to change the culture and get rid of some of the myths that have existed over the years while removing some of the barriers between this department and the rest of the organisation. While some may not agree, the first barrier was that staff could not actually get in to the department but you can now. If you have a Bora card you can enter the building; it's not an issue, first barrier gone.

"Ali Clarke, the lead investigator for complaints, has the responsibility for a breaking down the barriers plan. A lot of this relates to being accessible to people, having a network of contacts between departments and being transparent, sharing whatever we can when it is appropriate to do so."

Rick feels he is progressing well with those initial objectives. The learning side is starting to develop and plans are being put in place to publish how this will work and what staff will have access to. The OLCE team is working closely with Business Change to produce 'how to' videos officers and staff have asked for and these should start to be released through NEP soon.

Fortunately, while other forces are still trying to tackle concerns around the length of investigations, this is not one that Derbyshire has had to face.

Latest figures (IOPC information bulletin for the last quarter) show the average number of days taken by Derbyshire to finalise complaints was 85 (1 April to 31 December 2018) compared with 95 last year.

Rick says this is easily explained by the fact that some complaints are just more complicated than others.

The same statistics reveal the number of allegations per 1,000 employees in Derbyshire has risen – up from 181 last year to 246 for the latest period but still below the national figure of 264 and in the bottom third nationwide.

"We're not doing bad," he says, "But I hate facts and figures. The majority of people are doing a fantastic job, under some real pressure, officers will get complained about but I would tell them not to let this put them off doing the job, just do it right."

Service history

Rick Alton joined the Force on 12 August 1996 after five years with the military. He was a retained firefighter at Bolsover while also working in the steel works in Sheffield when joined the police service out of a desire for a career with good prospects, stability and good money.

His police life began at Shirebrook under the tutorship of Ian Godfrey, a former Derbyshire Police Federation secretary who is now retired. He then moved to Chesterfield working the town centre and from there onto Chesterfield response. He was promoted to C Division covering all of the areas including custody and moved to OP Cabby in 2005 covering football and banning orders spending a little time in London with UKFPU covering the 2006 World Cup intelligence and travel. During this time, he was on the then Tactical Firearms Group.

In late 2006, he was promoted to DI in B Division and went back to Chesterfield from 2008 to 2010 before serving in public protection until 2012 and then Force intelligence within crime support.

A stint at the dedicated source unit as the CHIS controller followed before he served as a Temporary DCI in Derby covering ground CID in December 2017 and then passed the promotion board in the spring of 2017. He was promoted to superintendent in January this year and posted to the Professional Standards Department and has changed the name to Organisational Learning, Culture and Ethics as part of his efforts to change the culture and perception of that department.

He is proud of what he has achieved.

"I am a daft lad from Danesmoor. I have many highlights but one thing that really sticks with me is the arrest of a youth trying to nick a car in Bolsover. Myself and Ian (Godfrey) were deployed to the job. Wanting to get in first, I saw the youth lying down in the car so I opened the driver's door for him but he tried to escape through the passenger door. Fear not, Ian is at that side. As I make my way through the car all I can hear is Ian shouting: 'Get him, Rick. Get hold of him'. After a few choice words to Ian such as: 'Why didn't you grab hold of him' - not the exact words used but you will know where I'm coming from, I was told by Ian: 'He's s**t himself, you've nicked him, you search him'. Messy, very messy. There are many more."

Working with the Federation

The new conduct regulations should help OLCE and Derbyshire Police Federation further build on their working relationships.

That is the view of Superintendent Rick Alton who leads OLCE.

"I think our working relationships are already good," he says, "But they will get better as we embed the way we want to go. I think previously it has been a myth by members that it is a them (the Federation) and us (OLCE/PSD). This is not the case. The Fed will support you but it is the same as what I have alluded to before: if you tell your Fed rep a load of crap then how can they put your best interests at heart? Members need to be honest with them so that we can actually work together to get the best outcome for all," he explains.

"We can always improve the relationship.

We will not always agree, every day is a school day. The Fed needs to keep challenging us and we need to keep challenging them but in the right way. I think there needs to be a greater understanding by the Fed in relation to investigations and what they entail. Criminal or misconduct investigations are not straightforward."

He also shares the Federation's concerns about the timeliness of investigations and the effects long drawn-out investigations can have on officers and their families?

But Rick adds: "Since I have been in this chair, we have turned some matters around very quickly and I hope staff are seeing that. Yes, there will always be matters that take a long time, that is no different to any crime investigation. I would point out though that things can be protracted when people don't engage in the process. The process with regulations and investigations will always be here so let's get on with it so we can get you back to normal as soon as we can."

