

POLICE

October / November 2018



Remembering the fallen

Family, friends, colleagues and guests gather for National Police Memorial Day to honour those who paid the ultimate price

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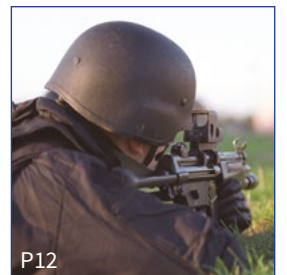
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Is it time to think about remortgaging?

Over
96%
of responding surveyed members rate our mortgage service as **Outstanding or Excellent***

With the recent Bank of England rate rise, many people are thinking about what that means for them and their mortgage. This could be a great opportunity to review your current mortgage needs.

Here are our top tips to help you with your decision process:

Why should you consider a remortgage

Most people choose to remortgage because they have come to the end of their current deal. But there could be other reasons, such as switching from a lender's standard variable rate or to release equity from the property for home improvements.

Review the type of mortgage you have

If you are currently on a variable mortgage, the rate rise will have an impact on your monthly payments as they are likely to increase if your lender raises their rates. If you want to avoid future rate rises, consider switching to a fixed rate.

Don't hang about

As much as you don't want to rush in to a deal that you are stuck with, you also don't want to leave it too long – the rate rise has already seen some lenders bump up their rates.

Think about the overall cost

Use a mortgage repayment calculator to compare what your new monthly payments could be against your existing monthly payments. Make sure that you also consider the various fees that could be incurred as part of the remortgage process, which could include exit fees from your current lender, legal (conveyancing fees), and arrangement and valuation fees for the new mortgage.

Seek independent advice

You can research the market yourself but this can be very time consuming and complex. Consider contacting a mortgage adviser who can help you find the deals you qualify for and guide you through the process. Some mortgage advisers also have access to special deals that may not be available on the high street.

Here at Police Mutual we offer a free mortgage advice service, which offers access to the whole of the mortgage market. With over 96% of responding surveyed members rating our mortgage service as Outstanding or Excellent*, you can be sure you'll be in good hands.

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* 376 mortgage survey responses between 01/01/18 to 12/08/18

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Editorial
October /
November

Catherine Feast,
Editor

Courts must now use powers to protect emergency services staff

It is great news that our Protect the Protectors campaign has resulted in a change in the law which will help to protect not just police officers but those in the wider emergency services family.

It's abhorrent to think that there are some in society who believe it's okay to spit at, punch, kick and attack those who are doing jobs to help others. That there are members of society who have such little respect for authority that they think nothing of lashing out.

Protected by law

Those who carry out emergency service roles, whether it be ambulance staff, firefighters, police or prison officers, have taken on roles many others could not. While highly trained, they are just people at the end of the day – mums, dads, brothers, sisters, wives, husbands, partners, sons and daughters.

They deserve to go home without black eyes, missing teeth and clumps of hair. They deserve to have the law behind them.

But while the change in law is positive – albeit not everything we asked for – what must now follow is that the judiciary system actually uses the powers it has and deals out the tariffs it can when those who assault emergency workers come before them.

Courts must give sentences that reflect the crimes. Only then will this campaign truly be a success.

 Follow the Federation @pfew_hq

Government is 'turning a blind eye' to policing

A damning report published by the National Audit Office (NAO) has criticised the Government for failing to fund the police service properly.

The *Financial sustainability of police forces in England and Wales 2018* report made clear that the total funding to police forces, from central government and council tax, had fallen by 19 per cent since 2010-11. Consequently, officer and support staff numbers are down 18 per cent, with 45,000 jobs lost.

John Apter, Chair of the Police Federation of England and Wales, said the report echoed what the Federation had been saying for some time and "must serve as a wake-up call to the Government."

"For too long it has turned a blind eye to the crisis in policing that has occurred

on its watch and is of its own making," said Mr Apter.

"We've seen funding reduced across the board without consideration for the growing list of demands on police time, or the ability of forces to raise funds locally through council tax.

Detached from reality

"Now we hear that the Home Office is so detached from reality that it does not know if policing is financially sustainable, and lacks a clear picture of the funding levels that are required to maintain the essential policing service that the public has a right to expect.

"The responsibility of any government is to secure the safety of its public – for this Government to sleepwalk into this very predictable crisis is shameful."

Overtime bill should be used to employ more officers

The Government should be investing the millions of pounds spent on police overtime in England and Wales to employ more officers.

That was the view of the Police Federation of England and Wales (PFEW) to data obtained via a Freedom of Information request by the BBC, which revealed that more than £1.7bn has been spent on police overtime in the UK since 2013.

Increasing disconnect

PFEW Chair John Apter said the figures represent the hidden reality of the cost of policing. "In the last financial year alone the money that has been spent on these payments in England and Wales could have been used to fund more than 10,000 new constables. The scale of

the payments provide further evidence of the increasing disconnect between the demand officers are facing, and the capacity they have to deal with it.

"And it must be noted that they only refer to the overtime that has been claimed. Every day thousands of officers will start their shifts early, finish late or use their rest days to catch up on work just to keep on top of their own workload, and not claim those hours back."

The stresses being faced by forces across England and Wales were highlighted by Her Majesty's Inspector of Constabulary for England and Wales, Sir Tom Winsor, in his latest *State of Policing* report where he acknowledged that it is often the "get the job done" attitude of front-line police officers which keeps the service from reaching breaking point.



View from
the chair

John Apter,
Chair of the
Police Federation

Representing you is the top priority

As the newly elected National Chair I have a long list of priorities, but at the top is to represent you on the key issues of pay and conditions, welfare, force resilience (or lack of it), equality and diversity. It's evident that we have a Government that doesn't understand the impact of funding cuts.

I recognise and share your anger and frustration about the failure to honour the recommendations of the Police Remuneration Review Body. We will fight for your best interests using the processes in place, while also reviewing whether they are fit for purpose.

We need a working relationship with the Home Office, National Police Chiefs' Council and College of Policing, but I will hold them to account to act in your best interests – we don't have to be friends.

I want the Federation to be more passionate, persuasive and proactive in its work, and to take our message to the public, who in the main support policing and all that you do to protect them.

We know, sadly, that some think it is acceptable to assault police officers. I'm proud that following our Protect the Protectors campaign, the Assaults on Emergency Workers (Offences) Bill has become law. The final Bill wasn't everything we had called for but it's better than we had. The Federation will continue to fight for legislative changes and equipment that safeguards officers – the safety of police officers is something I am passionate about, and I will be pushing central government for funding for the rollout of Taser to those officers who wish to be trained to carry and use it. Additionally we will work to ensure the complete rollout of spit and bite guards to all police officers.

There is much to do.

