

# POLICE

## HOLDING THE LINE

Officers bear the brunt as protests turn ugly

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# Police Uplift Programme

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# Bristol rioters can expect 'loud knocks at the door'

The operation to find those responsible for the disgraceful attacks on police officers in Bristol will be one of the largest in Avon and Somerset Police's history, the force said.

A total of 21 officers were injured by a mob outside Bridewell Police Station on 21 March. Police vehicles including a community police station were set on fire and criminal damage was caused to the station exterior.

The violence erupted out of a 'Kill the Bill' protest in the city centre hours earlier, where around 3,000 protesters marched against Government plans to increase police powers to deal with non-violent demonstrations.

Detective Chief Superintendent Carolyn Belafonte said: "More than 100 officers and staff continue to work on the inquiry which is being led by our Major Crime Investigation Team. The public response has been nothing short of amazing and I want all those who've shown us support and kindness to know how much we appreciate it."

John Apter, National Chair of the Police Federation of England and Wales (PFEW) told the media that instigators could expect to get "very loud knocks on the door" and added: "What started as a peaceful event, albeit an unlawful gathering, was completely hijacked by a hardcore



element. It's not about protest for them, it's about violence, damaging property and anarchy."

John continued: "We had individuals trying to set fire to a police van with police officers still inside – and the next day on social media we had an individual claiming that we deliberately make police vans available to be set on fire as a tactic, because it gets photographed and it looks good in the media. This is the level of stupidity we have to cope with."

"Disorder in recent weeks

has created a pressure cooker of circumstances. It's police officers who are facing the brunt of public anger and frustration; but violence against my colleagues is completely unacceptable and must stop now."

Andy Roebuck, Chair of Avon and Somerset Police Federation, commented: "Disgusting scenes in Bristol by a mob of animals who are injuring police officers, members of the public, and damaging property. We have officers with broken arms and ribs. This is so wrong."

## Praise for Fed as MPs debate policing bill

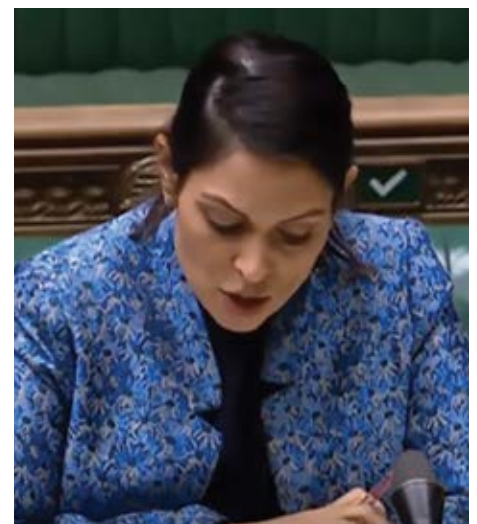
Priti Patel praised the Federation and its National Chair as she opened a debate in Parliament about the Police, Crime, Sentencing and Courts Bill.

The Home Secretary told the Commons on 15 March: "We do ask our brave police officers to do the most difficult of jobs. They run towards danger to keep us all safe. That is why I've worked closely with the Police Federation in developing this bill."

"I'd like to pay tribute to the Chair of the Police Federation, John Apter, for his constructive way of working since I became Home Secretary, admirably fighting for his members every single day. He's voiced his concerns to me directly and I have acted upon them."

While the bill has proved controversial due to aspects which increase police powers to curb demonstrations, it contains many positive provisions for officers that PFEW has long campaigned for, such as a Police Covenant, better protection for police drivers, increased sentences for assaults on emergency workers and Special Constables being allowed to join the Police Federation.

John welcomed the Home Secretary's comments as a sign of constructive relations, and added: "We have had our disagreements including over the pay freeze, pensions and the vaccine – but we have to work with politicians and many others across policing to get our voice heard, and I'll continue to do that."





## Lengthy misconduct investigations costing millions

Protracted investigations by the Independent Office for Police Conduct (IOPC) are costing taxpayers millions of pounds each year.

Research by the national Police Federation calculates that an investigation lasting up to six months costs £15,101 per officer which rockets to £302,012 when it drags on for five or more years – 20 times higher.

This is based on the cost of investigators' offices, legal aid and officers being suspended or on restricted duties. When narrowed down to suspended officers only the costs are considerably higher – at £67,968 for a six months investigation and £453,115 per officer after five years. This is due to the force having to fully replace them until proceedings conclude.

Our Conduct and Performance Lead, Phill Matthews, pictured above, said: "Prolonged misconduct investigations have not only ruined the careers of so many officers, but severely impacted their mental health, their families and their colleagues – and now we have evidence they are a huge drain on the public purse too."

Our findings have been submitted to the Home Affairs Select Committee of MPs as part of their inquiry into the remit of the IOPC, the police complaints system and the time taken to resolve complaints.

PFEW continues to highlight the detrimental impact of lengthy disciplinary investigations on officers as well as to public confidence as part of our Time Limits campaign, which is calling for investigations to be concluded within 12 months.

Phill added: "It's right that officers are held accountable and I absolutely condemn dishonest or inappropriate behaviour. However, the IOPC often inexplicably pursues cases where our members have acted properly – in many instances, investigations have gone on for five years or more and end in management advice or a written warning.

"We want to see better training for IOPC investigators and time freed up to uncover those that don't deserve to be in the job. Public trust in the system will also erode if people do not think their complaints will be dealt with quickly."

## VIEW FROM THE CHAIR

As police officers we're often damned if we do and damned if we don't. Nothing exemplifies this better than policing public protests during lockdown. For some our approach is too tough, for others not tough enough.

Recent weeks have been particularly difficult. Our colleagues have been vilified in the media and, in the case of Bristol, subjected to the most shameful physical attacks. Those responsible are not protesters, but criminals who will hijack any cause to sow disorder. We will not let them win.

Now, more than ever, it is important that we stand tall and be proud of what we do as police officers, because the public need us. That doesn't mean we will get everything right, but the vast majority of the time we do.

Thankfully the cuts in our numbers are at last being reversed. In this edition I'm speaking to DCC Janette McCormick, head of the Police Uplift Programme and we're meeting some of our new colleagues. Their enthusiasm is infectious, and I know you will join me in making them and those who follow welcome.

As you'll see in this edition, we're meeting a transgender officer who has bravely shared her journey – proof that no matter our differences, what unites us is a shared commitment to public service and a passion for this extraordinary job we do.

We're also highlighting some of the work of Police Federation reps ahead of elections which take place this summer. If you've ever thought about becoming a Fed rep and supporting your colleagues, this is your opportunity – it is one of the most rewarding roles in policing.

Finally, on the vaccine, my view remains that policing by its nature means we cannot easily mitigate the risk of exposure to the virus. We have no choice but to get hands-on with the public, and our colleagues must be prioritised.

I understand and share the sense of betrayal that Government continues to resist this. I will keep making the case.

Until next time, stay safe, walk tall and thank you for all you do.

I know it is deeply appreciated by the vast majority of the public.

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



# NEW HIJAB TRIALLED BY LEICESTERSHIRE POLICE

Leicestershire Police is trialling a new hijab for operational Muslim police officers.

Designers at Massey University College in New Zealand have sent a sample to the force and it is currently being tested by a Leicestershire Police Student Officer Khadeejah Mansur.

The garment has been designed to sit comfortably with police issued headwear such as caps and radio ear-pieces and uses magnetic fastenings that can release easily if grabbed.

DC Yassin Desai, Co-Chair of Leicestershire's Association of Muslim Police (AMP), said: "We have been looking for the right design and the right product for a number of years. We saw the New Zealand hijab and liked the look of it, so got in contact. We've built a good relationship and have been trialling it for several weeks.

"If everything goes well and the necessary tests and approvals are met then we could be rolling this out in Leicestershire. I have also been talking to other forces in England and Wales and the Home Office about it being a national solution for emergency



Khadeejah Mansur

services and frontline staff."

She added: "It's really important for our Muslim officers who wear the hijab. More importantly it will help attract other Muslim females to become police officers. It shows that Leicestershire Police is inclusive and accessible and recognises the need for religious headwear. It will also help to provide role models to the community to show them they too can follow a career in policing."

Student Officer Khadeejah Mansur joined the force in October and is currently undergoing her initial training period and is trialling the product. She said: "Wearing the hijab had made me very comfortable and complements my uniform very well. Once fellow Muslim females see myself as a frontline hijab wearing officer, I hope it will inspire them to look at a career in policing as there are no restrictions or setbacks."

## New team at Humberside

Humberside Police Federation has a new leadership team. Lee Sims has been elected as Chair and Rob Grunner becomes Secretary.

"I am looking forward to the challenges this new role will bring," says Lee, who became a workplace rep around three and a half years ago, "As we start to ease out of lockdown, this is a critical time for the Force and for officers. The Federation will continue to work with chief officers to ensure that officers' views and concerns are heard as we adjust to the new normal."

A workplace representative for six years, Rob says he has a passion for looking after colleagues. "I recognise the stresses and pressures they are under and I am prepared to challenge senior leaders to do the right thing by them."

Lee takes over from Pete Musgrave while Rob follows in the footsteps of Helen Collier. Both Pete and Helen are leaving their Federation official roles on promotion to sergeant.

## Birmingham 2022: officers' views sought

Officers considering volunteering for the mutual aid operation for next year's Commonwealth Games are being asked to fill out a short survey.

The Games take place in Birmingham from 28 July to 8 August 2022 and plans are underway to deliver a safe, secure and welcoming event.

