

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



SEPTEMBER 2022



**BRAVE CLAIRE
HONOURED AT
AWARDS CEREMONY**

– see Pages 6 and 7

REPRESENTING • NEGOTIATING • INFLUENCING

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Cover photo: North Wales Police bravery award nominee PC Clare Larkey-Jones and her husband Gareth outside No 10 Downing Street. See Pages 6 and 7 for the full story. Photo courtesy of Anderson Photography.

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POLICE OFFICER PAY AWARD JUST ADDS TO COST OF LIVING CRISIS



By Mark Jones, secretary of North Wales Police Federation

There is no doubt that the biggest issues facing us all, and this isn't exclusive to police officers, is the catastrophic cost of living crisis. Having only literally caught our breath from the horrors of the Covid pandemic and feeling optimistic about getting back our freedoms, we are now being sucked down into this financial pressure cooker.

Those who know me well will describe me as being "tight". I like to think of myself as being "prudent". I am often going around the house turning off lights, unplugging things that don't need to be on and I would happily sit in the dark to save a few pennies on the electricity bill. But, for the first time, I am looking at my Direct Debit to E.ON and seeing it go up and up and I am thinking about what else I can stop paying or not do to be able to afford

to keep the heating and lights on.

I consider myself fortunate compared to some of the most vulnerable in society who are literally having to make heart-breaking decisions on whether to eat or heat their home. This is 2022 and what have we become as a nation?

Sadly, there are now a sharply rising number of police officers who are also in a position when they are making tough decisions because they literally cannot afford the basics due to the costs rising and wages nowhere near keeping pace.

It speaks volumes and is a sad indictment when Norfolk Police Federation recently accepted a large quantity of food bank emergency boxes to hand out to police officers and Humberside Police Federation launched a 'feed your kid for a quid' scheme to help officers who are struggling with rising costs over the summer holidays.

Only this week, following a recommendation from us in the Federation locally, Assistant Chief Constable Chris Allsop is setting up a cost-of-living Gold Group to see what we as a Force can do to make things easier and better and will be looking both across policing and wider for ideas and initiatives. I will ensure that the Federation plays an active role in this Gold Group to make sure everything that is physically possible will be done.

I think back to four years ago when The Times newspaper cartoon of the day was a caricature of the then Prime Minister, Theresa May, talking to a police officer. The captions underneath go...

"Our brave police officers run towards danger..."

"You risk your lives to protect the public..."

"In the face of terrorism, violence and



Sadly, there are now a sharply rising number of police officers who are also in a position when they are making tough decisions because they literally cannot afford the basics due to the costs rising and wages nowhere near keeping pace.



Is it any wonder we are seeing significant increases in the amount of police officers who are now voluntarily resigning from the service to seek better employment outside of the police?

increasingly complex criminality...

“- surely money is the least of your worries!”

How apt is it then that we are now in a position where UK inflation has hit 10.1 per cent today and the pay “award” from the Government for police officers is a pitiful “average” 5 per cent?

Figures compiled by the Police Federation highlight that as of October this year, it is estimated that there will be a 30.3 per cent real terms pay cut for constables at the bottom pay point of the pay scale and an 18.5 per cent real terms pay cut for constables at the top pay point of the pay scale. For sergeants at the top point of the pay scale, the estimated real terms pay drop will be 18.9 per cent. For inspectors at the

top of the pay scale, the real terms pay drop will be 19.5 per cent, and for chief inspectors at the top point of the pay scale the real terms pay drop will be 19.7 per cent.

Is it any wonder we are seeing significant increases in the amount of police officers who are now voluntarily resigning from the service to seek better employment outside of the police? Is it any wonder we are frantically trying to chase the targets to meet “Boris’s 20,000 extra police officers” because people are just not interested in being in a job where you are constantly criticised and constantly judged by those with incredible powers of hindsight (externally and internally) add to that the real chance of being attacked and assaulted

and all for no thanks or little reward?

Morale is at its lowest it has even been, real terms pay has been the lowest it as ever been, stress and anxiety of police officers is through the roof and yet there are still those who will bury their head, put their fingers in their ears or clap away with a grimacing smile convincing themselves that “everything is OK”. Well, it’s not.

I desperately try to see some positives or optimism even in the direst of situations but with the situation we are in I just cannot see how things are going to get any better any time soon.

My final plea though would be to those who are struggling financially then do seek help. On our website we have plenty of membership services who can help if needed.

<http://www.nwpolfed.org/debt-advice/>
<https://nwpolfed.perkjam.com/home>
<http://www.nwpolfed.org/the-ben-fund/>
<https://www.no1copperpot.com/>

PAY AND MORALE: LET YOUR VIEWS BE KNOWN

North Wales Police Federation is urging members to make their views clear in this year’s pay and morale survey.

This year’s survey was launched on Monday 5 September and aims to gain views from frontline officers on a range of key issues.

The results are then used to support the Police Federation of England and Wales (PFEW) campaigns for fairer pay and an independent pay mechanism.

The findings will also enable the Federation to highlight areas where change is needed and support its drive to improve working conditions for officers.

And for the first time, this year’s survey will also gather evidence on demand, capacity and welfare issues to give the Government, key stakeholders and members of the public a comprehensive insight into the realities of policing.

North Wales Police Federation secretary Mark Jones said: “The pay and morale survey is a critical piece of work and never more so than this year considering the fact that officers are facing spiralling energy bills, rising food costs, increasing interest rates and a real terms pay cut.

“It’s vital that the Federation understands how officers are feeling so that it can best represent members’ views. I would urge all members to take the time to respond to the survey. I appreciate everyone is busy but the Federation’s voice will be so much stronger if we get a

good response rate.”

National Federation chair Steve Hartshorn said: “Survey fatigue is understandable, this is why we’ve taken measures to amalgamate the pay and conditions surveys, but your opinion matters to us,

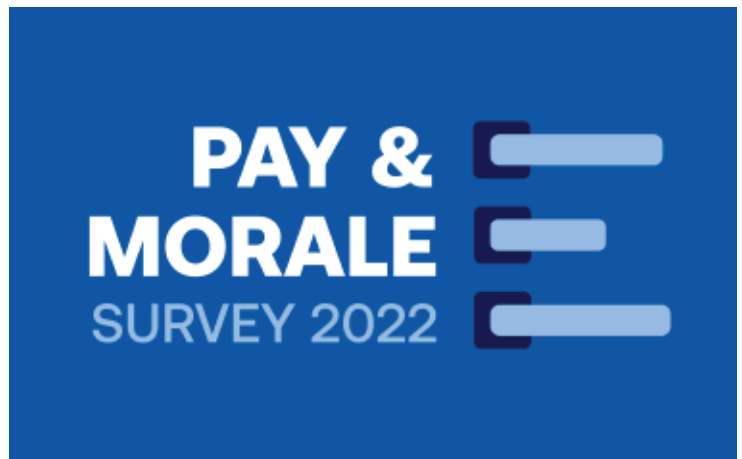
and by taking the time to fill in this year’s pay and morale survey, you can help us make a difference and fight for what you need, because together our voices are stronger and more impactful.”

The survey is conducted by PFEW’s in-house research department and is the only consistent national survey that represents members’ attitudes to pay and conditions.

Last year’s North Wales pay and morale survey revealed:

PAY AND REMUNERATION

- 81 per cent of respondents were dissatisfied with their overall remuneration (including basic pay and allowances)
- 42 per cent of respondents worried about the state of their personal finances every day or almost every day



- 74 per cent of respondents felt that they were worse off financially than they were five years ago
- 12 per cent of respondents reported never or almost never having enough money to cover all their essentials.

MORALE AND ENGAGEMENT

- 63 per cent said their morale was currently low
- 85 per cent of respondents felt morale within the Force was currently low
- 66 per cent would not recommend joining the police to others
- 95 per cent said they did not feel respected by the Government
- 10 per cent said they intended to leave the police service either within the next two years or as soon as possible.



