

Durham POLICE *Federation*



Annual Report 2022

Supporting You In Challenging Times



CHAIRMAN

Andy Jackson

Welcome to our 2022 Annual Report, where you will find many examples of the work undertaken to support you in your role. I hope you find the content informative.

Thanking Workplace Reps

It's not lost on me that your role is becoming increasingly

challenging, and you are under considerable scrutiny.

Now, more than ever, you need a voice, and it is our mission to represent you both locally and nationally.

Our workplace reps continue to offer support and advice to members across a wide range of issues. A lot of what they do goes unseen, but they positively impact on outcomes for our members.

They are all volunteers who work with your best interests at heart, and I personally want to thank them for everything they do

to support you.

Special Constables

I would like to extend a warm welcome to our Special Constabulary colleagues who, in 2022, have eventually been able to join the Police Federation and can now access the same benefits as regular officers.

New Website

We have developed a new website that I hope will provide you with all the information you need. This can be accessed at www.polfed.org/durham.

Please do let us know if there is any other information you would like to see added to the site.

Bravery Recognised

I wish to pass on my congratulations to PC Ian Murphy, our

casion showcasing the courage officers display going about their daily duties to keep us all safe.

An Honour To Work For You

This is my last Annual Report, as I am retiring at the end of 2023,

I am proud of the difference that I, and all our reps, have made during this time and I wish my successor all the very best in what is a challenging time for everyone involved in policing.

In difficult circumstances, you

“Now, more than ever, you need a voice, and it is our mission to represent you”

Durham nominee at the National Police Federation Bravery Awards, which took place in London in July 2022.

Once again, it was a great oc-

having served Durham Constabulary for over 32 years.

Performing the role of Chair for nearly 10 years has been an absolute honour and privilege.

continue to deliver the best possible service for the public and we will always support you, as best we can, in this endeavour.

Stay safe.



Thank You For Your Commitment



SECRETARY
Phil Stephenson

This year's Annual Report is my first as the Durham Branch Secretary since I took over from Kev Wilson, who has left the Branch to be the national Federation's Deputy Treasurer. This is a huge

Federation plays in assisting our members, by having difficult conversations and trying to negotiate and influence issues.

Welcome To New Officers

It goes without saying that the last year has continued to be a challenge for all our members here in Durham. We have also seen a huge number of student officers enter the service under the Government's uplift

COVID-related issues that were an enormous challenge for everyone across policing, we quickly saw fresh challenges coming into play with the cost-of-living crisis.

This continues to affect everyone across policing and the communities that we serve. The Branch office is always open and available for any of our members who have concerns around the cost of living, and

which was held at the National Arboretum in Staffordshire.

I was privileged to attend the event with ACC Antonis and Sergeant Barrow. We gave thanks to officers who paid the ultimate sacrifice in the service and protection of the public, and laid a wreath in their memory.

Challenging Deployments

This summer and autumn saw two large-scale deployments from Durham, first to the Commonwealth Games in Birmingham, and then to assist officers from across the country in London, following the sad passing of Her Majesty the Queen.

Two long and difficult deployments where officers did a fantastic job in representing themselves and the force.

I would like to thank our members for their continued efforts over the past 12 months and wish them all the best for the coming year.

"Durham officers did a fantastic job of representing the force at deployments"

role and one that shows how well-respected Kev is nationally.

I would like to formally thank Kev on behalf of the Branch Board and Branch Council for his years of hard work assisting our members.

Building Relationships

Since taking over almost a year ago, I have concentrated on maintaining the fantastic relationships built up by both Kev and our Chair Andy Jackson, while trying to bring in my own ways of working.

The role of Branch Secretary is a challenging one, and it brings into sharp focus the crucial role that the Police

programme.

It has been a real pleasure to meet many of these officers and explain to them the valuable work the Police Federation does to support them when they need it most.

I have found that these student officers come from a variety of backgrounds, which will further enhance the skills and abilities of the organisation. They have clearly joined Durham Police to make a real difference to the people of County Durham and Darlington, and I wish every single one of them the very best.

Cost Of Living

As we saw the end of the

we are more than happy to offer advice and guidance.

Police Memorial

In 2022 we saw the first anniversary of the UK Police Memorial,



Fighting For Equality

This year we bid farewell to Shaz Sadiq as Equalities Lead. We express our thanks for his efforts and wish him luck in his role as a member of the force's Diversity, Equality and Inclusion team.

We would like welcome Ian Whittaker, who will be taking on the role shortly.

Disabled Officers

A campaign has been running within the force for disabled officers and staff to identify themselves as such on its HR system, Origin.