The OLCE team

The OLCE team do a very hard job that not many understand, says the department head.

And Superintendent Rick Alton says there are some officers who treat those in OLCE very differently.

"On occasions they are subject of comments as to their ability, they are subject to comments that they are racist, sexist, on a witch hunt, will do anything to get you. Please let me be very clear and direct, they do a very hard job that not many understand, I have witnessed some very high stress levels as they are damned if they do and damned if they don't," he says.

"We are bound by legislation, rules and regulations and it's not a case of the staff doing things out of any malice towards anyone. It's the rules we have and if people wish to change them they need to speak to UK Policing PLC.

"With the culture change, people should be reassured that the staff within here do more to protect staff than they do to investigate them. I would also say that people need to remember that in the majority of cases the job comes to our door, we don't go looking for it."

The OLCE team includes four detectives and five police staff investigators in the counter-corruption unit. These are overseen by a detective sergeant and inspector.

In complaints, there are five detective staff investigators, some of whom are contracted to work less hours than normal, and two detective sergeants.

Two staff members work on the learning side of the department but this is likely to rise to three.

There are one and a half posts for the hearings officer role while vetting has nine police staff.

There are a number of administration staff to offer support to the team.

Detectives honoured at national awards ceremony

A team of Derbyshire detectives were honoured at this year's Police Federation National Detectives' Forum (PFNDF) awards.

The team who worked on Operation Doubrava were presented with the Smarter Detective of the Year Award.

Led by Temporary Detective Inspector Carl Chetwyn, Operation Doubrava was a complex case centred on human trafficking and modern slavery.

The team worked jointly with the State Police of Latvia on a large-scale conspiracy investigation into a Roma Latvian organised crime gang. The multi-agency investigation involved not only the Operation Doubrava team but also Europol, the Crown Prosecution Service, the National Crime Agency and Latvian authorities.

Despite the complex nature of the case, the Derbyshire team's intensive work resulted in nine of the 11 defendants being sentenced to a total of 33 years with deportation orders to follow.

The PFNDF awards were held as part of a two-day seminar at the Hilton Birmingham Metropole on 9 and 10 October with the work of detectives across



Photo courtesy of Anderson Photography

National Federation chair John Apter (fourth from the right of the photo) with the winning Derbyshire team.

the country recognised by their peers.

Awards were presented in the following categories: Detective Investigation of the Year; Services to Detectives; the technology-based Smarter Detective; New Trainee Detective of the Year; and the

PFNDF Regional Recognition Award.

Two Derbyshire detectives were also nominated by their colleagues for this year's awards. DC Ellie Develin and T/DCI David Ball were both put forward for the Detective Investigation of the Year Award.

Katie wins national custody award

A Derbyshire inspector has become the first recipient of the Outstanding Contribution to Police Custody Award.

Katie Andrews was presented with the accolade at the inaugural National Custody Seminar and Awards 2019 organised by the Police Federation of England and Wales (PFEW) and the National Police Chiefs' Council (NPCC) and held in Hinckley, Leicestershire in September.

"We are delighted that Katie has won this award," says Tony Wetton, chair of Derbyshire Police Federation, "She has become something of a pioneer in terms of making improvements in custody, leading the way for others to follow."

Katie joined her team at a time when inspectorates were flagging some issues of concern so wanted to shake things up.

With strong leadership, she has created a culture change and has managed to successfully improve custody provision including the removal of anti-rip suits in favour of more effective risk management.

With Katie and the Force being the catalyst for change, the Office of the Police and Crime Commissioner (OPCC) played a leading role, driving improvements. In particular, PCC Hardyal Dhindsa pushed

for the pilot which was driven by his office and scheme managers Liz Kelly and Emily Wakeland. Together Katie, the OPCC and independent custody visitors have worked to improve the treatment of detainees, developing a new methodology for independent custody visiting and producing clear positive outcomes.

Children in custody are now seen quicker by an appropriate adult and improved joint working with partner agencies has reduced the amount of time detainees spend waiting for mental health care.

She has also created new training programmes with an improved focus on diversity and equality with sign language videos for deaf detainees and better menstrual care for female detainees.

While overseeing all this change, Katie was undertaking her master's degree during which she presented a dissertation on the new 'Derbyshire model' for independent custody visiting.

This was shared and read by colleagues across the NPCC, Home Office and College of Policing. The then policing minister also wrote to the OPCC in Derbyshire and the Independent Custody Visiting Association to show his support.

The association is working with six other pilot areas to trial the methodology that



Inspector Katie Andrews is pictured (above) with Federation vice-chair Ché Donald (left) and Nigel Rabbitts from Police Credit Union which sponsored the awards.