Mutual aid will be a big part of the West Midlands Police security operation, named internally as Operation Unity, and the Force wants to hear the views of officers who may be working at the Games next year.

It has developed a national survey to help provide the best experience for those working on the operation, which will be the largest in West Midlands Police's history. Responses will remain completely anonymous but if you have any questions, please email [cwg2022@west-midlands.pnn.police.uk](mailto:cwg2022@west-midlands.pnn.police.uk)

Complete the survey at: <https://bit.ly/2Q9g8TF>

# MISCONDUCT RISK TO OFFICERS WHO ADMINISTER LIFE-SAVING DRUG



Andy Jackson

Durham Constabulary has begun training frontline officers to administer a life-saving drug to people who have overdosed on methadone, heroin, fentanyl and codeine.

Forty officers have been trained since January, but the trial has raised questions about whether police are putting themselves at risk of misconduct if they administer naloxone (which is given via a nasal spray) and something goes wrong.

Andy Jackson, who chairs Durham Police Federation, and is a Conduct and Performance Liaison Officer (CAPLO), said: "Instead of a wider roll out to the police, the focus should be on issuing naloxone to opiate users, their friends, and families. This is within the purview of the wider social and healthcare provision. The Federation cannot support a wider roll out until our concerns are addressed, including what happens to police officers if a death or serious injury occurs after administering naloxone."

In Canada there is legislation to protect police officers administering the drug like other first responders who do not have to worry about routinely being

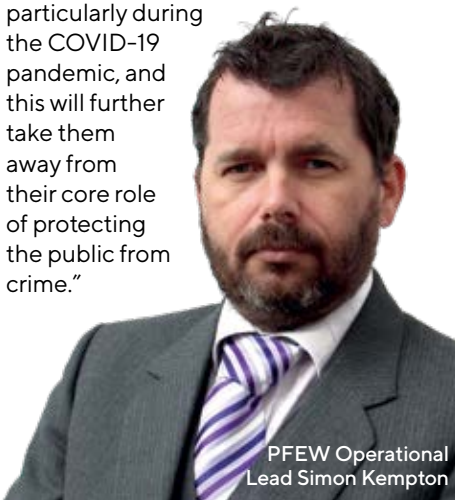
the subject of a criminal investigation.

"We ask for a similar commitment to protect officers in England and Wales," added Andy.

An additional six officers from the region will be trained in the coming months. North Wales Police has also commenced a six-month trial. Previously, pilot schemes have been trialled in custody suites and West Midlands Police undertook a pilot in 2019 in which 55 kits were issued. There was one recorded use in the space of a year.

PFEW Operational Lead Simon Kempton commented: "Saving lives is a key part of the role police officers undertake. But there should be no blurring of roles between the police and paramedics. An opioid overdose is a critical medical emergency and to give the best chance of saving a life, that emergency should be responded to by a fully trained and equipped paramedic.

"The public deserve and expect their police service to concentrate on reducing and detecting crime, and to keep the peace. We are already asking our police to do more than ever before, particularly during the COVID-19 pandemic, and this will further take them away from their core role of protecting the public from crime."



PFEW Operational Lead Simon Kempton



PC Becky Evans

## Officer steps in for midwife

"Help, my girlfriend is giving birth," the job screen read. Gwent PC Becky Evans was working that day and little did she know that within hours she would be holding a newborn in her arms, having supported a local family with the arrival of their baby daughter.

It was a February morning and with no ambulances available, the job had been passed on to the police.

"I jumped at the chance to go, I knew it was one for me," says Becky, who has been with her force for three years. "It wasn't until I got in my car and started driving that I thought, what am I doing? I have no idea how to deliver a baby."

Despite this being her first experience of childbirth, Becky, who is based at Bettws, in Newport, says helping the new mother came naturally. She walked in to find the mum holding her baby in her arms.

She recalled: "It was magical but scary. It sounds silly, but you really do think back to the programmes that you've seen on the TV. I hadn't had any training for this. I checked the mum for any bleeding and made sure the baby was breathing. I looked to see if the umbilical cord was still intact, which it was. I knew the placenta needed to come out, so I was fully preparing myself to deliver it."

Luckily the midwife arrived, and Becky was able to provide details, along with the time of birth, that the mum had forgotten about amid all the chaos.

"I was able to hold the baby and have some quiet time with her. That was really nice and very special," says Becky. "I also helped show the two toddlers their new baby sister, which was lovely. It was nice to be part of that moment."

### DID YOU KNOW?

**A dog handlers' allowance (currently £2,398) is payable where a police dog is kept and cared for at an officer's home. A further 25 per cent of the allowance is paid for each additional police dog kept at home.**

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# USE-OF-FORCE RULING LEAVES OFFICERS EXPOSED

**A** Court of Appeal ruling has left police officers 'dangerously exposed' in cases involving use of force, the Police Federation of England and Wales is warning.

In October, the court found in favour of the Independent Office for Police Conduct (IOPC) in the case of 'W80', a firearms officer being investigated over the fatal shooting of Jermaine Baker in Wood Green in December 2015.

They directed a gross misconduct hearing and under this new ruling, the panel would be entitled to consider whether the officer's honestly held belief that force was necessary was an objectively reasonable one in all the circumstances.

The ruling has far reaching ramifications for any officer involved in a use-of-force case, as John Partington, our Deputy National Secretary explains. "This effectively means that a breach of the standards could arise when an officer uses force because they honestly believe it is necessary and that turns out to be mistaken.

"So, for the purposes of misconduct proceedings, their use of force will be judged by whether a right-thinking person with knowledge of the facts available to the officer would consider it a necessary use of force. This is a subtle but very important deviation to how police officers have been trained."

The case has been appealed to the Supreme Court, but that hearing may be a year away. In the meantime, officers of all ranks are in a "sort of limbo" according



John Partington



Steve Hartshorn

to Steve Hartshorn, PFEW's National Firearms Lead.

He said: "Officers are trained in the current criminal law application in terms of how they justify force. This added situation may give them rise to pause and think 'is what I'm doing objectively reasonable when compared to what I'm actually trained in?' The key thing is that officers have not been trained for this situation. So, we're calling on the National Police Chiefs' Council and the College of Policing to issue advice and guidance to officers.

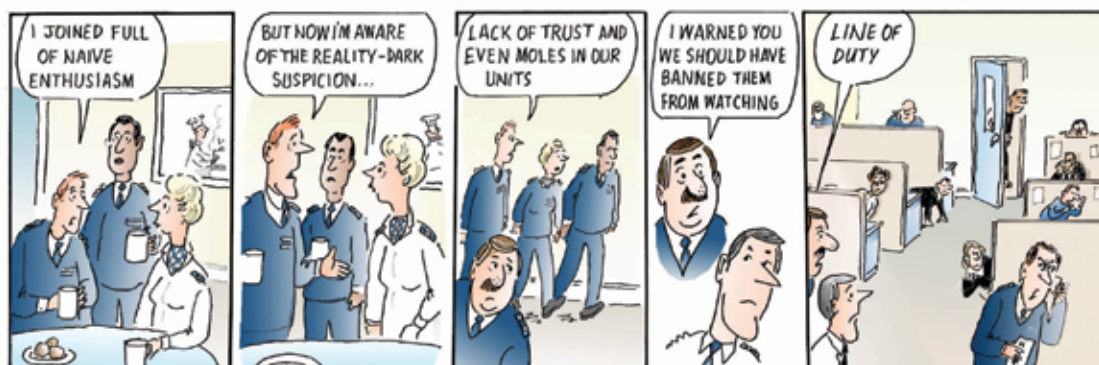
"We want to win the case at the Supreme Court but if that doesn't happen, we need to realise that the