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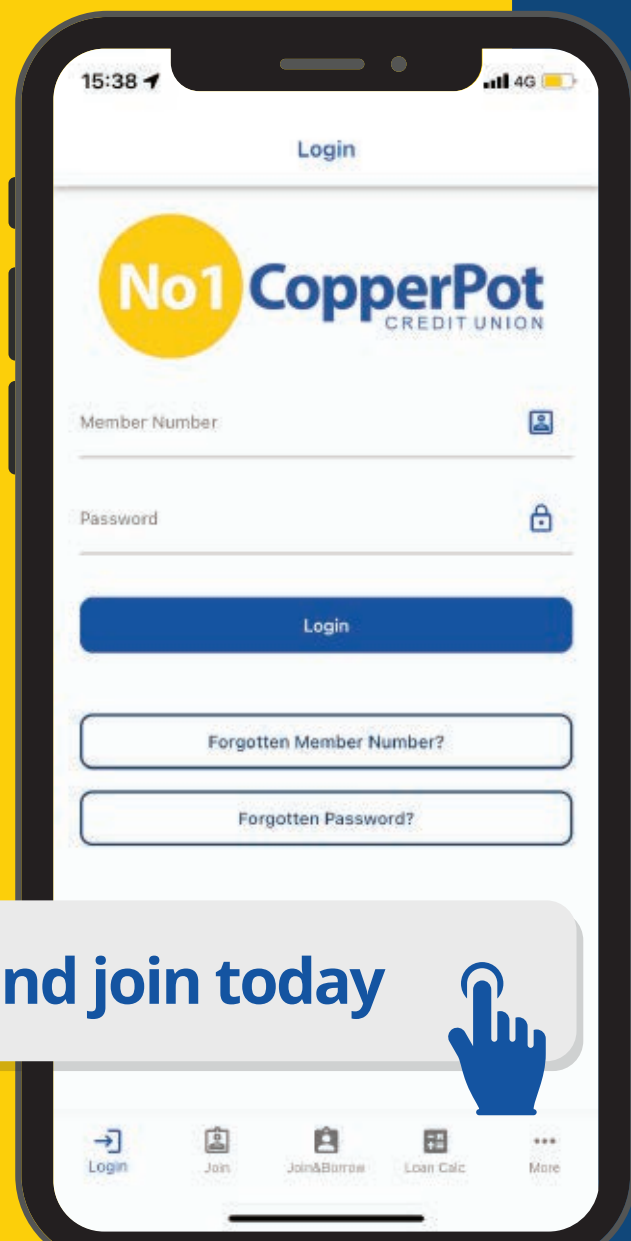
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THE END OF A BUSY SUMMER



By Vinnie Jones, chair of North Wales Police Federation

I've often marked the end of the summer with the Red Arrows disappearing inland after their display from the Rhyl Air Show on the August Bank Holiday. It was great to have them back this year and I know many of you worked on the public safety operation that weekend keeping the public safe.

I didn't see them this year as I was working and Operation Darwen quite rightly took priority, after all casualty reduction on our roads is a main priority of the Roads Policing Unit where I'm based.

We all have to prioritise things, whether that be crime enquiries, a medical triage situation or the Government deciding what

it wants the police to prioritise and concentrate on. I feel the Government is currently letting us down; we have no direction, no appreciation, no motivation and certainly no respect for what we are expected to do day in day out.

Andy Cooke QPM hit the nail on the head for me when he told the Home Affairs Select Committee exactly how it is in policing and made some very good points while in a meeting earlier this year. Mr Cooke is the relatively new head of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services. Being the former Chief Constable of Merseyside Police, he spoke from experience when he told the committee: "An awful lot of police officers' time is taken up looking for children missing from home and absent from care.

"If that's what the public and Parliament want policing to do, that's fine. But you must bear in mind while they're doing that, they're not doing other things that they should be doing, like detecting crime.

"With the wide scope that policing has, in my view, there needs to be a decision made in relation to what we want from our police service moving forward, and whether other agencies need to step into some parts of that sphere."

I've encouraged the Police Federation of England and Wales (PFEW) National Board members to embrace this breath of fresh air and hope they can work closely with Mr Cooke to move policing forward.

The 2022 pay award was nowhere near what was required to start the levelling up process we have suffered for over a decade and once again was a real-terms pay cut as

inflation rises and the cost of living soars. From speaking with some of our membership, I understand how difficult these times are and how serious the situation is becoming.

Federation branch secretary Mark Jones and I recently met with Chief Constable Carl Foulkes where some ideas around how to ease the burden were discussed and how the Force can assist our members as an employee. Without stealing a main brand supermarket slogan but every little really does help in these difficult times.

I was really disappointed when the motion to increase PFEW subscriptions was passed at our national conference back in May. I voted against the motion as it really didn't sit right with me this year, not while we were campaigning hard for 'fair pay for police' and hearing one of our own North Wales delegates explain her financial struggles to the Home Secretary.

As with any democratic process, it falls to a majority to make the decision. So, our subscriptions will be going up in October to the tune of 58p a month. While I can appreciate this isn't a huge amount of money - it's just the wrong time for me. If nothing else, this is the reason you claim that meal when you can, claim your mileage if you have to use your own vehicle and most certainly claim that over-time even if it's just 15 minutes.

I'm always open to ideas from YOU on how we can work better for YOU. How do YOU think your subscriptions should be spent locally and nationally? Be reasonable and let me know. This is YOUR Federation. Your representatives represent YOU, so please talk to your representatives about any ideas or concerns you have as we go from the end of a busy summer into a worrying winter.

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PC Clare Larkey-Jones is welcomed to the bravery awards evening by national Federation chair Steve Hartshorn.

CLARE IS HONOURED AT NATIONAL POLICE BRAVERY AWARDS

An off-duty North Wales Police officer who risked her own safety by breaking up a street brawl has been honoured at the 2022 national Police Bravery Awards.

PC Clare Larkey-Jones stepped in when she saw a man launch a violent attack on another man in Caernarfon town centre.

The victim was being punched, pulled to the ground and kicked and only Clare's quick thinking prevented more serious injury and greater public disorder.

With no protective equipment, Clare put herself in the middle of a group of men to diffuse the situation and protect members of the public from becoming embroiled.

The victim of the attack was taken to hospital with a 3cm cut to his face as well as bruising and swelling to his eye.

The attacker was dealt with at Mold Crown Court. At the time of sentencing, the individual was serving a prison term and was sentenced to a further 12 months' imprisonment for assault.

During sentencing, Judge Nicola Jones said Clare, with no thought for her own safety, was clearly thinking only of restoring order and protecting the victim of the assault when she intervened.

"She got in the middle of all these men who were behaving violently. She very clearly and robustly sent everybody on their way," the judge said.

The judge thanked PC Larkey-Jones, who was present in court at her request, on behalf of the people of Caernarfon.

Clare, who broke off from a family holiday to attend the Police Bravery Awards in central London, described the Downing Street reception and presentation ceremony as surreal.

She said: "It all felt surreal as after the incident in Caernarfon I didn't really tell many people about it and after initially telling my family it wasn't mentioned again until I was invited to Mold Crown Court by the judge 14-months later.

"Then it was in the newspaper, on social media etc and people were stopping me in the street asking me about it!"

The annual bravery awards are organised by the Police Federation and sponsored by Police Mutual.

South Wales PC Nathan Davies who risked his life trying to save a couple from a river bed during a raging storm won the bravery award for the Welsh region.

This year's overall winner was Lincolnshire Police's PC Steven Denniss who was stabbed as he tackled a double murder suspect he had spotted while off duty and out walking his dogs.



(left to right): North Wales PC Clare Larkey-Jones with (left) her husband Gareth, South Wales PC Nathan Davies with his wife Katrina and Gwent PC Menna Watkins with her partner Justin Jones.

Photos by Anderson Photography

A TOTAL 'PINCH ME' MOMENT



Clare (left) with Nathan Davies and Menna Watkins in the garden of Downing Street.

North Wales Police bravery award nominee Clare Larkey-Jones has described how she interrupted a family holiday to fly in for the presentation ceremony and was sitting back by the pool in Lanzarote the next day.

Clare, who was shortlisted for single-handedly breaking up a violent street brawl while off duty, initially turned down her invitation to the Downing Street reception and central London awards event because it clashed with her summer break.

But after discussing it with husband Gareth, she decided such a once in a life-time occasion was too important to miss so pulled out all the stops to make sure she was there on the day.

She explained: "When I was invited to attend Downing Street and the awards ceremony I said I couldn't go because I was on holiday with family in Lanzarote.

"But then I thought things like this

never happen to me and I probably won't get an opportunity like this ever again so we left our boys with my parents and other family members and flew back from Lanzarote.

