

Federation Matters

The magazine of Hertfordshire Police Federation

Summer 2021

2021 | POLICING UNDER PRESSURE



**POLICE FEDERATION ANNUAL
CONFERENCE 2021**

View from the chair

By Geoff Bardell, chair of Hertfordshire Police Federation

Welcome to the summer edition of Fed Matters – the magazine for members of Hertfordshire Police Federation.



Since our last magazine we have been through another huge wave of coronavirus infections after Christmas which thankfully we have come through pretty unscathed as a Force, and we have had the benefit of the short-term notification vaccinations which so many of you were able to take up.

Hopefully, we are getting there and the effects of the Delta Variant are minimalised by the vaccines most of us have now had.

In the past few weeks, we, as a Federation, have helped Devon and Cornwall Police Federation by supporting mutual aid officers at the G7 summit in Carbis Bay in St Ives, Cornwall. We joined North Wales and Thames Valley in deploying our welfare vans to Cornwall as part of the national Federation's support for officers.

While there, Hertfordshire workplace

representative Kio Bozorgi and I were able to provide assistance and meet the welfare needs of officers from all 43 forces, but were also able to meet up and support many of our Herts colleagues down there.

I am pleased to say our officers had very few issues and any encountered were sorted pretty quickly. Kio having a hotline to the night-time Silver Commander, who he knew from working on the Officer Safety Review, was also a bonus.

Issues we helped with included accommodation concerns (or lack of on arrival), meal times, but, of course, what went down best were the drinks and goodies given out, and the van toilet was also popular. At one point, we had a huge box of bananas to give out, given to us by Tesco when we stopped to stock up with bottles of water.

The response from the public to the police presence was great and I have read a local article about how professional and friendly all our colleagues were; brilliant work by all.

I hope you find the magazine informative and wish you all well.



Herts with the national reps, Devon and Cornwall Police Federation and Thames Valley Police Federation at the end of the G7.



Chair Geoff Bardell (right) and Kio Borgozi (left) just before American President Joe Biden landed at Newquay Airport.



Members of the Lancashire search team happily take some of the bananas donated by Tesco.



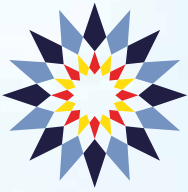
The welfare van with the search team from RAF Mawgan.



The van proved popular with officers.



The welfare can was also tasked to the ship in Falmouth.



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Virtual conference: not ideal but necessary

By **Al Wollaston**, secretary of Hertfordshire Police Federation

Due to the pandemic, this year's annual national Police Federation conference was held virtually online. This was not ideal, however, it was completely understandable in the current climate.



The two days were ably facilitated by broadcaster Ian Collins who, as always, ensured panel members were questioned and scrutinised on the relevant issues, asking the difficult questions that everyone wanted to hear the answers to.

Prior to the first session, Prime Minister Boris Johnson praised the police describing them as 'the best in the world'. I am not aware of a Prime Minister having addressed the conference before so this was something of a first.

In the opening session, which was entitled Policing Under Pressure in line with the conference theme, the panel included the policing minister Kit Malthouse and shadow police minister Sarah Jones as well as Martin Hewitt, chair of the National Police Chiefs' Council, and Sir Tom Winsor, HM Chief Inspector of Constabulary. The panel discussed how the police had coped and dealt with policing the pandemic but, in my opinion, they needed a frontline officer on the panel who had lived and breathed the last 15 months too. This would have been far more impactful.

National Federation chair John Apter, for the third year running denied the opportunity of taking to the stage at a 'live' national conference, then gave his keynote speech with a response from Priti Patel, the Home Secretary.

John was passionate as always, highlighting the extraordinary challenges of policing the pandemic. The Home Secretary said how the police 'have my support, that is a guarantee'.

Again these are just words and we need to see her take action to back up that statement when it comes to pay and conditions and pensions.

For me, there was too much closeness between

John and Priti Patel. She needs to be held to account not withstanding the fact that they must have a good working relationship. We cannot forget how we have been treated by the Government over a number of years now.