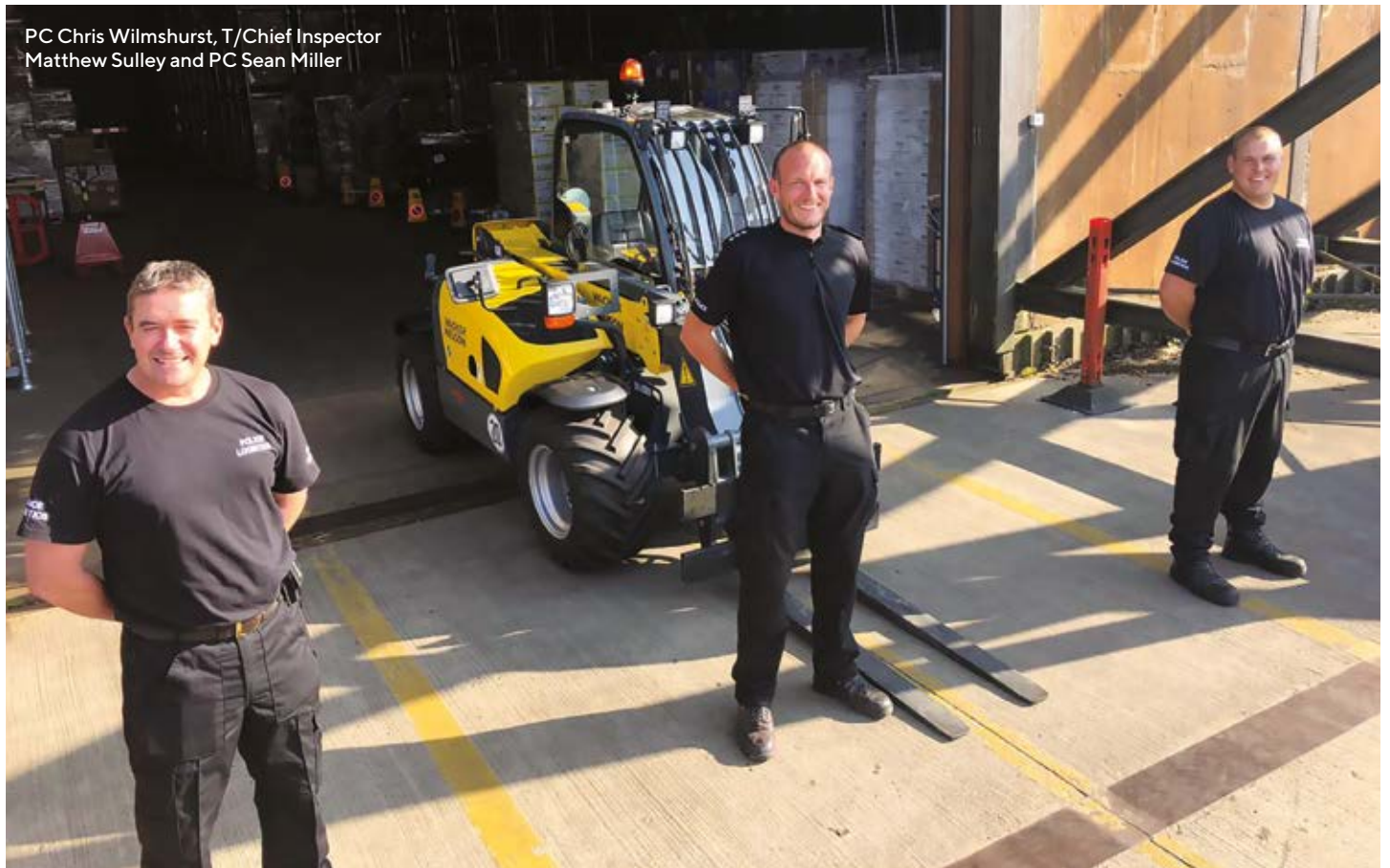
Appeal Court's ruling will apply. Right now, we've got officers potentially falling foul of misconduct regulations, so the NPCC and the College need to act."

We believe the ruling impacts on every serving officer in the country, from chief officer to PC, that may have to use force (or authorise force). The advice to our members is if you become involved in a Post Incident Procedure or have a concern, it is more important than ever that you seek Federation advice and legal support and be aware that this new standard could be used against you.

In addition to calling for updated training the Federation is raising this important issue at the highest levels.

## Nick O'Time By Colin Whittock





PC Chris Wilmshurst, T/Chief Inspector Matthew Sulley and PC Sean Miller

# HOW THE PPE WAR WAS WON!

**S**ix Thames Valley PCs, two disused aircraft hangars and a staggering 75 million pieces of personal protective equipment (PPE) moved to police forces across the UK and dependent territories since the start of the pandemic. Welcome to Operation TALLA.

POLICE magazine spoke to T/Chief Inspector Matt Sulley, who heads this life-saving operation on behalf of the National Police Coordination Centre (NPoCC), as new guidance is released through Op TALLA around PPE and minimising police officers' exposure to COVID-19.

Speaking from Op TALLA's base of operations in Oxfordshire, Matt explains: "In the last year we've moved a massive

quantity of PPE around the country. We've supplied every force in the country, UK dependents overseas, Police Scotland, British Transport Police, Civil Nuclear Constabulary and the Ministry of Defence. Everything comes through here and we quality check every piece against certification and test reports – all of that processing is done by the six PCs."

Amazingly, the operation was pulled together virtually in the space of a weekend. In March 2020, as the pandemic was taking hold, the Thames Valley force was selected to spearhead the PPE procurement and roll out, due to its proximity to RAF Brize Norton and because the force had made a great start.

Matt said: "I got a call on a Friday

afternoon and was asked if we could do it. I said yes, thinking it would be no more than a few lorryloads of product. I was told 'we need it operational for Monday morning'. The hangar was used by Thames Valley Police for pursuit and firearms training, so we had to drag all the broken vehicles out and clear the space. There was no heating or running water. We had to generate power for the site, install fire alarms, cabins for welfare support and marquees to expand capacity.

"We're in the middle of an aircraft field with no connectivity so we've had to have a microwave link set up. All of this stuff had to happen quick sharp."

Despite none of the team having prior experience of working in a logistics

capacity, they built an industry within policing that typically would have required 22 army personnel – all achieved, says Matt, by “PCs with phenomenal grit and determination”.

They worked with Public Health England and the Defence Science Technology Laboratory (Dstl) to understand what kit was needed to protect the workforce, and 10 items were selected. With the assistance of Thames Valley Police’s procurement team, they set about tracking down PPE stocks globally.

“Everything from masks, paper suits, goggles – all of those items were in short supply. We had to get them certified and run tests. Once we were satisfied that they were good for use, we put them into our warehouse and made them available to forces,” explains Matt.

Funding came from just over a dozen forces who then claimed the money back from the Treasury. There was no central money so Op TALLA was forced to go cap in hand to get the operation off the ground.

The UK government infamously had its fingers burned when it ordered quantities of PPE from Turkey that turned out to be unfit for purpose. How did the team avoid similar pitfalls? Matt says it was down to

understanding all the rules and regulations: “A group of us really read up on that and liaised with experts from other agencies to understand what it was we wanted to buy and what we needed to have proven to us before we bought it. At times I had to say no to people if they couldn’t provide us with the documentation that we needed.”

Over time the team refined their product lines to give more consistency for the frontlines. Since August all products have come via the Department for Health and Social Care, so the team were able to stop procuring.

PC Sean Miller, who manages the distribution aspect of the operation, adds: “The most in-demand bit of kit was the surgical mask. At its peak we had 18 million in stock. The Federation helped us by explaining to officers the benefits of using the mask (if someone spits at you it won’t go through and infect your mouth). Gloves were through the roof as well, and hand sanitiser – we got in touch with a manufacturer and had supplies transferred into policing and away from other non-essential industries. We had some vaping companies make some 100ml ones to fit trouser pockets so people could carry them on their person.”

“The Federation was invited to be a part of this process from the start, as the operation recognised the importance of having input from frontline officers. This ensured the PPE guidance was more relevant, with examples such as how to deal with somebody who is non-compliant during the pandemic, as well as giving early notice of where problems might arise so that they could be dealt with before they impacted the frontline.”

**Simon Kempton,**  
**PFEW National Board**



Op TALLA has issued new, interactive guidance to forces which informs officers of the kit they should wear in different situations. Matt worked with Simon Kempton from the Federation’s National Board to produce guidance that is easy to understand. As a result, consumption of some lesser used items has rocketed.

Research from the University of Cardiff (commissioned by Op TALLA) into PPE fatigue and usage, suggests that internal settings are among the top places for spread of the virus. “The belief is that we are used to our colleagues, we believe they are clean people, and we drop our guard,” says Matt. “Keep masks on in the workplace, make sure hand hygiene is observed, and don’t make a round of tea for your colleagues – some of those things we do as friendly and decent people, we have to stop now.”



# COMING OUT AS TRANS WAS TERRIFYING – BUT ALSO A RELIEF

PC Skye Morden suffered a vicious online backlash which made her more determined to blaze a trail for other transgender police officers, as ANDREW GOLD and OLIVIA WATKINSON report



**P**C Skye Morden earned her spurs during 20 years as a Taser specialist and an award-winning public order cop who relished facing the toughest of situations.

A frontline cop who has been stabbed on duty – she’s certainly not someone to back off from difficulties. Skye is rightly proud of her career as an experienced West Midlands officer, and her two Chief Constable awards for outstanding service and a national policing Commissioners award.

After joining West Midlands police in 2001, Skye was one of the first cops to be trained with a X26 Taser, which led to a career responding to violent incidents and training other officers to use Taser. But after two decades in policing when she thought she’d seen almost everything, last year Skye experienced what she considered to be one of the most terrifying experiences of her life.

Assigned as male at birth she had lived as a man for many years – but Skye is, in fact, female. After bravely coming out to colleagues as transgender she was subjected to a vicious media and online onslaught far worse than being spat at, shoved or punched while in a frontline role.

Skye revealed: “I have always known I was transgender, even before I knew there was a word for it. But I kept it a secret for decades – for years I could not find a way to come out to friends, family and colleagues.”

It was after she joined a police-related social media group for the LGBTQ community and was encouraged to write a personal blog, Skye officially came out as transgender. But when this ‘news’ broke in the media the consequences were deeply hurtful, and Skye became the victim of vicious online abuse.

She recalled: “I suddenly had press knocking at my front door, and they had even managed to get hold of some photos of me. My ‘story’ went viral, and quickly went across the globe as far as India. I expected some kind of reaction because of prejudice, but not the scale of what occurred. There were 17,000 posts on two eastern European far right forums alone, but thankfully I had great support from colleagues in my force to help counteract the threat to my security.

“To be honest, it was far scarier than anything I’ve faced as a cop. Despite the personal abuse, I don’t regret coming out for a moment because this is who I am. I am transgender with a female brain, who was born in the wrong body.”



The support of colleagues and the wider policing family have given her the strength to deal with these transphobic comments. But she admits to being ‘incredibly nervous’ when she first told people she’d worked with for many years about identifying as female.

She added: “How do you say to male police colleagues – some of the most alpha guys around – that you’re trans? Initially I was terrified, but everyone has been so welcoming and inclusive so it’s been a huge relief and I feel like I can finally be me.”

“Everyone within policing has been wonderful and supportive. The first day I trained a Taser course as myself, I told everyone how nervous I was, and they all stood up and applauded me.”