"We arrived in London at 1.45am and were in Downing Street by 10am and then at the awards in the evening. We left the hotel at 5am the next morning and I was back in the pool in Lanzarote by lunchtime!

"It was a big effort to go to but Gareth and I both agreed it was definitely worth it. We had a lovely time and I was made to feel so special. We are so grateful to the Police Federation for nominating me and making it all possible."

Clare described her visit to 10 Downing Street as a "totally 'pinch me' moment".

"I felt very lucky and privileged to have had this opportunity to attend Downing Street," she said, "I don't know many other people that have been there

so I felt very special.

"The reception was great. We were shown straight to the famous Downing Street garden after having my photo taken outside the most famous door in the UK.

"I was a bit nervous before we arrived but it was an informal gathering in the sunshine drinking pink lemonade. We had a group photo taken and then I chatted to some fellow officers."

Clare did not get a chance to meet Home Secretary Priti Patel, who hosted the event on behalf of the Government, but did chat with policing minister Tom Pursglove.

She said: "He'd just been speaking to a colleague from South Wales Police and said that the Welsh were everywhere! I told him that the Welsh were always overlooked by the English and he seemed surprised to hear that we spoke Welsh all the time within our household."

Clare said the highlight of her whistlestop trip to London was the Downing Street reception and standing shoulder-to-shoulder with other officers from all over the country who had also been nominated for a Police Bravery Award.

Each officer who won a regional prize said that they would do the same thing if faced with the same situation again and I can definitely relate to that as one officer said in his speech: that's what police officers do. It's what we signed up to do.

Reflecting on the presentation ceremony, she said: "It was like something like you would see on the TV.

"It was nice to hear what other officers had done. Each officer who won a regional prize said that they would do the same thing if faced with the same situation again and I can definitely relate to that as one officer said in his speech: that's what police officers do. It's what we signed up to do."

Clare was nominated for a bravery award after an incident in which she risked her own safety by stepping into the middle of a street brawl in Caernarfon.

She prevented serious injury to a man who was being punched, pulled to the ground and kicked and stopped greater public disorder by putting herself in the middle of a group of men to diffuse the situation and protect members of the public from becoming embroiled.

She was later thanked by Judge Nicola Jones on behalf of the people of Caernarfon.



At the awards ceremony are (left to right) North Wales Police Federation secretary Mark Jones, Clare Larkey-Jones with husband Gareth and Chief Constable Carl Foulkes.

WELFARE VAN GOES TO THE COMMONWEALTH GAMES

North Wales Police Federation's welfare van was in Birmingham for the Games, offering support to officers involved in the city's largest ever event

North Wales Police Federation's welfare van faced its biggest challenge so far when Jayne Humphreys, the branch communications and case worker, took it to Birmingham for two weeks for the Commonwealth Games.

Like the two big mutual aid deployments in 2021, it was a huge operation with West Midlands Police hosting more than 3,500 officers from across England, Wales and Scotland who were then posted across the West Midlands.

The Commonwealth Games are known as the Friendly Games, and in that spirit, the emphasis for this deployment was public engagement. Like G7 and Cop26 year, there were relatively few arrests and assaults, and the protests took place largely peacefully. However, the officers deployed on mutual aid still had long shifts, in mainly hot weather with some in fairly uncomfortable locations.

Jayne was joined by Nicky Ryan, the Federation's Welsh lead, for the deployment.

Nicky said: "It was an honour and privilege for us to take the Federation van to the Games. This was part of the wider West Midlands Federation deployment supporting police officers from all corners of Wales, England and Scotland.

"The welfare van is an amazing investment that supports the welfare of frontline operational officers in a visible and tangible way. It was a brave step for the North Wales branch to make this



Jayne Humphreys (fifth from the left) with the welfare vans and other Federation reps working during the Games.

investment, the benefits of which, if now removed, would be detrimental."

The welfare van provides a place to rest, shelter and refreshments for officers and has toilet facilities, phone chargers and a very popular bean to cup coffee machine. It was deployed across the Games sites for the duration of the event to support mutual aid colleagues.

For the first two days the van was deployed to meet the coaches of officers arriving in Birmingham, prior they were sent to their accommodation. The exercise took much longer than initially anticipated, with some officers waiting to be transported to their accommodation for more than two hours.

"It's an understatement to say they were relieved to see us," said Jayne, "Having had no refreshment facilities for some hours, we were a welcome sight. It's amazing what a good cup of coffee can do."

The van was one of a number deployed during the fortnight - with Humberside, Dyfed Powys, Hertfordshire and Norfolk all sending their welfare vehicles to work alongside force-based reps from across England and Wales. Together the reps

ensured that officers had what they needed to get the job done - particularly in relation to some of the accommodation - and dealing with countless Regulation and other enquiries. They handed out hundreds of cups of coffee, tea and hot chocolate, cans of cold drinks and snacks with a particular favourite again being the Welsh cakes brought by Dyfed Powys.

Locations for the Games events were spread widely across the region, so the vans travelled far and wide including Coventry, Wolverhampton, Sutton Coldfield for the triathlon, the NEC for netball and



Jayne Humphreys (left) and Nicky Ryan (right) with Nina Nannar.

The welfare van is an amazing investment that supports the welfare of frontline operational officers in a visible and tangible way. It was a brave step for the North Wales branch to make this investment, the benefits of which, if now removed, would be detrimental.

boxing, and central Birmingham for the marathon.

The hot weather, once again, put extra emphasis on officer welfare, and the Fed van awning, along with some chairs, provided welcome respite for officers who had been on their feet for hours at a time.

The North Wales van provided more than 1,000 drinks and snacks during the fortnight.

"We were a listening ear, providing support and encouraging tired and weary colleagues. So once again, we have brought the van back to North Wales to clean and restock it ready for the next deployment," says Jayne.



The city celebrated hosting the Commonwealth Games.



The Birmingham bull which took centre stage at the Games.



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- // Estranged children or other relatives can make claims against an estate even if you have made a Will – we can help prevent that.
- // What if you or a member of your family, perhaps your parent, loses the ability to make decisions for themselves due to an accident, stroke or dementia? No-one can access their bank accounts, pay bills or even decide on their medical treatment, including where and how they are treated and whether or not they have to live in a care home. These decisions are taken out of your family's hands – we can help your family have the final say through Lasting Powers of Attorney.
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ONE BIG TEAM

By Sgt David Smith

I have recently returned from a mutual aid deployment at the Commonwealth Games in Birmingham. I feel extremely honoured and proud to have represented North Wales Police and been involved in such a significant event.

I led a team that was primarily involved with external patrols around the outer cordon of the athletes' village at The Vale, Edgbaston. My team was made up of NWP officers, NWP Specials and Cheshire officers.

During the deployment, we also had the visit of the Duke and Duchess of Cambridge to the Games and, though I didn't meet them personally, working as part of the security detail was interesting.

We had to deal with a number of incidents in and around our cordon. I recall one incident in particular, I was assisting with a build-up of traffic following an RTC when we became aware of a vehicle requiring assistance.

The occupants of the vehicle were Malaysian volunteers with limited spoken English, and it became clear that one of the passengers on board was experiencing a medical emergency.

The passenger was breathing but not conscious and needed urgent medical attention, but due to the stationary traffic the car was unable to move.

With no ambulances or other resources immediately available, I managed to get a West Midlands Police car on blues to drive ahead of us, while I drove the member of the public's car at speed through the traffic to get them to Queen Elizabeth Hospital. Emergency crews were waiting to assess the patient upon arrival and hopefully there



The Inner and Outer team athletes village.

was a positive outcome for them.

Being based around the athletes' village in Edgbaston was enjoyable, mixing day-to-day with sportsmen and women from all over the world made it feel unique.

I really enjoyed getting to meet and work alongside other NWP officers from across the Force. Working with officers from other forces was also a great experience.

We all worked with a common purpose and it really felt as if we were one big team during our time in the Midlands.

I should also give another mention to the Specials from NWP and other forces

who worked tirelessly for the whole fortnight in supporting the policing of this great national event. They really went the extra mile and are a credit to the forces they represent.

To anyone reading this who's ever considered volunteering for mutual aid duties but has never done so, my advice would be to go for it.

You'll learn so much and come away from the experience with a broader knowledge of policing, and of collaborative working with other forces and outside agencies.

Sgt Dave Smith with one of the mascots.



Officers watch the Red Arrows fly-past.

