

# Chwarae Teg “fair play”

SUMMER 2021

THE NEWSLETTER OF  
**dyfedpowys**  
POLICE FEDERATION

## 20 | POLICING 21 | UNDER PRESSURE



POLICE FEDERATION CONFERENCE 2021

# CONTENTS

|  |    |
|--|----|
| Secretary's foreword   | 2  |
| PM thanks officers   | 2  |
| Chair reflects on challenging year in keynote speech                                       | 3  |
| Home Secretary praises officers and says "I have got your backs"                           | 4  |
| Q and A with Home Secretary  | 5  |
| Police minister says service is coming out of the pandemic in better shape than it went in | 6  |
| 'This award is really for victims who are still suffering'                                 | 6  |
| Brave officers honoured  | 6  |
| Pay, conditions and pensions: 'We need to get our message out more'                        | 7  |
| Forces urged to be braver in releasing body-worn video                                     | 8  |
| Understanding misogyny in policing   | 9  |
| New recruits praised by panel  | 9  |
| Policing Protests: national chair urges forces to prioritise officers' safety              | 10 |
| New conduct regulations - but do we have a new culture?                                    | 11 |
| Wellbeing: 'It's the simple things that need to change'                                    | 12 |
| Clarity needed on use of force   | 12 |
| New wellbeing kit is aimed at detectives   | 13 |
| Members encouraged to stand in Federation elections  | 13 |
| Privilege comes under scrutiny   | 14 |
| We need diverse experiences says equality expert   | 14 |
| Change to driving law for officers must be fit for purpose                                 | 15 |
| 'We made it the best it could be'  | 15 |

Published by Dyfed Powys Police Federation,  
Federation Office,  
Police Headquarters,  
Llangunnor,  
Carmarthen SA31 2PF.  
Tel: 01267 220731.

Designed and produced by XPR (UK) Ltd  
[www.xpruk.com](http://www.xpruk.com)

# Secretary's foreword



*By Roger Webb, secretary of Dyfed Powys Police Federation*

The Police Federation's annual national conference has long been a highlight of the policing year, providing the chance for branches across England and Wales to come together, hear from policing leaders, discuss current issues and share news and views.

But with a cyber-attack on the Federation in 2019 and then the pandemic in 2020, this year could well have seen the conference cancelled for the third year running.

After much deliberation, it was decided to go ahead with this year's event but stage, for the first time, a virtual conference with

all sessions held online.

In many ways, besides the obvious benefits in terms of social distancing, this was a good thing. More Federation representatives and members had the opportunity to attend and, of course, there was less travelling, reduced costs for accommodation and no long queues for refreshments.

But it was lacking a bit of a spark, there seemed to be less opportunities for engagement between speakers and delegates and it generally seemed quite flat.

However, I think there were some incredibly important messages to come out of conference and we need to ensure they don't get lost.

For me, the key message was on officer wellbeing. The pandemic has had a massive impact on us all and I think officers are really feeling the effects of more than a year of policing what has been a time of unprecedented challenges.

Session after session touched on wellbeing, given the theme of conference was Policing Under Pressure.

The national chair referred to it, as you would expect, but others from the Prime Minister right down to individual officers did too, and the last session of the Thursday, summed it up for me.

The session was called Wellbeing – Whose Responsibility Is It? A question, I think we all have to ask.

As a Federation, we have a firm focus on wellbeing, our view is that we have to look after our own before they can look after others. But we also need the Force to take responsibility and, in fact, individual officers too. Look after yourselves, but also look after others.

## PM thanks officers

Boris Johnson delivered a message of thanks and support at the opening of the conference.

The Prime Minister issued a 'huge thank you' to officers for their work during the pandemic and praised them for rising "to an enormous challenge".

In a recorded message, he said: "Just as I could never have imagined being forced to close pubs and bars and restaurants or tell people how many households could get together, I bet that policing restrictions in that way was not something you ever dreamt you would be doing.

"But you did it because you knew it was how we were going to protect the NHS and save lives."

He added: "You have shown over the past



*Prime Minister Boris Johnson.*

year just why British police are the best in the world, now we are going to make sure you have the tools you need to deal with criminals, make our streets safer, and get on with the job you signed up to do."

# Chair reflects on challenging year in keynote speech

Police Federation chair John Apter has reflected on an extraordinary year in his keynote speech to this year's annual conference.

John said officers found themselves in unprecedented situations and often felt they were held responsible when things went wrong.

He noted assaults on officers shot up during the coronavirus pandemic as they became the focus of public anger and frustration.

The chair told members: "This past year has been one of the most challenging and one of the most extraordinary for us all in recent history.

"For the past 15 months we have been required to police in a way that none of us ever expected to when we joined the job.

“This past year has been one of the most challenging and one of the most extraordinary for us all in recent history.

"We knew it was never going to be easy. But our job was made even harder by the ever changing rules and regulations."

He told Home Secretary Priti Patel, who also addressed the conference: "We had officers going out on patrol literally hours after the new regulations were introduced.

"They had often received no detailed briefing because the laws had only just been passed, which meant they were often going out on patrol with no specific detail about what the change meant for policing.

"There was no discussion about how to deal with the new laws or the new guidance. And let's be honest Home Secretary, the rules were not always crystal clear."

Admitting there were 'some mistakes' as a result, he said that the police had unfairly become the focus of blame.

He said: "Despite our best efforts, there were some mistakes and that was



National Police Federation chair John Apter.

inevitable given the circumstances and policing has never shied away from saying so. But my colleagues, who had been put in an impossible position, became the focus of blame.

"My colleagues, who were doing their very best, every single day, in the most difficult of circumstances, became the focus of public anger and frustration.

