

# POLICE

December 2019 / January 2020



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Editorial  
December 2019  
/ January 2020

Theo Boyce,  
Editor

## Full circle...

Members and staff of the Police Federation of England and Wales (PFEW) have been recognising the organisation's achievement of reaching 100 years of service. Established in 1919 by The Police Act, the PFEW has been fighting for officers' rights throughout this time. Indeed, the 1919 Act was drawn up in response to strikes by police, prompted by officers' increasing unhappiness with pay and conditions.

Now, in November 2019, we have released the findings of the PFEW Pay and Morale Survey, which obtains members' views on their pay and conditions, and their attitudes to work in general. A key finding was that almost three quarters of respondents said they were worse off financially now than they were five years ago; more than half of respondents (57 per cent) also said that their morale was either low or very low.

PFEW National Chair John Apter recently called for a review of the "growing mental health crisis", as new figures revealed that officers dealt with 28 per cent more cases in the last four years, adding yet more pressure on an already financially ravaged service.

The signs are encouraging though, with the much publicised officer uplift promised by the Government in office as I write, the PFEW's decision to allocate up to £375,000 to the Welfare Support Programme, and your views being used as evidence for the Police Remuneration Review Body that will make recommendations about police pay next year – hopefully offering the financial recognition our members deserve.

We are ending 2019 in similar circumstances to those which the Federation found itself dealing with in 1919; whatever happens over the next century, I know that the PFEW will always put members first.

 Follow the Federation @pfew\_hq

# MPs' inquiry into police watchdog welcomed

An inquiry into the role and remit of the Independent Office for Police Conduct (IOPC), launched by Parliament's influential Home Affairs Committee, has been welcomed by the Police Federation of England and Wales (PFEW).

The inquiry will examine how the IOPC operates within the police conduct and discipline system, including how it works with forces to resolve complaints, and what progress has been made in reforming the system following criticisms of the time taken to deal with cases. The Committee will also consider what reforms are required to secure public confidence in the police conduct and disciplinary system.

## Distress and anxiety

Reacting to the announcement, the PFEW Conduct and Performance Lead Phill Matthews said: "We welcome any examination of the role and function of the IOPC. We have been deeply worried for some years about the standard and length of time its investigations can take to complete, and have been campaigning for a 12-month time limit be introduced to ensure the distress and anxiety caused to all those involved in the process can be minimised.

"It is only right that the actions of police officers should be scrutinised, but the current system is not working as it

should and we feel there are significant areas where improvement can be made to make it quicker and more effective. We have seen a marked difference since Michael Lockwood took over as IOPC Director General, but one man alone cannot reform a whole organisation."

Mr Matthews added: "I hope this inquiry will shine a light into all corners of the IOPC and its practices, so that police officers and the public are able to have the confidence they need in such an important organisation."

Committee Chair Yvette Cooper said that the IOPC had been established in January 2018 with the promise of new powers, greater independence and faster decision making: "These reforms were meant to increase transparency and build trust in the police complaints and disciplinary process.

"Nearly two years on we continue to hear concerns that the system is not working as it should. In this inquiry we expect to look at the IOPC's powers and effectiveness but, given that most complaints are dealt with by local forces under the scrutiny of police and crime commissioners, we shall also look at whether wider reforms are needed to build a system in which the public can have real confidence."

*Read more about the PFEW's new Time Limits campaign on p26*

## Starting salary is 'unrealistic'

Starting salaries for new recruits are "unrealistic", according to the Chair of the National Police Chiefs' Council (NPCC), and will make recruiting 20,000 more officers challenging.

During a talk on policing priorities at the Federation's Centenary event in November, panellists were asked whether a starting salary of £18,000 will affect the ability to recruit officers.

NPCC Chair Martin Hewitt replied: "Definitely. Starting salaries differ considerably, but I don't think that figure is realistic for someone coming into

policing. When we put the bid in to the Home Office for the funding, we set a mid-level range. We've got to have those conversations because we want people to come in with certain skills and aspirations.

Sir Tom Winsor, HM chief inspector of constabulary, added that this starting salary is only for the first six months and new graduates in other sectors work on lower salaries than police officers.

Other topics discussed included the increased pressure on officers responding to mental health callouts. Turn to p10 for a full round-up of the event.

## Blame culture change needs everyone's backing

Chiefs and senior officers must get behind new performance and conduct regulations to move away from blame culture and towards learning and improvement, Home Office officials say.

Speaking at the recent Conduct and Performance Liaison Officers' Seminar in Liverpool (organised by the Police Federation of England and Wales), Ian Balbi and Gary Watson from the Home Office's Police Integrity Unit highlighted what officers can expect from new regulations ahead of their official launch in December.

One of the key points includes a move towards 'reflective practice', where the misconduct threshold will be raised.

Mr Watson told delegates the current system was not in anyone's interest and was too adversarial for low-level matters. He said this prompted the need for a change in culture whereby supervisors can feel more confident in dealing with cases outside of the misconduct arena.

### A real difference

He added all parties must be on board with these changes for it to make a real difference, so the disciplinary culture does not creep back in again.

Mr Balbi, head of discipline policy, said professional standards departments are currently flooded with low-level cases and approximately 70 per cent of misconduct hearing outcomes end in management action anyway.

The proportion of cases dealt with through misconduct processes also varies greatly across forces, but many direct a vast majority of cases through misconduct proceedings regardless of how low level they are. This puts officers through unnecessary stress, he added.

The issue of protracted investigations was also raised, where the Home Office stated it is working on ensuring timeliness is improved in the future.



## Outrage as Bonfire Night sees spate of attacks on officers

A series of Bonfire Night attacks on police officers and emergency workers has been branded "totally unacceptable" by the National Chair of the Police Federation of England and Wales (PFEW).

The condemnation comes after a number of incidents. In Preston two Lancashire Police Community Support Officers were injured after a brick was thrown through the window of a police van. The police officer who was driving was uninjured, but both PCSOs suffered cuts.

Shocking footage of officers in Leeds being pelted with missiles while responding to reports of fireworks being thrown went viral. Fortunately, no officers reported being injured in the incident but police vehicles were damaged. Similar shocking scenes also occurred in Manchester, and firefighters were targeted in Wrexham.

PFEW National Chair John Apter said: "It is depressing to see each year on bonfire night a small element blighting the lives of the public. The situation is getting so serious now that my hard-working colleagues have to wear riot gear to protect themselves from fireworks being launched at them. This is totally unacceptable.

"I've seen horrific firework injuries inflicted on emergency service workers. There's no excuse for this thuggish behaviour and offenders getting away with it; they need to realise that their actions have serious consequences."

# Knife and violent crime rates continue to spiral

In October the Home Office published its latest police-recorded crime figures for the year ending June 2019, which yet again showed a rise in violence and knife-related offences.

Crime was up in almost all categories, with the total number of offences in England and Wales increasing by seven per cent.

The knife crime epidemic shows no signs of abating. Offences involving knives or sharp instruments increased by seven per cent to 44,076 offences, while violence (with or without injury) rocketed by 16 per cent. Drug offences were up by 15 per cent to 159,615, and robbery offences saw an 11 per cent increase to 88,177.

John Apter, National Chair of the Police Federation of England and Wales (PFEW), said: “These figures will come as no surprise, as officers continue to struggle to deal with delivering the basics in policing which is incredibly frustrating for them.

“With forces snowed under by demand, and in some cases unable to answer all 999 calls, chiefs are having to make some difficult decisions over which services need to be reined back. With almost 22,000 fewer officers since 2010 there are simply not enough officers to go around, and my colleagues are being stretched to their limits.

“On top of this, officers are still picking up the pieces of the broken mental health and social services; both the public and the Government must realise that we can’t be all things to all people.”

Other statistics included:

- a seven per cent rise in rape cases
- a four per cent increase in the number of firearms offences
- stalking and harassment up 38 per cent
- public order offences increased by nine per cent
- vehicle offences up by three per cent.

However, there was a five per cent decrease in homicide offences (from 719 to 681), a three per cent drop in criminal damage and arson, and a four per cent fall in burglary offences.

Mr Apter continued: “We welcome the Government’s plans to uplift the service with an extra 20,000 officers; it offers a much-needed lifeline and will give policing the capability to begin to drive crime down. This includes the scourge of knife crime, which shows no signs of slowing and is blighting the lives of so many.

“But let me be clear, the benefits won’t be felt for some time. It will of course take years for the effects of the recruitment drive to be fully felt and the public must understand this. Until then, my colleagues will do the very best they can to protect the communities they serve.”

The Home Office report also revealed the proportion of crimes resulting in a charge or summons continued on its downward trend, falling from nine per cent to eight per cent. There was also a drop in the number and proportion of offences resolved by out of court resolutions.

The proportion of offences that were closed as a result of “evidential difficulties” also increased from 29 per cent to 32 per cent. And forces closed almost half (44 per cent) of offences with no suspect identified – a similar proportion to last year.

An average of nine days was taken from the date the crime was recorded to assigning the outcome – an increase of three days compared with the previous year.

Mr Apter said the findings were attributed to a national crisis in detective policing, with forces struggling to fill investigator positions, leading to greater workloads for those working



Picture © Ben Giesel / Alamy

in this area. The plummet in officer numbers means it takes longer for them to attend a scene of crime which can hinder the collection and preservation of evidence. He added: “It is hardly surprising investigations are taking longer to complete as officers juggle competing demands, while trying their very best to care for their victims and bring offenders to justice.”

# The right time to reflect

As this year draws to a close, I can only reflect on the incredible highs and lows that the Federation has had during the year. A year in which we celebrated the centenary of our founding, but also a year where we saw an increase in assaults on officers and the tragic death on duty of several colleagues. Though thankfully rare such events will always have a huge impact on everyone in the police family.

It's important that we never forget those colleagues we have lost. If you would like to contribute to a fitting and lasting national memorial to all of those who have made the ultimate sacrifice while on duty, please see the article on p37.

Policing at Christmas, as the expression goes, can be 'a game of two halves.' There will be those who will joyfully wish officers helping to keep them safe

a 'Merry Christmas', while the spirit of the season will overtake others leading to the threat of drunken assaults – that's how it is.

For every hour of every day throughout the year you all do amazing work, and while at times it may feel like the world is against us there are huge numbers of the public that value and appreciate your work greatly.

They are appreciative of the lives saved, the care and compassion for the vulnerable given, the advice given, the levels of safety maintained, and the criminals brought to justice – all set against a background of more demand and fewer officers.

To those working over the festive period, please take care, and I hope that you get some time with your loved ones.

To those of you will have some time off, enjoy it, and please make the most of

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“For every hour of every day you all do amazing work; while at times it may feel like the world is against us there are huge numbers of the public that value and appreciate your work greatly.”

**John Apter**

National Chair, PFEW

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the time that you spend with your family and friends.

I wish you and your families a safe, peaceful and happy Christmas.

