

# Norfolk Police Federation

# NORFOLK NEWS

Autumn 2021



## Police Pay Process Is A 'Sham'

**“P**olice officers have given everything. Yet again, the Government has given them nothing.”

That was the message taken to the heart of power as police officers from across the country came to Westminster to voice their fury at their treatment by the Government.

Brave colleagues who have risked their safety – and that of their families – as they kept people in the country safe during the COVID-19 pandemic have been rewarded with a 0% pay rise.

Andy Symonds, Chair of Norfolk Police Federation, said: “It is only right that we, as the representatives of hardworking police officers

“We’ve then heard that this Government and Home Secretary tell us that they ‘absolutely recognise the bravery, commitment and professionalism of our police who work night and day to keep us safe’.

“Clearly these words don’t stretch to offering officers a pay rise. In fact they don’t even extend

**“Is it any wonder these hollow platitudes mean nothing to officers?”**

A huge billboard carrying the message “No Covid Vaccine. No Police Pay Rise. No Confidence in Priti Patel” accompanied the officers. It was a stark reminder to those working in the House of Commons, the Home Office and 10 Downing Street of how the Government has betrayed the country’s hard-working police officers.

right across the country, make our views known to those in power.

“We have seen during this pandemic that this Government and Home Secretary fail to protect police officers by giving us priority for the vaccine. We’ve had to rely on scraps from the vaccine dinner table.

to allowing the pay review body to be truly independent in allowing them even to recommend what pay rise officers should get.

“The Home Secretary herself set the remit in which the so called independent pay review

■ continued on p2



■ continued from p1

body had to work to. She said that they were not to even recommend anything on an uplift in pay. What a sham of a process that many stakeholders place huge amounts of work into in gathering and submitting reports to the pay review body.

“So is it any wonder that these hollow platitudes mean nothing to officers, particularly those young in service who are facing financial difficulties?”

As a result of the vaccine and pay betrayals, the Police Federation of England and Wales has passed a vote of no confidence in Home Secretary Priti Patel and has withdrawn its support and engagement from the Police Remuneration Review Body, labelling the current police officer pay mechanism ‘not fit for purpose’.



## “Platitudes are trotted out by this Government on a regular basis but are not backed by actions in the form of a fair pay rise”

Andy added: “Platitudes are trotted out by this Government and Home Secretary on a regular basis but are not backed by actions in the form of a fair pay rise.

“The Home Secretary doesn’t see the officers I represent who are broken both physically and mentally.

“She does not support the officers who’ve had to be ill-health retired as they’ve been seriously injured in the execution of their duties.

“She doesn’t see the impact of the toll the job of policing has on not only the officer but their families. Officers know it’s a stressful, difficult, dangerous and unforgiving job. So in return they want to be treated and paid fairly.

“You only have to look at the body which makes recommendations on MP’s pay. It’s called

the Independent Parliamentary Standards Authority (IPSA). This body does not get a minister of the Government writing to them to set out their remit. This is because they are a truly independent body set up to recommend what pay rise if any they should award MPs.

“They are not beholden to Government in terms of being given instructions on what they can or cannot do. So we simply want the same.

“I call on the Home Secretary to make the only two honourable and fair decisions available to her: to offer officers a 3% pay rise and make changes to how officers’ pay and conditions are decided by making the pay review body truly independent”

The Police Federation of England and Wales has now called on the Government to dispense



with policing platitudes and to agree to work with the Police Federation on an entirely new and fairer system of remuneration decision-making.

And to reverse the 0% pay award decision and give our police officers a meaningful pay increase.

## Service Needs To Maximise Women’s Potential

Norfolk Police Federation Secretary Sam Hawkins took part in a session on women in policing at the PFEW Virtual Conference in June.

As part of a round table discussion on the role of women in the service, Sam told delegates that women’s potential needed to be maximised.

She said: “We are working hard to try and address issues faced by women going for promotion.

“We really need to look at how we can maximise what our flexible workers can give us.

“Let’s look more creatively at these roles. These officers have the same skills and abilities as their full-time colleagues.”

The session also heard about unconscious bias and getting “the uncomfortable subject of misogyny” on the map.

Addressing the issue of ‘banter’, the session



heard: “If you wouldn’t feel comfortable saying it in front of the Chief then maybe you shouldn’t be saying it.”

And delegates heard about the importance of educating officers, staff and members of the public on the casual use of sexist language.