 Follow me on Twitter @PFEW_Chair

Custody must be

Custody roles are becoming increasingly unpopular, with nearly 23 per cent of custody officers wanting to be redeployed away from detention duties as soon as possible. These figures, from our annual Pay and Morale survey, show an increase from last year, when 18.9 per cent said they wanted to quit. The survey's results highlight a long-held perception that custody is the worst job in policing. And it was against this backdrop that the Police Federation of England and Wales (PFEW) annual National Custody Seminar took place at Daventry, Northamptonshire in September.

Timeliness still an issue for IOPC – but 'working hard to improve'

Ms Biddle said the IOPC was "working hard" to address issues of timeliness



"Timeliness is still our biggest single criticism, but we are working hard to address this."

That was the view of Miranda Biddle, North East Regional Director of the Independent Office for Police Conduct (IOPC), who told delegates at the seminar that in 2017-18, 77 per cent of their investigations were completed within 12 months; in the same period the previous year, that figure was 60 per cent.

She also revealed that in 2017-18, 33 per cent of investigations were completed within six months, a significant improvement on the previous year's figure of just 17 per cent. A new pilot scheme, streamlining lower risk cases,

had reduced the average length of investigation by more than 50 days, from 218 to 150 days.

Impact on officers

"We should never underestimate the impact an investigation has on officers, so we recognise we need to work with you to speed things up," she said.

Ms Biddle said the IOPC, which replaced the former Independent Police Complaints Commission in January, also recognised that the consistency and quality of their investigators was key, as well as the importance of proper and relevant training for their staff.

seen as a prestigious job

The new chief officer in charge of custody across England and Wales says it's vital the status of custody policing roles is raised – and he is enlisting the help of the PFEW to make that happen.

Assistant Chief Constable Nev Kemp, who became the National Police Chiefs' Council lead on custody at the end of last year, told the seminar he had seen the Federation's Pay and Morale survey which included details of the high numbers of custody officers who wanted to leave, as they felt undervalued by both the service and the public.

Most challenging

"There will always be a risk in custody, but you have to remember that custody officers are responsible for some of the most challenging and difficult people in society, often in very frail physical and mental health," he said.

"Nowhere else in the world has closer scrutiny on custody – it's difficult to see how we could be more open and transparent. Being a custody sergeant is the only role in policing where you have to go right up to superintendent to be overruled."

Mr Kemp told delegates that the custody landscape had improved vastly over the past 20 years: "Go back to 1998 and there were 69 deaths in custody; that is too high. But the profession is in a much better place now, although there



Mr Kemp told delegates that while the custody landscape had vastly improved, there was still a lot to do

is still quite a lot to do. Last year there were 23 deaths, which is still too high. This was a disappointment because the previous year there were just 14.

Tragedy for everybody

"Of course every death in custody is a tragedy for everybody, but it's also a tragedy for the officers and staff involved. And it takes far too

long to resolve the issues afterwards. Custody should be a prestigious, professional job, not one where we see people forced into the role."

Mr Kemp said he was talking to both the Government and the Independent Office for Police Conduct about trying to reduce the length of investigations but was encouraged by the reduction in custody deaths overall.

Custody is 'not immune from policing cuts'

Custody is just as much a victim of policing cuts as any other area in the service, delegates at the seminar heard.

Chris Bentley (right), chair of the PFEW's National Custody Forum, outlined some of the issues shortly after the National Audit Office (NAO) released its damning report on the financial sustainability of police forces in England and Wales.

Mr Bentley said: "As the Federation has been saying for years, cuts have consequences. As the NAO is saying that the Home Office is basically clueless about the financial sustainability of

policing, you can't tell me that the loss of 22,000 officers since 2010 is not having an impact on policing.

No shortcuts in custody

"For example, the amount of time taken for charging decisions to be made has now increased by four days, and arrests are also down by a rate of three people per 1,000. And custody is definitely one of the fields where cuts will have consequences. There cannot be any shortcuts in custody – it needs to remain robust, safe and dignified for everybody."



ID card will help to identify brain injury survivors

A large number of people in the criminal justice system have suffered a brain, which can change behaviour and leave them vulnerable.

That was the message to delegates from Peter McCabe, Chief Executive of Headway, the Brain Injury Association. Mr McCabe said that symptoms of surviving a brain injury included swaying when walking and slurred speech, which can be mistaken for the person being drunk. He said survivors often experienced angry outbursts and had difficulty reasoning, leaving them vulnerable.

To counter this Headway has launched an identity card for brain injury survivors to show when they encounter police and other agencies, to ensure that people who have brain injuries are identified at the

earliest possible opportunity and receive appropriate support.

Mr McCabe said: "We recognise that survivors committing serious crimes should face the consequences – this card isn't a get out of jail free card. But we believe those who are dealing with them should be fully aware of their deficits when they are making key decisions.

"You (the police) have such limited resources, the last thing you need is to be working out whether someone is just being difficult or awkward, or whether that person is vulnerable and needs to be treated appropriately."

Mr McCabe said the card is currently being rolled out and that there was "work to do" to ensure all forces and criminal justice agencies were aware of it.

Death in custody: a father's perspective



A grieving father whose son died after being restrained in custody issued a heartfelt plea for changes in how deaths in custody are dealt with.

Speaking at the annual custody seminar, Tony Herbert (pictured above) told how his son, James, sadly died in 2010 while in police custody in Avon and Somerset. Police were called after James, 25, was spotted running and shouting down a road in Wells, Somerset, looking "dishevelled" during a mental health crisis.

The circumstances surrounding James' death have since been subject to two IPCC

investigations and an inquest.

Mr Herbert said that changes had been made since his son's death. However, he failed to understand how deaths in custody occurred at all. "If these deaths are avoidable then the only acceptable number is zero," he said.

In September 2017 the then Independent Police Complaints Commission published a report into James' death, which pinpointed how a different approach to policing people with mental health needs could have prevented James' death in custody.

Good cell suicides'

The design of police custody suites is vital to both help prevent self-harm by detainees, and protect the welfare of custody officers.

Inspector Tony Maggs of the National Police Estates Group, one of the leading experts in cell design, said great strides had been made over the past 10-15 years to prevent custody fatalities.

"But now more than ever, with the introduction of new developments like virtual courts, we need to make sure that custody suites are fit for purpose – these buildings will simply need to be able to do more in the future," he said.

Psychological distress

Highlighting the results of a five-year Good Police Custody Study by the University of Sheffield's Dr Layla Skinnis, he revealed that staff in 39 police forces had been quizzed about welfare.

The study showed that 43 per cent of staff in custody experienced psychological distress, compared with 20 per cent of the general population. Additionally, 33 per cent of custody staff experienced exhaustion or burnout.

Asked by Dr Skinnis to detail which

Better education

A better understanding of the dangers of Acute Behavioural Disturbance (ABD) in custody detainees is needed among healthcare staff, a top doctor has said.