 Follow me on Twitter @PFEW\_Chair

# Politics is a funny old game...

As a police officer I am politically neutral. Police officers are not allowed to be active members of any political party and, pre-election, we have to be even more careful on giving any opinions that could be considered party political views.

As a result, it's understandable that I'm often asked why I am so political. The reality is that policing is political, and it's more political now than it has ever been before, so it's important that our voice is in the thick of any discussions about policing. I will never shy away from challenging the Government, Ministers or MPs, irrespective of their political party, if that's what I believe is in the interests of our members. So, if I am political, it's because I have to be. What I am not though is party political; I leave that for others.

Now that a General Election has been called and Parliament has been dissolved, it ceases to function as normal and we move into a period called purdah. This places restrictions on



what local authorities, civil servants, the Government, the media and many others, including police officers, can do or say.

It seems, unlike recent General Elections, that law and order will be at the very heart of the political promises being

made by many of the political parties. My colleagues know only too well that to take law and order off its knees, policing and the criminal justice system needs long-term, sustained investment. The General Election gives a future government the ideal opportunity to do the right thing and make policing a genuine priority, with credible financial support.

During the campaign I have no doubt that politicians from all parties will be making promises about policing. Those politicians need to understand that their promises must be genuine, not just a strap-line on an election poster. The public expects this, and my colleagues who deliver policing deserve it.

My message to whatever government is in power after the 12 December is this: we will work with you, but we will also hold you to account for the election promises you make.

Policing has been failed so many times in the past, if the safety and security of our public is truly a priority then this must change.

# New Police Roll of Honour unveiled

A new reprinted copy of the Police Roll of Honour was unveiled during a moving ceremony in London in October.

The event, which took place at the National Police Memorial in The Mall, was attended by Geraldine Winner – the wife of the late Michael Winner who established the Police Memorial Trust in 1984 – as well as police representatives from across the UK.

National Chair, John Apter, who read the police oath during the ceremony, said: “It was an honour to have been able to take part in such a special event and to be asked to read the attestation that every constable across England and Wales makes

before starting their police service.”

The new roll of honour, which takes pride of place at the Memorial, commemorates almost 5,000 police officers who have lost their lives and is signed by Prince Charles.

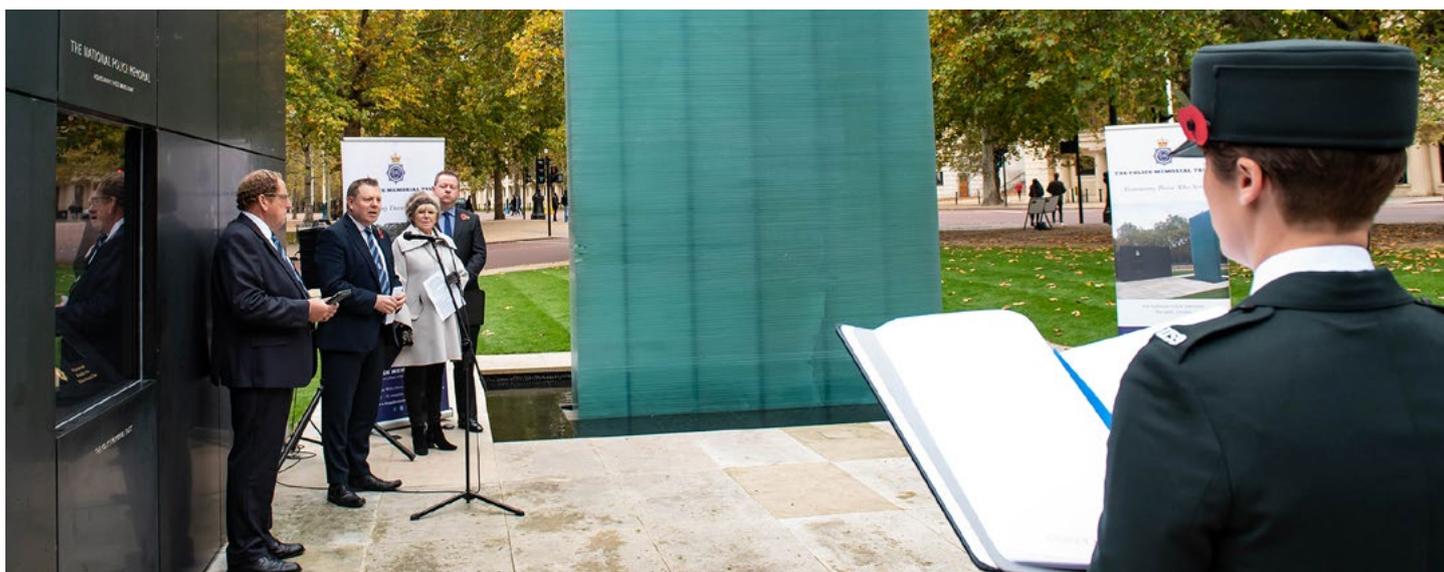
Mr Apter continued: “This serves as a permanent reminder that we will never forget our fallen colleagues and their service. And I am so pleased that his Royal Highness the Prince of Wales chose to personally sign this copy. It is testament to the regard and respect in which it is held.”

The roll, which is in the form of a book, was presented to Mrs Winner on behalf of the Police Memorial Trust

by the Police Roll of Honour Trust and will be on permanent display at the memorial in The Mall.

Every day the page of the book is turned to display the names of the police officers who lost their lives on that date.

The Reverend Canon David Wilbraham, National Police Chaplain and co-ordinator of National Police Memorial Day said: “For the families, friends and colleagues of those who are commemorated their death is not just a historic event it remains a present reality. And the Roll of Honour and National Police Memorial Day allow us to acknowledge the timeless



## Police digital memorial partnership with Twitter goes live

More than 4,200 police officers and staff who have died on duty since the introduction of the Bow Street Runners in 1749 will be commemorated on a new digital memorial launched by the Police Arboretum Memorial Trust, in partnership with Twitter UK.

The new memorial, launched in November, is part of the Trust's plans to honour the sacrifice of those from the police service who have lost their lives. This will culminate in the building of the new UK Police Memorial at the National Memorial Arboretum in Staffordshire by 2021.

Sir Hugh Orde, Chair of Trustees said: “When we set out on this ambitious project in 2015, the Trust not only wanted to create a physical memorial, but also a memorial fit for the modern age. A memorial that was not only accessible to the 300,000 visitors a year who visit the Arboretum, but one that is accessible to a global audience.”

Each day the Trust will publish the names and photographs of

those officers and staff who lost their lives on that particular day, along with a short citation. The ‘On this day’ section has been created with the support of the Police Roll of Honour Trust which has supplied the data and information.

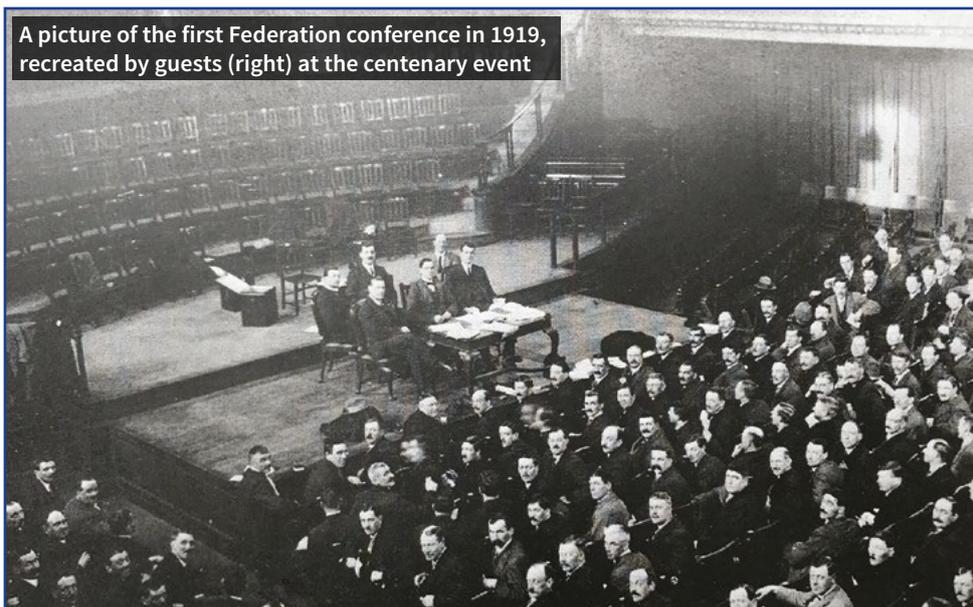
Enhanced tributes that tell the personal stories of those being remembered have also been produced. In a unique partnership with Liverpool John Moores University's Media Studies course, the Trust have worked with students to produce tributes that honour individual officers – including interviews with their families and friends, news archive footage and commentary.

Sir Hugh added: “Our aim was to demonstrate to the public that when a police officer dies they are not just someone in uniform, but that they are a husband, wife, father, mother, son or daughter.” The digital memorial can be accessed at [digital.ukpolicememorial.org](http://digital.ukpolicememorial.org)

# Federation returns to conference for special



PFEW National Chair John Apter and (right) Home Secretary Priti Patel were among the speakers at the centenary celebrations



The Police Federation of England and Wales (PFEW) made history on November 21 by gathering at the London venue which hosted our first conference a century earlier. More than 650 PFEW members, stakeholders and supporters were joined by the Home Secretary at Central Hall Westminster for the centenary celebration.

PFEW National Chair, John Apter called the event an opportunity to “pause, take stock of what we’ve achieved and then to go forward in building a Federation that can endure for the next 100 years”. He also thanked local reps, the “backbone of the organisation”, for the difference they make every day – adding: “I’ve seen

colleagues whose lives have been made better – and in some cases saved – by the work of Federation reps.”

In a keynote address, Mr Apter focused on the ever-increasing demands made on police officers and the effectiveness of having 43 separate forces. He called for an end to the “postcode lottery” of funding for police forces and suggested a public inquiry was overdue. “It’s been almost 60 years since the last Royal Commission on policing,” said Mr Apter. “Much has changed during this time. The UK population has increased by more than 14 million people, who all need the police. That’s why I genuinely believe that the time has come to ask

# the scene of its first centenary celebration



the public what they want from their police: is the current model of policing right for the next 100 years?"

He also touched on the findings of the PFEW's annual Pay and Morale Survey, which found that only 36 per cent of respondents had enough money to cover monthly essentials, with around one in eight admitting they have had to seek financial support to cover day-to-day expenses within the last year.

In her address, Home Secretary Priti Patel paid tribute to the "bravery, commitment and sacrifices" made by officers, and said the occasions where she had met with rank and file officers and learned of the

challenges they face had been the most humbling aspect of her three months in post. "I'm hugely honoured that my job is to help you do yours," she said.