This enables Durham Constabulary to understand the make-up of the force and provide appropriate support to its employees.

In addition, Individual Adjustment Passports are now being actively promoted within Durham Constabulary

These are a live record of adjustments agreed between you and your manager to support you at work due to a health condition, impairment or disability.

It's for you to keep and pass on to anyone who needs to know about an issue that could arise due to the interaction between your condition or impairment and barriers within or outside the workplace.

Durham Constabulary recognises that people who need adjustments include both those with visible impairments (such as wheelchair users) and those with non-visible or 'hidden' conditions (such as people with mental health problems).

This document won't be passed on to anyone automatically, so staff have control of the information.

Our equalities team continues to support disabled officers via the force support networks and by providing individually tailored advice across the spectrum of performance management and wellbeing meetings.

Please do not hesitate to contact either Ian Whittaker or his deputy, Tony Burgess, if you require any assistance.

Their email addresses are: **lan.whittaker@polfed.org** and **tburgess@durham.polfed.org**.

Staff Networks

We continue to work with our internal staff networks to support them wherever possible.

This may be by attending events and meetings and providing updates, or assisting them with matters they have raised.

The hard work being done by these networks needs to be

acknowledged by all, as more often than not it is done in their own time.

As mentioned previously, some elements of equality are very bespoke, so the guidance from our support networks is instrumental.

Durham Branch Board attendance and involvement at staff network meetings will always be an integral part of our day-to-day business. This has also led to members of those networks coming forward to become Fed reps and helping to increase not only our representatives but our local diversity.

Positive Action

As a Branch Board, we recognise the hard work that has been done through Positive Action in bringing change to Durham Constabulary.

It has now been recognised by Op Uplift as one of three forces that has made a concerted effort in increasing its ethnic minority representation.

This has been further recognised by the force executive and we now have a more coercive approach, with Diversity, Equality and Inclusion along with the Cohesion Team amalgamating under a new structure.

This will lead to further posi-

And Diversity

tive outcomes around protected characteristics, with a focus not only on recruitment but also retention and progression.

National Seminars

The Branch Board has been involved in attending national seminars at Leatherhead on race, religion and belief, and LGBT matters. This is not just to support local networks, but also to discuss what is working well and what needs to improve.

Shaz Sadiq attended the race, religion and belief seminar, and a large focus was on the Race Action Plan.

Locally the Plan is to involve more ethnically diverse communities. Nationally there is a lot of work to be done.

We're Listening

We support the Black Workforce Survey, and it is important that any concerns raised are listened to.

In addition, the Violence Against Women and Girls Plan has been implemented and we fully support our female colleagues to tackle and address any concerns.

No Room for Hate

We have also been involved with a number of events

throughout the year, including Stephen Lawrence Day, when we were joined by former Met Police DCI Clive Driscoll. We marked South Asian Heritage Month, Islamophobia Awareness Month, and Black History Month, when we were joined by former West Indies cricketer Michael Holding.

Shaz Sadiq, who is currently one of the Vice Presidents for the National Black Police Association (NBPA), attended their conference in Gloucestershire and shared feedback with the Branch Board and force executive. We will continue to support all our staff networks to tackle hate.

On The Streets

Sadly, we continue to see a rise in hate crime being committed against members of Durham Constabulary by members of the public.

The Hatred Offences 8 Point Plan sits alongside the Assault on Emergency Workers Plan, and we fully support all within Durham Constabulary with receiving a positive outcome through the courts.

We also acknowledge the work carried out by support networks who liaise with colleagues subjected to hate.

Looking Out For Your

Health And Safety



HEALTH & SAFETY LEAD
Andy Davison

As the Health and Safety Lead for Durham Police Federation, it has been a real honour to serve not only locally, but also on a national framework.

A major focus has been on the welfare and wellbeing of officers and there's been a real drive by the new national Health and Safety Lead, Mark Andrews, who is reminding all Chief Constables of their commitments towards the health and safety of staff in the organisation.

Behind The Scenes

Within Durham Constabulary, I have been part of the Health and Safety Committee, led by Michelle March, Head of Estates. There has been some real progress from within the force since Michelle, I and others got together.

I accept this is not always front-facing for staff to see, however the work that has gone on behind the scenes has been very productive.

We are focusing on making sure the force remains up to date on its legal obligations on policies. This covers everything from stepping onto the premises

to being on the streets with the community.

I have also had some input into the new Investigation Hub, which is due to go live in 2023. If any officers feel there are any health and safety issues once they arrive at the new Hub, please contact either myself or one of the force's health and safety officers, Phil Loveday or Clare Scott.