Speaking at the seminar Dr Meng Aw-Yong, Medical Director for the Metropolitan Police and past member of the Independent Advisory Panel on Deaths in Custody, said there was a need to raise awareness of the condition among healthcare staff, stating that despite it being listed as a medical emergency in The Royal College of Emergency Medicine's best practice guidelines for the management of ABD, it is often not recognised as such.

design ‘helps to prevent and protects officer health



conditions were top priorities for both detainees and staff, Insp Maggs (pictured above) said privacy, particularly in charge rooms, was vital, as well as appropriate safe facilities for children and juveniles.

He added: “Acoustics are important, especially with virtual courts and live link facilities. And there are

conversations to be had around TVs in cells. A few years ago people were saying we were bonkers but you have to remember that a lot of people who are arrested lose their sense of time – we take their watches from them.

“There can be a degree of self-loathing, a sense of shame and embarrassment both for themselves and their

“Now more than ever, with the introduction of new developments like virtual courts, we need to make sure that custody suites are fit for purpose – these buildings will simply need to be able to do more in the future.”

Insp Tony Maggs

National Police Estates Group

families, so the custody environment is really important. We need to put operational users and detainees first in the design of custody suites.”

Insp Maggs said new facilities in Hampshire incorporated a glazed atrium, flooding the charge room with light, and that it was important to think about staff wellbeing given they have to operate in that environment for 10-12 hours.

needed on ABD, says Met Medical Director

The guidelines state that ABD is a medical emergency, and that affected individuals may suffer sudden cardiovascular collapse and/or cardiac arrest with little or no warning.

More awareness

“There’s an education issue,” he said. “Police have much more awareness of ABD than hospital staff.”

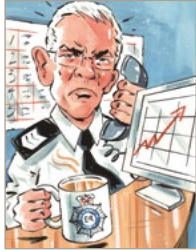
Dr Aw-Yong (pictured right) stated that a memorandum of understanding with the ambulance service was one way to help healthcare staff understand that ABD can lead to cardiac arrest and is a medical emergency. He added that

how that message was conveyed to doctors and nursing staff was vital, so that the duty of care would “hit home”.

Dr Aw-Yong also said that minimising the restraint time for someone with ABD was vital, and that the use of Taser could be considered to help that, adding: “When the paramedics are there you can consider using Taser to minimise restraint, so you can get in there quicker with minimal injury to the individual’s health and police personnel, sedate that person and deliver a medical intervention quicker and safer.”



STATION SERGEANT



Watching the detectives

We live in a surveillance society, or so the papers keep telling us. Generally, that's fine by me, particularly when it is us doing the surveillance.

We do not have the time, the capacity or the inclination to read all the humdrum emails of Mr Angry of Tunbridge Wells, or the social media dross exchanged between the snowflakes of the liberal elite.

It is also not particularly easy to get an authority to go nosing through phone records, let alone task a whole team with monitoring every move of an individual. You have to fill in some complicated online forms, then find an inspector or superintendent to bother into authorising it. Thankfully, the Government has started sending us direct entrants into these ranks; given that they have no experience of anything useful, like having been through the ranks, I presume their main role is to sift through such applications and apply the expertise they gained while running supermarkets. If you want a really juicy authority, such as for intrusive surveillance, you need to wake up your chief constable, ideally at about 3 am.

None of this applies to the general public, of course. As we go about our lawful business of locking up villains and getting battered, we are constantly monitored, recorded and our actions instantly broadcast via the miracle of Twitter and Facebook. If they can catch us doing something that looks even vaguely less than perfect, that gets them really excited and they will get more Likes – so do act up if you get the chance. It would just be nice if, occasionally, they would put their phones away and actually help us.

But that is too much to hope for.

 Follow me on Twitter @stationsarge

Assaults Act is significant success for Protect the Protectors campaign

Legislation which doubles the maximum sentence for an assault on emergency services workers from six to 12 months became law in September, thanks to our concerted Protect the Protectors campaign.

The news that MP Chris Bryant's Assaults on Emergency Workers (Offences) Private Members Bill had been granted Royal Assent was welcomed by the Police Federation of England and Wales (PFEW).

PFEW Chair, John Apter, said that while we didn't get all we wanted in the Act, it "was a start and a significant improvement on what we had" and more work was ongoing.

"Our journey to 'Protect the Protectors' hasn't finished – we will continue to lobby to ensure that when our members and other emergency services are assaulted, those responsible are given harsher sentences than they have in the past," said Mr Apter, adding that the Federation would be looking to the courts to use the new sentencing powers to send a strong message of deterrent.

"There is still work to be done to ensure that all incidents are accurately recorded

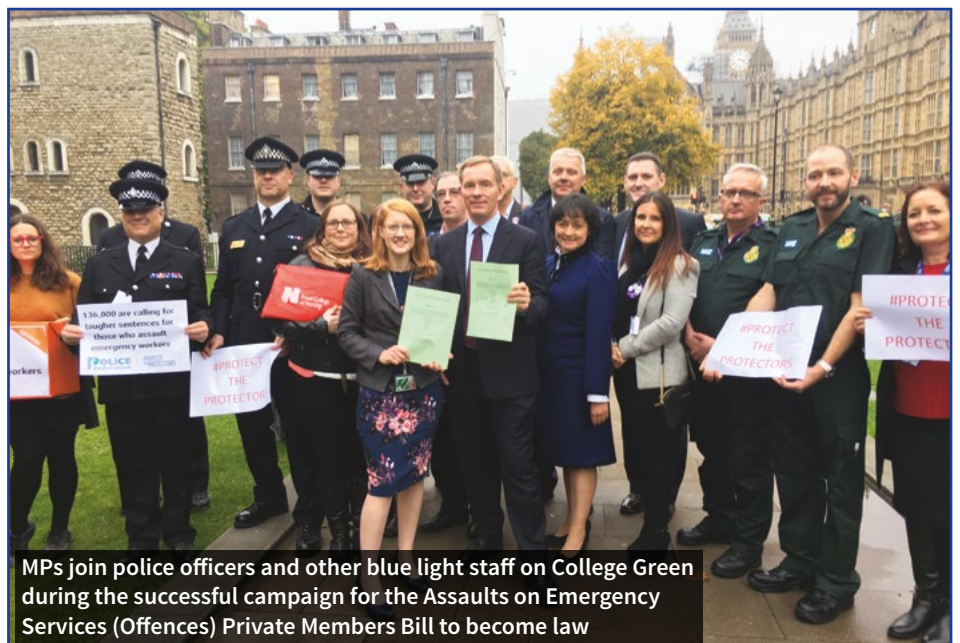
so a true picture can be obtained. This responsibly also falls to the individual chief constables to make sure that all officers have the confidence – and support – to report every incident."