A DAY TO REMEMBER AS NON MIXES WITH ROYALTY



Sgt Non Edwards in the Buckingham Palace gardens.

Sergeant Non Edwards gives the low-down on brushing shoulders with royalty at a Buckingham Palace garden party

Well, who would think that little Sgt Non from Caernarfon would get to go to Buckingham Palace?!

Back in 2019, I gave a presentation to the PACT Trustees on our work in the neighbourhood team. I think I must have done okay as I then received a nomination to go to a garden party at Buckingham Palace. One of the trustees said she found our work really interesting and acknowledged the hard work we did. She also read a piece I wrote called "A day in our shoes" where I had tried, but failed, to save the life of a man during a shift. All this, she felt, deserved the honour of having sandwiches and cakes with the Queen.

To be honest, I was never a big royalist, however, after becoming hooked on the Netflix series "The Crown" – my interest had reached an all-time high.

Unfortunately, Covid hit and my trip to London in 2020 was put on hold.

The phone call then came at the start of 2022 that the parties would resume and that an invitation would soon follow. The invitations to the first garden party of 2022 on 11 May for both myself and my partner, Dewi, arrived at the end of April.

There was some excitement with the thought that the Queen would make an appearance this year as it was her jubilee year, however, two days before our trip, the palace announced that she would not as

she did not open Parliament the day before.

There was huge rush to get on a detox diet (to fit into my tunic) and also to get my medals sewn on. Both attempts failed and I was reduced to wearing magic pants and sticking my medals onto the tunic with Superglue with Ed in stores nearly crying when I told him what I had done.

I eventually squeezed into my tunic and off we went, walking through the streets of London in my No 1 uniform. As The Mall had been closed, taxis could not take us and we were told it would be quicker to walk. You couldn't take a bag so I could change nearby. I did feel a bit like the Sherriff walking the streets and thankfully no one asked me directions as I had no real idea where I was.

It rained from the minute we left the hotel. There was a long queue to get in and through security. For once, I was not jealous

Sgt Non Edwards with officers at the palace gates.



of the lovely ladies in their posh dresses and high heels – my No 1 uniform served me well. My hat kept the rain off my face and the tunic literally formed a barrier that kept me dry.

Despite the rain, the whole afternoon was not spoilt and I really didn't care that I was damp. In fact, the rain kept a lot of people inside the food tent which allowed us to see more of the wonderful gardens and the back of the palace which is not on show.

There were murmurs of who might be there but the police officer in me had worked out that if Prince Charles had opened Parliament the day before, then it was a sure bet he was still in London – and I was right.

Prince Charles, Camilla and Princess Anne descended on the gardens. In fairness, whatever you think of their privileges, they do work hard and certainly have more patience than I do – standing there in the rain stopping and talking to thousands upon thousands of people, one of whom was me.

The Prince walked along our line and approached me whereupon the conversation went as follows:

Me: *Prynhawn da (Good afternoon).*

HRH: *Oh prynhawn da, you're from Wales.*

Me: *Yes, North Wales, Sir.*

HRH: *Llandudno? (Never got why he asked that).*

Me: *No, Sir – Caernarfon, and I was 11-months-old in a pram in the crowd when you were crowned Prince of Wales in*

Caernarfon in 1969.

HRH: *Oh dear, you've just made me feel really old now. Thank you!*

And there the conversation endeth.

We were later introduced to Princess Anne who was really quite nice and exchanged pleasantries. However, the nicest person we met was her Lady in Waiting who just singled us out and came to chat with us for some time. She was such a lovely lady.

The grub was good; endless rows of nicely cut sandwiches and cakes and unlimited amounts of tea, which was just the tonic on a wet day.

The sun began to come out as we were leaving and we all exited via the front of the palace where I met some lovely Met officers who had all been welcoming, asking which force I came from and so on. A few called me "Ma'am" for some reason. I must say I like the tone of that.

I feel extremely honoured that I was acknowledged for the work we do in this way and cannot thank the Trustee who nominated me enough. We don't often get thanked for the work that we do these days, but this really did make me feel that we are well thought of and people do appreciate



the work we put in. And I got to shake the hand of the future King and make him feel old.

This was the day that the Queen of Caernarfon visited the House of the Queen of England.

What a day to remember forever.

“ For once, I was not jealous of the lovely ladies in their posh dresses and high heels – my No 1 uniform served me well. My hat kept the rain off my face and the tunic literally formed a barrier that kept me dry.

A FOND FAREWELL BUT I AM LEAVING THE FORCE IN GOOD HANDS



By Nick Hawe, former chair of North Wales Police Federation

“It’s the end. But the moment has been prepared for.”

These were the words of Tom Baker, the fourth Doctor Who, just before the character regenerated back in 1981. I was 10-years-old and I cried and cried because I felt things would never be the same again.

Not only was this a huge over-reaction to a television show, it wasn’t very fair on Peter Davison, who took up the role and was brilliant in his own way. Doctor Who is still going today, although (just like everything) it has had highs and lows. Things change all the time. Sometimes because they have to.

So, you might be thinking: “What does this have to do with the police?”

Well, everything and nothing really. I will retire in October after completing 30 years with North Wales Police and it will mark the end of my service. Has the moment been prepared for? In terms of NWP, the answer is a huge “yes”. Because we are constantly recruiting – seeking new blood, new talent, new personalities, from all kinds of backgrounds.

This means that, not only are we

preparing for the departure of officers from the service, but we are looking to regenerate and develop, so that we move with the times and are more reflective of the public we serve. I wouldn’t say I am a dinosaur, but equally I became quite confused when a younger chap at work said “Sick Webs” to me in the office the other day.

Apparently, he was complimenting my trainers, rather than there being any issue with poorly spiders, or dodgy internet connections. This is a tongue in cheek example of how we are all different, whether that is because of our age, sex, skin colour or backgrounds. We all have different skills and abilities to bring to the service and, the more diverse we are, the more we can better represent and understand all of the people in our communities. As long as we get our recruitment right, then we are always preparing for the moment.

It is great to see new officers who are keen and excited to protect and serve. I think the future of NWP is in good hands.

I can recall meeting a couple of “dinosaurs” during my first few weeks on rota in Wrexham. They were not very positive and said things like: “What have you joined this for? It’s terrible”. I don’t know why they would try to put off a keen, young colleague in their first few days on the beat – and I would like to think that I have tried to encourage and motivate officers who were younger in service than me over the years.

Hopefully, they learned some things from me, and I learned some things from them. You are always learning in this job, because it is always changing, and we need to be able to assist each other. I suppose the message is to try to retain the motivation and enthusiasm that made you join the job, even through any difficult times, because you will give more and get more out of it when you do.

At around the same time as I depart, we will also say goodbye to our current Chief Constable Carl Foulkes. I have never had more to do with any Chief in my 30 years (yes, I probably avoided them like the

plague) but I am certainly glad that I had the opportunity to. I have had many dealings with the Chief, both in my role as a cyber-crime officer, and as a Federation representative.

He struck me as personable and knowledgeable from the first time I met him while I was preparing the RFPS vehicle for a survey. He struck up a friendly conversation and knew exactly what I was doing – probably more than I did – which was impressive. Since then, our paths have crossed regularly and I have found him to be approachable, fair, determined and someone who actually cares. I wish him all the best in his retirement, and I hope that his successor can continue in that same way.

So back to me being a geek then. The Doctor is actually more like a police officer than a medical person... travelling around, sometimes alone, sometimes with a companion, in a vehicle with a flashing light on the top of it. Helping people of all different backgrounds and beliefs in their moment of need. Sometimes making mistakes, but always with the best of intentions. Often achieving the result that the people in need want or deserve, but always making them feel supported.

The police has brought me all the best things in my life, for which I will be forever grateful. I met the most beautiful person in the world and later, the two most special people in my life. Over the years, I have worked with fantastic colleagues who have been a great support and inspiration to me, while providing the finest service to the people they deal with. Many of them have become friends for life.

I have met amazing members of the public who have shown such kindness, bravery and humanity, often at the most difficult of times. I consider myself to have been very fortunate to have chosen this career. So, I will end with another quote: *“I don’t want to go”*

David Tennant, the tenth Doctor Who, just before the character regenerated in 2010.

Cue the tears again.



