

POLICE

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WITH CHAIR
JOHN APTER**





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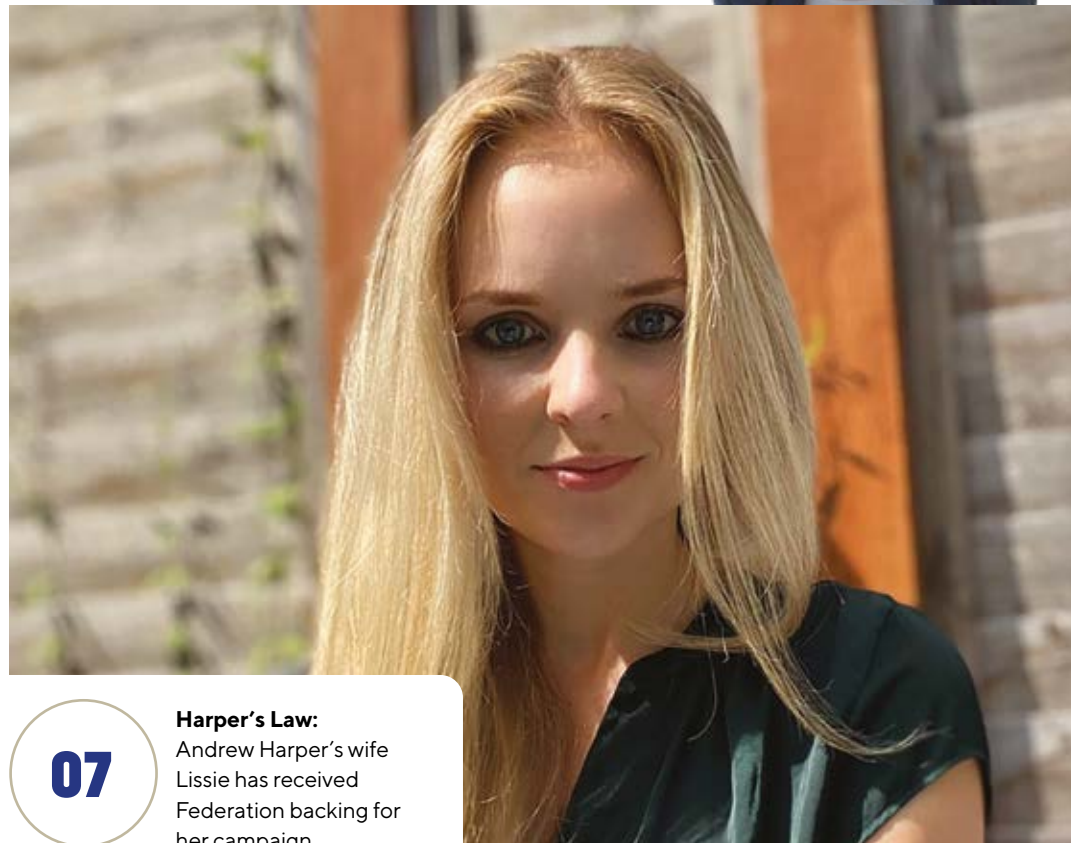


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Andrew Harper's wife Lissie has received Federation backing for her campaign

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2.5 per cent pay uplift for officers is 'step in the right direction' says Fed

In July, the Home Office announced it had 'accepted in full' the recommendations of the Police Remuneration Review Body (PRRB) – the independent body which advises the Government on officer pay.

It means police officers received a 2.5 per cent uplift in their pay packets from 1 September. The Police Federation of England and Wales (PFEW) has called the move a "step in the right direction".

PFEW National Chair John Apter said: "In the current financial climate with so much uncertainty, the Government's acceptance of the PRRB recommendations will come as a relief. While 2.5 per cent is less than we asked for, it is welcome against a backdrop of financial pressures on the economy. Do police officers deserve more? Absolutely, and the Government must go further to pay officers fairly for the unique and dangerous job they do."

The pay rise equates to around an extra £1,100 of pensionable salary

a year for a constable (taking into account salary plus allowances).

As well as the pay rise, which is applicable across all ranks, the Government announced:

- London Weighting and the Dog Handlers' Allowance to increase by 2.5 per cent
- Removal of the lowest point on the sergeants' pay scale
- The maximum rate of London Allowance to increase by £1,000 to £5,338 a year for officers appointed on or after 1 September 1994 and not receiving Replacement Allowance.

Mr Apter continued: "It is positive to see the Government abiding by proper process and accepting all the recommendations of the PRRB. This has not always been the case. We will continue to fight to get our members the pay they deserve following a real-terms cut of 18 per cent during the last decade, the effects of which have taken their toll."



DID YOU KNOW?

If you are required to move home due to the exigencies of duty, you are entitled to be reimbursed the cost of your move, plus estate agent fees, stamp duty and some mortgage expenses.

For more on your rights see – www.polfed.org

VIEW FROM THE CHAIR

During the summer months we traditionally find the media and hordes of online commentators scrambling for stories. But, while I assumed the continuing fight against Covid-19 and the A-level confusion might be enough to occupy their time, that does not appear to have been the case.

Regrettably, we have seen more and more carefully selected snippets of video of interactions with the police making their way from social media on to mainstream broadcast media. I say carefully selected, as many of these clips are deliberately designed to give one side of the story.

Not only is this grossly unfair on the officers involved, it is also totally irresponsible and risks creating social tension. That is why I have raised this with the National Police Chiefs' Council and the College of Policing, asking for their support to release officers' body-worn video wherever possible to show exactly what has happened and why.

I also raised this issue directly with the Home Secretary in the inaugural 'The Chair Asks....' article in Police magazine – a first in its 52-year history. The Home Secretary shared her concern that video clips posted on social media can be misleading, unhelpful and not tell the full story (Pages 18-21)

'The Chair Asks....' is a new regular column in which I will interview police leaders and politicians to ensure the issues that matter to you are put directly to them. I won't shy away from asking tough questions on your behalf, and if there is a prominent individual you'd like me to interview let me know by emailing: editor@polfed.org

John Apter
National Chair of the
Police Federation of
England and Wales



PFEW pension compensation – what happens next?

The Police Federation of England and Wales (PFEW) pension compensation claim has moved to the next stage of the process following the passing of the deadline for applications on 31 July 2020.

Over 40,000 members have signed up for the claim, which is being made by PFEW on behalf of those who were victims of discrimination and may have suffered 'injury to feeling' as a result of the transitional provisions of the 2015 scheme.

PFEW staff are currently sifting through all the applications to remove duplicates and ensure members' datasets are correctly completed, before the data is handed to our lawyers.

The lawyers will carry out their own checks and then ACAS notifications will be made on behalf of those eligible members. In due course, claims in the Employment Tribunal will be submitted.

The Government has already conceded its approach to transitional arrangements was unlawful and has committed to rectifying the situation. Assuming the Government does in fact make good this promise, the Tribunal will be asked by PFEW's lawyers to consider whether compensation should be awarded to claimants for injury to feelings.

PFEW's National Secretary Alex Duncan said the court could group together members' claims with the similar claim lodged by lawyers Leigh Day on behalf of 13,000 officers.

Mr Duncan said: "It will be down to the court as to how it wants to manage two similar claims, and the Tribunal may seek to

streamline the process and join PFEW's claims with existing claims.

"However, those claims are more advanced in the claim process and so that may not be feasible. PFEW lawyers may advise it is desirable to stay members' claims until more is known about the current ongoing claims.

"It is probable a small number of representative sample cases will be agreed. These could involve, for instance, an individual with an ill-health pension-related claim, or those with distinctive circumstances which similarly apply to other claimants.

"These individual random sample cases would then be put together in 'groups' by combining claimants who have similar personal circumstances.

"The Tribunal would then make a separate ruling related to each sample case and could then award separate sums to compensate those in each 'group'. If the claim was successful, the rate of any individual compensation would be determined by which 'group' a claimant was allocated."

The Group Action is being handled on PFEW's behalf by the leading UK and international law firm Penningtons Manches Cooper. It will provide general updates through an Extranet site, and applicants will be invited to sign up to this in due course.

Applicants are being asked not to contact the law firm with enquiries about the claim, and instead to speak directly with branch secretaries. Members should also check junk mail folders via their personal email address if they think they have not had a response to their application.

Multi-year funding settlement needed to rescue policing



The Government must consider multi-year funding deals, akin to the NHS, if it is to reverse years of damaging cuts, says the Police Federation of England and Wales (PFEW) – echoing the Chief Inspector of Constabulary's calls.

Her Majesty's Chief Inspector of Constabulary Sir Thomas Winsor (above) published his annual assessment of policing in England and Wales in July.

The report highlighted "serious weaknesses" in the provision for mental health services and says levels of service don't always meet public expectations as officers struggle with demand.

Sir Tom also pressed the need for an end to one-year financial settlements, suggesting rolling three-year programmes, adjusted each year, which would be an "enormous aid to strategic planning".

PFEW National Chair John Apter said: "Our incredible officers

are doing an increasingly difficult job with fewer resources, from policing a pandemic to picking up the pieces of an underfunded mental health service. Boom-and-bust recruitment, short-term, one-year financial settlements do not work, and forces shouldn't have to operate on a 'hand-to-mouth' basis. Over the last decade the police service has been hit hard by budget cuts and it needs more than a one-year cash injection to put things right."

The report added that demand is outstripping supply and that the 20,000-officer uplift programme that the Federation welcomes but which requires 54,000 people to be recruited and trained over the three-year period, will not close this gap.

At the end of March 2019, there were 20,564 fewer police officers and 15,185 fewer police staff than at the same point in 2010, while the population of England and Wales has grown from 55.7 million to 59.4 million during this period.