The Act makes it an aggravating factor to assault or sexually assault an emergency worker including police officers, ambulance workers, firefighters and prison officers.

A national scandal

It was championed in Parliament by Labour MPs, Mr Bryant and Holly Lynch, as well as Conservative MP Philip Davies, and enjoyed unanimous cross-party support in the House of Commons and Lords, with Mr Bryant saying the growing tide of attacks on emergency workers was "a national scandal".

There has been an increase in assaults on emergency workers, with 26,000 assaults on police officers in the past year and over 17,000 on NHS staff. Assaults on prison officers are up 70 per cent, along with an 18 per cent increase in attacks on firefighters.



MPs join police officers and other blue light staff on College Green during the successful campaign for the Assaults on Emergency Services (Offences) Private Members Bill to become law

Federation seeks exemption from prosecution for police drivers

The Police Federation of England and Wales (PFEW) has set out the case to Government for appropriately trained police officers to be able to deviate from the public 'careful and competent' driver standard when circumstances dictate.

In its response to the Home Office's consultation – *The Law, Guidance and Training Governing Police Pursuits* – which closed in August, the PFEW argued that consideration must be given to the increased level of training police officers undertake.

Currently officers can be criminalised for simply doing their jobs in the event of a response drive going awry.

The PFEW has been calling for change on this issue as part of its Protect the Protectors campaign. It has always



Picture © Matthew Richardson / Alamy

sought an exemption for officers to depart as per their training from the public standard of careless and dangerous driving in circumstances where it is "reasonable and proportionate

and they are following their training."

It is expected that provisions protecting the police could be attached to a forthcoming government bill and the law could be changed by 2019.

Survey reveals cash-strapped cops forced to take second jobs

More police officers than ever (7.8 per cent) have taken second jobs, according to the headline results of our latest Pay and Morale Survey. This is up from 6.3 per cent of respondents in 2017.

Findings also revealed that a staggering 44.8 per cent of respondents said they worried about the state of their personal finances either every day or almost every day, with more than one in nine officers (11.8 per cent) never or almost never having enough money to cover all of their essential bills, up from 11 per cent last year.

The vast majority of respondents, 87.9 per cent, did not feel fairly paid considering the stresses and strains of their job.

The publication of the survey report came two weeks after the Government's

announcement in July of a two per cent pay increase for police officers, which in real terms amounts to an uplift of just 0.85 per cent. Police officer pay has now decreased by around 18 per cent since 2009/10.

Grim reading

Police Federation of England and Wales (PFEW) Chair John Apter said the findings were no surprise and made grim reading.

"Our members are clearly suffering from even worse financial pressures than last year, with some appearing to be in dire straits. All they want is to be adequately paid for the job they do."

The survey also revealed that:

- 75.7 per cent said they feel financially worse off than

they did five years ago

- only 23.3 per cent who were not already homeowners feel they would be able to get a mortgage on their current police salary
- for the fifth year running there has been an increase in those who were dissatisfied with their basic pay – 71.7 per cent compared with 66.1 per cent last year; this is the highest level since the survey began.

The survey's findings will be included in PFEW's 2019 submission to the Police Remuneration Review Body (PRRB), the independent group which advises the Government on police pay. However, the recommendation made to the PRRB this year, for a three per cent pay increase, was ignored (as it was in 2017) by the Government.

Colour vision rules for AFOs ‘discriminatory’

Rules designed to detect whether firearms officers have colour vision problems could be discriminatory and seriously reduce the number of armed police officers in the country, the Police Federation of England and Wales (PFEW) has warned.

And it’s reported that at least one police officer is already taking legal action over the new tests for colour vision deficiency (CVD) or colour blindness.

The rules, introduced by the College of Policing (CoP), could be discriminatory on grounds of disability and gender, because most of the 6,459 armed officers in England and Wales are male, and men are much more likely than women to suffer from CVD.

PFEW Vice-Chair Ché Donald acknowledged the test was intended to screen out CVD sufferers, but that the tests used “are unreliable” and “do not achieve the objectives set out by the College and are not a proportionate means to achieving a legitimate aim.”

Armed officer shortfall

“Previously, officers were required to pass one of two CVD tests; they now need to pass on both,” he explained. “Retrospective testing is also taking place for those who previously took these tests and who were identified with mild CVD.”

In 2016 the Government announced that it was boosting the number of armed officers by 1,500 in response to the increased terrorist threat. However this uplift has not been met with the latest figures showing the total is some 700 officers short of that number.

Mr Donald continued: “This single-handedly could destroy the uplift.



Picture © Altered Images / Alamy

New colour vision deficiency (CVD) tests could be discriminatory on grounds of disability and gender, because most of the 6,459 armed officers in England and Wales are male, and men are much more likely than women to suffer from CVD

Hundreds will be affected. This is because CVD is mainly prevalent in the male population and firearms units are still predominantly composed of male officers; CVD affects one in 12 men and one in 200 women.”

Currently the rules have caused issues in a number of police forces. A spokesperson from the College of Policing said that the

key points which the standards establish are “the ability to identify a subject based on a description, of which colour could be a significant factor, particularly where this may lead to pre-emptive use of force or officers using lethal force or firearms, and the ability to operate firearms with a red dot sight system.”

Stop and search – not enough officers to enforce

“The priority should be more officers rather than increased powers.”

That’s the response of the Police Federation of England and Wales (PFEW) to the Home Secretary’s announcement around proposed extension to stop and search legislation.

Sajid Javid said he wanted anyone suspected of carrying a corrosive substance without a good reason to be able to be stopped by officers. He also wants to give police the powers to search people suspected of using laser pointers to disrupt aircraft and to tackle criminals using drones to fly drugs into prisons.

Mr Javid announced a public consultation on extending the power of “reasonable grounds” in stop and search cases. Any changes will need to be put before Parliament.

Simon Kempton, Operational Policing lead for the PFEW, said he commended the aim behind the proposals but the reality was that while the Home Secretary could suggest additional powers, they would be of little use if there were not enough officers to enforce them.

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Remembering our fallen officers – National Police Memorial Day

Close to 2,000 members of the police community from across the world gathered in Belfast at the end of September to remember those officers who have died on duty, especially those who have died during the last year.

National Police Memorial Day is a key date in the policing calendar and provides the opportunity to pay solemn tribute to all police officers who have made the ultimate sacrifice.

The Reverend Canon David Wilbraham, National Police Chaplain, who led the service, said the event was a day to recall the sacrifices made by officers across the generations, with more than 4,400 officers who have died since the records began, and was a public show of support, solidarity and commitment to fallen colleagues.

Among the congregation were family and friends of fallen officers, and Home Secretary Sajid Javid was the guest of honour and read the first lesson. The Sermon was given by The Right Reverend Dr Charles McMullen, Moderator of the Presbyterian Church in Ireland.