Policing Cannabis Grows

How to police cannabis grows has been a long, ongoing topic of conversation.

We had discussed whether correct training and equipment should be delivered in-house, or if the force should subcontract the work out. It is a complex situation and currently it is still being dealt with in-house.

I have been pushing for officers to be correctly trained in entering a property where there is a cannabis grow, and dismantling it. There have rightly been concerns raised by officers in relation to such a deployment. I hope to see a policy written up by the force soon.

Body Armour

The national Federation has had an input into the new body armour currently being trialled in the Metropolitan Police, which provides further protection to

officers both under the arms and on top of their shoulders. This will not be a mandatory purchase, but a voluntary one by each Chief Constable.

Safety Training

Some concerns have been raised over Officer Safety

Meadowfield reassured me that everything health and safety-related had been taken into consideration.

Near-Miss Reports

The force's health and safety officer, Clare Scott, has expressed concerns that we are not getting

He has tasked Inspector Sara Baxter from SCORD to set up a Health and Safety Strategic Forum, which will deal with current trends within the force and nationally, with an input from the Federation.

This is a great move in putting health and safety on the map,

"I will fight for the working practices you deserve in doing such a demanding role"

Training (OST). I have linked in locally with our own Officer Safety Instructor and the senior leadership team of the Strategic Cyber and Operational Response Department (SCORD).

Work is in progress to have new policies in place when the trial is complete. I personally completed the two-day OST to see if there were any breaches of health and safety, but the hard work put in by staff from

the true picture when it comes to near-miss reports. There have been discussions around better training for supervisors, a easier recording system, and easier access. This is still being progressed and updates will follow.

Influencing Progress

The Health and Safety Committee has now been formally recognised by Durham's Deputy Chief Constable, Ciaran Irvine.

as in my opinion it has been neglected for too long. The Health and Safety at Work Act is legally binding and holds the CC to account. It is great that I will be on the forum and I hope to have an influence on any decisions that affect our members.

Your safety is always in my mind, and I will fight for the working practices you deserve in doing such a rewarding and demanding role.

Here To Help When



DISCIPLINE LEAD
Andy Jackson

assisting officers subject to misconduct investigations and matters investigated by the IOPC.

We also offer advice and support relating to performance and attendance matters.

Peer Supporters

We understand how worrying and stressful it can be for officers subject to misconduct investigations. Often, it is the unknown

which causes officers the most anxiety. Several years ago, at our request, the force introduced discipline peer supporters for officers subject to an investigation. They have proven to be a valuable support for officers.

Welfare Support Programme

As a Federation, we also provide a welfare support programme. It is important for officers to know that they have additional

Our team of fully-trained conduct representatives are available 24 hours a day, seven days a week, and have assisted countless officers over the past year.

This includes supporting and

Things Get Tough

help in place if needed.

As the uplift programme continues, we are supporting a greater number of our student officers relating to performance and conduct matters.

Post-Incident Procedures

I make no apology for again raising the matter of Post-Incident Procedures (PIP).

It is vitally important that all our officers and staff understand

what the process entails and why it exists.

PIPs are intended to protect officers and provide welfare support to those involved in a Death or Serious Injury (DSI) matter.

Awareness is gradually increasing, which is a good thing, but we will continue to work with the force to further increase knowledge of PIP.

Many of our representatives are fully trained and accredited

in PIP and are on call 24/7 to support those involved in a DSI matter.

For further information on PIP as well as conduct/performance in general, please visit www.polfed.org/durham and access the FAQs.

Do not hesitate to contact us if you require assistance or advice relating to any conduct or performance matter, or for further information on PIP.



Increasing Efficiency



**BRANCH
TREASURER**

**Ian
Whittaker**

The past year has again been a challenging time for everybody on the financial front, and this has been the case with Durham Police Federation.

Nationally, the Police Federation has become much more focused on what is spent, and this trickles down to Branch level, where financial accountability and prudence is key.

Cost-Neutral Operation

The Branch continues to operate completely cost-neutral to the force and the budget we submit yearly to the national Federation

must be carefully considered and monitored to ensure members receive value for money.

Our Board of Trustees oversees the financial picture within the Branch, and they regularly attend meetings to scrutinise accounts and to ensure all money is managed accordingly. They hold the Branch Board accountable over financial decisions.

I would like to thank the trustees, PC Lisa Hall, PC Tony Burgess, Inspector Ed Turner and Sergeant Neill Baker, as well as my Deputy Treasurer, Inspector Simon Gdaniec.

IT Investments

The Branch has invested in IT and telephones during this past year, and we have moved onto a Teams-based office phone sys-

tem, which has seen our annual spend drastically reduced and the efficiency of the office increase.