FED BACKS HARPER'S LAW CAMPAIGN



The National Federation is supporting Lissie Harper's campaign for those convicted of killing an emergency services worker to spend life behind bars.

She has called on the public and politicians to back her campaign for 'Harper's Law,' following the death of her husband – hero police officer PC Andrew Harper.

Lissie (right) is being backed by the Police Federation of England and Wales (PFEW), Andrew's father Phil, step mum Karen, his brother Sean and sister Aimee, in her quest.

Lissie said: "I hope that by creating a new 'Harper's Law' – that sees any person who commits a crime that results in the death of an emergency worker being jailed for life – that those that have to go through what I have been through in the future get the justice that they rightly deserve."

Newly married Thames Valley Police officer PC Andrew Harper was killed on 15 August last year after an incident involving Henry Long, Albert Bowers and Jessie Cole.

The trio were convicted of manslaughter in July but cleared of murder.

Long was jailed for 16 years and Bowers and Cole for 13 years. The Attorney General is currently reviewing their sentences to see if they were too lenient.

PFEW National Chair John Apter said: "Andrew was brutally killed, leaving his wife, loved ones, colleagues and the nation devastated. The killing of a police officer should see those responsible face the rest of their lives in prison. This campaign would be Andrew's legacy and we will continue to support Lissie in her efforts to seek justice and change the law for the greater good."

PC Harper's Thames Valley Police Federation colleague Sgt Andy Fiddler, who has been supporting Lissie since Andrew's death in August last year, said: "We want a new 'Harper's Law' that protects all our emergency services workers that are killed on duty as a result of someone committing a crime."



"MY THOUGHTS WENT STRAIGHT AWAY TO ANDREW HARPER'S FAMILY"

I will never forget receiving that phone call in the early hours informing me about PC Andrew Harper. When you hear such devastating news



about a colleague, your blood runs cold. My thoughts went straight away to Andrew's family. You know their lives will be changed forever.

The outpouring of grief and support was massive. Both from the policing family and the wider public. In those desperate times it's so reassuring to know so many people care – it can't take the pain away for the family, friends and colleagues of those we lose – but it helps.

What makes policing such a fantastic job is no two days are ever the same. But that also makes it unpredictable and often dangerous.

For some colleagues, they make the ultimate sacrifice. Officers like PC Andrew Harper never got to go home after their shift, they gave everything to protect their communities.

People join the police

knowing there are risks. Figures show that 85 officers are assaulted every day – that's 30,000 a year. And those are just the ones we know about.

It's not just the physical injuries – the amount of hidden psychological trauma within policing is a real concern. We are losing too many officers because they are broken; either physically or mentally.

Society is dangerous and police officers are that thin blue line between anarchy and normality. We often face the brunt of the anger and frustration on behalf of the public.

And every day, acts of bravery and selflessness happen. This is the lesson and the legacy of PC Andrew Harper, whose memory will never be forgotten.

John Apter

National Chair of the Police Federation of England and Wales

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Congestion Charge a 'slap in the face' of brave officers

Metropolitan Police officers are being "financially penalised" for travelling to their shifts to keep the public safe, according to the Federation.

Officers working in the capital are having to pay more than £300 a month since the June introduction of the £15 daily Congestion Charge to drive into central London.

Ken Marsh, Chair of the Metropolitan Police Federation, said: "Since the beginning of this pandemic, police officers in London have worked tirelessly to keep the public safe at no small risk to themselves. To be told that they now have to pay the Congestion Charge when other key workers retain an exemption is a slap in the face to our brave colleagues. What a way for the London Mayor to treat our emergency services heroes."

Using public transport is not always possible given officers' shift patterns and driving in means they can socially distance and not mix unnecessarily with other people.

Metropolitan Police officers are the only frontline emergency workers who are not exempt from paying the new charge.



Ken Marsh

"Since the beginning of this pandemic, police officers in London have worked tirelessly to keep the public safe at no small risk to themselves"

Pay and Morale Survey: Make the case for better pay

The Police Federation's latest Pay and Morale Survey was completed by almost 20,000 officers in the first seven days since its launch on 28 July.

Members will have received an email from National Secretary Alex Duncan inviting them to participate and including a link to the survey – if you have not received it, we encourage you to contact your local Federation branch before the cut-off on Friday 11 September.

Why is this important? Well, the data we collect underpins the Federation's submission to the independent Police Remuneration Review Body (PRRB). It ensures we can evidence the need for an uplift in police officer pay and changes to working conditions. It also enables branches to make the case for changes to working conditions when they are meeting with their Chief Constable or MPs.

Mr Duncan said: "All pay consultations rely on evidence to back up the claims. Nobody likes paying more for something than they have to; our job is to persuade Government, through the PRRB, that it has to put more money into policing, and the only way to do that is with credible datasets and officers playing their part by completing the survey. If you don't give us the evidence, it certainly isn't going to improve our chance of getting a better deal for you.

"So, my message to members is a simple one – help us to help you. If you care about your



Alex Duncan

pay and conditions, then completing the survey will be time well spent."

Findings from the 2019 pay and morale survey revealed that only 36 per cent of respondents had enough money to

cover their monthly essentials. One in eight officers admitted to seeking financial support to cover day-to-day expenses. Out of the 19,654 respondents last year, almost 75 per cent said they felt worse off financially than they were five years ago.

Our submission based on the 2019 survey resulted in the PRRB recommending a 2.5 per cent pay increase for all police officers which took effect from 1 September 2020. Government also agreed to scrap the lowest pay point in the sergeants' scale, which the Federation successfully argued was deterring officers from seeking promotion. This is because there was no clear water between the starting salary for a sergeant and those at the top of the constables' pay scale.

“COVER UP TO KEEP YOU AND YOUR FAMILY SAFE”

PFEW National Board member Simon Kempton talks about the importance of police officers wearing face coverings and PPE

There's a huge issue around personal protective equipment (PPE) not being used in all the cases when it should. It may be that complacency has crept in. Certainly, it can be uncomfortable to wear for long periods. I hear colleagues say, 'if I was going to get Covid-19, I would have by now' or 'the pubs are open so it must be okay'.

The number of gloves being worn by officers has halved in recent weeks, and it's the same story with masks. And yet we're getting busier and going to more jobs.

The Police Federation has said throughout the crisis that officers should wear a mask when they are double-crewed or sharing vehicles. Or at the very least they should be wearing the face covering.

And there's a difference between the two – a mask is classed as PPE, because it's designed to protect the wearer. The face covering looks similar but does not offer the same level of protection. However, it does comply with the Government advice around getting on public transport or visiting a hospital, and there is some evidence that wearing a face covering can afford some protection from transmitting the virus to others, if for example the wearer isn't aware that they even have Covid-19.

The Federation was involved in writing the guidelines for face coverings and PPE. So, we're content it meets your needs. We, of course, keep this under review.

In terms of face coverings, there are some exemptions for police officers, such as if a mask could stop us from communicating with someone, or a situation kicks off and there isn't time to put a mask or covering on. Those instances aside, police officers should be wearing face coverings in any situation where we'd expect the public to do the same.

As we all know, face masks or covers are not the

silver bullet for Covid-19. In terms of other ways you can stay safe, hand hygiene is still the biggie, along with maintaining a safe distance from others. If we're sharing a computer, we can give it a wipe down before and after we use it. The same goes for vehicles. On a set of shifts, I believe you should be crewing-up with the same crewmate for the whole set – that way if one of you contracts the virus, only two officers would potentially have to isolate rather than several members of the squad.

Policing has coped superbly with this crisis. If you look at the amount of proactive work we've been doing in many cases for the first time in a long while, it's clear that colleagues have been doing their job under incredibly challenging circumstances, keeping the streets safe during lockdown and taking large amounts of drugs and weapons off the streets.

Absence levels are almost at an all-time low. And that tells us that officers have been mindful of PPE and the other guidance throughout the crisis. We just need to ensure we don't throw away the good work now. That's why we must continue to wear PPE, keep social distancing (where we can), keep setting that example – and above all keep ourselves and our families safe.

“The Police Federation has said throughout the crisis that officers should wear a mask when they are double crewed or sharing vehicles. Or at the very least they should be wearing the face covering.”



Nick O'Time
By Colin Whittock





NATIONAL POLICE MEMORIAL DAY TO BE HELD VIRTUALLY

National Police Memorial Day (NPMD) will be held virtually this month, for the first time in the event's 17-year history.

The annual service of remembrance honours the sacrifice of police officers who have been killed on or off duty this year and in previous years. It involves family members, police officers and leaders, and dignitaries from the four nations of the United Kingdom.

Sadly, the pandemic has made it impossible for everyone to gather in person this year, so a virtual service will be held instead, at 3pm on Sunday 27 September.

The Reverend Canon David Wilbraham MBE, the National Police Chaplain, explained: "This is the first time in our event's history that we have attempted a virtual service. We usually have around 2,000 people attending in person, I can't say what the numbers will be online but as Trustees we were adamant that we could not let the day go unnoticed.

"The service is important for the relatives of the officers killed and the wider police family – we must always ensure those officers are not forgotten. Of course, it's sad we can't gather as we normally would, but in many ways it is also fitting that the service should be observed from people's homes – this is where the loss of those officers is felt the greatest, because it is where they were loved the most."

There will be a 15-minute service involving senior police leadership and family members of fallen officers. Candles



The Reverend Canon David Wilbraham MBE

will be lit in the four nations, with Lissie Harper, the wife of Thames Valley officer Andrew Harper, lighting a candle at Federation House in Leatherhead, to represent England. Senior politicians and other VIPs are expected to take part, and the Archbishop of Canterbury, The Most Reverend Justin Welby, is recording a blessing.

Filming for the event has taken place on a hillside in Wales and at the National Police Memorial on The Mall in London.