Lighting a candle

During the service a candle was lit for the nations of the UK, each being lit by relatives of a deceased officer. A candle was lit in memory of RUC Constable Michael John Ferguson by his brother and sister – Joseph Ferguson, an RUC officer from 1982-2012, and Susan Ferguson O'Neill, a serving PSNI officer; Jayne Griffiths lit a candle in memory of her late husband, PC Terence John Davies (Gwent Police); Callum Alcock, the son of Grampian Police PC John Alcock, lit a candle in memory of his father; and a candle was lit in memory of Thames Valley Police PC James Dixon by his widow, Samantha Dixon, and son, Parker Cameron James Dixon.

Prayers were read by Denis Gunn, the President of Care of Police Survivors and the father of fallen Surrey Police officer

Continued on P15



Home Secretary Sajid Javid was the guest of honour and read the first lesson at the memorial service

All pictures by Peter Anderson Photography

■ NATIONAL POLICE MEMORIAL DAY

PC Richard Gunn; Pearl Marshall, mother of RUC Constable Michael Frederick Leslie Marshall (GC) and Treasurer of the RUC George Cross Parents' Association; Andrea MacDonald, Chair, of the Scottish Police Federation; and John Apter, National Chair of the Police Federation of England and Wales.

Music for the event was provided by the National Police Memorial Day Orchestra, directed and conducted by John Morgan, a retired PC from Dyfed Powys. The processional and recessional music was provided by the Pipes and Drums of the Police Service of Northern Ireland.

Names of officers remembered

At the most poignant moment of the remembrance service those in attendance fell silent to remember PCs David Fields (South Yorkshire Police), James Dixon (Thames Valley Police), John Alcock (Grampian Police) and Steven Richard Jenkins (Gwent Police) who died during the past year.

National Police Memorial Day gives formal recognition to police officers who have given their all to protect others and make their communities a safer place to live and work. Plans for an annual memorial day were first initiated in May 2001 by now retired Inspector Joe Holness, then a serving officer with Kent Police, following the brutal death of colleague PC Jon Odell, in Margate, in December 2000.

Support from across the service and from police-related charitable causes for National Police Memorial Day led to its founding as a distinct event and charity. It's now recognised by government and royalty as an official national day and is honoured to have the patronage of His Royal Highness The Prince of Wales.

The day of remembrance was established to:

- remember police officers who have been killed or died on duty
- demonstrate to relatives, friends and colleagues of fallen officers that their sacrifice is not forgotten
- recognise annually the dedication to duty and courage displayed by officers.

Next year's event will take place on Sunday, 29 September at The Royal Concert Hall, Glasgow.

Family, friends and colleagues took a moment during the service to remember those who had fallen



Samantha and Parker Cameron James Dixon (right), the widow and son of Thames Valley PC James Dixon, and Callum Alcock (below), son of Grampian Police PC John Alcock, were among those to light memorial candles



The services were led by National Police Chaplain, Canon David Wilbraham



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Police officers share their views on welfare, demand and capacity

Close to 15,000 officers across England and Wales have given their opinions on current welfare, demand and capacity issues which will be used as evidence to further support the service.

This is the second time the Police Federation of England and Wales (PFEW) has undertaken its Demand, Capacity and Welfare Survey, which has highlighted critical areas in the service.

The results of this latest survey – due out early next year – will allow comparison with those obtained in 2016, when it was first undertaken. Those findings painted a picture of a service under pressure, including:

- widespread stress and poorer psychological wellbeing than the general population, with 80 per cent of respondents experiencing feelings of stress, low mood, anxiety, or other mental health and wellbeing difficulties within the previous 12 months
- capacity to meet demand being viewed as insufficient
- 80 per cent of officers indicated that numbers in their team/unit were insufficient to manage demand and do their job properly.

The first set of results led to a series of workshops and one-to-one meetings with key players – including the National Police Chiefs’ Council, the College of Policing, and Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services – to help address identified issues. That resulted in key recommendations including:

- improving the quality and quantity of data that are indicators of demand and capacity
- supporting the development of more effective resource management systems
- improving partnership and integrated working with other public services.

Ché Donald, Vice-Chair of the PFEW, said: “This survey is a significant piece of work. It will provide an updated picture, identifying where we need to take action and what, if anything, has changed since the last survey.”



The results of the latest PFEW Demand, Capacity and Welfare Survey are due out early next year

Nearly 2,000 police officers voluntarily quit the service over the last 12 months, an increase of 31 per cent since 2014.

The results of a leavers’ survey conducted by the Police Federation of England and Wales showed:

- more than half (52.5 per cent) cited low morale as their reason for leaving
- 43.8 per cent said it was the impact of the job on their family/ personal life and 43.3 per cent on their psychological health
- nearly 70 per cent felt the police service had failed in its obligation to provide pay increases to maintain their standard of living.

In addition, 64.5 per cent said they would never consider re-joining the police service after they had left.

Other Home Office figures show there are now only 122,404 officers keeping the public safe, the lowest number of police officers in England and Wales since 1996, with a further loss of 738 officers over the past 12 months.

Supers criticise Government's snub of PRRB recommendations

Police Superintendents' Association President Gavin Thomas has warned the Home Secretary that officers "feel let down" by the Government's repeated decision to ignore Review Body recommendations on police pay.

Addressing the Association's annual conference last month, Mr Thomas took the opportunity to talk directly to Home Secretary Sajid Javid on the issues of pay, demand and capacity.

State of crisis

Speaking on the same day that the National Audit Office released its highly critical report on the current state of policing, Mr Thomas said that without urgent intervention "policing will be in a perpetual state of crisis, unable to provide the service we

want to or that the public expect."

On the subject of demand and capacity, he warned the Home Secretary that expecting officers of all ranks to work longer hours when the real issues are those of rising crime rates and falling officer numbers "exploits police officers and defrauds the public."

Mr Thomas also clearly stated how disappointed and frustrated his Association's members were with the Government's rejection – for a second year – of the Police Remuneration Review Body's (PRRB) recommendation. Mr Thomas said: "It was this Government, and the then Home Secretary, that insisted on moving from a Police Negotiating Board to an independent Remuneration Review Body... and it has been this

Government that has thus far ignored the evidence-based recommendations of the PRRB, making their own decisions on pay awards for policing. Home Secretary, I need to make it clear to you that officers feel let down by this."

Closely aligned

John Apter, the Police Federation of England and Wales National Chair, was at the conference on the day Mr Thomas made his speech, and said it was evidence that both staff associations were closely aligned on the issues that all police officers face.

"I will be working closely with the Association to ensure that we continue to raise to the Home Office those issues which are impacting all members of both organisations," he said.