Ms Patel spoke personally about being the daughter of immigrants, who on arriving in the UK, had run a shop and had been exposed to theft and abuse: "I will never forget the support shown back then to my family by the police," she said, "I want you to know that I've got your back." The Home Secretary also expressed her hopes that the Government and the Federation will continue to enjoy a good working relationship, and encouraged the PFEW to hold her to account for her commitments.

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Met Commissioner Cressida Dick addressed the audience, and presented the National Women in Policing Award (above right) to Sgt Hana Alayli-Moore

Touching on the scandalous 30,000 assaults against officers in England and Wales – a rise of 18 per cent – Ms Patel told the police officers in the room: “Many of you will have been hurt. It takes extraordinary courage to keep running to the front line to face that threat, day in day out. But, for you, your sense of duty comes first. Policing is a job like no other.”

One officer singled out for praise was Sergeant Hana Alayli-Moore of Lancashire Police, who was presented with the National Women In Policing Award by Metropolitan Police Commissioner Cressida Dick. Sgt Alayli-Moore has

worked tirelessly to improve provisions for both male and female colleagues and introduced a ‘Maternity Buddies’ scheme in force after noticing that female members of staff felt isolated both before and after pregnancy.

She said: “I have personal experience of significant loss during early childhood and, like many of my colleagues, I have been exposed to traumatic events serving on the front line of policing. These experiences have made me incredibly passionate about all things wellbeing-related.”

The Centenary Event was sponsored by Accenture, the Police Credit Union and Police Mutual.

# Policing in Wales ‘should be run by the Welsh Government’

The political responsibility for policing in Wales should move to the Welsh Government and away from politicians in Westminster – replicating the situation in Scotland and Northern Ireland.

That was a key recommendation of the Commission for Justice in Wales, which recently published its comprehensive review of the country’s justice system.

The *Justice in Wales for the People of Wales Report* – authored by former Lord Chief Justice of England and Wales, Lord Thomas of Cwmgiedd – makes 78 recommendations about the future of the justice system in Wales in what it describes as an ‘ambitious plan for the future’.

They include backing for a fully devolved police service in Wales, governed by the Welsh Government rather than from Westminster. Policing is one element of the wider justice system – which also includes the courts, prison and probation services – which the commission suggest should be devolved.

Reacting to the review’s findings Mark Bleasdale, Welsh Lead for the Police Federation of England and Wales (PFEW), said: “Lord Thomas and his Commission have whole-heartedly backed a shift of the whole justice system in Wales – including policing – from Westminster to Cardiff.

“The PFEW remains neutral on the matter of devolved policing. However, in our detailed evidential submission to this



Picture © Matthew Horwood / Alamy

commission, and the Silk Commission before it, we concluded that policing in Wales ‘could be devolved’ but the decision of whether it ‘should be devolved’ is a matter for politicians.”

## Full consultation

Mr Bleasdale also stressed that if the Commission’s recommendations are accepted by the Cardiff and Westminster governments, any changes must be made in full consultation with police officers and criminal justice stakeholders, and in consideration of the needs of the public.

“The PFEW must be at the heart of the planning and implementation of any

changes to ensure our members are best represented,” said Mr Bleasdale.

If there is a move for full devolution of policing the PFEW will also be seeking guarantees that appropriate funding will be provided by the Treasury to ensure that the Welsh Government, chief constables and police and crime commissioners are given the financial capability to reinvigorate Welsh policing following years of austerity.

“Whatever lies ahead, police officers in Wales will continue to do what they do, day in, day out – serve their communities to the very best of their ability,” Mr Bleasdale added.

## Review of bail conditions is ‘long overdue’

A Home Office review of pre-charge bail legislation – which the Police Federation of England and Wales (PFEW) has previously warned could hamper investigations – has been described as “much needed and long overdue” by PFEW National Chair John Apter.

The announcement of the review, made in a written Ministerial Statement on November 5, followed the PFEW’s sustained criticism of reforms made in 2017 which limited the length of pre-charge bail for most cases to 28 days.

The Home Office says the review will consider updating rules to better support police officers investigating crimes

and ensure pre-charge bail is being used where appropriate – including when conditions are required to protect victims and witnesses. It will also look at the design of simplified and flexible rules to support effective operational decisions and ensure pre-charge bail supports a timely progression of the cases to court.

Mr Apter said: “This decision is much needed and long overdue. I am delighted that the views of our members have been listened to, and that this flawed legislation – which can increase risk, particularly to domestic abuse victims – is to be reviewed.”

# PFEW Chair welcomes prospect of ‘working closer’ with the AMP

John Apter, the National Chair of the Police Federation of England and Wales (PFEW), recently addressed the Association of Muslim Police (AMP) annual meeting to welcome the prospect of closer working between the two organisations.

Other high-profile guest speakers at the event, held in London in November, included Metropolitan Police Assistant Commissioner Neil Basu, the UK head of counter-terrorism chief; Commander Bas Javid, brother of Chancellor of the Exchequer Sajid Javid; and North Yorkshire Deputy Chief Constable Phil Cain.

Mr Apter spoke about his role and why he became a Federation representative – he had been wrongly accused of a crime and arrested by his force’s Professional Standards Department (PSD). Though he was eventually exonerated, he had considered resigning from policing.

“I wanted to clear my name, get an apology and leave – I couldn’t be part of something that had treated me so badly,” he said. “My Federation rep, who had stood by me through thick and thin, even when friends had dropped me, urged me to stay and become a Fed rep.”

Mr Apter contrasted the experience with that of black, Asian and minority ethnic (BAME) officers, many of whom have been treated unfairly in their forces, “not because of something you’ve done, but for who you are”. He told the audience: “I cannot experience what some of you have, but by working with groups such as the AMP we can help ensure our reps are as informed as possible.”

Metropolitan Police-based AMP is part of the Police

Association of Strategic Leaders (PASL) group, which includes the National Association of Muslim Police and other faith, sexuality, disability and gender support groups. PASL meets regularly with the PFEW to share their perspectives and work collectively in the interests of their members.

DCC Mr Cain, the Race, Religion and Belief Lead on the National Police Chiefs’ Council (NPCC), said BAME officers are three times more likely to be dismissed from the police service. He told the story of a black officer – one of 150 BAME officers and staff the NPCC has interviewed – who

was subject to three gross misconduct investigations in as many years.

Assistant Commissioner Mr Basu, the country’s most senior BAME officer, spoke about his own encounters with racism. At age 11 he had been beaten and stuffed into a school locker. He grew up at a time when the National Front had gained popularity and casual racism was rife, but benefited from “brilliant parents” who taught him to work harder and be smarter to get on. He added: “The most important thing for me is building a police service that looks like the community it serves.”

Commander Bas Javid urged listeners to be resilient, develop support networks, get out of their comfort zone and be prepared to challenge the status quo.



PFEW Chair John Apter with Javid Rana, Chair of the Association of Muslim Police (AMP), at the AMP's recent annual meeting

# Public complaints against officers fall

Latest statistics published by the Independent Office for Police Conduct (IOPC), which show a fall in the number of complaints recorded by more than half of the forces in England and Wales, have been hailed as a step in the right direction by the Police Federation of England and Wales (PFEW).

The annual statistics released by the IOPC in October also show that the overall number of complaint cases fell from 31,671 in 2017/18 to 31,097 in 2018/19. However, while eight forces recorded over 20 per cent fewer complaints than the previous year, four forces increased the number of complaints they recorded by more than 20 per cent.

## Locally resolved

Allegations also fell, from 61,238 to 58,478 – a drop of more than four per cent. The most commonly recorded allegation fell under the ‘other neglect or failure in duty’ category.

For the first time in a decade more allegations were locally resolved than were investigated, underpinning the changes to the system in 2012. The proportion of locally resolved allegations was 48 per cent (up from 42 per cent the

previous year) while those investigated have fallen from 44 to 40 per cent.

Responding to the findings, the PFEW Conduct and Performance Lead Phill Matthews, said: “On the whole this is a positive report; complaints and allegations against our members have fallen while there has been a shift over the past decade towards local resolutions and away from investigations, depending on the seriousness of the allegation.

“Through local resolutions the matter can be cleared up quickly and directly with the complainant. Many complaints do not justify formal disciplinary or criminal proceedings, so this is an efficient way of ensuring officers aren’t dragged through lengthy and incredibly stressful investigations. But if an investigation is proportionate and necessary, it is reassuring to see forces are improving their investigation times”, added Mr Matthews.

The report cites a reduction in investigation times by forces, which now take an average of 158 working days – down from 173 days. However, it fails to highlight IOPC investigation times.

## ‘Protracted hell’

Mr Matthews added: “On too many occasions officers have been dragged through IOPC investigations which have gone on for unacceptable amounts of time. All that effort and money are wasted pursuing cases in a disproportionate and untimely fashion.

“This needlessly puts the officers concerned, and their families, through a protracted hell. In extreme cases officers have been prevented from retiring or left unable to move on with their lives or career.

“The impact on officers cannot be underestimated; it has a profound effect mentally, physically and often financially – not just for themselves but also for the families they need to lean on. This does not happen in any other profession, which is why we are calling for an overhaul of the system to bring in a time limit of a year.”

“This needlessly puts the officers concerned, and their families, through a protracted hell. In extreme cases officers have been prevented from retiring or left unable to move on with their lives or career.”

## Phill Matthews

Conduct and Performance Lead, PFEW

# Officers

This year’s Police Federation National Detectives’ Forum (PFNDF) Seminar and Awards took place in Birmingham in early October, and was another hugely popular event. Detectives from across the country gathered to hear from experts in the field of detective work as part of a captivating two-day agenda.

The content from the sessions varied from speaker to speaker. DI Sarbjit Kaur of Merseyside Police gave a moving and emotive insight into the realities of growing up as the daughter in a Sikh family in England. DCI Richard Haycock gave an equally inspiring session when he openly spoke about his struggles with PTSD and being a detective. Detectives involved in Operation Dove, Operation Arena and Operation Wainwright investigations gave insight into the details of these cases, allowing attendees to learn from best practice.

## Ceremony highlights

The winners of five award categories were announced during a presentation ceremony on the first evening of the seminar. The awards event showcased the fantastic work of both individual detectives and those teams who work with diligence and dedication in often distressing investigations.

The Detective Investigation of the Year award was won jointly by the Thames Valley Police team from Operation Silk, and Operation Quantum of Hampshire Constabulary. The Operation Silk team spent two years investigating child exploitation and serious sexual offences in the Oxford area. Operation Quantum was a harrowing investigation into the issues of historical child sexual abuse within football that saw football coach Bob Higgins convicted on 45 counts of indecent assault.

Trainee Detective of the Year was won by TDC Clare Harrison of Greater Manchester Police. Her nomination described her as a strong-willed and determined investigator, even though she has not been a detective very long. Praise was given for her work on child abuse investigations.