Also at the PFEW Conference, IOPC Director-General Michael Lockwood admitted the organisation must do better on the time it takes to complete investigations.

“We don’t want a police officer under a cloud longer than they need to,” he told the first ever Virtual Annual Conference.

Norfolk Police Federation Chairman Andy Symonds responded by saying: “I’m pleased Mr Lockwood still has this timeliness issue firmly on his radar and expect him to continue to drive down these delays which only serve to cause further issues for the officers’ own mental wellbeing.

Andy added: “I continue to raise this area as a standing agenda item when I meet with Norfolk MPs.

“Where appropriate I will be asking those officers who’ve been under investigation for unacceptably long periods to come with me when I meet the MPs so they can tell their story directly to those who make the law and can change it to make it fit for purpose.”

# Officers Are Still Lacking Sleep

Four in 10 police officers are still getting less than six hours of sleep a night, a new survey has shown.

Data from Oskar Kilo showed that 29.2% of officers are also reporting experiencing extremely high levels of fatigue.

More than 22,000 people filled in the second annual national policing wellbeing survey, which did show that levels of sleep in the service have improved slightly since last year.

Norfolk Police Federation Chairman Andy Symonds said it is “vitaly important” that officers get enough rest to cope with the demands of the job.

He explained: “This type of data gained from surveys of my colleagues is vital so we can improve welfare provision. This provision should be in place as a matter of routine for police officers who put their physical and mental wellbeing at risk throughout their careers.

“I know in our force we have various master classes that cover various areas of officers physical and mental wellbeing. Once of these is around mechanisms to improve the amount and quality of your sleep.

“These types of initiatives come as a result of these surveys and data showing where the need is. It is so vitally important that officers get the



required rest and recuperation as the job is relentless and it can easily become overwhelming.” Andy said it was vital for the Federation to be involved in making decisions about resourcing big events that can mean officers having their shifts changed or rest days cancelled.

He added: “I’m at front and centre of these meetings making sure that the force recognise the impact on officers when they are making resourcing decisions.

“For the Euros I was part of the meetings

planning the policing. I’m happy to say that with the support of the force, we managed to achieve no officers rest days being cancelled during all of the tournament.

“Yes there were shift changes to officers already working and some of them were at short notice but these changes were unavoidable in order to preserve those officers rest days.

“We’ve taken some learning about getting earlier notifications out to those officers whose shifts had changed so it does not happen again.”

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H2SJP0375 03/20



# Chief: Doing My Best For You

Paul Sanford took over as Temporary Chief Constable on 1 July. He talks to Norfolk News about the challenges facing policing and why officers should have been given a pay rise.

**Q Why did you want to become Chief Constable? What are the main challenges for the force as you see it?**

**A** I would be lying if I said that it was my ambition when I joined. I entered policing just wanting an exciting career working in a team environment and not being stuck in an office. I am starting to fail on the last part!

As opportunities have come up I have taken them and I am now genuinely proud to be the Chief. I know that it is a huge responsibility but I am committed to doing my best for you and for the County.

We do have many challenges but I have inherited a force with strong foundations. We are one of the best forces in the country, with incredible colleagues and an ever-improving infrastructure. We are fortunate to police a great county, which while not without its problems, is a good place to live and work.

As for challenges, I could list a lot but if I was to brew it down I would say that the big issue is being able to keep up with the growing volume and complexity of what we are facing on a daily basis.

**A** There is no doubt that we are facing demands like we have never faced before and with a pandemic that is far from over. There is much that a Chief can and should do about this but I will focus on just two here.

First, I have already made my expectations clear to all of our managers about our leadership style.

Now more than ever we need to be supportive and accessible leaders who recognise the challenges that our staff are facing. We need to show our teams that we care about them and their wellbeing – and lead as we would want to be led.

Second, I will do all that I can to provide you with the resources that we need. Everyone will appreciate the limitations of our budget, but where I can invest I will.

For example, we have spent £870,000 bringing forward some of next year's officer uplift. This means that extra officers will arrive one year ahead of schedule.

We have also recruited more than 20 extra transferees each year for the past four years and plan to do so again next year.

Let's be honest, you can never have enough officers, but both the PCC and I recognise the

all of our detectives are working in modern working environments with the support of Police Digital Investigators.

While I cannot increase pay, I will do my best to ensure that the best possible working environment is provided to make life a little easier.

I really appreciate all of the work that our detectives do and thank them for doing their best to work around these challenges while still doing their best for victims of crime.