Federation tells MPs to stand up for policing

The challenges officers are facing and the backing and support needed by the Government to re-invest in the service were key issues highlighted at political party conferences.

Federation National Chair John Apter, National Vice-Chair Ché Donald, National Board and Council members attended the Labour Party and Conservative Party conferences to make the case for officers.

Concerns of officers

Among the topics under discussion were pay, Protect the Protectors and assaults on officers, welfare, budget cuts, and widows' pensions.

Mr Apter underlined the importance of engaging with parliamentarians whatever their political affiliation, to ensure the concerns of officers were being heard at the highest levels.

"There are many MPs out there who do value and support what we do," said Mr Apter. "We could not

have made the amazing progress we have with the Protect the Protectors campaign and achieved Royal Assent for the Assaults on Emergency Workers (Offences) Bill without them, but we must ensure that we continue to highlight issues and lobby for backing. Without this the service is in danger of further decimation."

Pay – and the Government ignoring the recommendations of its own independent advisors on what officers should get – was top of the agenda.

Those attending Labour's conference included Leicestershire Police and Crime Commissioner Lord Willy Bach, and Shadow Pensions Minister and former Shadow Policing Minister Jack Dromey. At the time of going to print it was anticipated that Policing Minister Nick Hurd and Tobias Elwood MP would be meeting the Federation's team at the Conservative Party conference.



The Federation team met with MPs at the Labour Party conference, including former Shadow Home Secretary Jack Dromey (centre)



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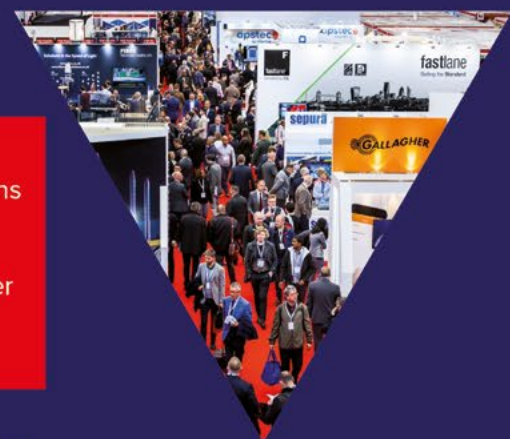
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Officers urged to claim full entitlements

As the new pay scales come into effect the Police Federation of England and Wales (PFEW) is reminding officers of the importance of claiming what they are entitled to.

The move comes after the Government's announcement of a two per cent pay 'award' – an average of £2.50 a week – which ignored the Police Remuneration Review Body (PRRB) recommendations, for the second year running.

The PFEW recommended a 3.4 per cent increase to the PRRB, which in turn recommended a total increase of three per cent to the Government.

PFEW Chair John Apter said it was no wonder officers were feeling undervalued and unappreciated.

"We have played ball submitting extensive evidence to the pay review body, with it being disregarded with no justification yet from the Government.

"Police pay has declined relative to inflation by 18 per cent since 2009/10, which makes no sense when you take into account the increasing demand on the service. Officer numbers have also plummeted to their lowest since 1996."

The latest findings from our Leavers' Survey show that nearly 2,000 officers voluntarily quit the service over the past 12 months – an increase of 31 per cent over the past four years; 69.4 per cent of officers felt the police service had failed in its obligation to provide pay increases to maintain their standard of living.



Picture © wikifoto/Shutterstock



Federation members are being urged to claim all allowances they are entitled to – from leave to rest days, overtime allowances and adequate rest breaks – following the Government's continued failure to recognise officers' hard work and dedication

John continued:
"Now more than ever it is imperative that pay is adequate and fair, acknowledging the incredibly demanding job they do. It is unacceptable to see officers struggling to make ends meet while working all the hours under the sun to keep the public safe because there simply aren't enough officers to meet the increasing demand. Over the coming months I will be campaigning

for officers' rights and educating members on the importance of claiming what they are entitled to – from leave to rest days, overtime allowances and taking adequate rest breaks.

"Our officers go above and beyond the call of duty to protect the public and it's imperative they claim their basic entitlements, especially when their hard work and indisputable dedication is not being recognised in their pay packets."

College to refresh 'out of date' police learning programme

Thirteen years after its introduction the College of Policing's (CoP) Chief Executive has confirmed that the Initial Police Learning Development Programme (IPLDP) is out of date and needs to be refreshed, as its content does not meet the requirements of modern policing.

The CoP's CEO, Chief Constable Mike Cunningham, made the admission following a consultation with forces.

"The curriculum needs updating to meet modern requirements across response, community, and roads policing as well as investigation, intelligence and criminal justice," said Mr Cunningham.

"The role of constable is not only the foundation for policing, it is increasingly demanding. It requires officers to operate with a high degree of autonomy, solve complex problems, exercise personal judgement and apply their skills to a wide range of situations.

"IPLDP lacks content on vulnerability and digitally facilitated crime, which officers face to a growing extent. Skills such as problem solving and decision making are dealt with only at a basic level."

A new curriculum is being phased in to fill these gaps, and for the first time it ensures that officers' wellbeing is directly covered.



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Finest detectives to be recognised at the National Detectives' Awards

Detectives from across England and Wales will be recognised for their expertise, dedication and hard-work at this year's annual Police Federation National Detectives' Forum (PFNDF) seminar, which takes place in Manchester later this month.

Some of the topics to be covered over the two days will include assisted suicide, cybercrime and female genital mutilation (FGM).

Speaking about the nominations for this year's awards Martin Plummer, chair of PFNDF, said the standard had been incredibly high. "Nobody does this type of work looking for kudos, but it's appropriate that we give them the recognition they deserve."

Details of the award winners will be included in the next edition of *Police* magazine, but here we showcase some of the nominees.



(left to right) Thames Valley Police Federation chair Craig O'Leary with 2017 Investigation of the Year Award winners DI Tim Hurley and DS Nick John, and Thames Valley ACC Jason Hogg



DS Williams' work protects countless vulnerable children

North Yorkshire police officer DS Tracey Williams has been nominated for the Smarter Detective Award for her work keeping children safe.

Working in the Vulnerability Assessment Team, where she and the team identify and check safeguarding concerns and share information, DS Williams looked at how working arrangements between agencies could be improved, so that information was shared in a timely manner to address risk and protect children. As part of this she developed sustainable working protocols, processes and – critically – improved relationships between partners.

DS Williams' tenacity and passion was instrumental in the success of the project, which required her to show strong



organisational capability, while influencing others and negotiating change. The success of her work was noted in a recent OFSTED inspection of children's social care in York, where the inspectors made specific reference to DS Williams and the significant benefits of her work between North Yorkshire Police and social care.

Her work has led to countless cases where risk has been identified at an earlier stage, instigating early preventative intervention; where appropriate, she has also been able to challenge decision making.