SPECIALS SIGN UP TO THE FEDERATION AFTER LEGISLATIVE CHANGE



As of 1 July 2022 Special Constables are able to join the Police Federation and the North Wales branch is looking forward to representing them and offering support

The Police Federation of England and Wales (PFEW) has welcomed Special Constables to its 139,000-strong membership after a long, painstaking campaign to give them access to its services.

With many forces considering training and equipping Specials with Tasers, there has never been a more important time to ensure voluntary officers can access the legal and expert cover offered through the Federation.

As a member of the Police Federation, Special Constables will be able to:

- **Call on the expert services of Federation representatives during performance and misconduct proceedings**
- **Make criminal, misconduct and civil applications for legal assistance**
- **Access a range of member services and exclusive offers provided by the Police Federation, both nationally and locally.**

North Wales Police Federation secretary Mark Jones (pictured left) who has been integral to talks between the branch and North Wales Police, said: "It is fantastic that Special Constables can now have the opportunity to join the Police Federation – it is long overdue. The legal responsibilities and the scrutiny police officers face is no different whether you are a regular officer or a Special Constable which is why it is vitally important that parity of cover is provided by the Federation. We are looking forward to representing and supporting our whole

membership and Special Constables will be a significant part of that."

The first Special officers to join from North Wales Police were Special Superintendent Carl Williamson (pictured right) and Special Chief Officer Mark Owen (pictured centre) who sent off their applications within minutes after receiving news of the campaign's success.

Mark explained: "I really welcome this development, which has been a long time coming. It's a major step forward that the Police Federation of England and Wales is now able to offer membership to Special Constables. It's such good news that SC officers can now become members of the PFEW and be afforded the same level of representation as their paid colleagues. These days SC officers are police officers first and then volunteers second, fulfil most of the same duties as paid officers and take the same risks. SC officers therefore need and deserve the same level of representation."

While membership of the Federation is optional, Special Constables are being encouraged to join so they can receive support and advice from fellow officers who are workplace Federation representatives and have received training on Police Regulations to ensure proper representation, should they face an issue. The support provided ranges from information on rights, entitlements and legal representation, to access to a host of additional benefits.

FAQs:

Q: How much does membership cost?

A: Membership costs £23.58 per month. In your first year as a Special Constable (from the date you're attested), the amount is discounted by 50 per cent. Only in your second year do you pay the full subscription rate.

If you claim tax relief, it reduces to under £20 per month. To find out more about claiming tax relief, visit: Claim tax relief for your job expenses: Professional fees and subscriptions - GOV.UK (www.gov.uk)

If you decide to be a non-subscribing member of PFEW, you will still get limited access to support from reps but you will not be able to access legal assistance or funding.

Q: How do I pay for my membership?

A: Membership fees will be collected via direct debit. This will be arranged during the joining process.

Q: Can I claim my fees back through expenses?

A: Yes. North Wales Police has agreed to reimburse all Special Constables in full for their Federation expenses. You will be able to claim these back the same way you claim back other expenses via Dutysheet.

Q: Will I receive the same level of service as existing subscribing members?

A: Yes, Special Constables will have the same membership as regular officer members.

Q: As a subscribing member, could I stand to be elected as a workplace rep?

A: Yes, with full membership comes the ability to stand to be a representative.

Q: How do I join?

A: Complete the "1b. Police Federation SC Members' Joining Form" found on the document library on Dutysheet and email this to fedadmin@northwales.police.uk You will then be contacted about setting up a direct debit mandate so the subscription can be deducted each month, giving you reassurance that you are always covered.



Kath Evans, communications operator supervisor at work in the Force Control Room

LIFE IN THE FORCE CONTROL ROOM: NO TWO SHIFTS ARE EVER THE SAME

Many people do not know much about what goes on behind the scenes at the Force Control Room. In this feature Kath Evans, communications operator supervisor, gives an insight into the Force's 'nerve centre'.

What is the role of communications operator supervisor within North Wales Police?

Working in the Force control room is very different to working in a call centre. It's a unique location and can be a very stressful and demanding environment but also extremely rewarding. The role of the comms operator supervisor is primarily to help the Force Incident Manager (FIM) manage incidents, manage call performance to ensure we meet performance targets and supervise communications operators.

It's a challenging and varied role which includes supporting the FIM with dynamic incidents such as pursuits, deployments, RTCs and high-risk missing persons. Ultimately, the role is about identifying risks, threats and vulnerability, and

prioritising events to ensure the correct and most suitable resources are dispatched in accordance with Force police and the National Decision Model.

The control room is the first point of contact for members of public, many of whom are contacting us for the first time in their hour of need. For every contact, whether it's 999 calls, 101, email or webchats, a switchboard operator or communications operator has to obtain and provide relevant and accurate information to risk assess and ensure the correct advice is given and the correct event and grading is applied. They ensure events are created and recorded in accordance with the National Crime Recording Standards and National Standard of Incident Recordings.

In addition to this, the nature of the

incidents the control room deal with can be very difficult, such as RTCs, concerns, suicides and violent domestics.

Supervisors are also responsible for staff welfare and development.

How many officers and staff are there?

The control room has four teams working on a four on and four off shift pattern and consists of two FIMs, three or four supervisors, a mentor and around 24 to 28 communications operators per team.

Depending on the time of day, there will be anything between 10 to 30 comms ops in the room. There will also be two or three switchboard operators who will filter some of the calls before they are passed through to the communications operators.

What areas do they cover?

The control room covers all incoming contact via calls, webchat, emails and social media for the whole Force area and receives reports from bordering forces such as Cheshire, West Mercia and Dyfed Powys

Police. The webchat facility does not have a location filter, therefore the control room also has correspondence reporting incidents from abroad, and the details of these have to be passed to other forces and countries.

Within the control rooms, areas are split into the three divisions for dispatching - Central, West/Force Ops and Eastern, call handling and the digital desk which deals with social media updates on Twitter and Facebook, emails and webchats.

The control room also covers Silver dispatching on special ops such as VIP visits, football matches and other high profile events.

What do you think officers and staff will be surprised to know about?

Sergeants and inspectors who visit the control room are often surprised by how small the team is, they imagine a room with a huge team of call handlers in at the same time.

Despite the small team of between 10 to 30 comms ops at a time, colleagues would be surprised by the sheer volume they deal with on a daily basis. On average, they handle nearly 1,000 contacts every day. In June alone, the control room dealt with 9,035 999 calls, 20,551 101 calls, 1,648 webchats, and 3,113 emails – that's a huge volume for small team to deal with and demand will only increase over the coming months.

There's definitely a lack of understanding within the organisation about the control room and consequently some of its staff feel undervalued, which leads to low staff morale and high staff turnover. However, the role is actually one of the most important roles in the organisation and is a role that can't be done from home. When staffing in the control room is down it becomes critical, but isn't a role that can be filled very easily. When staffing levels become critical officers who are ex-communications operator trained are drafted in to help.

Outside the control room, some colleagues expect the team to have the answer for every eventuality or query and seem to be under the impression that there is a bank of spare staff available to make outgoing calls for them. When officers come in to visit, they are often shocked this is not the case and instantly appreciate why this is not an option.

Colleagues might also be surprised at the abuse call handlers receive regularly from members of the public and how challenging it can be to try to obtain the information needed to pass to dispatch, just hearing trauma, distress and violence over the phone can be very difficult, and staff have to be very resilient to deal with calls like that, and then go on to the next call.

Communications operators and

A typically busy day in the control room



supervisors have to be multi-skilled as call handlers and dispatchers with supervisors also taking on comms op duties and actively answering 999 calls while also trying to oversee dynamic incidents such as RTCs, concerns and deployments along with other emergency incidents. Call handlers need to be able to talk, listen and type at the same time.

What is a typical day?

No two days are ever the same in the control room, there is always a new challenge to deal with.



In June alone, the control room dealt with 9,035 999 calls, 20,551 101 calls, 1,648 webchats, and 3,113 emails – that's a huge volume for small team to deal with and demand will only increase over the coming months.

On a typical day, one of the first jobs for a supervisor will be to check staffing levels, identify any staffing problems or shortfalls and liaise with duties or send OT texts as required.

Supervisors produce a daily seating plan to identify who will be on 101 calls, 999 calls and dispatching on the radio.

Supervisors will routinely review the pending screen to prioritise incidents and to ensure they are resourced in a timely

manner and will help the FIM, providing guidance and support to staff with any dynamic ongoing incidents.