**Q Police officers aren't getting a pay rise in 2021 despite all their work over 18 months. What is your view on this?**

**A** Officers and staff deserve a pay rise – simple as that. Few public services continued to meet face-to-face with the public during the pandemic and even fewer got as 'hands-on' as police often have to.

Our demand continues to rise – as does the complexity of policing and the threats that we face. All of that against a backdrop of a period of austerity where pay was already behind increases in the cost of living.

I hope that this is addressed in future years, but if it is, police forces need the funding to



Photos: Norfolk Constabulary

**“Officers across the county have been exceptional throughout the pandemic. You have continued to put yourselves in harm's way”**

**Q There has been no working from home for the majority of police officers. What would you like to say to Norfolk Police colleagues about their work over the past 18 months helping to police during COVID-19?**

**A** Police officers and staff across the county have been exceptional throughout the pandemic. You have continued to put yourselves in harm's way and throughout the pandemic you have stepped forward where others have stepped back.

I could not be more proud of what you have all achieved. In a recent survey, 91% of the those surveyed said that Norfolk Officers did a good or excellent job. That is an incredible vote of confidence in you from those you serve.

**Q At the time of going to press, COVID restrictions have been lifted. Norfolk Police Federation Chairman Andy Symonds has been vocal about the physical and mental exhaustion of police officers because of the huge demands post lockdown. What can you do to support colleagues at this time?**

demands that we are facing and I will do my best to boost resourcing where I can.

**Q Detectives across the police service are under huge strain and with the recent introduction of the AG Guidelines on third party material/redaction this has made it more difficult. We have a detective crisis, what are your thoughts on this issue and what can you do to help alleviate this?**

**A** A couple of weeks ago I spent some time with two of our detectives and then the Criminal Justice Department to hear first-hand about the impact of the guidelines.

I am seeking an urgent meeting with the CPS to explore options about how we can mitigate the impact. We are actively looking at software to speed up the task of redacting; greater support in CJS to advise officers on disclosure; petitioning for the size limit on the CPS inbox to be increased; and greater consistency from the CPS on their requirements of us.

Away from disclosure, we will complete the building of the Broadland Hub – meaning that

be able to afford increased pay. If that doesn't happen, pay will simply go up but the job will get harder because cuts will need to be made elsewhere.

Notwithstanding the challenges that the Government face with public finances, I am sorry for all of our officers that their efforts have not been rewarded through a pay increase.

**Q Police officer assaults are up by more than 20% year on year. We keep hearing that this is “unacceptable” but what can actually be done to better protect the protectors and offer a greater deterrent? What more can you do as Chief Constable?**

**A** Anyone who assaults the police should face tough sanctions. However, someone intoxicated by drink and drugs or suffering from mental health problems is unlikely to be thinking rationally about the consequences of their behaviour before assaulting an officer. So we need to be realistic about how far deterrence alone can take us. I therefore think that I also need to prioritise other forms of prevention and

protection – such as providing officers with the right training, right kit and adequate resourcing.

Where injury does occur, we need a good Workplace Health service to support officers and full understanding from managers as to the impact of such incidents. Officer safety must and will always be a priority.

**Q Independent Office for Police Conduct Director-General Michael Lockwood admitted at the PFEW Conference that the organisation must do better on the time it takes to complete investigations into police officers. What can you do to hold the IOPC to account on this?**

**A** The IOPC are Independent by their very nature and they are not an organisation who I can hold to account. However, we have seen a number of occasions where investigations have taken a very long time to conclude and where that occurs in Norfolk and it is appropriate to do so, I will challenge why this is the case and support the officer(s) in any way I can.

The nature of policing means that sadly officers will occasionally find themselves under investigation, often through no fault of their own. Independent investigation is essential to ensuring police legitimacy, but the impact that this can

have on officers is not lost on me.

**Q There has been much debate in policing about whether police officers need degrees. Lincolnshire PCC Marc Jones has urged Home Secretary Priti Patel to scrap plans for graduate-only police recruits. Should all officers have to have degrees to be a cop? Do we need a balance of people in the job?**

**A** I think that more emphasis needs to be given on the content of the training than the certificate that you get at the end of it. Policing is getting increasingly complex and officers deserve to have the right training behind them to be able to meet these challenges.

I therefore support strengthening the curriculum and bringing it up to date – that is what PEQF is seeking to achieve. The training needs to be vocational in nature with more emphasis on law and practical skills than theory. We have asked our providers to take that approach.