"And for some perverse reason, some chose to see us as the enemy. We were labelled the villains of the pandemic and that is grossly unfair.

"A minority of people - and let's be honest about this: often agitators intent on causing mayhem - focused their anger and often violence on police officers.

"Well, I have a message to those who goaded my colleagues, a message to those who attacked police officers who were simply doing their job and to those vile people who weaponised Covid by coughing and spitting at my colleagues, often saying they had Covid and they hope the officer caught it and died.

"To those individuals: you disgust me, you completely disgust me. And I know that

“My colleagues are being hung out to dry by the media, by some politicians and by so-called, self-proclaimed experts on policing.

you disgust every decent, law-abiding person."

John said officers were also facing 'trial by media' on a daily basis.

He told the conference: "My colleagues are being hung out to dry by the media, by some politicians and by so-called, self-proclaimed experts on policing."

And calling on the Home Secretary for her support, he said: "We need you to speak out when you see footage of police officers being attacked on social media. When we see people reaching for their phone, not to dial 999 for help, but reaching for their phone to film an attack for nothing more than entertainment.

"Social media companies must also take more responsibility and the Government must ensure this happens. What kind of society have we become when attacking police officers is seen as nothing more than entertainment, nothing more than a sport?"

"Or when selective clips of video are released without context and then those in positions of responsibility, who should know better, condemn the actions of officers without knowing all the facts."

John finished his keynote speech by pointing out that police pay had fallen by 18 per cent in real terms in the past 10 years and that most officers were also currently affected by the public sector pay freeze.

He said: "As police officers, we don't have the same rights as others. We can't strike, we can't take industrial action if we feel we have been treated unfairly and we can't withdraw our labour.

"We also have restrictions on our private lives, unlike most other workers. For years, successive governments have respected this. They have recognised that, in the absence of those industrial rights, police officers should be treated fairly, but in recent years this has changed.

"Well Home Secretary, if that is the case, then it may be time for some other changes."

# Home Secretary praises officers and says “I have got your backs”

Home Secretary Priti Patel has told Police Federation members the country depends on them and pledged: “I have got your backs”.

In her keynote speech to the Police Federation of England and Wales’ annual conference, the Home Secretary praised the courage shown by frontline officers throughout the coronavirus crisis.

She told them: “On behalf of the whole country, thank you for still being there for us during one of the toughest moments in our country’s history.

“You have done it superbly well and courageously.”

Ms Patel acknowledged a rise in the number of attacks on officers as protests swept the country last summer and described such behaviour as “grotesque”.

She said: “It’s a cruel irony that while most crimes naturally fell during lockdown, violence and abuse directed at police officers increased.

“You were spat and coughed at by thugs claiming to have the virus. Some of you were seriously injured and your vans were set on fire during the despicable events in Bristol earlier this year.

“Police were bloodied and pelted with bottles in Hyde Park in April.”

Assaults on constables without injury increased by 21 per cent to 25,156 in the year to December 2020 and attacks resulting in injury rose by 2 per cent to more than 11,000, figures branded ‘shocking’ by the Home Secretary.

She said: “This behaviour is grotesque. And I will never accept that it’s simply part of the job.

“It is an attack on the fabric of our society. And every police uniform is worn by a human being who is entitled to dignity and respect.



*Home Secretary Priti Patel.*

“The right to protest and speak freely does not include the right to smash up property, or abuse police officers.”

Ms Patel confirmed the Government was doubling the maximum prison sentence for common assault or battery against emergency workers from twelve months to two years.

She said: “I will continue to do everything in my power to ensure assaults on our police are treated with the appropriate severity across the whole criminal justice system.

“Those who have contempt for the police may be louder and more vitriolic than ever, but they are vastly outnumbered and utterly wrong.

“Far from feeling any shame in being a police officer, you all should feel very proud indeed. We have also acted in response to what you said about the tools and powers you need.”

Ms Patel insisted she would not let the police be subjected to trial by social media

and said she supported calls to release more body-worn video footage of incidents.

She told the conference: “That’s why I backed the Police Federation’s call for forces to share body-worn video footage to counter highly selective, and misleading, video clips uploaded on to social media.

“I want forces to be more proactive in sharing body-worn video footage to highlight the fantastic work of their officers, to build public confidence, and to correct harmful misinformation circulating online.

“It is critical that we work as a system to ensure that we maintain public confidence in policing, which is vital for victim reporting, intelligence-led policing, and to maintain our treasured model of policing by consent.

“As part of this process, we will be looking carefully at strengthening the system of local community scrutiny and the value of body-worn video, because transparency is vital.”

Ms Patel said the police had played a heroic role bringing the country through the incredible shock of the coronavirus pandemic.

She told Federation members: “As we come out of coronavirus, we must cut crime and build back safer – and we can’t do it without you.

“Without you, we would not have dealt so many recent blows to serious and organised crime, including Operation Venetic - the UK’s biggest ever law enforcement operation.

“Without you, our drive to dismantle county lines drugs gangs would not have yielded such incredible results.

“Without you, thousands of weapons would not have been taken off our streets, as we crack down on serious violence. Without you, we could not combat terrorism.

“Without you, more young people would make bad choices and ruin lives, including their own. Without you, the public would not feel safe. Without you, criminals would run riot and this country would fall apart.

“Our country depends on you. And I have got your backs.”

“I will continue to do everything in my power to ensure assaults on our police are treated with the appropriate severity across the whole criminal justice system.



National chair John Apter and Home Secretary Priti Patel.

Following the keynote speeches from national chair John Apter and Home Secretary Priti Patel, facilitator Ian Collins remarked on the good working relationship the two appeared to enjoy.