There is a Tribute Wall where attendees and supporters can post messages and photos of remembrance. We are also asking readers to join us in 'lighting a virtual candle' in the run up to NPMD and on the day, by sharing a moving candle image from our website.

You can view the service on 27 September or post a tribute, at www.polfed.org/npmd

DID YOU KNOW?

Bonus payments, of between £50 and £500, are payable where the chief officer judges a piece of work by a member to be of an outstandingly demanding, unpleasant or important nature.

For more on your rights see - www.polfed.org

North Wales Fed chair gets a reminder of life in uniform

North Wales Police Federation's new chair spent a day with a rota in Deeside, North Flintshire. He refreshed his memory about a response officer's life to acknowledge the fact it had been many years since he had worked a shift in uniform.

Nick Hawe, who became chair earlier this year, has been with the Force since 1992 and became a detective 16 years ago. His return to a response shift saw him respond to a wide variety of incidents including a domestic dispute.

Nick (below) explained: "I feel like I had a very decent – and very enjoyable – reminder of what life is like for our fantastic response officers. Unlike me, they are not on specialist departments. They do not work office hours and they don't spend most of their time sat in front of a computer. They are out there, every day and every night, responding to whatever gets called in, as well as whatever they come across.

"They are the first line of defence, the first port of call and the first thing the public see in their moment of need. What I saw during that one shift was enthusiasm, skill, compassion, intelligence and camaraderie."





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NEW POLICY FOR OFFICERS INVOLVED IN A PIP WELCOMED

Officers involved in incidents which result in a death or serious injury will be given protection – akin to colleagues who carry firearms – in College of Policing policy.

In July, the College launched a Death or Serious Injury Authorised Professional Practice (DSI APP) policy. It sets out the steps that should be taken by forces to protect officers legally and ensure their welfare is looked after, as well as assisting with an investigation.

It will apply to any Post Incident Procedures (PIP) that take place outside of a firearms PIP – which is covered by its own Armed Policing APP.

PFEW's PIP Lead Steve Hartshorn, said: "There has been a deaths or serious injury policy in place for firearms for many years which has been tested through the courts and has set a standard that protects officers and assists with the provision of best evidence. I am pleased to say this new policy from the College

of Policing will afford those same protections to all our officers and staff."

The Federation has published documents to assist colleagues who become involved in such incidents and can be used as part of local training or as aids during a PIP. There is a PIP leaflet and welfare support leaflet available to download from www.polfed.org or you can pick one up from your local Federation.

Mr Hartshorn added: "We will continue to support our members who are involved in a PIP not only through our Welfare Support Programme, but also by ensuring they have the right legal advice. We encourage anyone who finds themselves in this situation to contact their local Federation rep as soon as possible."

Further information can be obtained from the College of Policing website or your local branch.



"We will continue to support our members who are involved in a PIP not only through our Welfare Support Programme, but also by ensuring they have the right legal advice"

DID YOU KNOW?

If you incur NHS medical or dental charges because of an injury on duty your force must reimburse you. Some say this is at the Chief Constable's discretion. It's not – this is an entitlement.

For more on your rights see – www.polfed.org

Pressure on police back to pre-Covid levels

Officers are being "run ragged" with pressures on police back to pre-Covid levels, John Apter has said.

Police Federation of England and Wales (PFEW) National Chair made the remarks to radio broadcaster LBC on 1 August after the Government announced that facemasks will be mandatory in additional public places, including cinemas, museums and galleries, as well as shops and public transport.

Asked how police could enforce this, Mr Apter said: "I'm scratching my head as to where the extra officers will come from. There are simply not the resources to police in that way.

"We're dealing with members of the public who are getting increasingly frustrated with the changing restrictions. Officers are walking a tightrope trying to get the public to understand why we're doing what we're doing. But at the same time, we've people calling 999 because there's a crime in action and we don't have the resources to attend."

The uplift of 20,000 police officers is on track despite the pandemic. More than 3,000 new officers are in place, but Mr Apter is concerned that too many experienced officers are leaving policing.

He added: "The officers we're getting through are really good people, but we're still losing too many experienced officers. It's like trying to fill a bucket when there's a huge hole in it."



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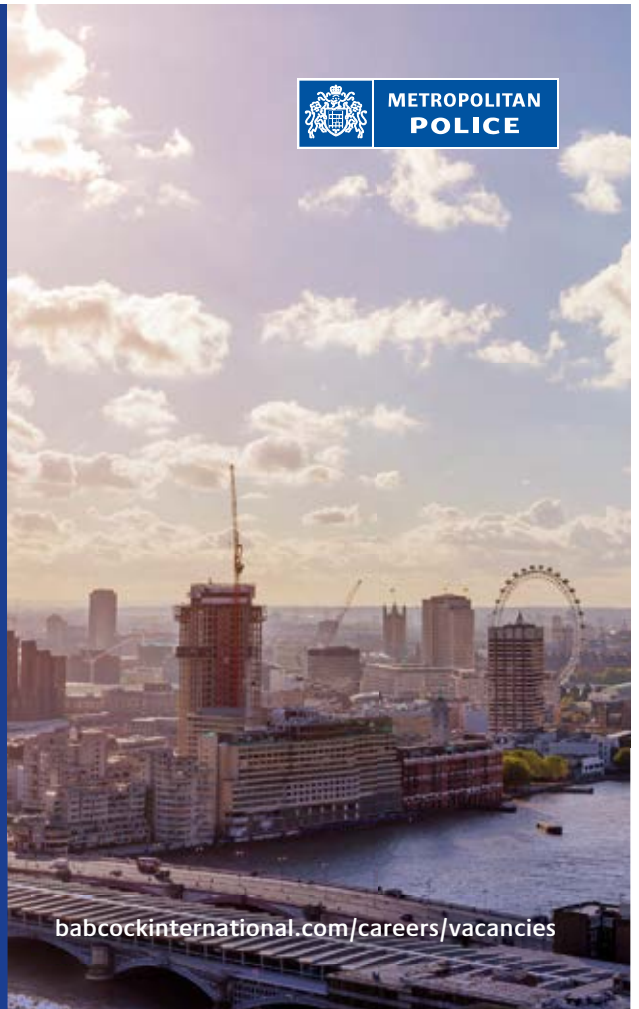
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Officers to be told sooner if they are being investigated

The Independent Office for Police Conduct has made a commitment to notify officers within three months if they will be served with a notice.

Michael Lockwood (right), Director General of the watchdog, provided the reassurance to Police Federation conduct leads in May, insisting his organisation is 'learning lessons and improving'.

He said: "We know that for police officers and staff involved in our investigations, this can be a time of considerable concern. To reduce this impact, we will introduce a new commitment that, when an investigation is not completed within three months, we will aim to confirm the status of all those involved – whether they are to be considered witnesses or to serve the appropriate misconduct notices."

The new stance follows criticism from the Police Federation of England and Wales (PFEW) over cases that have dragged on for five or more years, causing untold damage to the mental wellbeing of officers and their families.

Mr Lockwood said the IOPC has streamlined its case management data entry and hired specialist report writers. He added: "If we can do them in two or three months, let's do them in two or three months – but not at the expense of quality."

The IOPC says it has closed 93 per cent of investigations within 12 months to the end of October 2019. It is in discussion with the College



of Policing to participate in Post Incident Procedures training and has introduced a Quality Committee as well as investigator training to improve the standards of its investigations.

PFEW's Conduct and Performance Lead, Phill Matthews, said: "We are encouraged that Mr Lockwood recognises his organisation

still has a long journey ahead of it and has plans to continue to change and improve it. There is a willingness to work with us rather than against us to improve the complaints system that will benefit everyone.

"We will continue to hold the IOPC to account where an investigation could have been handled better and push for outcomes

for members that are just and proportionate."

The Federation's Time Limits campaign is calling for investigations to conclude within 12 months as standard, from the point of an allegation being made.

Find out more at www.polfed.org/campaigns/time-limits

Chair joins Home Secretary for Sussex visit

PFEW National Chair John Apter visited Sussex Police Federation in July and heard from the Chief Constable how the force is tackling domestic abuse.

Sussex has been hailed as an 'exemplar' by the Home Office for its effectiveness in tackling domestic violence, sexual abuse and modern slavery during the lockdown.

It has created a 39-strong specialist unit which discusses incidents remotely with a caller, leading to an investigation and support. More than 1,400 victims across Sussex have been assisted so far.

Mr Apter joined Home Secretary Priti Patel at the visit and met with new recruits and members of specially trained enforcement teams, including the recently expanded Tactical Enforcement Units and Sussex's new Rural Crime Team.

Mr Apter said: "It was good to see the newly created intervention team. It is kicking in doors and disrupting criminals, which is what the public wants. From my perspective, it was positive to see a force investing in that side of policing because if anything we've seen the withdrawal of those type of units."



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THE CHAIR ASKS

This month we are kicking off our new feature 'The Chair Asks'. Over the coming months, John Apter will be asking prominent figures the type of questions members want answers to. Starting off at the top of Government, the National Chair sat down with Home Secretary Priti Patel

1: Selected bits of footage being put up on Twitter and used to vilify police officers is unacceptable

John Apter (JA): In all of my service, I can never think of a time when we have been expected to police in the way that we have. It's been a real challenge, and we've had to learn as we've gone along. I strongly believe, and I think the vast majority of the public also do, that policing has excelled during this pandemic. But it's been difficult and some of the unfair criticism levelled at policing for some actions has been really damaging. Do you think Government asked too much of policing during this pandemic?

Home Secretary (HS): Of course, we have been in challenging times. But then look at where we are compared to policing in other countries. We police by consent. Police officers are part of the communities in which they serve, and that's a great thing. That's a really good and important aspect of British policing.