# honoured at PFNDF



Award-winning officers from Operation Silk and Operation Quantum



Regional Recognition Award winner, DC Kate Hillman



DC Nick Mills



The Operation Doubrava team



TDC Clare Harrison



DC Nick Mills from West Midlands Police took the Services to Detectives award following a career that has seen him reshape the way training is developed and handled, not only in the West Midlands, but across forces. In the Smarter Detective of the Year category, it was a team from Derbyshire Constabulary, led by T/Detective Inspector Carl Chetwyn, who collected the award. Carl and the Operation Doubrava investigation team worked

on a complex case centred on human trafficking and modern-day slavery, which involved working with the State Police of Latvia on a large-scale conspiracy investigation into a Roma-Latvian organised crime gang.

The overall Regional Recognition Award winner was chosen from an impressive shortlist. DC Kate Hillman of Devon and Cornwall Police won the award for her dedication in spending 23 years in child protection.

Working with children is a demanding role, but Kate has applied vigorous and detailed investigative work to every one of her cases.

Glyn Pattinson, PFNDF Chair, was full of praise for the work of the country's overstretched but focused detectives: "When you listen to the outstanding work these detectives have been doing over the past few years you realise how dedicated they are to crime fighting. The PFNDF has recognised the groundbreaking and dedicated work detectives of all ranks are handling each day.

"It is not stretching credibility to say that detectives, as with all police officers, see their work as a vocation and going the extra mile is why they achieve the results they do. We must recognise they are a credit to themselves, their forces and the country."

## PIPs seminar gets 'back to basics'

Delegates gathered in Warwickshire in October for the fourth annual Police Federation of England and Wales (PFEW) seminar dealing with issues related to Post-Incident Procedures (PIPs).

With the theme of 'Back to Basics', the event gave attendees the opportunity to discuss and debate best practice following a death or serious injury, as well as the welfare of police officers and public involved in such situations.



Steve Hartshorn (above), National Firearms and Taser Lead for the PFEW, said: "PIPs is one of the most popular seminars that the Federation organises, and it always throws up some great perspectives and learning."

"Over the two days we heard from an array of speakers, representing stakeholders as diverse as the National Police Chiefs' Council (NPCC), the Independent Office for Police Conduct (IOPC) and the Police Firearms Officers' Association (PFOA). Attendees also heard from those involved in the case of Sean Rigg, a detainee who died in police custody in London, and from officers on the ground in Salisbury who dealt with the poisoning of a former spy and his daughter last year."

## Officer suicides averted

A pioneering counselling service for police officers has saved five from suicide and helped 20,000 more, delegates at the PFEW Post-Incident Procedures seminar were told.

The virtues of the Welfare Support Programme (WSP) were extolled by Mark Williams, Chief Executive Officer of the PFOA, who provides this vital service, supported by the PFEW.

Officers are referred to the WSP through the Federation when facing the "most serious consequences of policing" – being suspended from duty, facing gross misconduct and considered at risk or vulnerable. Most of the WSP activity is pro-active calls to officers, as well as being at the end of the phone when officers get in touch.

Mr Williams said: "When an officer gets a call from the WSP, they feel like someone cares about them; 54 per cent of people who use the WSP are vulnerable and at risk." In most cases

involving a death or serious injury following police contact, he continued: "Officers are less worried about the incident itself, as they usually believe they have done nothing wrong. But what really concerns them is the investigation – we still hear nightmare stories of over-zealousness and lack of common sense."

Mr Williams talked about why the WSP came into being – following the suicides of three firearms officers in 2012, using their own weapons. "I thought, if there was a number they could have called and someone they could speak to, would that have made the difference?"

Looking ahead, the WSP is to receive increased funding from the PFEW and the PFOA, in order to provide a national counselling service, with practitioners trained in neuro-linguistic programming (NLP) to help officers who experience mental trauma.

Mr Williams acknowledged the toll that helping colleagues can take on

## PFEW campaigns outlined by

Hayley Aley and Phill Matthews, two members of the PFEW's National Board, updated delegates on two developing campaigns.

Mrs Aley is raising awareness of police officer wellbeing and support, looking at the four key areas of mental, physical, general and financial health.

Mr Matthews introduced 'Time Limits' – a new PFEW campaign calling for criminal or misconduct investigations into officers to be time limited. He offered powerful testimony from officers who had been subjected to long and traumatic ordeals by the IOPC or their own forces (see p30)

### IOPC criticised

There was more criticism of the police watchdog from Andy Birks, a former Metropolitan Police officer investigated for a decade over the death in custody of Sean Rigg. This had included five years when Mr Birks had been suspended and prevented from retiring.

The IOPC's Director of Strategy, Kathie Cashell, and Regional Director for London, Sal Naseem (right), assured the seminar



that a culture change was underway, reorienting the organisation towards learning rather than apportioning blame, with the ambition of 'improving public confidence in policing'.

A panel discussion – involving the IOPC, Straw & Pearce Solicitors, the PFEW, and Metropolitan Police Medical

# by welfare programme



Federation representatives themselves. “I’ve seen friends have nervous breakdowns and marriages fail, so we will provide an NLP coach at the end of a phonenumber, 24-7 for Federation reps.”

Details of the Federation’s Welfare Support Programme can be found at: [www.polfed.org/our-work/welfare-support-programme-wsp](http://www.polfed.org/our-work/welfare-support-programme-wsp)

## Armed officers’ praised for level of restraint

Armed policing has experienced unprecedented change over the last decade, and so have the procedures to ensure accountability, support the search for the truth and protect the welfare of officers and staff, NPCC Firearms Lead Simon Chesterman told delegates.

In particular, he noted that the days of post-incident welfare support for officers amounting to “sticking the kettle on and having a chat about football” are gone.

Of the 15,000 armed operations carried out last year, police discharged their firearms in just 15 cases, including in resolving terrorist incidents.

Mr Chesterman (below) praised the restraint shown by officers in dangerous situations, and the quality of the training they receive to deal with life and death incidents, but he called for further training for all officers on gathering best evidence and dealing with trauma, to prepare them for the thorough and independent investigation that rightly follows a death or serious injury (DSI).



Mr Chesterman said he believed they were letting frontline officers down by not extending best practice – learned from armed incidents and the evolving Authorised Professional Practice (APP) – into other areas of policing. He called for every officer and Federation rep to know the APP guidance inside out, and for further training to be provided for all officers on PIPs.

## National Board Members



Director Dr Meng Aw-yong – debated the need for time-limited investigations and for better communication between the IOPC and stakeholders.

The seminar featured sensitive sessions, closed to the media, talking about counter-terrorism methods to deal with incidents at airports (including the

growing threat of drones) and heard from officers who investigated the Novichok poisoning incident in Salisbury.

In another such session, Dr Aw-yong delved into case studies of officers who have experienced major trauma. He revealed that a police officer dies by suicide every two weeks, and there are no official statistics regarding the deaths of police staff or veterans, or of attempted suicides.

### ‘Months of hell’

He described one case in which an officer who had attended a number of fatal incidents and delivered “far too many death messages” had “never once” been asked how he was following these incidents – he was expected to get on with the job.

The seminar also heard from Neil Copland, a Nottinghamshire officer subjected to “27 months of hell” when he was investigated about injuries sustained by a fleeing suspect.

See p31 to read about Neil’s full ordeal.

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# Five minutes with



*John Apter was elected National Chair of the Police Federation of England and Wales (PFEW) in August 2018, and is the first National Chair to be directly elected into the role by the PFEW's members. John is a constable and joined Hampshire Constabulary in December 1992. Prior to joining as a regular, he was a Special Constable. He is passionate about fairness, which is one of the reasons he became a police officer. John became a local Federation representative to ensure other officers were treated fairly and received the support they deserved. In 2010, he became the Chair of the Hampshire Police Federation. Prior to this, John was a uniformed frontline officer working in response, roads policing, and in a specialist team investigating road traffic incident deaths. Additionally, he has also been a family liaison officer, a role that he found incredibly rewarding. We recently caught up with John to talk about his first year in office.*

## What have been the highlights for you over the past year?

Firstly, it has been an absolute honour to have been elected to represent the views of close to 120,000 officers. The first year has flown by and the amount of change has been incredible.

The recruitment programme; who could have guessed that at long last our message would finally sink in, and that if you continue to cut officer numbers the detrimental impact that it has on both the levels of crime and on the wellbeing of police officers – as they struggle to cope with increasing demand and levels of violence – will only escalate.

The lobbying we undertook about the better protection of our members saw legislation passed to increase the sentences of those convicted for assaulting officers, a direct positive outcome from our 'Protect The Protectors' campaign. This work certainly isn't finished, as there is much more to do.

Also, to be asked to represent the PFEW at poignant events such as National Police Memorial Day has been an honour.

Having been National Chair during our centenary year has been a real privilege. During the year seeing Federation reps helping our members with advice, legal support and welfare matters demonstrates the core of what we do, and in our centenary year it ensures that the ideals of those first Fed reps back in 1919 still hold true today.

## And the low points?

Unfortunately the past year has seen the consequences of the cuts to police officer numbers, which we have been saying to successive governments would be disastrous for the public. Assaults on officers are far too regular (and unacceptable), and in August we were all shocked and saddened by the tragic death of our colleague, PC Andrew Harper.

Escalating levels of violent crime involving knives continue to have a devastating impact on young lives.

For the PFEW itself, the series of cyber attacks we experienced in March was a really difficult time – having to cancel annual conference was devastating. They were very tough months, but I am so proud how we as an organisation responded. I would like to thank all those who helped us recover from this.

I have to deal with difficult decisions every day, I can't please everybody, I wish I could! The changes to the pension scheme has fragmented some relationships, with colleagues against colleagues. Do I wish I could make things better for everybody? Of course I do, but I also have to deal with the situation I have inherited. Colleagues feeling I have personally let them down is not good and is most definitely a low point.

## The political landscape has changed substantially since your election as National Chair



John Apter with PFEW Vice-Chair Ché Donald and Bravery Award winner PC Andrew Dear

## – two Prime Ministers, two Home Secretaries, two Policing Ministers. Has that been a help or a hindrance for the PFEW?

I made no secret of what I thought of Theresa May, I couldn't have been more vocal! However, I was also mindful that we had to have a relationship with the Government. If the PFEW is not part of the discussion, we can't influence the outcomes. Therefore, I have been building strong and constructive relationships with Government which can only be in the interests of our members. We made real progress when Sajid Javid and Nick

# John Apter



John Apter chats to HRH Prince Charles at the National Police Memorial Day service



**to unify the Federation; do you think that you are succeeding?**

Absolutely I do. I get a genuine feeling that the whole organisation is more focused, determined and willing to work as one for the interests of the members. For far too long we were focused on ourselves – this has definitely changed. I along with the members of the National Board and Council have to speak with one voice.

**Issues around the changes made to pensions seem to be a constant and ongoing topic – do you believe that progress is being made towards an acceptable conclusion on this?**

The issue of police pensions has primarily been ongoing since those reforms were made to public sector pensions by government back in 2015.