Skye has found many police officers have not met an out trans person before (though statistically, they have likely met a transgender or non-binary person who isn’t publicly out) and thinks this may add to misconceptions.

She said: “Nine times out of ten the issues the trans community face with police are simply due to a lack of frame of reference. Perception can be driven by social media, rather than from talking to real people.”

Skye is now working to help other transgender officers feel comfortable and accepted in the workplace. She is on the West Midlands force’s LGB&T committee and is working with the Fed on practical ways to help trans members. She is confident times are changing and looks forward to encouraging changes in attitudes. “It is important that as a cop, I stand up and be visible, to show



vulnerable communities that we, the police hear them,” Skye added.

One area of concern is around the wearing of prosthetics, and PFEW’s Equality Group is leading the way on this nationally to address this issue.

Skye said: “I’ve had officers contact me to tell me they are trans or non-binary. However, they haven’t had the chance or courage to speak up yet.” Her message to those colleagues is simple: “You can be who you are, and colleagues and friends will be a lot more supportive than you think.”



# WE PROVIDE VICTIMS AND FAMILIES WITH AN ANSWER

POLICE magazine's STEVE BAX spoke to Federation Rep Andy Smith about the challenges facing collision investigators – from mental health to studying for degrees



PC Andy Smith

**P**C Andy Smith has been a presence on Northumbria's roads for 22 years. He was a traffic cop for a dozen of them, until he decided to specialise in collision investigation.

As technology advances, the role of the collision investigator inevitably becomes more complex. Andy notes that there is more CCTV footage now that needs analysing – plus mobile phone data, dashcam footage, sat-nav devices and entertainment devices. While specialists process that data on behalf of officers, it inevitably means investigations have more steps to consider and take longer.

No matter how the role evolves, it continues to be indispensable.

Andy explains: "We provide victims and families with an answer as to what's happened. Quite often that will be the

explanation of how their loved ones died. We also provide evidence to the judicial process who may decide to hold people to account if necessary. So, the work is on behalf of the judicial system and the coroner as well. There are a lot of jobs you could see being replaced with robots in future, but you couldn't replace a collision investigator – that experience that you build up from years of going to these things."

Of the 200 or so collision investigators working in England and Wales, the split is roughly half and half experienced police officers and trained civilians. Given the time it takes to build up the required experience, forces will often entice back retired officers in a civilian capacity. However, there are also recruits from a variety

## “In my unit we all support each other and without that camaraderie and strong support from supervision we could struggle”

of other backgrounds who bring a wealth of experience to the role, for example the motor industries who bring technical knowledge.

“It could be considered an advantage to come to the role from a roads policing background as I did,” says Andy. “But there are very good investigators from non-Roads Policing backgrounds who bring a variety of experience to the role. For example, some are academically strong and those from a motor industry background who have extensive knowledge of how a motor vehicle works and what data can be available.”

The ways that collision investigators work can differ slightly from force to force but standardisation is being brought in with the introduction of ISO. This will be achieved through accreditation and training. The rationale is that, if someone has lost a loved one, their investigation should not be dealt with differently to any other force area.

Investigators have traditionally been required to attain a City and Guilds Collision Investigation qualification. For those newer in service, a UCPD qualification is required through De Montfort University. Going forward, the proposed minimum standard is rising to be a Certificate of Higher Education – which Andy has spent the last year studying for. Eventually, it is proposed that a degree will be required to perform the role.

This presents challenges for officers who are already incredibly busy. “There was a suggestion that a day a week at work would be sufficient – I haven’t got a day at work to give,” explains Andy. “When you’ve got three, four five fatalities ongoing and the CPS and coroners all need reports

tomorrow, that’s got to come first. So, many of my rest days over the last year were taken up by me sat at the dining room table with my books open.”

As the Fed Rep and a member of PFEW’s Roads Policing User Group, Andy has been leading the calls for supervisors to recognise the need for collision investigators to have a level of study time appropriate to their individual needs.

On the mental health side, the Federation is also encouraging collision investigators to speak up if they are struggling. Andy says: “Our whole world revolves around serious and fatal accidents. We see some horrific scenes. It can be draining and cause a danger to mental health so it’s important to have a support framework in your personal life and work life. In Northumbria, we get assessed every year by our Occupational Health and that yearly check needs to be a minimum standard across all forces.

“In my unit we all support each other and without that camaraderie and strong support from supervision we could struggle. I had a pretty nasty time a number of years ago where I dealt with three deaths in a very short period, which due to circumstances led to me seeking help.”

He adds: “You very rarely switch off in this role. I have dreamt about investigations before and can sometimes find it hard to switch off from work. Even when I go on holiday it will take me a number of days to start switching off from work.”

Andy’s advice to colleagues is to make use of the support available, including the Federation’s Welfare Support Programme and the resources listed through our Man Up Man Down programme.

## More investment needed for stop and search training and support



The Chair of PFEW’s Black Asian Minority Ethnic and BAME Belief Group wants greater investment to establish a better cultural understanding around stop and search.

Paul Odle said: “Intelligence-led ‘stop and search’ is a legitimate and effective police tactic which can, and does, prevent crime and saves lives. It is crucial the service invests in the highest standards of training and support.

“PFEW is fully committed to eradicating all forms of discrimination through community education, awareness, and by listening to colleagues and the communities we serve. Our Black Asian Minority Ethnic and BAME Belief Group is part of an ongoing, important conversation on this subject, and we are dedicated to developing a greater cultural understanding around stop and search.”

Paul was reacting to the publication of a report by HM Inspector of Constabulary Wendy Williams in February on the ‘disproportionate’ use of police powers with a spotlight on stop and search and use of force.

It found that, in 2019/20, black, Asian and minority ethnic people were over four times more likely to be stopped and searched than white people, according to the report. It also estimated there were reasonable grounds for stop and search encounters in 81.7 percent of cases – down from 94 percent in 2017.

Ms Williams said: “Over 35 years on from the introduction of stop and search legislation, no force fully understands the impact of the use of these powers. Disproportionality persists and no force can satisfactorily explain why.”

In February, PFEW’s Black Asian Minority Ethnic and BAME Belief Group became part of HMICFRS’ External Reference Group on diversity and inclusion, feeding into this discussion on behalf of rank and file officers.

### DID YOU KNOW?

**Officers must be given details in writing of any misconduct investigation against them (unless to do so would prejudice the outcome) and their right to representation. If the investigation is not complete after 12 months a report must be submitted to the Police and Crime Commissioner and every six months thereafter.**

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# THE CHAIR ASKS

This month John Apter, National Chair of the Police Federation of England and Wales discusses the Police Uplift Programme with its director, DCC Janette McCormick



## 1 What is the Uplift Programme?

**John Apter (JA):** A warm welcome Janette. Our colleagues will have heard things about the uplift programme, but can you explain exactly what it is and what we want to achieve?

**Janette McCormick (JM):** Thank you John, this goes back to July 2019 when the Prime Minister made his announcement of an additional 20,000 officers. Obviously, that came on the back of a decade of austerity when we lost as many officers. I got a call to ask if I would be the programme director working across 43 forces, the College of Policing and the Home Office. With the leavers that we have, we need to recruit around 53,000 officers over three years. That's a massive surge in the service but it's also about growing well and becoming a more representative workforce.

**JA: What's been your journey in policing and how did that lead you to this role now?**

**JM:** At 13, I visited Eccles Police Station in Greater Manchester to have a look around. My dad was a solicitor representing suspects, so he saw both sides. I joined the police straight from university on the accelerated promotion. I was posted to Salford and for my first arrest my dad was the duty solicitor! I did 20 years in uniform and some work in specialist ops, I've got two children so for a while I went part time. Then as a chief officer, I went over to Cheshire and became the Chief Constable. I did a short secondment at the College of Policing before my current role. I have 30 years in policing and still love it. I still learn something new every day.

## 2 Challenges of working with 43 forces and stakeholders

**JA: As Programme Director you're working with 43 forces, all with different priorities and with their own chief constables and commissioners – has this caused you issues?**

**JM:** The forces recruit the officers – we don't do it centrally. That was always the principle because they know what their needs are. Local communities are all different and it would be wrong to impose a one size fits all. The strength of the National Police Chiefs Council is that we come together in collaboration and what I've seen is that



chiefs have really wanted to step up, to look at their local needs and recruit from communities. It's a challenge but also an opportunity. We're doing an online assessment now and seeing a real improved performance particularly in relation to our BAME officers/candidates.

## 3 How can we maintain high standards of new recruits?

**JA: I'll admit I was concerned about the online approach to recruiting because I thought it would water down our standards. Can you reassure our members, who are proud to be police officers, that in our desire to get many new people in, we'll not lower our standards?**

**JM:** The advantage of having a serving police officer leading the uplift is that I also want those high standards. We have to grow quickly, but we have to grow right. We have maintained and monitored our standards, not just through the selection process – we're also working with our new cohort and asking what the job is like for them. This is important because we've got to retain those officers as well.

**JA: My colleagues will be thinking that ultimately what they want is for new officers to be credible, ready to go, properly tutored and the best they can be. How attractive is the job of a police officer to those high-quality candidates?**

**JM:** We get over 10,000 applications a month on average – way more than we have jobs. Some of those will not be eligible to

join, but policing is still a really attractive job and we should feel proud to be part of it. There are barriers for different people. It's not just ethnic minorities, it's also people with disabilities, people of different sexual orientation – we've done a lot of work to encourage people to declare their protected characteristics as it allows us to put the right policies in place. For people to disclose things about themselves they first must feel they can trust us in terms of how we use that data.