We just have to look at some of the practices we see elsewhere, which thankfully will never come to policing in the UK.

I think, to use a phrase other organisations frequently level against the police, the criticism has been disproportionate and completely wrong in some quarters. When you see selected bits of footage being put up on Twitter, for example, and used to vilify police officers, that to me is unacceptable.

Using selective bits to just vilify the police, I don't think that's right. It's an increasing new burden and pressure on police officers who are the subject of trial

by social media, which I don't think is right.

Our officers are amazing human beings. When they go to work, it's almost as if they have a toolkit on being a social worker, a mental health advisor, as well as being an officer who upholds and enforces the law.

Their skill set is so diverse, and that's the wonderful nature of our police officers. But throughout Covid we've seen those pressures pile up.

In saying this, there have been some good things off the back of our Covid experiences. We've seen ways of working change across multi-agency organisations, and policing. We need that to continue, as we cannot go backwards. We have also gone after criminals in a more targeted and nuanced way, and we want build upon that.

JA: You passed comment about the vilification of officers. It's almost a sport now, for individuals to video police officers being assaulted - not for any other reason other than for their own entertainment. But the posting of snippets on social media with no context and just a negative, biased narrative is incredibly damaging for policing. I'm not going to say we always get things right, because policing is difficult and complex, and we have to react to difficult things. But we are transparent, and we are highly accountable - more accountable, I believe, than any other police service in the world.

But this toxification we are seeing, of posting these video clips without a balance, is incredibly damaging. I've written to the National Police Chiefs' Council and the College of Policing urging, where it's possible, for us to issue/release body-worn video footage from officers where



Home Secretary Priti Patel and John Apter

it's appropriate to do so. I think for public confidence it's essential we balance the narrative. How would you feel about that?

HS: I'm very proactive about all of this. We need to deal with this issue, primarily because these clips have such a damaging, selective effect on both public confidence, and also for police officers themselves. That's not right.

There are ways in which we can address this. Your point is really important about the College and National Police Chiefs' Council.

We do need to look at that. If you want transparency, you put the full facts out basically. Also, we should stop being apologetic based on selective information and selective clips - that's not helpful at all and actually undermines transparency.

We should emphasise the fact we are absolutely unique in British policing. There is a robust system of dealing with complaints, and with allegations of misconduct. We have guidance, we have regulation already. I think if individuals feel so strongly about certain



actions then go ahead. Go ahead – use the robust processes we have, rather than trying to show off on social media and think this is acceptable.

The police assaults are just appalling, and we've seen footage being posted on Twitter. Personally, I think Twitter should really look at themselves with the level of abusive and vile content they allow to go on their sites.

We will absolutely press them on taking down some of the most appalling and abusive content that is posted.

2: Protection isn't just kit and body armour. It's also the human side

JA: I want to mention something that matters so much to me. It's about the Police Covenant, Specials being allowed to be members of the Police Federation, better protection for emergency drivers, and

increasing sentences for those who assault emergency workers. This is something we have really been pushing and you have been supportive since you have been in office. The Covenant is due to become legislation in autumn. What are you hoping this is going to achieve for policing and for members?

HS: You know exactly how I feel, and where I stand on police protections. For me, this isn't just about saying our police are great and let's just make sure they've got what they need. I think this is about the values we have as a society towards public service. That to me is the bottom line to all of this.

What a privileged position I am in. I meet police officers every single day. I see the human beings they are underneath all that bulky uniform that they wear. I see their human kindness and conviction.

For me, this is very much a case of yes, let's have a police Covenant. But it must focus on the values of respect, the values

of absolute protection, and recognise the extraordinary work our police officers do because police officers are unique. It's not just a blue light service. It is a very special and specific blue light service.

It's an organisation and collective of people/individuals who run towards danger to protect the rest of us. Just think about that – running towards danger, putting themselves in harm's way, to protect citizens in our country and in our society. That is enormous.

It is absolutely vital we give officers absolute protection, but protection isn't just kit and body armour and that kind of stuff. It's also the human side – the stuff that matters to them in terms of welfare and safety, but also extended to place an arm around family members as well.

When an officer leaves home to go out on shift or to go to work every day, the officer and family members have no idea what that day is going to consist of.

Continued on next page >>>

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I've seen the number of assaults on emergency workers. I've seen the horrible, the absolutely horrible scarring – I think there's no other way of putting this – caused by the impact of these assaults. As a Home Secretary with the ability to bring about this change, I want to make sure these changes happen.

Recently, I spoke with the wife of an officer who'd been dragged along the road and was very badly injured. The support the family had, from the local Federation and Force really mattered. She explained that it was nice the family were recognised and supported – I know that matters to you, especially with the Police Covenant.

3: Assault on an emergency worker is 'reprehensible'

JA: When it comes to assaults, very often my colleagues feel they are let down by the wider criminal justice system. We are seeing some more appropriate sentences. But when a police officer or emergency worker is assaulted, that's an assault on society and there must be a deterrent. So, what reassurances can the Government give to my colleagues, and the wider emergency service family, that assaulting them is completely unacceptable? And what can we do to demonstrate to society that it is unacceptable?

HS: The bottom line, an assault on an emergency worker is reprehensible and it is thoroughly unacceptable. Over the last four months, we've been going through this Covid pandemic which has been psychologically debilitating for the entire nation. Look at the amazing work our emergency workers have been doing – look at the way they have been there for our communities

At the same time over recent months we've seen our officers be spat at, abused, and subject to all sorts of abhorrent and appalling behaviour.

As parents, we bring our children up to respect one another. I find it extraordinary that people think it is acceptable to participate in verbal abuse, physical abuse and psychological abuse – it's thoroughly unacceptable.

You're absolutely right, John, to point to the criminal justice system, because we are speaking about sentencing. I believe there

should be strong sentences, firm sentences, and just sentences for those individuals who know what they are doing. They are the perpetrators of violence, crime, disorder, and thuggery against people who are upholding the law, protecting us on the frontline, and serving their community. It is thoroughly unacceptable. I find it extraordinary that there are some members of society who think this is acceptable – it is simply not.

We are dealing with this through various means of legislation, and have launched a consultation on the question of maximum sentences. We must send a powerful message to the perpetrators and also to our courts, that as a society we're not going to tolerate this.

4: Stop and search is an essential tool in policing – officers should never feel intimidated

JA: Over recent weeks and months, we've seen stop and search come under real focus – especially within our BAME communities. But it causes tension. I stand by stop and search being an incredibly important and useful tool in preventing crime and saving lives. My colleagues are becoming increasingly concerned about using this tool because of the fear of what it might bring. What's your thoughts on stop and search, and on the way it's being used?

HS: First of all, stop and search is an essential tool in policing and our officers should never feel intimidated. I think we should put this into context. You and I have sat with officers, where we have met families whose lives have been torn apart and devastated when their sons and daughters have been murdered on the streets of our country through weaponry. I don't really call them knives – I call them weapons, because they are weapons.

These are young people – in my eyes children who need help, support and love and care. I have had so many parents say to me: "Why are we not using more stop and search? My son would be alive, my daughter would be alive today, if there was more use of stop and search." In my time as Home Secretary there are certain things that will live with me involving families and the devastating impact criminality and crime has on people's lives and communities.

You mentioned BAME communities – these are the same communities who would

ask the question 'why aren't the police doing more?' if we didn't have stop and search and there were huge amounts of deaths taking place. We police by consent – policing is integral to the community and community relations, and we have to work harder to make sure we can support each other when it comes to preventing crime.

But stop and search absolutely is a crucial tool in policing. I think it will be a sorry state of affairs if police officers feel intimidated about using one of the fundamental tools they are well trained to use.

5: Policing is in my family

JA: As Home Secretary, people would expect you to be there for policing. But with you, it feels more personal. Even before you were Home Secretary, we had a conversation and then your passion for policing was welcome. What is it about policing that makes you so passionate about what you are doing for us?

HS: I think it's very much the values – the shared values we have. I think great policing also defines the type of society we have. When I look at our police officers day in, day out, I am just overwhelmed not just by their bravery, but their humanity.

Policing is in my family. My brother-in-law is a part of policing too. And I have heard just the most extraordinary things and exceptional things about policing. I feel really quite strongly about this.

My work is about putting people first, and I see big similarities with policing. Our officers put people first day in, day out. We are here to serve our communities.

In my position I've been able to understand the pressures, constraints, highs and lows of policing. And what a privilege it is to work alongside UK/British policing.

6: My door is always open

JA: You have been Home Secretary for a year now and so much has happened, not only within policing. What things have really frustrated you?

HS: There has been so much over the last 12 months. Again, a bit like policing – highs and lows. There are endemic frustrations without

a doubt – it takes ages to get anything done.

We first spoke about not just the police uplift, but the Covenant last September. Well, a year later we have the consultation taking place right now. I would have loved to have done that legislation in January – that’s down to events.

It does take time to bring about change. But let’s look on the positive about what we have achieved – I hope this will resonate with your members.

I want your members, and officers around the country, to know they have got a Home Secretary, and a Prime Minister and a Government that fully backs them. I know that has not always been the case. But it is my mission, my absolute mission.

This isn’t just another politician saying, ‘we back the police.’ This has been hard-wired into our shared ways of working. Also in terms of training, equipment, investment – after far too long we have been able to invest.

“I want your members, and officers around the country, to know they have got a Home Secretary, and a Prime Minister and a Government that fully backs them”

The key thing is, as you will know, John – and I hope your members will appreciate this as well – my door is always open. I am one of the most accessible people/politicians out there. It’s about putting people first, and that’s the same as the motivation of our officers and our forces across the country.