Throughout the day, supervisors will be managing performance, requesting staff swap roles as and when required to ensure we have sufficient staff in the 999 emergency role during peak times and when demand increases.

The nature of the incidents dealt with can be very different, one minute you might be overseeing a job involving weapons which becomes a deployment, then the next you might be on the phone with a suicidal person who is refusing to give their location details.

What would you say to somebody considering applying to work in the control room? What are the best things and the biggest challenges?

There is never a dull moment in the control room. No two shifts are ever the same, so you never know what you are going to deal with and this makes the role very interesting and exciting.

You also get an adrenaline rush by being a small part of a team making a difference to someone in their time of need and helping to keep the public safe. It's hugely rewarding when you know you have had a positive impact on someone's life, and there's a huge level of job satisfaction at the end of an incident or shift when you know victims and officers are safe, perpetrators are caught and you have managed to get the right help to people in their time of need.

You have to be resilient and able to work well under pressure, and good communication skills are essential. You also have to have good empathy and be very patient, not only when dealing with the public but also when dealing with officers and staff.

ASSAULT POLICE: WOULDN'T YOU LIKE THE OPPORTUNITY TO TELL OFFENDERS WHAT YOU REALLY THINK?

By Alex Challinor, Force restorative justice development officer

I have been the Force restorative justice officer for four years. Like you, I knew very little about it before that time, so hear me out.

Having spent the majority of my 22 years' service within CID, a good conviction and lengthy sentence at court was generally what it was all about. However, the victim, while central to the investigation, almost became coincidental as the investigation progressed and reached its conclusion.

Despite my greatest efforts, I often felt I could do more, and I had somehow let down the victim. The criminal justice system just isn't geared towards supporting them despite the courts occasionally issuing a substantial prison sentence.

Recent headlines and figures indicate that the courts aren't supporting our colleagues in cases of assault police either.

Restorative justice (RJ) was something I'd heard of, but it was something someone else did. I believed it was for low-level crime, ASB, neighbour disputes and Community Resolutions. In my mind, it didn't belong anywhere near a victim of a serious crime and, regrettably, I never really paid it any attention because it wasn't on my to do list at the time.

I was wrong. I wish I'd signposted more of my victims towards restorative justice. I wish I'd supported them by proactively offering it to them especially, but not exclusively, post-conviction.

RJ can be requested at any point in the criminal justice system for any crime type including assault on an emergency worker. We really must move away from the mindset that RJ is only in place of formal action or a conviction because it isn't. It can take place alongside a conviction and has no bearing on sentencing.

Having now facilitated a number of restorative meetings, I truly value it as a service to victims of crime. I've bought into the ethos, and I have been amazed at witnessing first-hand the empowerment it brings to victims. It provides something that no conviction or punishment can. It gives victims a voice and, while information on RJ should be provided to every victim of crime from the lowest level, it is the victims of serious crime where the most harm has been caused and lengthy custodial sentences served where I have seen the greatest benefit.

Any assault on a police officer, however minor, is a serious crime.

Officers are entitled to the same rights as any other victim of crime under the Victims' Code of Practice. The Eight-Point Plan supports this, and one of your

entitlements is for information on RJ and how to access it.

Successful RJ has taken place between police officers and offenders in other parts of the UK but I feel we have a negative approach to it in cases of assault police here in North Wales. It's perhaps just down to lack of understanding. I hope to change this.

It provides officers, as a victim, the opportunity to communicate with the person responsible. It allows them to ask questions and explain to the offender what they think, how they feel and what they need to happen. How often do we get the opportunity to tell offenders what we think? Or what needs to happen next? When have we even been allowed an opinion - other than to evidence when someone is intoxicated?

Becoming "human" to the person responsible and not someone who wears a uniform and therefore a target to physical and verbal abuse in their mind might actually educate them and prevent that person from committing the same or similar offence again. There is evidence to show that RJ can reduce reoffending and change future behaviour.

Please contact me - **alexandra.challinor@northwales.police.uk** - if you would like any information or support regarding RJ.

Don't just disregard it before you understand what it is.





FORCE'S BIKESAFE VOLUNTEERS ATTEND MOTORCYCLE FESTIVAL

The North Wales Police Bikesafe team attended the Welsh Classic Motorcycle Festival at Trac Môn to engage with the motorcycling community and advertise the initiative to the wider motorcycle community.

The event, which attracts riders of classic motorcycles from the UK, Republic of Ireland and Europe, was held in May in good sunshine and made use of the excellent facilities at Trac Môn.

Two BikeSafe volunteers took the North Wales Police Federation Welfare Vehicle as a base and used it to promote the scheme. The successful event led to two motorcycle groups from North Wales, and more than 20 other motorcyclists expressing an interest in attending a BikeSafe workshop.

On the Saturday of the two-day event, roads policing motorcyclists PS1566 Jason Diamond and PC2211 Gerallt Williams attended and spoke to many motorcyclists, meeting the legendary motorcycle and truck racer and racing commentator Steve Parrish, who took an interest in the police BMW RT motorcycles and the airbag jackets issued to safeguard police riders in the event of a crash. Steve also took the chance to sit on one of the police motorcycles – he wasn't allowed to take it on the track for a test ride.

BikeSafe is a national police-run




Police motorcyclists Jason Diamond and Gerallt Williams with motorcycle and truck racer and racing commentator Steve Parrish, at the Welsh Classic Motorcycle Festival.

motorcycle initiative, aimed at working with motorcyclists in a relaxed environment to raise awareness of the importance and value of progressing on to accredited post-test training.

BikeSafe workshops involve an observed ride with a police graded

motorcyclist or approved BikeSafe observer. With some local variation, BikeSafe workshops aim to cover attitude, observation, cornering, overtaking, filtering, junctions, group riding, hazard awareness and the system of motorcycle control.



A police escort leads the Police Unity Tour cyclists into the arboretum ahead of the service.

POLICE SERVICES COME TOGETHER WITH FAMILIES TO HONOUR FALLEN OFFICERS AT COPS SERVICE

This year's Care of Police Survivors (COPS) Service of Remembrance took place at the National Memorial Arboretum in Staffordshire, with the theme of families supporting one another to heal at its heart.

Those left behind by the death of a police officer in service were reminded that the sacrifices of their loved one will never be forgotten and that officer – and their families – continue to be part of the police family.

The event, on Sunday 21 August, began as always with the arrival of around the Police Unity Tour cyclists – around 300 of them – including officers, supporters and even a Police and Crime Commissioner – Bedfordshire's Festus Akinbusoye.

They were joined by the Blue Knights, a

fund-raising group of serving and retired police personnel with a motorcycle interest, and at the head of the procession was an American Ford Crown Victoria police car decked out with COPS livery.

The US link was a reminder that the idea of bereaved police families (known as survivors) supporting one another originated from across the Atlantic, while the COPS charity itself was founded by 'survivor' Christine Fulton 19 years ago.

North Wales Police Federation secretary Mark Jones represented the branch and members at the service.

He said afterwards: "This was my first visit to the arboretum and to the COPS Annual Service of Remembrance and it was certainly an emotional but humbling experience. Listening to survivors telling of

their experience was hard to hear but I have nothing but admiration for each and every one and it highlighted the amazing work that Care of Police Survivors does.

"It was also wonderful to see the Police Unity Tour all come together and cycle in to the arboretum. It was such an amazing achievement by each and every rider and seeing them all riding for a fallen officer definitely put a lump in my throat."

Gill Marshall, national president of COPS, spoke of the death of her husband Alan on duty in 2006 and quoted CS Lewis: "He wrote 'You too? I thought I was the only one.' This is how friendships are formed."

Other speakers included the chief executive of COPS, Tim Buckley, and the charity's chair of trustees, Sir Peter Fahy QPM. The West Midlands Brass Band played throughout the service and there were two songs from singer Diane Whyllie.

Emma Fields took the lectern to describe the awful moment on Christmas Day five years ago when the family festivities were interrupted by a knock at the door, and she learned that South Yorkshire PC Dave Fields, her husband,



It was also wonderful to see the Police Unity Tour all come together and cycle in to the arboretum. It was such an amazing achievement by each and every rider and seeing them all riding for a fallen officer definitely put a lump in my throat.



Guests at the service.



The West Midlands Police Band provided music for the service.

partner of 22 years, and father of their two children, had been involved in a fatal car crash.