## 4 The challenge of growing a more diverse workforce

**JA: Let's touch on black, Asian and minority ethnic (BAME) recruitment. If policing is to move forward and be truly reflective, we've got to reach all parts of our communities and that means some people who haven't ever seen policing as something for them. How are we doing in this regard?**

**JM:** In February, we topped 10,000 BAME officers for the first time. I think we've got 14 forces that are recruiting in line with their populations. It would be wrong to say it is not a challenge. At 7.5 per cent BAME recruitment we are still a long way off the current census at 14 per cent. We've got a lot to do to change perceptions of policing in black communities, particularly after the events of 2020 with Black Lives Matters and George Floyd. We're working hard to understand those barriers, and this is also where your officers and members can help.

**Continued on p18 >>>**

<<< Continued from p17

They are on the ground creating those positive relationships with communities. For me it's also about retention. You could be representative in a force and be one of about 10 or 12 officers, and that must feel very isolating. So, my message to chiefs is we need to ensure people with protected characteristics feel included in the workplace.

**JA: On the female recruitment, when you look at how far we've come in recent years, we've made great strides. Do you think forces are better at things like flexible working and understanding female colleagues' needs?**

**JM:** In January, we had nearly 50/50 recruitment so we're getting there. Perceptions of safety are a barrier to recruitment. Candidates want to know, "are you going to train me and equip me well?" – and this is something we absolutely can do. Female officers leave in mid service disproportionately to male colleagues. That is around flexible working, and when they are older as well there are issues in terms of menopause. It's about making sure people are treated as individuals and making reasonable adjustments. Things have moved on tremendously in my 30 years. I was the first female part-time inspector in Greater Manchester back in 1998 when I had my second child. If you don't think that a force is going to welcome you back and provide that flexibility you may leave, and we're losing people we may not need to.

**JA: When we talk about different backgrounds, it's also about age profile. I've been concerned that, because of the**

**ways we get people into policing now, there's a tendency for recruits to be much younger in age. That's not to minimise anyone's contribution but there's got to be a balance of experience, would you agree?**

**JM:** Things like the apprenticeship route attracts a younger workforce. We're conscious of that and we look at the impact of going digital, for example, and whether that might skew a potential workforce. We've had an increase in under 26-year-olds and we've done a piece of work around what that means in terms of occupational health, frontline supervisors and tutors. As part of the uplift some of the funding was for a growth in sergeants, inspectors, a growth in superintendents as well as tutors and trainers to support that.

**5 How can serving officers assist in the uplift?**

**JA: Our colleagues out on shift or detectives involved in investigations, how can they help the uplift programme in their roles?**

**JM:** We know that when people have contact with police officers it leads to them being interested in policing. One of the key factors that causes people to go from "I'm interested in policing and have always wanted to do it" to actually applying is that contact with officers. It might be a conversation with you on a job or in the street. Because we're enthusiastic and proud of the job we do,



that's infectious. Bear in mind, over the next three years a third of the whole officer service will turnover, so what we grow now will be with us a long time. So, when officers come in, please provide that support or consider being a tutor, or you can help with a kind word to check they are okay. Be realistic about the challenges they will face. Remember, the uplift is not just about new recruits. It is also an opportunity to bolster our existing workforce. This can include advanced training, personal development and promotion opportunities.

**JA: The job is far from easy but that's what makes it attractive. We've got keen, motivated people in policing and if they can bring other like minds into the job that can only be a good thing.**

**JM:** That's what we want to see. Our recruitment campaign is about real officers. People don't want to see lots of smiley faces, we've had feedback around that, they want to see and hear what the challenges are. It's been fantastic that officers have put their own personal stories up. That's another way your members can get involved, by telling their story.





## 6 Are we on target to achieve the 20,000 uplift?

**JA:** The promise from the PM was 20,000 officers. We've heard about the problems and opportunities. We've just passed year one – are we going to get there by year three?

**JM:** Absolutely. We've recruited just over 7,000 new officers so far, so we're well on the way to that 20,000. Once we get there, we'll have a more representative workforce with talented people who are able to support policing going forward. We're putting down foundations for the future of the police service and everyone has a stake in that.

**JA:** Recruitment and retention should go hand in hand. Hopefully people have got an insight into the programme you're leading and it's not just a case of opening up recruitment and keeping fingers crossed. Thank you for taking the time to talk to me and good luck with the rest of the programme.



## THE CHAIR ANSWERS

PFEW National Chair John Apter answers members' questions each month

**Q1: What is the Fed position on police officers having Test and Trace on their personal mobile?**

Our position is that the app is an important part of controlling the virus and officers should be encouraged and permitted to have it on their personal mobile phones.

**Q2: I work in Custody. The mental health professionals are vaccinated. The sergeants and detention officers are not. Same building, same customers different treatment – why?**

This is absolute bonkers and defies logic. I stand by what I've said that police officers should be prioritised because of the unique job they do. I'll continue to push that with the government and anybody else who will listen. There is a real discrepancy and police officers feel very betrayed.

**Q3: As a serving Hampshire officer, I was disappointed to see the pay freeze. Will the Fed put pressure on Government to suspend the looming cliff edge with the pension transition until pay has caught up?**

I agree this is a double whammy. We all understand why the pay freeze has been brought in, fortunately the government listened to us and kept the increments and promotion pay increments in place – a small but significant victory. We'll continue to highlight the pressures on officers but we're in really difficult times as you'll appreciate.

**Q4: Can the Federation continue to push for double crewed officers and Taser rollouts?**

Officer safety has and always will be a main priority and focus for me. We've achieved some good things with Taser including ringfenced funding. Many chiefs have increased the number of officers who are Taser trained. I believe every officer who wants it should have it. As for double crewing, it's a false economy to single crew because the officer is less safe, and we could end up having multiple units going to a job. I would urge chief constables to commission a study into the benefits of predominantly double crewing vehicles. I suspect you'll get jobs done more quickly, it'll be safer, and police officers will feel more valued.

Have you a question to ask John Apter?

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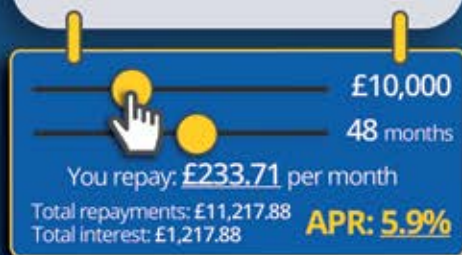
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# 'POLICING MADE ME CYNICAL – THEN I FOUND FAITH'

In the latest of our Policing with a Difference series, OLIVIA WATKINSON meets Marie Reavey, Chair of the Christian Police Association (CPA)

Marie Reavey is the National Chair of the Christian Police Association, the latest standard bearer of one of the oldest staff support networks, founded in 1883. The organisation has more than 4,000 members across all forces in the UK and all denominations of Christianity. It also works closely with other faiths.

Her faith journey began in 2006, when, while travelling, she met a Christian couple in Canada who unpacked the Bible for her in a way she'd never experienced before. She became a Christian in 2009 during a career break travelling the world.

Finding faith had a significant impact on Marie's police work. She explains: "I quickly became hard-hearted and cynical when I joined the police, but after becoming a Christian it transformed the way I view people especially our 'regular customers'. I believe that everyone is made in the image and likeness of God and that he loves them. I'm called to do the same.

"Jesus' teachings are my moral compass: they affect everything I do, and I think they fit perfectly with the Code of Ethics. The Bible calls us to seek justice, help the oppressed go free, bring peace into chaos, to love our neighbour, to treat people with dignity and respect."

For Marie, the importance of the CPA is in helping officers be their 'full selves' at work and provide a family that understands their perspective. This is important, as being a police officer can really challenge your faith, says Marie.

"As police officers we see the worst in society. The temptation is to blame God for the pain and suffering we see while out on duty, but God gives each of us free will and

with that everyone makes choices, which can often cause pain in others' lives."

Marie became a CPA trustee in 2014 and National Chair in 2017. She attends a variety of diversity, equality, and inclusion meetings, sits on the NPCC race, religion and belief strategic group and belief subcommittee, as well as the uplift group.

Marie's role over the last two years has been the national lead for an initiative called Faith and Police Together, which encourages police forces to build partnerships with their local faith communities. For example, in Halifax, a church group partnered with the police in a Street Angels initiative aimed at offering help to vulnerable people at night. As a result, violent crime in the town centre dropped 42 per cent within the first 12 months of the initiative. In West Yorkshire, local police partnered with Muslim community leaders to reduce drug crimes: the mosques would let them use their radio system to deliver short anti-drug

messages and the Imam emphasised in his sermons that dealing drugs was a sin. Intelligence from the community increased by 70 per cent.

Marie adds: "Although we're a national group, national is made up of local. Who we are and what we can do is worked out at the local level – not unlike a church. We cover the breadth of Christianity and try not to get bogged down in the things that divide us. Ultimately, we're all brothers and sisters in Christ."

In 2021, the CPA hopes to run an online course for those curious about Christianity. They are also about to run Kintsugi Hope courses aimed at helping people to improve their mental wellbeing in Norfolk, Lancashire and Cumbria, and hope to expand these into other areas as attendees become leaders. Their website is at [www.cpauk.net](http://www.cpauk.net)

**"We try not to get bogged down in the things that divide us. Ultimately, we're all brothers and sisters"**



## DID YOU KNOW?

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# READY AND RARI

**POLICE** magazine's **STEVE BAX**, **ANDREW GOLD** and **CAT WHAYMAN** meet some of the fresh faces who are reinforcing the thin blue line as part of the Police Uplift Programme

**ASHLEIGH**

"I feel like I could work for the police forever – there are so many things I am interested in and nothing I dislike so far." These are the words of 25-year-old Ashleigh Coker, one of the thousands of new recruits who are bolstering the thin blue line. They may be a little green but there is no doubt they are keen.