JA: I think that accessibility, certainly for me, is so important for our members. When I’m out on patrol with officers, and they tell me their concerns, I can take their concerns directly to the Home Secretary. That’s really powerful. The relationship between the Police Federation and Government some time ago wasn’t great. We’re in a position now where we can constructively disagree – I can raise concerns, and challenge appropriately, and you listen.

Thank you Home Secretary for taking the time to do this interview for our members. The majority of colleagues who we represent will be really reassured by having a supportive Home Secretary. Long may it last.



THE CHAIR ANSWERS

PFEW National Chair John Apter answers members’ questions each month

Q1: Should I be a Police Federation member? I only work 16 hours a week. I feel like I should be supported by the job anyway, so why do I need the Fed?

As money gets tight, it is understandable to look closely at every penny you spend. But for what you get in return for your monthly subs, you absolutely should be a member.

Policing is dangerous and unpredictable. Through no fault of your own, you could find yourself subject to a complaint, or investigated for misconduct – it happened to me when I was young in service. In those moments you need the best support and legal cover to back you up, and the Federation provides that.

We’re also here to fight to get you better pay and conditions and improved welfare. Being a member gives you access to a network of support, unparalleled in most other professions.

Q2: What is the Fed doing about the mainstream media’s incessant hate campaign against the police?

Like you, I am infuriated when I see the unfair and unjust vilification of hard-working officers.

I am outspoken about this point in any media interviews I do and have raised it at the highest levels of Government. I have also written to the National Police Chiefs’ Council (NPCC) and College of Policing asking for body-worn video to be released much sooner to quash some of the nonsense stories reported recently. Police leaders need to stand up and be counted too, supporting their officers.

Q3: Should all UK police officers carry Taser if they want to?

Yes. Taser is a well proven piece of kit in protecting officers and the public. It often results in the peaceful resolution of incidents which could have had a quite different outcome without it. I am a passionate believer that police officers who want to be trained to use Taser and carry it should be allowed to do so. Without a doubt, Taser has saved lives.

Q4: What are your thoughts on the new entry routes to policing, namely the PCDA and DHEP?

We need to be careful about putting up unnecessary barriers to people joining the job. I have been clear I do not think you need to have a degree to be a good police officer. However, a formal transferable qualification that recognises the skills and knowledge of police officers is something I entirely support. But the bottom line for me is a good police officer is someone compassionate, reliable, understanding, and with good nous and an abundance of common sense. Having a degree doesn’t mean you have any of those.

Q5: Is there any update on the timing of when Specials will be allowed to become members of the Police Federation?

This is something I have been pushing for since becoming National Chair. Despite Covid, we are anticipating the necessary legislation being brought in during autumn/winter. Everything is on track so, fingers crossed, we hit no issues.

Have you a question to ask John Apter?

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ROADS POLICING – SO MUCH MORE THAN CARS AND CRASHES

Olivia Watkinson speaks to the Federation's National Roads Policing Lead, Gemma Fox, to find out more about the Roads Policing User Group she leads and its current priorities.

“The Roads Policing forum isn't just about cars and crashes,” according to Gemma Fox. “It spans a huge amount of subject areas and requires a committee of dedicated and passionate officers who use their experience to promote this vital area of policing.”

That group – the Roads Policing Forum – meets regularly to discuss and find solutions to a myriad of issues that impact road users and officers. Topics include pursuits, driver training (not just for traffic officers, but any officer driving), fleet, operations and intel, collision/ forensic investigation, motorcycles... the list goes on.

Gemma said: “That's a huge list of things to work on, and many of them overlap with other areas and other committees, so as a member it's likely that even if you don't know it, the Roads Policing Forum has had some input on your area.

“The Forum collects information and data from our representatives of different forces and examines it for trends – is there something going unaddressed? We can then take these emerging issues from an on-the-ground problem to something being discussed on a national level.”

Recently the Forum has fed into major reports from the Department for Transport,



“I care passionately about this portfolio area and will work for the best interests of all who police the UK road network”

the National Police Chiefs’ Council, Her Majesty’s Inspectorate of Constabulary Fire & Rescue Service (HMICFRS) and the Parliamentary Advisory Council for Transport Safety (PACTS). All found that roads policing has been majorly impacted by austerity and now needs urgent funding and resources to recover.

Gemma has worked closely with roads officers for most of her career with Suffolk Police and later City of London, her current force. As a Federation rep, she has specialised in the areas of Conduct and Performance and Post Incident Procedures (PIP), utilising her background in response policing and protective services. She is keen to ensure police officers have a full understanding of the PIP process.

Gemma joined the National Board last

December and was asked to lead on the National Roads Policing portfolio. She has also chaired the Roads Policing Forum since May this year. “I care passionately about this portfolio area and will work for the best interests of all who police the UK road network. Cuts to force budgets have had a massive impact – in relative terms, the number of roads policing officers has fallen by far more than the overall reduction in police numbers,” she said.

“Despite that, this is a very positive time for roads policing thanks to this work and the HMICFRS and Home Office reviews. It is time for everyone to recognise and prioritise its importance. Chief constables must take notice and allocate budgets accordingly,”

One of the Roads Forum’s wins has been to persuade Government that the status quo, where police drivers are treated the same as

Meet Steve Taylor, our Deputy Lead for Roads Policing. He was Chair of Essex Police Federation for four years before the joining the PFEW’s National Board this year. “Members have always been my drive, and that’s something I’m carrying on a national level,” said Steve.



Your responses needed

The number of people killed or seriously injured on British roads has plateaued since 2010 after years of steadily declining numbers. In response the government has launched a Roads Policing Review and is inviting stakeholders to submit evidence. Gemma Fox, PFEW Roads Policing Lead, said: “Roads policing has been under-funded and under-resourced for too long, with many officers ‘double hatting’ in roads and other roles. As a result, this vital area of policing has suffered, and the safety of the public has suffered too.” Members are encouraged to submit evidence before 5 October at: tinyurl.com/yddoa5fw

civilian drivers, cannot stand. In practice it means officers can be prosecuted for driving outside of the ‘careful and competent driver’ common standard even when responding to emergencies. This is expected to be rectified in the Police Powers and Protections Bill 2019-20 currently in Parliament.

The Forum’s work has continued through lockdown and is looking to build on the momentum established by those four reports to effect real, lasting change for roads policing officers. The group will be reintroducing monthly newsletters to keep members up to date with key updates from the Forum.

Gemma added: “Our role is to give a voice to the people on the ground. We understand what’s going on, and we’re passionate about making sure that your experience is represented at a national level.”

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CAPLOS – THERE IN YOUR TIME OF NEED

In the first of a series looking at the work of Police Federation sub-committees we speak to Phill Matthews, who chairs Conduct and Performance. Sophie Garrod reports



Whether you have served two years or 20, being investigated for misconduct can be one of the most stressful experiences in a police officer's career. Horror stories of officers with their lives put on hold as investigations drag on, are enough to make anyone lose confidence in the system.

The national Federation's Conduct and Performance Sub-Committee is focused on making the professional standards and conduct system fairer for members.

Committee Chair Phill Matthews said: "The Federation is lobbying for a culture change in police discipline – shifting from blame and punishment towards learning and performance. We're making the case for a new mindset where forces accept that mistakes, errors or poor working practice can be corrected and learned from – not just by the individual but the whole service.

"If forces are still throwing minor issues into the misconduct arena, then they are failing their workforce. That's what's on our radar. We are all Fed reps with members' best interests at heart and we're actively fighting your corner."

The Federation launched a campaign last year (Time Limits) calling for a 12-month cap on disciplinary proceedings from the moment an allegation is made. MPs and

the Independent Office for Police Conduct (IOPC) have been lobbied, and cases of members subjected to unreasonably long investigations cited (along with the personal toll on their mental health and family).

Progress is being made. New regulations mean the IOPC or a police force must provide an explanation for a delay in investigations – and the watchdog has accepted it must complete investigations quicker.

Out of 31,671 public complaints made against officers in 2017/18 only a tiny number (34 officers) were dismissed. Many cases are now resolved through management action giving the officer an opportunity to learn from minor mistakes. The committee has helped shape new conduct and performance regulations which tie into this.

Members of the committee hold weekly training sessions with Conduct and Performance Liaison Officers (CAPLOs) from around the country and exchange ideas.

Mr Matthews added: "We hope officers never have to face a misconduct investigation but in policing anything can happen. If you're ever in trouble, contact your local Federation right away. We will always support members throughout any investigation both legally and emotionally."

Catch up with a CAPLO

Fed rep Ian Spain is a Conduct and Performance Lead in Humberside



Why did you become a CAPLO?

Taking on the CAPLO portfolio full-time in 2013 gave me an opportunity to run a team, upskill Fed reps and spread the workload more evenly around the Branch Board.

What's been your biggest challenge?

Being the Post Incident Lead for the Federation locally and providing 365-day duty cover is a big responsibility. Someone may be seriously injured or lose their life in police contact. The legal and welfare support of members involved is the highest test of a Fed rep.

What is your proudest accomplishment as a CAPLO?

Having reps in my team thanked by the members and colleagues for how they have conducted a case.

What are relations like with PSD and the IOPC?

The Federation's mantra is 'represent, influence and negotiate'. We need a working relationship with investigating officers to do that. Animosity is counterproductive. Constructive challenge where needed is made, but it cannot become a personal matter for the Fed reps.

What's your number one concern?

Timeliness of investigations. I see the void that is left when a case is left months, sometimes years, from the initial interview to a decision. It is unfair and unjustified. I welcome the new regulations that require a justification beyond 12 months, but this falls short of action for failure by the agency responsible for the delay. My team and the wider Federation will continue to push for change.

DID YOU KNOW?

Unsocial hours allowance is payable to a Federated officer for every full hour worked between 8pm and 6am. It is at an hourly rate of 10 per cent of the member's hourly rate of pay.