Katie developed with the OPCC and if this succeeds it will be rolled out nationally, partnering with the Home Office to review and amend the Code of Practice for Independent Custody Visiting.

The Federation's custody lead, Clive Knight, said: "The level of contribution by Inspector Andrews is superb. Through her dedication and hard work, the changes she has developed with her OPCC are likely to improve how independent custody visiting is conducted across the UK, bringing improvements for detainees for police staff and for public confidence in policing."



New menopause guidance launched

New national guidance to help forces better support women officers and staff experiencing the menopause is a major step forward, says the secretary of Derbyshire Police Federation.

And Kirsty Bunn says the Federation will work with the Force, its Menopause Action Group and the Gender Agenda to ensure women get the support they need but also to raise awareness of how the menopause can affect them at work.

"This new guidance represents a breakthrough moment," says Kirsty, "Currently, a third of female police officers nationwide are aged 45 or over so clearly this guidance is of interest to them but actually everyone in policing should take the time to read the document.

"I hope the guidance provides a catalyst for change and that forces across England and Wales adopt formal policies so that women feel supported during this time of their lives and can continue to serve their communities."

Kirsty believes Derbyshire has made progress in making adjustments to help women going through the menopause, citing the launch of the women-only fitness

testing sessions and cooling clothing as just two success stories.

"Some of the issues raised in the survey included the temperature of the working environment, the inability to control ventilation, recalling detailed information, workload and shift work and it's obvious some of these are easier to tackle than others," says Kirsty.

"But I would like to think that as a Force we are doing all we can to try to make adjustments where we can."

The new guidance includes information for women experiencing the menopause, line managers and occupational health teams. It also encourages forces to establish formal policies for managing menopause transition and provides a draft risk assessment form and checklist.

The National Menopause Guidance aims to help support and advise individuals, line managers, senior leaders and occupational health advisers.

The Federation carried out the first nationwide survey on the menopause in policing last year.

[Read the Derbyshire menopause survey results.](#)

Women only fitness tests: new dates released

The Force has released the dates for its women only Job-Related Fitness Tests for the next six months following the success of the previous sessions.

The proposed female only dates through to the end of March 2020 are as follows:

Tier 1 (two day)	Tier 2 (one day)
10/11 October	18 October
11/12 November	25 November
17/18 December	6 December
13/14 January	10 January
13/14 February	12 February
11/12 March	13 March

Derbyshire Police Federation secretary Kirsty Bunn was instrumental in securing the women only fitness testing sessions and, along with the Gender Agenda Network, had raised concerns about the number of women officers failing the tests previously. Women who want to continue to take the fitness test in mixed groups can still opt to do so.

If your JRFT is due and you would like the opportunity to attend one of these sessions, please send an email to Force Training with the date of your training and stating your preference for a women-only test. Operational Training Team can offer support and advice to anyone concerned about the test.

Fitness tests and UPP

The College of Policing is testing the original research underpinning the assumptions of the 15-metre shuttle run fitness test.

While the new research is carried out, forces have been urged not to initiate unsatisfactory performance procedures (UPP) against officers who have failed the shuttle run test.

"We have been aware of concerns about this element of the fitness test for some time so we are pleased the College of Policing has commissioned this research and also that the Force has not started UPP against officers who have not passed the shuttle run while we await further updates," says Kirsty Bunn, secretary of Derbyshire Police Federation.

Cardigan Bay Challenge complete

A team of intrepid swimmers have completed the first ever Cardigan Bay Challenge and in doing so have raised around £3,135 for charity.

Derbyshire PC Karl Jackson was joined by retired PC Clint Proffitt and friend Dan Brook-Sutton to swim a 22.6-mile relay across the bay.

They had hoped to swim from Barmouth to Abersoch in 12 hours but were nevertheless pleased to complete the challenge in 14 hours.

"As we approached the beach at Abersoch, the RNLI crew joined us as all

three swimmers swam the last leg together," says Karl, "A crowd of people still stood on the beach now in the rain as we arrived two hours behind schedule.

"We stood up out of the sea and onto the sand where the crowd cheered and clapped as the RNLI set off a flare. Strangers, friends and family gathered around to thank us and shake our hands.

"It was over, we had done it and what an amazing feeling; it's hard to put into words but it's a moment in our lives we will never forget. Our aim was to raise money for the RNLI, Derbyshire Air Ambulance and Plastic



The swimmers (left to right): Dan, Karl and Clint.

Oceans charities and all the effort was worth it for that reason."

They had originally hoped to complete the challenge on 10 August but 50mph winds meant they postponed the challenge until 27 August.

[Read the full story.](#)