Ashleigh completed her training with Thames Valley Police last October and gained Independent Patrol Status on New Year's Eve. She studied criminology at university and has always been fascinated by what makes people offend.

"I think people are a product of their environment," she says. "Unfortunately, not everyone has the privilege of growing up in a nice home where they are cared for. That does lead a lot of people down the wrong path."

Ashleigh worked in sales for a family-run business supplying water pumps, but she grew tired of a desk job and needed a new challenge. Policing was the answer. Due to the pandemic, she has still to experience some aspects of regular policing such as dealing with drunken revellers on a weekend. On the flip side she has gained a lot of experience of handling domestic incidents. "People are getting frustrated they are starting to struggle with their mental health," observes Ashleigh.

She sees policing as a job for life and eventually she would like to move into counter terrorism or surveillance, though she admits that "being a dog handler is the dream". She adds: "I really hope my enthusiasm for the job never leaves me because I think if you turn-up with a positive attitude that frames an interaction. I don't

think I'd ever be bored with policing, which is really appealing. I'd hate to go back to a nine-to-five job, stuck in the same seat every day, that's not for me anymore."

**TARA**

Tara Brown, 26, is training with West Midlands Police. Following three years studying Forensic Science at Wolverhampton University she envisioned a career as a Forensic Scene Investigator but was swayed by an advert recruiting police officers.

Tara says: "I had no idea what to expect as my knowledge of policing was only what I knew as a member of the public – but I was ready." She joined in March 2020, and also signed up to be a Naval Reserve.

"I have enjoyed doing both and feel that there are transferable skills that will help with my leadership and communication in policing. I can also see myself gaining more confidence all the time in everything that I am doing," she adds.

Tara's interest in forensics has been overtaken by her passion for response policing – something she sees herself doing



From left to right:  
Ashleigh Coker,  
Tara Brown, Hemish  
Goodeal and  
Shannen Finnerty.  
Below: Shannen  
playing rugby



# NG TO GO...

forever. "A little while back, a colleague attended an RTC which was pretty bad. The other car had left the scene and we were determined to find it. We saw a fire engine and had a hunch that the car we were looking for might have been burnt out – we were right. I am so excited for what the future holds."

## HEMISH

Hemish Goodeal was used to keeping a class of primary school children in order, but since switching careers from teaching to policing he's now keeping order amongst the wider public. After making the decision to leave a career he spent many years training for to join Kent Police, he has absolutely no regrets.

The 30-year-old explains: "Some of my family in Mauritius are in policing and their stories always intrigued me. I got into teaching and did it for five years, but when it was time for a new challenge, I immediately thought of policing."

Hemish discovered his classroom skills were surprisingly transferable to policing. "There are many similarities – it's about

understanding the issue you are presented with, distilling the key information, and communicating appropriately," he says. He also joined due to his public service ethos, at their core, both careers are about helping out the local community".

Nine months in, the job is exceeding Hemish's expectations. He prefers the hours and has a lot of confidence in the training he has received. He adds: "I know this will be a job for life because of all the different sideways moves that are available. There is a huge array of options I can look forward to within my new career."

## SHANNEN

Shannen Finnerty, 27, a North Wales based response officer, became a police probationer in March last year after working as a residential property marketeer. She initially worried about how her new colleagues might deal with the fact she had been a teenage single mum, as she's been judged quite harshly in the past.

She needn't have worried. "In policing, I've found there's loads of different people

from all sorts of backgrounds. There's a feeling we're all in this together, and there's always someone willing to take the time to explain things you don't know," says Shannen.

A keen rugby player, Shannen is number eight for Abergele RFC and several of her teammates are also officers. She attended a fatality in her first week at response and soon after, she and a fellow probationer dealt with a situation involving an individual with serious mental health issues.

She explains: "We had to apply a tourniquet to help save a life – looking back it was really helpful to hear the reassuring support in my earpiece from a sergeant who talked us through things. This really helped us to keep calm and deal with a very serious incident. We were both really proud to be given a Superintendent's commendation for this incident."

She adds: "Although it's been a steep learning curve, I've loved every single minute of it. I've also found it's the variety of different backgrounds which makes good policing."

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# SARAH EVERARD MURDER HAS SHOCKED POLICING

The horrific kidnap and murder of Sarah Everard in South London and the subsequent arrest of a serving Metropolitan Police officer for the crime has shocked policing.

Sarah, a 33-year-old marketing executive, disappeared on 3 March while walking home on a lit street at night. Her remains were found in woodland in Kent a week later. Wayne Couzens of the Parliamentary and Diplomatic Protection unit is due to stand trial accused of her kidnap and murder.

John Apter, National Chair of the Police Federation of England and Wales (PFEW) said: "The death of Sarah Everard provoked a wave of grief, public emotion and revulsion. Nobody shared those feelings more than the country's police officers, and I know I speak for all decent, hard-working, dedicated police officers in extending our heartfelt condolences to Sarah's family and friends."

The incident became a focal point globally for the issue of violence against women. A vigil in Sarah's memory at Clapham Common on 10 March, unfortunately only fanned the flames of anti-police sentiment when officers were forced to make four arrests for breaches of COVID-19 regulations.

John, writing in the Telegraph, said



police officers had been vilified for attempting to uphold the law and keep the public safe. He thanked the majority who recognised the difficult challenge that policing has faced in trying to protect citizens during the pandemic, often in the face of confusing and contradictory guidance from government.

"It is important those who continue to criticise police officers try to put themselves in the shoes of my

colleagues, who have been abused, assaulted, and vilified far too often during this pandemic," he added. "Despite the avalanche of unfair criticism my colleagues have faced, they will continue to be the first to arrive whenever these same critics call us for help."

John said the Federation will support an independent report into events at the vigil as "learning lessons has always been a crucial part of policing".

## Dame Helen Mirren thanks police for COVID-19 efforts

The Federation has received a heart-warming personal message from Dame Helen Mirren thanking officers for all their hard work and commitment during the pandemic.

In her video the A-list actress mentions the role she is best known for, playing detective Jane Tennison in *Prime Suspect* from 1991 to 2006.

Dame Helen says: "In research for the series, I learned something quite illuminating for me. I learned that the police are on the front line of all the mistakes. They deal with the fallout.

"This last year must have been so very difficult for the police. They are amongst our first responders. They deal with the difficulties that COVID-19 has wrought upon our communities, upon our culture. I applaud them for their work. I thank them for their work. And I hope from the bottom of my heart that 2021 will be a better year for everyone not least the police."

Dame Helen recorded the tribute as part of the Federation's month-long spotlight on the work and challenges facing detectives.



# THE POWER OF PERSUASION

In the latest in our series looking at the work of the Federation, STEVE BAX meets with the Chair and Secretary of the PFEW Parliamentary Sub-Committee to find out about their work and successes on behalf of members

If you have ever wondered why the Police Federation of England and Wales invests time and energy in engaging with Members of Parliament look no further than the upcoming Police, Crime, Sentencing and Courts Bill.

While the name may seem a bit of a mouthful, it is an incredibly significant piece of legislation for police officers. Its provisions include a doubling to two years of the maximum sentence for persons convicted of assaulting emergency workers, Special Constables able to join the Police Federation, as well as added protection for police drivers from prosecution and a Police Covenant which commits society to support those who run towards danger on behalf of the public.

The new bill is the result of several years of hard work by PFEW's Parliamentary Sub Committee (PSC) in engaging and meeting with MPs. The committee is comprised of PFEW National Board members and chairs or representatives of the eight regions. It meets quarterly under the chairmanship of our National Vice Chair, Ché Donald.

"The PSC seeks to influence legislative and policy changes which support the strategic aims and objectives

of PFEW," explains Ché. "A good example is our Protect the Protectors campaign. We worked with supportive MPs from both of the main parties to make the case in Parliament for tougher sentences to deter attacks on the emergency services. As a result, we were able to make assaulting an emergency worker an aggravated offence. And this upcoming bill enhances this."

Tim Rogers, who leads for the committee on roads policing and pursuits, joined forces with Sir Henry Bellingham (then an MP and now a peer) to put police driver protections on the agenda. Currently, an officer can be prosecuted for driving outside of the norms of the average motorist, and this has led to the government agreeing to make provisions in its upcoming bill to address this long-standing unfairness with a new driving standard for police.

Tiff Lynch, Secretary of PSC adds: "To achieve any legislative change you need to persuade an MP to vote for it. So, it's vital that the Federation has those conversations with MPs to inform, educate and to influence them. We do this on a cross-party basis."

PSC works on behalf of all 43 Police Federations of England and



Ché and Tiff with MP Alex Norris

Wales to engage with legislators, not only at Westminster but at the Welsh Assembly in Cardiff too. The committee has launched its 573 campaign this year, setting the ambitious goal of meeting all 573 English and Welsh MPs by the end of this year, either virtually or face-to-face.

Research from Cicero/AMO who assist the work of PSC, has found that most MPs do not regularly meet with their local Federation or receive information. This is something that committee is keen to change. "If MPs are not hearing from us, it is unlikely that our members' concerns will be at the forefront of their thinking," says Ché.