John said: "Our dialogue is positive and open but I don't sugar-coat anything. That works both ways though and I'm often on the naughty step."

The Q & A session that followed their addresses prompted numerous questions.

Ken Marsh, chair of the Metropolitan Police Federation, said colleagues had been forced to 'beg, borrow or steal' vaccinations and were treated with contempt, particularly when vaccinations were being offered to anyone in high infection rate areas this week.

Ms Patel said she did not recognise his statement, adding: "The Government worked with the committee (the Joint Committee on Vaccination and Immunisation) and followed their advice. That's not about letting people down. This time last year people were dying and the elderly and vulnerable were in desperate need so the committee was having to make life and death decisions. Officers are now being vaccinated and are covered by the cohorting and age ranges and the vaccination programme has been phenomenal."

John added: "I felt so let down on behalf of my colleagues. When I had the Home Secretary and chief constables supporting me on getting them vaccinated, I was hopeful. So I felt shattered when it didn't turn into the decision my colleagues wanted."

Another question from the Met was around the Independent Office for Police Conduct (IOPC) and its lack of accountability.

The Home Secretary said the IOPC is

'absolutely' accountable to her. She said: "I meet and work with them and we have made great strides. I have told them this end-to-end approach and putting officers' lives on hold is unacceptable and as a result they have changed their practice. But I need to hear from the frontline because if we need to do more, we will."

John said more improvement was still needed, adding: "The IOPC have done well but they must do better. For us, they are on probation."

Another Metropolitan Police question was around police forces being representative of 'the diverse multinational

and that she wanted to encourage more older applicants: "I do want to encourage more people to come to policing later in life because they have the experience that will benefit policing at all levels and in different ways and as crime changes, policing must change. There are changes being made at the college and it's also about how we invest in officers," she said.

John added: "We changed the way we recruited and attracted and I do think the messaging was wrong from the college because it definitely put people who were more mature off. I want to see more mature people coming in but while recruitment is

“ Our dialogue is positive and open but I don't sugar-coat anything. That works both ways though and I'm often on the naughty step.

society' of the UK and the Home Secretary responded by saying she was 'really proud of the work around diversity and outreach that takes place in policing'.

She also said: "We have over 10,000 police officers now, so around seven per cent overall, that represent very diverse communities and that figure is going up. But it's not just about campaigns, it's about engagement and outreach and how you demonstrate that policing could be a fantastic career."

A slightly different diversity question came from a Sussex officer who joined at the age of 39. He asked the Home Secretary if she thought the low starting salary meant the job was unappealing to older candidates who 'could bring a great deal of life experience to the job'.

She said it was skills and experience and life experience that informed the professional judgement of police officers

important, retention is as important. We've got to try to harness those people with the skills they've developed over many years."

As the session came to an end, the Home Secretary was asked if she had an over-riding final message. She said: "There's a lot I could say but primarily it's enormous thanks and gratitude for the public service our officers give and have shown over the last 12 months.

"Policing has been front and centre throughout and policing has helped stop the spread of the virus and it has helped to save lives so thanks to everybody who has been out there.

"We know we've got new challenges as we come out of lockdown but from my perspective that's about backing the police and giving officers all the support they need to get on and do their job. And we are committed to making sure the lowest paid absolutely do get a pay rise."

# Police minister says service is coming out of the pandemic in better shape than it went in



*Policing minister Kit Malthouse.*

**P**olicing minister Kit Malthouse has acknowledged the pressure the police found themselves under at the height of the coronavirus crisis but insisted they have always enjoyed the full support of the Government and the vast majority of the public.

Mr Malthouse said he stood 'square-shouldered' with frontline officers who had been asked to carry out their normal duties while also policing lockdown restrictions with great courage and professionalism.

And he told conference that, despite the unprecedented challenges of the last 18 months, officers had managed to maintain and had probably improved public trust during the pandemic.

He said: "Policing is coming out of the pandemic in better shape than it went in."

The minister admitted he regretted not doing more to ensure police officers were prioritised in the Covid vaccine programme.

Asked why the Government did not place more pressure on the Joint Committee on Vaccination and Immunisation (JCVI) to prioritise officers, he told a virtual panel discussion: "We made the case strongly about police officers. We did repeatedly make the case and make the request but obviously the JCVI made the decision that they did."

"From my point of view, it's a point of



*NPCC chair Martin Hewitt.*

regret that we didn't manage to make our point strongly enough.

"Having said that, as was said earlier, quite a number of officers managed to get vaccinated with spare vaccines, hopefully now everybody is done or will be done shortly."

The opening session of conference, the theme of which was Policing Under Pressure, saw a live panel featuring Mr Malthouse, National Police Chiefs' Council (NPCC) chair Martin Hewitt, shadow policing minister Sarah Jones and Her Majesty's Chief Inspector of Constabulary Sir Tom Winsor.

Mr Hewitt praised the response of police officers but admitted frequent changes in legislation had presented extraordinary challenges for both the police service and the Government.

Labour MP Ms Jones accused ministers of failing to properly support the police as they were forced to adapt to frequent changes to legislation during the three national lockdowns.

Sir Tom paid tribute to the police response during the pandemic and dismissed social media criticism of how officers had handled the ever-changing landscape during lockdown.

He said while not perfect, the police performance had been "very, very good" and deserved high marks of nine out of 10.

## 'This award is really for victims who are still suffering'



*Sharon Baker, chief inspector at Avon and Somerset Police.*

A former victim of domestic violence has received the Outstanding Contribution to Women in Policing Award 2021 having shared her own experience to help others.

Chief Inspector Sharon Baker of Avon and Somerset Police said she was accepting the award on behalf of all the victims who were still suffering.