Hurd were at the Home Office. There was a greater willingness to listen to the issues that I raised with them and we have seen positive changes being put in place.

The Home Secretary, Priti Patel and Policing Minister Kit Malthouse have continued the openness of discussion and we will work with whoever is the Home Secretary and Prime Minister in the new Government to ensure that the issues and concerns of our members are clearly heard.

**When you were elected as National Chair you said that you wanted**

The recent court decision does now mean that it feels as though we are closer to a resolution being made. I am hoping that the more constructive relationship with Government and officials will help in whatever the outcome may be.

**What are your priorities for the next 12 months?**

There are the repeating issues that the PFEW will continue to work tirelessly on, to improve for all our members – things such as pay and conditions, and holding the Government, politicians and senior officers to account.

It is positive that the period of falling officer numbers, we are told, has come to an end. 2020 should see officer numbers increase for the first time in 10 years, so we must assist those new officers joining forces to successfully and quickly integrate themselves into the policing family and ensure that they have the right protections and rewards in order to retain them. As important as recruitment is, retention is just as vital for policing. We must do more to ensure we don't lose experience – it's something I feel very strongly about.

The impact on morale and wellbeing, caused by demand outstripping capacity, has had a tremendous negative impact on the wellbeing of officers. Over the next year the PFEW will double the funding of its Welfare Support Programme to ensure that every officer who needs assistance gets it. This is something I am so proud of, as the Welfare Support Programme works – it helps officers and their families and, in some cases, it has saved lives.

**What is your message to our members as we approach the festive period and year end?**

2020 will be another year of unparalleled change for us all. I doubt if anyone could have foreseen the level and pace of change that 2019 has witnessed. I, along with my colleagues on the National Board and Council, will be working tirelessly to ensure that the issues that you and your colleagues face are raised with those who can bring about positive change.

# The latest on the pensions challenge

from PFEW Chair **John Apter**

You may be aware of recent communications concerning the Employment Tribunal relating to the ongoing remedy involving officers from the pension challenge.

As this is an ongoing legal process, there has been very limited ability to comment openly on what has been taking place; I know this is extremely frustrating, and I feel that frustration myself.

However, as police officers, we all have an understanding that due process needs to be completed before being able to comment freely. During these proceedings the Police Federation of England and Wales (PFEW), along with six other staff bodies for policing across the UK, made an application to be an interested party.

It had also been intimated that there were reporting restrictions on these proceedings, and that we may have been in contempt of court by virtue of our limited press communications on October 28. I can confirm that this is incorrect.

As an organisation which represents the interests of 117,000 police officers, there is an important duty to update them accurately and confirm our status as an interested party.

## Fully sighted

The reason for this application was so that we can be fully sighted on the proceedings that will have an impact on our members. We are of course also engaged in discussions with the Government regarding the potential impact of the proceedings on all those affected.

The application by the PFEW and other staff associations was successful, and we will therefore be sighted and able to make representations on the proposed remedy.

We wish to make clear this has never been about trying to disrupt or prolong the legal process, but simply to ensure that we are best placed to represent the membership.

During the hearing, a declaration was made in relation to those officers being represented by Leigh Day.

The interim remedy decided upon



“The whole pension situation is a complex one and there are still many unknowns. However, I give you my word that the PFEW will continue to do the best we can for all our members in what is a difficult and challenging situation.”

**John Apter**  
National Chair, PFEW

was that these officers are entitled to the same level of protections as those who benefited from tapering or full protection. How this will be implemented in practice is yet to be agreed or decided upon; however, it is good news for those involved in the challenge.

The PFEW had previously been informed by the Government that those members

affected by the age discrimination but who had not lodged a claim would have that discrimination rectified. This would be done by applying the same treatment as used to remedy the position for the claimants to those who have not lodged a claim.

That position has been confirmed by Government following the conclusion of the hearing on October 28. This is also good news, as it effectively means that the same benefits will be received for all officers who were discriminated against, without the need to submit a claim to receive this benefit.

What is yet to be decided is whether any compensation will be awarded to the claimants in addition to the discrimination being remedied. This will be decided by the Employment Tribunal during 2020 after they hear and consider evidence of any suffering caused by the discrimination.

## Fundamentally inaccurate

I am aware that in some areas assumptions have incorrectly been arrived at, particularly around our engagement, communication and involvement with the Government, in relation to addressing the pensions concerns. These suggestions are baseless and fundamentally inaccurate. The PFEW has been in dialogue with the Government ensuring all members are represented on this matter, and these discussions are ongoing.

I would like to reiterate that the PFEW position remains that we will continue to represent the interests of all our members, ensuring that no one is left behind.

The whole pension situation is a complex one and there are still many unknowns. However, I give you my word that the PFEW will continue to do the best we can for all our members in what is a difficult and challenging situation.

Once I am in an informed position to announce how these changes will affect you directly, I will let you know.

# More than half of officers worry about money almost every day

New research conducted by the Police Federation of England and Wales (PFEW) reveals the shocking fact that more than half of police officers worry about money on an almost daily basis.

The findings from the Federation's annual Pay and Morale Survey also reveal that only 36 per cent of respondents said they had enough money to cover their monthly essentials, with around one in eight admitting they have had to seek financial support to cover day-to-day expenses within the last year.

Of the 19,654 respondents to the survey, conducted between June and August 2019, almost 75 per cent said they felt worse off financially than they were five years ago.

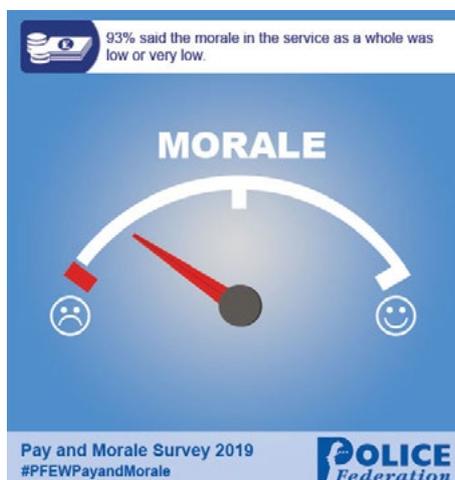
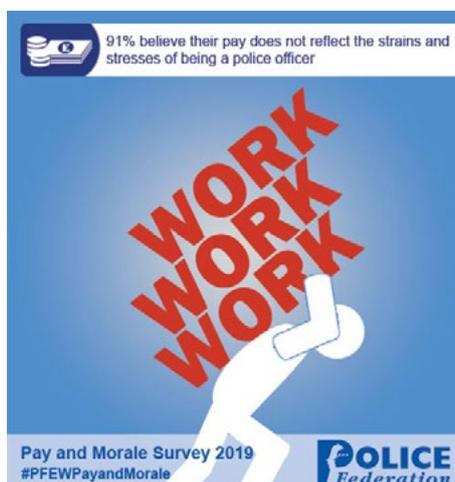
Reacting to the startling figures John Apter, National Chair of the (PFEW), said: "This research must shock whoever forms the next government into action. Every day police officers go to work to protect and serve the public to the best of their ability, putting themselves in harm's way and in some tragic cases making the ultimate sacrifice.

"They deal with enough stress and trauma at work, and it's scandalous they are being put in the position where they are having to deal with additional anxiety caused by money worries when they get home.

"Our members must be paid fairly for the job they do and should not be put in the unforgivable position of having to borrow from friends or family just to make ends meet."

This view was echoed by the research which found more than eight out of 10 of those surveyed feel they are not paid enough for the dangers of the job, while 91 per cent believe their pay does not reflect the strains and stresses of being a police officer.

This year police officers were given a 2.5 per cent pay rise. The PFEW had asked for five per cent uplift, followed by a further five per cent in both 2020/21 and 2021/22.



As well as financial issues the survey also asked officers about their morale and that of the wider profession; 57 per cent said their morale was either low or very low, while 93 per cent said the

"These figures give a real sense of the struggles and frustrations facing our members, but despite feeling undervalued and underpaid most are still proud to be police officers."

**John Apter**

National Chair, PFEW

morale in the service as a whole was low or very low. Despite this the majority of respondents said they were still proud to be a police officer.

When it came to plans for the future, just over one in 10 respondents said they intended to leave the service as soon as possible or within the next two years.

Mr Apter continued: "We have heard, and continue to hear, a lot of promises around policing and police officer wellbeing. Wellbeing means many things; one of the easier ways to help boost wellbeing is by boosting the pay in officers' pockets. It's not rocket science – since 2010 police officers have seen an 18 per cent real-term pay cut from their pay, this is a national disgrace.

"These figures give a real sense of the struggles and frustrations facing our members, but despite feeling undervalued and underpaid most are still proud to be police officers.

"This is typical of those who do this extraordinary job, and something appreciated by the public. It now needs to be appreciated by those who will control the Government purse strings."

Mr Apter concluded: "My members have experienced years of austerity, they have seen police officer numbers fall by 22,000 and they continue to face rocketing crime rates. They deserve better and I will continue to do all I can to ensure they get it."

# Help for ‘colour impaired’

*Police officers who fail a colour vision test often lose the opportunity to carry Taser – but the Federation is anticipating a functional test will be available in early 2020 that will change this.*

Colour Vision Deficiency (CVD) affects one in 12 men and one in 200 women. It is very misunderstood, sometimes wrongly referred to as colour blindness, and presumed (incorrectly) to mean that you can only see in black and white, which is very rare. It actually causes those who are affected to process colours differently to the rest of the population, with varying degrees of severity and as to what colours are affected. As a result, officers who suffer from the condition are often rejected from the service or are not permitted to carry a firearm or Taser.