For more on your rights see - www.polfed.org

“I WANT POLICE TO FEEL COMFORTABLE DISCUSSING ISSUES OF RACE”

Andrew Gold meets DS Nadia Rana, Vice-Chair of PFEW’s BAME and BAME Belief Support Group, who is on a mission to prove that policing is a profession for everyone

Fed Rep and Detective Sergeant Nadia Rana doesn’t have to struggle to find motivation for the many roles she has at work and home.

Her day job as a busy DS on Leicestershire Police’s Crime and Intelligence Directorate comes with all the challenges and stresses PFEW members recognise only too well.

Added to this are positions as Equality Lead and Board Member of Leicestershire Branch council, and as Vice-Chair of PFEW’s Black Asian Minority Ethnic (BAME) Group and our BAME and BAME Belief Support Group.

She has an all-action lifestyle which makes friends wonder how the mum-of-two manages to shoehorn so much into

each day. But, as Nadia readily admits, it makes a massive difference having an understanding partner who is also a bobby and knows the demands of being a 24-hour cop, plus two hugely supportive children aged 14 and 16.

When it comes to countering a tough day at the office, however, Nadia can delve into her experiences growing up in Nottingham. At age six she was accustomed to burglaries in her own home, police vehicle pursuits on her doorstep, and extensive community deprivation.

She recalled: “I lived in a really deprived area and our family was routinely burgled loads of times during the 1980s. Funnily enough, it was this background which led me towards being a police officer.

“I can actually relate my interest in joining the police force to my dad’s pride and joy at the time – a gold-coloured Datsun Bluebird. It was parked outside our home when there was yet another vehicle chase involving police, and a car collided with my dad’s precious car.

“Although I was only six, the burglaries and car incident were the final straw. I just thought ‘I’m going to try to sort it out when I’m old enough’ and that’s where my desire to join came from.”

It took a chance meeting with a local beat bobby to reignite the spark which set her on the way to where she is today.

She added: “Women from my community background were not expected to become police officers and were encouraged to play a more traditional role. It wasn’t accepted at the time. It was only after I met this bobby by chance and two children later when he thankfully pushed me towards applying.

“Due to his badgering, I turned up for a force seminar six weeks after giving birth. Although I had to repeatedly leave the seminar to breast-feed my child, I had caught the bug.

“This began the start of my brilliant journey of over 12 years with the Force, and here I am today as a proud DS with fantastic, supportive colleagues.”

Nadia continues to use her personal experience of growing up as an Asian Muslim in a multicultural community to help PFEW members via the BAME and BAME Belief Support Group and her other roles.

She continued: “I really want to channel the passion my colleagues and I have for society change, so police officers can confront and feel comfortable discussing issues involving race. Sadly, some don’t even want to have a conversation about these hard topics, in case they are wrongly categorised.

“Many police officers are worried about saying the wrong thing or asking the wrong question. Members may also feel worried about ‘making a big deal’ out of a matter when they feel they are



Nadia Rana

being treated unfairly, as they don't want to be labelled.

"But it's certainly not about black versus white versus Asian etc – we need to focus on people, and begin a conversation involving every police officer from every background. Policing is for everyone, as my own personal journey proves. People should not be placed in boxes or categorised.

"The BAME and BAME Belief Support Group – in line with other support groups and as part of PFEW's wider equality plan – has an important role to play. Colleagues on the group have some fantastic ideas and we're determined to be a strong voice for positive change."

Rushing off to another appointment, Nadia ends the conversation with her trademark laugh when asked her opinion on becoming a Fed rep.

Would she recommend it?
"Wholeheartedly, yes," she said. "I have met some incredibly supportive people, both as members and local and national reps. They started as strangers and have now become lifelong friends."

Helping towards unity

"Our BAME work is not about integration. If we are still trying to integrate then we have made some serious mistakes since 1837, when the first black officer, John Kent, joined a police force," said Paul Odle, Chair, BAME and BAME Belief Support group.

"BAME is about understanding different cultures and religions. It is about respecting those differences, and not necessarily accepting them – though that would be a bonus to achieve true harmony.

"This will help towards unity not just with our colleagues but also with the public whom we serve.

"It saddens me many BAME members still feel isolated. Culture and religion should no longer be an obstacle, but, unfortunately, because of ignorance it still is.

"I want to see more ethnic minorities in high-ranking positions, not because they are BAME members but because they have achieved the standards required. The only way to obtain these standards is to instil confidence in our members."

BAME GROUP'S MISSION TO MAKE FEDERATION MORE REPRESENTATIVE

The formation of a BAME and BAME Belief Support Group a year ago represented an important step forward for Police Federation of England and Wales (PFEW).

Group members have been working closely with the National Chair's Office and National Board to ensure the organisation stays fully informed about BAME related issues.

During a recent meeting, the group discussed unconscious bias and the 'disproportionate' number of complaints and disciplines faced by BAME officers. They also heard the powerful testimony of one officer who told how his religion had negatively impacted on his relationship with colleagues.

The meeting was attended by Assistant Commissioner Neil Basu, Head of Counterterrorism at the Met, who gave his full support.

Met Fed Rep Paul Odle is Chair of the group, while Leicestershire Police Federation's Equality Lead, DS Nadia Rana, is Vice-Chair.

Zac Mader from the Police Federation National Board is Secretary of the group, with Tony Hibbet, a Warwickshire Police Inspector, as his deputy.

Zac said: "This is very personal to me and gives me an opportunity as a National Board member to make a real difference for BAME colleagues. I want more BAME colleagues to want to be Fed reps.

"To support this ambition, the Federation must be even more inviting and culturally aware. BAME colleagues therefore need to be able to be their own cultural selves. Never has there been a more important time for PFEW

to engage and magnify the voice of BAME colleagues, and this can truly make a difference.

"I recognise within myself some of the challenges I have faced being part of the Federation. I'll be honest and admit that not being my cultural self has had a profound impact on me. We need to create a more welcoming environment which is culturally aware, fully inclusive of BAME and BAME Belief issues, and affords colleagues the opportunity to flourish within.

"We can do this by working as one, and in the best traditions of PFEW."

For more information about the BAME and BAME Belief Support Group, email: bame@polfed.org

Zac Mader



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CHAIR WANTS BODY-WORN VIDEO SHARED

Forces should consider uploading more body-worn video (BWV) footage to social media, so the public has a better understand of the realities of policing.

It is becoming increasingly common for the public to share selective video clips of police interactions online, leading to concerns over the detrimental effect it can have on public perception if unchallenged.

National Chair of the Police Federation of England and Wales, John Apter said: "What frustrates me is the armchair critics, who do not know the full details, making bold assumptions. This is incredibly damaging to policing as some people may believe this one-sided story which is being presented and undermines process we are trying to follow."

Most officers have body-worn video cameras which Mr Apter called "one of the best introductions into policing in the past 10 years" as they provide balance, transparency, assist in gathering evidence and protect both officers and members of the public legally.

He continued: "I would encourage forces to publicise more body-worn footage, bearing in mind the status of any case, so the public can see the full picture - which



certainly is not the picture portrayed by some for their own means."

Research led by the University of Cambridge's Institution of Criminology shows the use of BWV is associated with a 93 per cent reduction in citizen complaints against police officers.

Mr Apter added: "The majority of the public support the police and we truly appreciate that - but colleagues are being vilified for doing a really difficult job. They are damned if they do and damned if they don't."

CHAIR SLAMS DAMAGING REPORTS

John Apter has criticised the media for anti-police news reports - including a Sky News focus on the number of serving officers with previous convictions.

Given there are more than 130,000 officers and PCSOs in England and Wales, the 200 figure cited in the report is a tiny percentage, explained the Federation's National Chair who referred to it as a "regurgitated anti-police story" which "just wants to undermine policing".

He warned of the detrimental effect on officers, the public and potentially the Government's recruitment drive.

Mr Apter said: "Policing is going through a tough time right now and these continuous attacks are chipping away at the morale of our members who are doing their best during this trying period. In the current climate where it is fair game to attack policing I would not be surprised if officers conduct less stop and searches out of fear of being publicly berated. They are damned whatever they do."



Assault on a police officer in Luton, which was shared on Twitter

WHAT THE FED DID FOR ME



FED BACKING HELPED RICHARD DEAL WITH ASSAULT CLAIM

PC Richard Howlett attended a disturbance involving a group of teenagers where a 15-year-old boy became violent and was taken to the ground.

The boy claimed his arm had been broken. The Independent Office for Police Conduct launched an investigation and PC Howlett was removed from active duty.

Fed rep Jim Mallen fought the officer's corner, taking the pressure off him and allowing him to put his focus back on to work, while providing monthly case updates.

The Federation provided the best legal expertise and representation, making sure the case was heard fairly. Jim also arranged for PC Howlett to be put up in a hotel on the night before his hearing so that he had space to prepare.

Happily, he was completely exonerated.

He said: "I really couldn't have done it without the Federation. I owe Jim and his colleague Emma Carter a debt of thanks that I'm still trying to work out how to repay. When I joined the force at 18, I thought about other things I could spend my Fed subscription on. Thank goodness I stayed a member. Going through this without the Federation by my side would have been totally impossible."