“That day we’d watched the kids open presents, had Christmas dinner and I’d kissed him goodbye not knowing it would be for the last time. Then I was a widow, feeling scared and wondering how my life could possibly continue without him.”

Emma spoke movingly about having to break the hearts of her two children by telling them their dad would not be coming home – a terrible experience which others in the audience knew only too well.

Then, amidst the dark days following the funeral, Emma received a letter from the COPS, which she responded to, and she was put in touch with a local ‘survivor’ called Angela.

“It was nice to speak to someone who had been through what I was going through and made me realise that, although hard you could continue to live,” she recalled. Emma also thanked everyone who took part in the Unity Tour, ending with the poignant observation that “loss is forever, but so is love.”

Wreaths were laid on behalf of policing organisations and the service was concluded by families and colleagues of fallen officers placing red roses on the trees representing the police forces of the UK.

Next year’s COPS service of remembrance will be the 20th anniversary event.

FORCE TEAM COMPLETES POLICE UNITY TOUR IN HONOUR OF FALLEN COLLEAGUES



The North Wales contingent at the Force’s tree on The Beat, an avenue of trees at the arboretum.

By DI Tim Evans, North Wales Police

In August, a team of 11 riders representing North Wales Police cycled some 200 miles over three days as part of the 10th anniversary of the Police Unity Tour (PUT), a long-distance cycle ride undertaken by hundreds of police officers across the UK.

The primary aim is to raise awareness of law enforcement officers and police staff who have died in the line of duty. The secondary aim is to raise funds for the Care of Police Survivors (COPS), a UK charity dedicated to helping survivors.

In previous years the team have departed from Force Headquarters, however, this year they were provided with hospitality and “palatial” accommodation at the Army Barracks in Brecon prior to joining with the other Welsh PUT chapters to cycle as 44 riders, the 103 miles to Bromsgrove via Abergavenny, Hereford and Worcester.

Day 2 traversed a more sedate route around the West Midlands to Tamworth before joining chapters from across the UK to cycle into Drayton

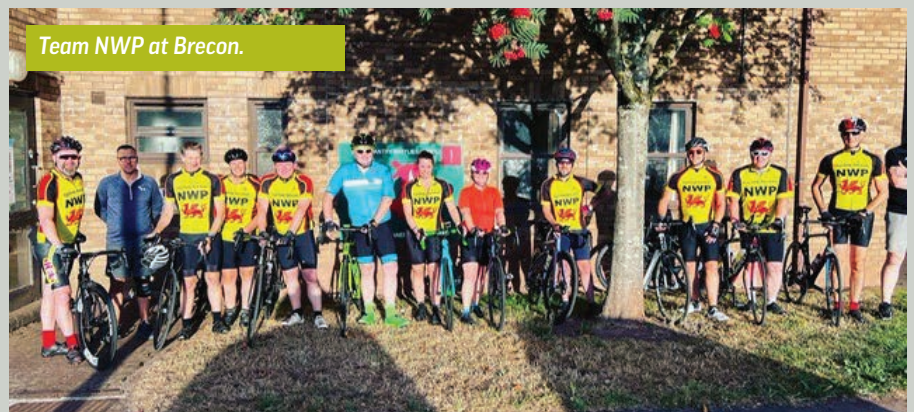
Manor to meet survivors.

The final day concluded with more than 300 riders cycling as one peloton to the National Memorial Arboretum in Staffordshire, where the annual COPS Service of Remembrance was held.

Each team member rides for a fallen colleague and it was wonderful for #TeamNWP to be met by Kate and the family of North Wales PC Andrew Parker who died in 2005. In one of his final engagements, Chief Constable Carl Foulkes was able to say a few words.

The weather certainly helped as did the experience of riding all three days accompanied by police motorbike outriders and none of this would have been possible without Rob, Paul and Steve, who as support crew ensured nutrition and technical support were available at every turn.

Led superbly by Ross Tutton, this year the team welcomed many new riders who reflected upon the many emotions of the weekend and committed to riding again next year. The team would like to increase in number and so please get in touch with Ross if you would like to be considered for next year’s event.



Team NWP at Brecon.

MEMORIAL ANNIVERSARY EVENT PUTS FAMILIES AT ITS HEART



ACC Chris Allsop placed flowers at the foot of the new UK Police Memorial.

Assistant Chief Constable Chris Allsop joined the families of fallen police officers from throughout the UK to mark the first anniversary of the UK Police Memorial at the National Memorial Arboretum in Staffordshire.

ACC Allsop, alongside politicians including Home Secretary Priti Patel, representatives from across the police service, the bereaved families of officers and staff, policing charities, donors and supporters, laid a floral tribute at the memorial.

He said: "It was a great honour to be part of this special ceremony and to be able to pay tribute to all those colleagues who have dedicated their lives to policing. The memorial sadly commemorates those who

paid with their lives, it honours their courage and recognises those who continue to serve."

Among the guests were the fathers of PCs Fiona Bone and Nicola Hughes who were killed in Manchester 10 years ago. Paul Bone and Bryn Hughes gave a reading during the service.

As part of the wreath laying, a special floral tribute was laid by a representative from the Royal Ulster Constabulary George Cross Foundation. This year marks the centenary of the establishment of the RUC. A total of 314 members of the RUC were killed in terrorist attacks in Northern Ireland, 302 of them during the period 1969 to 1998. This represents the biggest loss of

life of any UK police force.

Another one of the families attending this year's ceremony was the son of Special Police Constable Ralph Corfield, also called Ralph, from Birmingham City Police (now part of West Midlands Police). SPC Corfield was killed on 28 July 1942 - exactly 80 years to the day of the event - during an enemy air raid while helping to deal with the aftermath of an earlier bomb blast.

The memorial is created out of bronze and is designed in the shape of an open doorway. Since it was dedicated last July in a service attended by HRH The Prince of Wales more than 300,000 people have visited the 40ft ionic tribute at the arboretum.

CHILDREN FOCUS ON INTERNET SAFETY



Chief Constable Carl Foulkes with one of the entries.

By PC Dewi Owen

More than 2,000 posters were entered into this year's North Wales Police Primary Schools Internet Safety Competition.

The competition was held again after the success of last year's contest.

The aim of the competition, which was a joint project involving the North Wales Police Cybercrime Team, North Wales PACT and Crimebeat and the NWP Schoolbeat programme, was to encourage as many children as possible to spend time thinking about how to stay safe and secure online and to share their ideas, tips and advice with others by creating colourful and eye-catching posters.

The competition was supported by several groups and organisations including North Wales Crimebeat, North Wales Police Federation, CGI, Ifor Williams Trailers, Football Association of Wales, Wrexham Football Club, Scarlets Rugby, Zip World, North Wales Crusaders Rugby League and many others.

This meant that there were fantastic prizes up for grabs including cash prizes for the winning schools as well as a football signed by the Wales Football Team, a football signed by the Wrexham Football Squad, family tickets to Zip World and Greenwood Park and much more.

There was an amazing response to the competition with 2,107 creative and educational posters entered by talented children across the whole of North Wales.

The judging panel for the final included Chief Constable Carl Foulkes, Police & Crime Commissioner Andy Dunbobbin, Superintendent Helen Corcoran from the Prevention Hub, DS Carl Taraborelli from the Cybercrime Team, High Sheriff of Gwynedd Davina Carey Evans, High Sheriff of Clwyd Zoe Henderson, Senior Vice-President of CGI Donna Kelly and Rob Small from Ifor Williams Trailers.

They had the very difficult task of choosing winners for Western, Central and Eastern.

Manulmi Thenuwara from Rhosddu Primary in Wrexham was chosen as the Eastern winner, Amber Low from Penmorfa

school in Prestatyn the Central winner and the Western and Overall North Wales winner was Charlotte Morgan from Ysgol y Tywyn near Holyhead.

The finalists joined the Cybercrime Team, the PCC, ACC Chris Allsop and the High Sheriffs of Clwyd and Gwynedd at the North Wales Police Internet Safety Competition Celebration match between North Wales Crusaders and Hunslet at Eirias Park. They had a great time forming a guard of honour on the pitch as they players came out on to the field at the start of the match and were also invited back onto the pitch at half-time with their posters to be congratulated on their success by the crowd.

All the posters entered were fantastic and shared some great and very important messages about staying safe and secure online. It's great that so many youngsters from across North Wales spent time thinking about how to stay safe and secure online and hopefully also discussed their ideas and internet safety in general with their teachers, family and friends.