"I hope this award shines the light on the darkness and shows you that you're not alone," she added.

CI Baker clinched the title for her outstanding work around domestic violence, including a powerful video she made sharing her own story of living in a controlling and abusive relationship.

She said victims of domestic abuse were everywhere.

"There's no them, there's only us. They are our crew mates, our bosses and the people on the other end of the phone. This award is really for the victims who are still suffering."

## Brave officers honoured

The Police Bravery Awards 2020 ceremony was postponed due to the ongoing pandemic but is hopefully set to take place later this year.

TV's Mark Durden-Smith, who presents the annual awards ceremony, led a session honouring all nominees.

"Every year, we hear about the awe-inspiring actions of these officers," he said, "These awards are a chance to give these people a deserved pat on the back, to honour the bravest men and women who serve our communities."

The 2020 ceremony is hopefully taking place in October with the 2021 ceremony scheduled for December.

# Pay, conditions and pensions: 'We need to get our message out more'

The Federation has to be the unequivocal voice of policing, getting its message out more and rallying together, the Federation's national secretary told a conference session looking at pay, conditions and pensions.

The session was facilitated by Tony Blair's former spokesperson, Alastair Campbell, who recently appeared as a host on the breakfast TV programme Good Morning Britain, and featured inputs from Police Federation of England and Wales (PFEW) national secretary Alex Duncan and deputy secretary John Partington.

“As we come out of the pandemic and we return to normality, I think it's beholding on PFEW to be the unequivocal voice of policing. We need to get our message out more – we will all have different opinions, but it's important we rally together.

“As we come out of the pandemic and we return to normality, I think it's beholding on PFEW to be the unequivocal voice of policing. We need to get our message out more – we will all have different opinions, but it's important we rally together,” Alex said.

John added: “We have to realise how powerful we can be when we come together with a united front.”

Time was spent discussing the uncertainty around pensions with Alex explaining there were officers who did not know when they could retire, what they are entitled to and had no pension forecast.

But he said the Federation was working with the Government and further guidance was imminent, including a pension calculator tool that was being tested.



Session facilitator Alastair Campbell.



PFEW national secretary Alex Duncan (left) and deputy secretary John Partington.



Asked why the issues had not been resolved by Government, Alex conceded: “I think they want to resolve it but it is incredibly complex.”

And he also stressed that he understood why members were frustrated, particularly since some officers were leaving policing on the wrong pension, something that could not be resolved until the Government issued its guidance on the remedy to the discrimination found in the introduction of the 2015 pension scheme.

Moving on from pensions, both Alex

and John were critical of the fact that the Federation had lost negotiating rights in the pay review process, with the Government also being free not to abide by the recommendations of the Police Remuneration Review Body (PRRB) to which the Federation made a submission each year.

Alex added that the Federation's role was being wrongly diminished by the refusal of Government to allow any appeal or arbitration when the annual pay claim is assessed by PRRB.

# Forces urged to be braver in releasing body-worn video

Police forces need to be braver in releasing body-worn video in response to officers being tried on social media, the Police Federation's annual conference has heard.

John Apter, chair of the Federation, said that where it was appropriate and legally sound to do so, body-worn video should be made public to counterbalance unfair, edited and out of context social media clips.

John said: "Forces need to be braver in putting body-worn video out to redress the balance. It's incumbent on us as Federations to liaise with our chief officer team and, where we're legally able to do this, we need to push out that body-worn video because what it does show, invariably, is certainly not what is being portrayed in that 20-second clip.

"If you look at the context, it shows that police officers are doing incredibly well in the most difficult and challenging of circumstances."

John was speaking during a session on Day 2 of the conference titled Trial By Media alongside criminal barrister and TV broadcaster Robert Rinder and former BBC home affairs correspondent Danny Shaw.

Members attending the session were able to vote on whether they wanted to see forces proactively sharing body-worn video footage to set the record straight when footage of incidents has been shared on social media, with 93 per cent of delegates supporting the move.

John said: "I will keep pushing on that issue."

The session began with an anonymous officer sharing their harrowing experience of being vilified on social media.

“It's about understanding not just the law, but it's understanding you are in the presence of people filming you and that radically changes the complexion of how you police and communicate, and that needs training and thinking.



*Criminal barrister and TV broadcaster Robert Rinder.*

"What myself and my family has gone through is crushing and still haunts us today," they said, "I don't want anyone to go through what I have when I was simply doing my job."

Robert Rinder called for a transformation of the way policing responds when officers are vilified in the media.

He said: "There needs to be better training for young officers, for everybody out there, especially if you're doing on the beat policing. It's about understanding not just the law, but it's understanding you are in the presence of people filming you and that radically changes the complexion of how you police and communicate, and that needs training and thinking.

"Policing in 2021 needs a meaningful, creative, national strategy about how our community police communicate on social

media and use those channels for themselves."

Robert added: "We have a 1990s – at best – media response to a 2021 media landscape. That's part of this conversation and it seems to me the muscly conversation the Federation needs to be having and demanding of all of the police forces."

Danny Shaw, head of strategy and insight at criminal justice and communications consultancy Crest Advisory, said there was a distinction between mainstream and social media, and how they treat the types of clips being discussed.

"Public confidence in policing is strong," Mr Shaw said, "What really impacts public confidence in policing is not necessarily a clip on social media but the interactions people have with the police.

"I'm not diminishing the experience officers have when they're vilified on social media but we shouldn't get things out of perspective in terms of the public confidence in policing."

He added: "When it comes to the mainstream media, I wouldn't get so caught up on the headlines. What's more important is the article, the context it's written in, whether there's balance, whether it's accurate.