Many of PSC's campaign successes – from the assault legislation to police



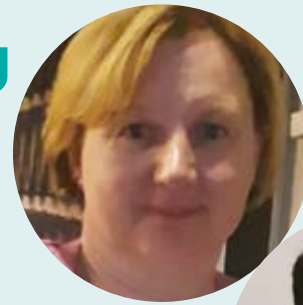
PFEW's Tiff Lynch, Ché Donald, Gwent Federation Chair Steve Thorpe, and Tom Wilkins from Cicero AMO, meet Newport West MP Ruth Jones



Protect the Protectors campaign



## Considering the 'Welsh angle'



Nicky Ryan, left, and Mark Bleasdale



The differences between policing in Wales and policing in England are often overlooked, according to Nicky Ryan, the new Welsh Lead on our Parliamentary Sub-Committee.

A Gwent Fed Rep, and a police officer since 1996, she observes that: "People do not always understand the role of the Senedd, the Welsh Government, and the need for us to engage with Senedd members as well as our MPs in Westminster. There are some differences in law-making processes too and we need to raise awareness of those."

Nicky chairs the Federation's Welsh Affairs Sub-Committee, which includes representatives from the four Welsh Federation branches and members of the Federation's National Board. The committee is also assisted by the Superintendents' Association and has a political adviser for Welsh Parliament issues.

Nicky's remit includes everything from the pandemic to mental health and helping

shape new legislation. This allows her to bring a Welsh perspective to the Parliamentary Sub-Committee.

She takes over as Welsh Lead from Mark Bleasdale, a former Dyfed Powys Police Federation Chair, who retired from policing at the end of March. He feels that raising the profile of Welsh issues is one of the achievements of his time in the role.

"People now stop to consider whether there might be a different 'Welsh angle' to an issue they are dealing with, and I think this shows that we have really started the journey to full understanding," he says.

driver protections and the Police Covenant – started from conversations with MPs who have then advocated for these campaigns on our behalf. The more MPs who are aware and supportive our campaigns, the better our chances of seeing positive change.

PSC engages with MPs through events we host at Westminster or at Party Conferences, as well as face-to-face meetings at Parliament. Cicero/AMO, who also lobby on our behalf, carry out an annual perceptions audit with MPs to gauge their impressions of the Federation. Tiff explains: "From this we know we are now seen as a body that is approachable to have informed and educated conversations."



## Campaigns and engagement

Since 2016 the Federation has used the services of Cicero/AMO to further our political campaigns and engagement with Government and MPs.

Cicero/AMO is a leading public affairs and communications agency providing award-winning corporate, political and regulatory campaigns across all major business sectors.

Working through PFEW's Parliamentary Sub Committee, Cicero/AMO have provided counsel on the political issues and campaigns of the day as well as supporting the organisation's outreach to Ministers, MPs and policymakers.

Cicero/AMO worked on the Protect the Protectors campaign from its early stages, playing a supporting role in passing the Assaults on Emergency Workers (Offences) Act 2018, which doubled the maximum sentence for those convicted of attacking a police officer. During the Act's passage through Parliament, Cicero/AMO helped guide the Federation through the political process as well as line up supportive MPs and Lords to make

the case for the legislation to Government.

More recently, they supported campaigns for a Police Covenant and police pursuits – with both issues set to be addressed by the Police, Crime, Sentencing and Courts Bill.

They have also supported the organisation's outreach to MPs. There is an opportunity for Federation branches to engage more often with their local MPs. Parliamentarians regularly meet with the leadership of their local force or their PCC, and by meeting with the Federation, we can ensure that members' concerns will be at the forefront of those conversations.



Tom Wilkins



Matthew Dunn



# HONoured

## BRAVE OFFICERS WHO RAN TOWARDS DANGER

OLIVIA WATKINSON meets the officers who helped save lives during the London terror attacks in 2017 and who were honoured by the Royal Humane Society

It is often said that police officers run towards danger. There are few better examples than the appalling terrorist incidents at Westminster Bridge – which cost the lives of five people, including PC Keith Palmer – and at Borough Market, where eight civilians died nearly four years ago.

Two Metropolitan officers who were present at both incidents were Darren Laurie and Keith Malda who received a Bronze Clasp, a very rare decoration. The Royal Humane Society (RHS) also awarded them with the Police Medal, an annual award for exceptional officers.

Keith is a full time Federation Rep based in Brixton. At the time of the attacks he was a response officer in Lambeth. At Westminster Bridge he helped an injured person to safety. This made him acutely aware of the need for first aid kits when attending the Borough Market incident just a couple of months later. Keith turned his police van into an unofficial mobile ambulance, taking people to safety, dispensing medical kits, and delivering a gravely injured

BTP officer to King's College Hospital.

Keith says: "If you look at these attacks, so many people did such important work and when it comes to awards, others deserve it as much if not more. You're often wearing two hats as a Fed Rep, but during those incidents I was able to pass information to someone who I knew was going to look after the health and wellbeing of my colleagues."

Acting Inspector James Southgate was a response sergeant in Brixton in 2017. He checked CCTV at Westminster Bridge, where Khalid Masood drove a car into pedestrians, and knew immediately it was a terrorist incident. "I got onto the control room straight away and got them to put out a message to direct all units to Westminster Bridge," he recalls. "It was very surreal. A once in a lifetime event, though for me obviously it wasn't."

James directed officers to where they were most needed and was on the bridge for several hours. At the second incident he delivered first aid to victims, adding: "We didn't know where the terrorists were. It was dark and we felt like sitting ducks."

He has since sought counselling to come to terms with the incidents.

Dean Cook assisted a woman who had been run over at London Bridge. He stayed with her until firearms officers approached with news of a possible explosive device on the bridge. At that moment Dean made the split-second decision to carry the woman 200 metres to Guy's Hospital and safety. "As a human being your natural instinct to help comes out," he says.

Darren Laurie, a police medic, was involved in triage at both incidents. As a senior officer, he felt the pressure to not only do his job but provide an example to colleagues. Because of his experiences Darren has taken a closer interest in his colleagues' mental health and has become a Blue Light Champion. This has influenced how he sees the RHS award: "I never want to forget the victims and the survivors of the incident, as well as the many officers who attended these incidents, either one or both, and are struggling with their mental health as a result."

Darren adds: "For me, Westminster



Dean Cook with Dame Cressida Dick, the commissioner of the Metropolitan Police



Keith Malda

## “So many people did such important work and when it comes to awards, others deserve it as much if not more”

Bridge was the best example of teamwork I've ever come across. It's slightly different from Borough Market because it was more pairs of officers. I'm incredibly grateful for the recognition, but anything that I or any of the other guys did was only possible because of the team we had around us.”

Special Constable Karim Gouhar was at another job when the call about the terrorist incident at Borough Market came in. He gave first aid to the survivors, and was with James and Darren when they found a group sheltering from the attackers in a pub. He is proud to have been part of the emergency service response and sees his award as recognition for everyone who was there on the day.

Dave Bicker blocked traffic at Westminster Bridge and identified three of the injured, who he stayed with to deliver first aid. He recalls how members of the public assisted.

“One person in particular sat with me and the three injured and kept them talking, which was really helpful.” He adds, about the award: “I can't believe I've done enough to earn it. I'm sure there's people who have done a lot more. It really was a whole team effort.”

### Award winners roll call

- Sgt Darren Laurie (Bronze Medal, Bronze Clasp, Police Medal 2020)
- PC Keith Malda (Bronze Medal, Bronze Clasp, Police Medal 2020)
- Sgt James Southgate (Bronze Medal)
- PC Simon Helm (Bronze Medal)
- PC Dean Cook (Bronze Medal)
- SC Karim Gouhar (Bronze Medal)
- PC Dave Bicker (Bronze Medal)

### Do you have a problem with children or finances following separation or divorce?

Phil Bowen is an ex-police officer having served for 14 years before leaving to train as a lawyer. He has over 25 years experience in all aspects of family law.

He is a direct access authorised Barrister, so you don't need a solicitor to instruct him.

Based in Chesterfield, Derbyshire, Phil travels all over England and Wales to represent clients.

**For a no obligation, friendly chat call his Clerk on 01823 704 098. Please quote 'Police'**



# HAVE YOU THOUGHT OF BECOMING A FED REP?

With Police Federation elections just around the corner, ALLY CROUCH meets two serving reps to find out about their experiences and asks why members should consider becoming a rep...

Our workplace reps provide support and advice to 130,000 officers across England and Wales on a range of subjects from misconduct to pay and conditions, operational policing issues and equality. As our National Chair John Apter notes, they are “the backbone of the Federation”.

In July the next Fed rep elections will get underway and you will be able to choose the colleagues who represent you and consider getting involved yourself by standing to become a Fed rep.

As John adds: “Helping and supporting our colleagues, often at the toughest times of their lives and careers, can be incredibly rewarding. While it’s not easy, and juggling being a rep alongside your day job can be a challenge, I can honestly say being a Fed rep is one of the most rewarding things I’ve done and I would encourage anyone who’s thinking about it to put their name forward.”

Devon and Cornwall’s Sergeant Richie Poole is 23 years into his service and has been a rep for eight years, after recovering from a major road accident.

He explains: “I was involved in a serious head-on collision whilst responding to a job. Multiple cars were involved and while I wasn’t badly injured, other parties were seriously hurt.

“As the police driver, I was subject to

an investigation. The legal support and the advice I received from the Federation was fantastic. I was eventually exonerated and when there was a (failed) private prosecution the Fed supported me then too. I wanted to help make sure others got that positive experience.”

Richie has been a roads policing sergeants rep under a previous structure and is now a full-time area rep. His advice to anyone thinking of becoming a rep is to go for it. “You might think you don’t have the right skills or experience, but you do – I’ve held many different, exciting roles in my career but being a Fed rep is by far the best for job satisfaction,” he says.