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HOW TO MAXIMISE YOUR FUEL EFFICIENCY

Today, more than ever, there's a focus on squeezing every mile from a tank of fuel. It's not just about going the furthest distance but getting the most from the unprecedentedly high prices of petrol, diesel and electricity.

There are choices you can make that can extend your mileage, even before setting off. In this guide, Motor Source Group will walk you through how to maximise your fuel efficiency and get every last mile from your car. The great thing is that many of these tips are simple changes that, when used together, can make a difference.

Preparation

Before turning on the ignition, there are things you can do to streamline your car for its journey. First of all, remove any unnecessary weight you might have left in your car. More weight equals more power needed to move it, so unpack anything you don't need for your journey.

Make sure all your tyres are set at the right tyre pressure for your load (heavier loads will need a higher pressure) before you set out. Lower pressure in the tyres means each of them has a larger "footprint" and the engine has to work harder to move the car. Keeping the pressure high makes it smaller and gives you a more efficient trip.

Don't pull away yet though, because you need to plan your route properly. A stop-start heavy route will scupper your best efforts to be efficient, so check the route you plan to take beforehand. Routes with lots of traffic or road works should be avoided in favour of taking one that will allow your car to maintain a constant speed



for as long as possible.

Finally, don't forget to switch your car's driving mode to "eco" or your model's equivalent. This is especially important for electric and hybrid vehicles as it increases the rolling resistance and recharges the batteries any time you're slowing down.

On the road

While the car is in motion, the key word for maximum efficiency is anticipation. The objective is to avoid accelerating only to brake soon after – look at the traffic beyond the car in front and anticipate speed reductions before you need to use the pedal, braking as lightly as possible.

When accelerating, try to be gentle, using only the power you need to get your car up to speed. If you have a manual gearbox, try to shift gears at a lower RPM – around 2,500 for petrol engines, 2,000 for diesel. Maintaining the highest gear you can while sticking to the speed limit will help get you further for less fuel too.

Speaking of the speed limit, sticking to it (as all drivers should) will increase your efficiency by lowering the air resistance on

your car. Even lowering it by five or ten mph on the motorway will have a noticeable effect.

Another great tip is to make use of cruise control. Keeping your car at a constant speed will help up your fuel efficiency and, with the use of adaptive cruise control, which automatically slows your car to match traffic ahead, it makes this tip even easier to implement.

Inside the cockpit, the main draw on the engine is, infamously, the air conditioning and heating. Dress for the weather – especially in winter – so you rely less on the AC to make your car comfortable. Opening the window is an option when the weather's warmer, but it can cause excess drag on the car at higher speeds. This is best done when travelling under 40mph.

Of course, one major way to improve your MPG is... to buy a more fuel-efficient car! Modern engines are much better at squeezing every last bit of energy out of fuels.

Ready to make the switch to a more fuel-efficient car? Motor Source Group offer new car discounts, leasing options and used cars for all serving and retired police and other emergency services personnel. You can browse all prices and savings online from the five-star TrustPilot rated team at <https://www.police.motorsourcegroup.com/NWPF>



CLAIMS UPDATE

By Jonathan Belcham of Ralli

In this edition my colleague Jill Griffiths gives some general advice about accidents at work.

Accidents at work can include slips and trips, falling objects or falls from height, injuries sustained from lifting and/or carrying heavy objects, and injuries sustained from dangerous machinery.

A claim can be made against the employer if it can be shown that it was more than likely than not that the employer was to blame for the accident and that the accident caused the injuries.

It would need to be shown that the employer was negligent/in breach of a common law duty, e.g. they failed to provide a safe place of work, a safe system of work, safe equipment, and machinery. Employers can also be liable if an employee is injured through



the actions or omission of a fellow employee and this is known as vicarious liability.

To be awarded compensation for an accident, workers have to prove that their employer owed them a duty of care, the employer breached that duty of care, and the breach of that duty resulted in their injury.

The first part of this criteria is straightforward. It is well established in law that employers owe their workers a duty of care. The second part to consider is did the employer do everything reasonably expected of them in keeping their worker safe. Have they dealt with the risks they could reasonably foresee, i.e., have they got adequate risk assessments in place, have they provided suitable training to their employees, have they provided the correct equipment and/or personal protective equipment?

Once a breach has been shown, a person also has to prove that their injuries were caused by the breach and this is clarified by

obtaining a report from a medical expert.

A claim against the employer should be made as soon as possible to avoid any issues with gathering evidence. Delays can cause problems in recalling what happened and documents can be lost.

The law states that an injured person is required to start court proceedings within three years of the date of an accident, or the date they first suspected or were told by a doctor that their symptoms or disease were work-related.

If you are involved and injured in an accident at work, you should report the accident immediately, or as soon as possible after medical treatment to your employer, preferably a line manager, also ensuring you complete an accident book/report.

If possible and it is permitted in the workplace, take photographs or video evidence of what you consider to be causative of your injury - you can never have too much evidence. If you are off work for some time, the employer may make changes to work equipment and systems of work, or carry out an accident investigation, therefore ask a reliable colleague to note any changes and keep you updated.

Seek medical attention by attending your GP or hospital. Also keep an up to date note of all symptoms and how the symptoms progress, or photographs showing how injuries have recovered, as what may seem like a minor injury, or something that doesn't come on until after GP or hospital attendance, may actually become a long-term or more serious condition. Failure to do this can cause problems in proving the injuries sustained if the hospital or GP has not made a note of particular injuries or symptoms.

As well as compensation for the injury, you are also entitled to claim for any losses and expenses incurred. It is essential that you ensure that you keep a record of losses and expenses and obtain and keep receipts and documentary evidence where possible. Record any traveling expenses, i.e. date of appointment/trip, the return mileage (if driven) or receipts for bus or taxi travel. The other side can refuse to consider any claims where documentary evidence is not provided and where receipts should have been obtained.

The Federation has always supported injured members who suffer accidents at work and elsewhere and claims must be submitted through your rep/ branch. For road traffic accidents only call the Police Federation RTA Legal Assistance Service -

Jonathan Belcham has been advising members of the Police Federation for more than 30 years – if you have concerns, or a possible claim that you would like to discuss first, just contact the Federation office or contact Ralli directly on 0161 207 2020.



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After a long wait, we have been told we will all receive an increase to our annual salary of £1,900 from 1 September 2022.

This equates to an increase of approximately 4.6 per cent for all constables with more than seven years' service, currently earning £41,130.

The percentage increase for those earning less is greater, while for those earning more, it is less.

Prior to the announcement, rumours of a 2 to 2.5 per cent increase did not materialise thankfully but, in the words of Roy Walker from Catchphrase, a 4.6 per cent increase in pay: "Is good but not good enough!"

There has been much debate about police pay in recent years with the Police

Federation of England and Wales making substantiated representations to the Police Remuneration Review Body (PRRB) that officers' pay had fallen by more than 20 per cent over the last decade when taking into account inflation. Constables with more than seven years' service should now be earning more than £50,000.

Back in May 2012, more than 30,000 officers marched through London in a demonstration against cuts to police budgets as they were faced with pay freezes, cuts to their pensions and changes to working conditions.

The Police Federation then ran a ballot in 2013 to ask its members if they wanted the Federation to campaign for the right to take industrial action. The then Home Secretary, Theresa May, made it clear that she had no intention of introducing the necessary legislation to give the police the right to strike. Police officers lost the right to take industrial action in 1919 after a series of strikes.

Of the 133,108 officers in England and Wales eligible to vote, 56,333 took part in the ballot. A total of 45,651 did vote to see

the Police Federation campaigning for the right to strike while 10,681 voted not to seek the right to strike. While many more officers voted in favour of campaigning for the right to strike than voted against, it was only supported by 34 per cent of all officers in England and Wales.

The Police Federation has long campaigned for fair pay for police officers. The perception politicians have of the police in recent years has not improved since they themselves have come under the scrutiny of the police during scandals such as Plebgate, expenses and the parties at Downing Street, and I have no doubt that this has contributed to us receiving less pay.

Moving forward, how do we argue for fair pay for police in the future? The Police Federation of England and Wales needs to have additional tools at its disposal. If the majority of police officers were to vote to support a future campaign for the right to strike, then I can see this as not just a hammer, screwdriver or spanner, but a full toolbox of tools in the fight for fair pay for police.



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