"In my experience a lot of trouble goes into making sure pieces that are written are balanced and are accurate.

"There's a difference between mainstream media and social media. It's a bit like walking into a private members' club on a quiet Saturday afternoon and going into a pub at closing time. People are shouting at each other on social media, mainstream media has a filter."

He concluded policing needed a "twin-track approach" to the media.

"Police forces need to step up on social media and start to put out some of these good news videos and put things in context," he said, "At the same time, I'd really start to speak to the editors in the mainstream media and get your points across. It needs a longer term conversation with some examples to really get that understanding there."



## Understanding misogyny in policing

Jokes about gender are as unacceptable as those about race and sexuality, the annual Police Federation conference was told.

The pervasive nature of misogyny came under the spotlight in a session hosted by the Federation's self-organised national women's group.

Members heard how female officers still faced discrimination at work with group chair Zoë Wakefield giving examples of abusive social media messages she and others had received.

Zoë told the session that women often received negative comments from male colleagues about their fitness for the job.

National Police Chiefs' Council gender lead and Derbyshire Chief Constable Rachel Swann said misogynistic comments were too often dismissed as 'banter' which was no longer acceptable.

She said: "It isn't about not having fun. Having a laugh is important for de-stressing but it shouldn't come at someone else's expense.

"We've made other kinds of banter around sexuality and race off limits, but it still seems gender is OK to joke about."

Sue Honeywill, a Devon and Cornwall sergeant, branch vice-chair and member of the national women's group, suggested female officers who opted to work part-time for childcare purposes often faced discrimination.

The mother-of-five said: "When it happened to me, I was still the same person, with the same abilities to offer the Force. The only difference was, I was part-time."

Federation national wellbeing secretary Belinda Goodwin told the session: "You still get eye rolls when you talk about 'female' issues.

"It's just about creating change and bringing barriers down so we can discuss things properly."

Assistant Chief Constable Mark Travis from South Wales Police delivered a presentation on gender discrimination in the workplace which revealed as many as 90 per cent of female officers in Wales said they had experienced sexual harassment at work.

Mark said: "When we talk to people who experience this harassment, they don't want things to escalate, they don't want a big, formal process, they just want the behaviour to stop.

"They just want respect, a good attitude, and to be treated professionally."



*Dave Bamber, national Federation lead for professional development.*



*Federation roads policing lead and National Board member Gemma Fox.*

## New recruits praised by panel

There was no shortage of praise for new recruits during a panel session at this year's annual conference, with those who have been forced to complete virtual training due to the pandemic called 'resilient' and 'nothing short of commendable'.

With an ambitious target of an extra 20,000 officers by 2023, concerns were raised about the impact virtual training has had on new recruits, with Federation roads policing lead and National Board member Gemma Fox recognising that newcomers have been immediately asked to put both themselves and their families at risk.

She said: "What we've asked of them, is to pick up a uniform, to put it on and get on with it. They have done exactly that while putting themselves at risk of coronavirus, as well as risking taking the virus back home with them."

Dave Bamber, national Federation lead for professional development and issues related to the College of Policing, explained: "What we can't deny is the impact that the last year has had on our officers and members. Young officers have been forced to learn independently, online and virtually. We need to get an understanding of what effect that has had on them.

"What needs to be acknowledged is none of this is at the fault of our officers."

Deputy Chief Constable Janette McCormick QPM, programme director for the Police Uplift Programme, said that the pandemic has brought with it personal and professional challenges for both current and new members of staff across the force.

"We've all had to adapt, which means

we've started recruiting virtually and investing in training online," she added, "What has been fantastic is to have been so supported by the Federation."

Jo Noakes, director of workforce development at the College of Policing supported Janette's comments, stating that she was 'confident' forces would see a set of great quality new recruits.

She explained that they have 'transformed' learning programmes for new recruits.

As well as recruitment, emphasis was also on retention and the significance of finding out why people are choosing to leave the service early.

Gemma said: "We really need to understand the reasons why. If we don't understand this, then chief officers won't be able to make the necessary changes," said Gemma, adding: "Lots more can be, and should be, done around retention."

Gemma also highlighted the importance of recruiting more staff from diverse backgrounds, adding: "We welcome anyone from any background into the police service."

“Young officers have been forced to learn independently, online and virtually. We need to get an understanding of what effect that has had on them.”

# Policing Protests: national chair urges forces to prioritise officers' safety



Metropolitan Police Sergeant Nikki O'Malley spoke about her experiences of working on the frontline at protests.

"My view will always fall on the side of officer safety," national chair John Apter told delegates during a conference session on policing protests.

The segment focussed on the protests that have taken place over the past year and whether more needs to be done on educating the public on the role of the police during these sometimes violent demonstrations.

“Policing reacts to crisis. The pressure cooker of frustration has built up and we had a taste of it last summer.

John warned against taking advantage of the goodwill shown by officers, who continue to want to protect the public, despite the situation.

He said: "We have the best police force in the world. We don't have to do a lot to make people feel valued and wanted."

Speaking about the fact that frontline officers are not always required to wear protective kit when working at protests, he argued that there were more concerns about how they will look in the protective gear rather than prioritising staff safety.

Looking to the summer ahead, John said forces are committed to protecting the public.

"Policing reacts to crisis," he explained, "The pressure cooker of frustration has built up and we had a taste of it last summer."

He continued to admit that forces needed to look at the way they respond to protests and ask themselves if it is right.

Metropolitan Police Sergeant Nikki O'Malley spoke about her experiences of working on the frontline at protests, including one in which she was not wearing a protective kit, resulting in her getting injured.