If we do all of that and the amount of time that we spend training is equivalent to degree level, then I think that is right that officers have their worked acknowledged through the award of the degree.

But I see the degree award as secondary to making sure that the training is fit for purpose. L&D have put a huge amount of effort into



preparing for PEQF in Norfolk. I am sure that we will have a good product when we go live next year.

**Q Finally, can you tell Federation members in Norfolk something they don't know about you?**

**A** I have been a keen long distance runner for about 25 years and have kept records of my mileage. If my sums are correct, I've run 49,000 miles, which is twice the circumference of the earth.



# Brave Pair's Fire Rescue

Two officers who courageously entered a burning house to try to save the lives of two women inside are our nominees for the 2021 National Police Bravery Awards.

Sgt Kevin White and PC Alexandra Barnes were driving through Bacton in north Norfolk in September 2020 when they noticed smoke ahead. As they drove nearer, they were flagged down by a member of the public who told them there was a house fire, with two people believed to be trapped inside.

When they reached the house, all the windows were blackened with smoke and the officers were not able to see inside. They went to the rear of the property where there was a wooden lean-to, but the door was locked and they could see smoke and flames in the room beyond, preventing access.

Sgt White went round to the front door and tried to kick it open. It opened slightly and he could see smoke and flames in the hallway, but it didn't open wide enough for him to get in.

PC Barnes smashed the glass of the living room window and the officers managed to open it slightly. The room was filled with thick black smoke. Sgt White held his breath and looked inside and could make out the feet of a person



in the room. He leaned into the living room and, with the assistance of a neighbour, pulled the woman out and placed her on the ground. She was conscious and breathing but had suffered smoke inhalation.

PC Barnes then called to say there was another person inside the room. Sgt White took off his body armour and outer clothing and climbed through the open window.

He kept low to the floor to search for the person, holding his breath for as long as he could, but eventually had to take a breath.

Sgt White eventually found a woman slumped in a chair. He picked her up and carried her to the window, where PC Barnes and a neighbour helped to pull her out. She was unconscious and

clearly suffering from the effects of smoke.

Sgt White was concerned they were all too close to the burning house, so they evacuated the area.

Air ambulance arrived and both women were taken to hospital, where one was put into an induced coma and sadly passed away two days later. The other woman, who was 100 years old, survived. Sgt White was also checked over for any injuries due to smoke inhalation.

Norfolk Police Federation Chairman Andy Symonds said: "Police officers never know what they will encounter when they start a shift. Things can escalate very quickly as this incident shows. And yet our colleagues ran towards the danger in the very best traditions of policing.

"It is without doubt that the bravery and quick reactions of both Alexandra and Kevin saved the life of one of these women. We could not be more proud of them for their work.

"Our thoughts remain with the family of the woman who lost her life in this incident."

Sgt White and PC Barnes will join colleagues from across the country at the prestigious 2021 National Police Bravery Awards in December.

The National Police Bravery Awards are sponsored by Police Mutual.

# Our Officers Are In Danger

An astonishing 616 Norfolk Police officers were assaulted last year. That's nearly 12 a week.

Nationally, there were 36,969 assaults on police officers in England & Wales last year. That's a 21% national rise. It works out as 720 assaults a week, 101 assaults on police officers every day and more than four assaults every hour.

Andy Symonds, Chairman of Norfolk Police Federation, said: "The officers I represent here in Norfolk are committed people doing an immensely difficult job day after day.

"They work their fingers to the bone to get the job done, to secure a conviction, to remand a dangerous suspect, to find a high risk missing child/person, to take a person to a place of safety and look after them until medics arrive, to drive seriously injured people to hospital as there are no ambulances available.

"They work on what should be their rest days as there aren't enough of us to police a public event or protest. They have their shifts changed at short notice to cover gaps.

"On top of all of this they are then assaulted on a regular basis and sometimes seriously.

"Is it any wonder why police officers are stressed, beaten, exhausted and fed up with being treated as punch bags by not only those offenders who attack them physically but by this Government who cannot even give them a pay rise.

"I am now seeing the level of injuries sustained becoming more serious. I support those officers when sadly the violence they were subjected to means they are off work for months and months.

"The worry they feel about if the injury will ever heal properly and be back to full fitness. The anger that they feel when the injury

means they can either no longer do a frontline role or sadly have to be ill-health retired.

"Many of the offenders found guilty of these attacks never end up in prison. But the ripple effect of their violent attacks on my colleagues lasts well beyond that moment when they were attacked, sometimes years after."