“The thing I am proudest of as a rep, is that people look to you for help. Sometimes, where they have nowhere to turn, you’re the first person they think of. You’re contactable, always helping. I know that can be seen as a bit of a ball and chain, but to be able to be there for a colleague who needs it is fantastic.”

PC Aileen O’Connor has been an officer for 19 years, with three of them



Aileen O’Connor

as a Fed rep. Her progression to Deputy Chair of Thames Valley Police Federation has been rapid. Why did she stand at the last elections?

Aileen recalls: “I was at a crossroads in my career. I had done lots of acting up, as an acting skipper, but I couldn’t pass the sergeants exam. Becoming a Fed rep offered a new challenge for me. My view of the Federation was very much that I didn’t know what the Federation did, only that if I got into trouble, I would call upon them to help.”

She was encouraged to become a rep by her Branch Secretary and began getting an insight into issues like PTSD and misconduct. Aileen also found that becoming a Fed rep enabled her to further her own policing career. She progressed to being a finance trustee, gaining a greater knowledge about the

**“The thing I am proudest of as a rep, is that people look to you for help”**



Richie Poole

workings of her Branch. This in turn gave an insight into the important link between local Branches, the Federation's National Council and Board.

Aileen has since been elected to the National Council and is continuing to aim high. She says: "I would eventually like to be Branch Chair, the first female Chair of the Thames Valley Federation."

In the coming months we will be sharing Fed reps' stories and looking at their essential role and what motivated them to stand. We aim to highlight the good work being done every day by around 1,200 Federation reps across England and Wales, both locally and nationally.

If you would like to find out more about the workings of the Federation and becoming a rep, speak to your branch and visit [www.polfed.org/repsatwork](http://www.polfed.org/repsatwork)



## Fed secures upgraded maternity and adoption leave

Police officers who take maternity or adoption leave are now entitled to full pay for 26 weeks instead of 18 following representation from the Federation.

PFEW's National Secretary, Alex Duncan, said: "This is a win-win for both society and the forces. Policing is keen to improve diversity and to be better reflective of society. To do this, it's important not only to attract a more diverse workforce but to retain it.

"This is a positive step in enabling those on maternity or adoption leave to be able to better balance having a family with remaining in the police."

The additional pay was secured through PFEW's participation in the Police Consultative Forum (PCF), the voluntary forum for employer and staff representative bodies.

It will benefit officers who became entitled to payments on or after 4 January 2021 and those still receiving the current entitlement of 18 weeks (who will have started their entitlement on or after 1 September 2020).

The option remains to spread the final five weeks of pay over 10 weeks, at half their full pay. This change will also include qualified officers who adopted from 4 January 2021.

If you need further support or advice, please contact your local Federation branch.

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## YOUR WELLBEING IS OUR PRIORITY

**P**olice officers who are struggling with mental health or the stresses of COVID-19 are continuing to be supported by the Federation's Welfare Support Programme (WSP).

The PFEW-funded service has been provided by Defence Medical Welfare Service (DMWS) since December and has made 247 contacts with people requiring support in this time. This is a mix of phone calls, video calls and some visits (walks outside).

Nearly 80 per cent of referrals are officers who are struggling with their mental health. PFEW Wellbeing Chair Hayley Aley said: "Police Federation branches already go above and beyond to help members in their time of need. PFEW is delighted to go even further and provide this extra and invaluable support service."

Speaking about the recent switch to a new service provider, Hayley added: "The transition has gone smoothly and we are delighted to partner up with Defence Medical Welfare Service who have been professional from the outset and are easy to work with."

One success story is an officer who was off work with stress due to the breakdown of his marriage and struggles with an obsessive, compulsive disorder (OCD). His child had also been poorly for an extended time. Through the WSP,

the Federation was able to provide a welfare officer to make regular contact. The officer is now feeling more positive and considering plans to get back to work.

Two thirds of referrals were also related to the pandemic, echoing the findings from our Demand, Capacity and Welfare Survey (where 77 per cent of respondents acknowledged difficulties with their mental health and wellbeing over the previous 12 months).

Hayley added: "The progress so far has been incredible – we can see a tangible difference to the lives of our colleagues who needed a helping hand in their time of need. If you are a subscribing PFEW member and would like more information, please contact your local Federation branch."

### THE WSP SERVICE PROVIDES:

- Practical and mental support – around general wellbeing, debt, relationships and substance misuse
- Clinical assessment and dedicated counselling
- Person-centred support (via telephone or face-to-face)
- DMWS' welfare team are fully trained and accredited by the Institute of Welfare in Mental Health First Aid.
- Independent and confidential support
- Referrals to appropriate follow-on specialist support.

## LGBT GROUP TAKES PRIDE IN PAST

The National LGBT+ Police Network used its platform to celebrate key historical figures and events in the history of LGBT rights during February.

The group is part of the Police Association of Strategic Leaders (PASL) which meets regularly with the Police Federation of England and Wales to ensure the views and needs of all officers are understood and represented.

Speaking during the month's events, Amy Tapping, a Northumbria PC who co-chairs the LGBT+ group, said: "We're highlighting the hidden history and showing that LGBT people have been around for centuries. So, for example, talking about computer programmer Alan Turing and highlighting the persecution gay men suffered in the Holocaust."

The police officer uplift is an opportunity for the group to encourage more members of the LGBT+ community to consider joining policing. The 'prefer not to say' project aims to standardise the way in which forces monitor and measure protected characteristics, which is often inconsistent. The data should be anonymised and treated carefully to increase confidence in LGBT officers so that they can come forward with information about themselves.

The group is also working with Julie Cook, the National Police Chiefs' Council lead for LGBT issues, on standardising the guidance around transgender officers searching suspects. It also used its Twitter feed @LGBTpoliceuk to signpost officers to organisations offering support and advice.



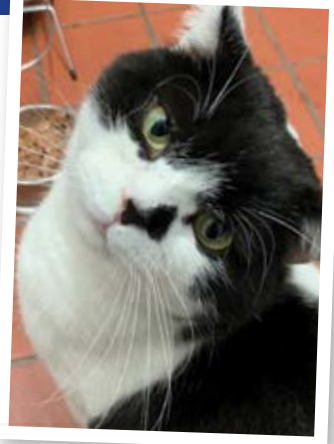
Amy Tapping

### DID YOU KNOW?

The Chancellor's pause on public sector pay increases means that there will be no uplift payments in September 2021, other than for members earning below £24,000, who will receive an extra £250.

For more on your rights, see – [www.polfed.org](http://www.polfed.org)

# STATION CAT 'PC OSCAR' IS SOCIAL MEDIA SENSATION



**P**olice dogs, police horses and now a police cat! Meet Oscar, who has enlisted with West Yorkshire Police and become a social media sensation.

Two years ago, officers at Holmfirth police station discovered the black and white cat huddling for warmth at their back door. They started feeding him and before long Oscar clawed his way into the team as a permanent member.

PC Karen Giwisser has been running Oscar's Twitter account (@stationmoggy) to share details of life around the station. The tweets have been a huge success with nearly 10,000 followers including from as far away as Australia.

"Oscar is more popular than our regular account," says Karen. "He's done interviews with magazines and the local news. We have school visits and they think Oscar



is amazing. He shows a different side to policing and one that people don't normally think of."

Oscar lives in the station drying room and can usually be found prowling about the locker room. The staff pay for his upkeep, but he pulls his weight by keeping the mouse population down.

His title as 'welfare 'paw'fficer' isn't for show either. Oscar plays a valuable role in helping Karen and her colleagues to wind down after stressful jobs. "Having him around really helps when you've been to some bad calls – we've had some really awful ones lately and just seeing him and having a bit of a play or a cuddle can help divert your mind from the things you've seen.

"All stations should have a cat if they're allowed. I can't recommend it enough."

## Cameron's Coasters spread mental health message

Police Federation branches are backing a coaster initiative highlighting the need to talk about mental health.

Launched in memory of 21-year-old Cameron Grant, who took his own life after suffering from depression, Cameron's Coasters raise awareness of mental health and are aimed at young people.

Cameron's aunt, Fran George, a former West Midlands Police officer who retired in June 2018, helped launch the initiative four years ago. It is now set to see its millionth coaster produced, with Federation branches

helping circulate the coasters and, more recently, business cards around forces.

"It's fantastic to see so many Federations getting behind the campaign," said Fran (there are around 25 branches involved). "We miss Cameron immensely but remain focussed on helping others in his memory. Our aim through the coasters and business cards, is to encourage others who are struggling just like Cameron was to reach out and ask for help."

Cameron, who died in November 2014, had been suffering in silence for more

than seven years with his family, friends and everyone around him unaware of how he was feeling. He was studying geology at Royal Holloway, University of London and had planned to do a master's degree.

"There is a taboo around speaking about mental health, but we are working hard to break that. There is no shame in seeking help for any illness, physical or mental," added Fran.

Cameron's parents, Carol and Evan, set up the Cameron Grant Memorial Trust in memory of their son, to raise awareness of suicide and mental health issues. They designed the coasters and business cards.

The coasters read "Feeling low? Don't bottle it up" while the business cards have the message

"There is always someone you can talk to." They also highlight contact details of organisations that may be able to help.

The family hope to get more branches on board and to reach out to new recruits starting their policing careers. You can order a coaster or business cards at [www.camgrant.org.uk](http://www.camgrant.org.uk) or by email to [frances@camgrant.org.uk](mailto:frances@camgrant.org.uk)

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someone you  
can talk to.**

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