Avon and Somerset Chief Constable Andy Marsh and Inspector Kim Brown of Cumbria Constabulary were also part of the conversation.

CC Marsh defended his Force's actions during the toppling of the Edward Colston statue in Bristol. He insisted that if officers had intervened to prevent the statue from being rolled into the river they may have been seriously injured.

The group discussed whether the public



Avon and Somerset Chief Constable Andy Marsh and media should be better educated on the role of the police, especially at protests.

John said: "I've been relentless in my messaging to the media, not only in support of officers but also educating the public too on why we do something in a certain way."

He recognised that some chief officers worked closely with the media, locally, he also said that there is so much more that could be done nationally.

"The Police Federation has got a part to play, and we will continue to do our best to provide that education," he added.

“I've been relentless in my messaging to the media, not only in support of officers but also educating the public too on why we do something in a certain way.

# New conduct regulations – but do we have a new culture?



*Phill Matthews, national Federation conduct and performance lead.*



*IOPC director general Michael Lockwood.*



*Craig Guildford, Chief Constable of Nottinghamshire Police and NPCC lead for complaints and misconduct*

It is not the end of the journey, and adjustments still need to be made but it is absolutely clear that we are moving in the right direction in terms of embedding a culture of learning and development rather than sanction and punishment with police conduct proceedings.

That was the message given to delegates at a conference session called New Regs – New Culture.

Phill Matthews, conduct and performance lead for the national Federation, said that relations between the Federation and the Independent Office for Police Conduct (IOPC) had improved and he thanked the police watchdog's director general Michael Lockwood for his efforts to overhaul the system.

As a sign of the progress made, Phill will soon be giving the Federation's first input into IOPC investigators' training.

But he said there were some issues with forces adjusting to the new raised bar for conduct proceedings, and the performance requiring improvement and reflective practice procedures introduced with the new conduct regulations in February last year.

Much of the session focussed on the timeliness of conduct enquiries which all agreed was essential for police officers,

complainants and the reputation of the complaints system as a whole.

Phill explained: "I listened intently to both the policing minister and the Home Secretary yesterday when they were asked about it (a time limit) and they just didn't get the issue, which is a real shame.

“We're not asking for a finite cut off where it goes over this time and you lose it. What we want is something that's fair both to our members and to the complainants.

"We want them to meet with us because so far we've been asking to meet with them to explain our viewpoint and they haven't wanted to meet with us. We're not asking for a finite cut off where it goes over this time and you lose it. What we want is something that's fair both to our members and to the complainants".

Mr Lockwood said there would be times, where a case was complex or there were vulnerable victims, where cases might go over the 12-month limit the Federation would like to see on investigations. The IOPC was setting targets for nine and six months next year.

He stressed that there should be a real emphasis on learning not just for individual officers but also for forces themselves.

Phill agreed and said the IOPC had now issued more than 400 learning reports, rather than those involved being sanctioned.

"That's key for us because those 400 reports help to change the underlying policies and procedures of forces which will prevent our members falling foul of the misconduct system in future," he explained, "We need forces to adopt that learning and rewrite their policies and procedures, so our members don't find themselves on the wrong end of the misconduct arena."

Craig Guildford, Chief Constable of Nottinghamshire Police and NPCC lead for complaints and misconduct, welcomed progress that had been made but also urged Federation reps to raise with their chief officers any concerns that reflective practice was not being used in the way it was intended.

# Wellbeing: 'It's the simple things that need to change'



National wellbeing lead Hayley Aley.

National wellbeing lead Hayley Aley says that 'even the smallest changes made across the police service will have a huge impact' on the welfare of officers, as she joined a conference session called Wellbeing – Whose Responsibility Is It?

Hayley's comments were part of a discussion that focused on the wellbeing of officers, which highlighted the demands of the job, pressures felt by staff and solutions that could help combat wellbeing issues.

Looking ahead, Hayley said she hoped to not be sitting here next year, 'saying the same thing over and over'.

"We've only just opened the box, looking at what pressures are affecting officers," she said, adding: "We need to look at the things that need to change to prevent mental health and the physical issues people are feeling. We need to prevent people from walking away from the workplace because they can't cope."

"It's the simple things that need to change, the day-to-day jobs. Those quick changes will have a long-term impact on the organisation."

“We need to look at the things that need to change to prevent mental health and the physical issues people are feeling. We need to prevent people from walking away from the workplace because they can't cope.”



West Mercia branch secretary Steve Butler.

Hayley was joined by National Board member and wellbeing secretary Belinda Goodwin, who said that wellbeing can be broken down into four parts, including mental health, physical wellbeing, financial wellbeing and general wellbeing.

"We have to stop just talking about it," she said, "We need to make fundamental changes to impact the wellbeing across forces."

Chief Constable Andy Rhodes of the National Police Wellbeing Service (NPWS), known as Oscar Kilo, explained: "We've given officers the confidence to talk. The data tells us that people are becoming more confident in sticking their hand up and saying they're struggling with mental health. We need to be able to support them."

Several members of West Mercia Police Federation spoke up about the wellbeing issues felt across the Force.

Steve Butler, West Mercia branch secretary, ended by saying: "Let's not lose sight of why we need to get this right. If these officers break, the significance of these breaks is huge."

## Clarity needed on use of force

Frontline police must be given greater clarity on the use of force with officers at risk of falling foul of the law under existing guidelines, the 2021 Police Federation of England and Wales conference has heard.

The Federation is campaigning for better standards and education for officers who are forced to make split-second decisions to use force or authorise other officers to do so.

Scott Ingram, lead lawyer on criminal police misconduct at law firm Slater and Gordon, said: "An officer's decision to use force will be justified based on their honestly held belief so if it is their honest belief about the need to use force they are not going to be found guilty of any criminal offence."