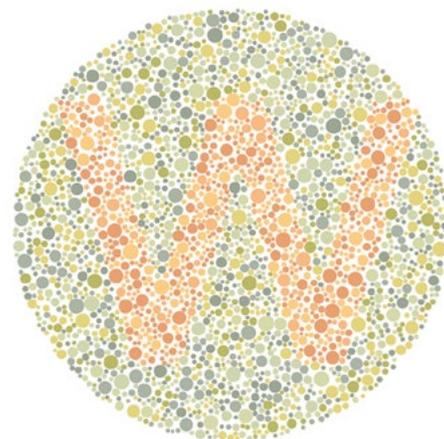
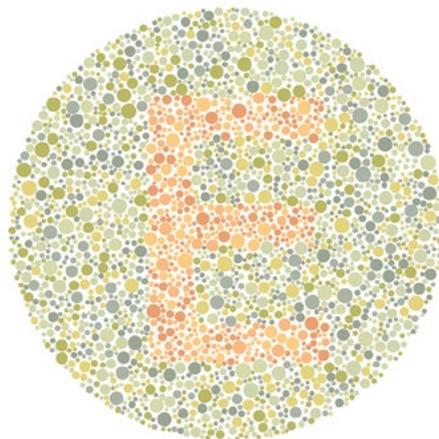
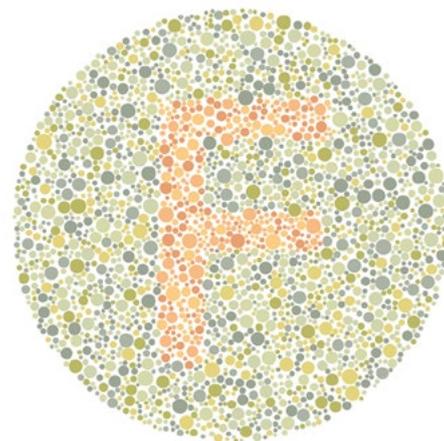
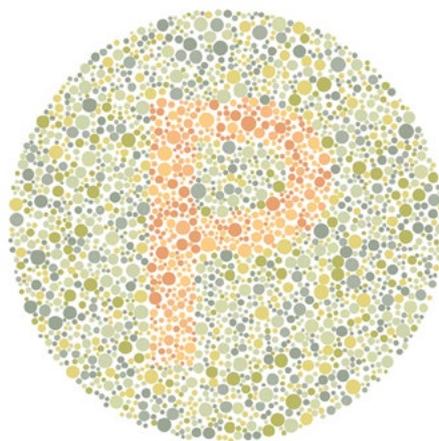
PC Myles Scott of Wiltshire Police is one such officer. “I was diagnosed with colour blindness aged eight,” he said. “I would struggle to make out colours on the white board and art classes were always a problem – once I got kicked out of class for colouring the French flag wrong!” Being diagnosed was a relief for PC Scott, as he finally understood why he saw colours differently to other people and was able to get more support through his school years.

However, his disability again proved a barrier when he failed a sight test and was rejected by the police. He worked as a police call handler and a Special Constable – “I also failed the screening when I applied to become a Special, but it was less of an issue” – and finally gained admission to the Wiltshire force two years ago.

## First rainbow

PC Scott’s CVD is severe and has caused him problems in policing, for example while searching for a suspect vehicle in a particular colour. He has however developed coping strategies to make adjustments for his visual impairment.

Things changed for PC Scott when he discovered specialist colour blindness lenses manufactured by US company EnChroma, which are available from only one outlet in the UK – an optician in Hertfordshire called Eyes on St Albans.



PC Scott went for a fitting and it changed his life. He said: “There’s no way for me to describe what it was like wearing those glasses. I was suddenly exposed to a whole range of colours I had never seen. I had never known what red was meant to look like. It was overwhelming but exhausting and I have had to re-educate myself – at 23 I have finally seen my first rainbow.”

Those applying to become Specially Trained Officers (STO) have always been required to pass a test for CVD due to the risks identified by the College of Policing, including not being able to see the red laser dot of a Taser. Not all officers with

CVD are excluded, only those who fall below the threshold. There is a wide variation of types and severity of CVD and the current testing regime does not adequately take account of this, particularly with regards to the severity of the impairment.

PC Scott added: “I’ve done the Taser test and was able to show, even without my glasses, that I could see the red dot. The glasses aren’t regarded as a reasonable adjustment, because CVD is not accepted as a disability, even though in my opinion it 100 per cent is. There needs to be a change in the testing regime so that all officers should be able to carry Taser.

# officers who want Taser



PFEW National Vice-Chair Ché Donald with Jez Levy and the Eyes on St Albans team

People are shocked when they hear the statistics of one in 12 people having CVD, therefore very common and there should be policies around this.” PC Scott is helping Wiltshire Police to improve its practices but feels there needs to be better awareness. “For example, if I’m wearing my tinted glasses inside, higher ranked officers will often tell me to take them off, so that leads to an awkward conversation,” he said.

## Purple sky

Sergeant Chris Ingledew is a Federation rep who has CVD. As a schoolboy he would “colour in the sky and the sea purple” and was diagnosed with CVD aged six. “I have a severe variation and for me red and browns can be difficult to tell apart,” he said. He has developed ways to

compensate, such as when on response, focusing on other details of a suspect vehicle rather than its colour.

Sgt Ingledew applied to join Greater Manchester Police in 1999 and made it through the opening stages, only to fail the colour vision test and be rejected. He did a variety of jobs from running a pub to exporting waste plastics – but policing was what he had always wanted to do, so he persevered and eventually joined the West Midlands force in 2009 – he is now with Leicestershire Police.

When Sgt Ingledew was rejected for Taser, he sought an explanation from the College of Policing and eventually turned to the Police Federation of England and Wales (PFEW) for help. They funded a legal challenge which was unsuccessful at a tribunal. “I’ve spoken to a lot of firearms

officers with the same condition as me and it doesn’t prevent them doing the job – they are worried about giving evidence though,” he said. “If we’re saying CVD is dangerous, they could have a problem of losing lots of firearms officers around the country overnight.” He became a Fed rep to help others in a similar situation and continues to do.

## Excluded from carrying

Typically, forces train between 10-20 per cent of officers to use conducted energy devices (CEDs). Chief officers are starting to equip a much higher proportion, which means the number of officers who could be excluded from carrying Taser will grow.

Ché Donald, PFEW National Vice-Chair, is confident that a functional test for CVD officers in relation to Taser is on the cards.



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This would be a “massive leap forward if the suggested document put forward by the College of Policing, gets the go ahead” he said.

“The PFEW has been pushing for a wider roll out of Taser,” said Mr Donald. “It does save lives and prevents officers from receiving life changing injuries – in over 90 per cent of encounters where Taser is introduced it results in de-escalation – so the red dot alone diffuses 90 per cent of violent incidents.

“Our own research shows that 76 per cent of officers are ‘always or almost always single crewed’, and we also know there is a significant increase in assaults against police officers, so we need to ensure they are properly equipped to do their job effectively. Taser is part of that regardless of whether you have CVD.”

### Functional test

The PFEW is supportive of a strategy involving a functional test for officers who fail a colour vision test. This would be a sensible way forward as it is felt that the College of Policing test is not fair, valid or reliable. This piece of work is being driven by PFEW National Firearms and Taser Lead, Steve Hartshorn.

Jez Levy is the entrepreneur owner of Eyes on St Albans and achieved his status as the only UK supplier of EnChroma lenses through patience and perseverance (the manufacturer usually sells its product via mail order). There are six different lenses and therefore officers are advised to visit Mr Levy and be tested in store.

He said: “They do not work for everybody, but we’re experiencing a success rate of eight or nine out of every 10 people – they are also available with prescription.” He set the business up 18 months ago and said business has been “crazy” thanks to EnChroma.

Mr Levy has agreed to supply the PFEW with two pairs of specially adapted glasses free of charge. The National Chair and Vice-Chair will make these available to officers to try on as they travel around the country or visit PFEW HQ.

It should be noted however that EnChroma lenses do not cure colour vision, and the enhancing capabilities vary from person to person. Current CVD testing does not allow for colour correcting lenses to be used while undertaking the test.



*If you think you might be suffering from CVD search online for ‘ishihara test’, or visit [www.nhs.uk/conditions/colour-vision-deficiency/](http://www.nhs.uk/conditions/colour-vision-deficiency/)*

*For more information on the EnChroma glasses, go to [www.eyesonstalbans.com](http://www.eyesonstalbans.com)*

# Time Limits are needed to avoid

A new campaign has been launched to bring in time limits on the investigation and prosecutions of police officers, amid concerns that open-ended investigations into officers' conduct are having a "massive impact" on their mental health and wellbeing.

Speaking at the recent Police Federation of England and Wales (PFEW) Post-Incident Procedures Seminar, Conduct and Performance Lead Phill Matthews told delegates that there was a need for a statutory time limit on such investigations, as well as new powers for police and crime commissioners (PCCs) to review or halt prosecutions.

Setting out the case for the PFEW's new Time Limits campaign, Mr Matthews said: "There's absolutely no time limit on when a complaint can be made, or how long the appropriate authority can take to investigate."

## Appropriate safeguards

He used the analogy of a police officer stopping a motorist for speeding. "That officer has six months to prosecute – but if the motorist complained about the officer there's no limit to how long it can take for that complaint to work its way through the system... that's got to be wrong."

He said investigating authorities such as the Independent Office for Police Conduct (IOPC) and professional standards departments (PSDs) in forces "hold all the cards", and are reluctant to see those powers curbed. However, the PFEW will be lobbying Parliament for a change in the law to apply a 12-month time limit for prosecutions into police



Picture © Andrey-I/ Shutterstock

officers, with appropriate safeguards.

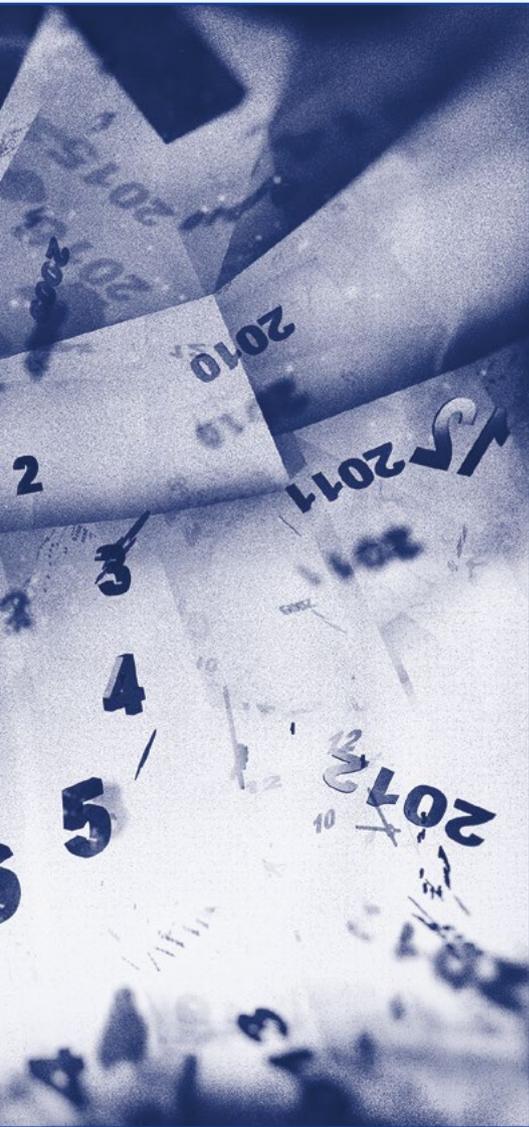
Mr Matthews said: "We are talking about things that can potentially lose officers their jobs – that's the top end, although usually matters are less serious – and they take years to resolve."

At the same seminar delegates heard from Andy Birks, a former Metropolitan Police officer who was investigated for a decade and prevented from retiring, before finally being exonerated.