Group Insurance Scheme

The Group Insurance Scheme continues to be a fantastic addition to the services we offer members. We have had an increase in members requiring legal assistance with off-duty matters, which would not otherwise be funded by PFEW, as the incident was not in the course of the officer's duty.

Any member who is not part of the Group Insurance Scheme would not receive valuable legal advice. I would urge anyone who wishes to join to contact the Branch Office and we can help you join: don't think: "That will never happen to me".



Brave PC Risked Life

An officer who confronted and detained a dangerous man at a murder scene was our nominee for the 2022 National Police Federation Bravery Awards.

PC Ian Murphy was first on the scene at an immediate response incident in Durham following reports that someone inside the property had been stabbed and was seriously injured.

PC Murphy was met by a group of men who were intent on forcing entry to the address. The group were intoxicated and extremely agitated, kicking at the door to the premises and claiming someone inside had been killed.

The officer used his baton to smash the glass of the living room window, at which point an

individual known to police came to the window covered in blood.

PC Murphy was acutely aware that the use of a knife and weapons had been mentioned.

Firearms officers were not yet at the scene. Without thought for his own safety, PC Murphy detained the individual through the window he had just smashed.

PC Murphy was then joined by a colleague – both were unsure whether the individual had been injured or whether there was a victim inside.

PC Murphy entered the premises alone without knowing if there were other people inside who may have been armed.

He found the body of an individual who had sustained significant injuries. He immedi-

ately started CPR. Unfortunately, the victim did not recover from his injuries.

A large machete was located within the house and it was established that the victim had been tortured for a significant period before succumbing to his injuries.

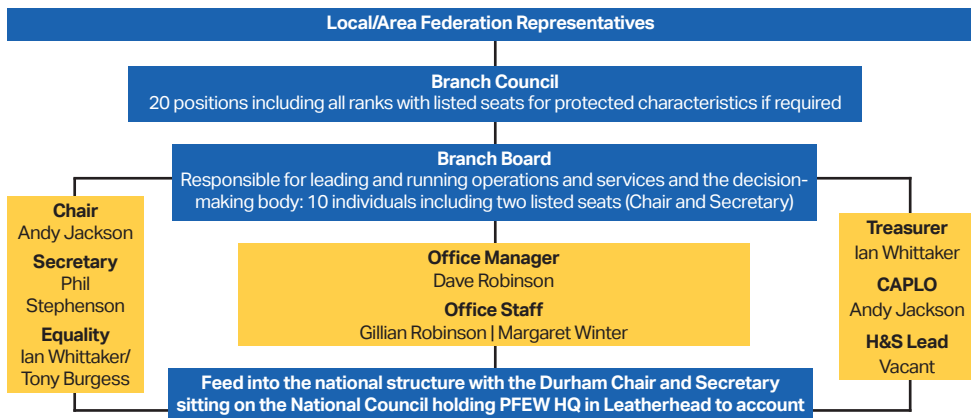
The detained individual was later found guilty of murder and sentenced to 24 years in prison.

Durham Police Federation Chair Andy Jackson said: "PC Murphy demonstrated outstanding courage in confronting a dangerous male. He also had to contend with an angry mob, while formulating a plan to deal with the situation. In entering the house, he put himself at great risk of potential harm to try to save the life of another."

Who's Who In Durham

Name	Role	Email
Andy Jackson	Chair and Conduct Lead	ajackson@durham.polfed.org
Phil Stephenson	Secretary	pstephenson@durham.polfed.org
Ian Whittaker	Vice-Chair/Treasurer/Equality	ian.whittaker@polfed.org
Louise Guest	Deputy Conduct Lead	lguest@durham.polfed.org
Tony Burgess	Deputy Equality Lead	tburgess@durham.polfed.org
Simon Gdaniec	Deputy Secretary	sgdaniec@durham.polfed.org
Shaun Mackintosh	Custody	shaun.mackintosh@durham.police.uk
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Structure of Durham Police Federation



Pay and Morale Survey

78% of respondents from Durham say they are dissatisfied with their overall remuneration

99% said their cost of living had increased, with an increase in the price of food most common

86% are worse off financially than five years ago

91% do not feel respected by the Government

8% were never or rarely been able to take an 11-hour break between shifts last year

46% say their morale is low

75% said morale within the force is currently low

76% say their workload is high or much too high



Survey based on 229 responses from Durham Constabulary. See the full results here: https://www.polfed.org/media/18237/pay-and-morale-2022_durham-constabulary.pdf



Durham Police Group Insurance Scheme

1 May 2023 – 30 April 2024

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