Chief Inspector Sharon Baker was awarded the Outstanding Contribution to Women in Policing Award for her tireless work around domestic abuse, sharing a powerful video about her own experiences. The award was introduced by Dame Cressida Dick, Commissioner at the Metropolitan Police. It was a shame that only 10 minutes was given to celebrate the work carried by all the women in the organisation and we did not hear anything about the other nominees, even if only a list of names.

Throughout the two days, there were a number of sessions covering a range of current issues. Some were run concurrently meaning you had to choose which one to watch. But you can access videos through an on-demand service, simply email events@polfed.org and you will be sent a link.

Hopefully, next year we will be able to return to a full conference in person, however, by hosting it remotely, more than 1200 members were able to register and join online.

Back in Herts things have continued to be very busy and this is the same for all departments. We are still having to deal with Covid restrictions and again the path out of lockdown has been put back, who knows what business as usual will eventually look like.

I have no doubt it will be a considerable time before we get anywhere near to how things were before the pandemic. Geoff and I attend the Bullrush meetings and continue to raise issues around a variety of topics. This is on top of representing many officers on a daily basis with the rest of the team.

I hope you are able to get some time off over the summer period, even if we are going to have to rely upon staycations. Stay safe and thank you for all the work you have done over the past 15 months which has been an unprecedented time in the history of policing.

Chair reflects on challenging year



National Police Federation chair John Apter.

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.

"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."

He said the police had unfairly become 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 you disgust every decent, law-abiding person."

John said officers were also facing 'trial by media' on a daily basis and called 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?"

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.

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, 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 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



Home Secretary Priti Patel.

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.

She concluded: "Our country depends on you. And I have got your backs."

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



Policing minister Kit Malthouse.



Her Majesty's Chief Inspector of Constabulary Sir Tom Winsor.

Policing 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 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.

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.

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.

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," 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,



Facilitator Alastair Campbell.

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.

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

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.

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.

'Be braver with BWV'

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 (BWV) 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.

In a vote of delegates, 93 per cent said they wanted forces to share BWV to set the record straight when footage of incidents were posted on social media.

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

"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



Criminal barrister and TV broadcaster Robert Rinder.

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."

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.

He said: "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."



The panel members with Ian Collins bottom right.

'Having a laugh is important, but not at someone else's expense'

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."



Federation roads policing lead and National Board member Gemma Fox.



Dave Bamber, national Federation lead for professional development.

Panel praises pandemic recruits

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."

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

“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.”

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.

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."

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 protective kit, resulting in her getting injured.

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

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New culture on conduct?



Clockwise from top left: the session featured Phill Matthews, Chief Constable Craig Guildford, Michael Lockwood and Ian Balbi, head of police discipline policy at the Home Office.

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 asking 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 inquiries which all agreed was essential for police officers, complainants the reputation of the complaints system as a whole. 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.

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



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, "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."

Hayley was joined by National Board member



National wellbeing lead Hayley Aley.

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."

Privilege comes under scrutiny

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

He also said officers should try to educate



Professor Robert Beckford (left) with Session host Zac Mader, secretary of the Federation's Black, Asian and Minority Ethnic and BAME Belief Self-Organised Group.

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 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'

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.

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

Fears over changes to driving law

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, Sentencing and Courts Bill during a roads policing session at the 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 officer 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."

Wellbeing toolkit for detectives

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.

Fed elections coming soon

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.

Officers were given the opportunity to meet current reps and ask any questions at an online election café on 21 June.



'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."

He added: "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."

Ian Collins said the theme of conference 2021 had been Policing Under Pressure and at times it had



John Apter sums up conference 2021.

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!"

ON-DEMAND


All the highlights from the Police Federation conference including keynote speeches, panel discussions and round table forums are now available to watch online.

Members are being encouraged to access

the event through a catch-up facility offered by the Police Federation of England and Wales.

To access the on-demand videos, please simply email events@polfed.org and you will be sent a link.

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