Freedom of Information requests by



# ‘massive’ mental health impact



the BBC found that the IOPC and some forces were taking more than a year to investigate officers. Two thirds of IOPC cases are never proven, and the cost to the taxpayer for officer wages while suspended was £13m from 29 forces.

Mr Matthews continued: “We think a 12-month time limit on prosecutions is reasonable and we want to get that into statute. To back that up we want to give PCCs and even legally qualified chairs the powers to demand progress, or to put a stop to prosecutions if they drag on longer than that. Part of that is to enable the speeding and simplification of the appeals process, which is often what causes some of the untimeliness in these cases.”

## Officer’s ‘27 months of hell’ following pursuit

Nottinghamshire PC Neil Copland’s life was turned upside down following the pursuit of a suspect in the aftermath of a road traffic collision.

The Crown Prosecution Service (CPS) admitted at the plea hearing – a year after the incident – that events were “a misjudgement in the heat of a pursuit with substantial mitigation”. But they still pursued the case.

During opening arguments at the Crown Court, the CPS failed to mention that Neil was a police officer and had been in pursuit of a fleeing criminal when the incident occurred. They viewed it as a simple driving offence. A ‘pedestrian’ had been hit by a car. They initially refused to call any of the members of the public, who had seen the pursuit and the suspect driving dangerously, as witnesses.

At lunch on the first day of the trial, the judge threatened to direct the jury to find Neil not guilty if the CPS could not come up with more evidence. Still the CPS refused to drop the case, and eventually the judge told the jury that this was “an officer on duty trying to stop a criminal” and as a result he had a defence in law, the prosecution had failed to make a case, show that Neil’s actions were unreasonable or demonstrate what else could have been done.

Still the CPS refused to accept this, and threatened to appeal the decision. Only after another delay did they decide to dismiss the case. Neil endured a further wait before the misconduct hearing was also abandoned.

During this time, Neil had been moved onto another shift, separating him from his colleagues. Neil explained that this had left him “isolated socially, not knowing who I was or where I belonged”. It caused untold emotional distress, not only to Neil and his family, but also to those colleagues who had been called as prosecution witnesses. His sergeant said



that the case had caused him sleepless nights and it had “destroyed him” to walk into court and see a colleague sitting in a secure dock.

Calling for the system to be improved, Neil emphasised that while officers must be held to account, they deserve to be treated better than criminals. No case of dangerous driving involving an offender would have taken 27 months to conclude. It would also not have made it to court based on the evidence the CPS had in this case.

Dave Keen, Neil’s Federation rep throughout the case, also made clear that the system needs to change. He said there were: “...a number of opportunities for this to end. It was crystal clear that the case was not there. But it carried on.”

He also urged all reps to ensure that Post-Incident Procedures (PIPs) are properly followed. In Neil’s case, a senior officer had decided that the incident was not serious enough to warrant PIPs – which meant that important information that would have helped in Neil’s defence wasn’t documented at the earliest opportunity.

# Suddenly I was down a rocky

*World Menopause Day was on October 18; Chief Inspector Helen Smith took the opportunity to share her story, in the hope that it would help educate but also to encourage female colleagues to speak out.*

This time two years ago my life was turned upside down. Psychologically and neurologically, I started to falter. Inexplicably, my mind just went numb and I had torrents of negative thoughts, all at cross-purposes. Inside I had this awful sense of dread and I became prone to blind panic. Aged 47 I was experiencing perimenopause, and I was totally unprepared.

Throughout my life – even when things were tough – I'd managed to remain positive. It was such a big part of my identity: proud, independent and articulate Helen. As a police officer I've faced danger and challenges time and again with a lion heart. Knowing how strong I can be always got me through.

Like a thief in the night, perimenopause stole this sense of identity from me. All of a sudden, I felt lost and frightened, and I lost who I was familiar with. It didn't make any sense.

With three years to retirement I considered resigning. I was in a role of a lifetime working as the International Development Lead at Greater Manchester Police, which included negotiating contracts with the Ministry of Interior of Qatar. I even spoke with their Prime Minister on equal opportunities for women in policing.

I was on a career high. Free of a mortgage or debt, our son happily in a career he studied for at University. My husband and I were making plans to retire early and travel the world. To an outsider, my life must have looked like a dream; I had everything I'd ever strived for.

My promotion to inspector brought no joy, only panic, dread and anxiety. It was as though I had spent my life zipping along country roads in a sports car, roof down, music blaring, blissfully unaware of what lay ahead. I

now found myself lost on a rocky road, unable to see the road ahead despite the headlamps being on full beam.

I am still shocked by how quickly my work was affected. When I arrived at work, I would have to talk myself in to making it to my office. By the time I sat down the anxiety had already drained me; I felt frazzled and had convinced myself that I was useless.

My husband and I have enjoyed a healthy and loving relationship for 20 years but now there were nights where he'd be comforting me in the early hours as I cried, incoherent with unfathomable sadness. It was the start of a true test of our marriage; I had begun to feel invisible. Despite the love and friendship, I lost sight of all we had dreamed of.

Day in, day out, I was at my emotional and physical limit. I thought everything was slipping through my fingers. Things I used to find so easy became an uphill struggle. Driving, shopping, putting flowers in a vase. My cognitive functions were severely debilitated.

Why did this have to happen? How could I be left in this invidious position after a life of hard work? The answer was all too easy – I had never been taught about the menopause. Nobody had warned me what was to come. Even my GP told me I was too young to be going through it. I finally decided

enough was enough; I needed to rebalance before I totally burned out.

Once perimenopause was finally diagnosed, I could start to make some difficult decisions. I sought counselling and refocused on what mattered to me, what I needed to thrive again. I finally found the courage to talk to my employer about what I was going through. It was one of the hardest choices I've ever had to make, but I eventually took a break from work.

I felt like a failure for taking time out to get my life back, afraid of the perceptions of others, but I needed time to heal. I could focus on my relationship with my husband, on me and my family. It breaks my heart when I look back at what I put my husband through for many months of illness and recovery.

He says he will always regret not picking up on the signs but nor did I. Menopause education and care in England is sadly lacking. The physical symptoms are commonly known and often mocked, but I wasn't prepared for such sadness, anxiety and loneliness.

Running on constant adrenalin tore me apart, physically and mentally. After much hard work from us both, thankfully, we are happy again and I can see now that policing does not matter more than my happiness, health and wellbeing.

# road, alone and scared...

I have always been a champion for women in policing; I think the challenges before, during and after menopause are the last taboo. We are an ageing workforce, more and more women are going to find themselves in the position I was in.

Significantly, menopause coincides with being at the height of your career. It may sound like a cliché but this issue boils down to a matter of bend or break. Unless line managers are trained on the symptoms of menopause, unless they know how very serious it can be, we could see some of our most talented officers leaving the profession too early.

Now the national guidelines have been launched, I hope they will bring positive change. A little understanding goes an awfully long way. It's time for a sincere, open conversation about the menopause and the impact it has on work-related stress.

*Chief Inspector Helen Smith returned to her response role at Greater Manchester Police 16 months ago and is happy the hormone replacement therapy (HRT) has so far been effective. She continues her campaign to make sure other women have the education they need to prepare and the support they need to cope when symptoms begin.*

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# An attack on a police officer should never be plea bargained away

*The Assaults on Emergency Workers (Offences) Act 2018 was introduced in November 2018, and carries a maximum sentence of 12 months' imprisonment and/or an unlimited fine, where assault or battery is committed against an emergency worker. One year on, John Apter, National Chair of the Police Federation of England and Wales, reflects on the impact of the new law, and calls on magistrates and the judiciary to utilise the legislation to protect colleagues and hand out jail sentences to offenders.*

Our Protect the Protectors campaign was really important in securing a welcome and much-needed change in the law last year, which rightly made the crime of assaulting any emergency service worker an offence.

However, the stark reality is that in 2019 any police officer who responds to a call is increasingly likely to be spat at, punched, kicked, or tragically even worse.

Some of the toughest parts of my work involve dealing every day with the aftermath of the increasing number of assaults on my colleagues.

## Mental scars

Recent incidents where colleagues have been injured – or, in the tragic case of PC Andrew Harper, lost their life – bring home just how dangerous the job can be. The physical and mental scars of these assaults often last a lifetime, while offenders are walking away with short or suspended sentences. This is truly an insult to those officers who put their lives on the line for the public every single day.

From personal experience as a serving officer I know all about these dangers. I have been assaulted numerous times, and I've also been punched unconscious and hospitalised due to the job I do.

While we are closely monitoring how the new legislation is being used and await official statistics, I am still hearing anecdotal cases of incidents where officers are being assaulted and their attackers get what amounts to nothing more than a slap on the wrist. This is plain wrong.



**The Assaults on Emergency Services Act must be utilised properly by the judiciary, to deter attacks on officers such as those experienced by DS James Dowler and PC Heather Caruana**

We need a concerted effort to make sure those who choose to attack police officers are dealt with appropriately by the courts, and officers need to be fully supported to report every incident where they are attacked.

The Crown Prosecution Service must charge offenders with the correct offence and continue with this – even when there are multiple other offences on a charge sheet. An attack on a police officer should never be plea bargained away.

We need magistrates and the judiciary to utilise the full power of the law, and send a clear and unequivocal message

that this type of behaviour will not be tolerated.

As a result, we will not cease to campaign and lobby for the harshest sentences to be given to those who assault our brave and hardworking colleagues – both as a punishment, and as a deterrent. This is the language offenders understand; only then can we begin to stamp out this completely unacceptable behaviour.

The sheer number of assaults is truly shocking, and it's high time that the legislation is used as it was intended.

# We can't remove stress in policing, but we can all talk about it more

To mark National Stress Awareness Week, Police Federation of England and Wales National Chair John Apter spoke about the importance of not suffering in silence

Experts say some stress in your life can be a good thing, but we have to be aware when stress spirals and becomes something more serious and more difficult to control.

Policing is a challenging job which can certainly be stressful at times. Officers can be exposed to many horrific situations which nobody should be. And it is well documented that repeated exposure to traumatic events has a detrimental effect on a person's mental health.

This, combined with the growing demand created by years of cuts and increasing crime rates, mean more and more officers are feeling pressure like never before. While this goes on, I know my colleagues like to keep their heads down and just get on with the job they set out to do.

But it is vital to remember that small things can make a big difference; the simple act of opening up and talking to somebody – anybody – about what you are going through should never be underestimated. It may sound twee, but it really is good to talk. More than that – it is important to talk.

The Federation has been very alive to the increasing stress officers are under, and I will continue to fight to ensure that they have all the support they need to help keep themselves well.

And I am reassured that things are changing. Policing, which was once seen as a 'macho type' environment, has come a long way. Increasingly officers are willing to talk – especially the guys, which has been a real issue in the past.

More and more of my colleagues are comfortable saying: "I am stressed at the moment and I am struggling to cope." And that's incredibly important.

However, before things snowball, officers need to feel able to open up by having informal chats when they start to feel under pressure, whether that's with colleagues or with supervisors.