"That's a subjective test - the honest belief of the officer based on their understanding or their perception of the facts."

"But in misconduct proceedings, because of a Court of Appeal decision, even if an officer has an honestly held belief, they can still be dismissed if a view is taken on an objective level that the belief was unreasonable."

"Most police officer decisions to use force are in quick time, they are in a difficult situation, a stressful scenario, so quite how an officer is expected to be able to weigh up the criminal law test and the misconduct test before they decide to use force is really what identifies the problem here."

"It is far from ideal and needs to be resolved by a decision in the Supreme Court."

Federation firearms and less lethal lead Steve Hartshorn said: "My concern is this decision, which is authoritative at the moment, affects every strand of policing, it affects the frontline officers who are responding to 999 calls, it affects decision-makers at a senior police leadership level, it might affect a chief constable who wants to effect a policing plan."

"So it is only right that everybody involved - at the front end, in the middle and at the very top - knows exactly what standard they are being assessed and held to account by because at some point they will have to justify their decisions either in a criminal court, at a gross misconduct hearing or at an inquest."

# New wellbeing toolkit is aimed at detectives



Thames Valley's Deputy Chief Constable Jason Hogg.

A unique wellbeing toolkit aimed specifically at detectives and investigators has been previewed at the annual national Police Federation conference.

Details of the specially-commissioned Oscar Kilo Toolkit were unveiled during a discussion which covered issues such as recruitment, retention and growing fears of officer burn-out.

Detective Chief Superintendent Martin Brunning of the Bedfordshire, Cambridgeshire and Hertfordshire Major Crime Unit said the package could be transformative in terms of improving the emotional wellbeing of detectives and stop them leaving the CID.

He told the session: "This is not a one size fits all or a token gesture. It's got real substance as it comes from a group of people who have been through the pain of having colleagues crashing and burning."

The Investing in the Investigators discussion was led by Staffordshire Police Federation secretary Glyn Pattinson, chair of the Police Federation's National Detectives' Forum (PFNDF) which has long campaigned for leaders to provide better support for investigators in relation to the unique pressures they face.

He said: "I know that the toolkit is going to get a big launch on 21 June and I am

conscious that as senior officers you understand what it's like to be a detective - been there, seen that, done it. But that's not always the case with some of our senior command team and executive officers across the country.

"So when the emails and correspondence lands with those officers back in their own forces, what can we as Federation reps do to help you help our members?"

“It's got real substance as it comes from a group of people who have been through the pain of having colleagues crashing and burning.

Det Ch Supt Brunning said: "I would plead with everybody to get behind this because it is the product of a lot of people with a lot of experience in investigations who also get what it's like to be a young in service new detective or police staff investigator."

The discussion heard how high workloads, the increasing complexity of investigations and the enormous impact on work life balance had led to once-coveted roles in CID losing their appeal.

Thames Valley's Deputy Chief Constable Jason Hogg, who is also detectives' lead on the National Police Chiefs' Council, said a survey by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) found 22 per cent of detective posts were vacant and had described it as a 'national crisis'.

His force enjoyed a recruitment boost after highlighting the detective role, introducing flexi-time working arrangements, covering the costs of books for officers studying, giving time off and offering a bonus payment.

# Members urged to stand in Federation elections



PFEW national vice-chair Ché Donald.

Members are being encouraged to stand in the upcoming Federation elections, with national vice-chair Ché Donald calling his appointment 'life-changing'.

Ché was joined by John Partington, deputy national secretary, at this year's annual conference, ahead of the election process which will be kicking off on 1 July.

The pair called on members to stand in the elections, with Ché referring to workplace reps as the 'lifeblood' of the Federation.

He added: "There are many officers out there who would struggle without them. I really want people to consider it. I found it life-changing.

"As officers, we care for people, that's why we join the police but who looks after us? That's why the Federation exists.

"We're a big family".

Ché said that becoming a rep made him a better supervisor and manager, adding that there are 'more highs than lows' to the role.

He advised anyone who was considering standing to speak to other reps and ask them how they find it, adding: "The best way to sell the job is to hear from the reps themselves."

An election café for those interested in standing is being held on 21 June from 2pm - 3pm.

# Privilege comes under scrutiny

**F**airness and equality came under the spotlight with a powerful session examining race, policing and privilege and the impact they have on public confidence and trust.

The session was led by scholar, activist and broadcaster Robert Beckford, a professor of black theology, who said British society remained one of the most unequal in the western world with unchecked privilege leading to financial and socio-economic consequences across the country.

He told the conference: "We have got to address the subject of privilege because we have got the persistence of structural inequality."

Session host Zac Mader, secretary of the Federation's Black, Asian and Minority Ethnic and BAME Belief Self-Organised Group, asked how the understanding of privilege could be improved within policing.

Prof Beckford said: "It is about talking about it. Part of the problem is it is not talked about. We need to talk and reflect upon it, to see how we can help in certain circumstances.

"Radical honesty is necessary to address these problems in institutions and organisations. In society we find a way to



*Session host Zac Mader, secretary of the Federation's Black, Asian and Minority Ethnic and BAME Belief Self-Organised Group.*

deny things exist, but we need to be completely honest so we can move forward."

He also said officers should try to educate themselves about the issues around privilege and suggested better training and honest answers to difficult questions were needed to tackle bias and inclusion across policing.

He said: "Think about how you can be an



*Professor Robert Beckford.*

ally and support under-represented groups to ensure there is a real fairness. The fairness we want to see in public institutions and public life."