Have you got a story of how the Fed helped you? Email editor@polfed.org

DON'T SUFFER IN SILENCE

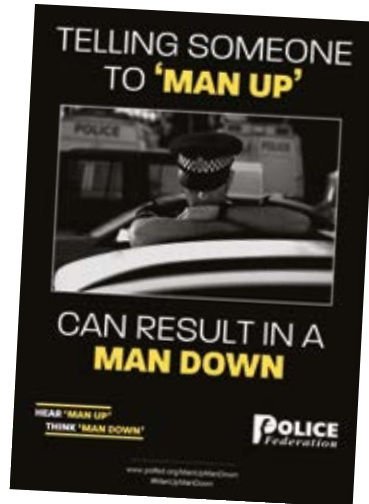
International Suicide Prevention Day on Tuesday 10 September aims to raise awareness of this most sensitive of issues and encourage difficult but potentially lifesaving conversations. Becky Dearden reports

If you've ever thought about taking your life, sadly you are not alone. It is the official cause of death for up to 20 serving police officers every year.

Suicide is a sensitive and complex issue. Data is unreliable – and many forces don't collect it at all. The Police Federation is pressing for that to change – and for coroners to establish whether someone who has taken their own life has ever been a police officer. Currently only serving officers are included in the statistics.

Belinda Goodwin, Secretary of the Police Federation's Wellbeing Sub-Committee, said: "Last year we launched our mental health campaign, Hear 'Man Up', Think 'Man Down'. The message to officers is that we must take mental health issues seriously. It's no longer acceptable to tell colleagues or ourselves to 'man up and get on with it'. Otherwise more officers will continue lose their lives. We need to look out for one another's mental wellbeing as seriously as we take protecting colleagues' physical safety."

Emergency services workers are twice as likely than the public to identify problems at



work as the main cause of their mental health problems, but they are also significantly less likely to seek help. That's why the Federation has invested in the Welfare Support Programme – a 24-7 helpline for officers, manned by trained advisors who can signpost you to the help you need. Referral is through your local Police Federation rep.

You can also contact the Samaritans on 116 123 or Mind's Blue Light campaign on 0300 303 599 (0900-1800 M-F).

Sean's story

In 2016, Sean (a police officer with 20 years' service) stood in the kitchen with the intention of committing self-harm with the sharpest knife he could find.

He didn't want to die – the thought of his loving wife and children stopped him crossing that line – but he was overwhelmed with emotion, isolation and frustration and, for a few minutes at least, felt like hurting himself was the only way he could show people he was struggling.

This desperate cry for attention was the culmination of more than a year of dealing with his mental health, following a 100mph car crash while in pursuit of a suspect.

Initially, Sean talked to everyone about the accident, believing that it would help him process what happened and move on. But as the months passed his behaviour became erratic. He was provoking arguments at home and

everyday tasks like changing his clothes or brushing his teeth began to seem pointless.

He said: "People I had known for years were refusing to look at me as we passed in the corridor. If you are already feeling low, that just makes it worse and reinforces the idea that people don't care. It's a missed opportunity because that could have been the time you were ready to open up or were reaching breaking point and they could have helped."

It took an ultimatum from his wife for Sean to realise how bad things had become. He contacted the Employee Assistance Programme and, with a tentative diagnosis of Post-Traumatic Stress Disorder (PTSD), was referred to Surrey's Force psychologist.

Following his experience, Sean has launched two Facebook groups – UK Police PTSD Network and UK Police MH Support Network for officers to talk about their experiences with others who have been through similar things.

Putting wellbeing to the fore

Gwent Police Federation has appointed Annalea Kift as its first full-time Wellbeing and Conduct Officer.

She will have a firm focus on officer welfare while also supporting officers with conduct, performance and attendance matters. Her role is funded by the Force reflecting the value senior officers place on wellbeing and the Federation's part in supporting officers.

"I think the most challenging aspect of the role will be assisting members at potentially the most stressful times of their careers and managing expectations. This can also be flipped around and will be the aspect I enjoy the most – helping people," said Annalea.

Gwent's former Conduct and Performance Lead was Sue Connikie who has now retired after four decades with the Force and 36 years with the Federation, first as a workplace rep and then in lead roles and office positions.

Maria Henry, branch Chair, said: "Sue's contribution to the Federation and to the Force has been vast. She has helped countless members and embodies everything that we're about."



Sue Connikie (left) with Annalea Kift

WOMEN-ONLY FITNESS TESTS

Female officers in Derbyshire can now take their fitness tests separately from male colleagues.

The Force introduced women-only tests last year after Derbyshire Police Federation secretary Kirsty Bunn and the Force's equality unit became aware many women were feeling anxious about taking the tests.

"We believed taking the tests alongside male colleagues was a contributory factor," she said. "We were not seeking any preferential treatment for women but felt that since, both nationally and locally, the pass rate for females is lower than that of males, something needed to be done to help address their anxiety.

"The standard of fitness test 5:4 is not compromised but women officers who feel that anxiety or concern have the opportunity to take the test in a female-only environment which they may be more comfortable with," she added.

The initial round of tests proved popular, and helped improve pass rates, and although the tests were initially suspended during the pandemic, women-only dates are now set monthly right into 2021.

Women can still take the fitness test in mixed groups if they prefer.



Kirsty Bunn

Federation support helps reduce sickness rates

Officers off sick for more than four weeks are now routinely offered support from a workplace representative under an initiative launched by Cheshire Police Federation.



Dan Lever

Dan Lever, who was elected as Wellbeing and Equality Lead, a full-time role in last July, worked with his force to ensure the Federation receives the list of

officers on long-term sick and assigns a rep to each officer named.

"The rep gets in touch with the officer, finds out the nature of their illness, discusses whether we can offer any support and also liaises with their line manager or supervisor,

perhaps helping arrange a phased return to duties," Dan explains.

"In some cases, we have helped arrange physiotherapy, sometimes paid for through the Benevolent Fund, or we have put them in touch with organisations that can help with mental health support after assessing which would be the most suitable for them."

Cheshire was averaging around 80 officers on long-term sick but, since the launch of the initiative, this has now fallen to 35.

"Officers complained previously that when they were off sick no-one bothered to contact them, and this gave them little incentive to return to work. We have changed this. Sickness levels have fallen, and we have reduced the number of officers reaching that critical point when they fall from full to half pay," said Dan.

Welsh affairs

The differing lockdown guidelines in Wales, forthcoming legislative change and plans for working with Senedd Members and other stakeholders were all discussed at the latest meeting of the Police Federation of England and Wales Welsh Affairs Sub-Committee (WASC).

The WASC meeting was chaired by the Federation's Welsh Lead, Mark Bleasdale, and began with a short update from the National Chair of the Police Federation, John Apter.

Mark outlined his progress in building relations with the Welsh Government and individuals since taking on the Welsh Lead role in November last year.

While in recent months, he had been largely reliant on video conference and telephone calls, he said he had formed some effective links including regular contact with Paul Morris, who heads up the Police Liaison Unit in the Welsh Government.

Addressing the pandemic, Mark said the four Welsh forces and Federation branches had worked together as a cohesive unit.



Mark Bleasdale

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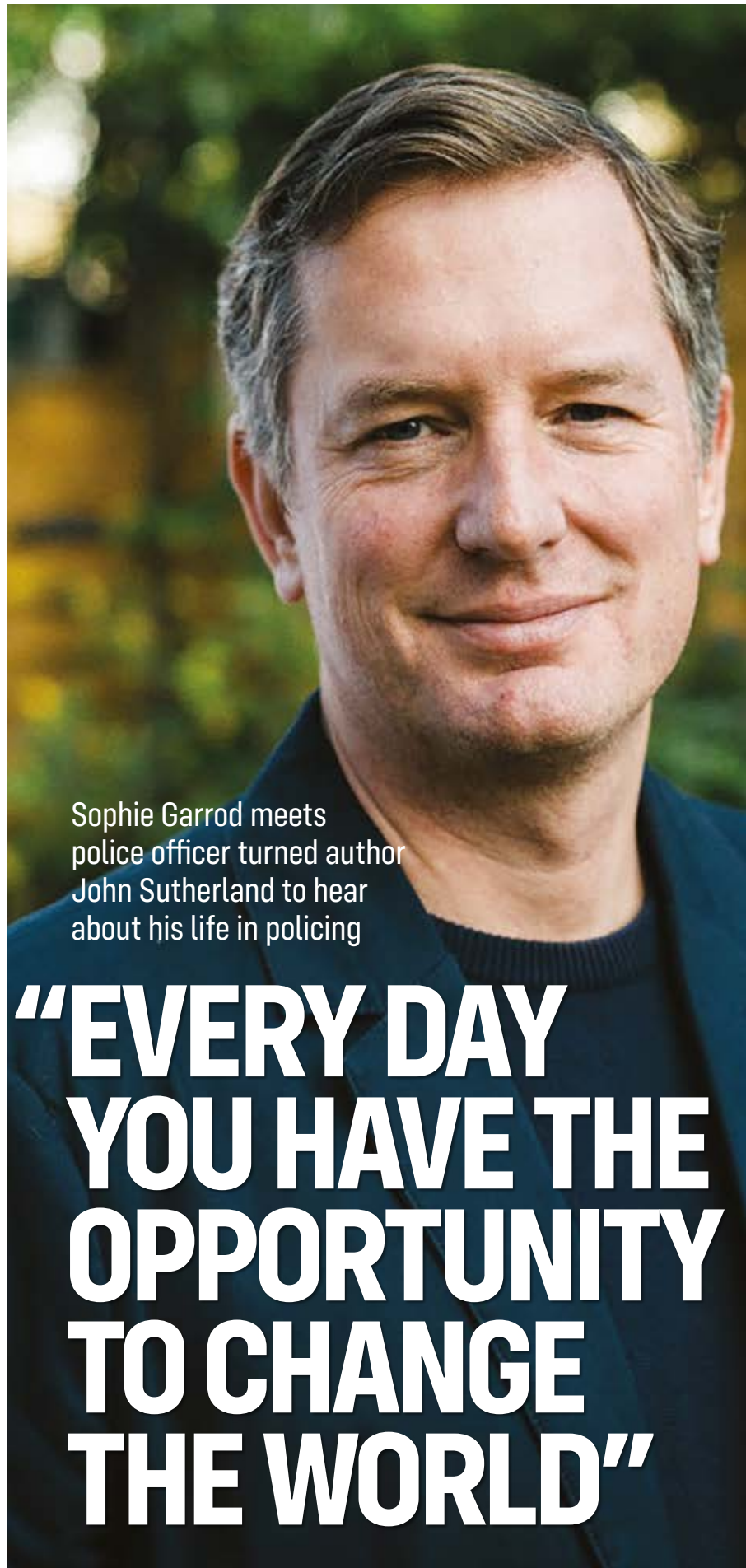
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Please quote 'Police'



Sophie Garrod meets police officer turned author John Sutherland to hear about his life in policing

“EVERY DAY YOU HAVE THE OPPORTUNITY TO CHANGE THE WORLD”



On a winter's morning in 1986, a 16-year-old schoolboy became destined for a career in policing as his path crossed with bobby on the beat. "Something inside just went click," says John Sutherland, recalling the moment he spotted an officer across the street.