A social care manager who has worked with DS Williams said she had been "instrumental in building excellent working relationships between the police and children's services."

Trainee nominated for tenacious investigation

A trainee detective from Wiltshire has been nominated for overseeing the conviction of a man with more than 600 police reports against him.

The investigation began in September 2016, when Wiltshire Police were called by a young woman who was reporting that her ex-partner had been stalking her, as well as threatening to assault her family and cause criminal damage to her house if she did not meet with him upon demand.

DC Tom Fowler was allocated this case where a detailed and complex investigation began, including the seizure and search of the scenes of numerous rapes. Numerous forensic downloads of the victim's mobile phones were also obtained.

During the course of the investigation,

DC Fowler took on a number of domestic abuse cases involving the same offender.

Tenacious investigation

As a result of DC Fowler's tenacious investigation, which he conducted single-handedly, the offender was sentenced to more than 20 years. His family were also handed down sentences for conspiracy to pervert the course of justice.

In addition the criminal family's powerbase was destroyed and the vulnerable women victims (two of whom were children when first sexually coerced and abused) have obtained justice.

DC Fowler was still completing his ICIDP portfolio during the investigation, which makes the results of his work even more impressive.



Dan's done more than most to rescue investigative policing from the brink of crisis

Among the nominees in the Services to Detectives category is an officer who has done more than most to rescue investigative policing from the brink of crisis.

DC Dan Catmull of the Metropolitan Police Service (MPS) was alarmed by the ever-decreasing numbers of detectives in Tower Hamlets. Retirements and resignations were taking their toll, and the unfavourable shift patterns in CID compared to uniform were preventing officers from making the switch.

He took it upon himself to launch a recruitment drive and was instrumental in putting in place a four-week shift pattern that allowed a better work-life balance.

DC Catmull liaised with the training school at Hendon and sent information to uniformed colleagues on how to become a detective, how to apply for the National Investigator's Exam and where to obtain study material. He enlisted the support of two detectives with teaching backgrounds to run training sessions for would-be recruits.



DC Catmull created a comprehensive spreadsheet to monitor the numbers applying to become detectives and to track the progress of each officer, covering exam dates, passes and fails, applications onto the Trainee Detective Constables (TDC) course and dates for CID attachments. This allowed him to offer a level of support that was unrivalled throughout the MPS.

He also used his experience of creating the TDC tracker and the exceptional results to secure a promotion to sergeant, but continues to be involved in the programme he devised.

Four years on, TDC recruitment, development and retention is currently thriving.

DI Mike Stubbins, who nominated him for the award, said DC Catmull's level of commitment made Tower

Hamlets the leading borough within the MPS for trainee detective constables and his work resulted in large numbers of officers being accepted onto the trainee scheme.

Merseyside detectives crack rogue trader case

A team of detectives investigated a group of travelling rogue traders who preyed on elderly victims.

The team of three officers and one analyst, led by Detective Inspector Graeme Towndrow, were part of Operation Starling, a complex investigation which saw a group of travelling rogue traders prey on a series of mostly lone, vulnerable and elderly people who were not able to defend themselves.

Such was the extent of their deceit that one victim suffered losses of nearly £400,000, becoming a recluse in his own home and severing all contact with the outside world. The offenders lulled him into a false sense of security, taking on his persona with banks and on the internet to gain access to accounts.

The investigation culminated in convictions for all three men, with two of the offenders receiving sentences of three years and two months, and the third offender receiving four years and 10 months.

Sense of pride

DI Towndrow said he and the team were overwhelmed and surprised to have been nominated for the award.

“The work that we, as detectives, carry out is very much behind the scenes but the sense of achievement and pride we feel when we bring criminals to justice, especially for the victims, makes it all worthwhile.

“We feel honoured to be able to do the job that we do and appreciate that our work, and the work of our detective colleagues up and down the country, is being recognised.”

Met team secure lengthy conviction for acid attack



(left to right) DC Matt Freeman, DS Quinn Cutler and DC Sam Freeman

A team of Metropolitan Police detectives who investigated one of the most serious acid attacks in the country are among the nominees for the national award.

The trio's dogged detective work resulted in a 20-year jail sentence with an extra five years on licence for Arthur Collins, who injured 22 people by throwing the toxic substance in a packed nightclub.

DCs Matt Freeman and Sam Freeman and DS Quinn Cutler, based at Hackney CID in East London, launched a five-day hunt for the offender involving specialist units including the Kidnap Squad after a critical incident was declared. Sixteen victims suffered serious chemical burn injuries across their bodies and faces including blindness.

Collins, who had multiple previous convictions including for violence, was eventually found hiding in Northamptonshire after a comprehensive trawl of CCTV and national media appeals.

He was found guilty of five counts of grievous bodily harm with intent and nine counts of actual bodily harm in December 2017. Sentencing him the judge called Collins an “accomplished liar” who had “not the slightest remorse for his actions”.

DS Cutler said: “I am very proud of the nomination my team has received. The Collins case was the UK's largest single acid attack with 22 victims, and for a small borough CID team it took real dedication, skill and teamwork to bring the case home.”

West Yorkshire detectives solve charred body murder

A team of detectives from West Yorkshire Police who investigated the murder of a woman after her charred body was discovered in woodland are among the nominees.

Operation Panderwick was led by Detective Chief Inspector Stuart Spencer and his team, who collected hundreds of exhibits from a number of scenes, and trawled through many hours of CCTV. Using innovative ideas, they worked with West Yorkshire Fire Service to reconstruct part of the murder. The trial lasted nine weeks and two defendants were found guilty of murder and sentenced to 22 years each in prison.

DCI Spencer said it was “refreshing, within today's policing environment, that those teams are recognised nationally for the outstanding work they do on a daily basis.”



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National survey to highlight female officer welfare and wellbeing

Menopause can affect both men and women and a new survey is being launched to help the police service understand the issues.

The severity of symptoms and the impact that they can have on both the personal and working lives of women varies considerable from woman to woman. It can have an impact on not only them but also their work colleagues, and in particular line managers who are unsure how best to support women coping with the issue.

With an increasingly ageing workforce, and different policies in place across police forces, there is a growing recognition that more needs to be done to fully understand the impact of the menopause in the workplace.

The Menopause Action Working Group jointly led by Police Federation National Board Member Hayley Aley, and Chief Constable Dee Collins, the National Police Chief Council's

“It is vital that the policing family understand the support needed for officers and staff when reaching what is a natural and individual process in every woman’s life.”

Hayley Aley

Menopause Action Working Group

Gender Lead. It is working with the College of Policing (CoP) to pull together advice and guidance for those officers going through the menopause, and to help managers support individuals in the workplace.

It aims to understand experiences and awareness of the menopause amongst police officers and staff and it is hoped that the national survey

is completed by all line managers and leaders and not just those with personal experience of the menopause.