The figures also showed that 11,235 police officers were injured after being assaulted in the past year.

Andy added: "We have worked hard lobbying Government under the banner of 'Protect The Protectors' and have managed to move things along in terms a new law and an increased sentences for those that attack my colleagues.

"What we now need to see is judges and magistrates using these powers to set an example to those who are assaulting my colleagues, those responsible must spend time in prison."



**616** Norfolk officers were assaulted last year

That's nearly **12** every week



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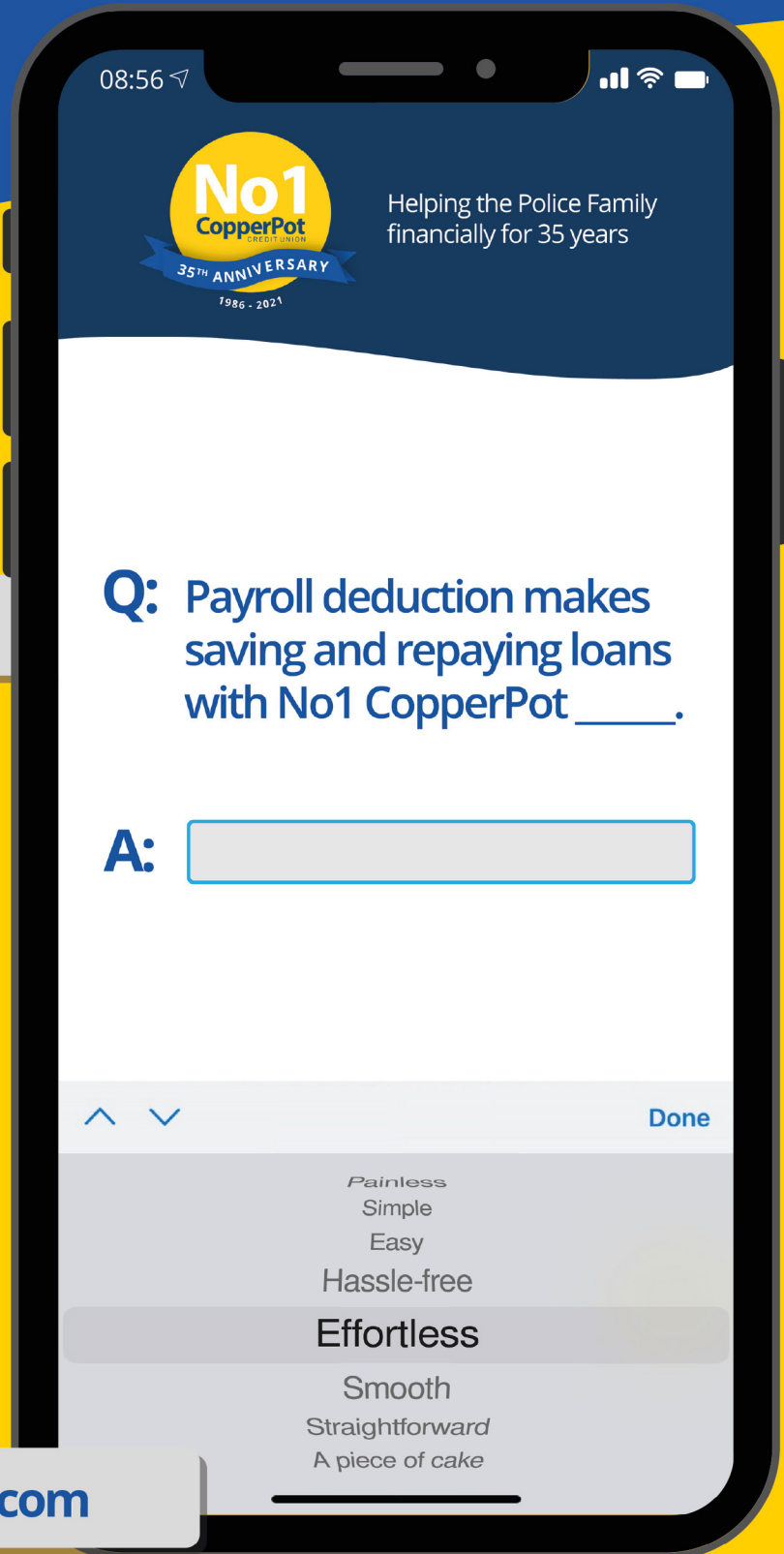


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