"I was searching for adventure and wanted to be part of something that matters," he explained. "I can't think of anything that matters more than policing. From that moment onwards, I never seriously considered doing anything else."

At 22, John applied to the Met and attended the only interview he ever went for. Soon enough he was hauling his trunk of luggage through the front gates at Hendon, where he was trained for an initial two weeks and then sent out to shadow experienced officers. He was well and truly chucked into the deep end after becoming involved in a massive armed siege at the old BBC studio in Aldwych. Although, he remembers his first day on patrol at the end of his 20 weeks' initial training being a lot more daunting.

"I was with a tutor constable by a big main road. He suddenly just turned to me and said: 'right, now stop a car'. I think it was probably the single most terrifying moment in my policing career and I've since been to murder scenes, fatal car crashes, fatal house fires, been in foot chases and was a hostage negotiator. Still, that first moment where I was asked to use my powers was a step into the complete unknown.



"That was the first of a whole series of firsts. You then you go through you first arrest, your first dead body. And all of those things you remember forever."

Fast forward to 2012, John was the borough commander for Camden. He found himself in the eye of the storm after a man, wearing what appeared to be a suicide vest and carrying a flamethrower, took several hostages at an office block on Tottenham Court Road. The world watched the potential terrorist incident unfold in the capital where the London Olympics were due to take place just a few weeks later.

"We had Trojan officers, the Level 1 Firearms Teams, the bomb disposal team, Territorial Support Group, traffic officers, everyone - it was just one of those moments where you see everything that was extraordinary about policing," says John.

"They played it magnificently. I remember the suspect walking out bare chested into the street with his arms up and

all of the hostages, including a pregnant lady, were released without a scratch. It stretched us to our very limits and beyond - but it was where policing worked, and lives were saved."

During his 25 years in policing, John tried his hand at many roles - including a stint as a detective - but working in uniform continued to be where his heart was. He ended his operational career as Borough Commander for Southwark, being medically retired in 2018 when the stresses and strains of life and the job became too much.

"I would say without hesitation policing is the best job in the world," he remarks. "It's also a heck of a job and if I learned anything in the seven years since my breakdown I would say it is impossible to do the job of a police officer for a length of time and remain untouched and unaffected by the things



you see and do. Some days you'll be stretched to your limits, so it is important to look after yourself and colleagues."

John has gone on to deliver educational talks to officers and he wrote a successful and powerful memoir called *Blue*.



He's just released a new book called *Crossing the Line* - a frank account of the challenges facing society, seen through the eyes of a police officer. He hopes it will help the public realise how much officers do to protect society.

Reflecting on how much policing has changed, John concludes: "The job is more challenging now than it ever has been. But, at its heart, the job of a police officer is still to save lives, to find lost children and to comfort people who are broken hearted on the worst days of their lives, to protect the vulnerable, safeguard the innocent and confront the dangerous.

"Sometimes the job, as in the case of Keith Palmer and Andrew Harper and any number of men and woman who went before them, is to pay the greatest price of them all. Those things haven't changed in 200 years. Policing is what it always was and that's why I am so utterly in love with it still. Never forget that every day you have the opportunity to change the world."

FED MEMBERS ROSE TO THE CHALLENGE OF POLICING THE PANDEMIC

Olivia Watkinson finds out how our reps responded to high profile marches in London and Bristol

The death of George Floyd in police custody in the United States triggered an outpouring of anger around the world including on the streets of Britain. Despite the pandemic, thousands marched on London, in Bristol and elsewhere, to support the cause of anti-racism.

Police officers do not take sides and for good reason. But they found themselves caught in the middle of the protests, caught in an impossible position of trying to prevent violence from breaking out, while also maintaining the rule of law. And, at times, officers bore the brunt of the public anger.

Stephen Bell was one of the PSU Tac Advisors in Bristol during the Black Lives Matter (BLM) protest on 7 June that resulted in a crowd pulling down of the statue of slave trader Edward Colston. Mr Bell is also a Police Federation representative in Avon and Somerset.

He said: "These protests don't happen in a vacuum – there's a number of factors that you have to consider, from the ever-present issue of the pandemic and local community tensions, to the austerity measures that have reduced our resources and capability to respond effectively to what we were faced with. An officer injured or infected in a protest is one less that can work their beat the next day."

Andy Roebuck, Chair of Avon and Somerset Police Federation, added: "Policing public order events across the country has been really challenging for our officers and commanders. The dynamics of these protests has changed dramatically over the last few years, which has tested the policing of these events, whilst maintaining specific requirements around officer and public safety.

"The level of scrutiny is also intense, which adds pressure to all involved in the policing of the event. There is always a place for peaceful protest within our society,



"There is always a place for peaceful protest within our society, but the sheer level of violence and threats offered to officers during some of these events is wholly unacceptable"

but the sheer level of violence and threats offered to officers during some of these events is wholly unacceptable and we must take a societal and judicial stance against that behaviour. The support of the officers who are trying to uphold the Queen's peace is paramount."

Steve Taylor, a member of the Police Federation National Board, joined colleagues in London to hand out snacks and drinks to officers on duty – a small gesture but much appreciated by all.

He said: "It was frustrating not being able to kit up and lend a hand, but I felt we helped in a practical way. I saw the mood turn very quickly from peaceful to violent. I saw one officer had his visor broken when the crowd started throwing missiles. He walked away with a cut to his face, but this could have been so much worse without the correct kit being available."

Mr Taylor added: "Welfare will always be the responsibility of the force, but the Fed being on hand and in a position to help puts our members first and helps demonstrate to police forces what they can do for our members too."



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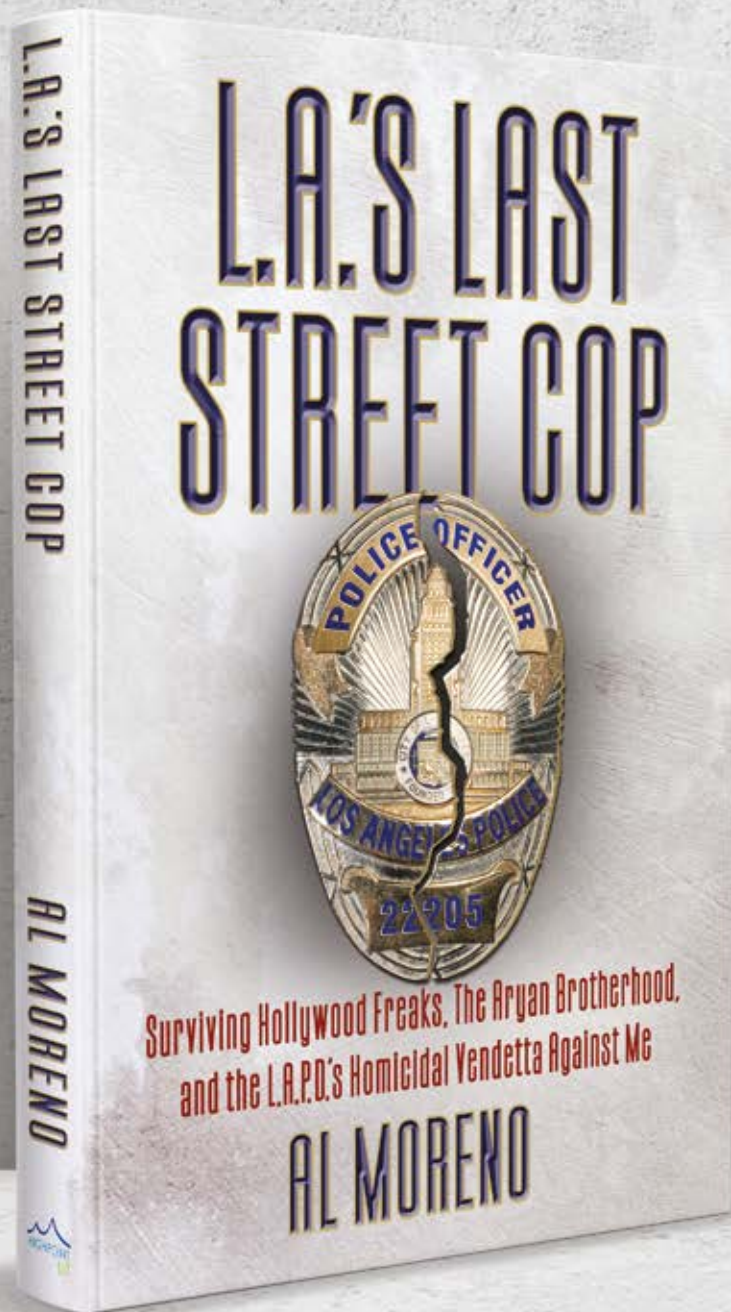
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