“It is vital that the policing family understand the support needed for officers and staff when reaching what is a natural and individual process in every woman’s life,” said Mrs Aley. “Every woman will experience this transition differently, but the correct support and understanding is vital to ensure the minimal effect is felt both by the individual and her working environment. We want to ensure there is a national evidence base to ensure forces can support officers and staff through this phase appropriately.”

The survey is for women who may be approaching or have gone through the menopause, as well as line managers and senior leaders. The results will be used to shape and formulate support, policy and guidance.

Police magazine celebrates its golden anniversary

This autumn marks the 50th anniversary of the publication of the first edition of *Police* magazine in 1968. In the 10 years before this, any news, information and updates to our members had been provided by the originally titled *Newsletter!*

From the image used on the front cover it's obvious that those were very different times, but then as now the Federation's aims remain the same – to represent, negotiate and influence on behalf of our members.



100 years of the Police Federation – your stories

Next year the Police Federation of England and Wales (PFEW) will mark the centenary of its founding.

We plan to mark this anniversary in a number of ways, including highlighting key milestones in the Federation's history and sharing stories, pictures and memories from officers over the years.

We would love to hear your stories of your time as a serving officer, in particular stories around these subjects:

- officers who served during key moments in policing history
- female officers who remember the equal pay act coming in
- reflections on how different policing was in the past
- amusing stories about the uniform, personal protection equipment, police stations etc
- recognition/awards given/special commendations
- special moments in your policing career – such as helping someone special
- how the Federation helped you.

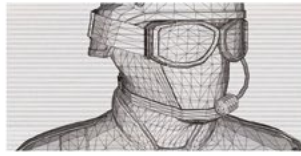
If you would like to share your story, please get in touch with Ally Crouch, PFEW Campaigns Officer, on alison.crouch@polfed.org or call 01372 352052.



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Still married, but with a new partner? How this could affect your divorce

Situations involving divorce and separation are hardly ever straightforward, especially when it comes to legal matters.

When it comes to divorce, one of the main sticking points is how the process will actually be started. Who'll petition for divorce and what fact will be relied on to prove the marriage has irretrievably broken down?

Adultery as a reason for divorce

One of the most common facts relied on in divorce is adultery. In most cases, adultery is admitted by the other spouse. If the other spouse isn't willing to admit to adultery, it can be difficult to prove. There may be evidence of the infidelity in the form of messages or social media, the report of private detectives or from one partner catching the other in the act.

A point to note is that the law defines adultery as sexual intercourse between a man and a woman. The law doesn't class same-sex relationships as adultery. Further, you cannot rely on adultery if you've lived with your spouse for six months after you found out about it.

What constitutes adultery?

If a married couple are still together and living in the same house and one is unfaithful to the other, this is typically a clear-cut case of adultery. However, things can seem much more complicated if the couple have separated but are still legally married. We're often asked if living with and being in a sexual relationship with someone else after separating from a spouse can constitute adultery.

The simple answer to this question is yes. In the eyes of the law, you're still married to your spouse.

Another important point to note when it comes to adultery after separation is that it doesn't matter if your ex moved in with someone else first or had an affair first; they can still petition you for divorce on the grounds of adultery if you're now in a sexual relationship with another person.

Divorce settlements

People often mistakenly believe that a court will be more likely to award settlements in favour of the person petitioning for divorce on the basis of adultery. This isn't the case, as the court doesn't pass any kind of moral judgement when decided how to divide the matrimonial pot.

However, some people don't like the idea of being 'blamed' in a divorce petition, so it's important to be aware of the circumstances in which adultery can be cited as a reason for divorce.

If you need specialist advice from a family lawyer, contact Slater and Gordon on 0808 175 7710 – we'll be happy to help.

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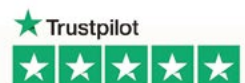
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One job is hard enough – so how do they do two?

I have been reading of late that some of my colleagues are having to take second jobs in order to make ends meet.

I am lucky in the sense that I don't need to. I don't have a young family or a ridiculous mortgage and I live reasonably okay within my means. I mean, I don't go out for meals every night and holiday in the Bahamas on my private yacht, but I am partial to a cheeky wine and I can enjoy a weekend away with my friends without fear of going into the red.

But I am well aware that not all of those I work with have the same choices or ability to do that. For them they have to run a business on the side, or take extra work in whatever they can to make ends meet.

I guess I am also lucky that I do have

a previous hairdressing career to fall back on, should I decide one day that continuing to be an officer is not for me. I feel like jacking it all in sometimes for sure, but after nearly two decades I am not sure I ever will; never say never, but I'm not sure the mullet is in these days.

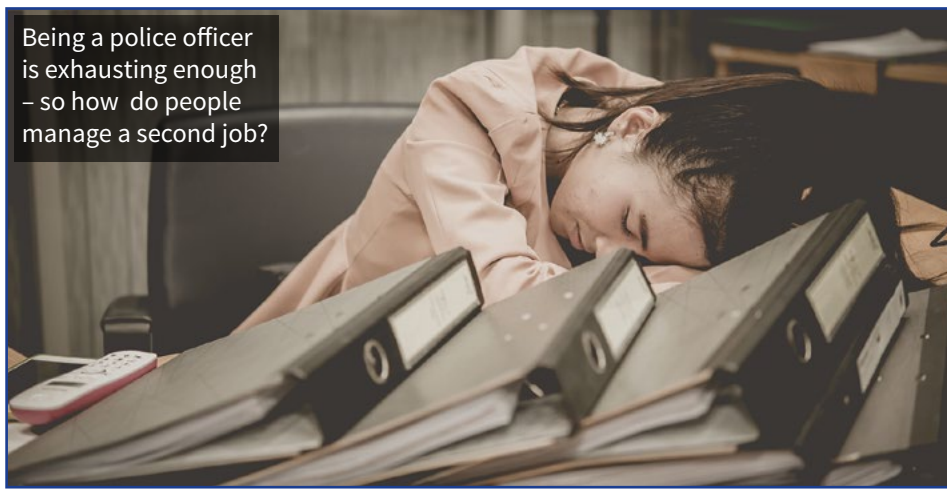
What I find hard to get my head around though is how can they? Not 'how can they?' from a sense of outrage, but physically and mentally, how do they do it?

I know I can't. I am spent at the end of my shift, especially after a few nights straight. My sleep pattern has been shot for years and I can't remember the last time I felt properly rested. Like really properly not fatigued.



PC Bobbi Yarns

The last thing I could do when I finished my day job would be to go home and do another one. It's hard enough juggling a home and a life without adding something else into the mix. But if you had no choice then what? At what cost does this come? Hats off to them but I really don't think I would be able to cope.



Being a police officer is exhausting enough – so how do people manage a second job?

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