The professor called for 'really clear and powerful pathways' for career progression among under-represented groups to help improve an imbalance so the police can better reflect the communities they serve.

## We need diverse experiences says equality expert

A leading equality expert has identified three key barriers blocking the recruitment of new police officers from black and Asian communities.

Professor Robert Beckford, an academic, activist and broadcaster, pulled no punches when the issue was raised during a diversity session called The Challenge of Difference at the Police Federation annual conference.

Prof Beckford said the first stumbling block was a perceived lack of integrity within the police service.

He told the conference: "There is a lack of recognition of the negative history of policing black and brown communities, particularly black deaths in custody, particularly around miscarriages of justice.

"If I was running the force the first thing

I would say is sorry. It doesn't take much to appease people in this context and sorry goes a long way. So firstly there needs to be that kind of acknowledgement."

Prof Beckford said the second key factor in the recruitment of black and brown officers was the idea that the issue could be addressed by simply having more black and brown people in positions of power.

He said: "It's more about having different types of people, having a diverse representation. The problem is that if you are playing with the norm - the white male norm - it tends to be people who fit the white male norm from black and brown communities at the top of the pile.

"So you end up with a situation where there is less diversity and that is part of the

problem - difference isn't the issue, the issue is the norm.

"We need the diverse experiences of black and brown people, women's experiences, LGBTQ+ experiences - that really does matter."

The award-winning academic said the third stumbling block was over-reliance on long-term recruitment targets.

He said: "I think targets help but we have got to understand the targets are a short-term fix because of a long-term problem - I don't think the targets can be there forever.

"I think the targets can be really productive if they are used in the correct way as a short-term fix to build up the numbers, to produce the right kind of diversity, to deal with the skill-sets that need to be there."

Prof Beckford said the challenge now faced by the police service was to simultaneously recruit diverse people while changing the culture of the institution.

“ If I was running the force the first thing I would say is sorry. It doesn't take much to appease people in this context and sorry goes a long way.

# Change to driving law for officers must be fit for purpose

Federation representatives are being urged to implore their chief officers to ensure that changes to driving legislation aimed at better protecting police drivers make the law truly fit for purpose.

Tim Rogers, deputy secretary of West Midlands Police Federation and national pursuits and driver training lead, gave an update on the provisions of the Police, Crime, Courts and Sentencing Bill during a roads policing session at yesterday's Federation conference.

The bill, which is due to become law later this year, sets out changes that will mean officers will no longer be judged by the standards of the careful and competent driver, allowing their professional training and expertise to be taken into account.

But Tim fears the wording of the proposed legislation could lead to officers being further criminalised.

"We are very grateful for the support so far from the Government, the Home Office, the Ministry of Justice, the National Police Chiefs' Council and the Independent Office for Police Conduct," he said, but adding that an amendment to the bill is now required.

A new legal test will currently be applied so officers' driving will be measured against that of a 'careful and competent police driver', however, this could still leave them exposed.

"An officer will be licensed to drive in accordance with what they have been trained to do but nothing more. Performing a manoeuvre which is not trained or in policy is likely to fall into the new definition of dangerous and careless driving under a new test against the careful and competent police driver," Tim explained.

"Going beyond the terms of that licence could give rise to criminal liability. I have grave concerns around the practicality of this approach.

"What's a police officer to do if they encounter something which falls outside of this policy? The bill in its current format won't permit a police officer to respond legally when confronted by the many and

varied situations officers are likely to encounter while driving police vehicles."

The Federation has raised its concerns with the National Police Chiefs' Council and is pressing the Government to consider adding a reasonableness defence clause to the bill to give officers flexibility to respond legally to the matters they encounter on duty.

This would take into account what they reasonably believe they are responding to, the threat that is posed and any departure from the relevant standard should be reasonable and proportionate.

In the Home Secretary's Q & A session, Tim ask Priti Patel to support the Federation's amendment to the bill.

She said there was no intention to criminalise officers and that, as the bill made its way through Parliament, the Home Office would work through how it could make it work in the right way.

“An officer will be licenced to drive in accordance with what they have been trained to do but nothing more.

## 'We made it the best it could be'

The national chair of the Police Federation of England and Wales closed this year's conference by saying the decision to make it a virtual event was the right one.

John Apter told facilitator Ian Collins: "This was our first virtual conference so it has been strange. We would rather not have had to do it this way but I think we made it the best it could be.

"We have had over 1,200 registered delegates, some from Canada, America,

all over, so it has been a great opportunity to reach out to more people.

"People asked me why we didn't wait until after lockdown was lifted but we had to make a decision and we didn't know what was going to happen – we still don't - so it was the right decision in the circumstances and the feedback has been really positive."

John read out the names of those workplace representatives retiring, adding: "There would normally be applause but we

can imagine it."

Ian Collins said the theme of conference 2021 had been Policing Under Pressure and at times it had also been 'conference under pressure'.

John added: "We had a couple of glitches and some things going on behind the scenes which caused some hairy moments!"

He then thanked Ian for all his 'friendship and hard work' and said he was looking forward to conference 2022.

Helping the Police Family financially



We've spent **35** years helping the Police Family financially.

So far we've helped our members to buy over **36,809** cars, fund over **2,114** weddings, finance over **974** homes, pay for over **7,594** holidays and fund over **15,628** home renovation projects. We've helped with education costs over **4,117** times, funded medical bills over **2,074** times, helped **248** members to start their business and so much more!

*See how we could help you*



Visit [www.no1copperpot.com](http://www.no1copperpot.com)

All loans and mortgages are subject to affordability and our lending criteria. Your savings are protected by the Financial Services Compensation Scheme up to £85,000.

Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit <http://www.fca.org.uk>.