We are a policing family, and nobody should suffer alone.

When you look at policing, many officers work in isolation; they are self-briefing, self-parading and out on patrol on their own. They may finish a shift having dealt with a traumatic event and have nobody to chat it through with. We have got to change that.

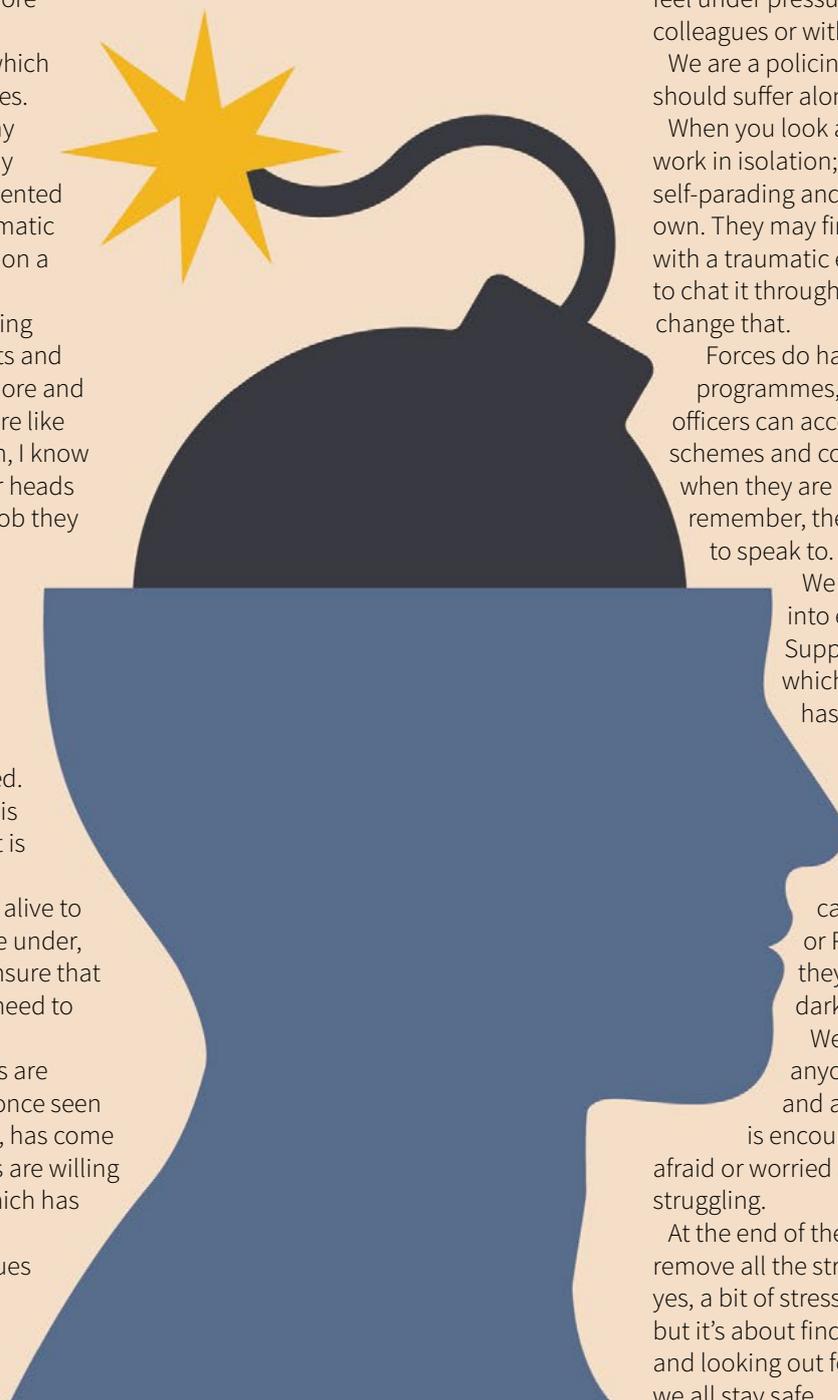
Forces do have employee support programmes, TRIM practitioners, and officers can access the group insurance schemes and counselling services if and when they are struggling. So please remember, there is always somebody to speak to.

We are also looking into expanding our Welfare Support Programme which, without doubt, has saved lives.

It crucial though that things don't get so bad that individuals feel they have nowhere to turn; that's when stress can morph into depression or PTSD, and officers feel they are trapped in a really dark place.

We want to help before anyone reaches that point, and a key part of the process is encouraging officers not to be afraid or worried about admitting they are struggling.

At the end of the day we can never remove all the stress from policing – and yes, a bit of stress can be a good thing – but it's about finding the right balance, and looking out for each other to ensure we all stay safe.



# Honouring our fallen colleagues – the UK Police Memorial

In recent months we have seen unprecedented attacks on Police Federation members. The attention of the whole nation is now focused on the ultimate sacrifice that many of our colleagues make.

We joined the police service because we wanted to serve our communities. Sadly, for many of our colleagues, in order to protect others, they have laid down their lives.

I know what it is like to lose friends and colleagues. It is utterly tragic. The stories of Andrew Harper, Keith Palmer, Nicola Hughes, Fiona Bone, Yvonne Fletcher and thousands of others are why we need the new UK Police Memorial at the National Memorial Arboretum in Staffordshire. This is a memorial that I am totally committed to, and a place that will honour all those officers and staff from our police forces who have given their lives.

Why in Staffordshire you may ask? The National Memorial Arboretum is the nation's year-round place of remembrance, where all services are honoured. It has over 300 memorials to commemorate those who have laid down their lives for their country, and attracts over 300,000 visitors per year who visit to pay their respects. Yet there is no fitting tribute that recognises those who have died fulfilling policing duties.

At a time when protecting the protectors is a crucial issue for both the Government and the general public, the memorial will be a permanent reminder for the nation of the bravery and sacrifice made by those police officers who have kept us safe and protected us from harm.

The Memorial has already received widespread financial support, including from many Federation Branch Boards. Finishing the Memorial in 2020 is now possible, if we all honour our fallen colleagues and help provide the final funding needed.

I ask each and every one of my fellow Federation members to join me with a donation of just £2 per month over the next



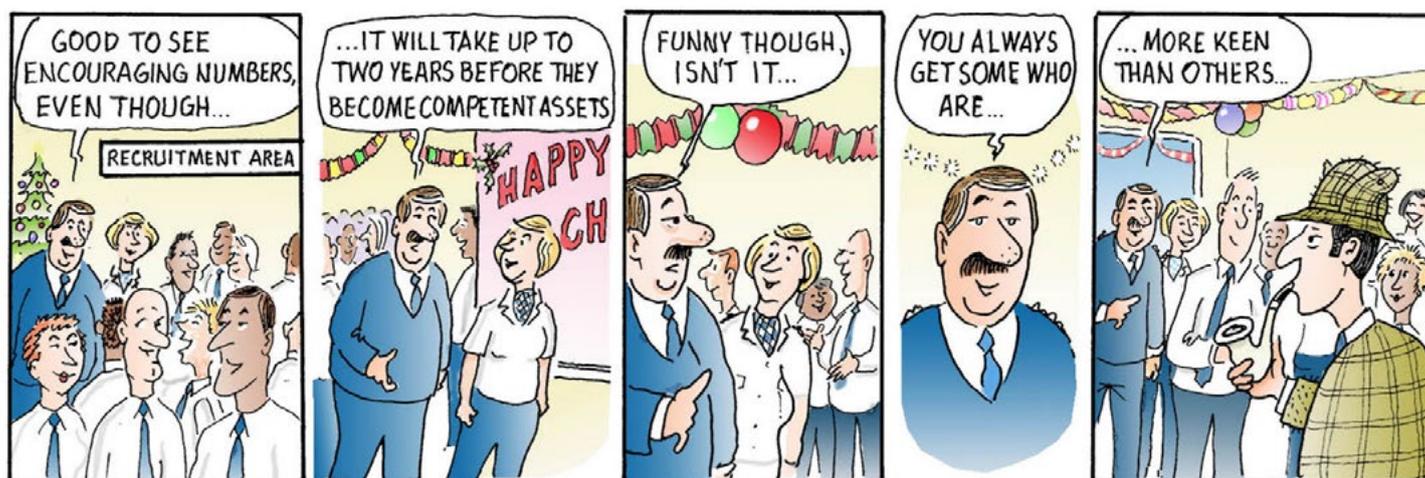
year – that's less than the price a cup of coffee – or a one-off donation of £24, to pay tribute to those we have lost.

As we mark our centenary, we owe it to those Federation members we have lost over the last 100 years, and sadly those we are likely to lose in the future, to commemorate and remember their selfless acts and to build a lasting legacy that will honour their ultimate sacrifice. We need a place where families can go to remember and where a grateful nation can go to say thank you.

You can donate online via at [www.justgiving.com/ukpolice-memorial](http://www.justgiving.com/ukpolice-memorial), and you can find out more information about the UK Police Memorial at [www.ukpolicememorial.com](http://www.ukpolicememorial.com)

*Simon Payne, Chair,  
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## Why do more people get divorced in January?

The New Year is often a time of reflection, as people think about their future, make resolutions and perhaps take a closer look at their relationships.

If there are already problems in a relationship couples can face a lot of pressure over Christmas, especially with children and relatives are involved.

As family lawyers we tend to see a rise in the number of couples seeking legal advice in January over the breakdown of their relationship. If you're contemplating a divorce, below are a few things to consider.

### Is it really over?

Before you go ahead with a divorce, are you sure your marriage can't be saved? The Christmas period can be both joyful and difficult, particularly if you or your spouse has been on duty. But a tough Christmas may not mean it's the end, and you may be able to work through your difficulties with your own support network or counselling services, such as Relate.

### When can I start the process?

If divorce is the right option, you can commence proceedings at any time, providing you're not within the first 12 months of marriage.

You'll need to think about the reasons you will give the court to show that your marriage has irretrievably broken down. For example, if you've felt unsupported by your spouse, or that the two of you no longer make the effort to spend time together, you could rely on this to prove that your marriage is over.

### What action should I be taking?

Speak to a family lawyer sooner rather than later, to ensure you're fully informed before starting the process.

The most common question we're asked is how an officer can protect their police pension, and taking action at the earliest opportunity is very important. A spouse has a claim against pensions as well as income and capital, and the level of the claim will be based on its value at the time of divorce, not necessarily at the time of separation.

### What about the children?

If you have children, you should try and reach an agreement with your spouse about the most suitable and appropriate care arrangements. If you can't, consider mediation before making an application to court (mediation is now compulsory before you can litigate). The court's paramount consideration is the welfare of the children, and you should try to agree to a schedule of care, which is in the child's best interests.

If you need to speak to a specialist family lawyer, please contact Slater and Gordon Lawyers on 0808 175 7710 and we will be happy to help.



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