

YOUR VOICE

A photograph of two couples standing in front of a dark door with the number "10" above it. The couple on the left consists of a woman in a dark blue dress and a man in a police uniform. The couple on the right consists of a woman in a black dress and a man in a dark suit. The background shows a building with a semi-circular window above the door.

**New PM
honours our
brave officers** – See Pages 4 and 5

Hero or villain?



By Simon Newport, Chairman of North Wales Police Federation

After the latest disgraceful and profound terrorist attacks that have been faced by both France and Germany, we have been reminded recently by Sir Bernard Hogan-Howe, the United Kingdom's most senior police officer, that a terrorist attack on our soil is now very much when rather than if.

The fact that our crime agencies and Intelligence services work so closely, and the flow of information between them is acted on so quickly, is surely testament to the professional and selfless way in which they work. This must certainly prove that a terrorist attack in the UK has been prevented more by judgement and damn hard work than just luck.

I, for one, hope that this continues and we, as law enforcing agencies, continue to foil any attempt to terrorise the British public.

But, despite the best efforts of all law enforcement agencies within the UK, we should all be aware that an act of terrorism is highly likely. If the unthinkable should happen, who will be responding to the immediate threat? I know; it will be our authorised firearms colleagues.

Yet, despite the increase in the likelihood of a credible terrorist attack, the numbers of authorised firearms officers (AFOs) are at their lowest level in seven years. Cuts to overall numbers have also brought an 18.3 per cent drop in AFO numbers since 2009 according to the Government's own report on police use of firearms statistics published online only a few weeks ago.

It defies sense that, with senior police officers and MPs informing the British public that we face the prospect of a terrorist related attack, the Government has seen fit to oversee a decreased number of AFOs.

And what of those AFOs when they are called to serve and protect the British public?

Will we see those officers praised and rewarded as we have seen in France and Germany where the politicians and general public see their officers as heroes and have publicly spoken out in support of them for confronting and defeating cells of deadly terrorists?

The cynic in me thinks not. I make no apology in saying an attack on the British public would be bloody, distressing and sickening. At the time of the attack we, rightly, would expect our AFOs to seek, confront and, hopefully, eliminate the attackers.

In our modern world, with instant capture of video footage and social media, it is not unlikely that horrific images will be available online within seconds. These images could capture police officers firing weapons on the streets of the UK and may even show them running past the dead and wounded in pursuit of the terrorist.

The scenario above could be played out anywhere in the UK, anytime soon and many will be shocked to the core with the events.

But what of the aftermath?

What would the British politicians, public and the IPCC think? Would they be upstanding in their appreciation of the sacrifices of these officers in bravely

confronting a live terrorist threat like their European colleagues? Or would we see them distancing themselves from the police, blaming them for murdering terrorists on the street and ignoring the dead and wounded they ran past as they attempted to contain the threat?

Would years and years of criminal, IPCC and internal investigations ensue followed by the arrest of AFOs with murder or gross misconduct charges being levelled against these brave men and women? Would these officers, as history has clearly taught us, suffer mental health breakdowns and relationship issues due to the stress of it all?

I would like to think that British politicians and members of the public would be supportive of these brave officers who have put their lives before others in attempting to stop further loss of life at the time of an attack.

Of course, there needs to be checks and balances in any major operation that would see armed police deployed on to the street of the UK and I would expect a full inquiry to be held into the incident. But, I sincerely hope two things; firstly, that such an attack never happens but secondly, if it does, that those officers and their families are treated fairly, in a timely fashion without prejudice and with the respect they would clearly deserve.

Finally, I would like to say this issue has been on my mind for several months now and in that time I have had the opportunity to speak to several politicians, and some high ranking ones at that, on both sides of the house and, to date, the answers I have received from them do not fill me with confidence. So I have to ask the question as to why anyone serving in the British police would want to carry a firearm when it appears to me the support from those who allow officers to carry firearms is clearly lacking?

With the public being informed it's a matter of when not if, I hope that if there is a terrorist attack, police officers involved in discharging a firearm are granted anonymity and treated with dignity and fairness rather than as common criminals judged as guilty before being proved innocent.

As they say, time will tell...

Cover photo: Our bravery award nominees and their wives at Downing Street. Full story Pages 4 and 5. Photos by Anderson Photography.

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Taser: just one of the tools we need to do our job

By Mark Jones, Central Sergeants' Representative

Every single day of the year, brave and dedicated police officers across the breadth of England and Wales run towards danger when everyone else runs away. We talk with older generations and they say that the world has changed. It has, and not necessarily for the better, sadly.

Like any other organisation, body or establishment, the police service has to move forward and adapt its response to meet the needs of the day. I'm thankful that we no longer have to put up with woollen trousers, heavy knitted jumpers and stiff white shirts. I'm grateful that our police vehicles have secure passenger compartments for prisoners. I'm appreciative for improvements in technology and equipment. We have to move forwards, not backwards.

Sadly, not all things move in the right direction. Currently, there are just over 124,000 police officers across England and Wales, a massive drop of more than 20,000 since 2009 and year-on-year since then the number still decreases. Last year, more than 23,000 officers across England and Wales were assaulted, that's 64 a day. This is NOT progress in any shape or form.

It's routine to see police officers on their own when responding to emergencies, never fully knowing what they are going to be faced with. It's a roll of the dice whether that suspect will conform or not. Are they going to be armed with a weapon or will they 'come along quietly'? You don't see the Fire Service attending a fire on their own, ambulances are double-crewed - although worryingly I'm seeing occasions when paramedics are now single-crewed. So what's the answer?

The public, quite rightly, demand and expect the police to come to their aid when in crisis so it is only proper and correct that officers have the best tools for the job. This is where I come to my point on Taser.

I am a trained and authorised Taser-carrying officer. I am a front-line, uniformed officer working within a neighbourhood policing team. My job takes me to deal with



some of the most vulnerable in society; the young, the elderly, those suffering with mental health, those living with addictions. I'm regularly attending neighbourhood meetings, public community events, school functions and I'm accompanied by a Taser.

You could ask why I would need a Taser at a 'Cuppa with a Copper' morning in the local Marks & Spencer's, or why I feel it necessary to carry a Taser to a community meeting. Sadly, we work in a business where we have to expect the unexpected and then deal with it face-on. Just look at the horrific and tragic events in June of this year when the Member of Parliament for Batley and Spen, Jo Cox, was brutally murdered while she was at one of her constituency surgeries.

Go back again to December last year when front-line officers had to deal with a man who had slit the throat of a random victim in Leytonstone Tube Station. These are rapid, extremely dangerous situations that require the police to take immediate action.

Taser is not the solution to all problems, far from it. There are many circumstances and situations when Taser is not the most appropriate or suitable form of resolution but this applies to any use of force by the police.

Officers already carry batons, handcuffs

and varying versions of incapacitant spray but the time has come for there to be another option; Taser. I've undergone the intense training and regular re-training to be authorised to carry Taser. I'm more than aware that I am subject to extreme public and organisational scrutiny. I know that ultimately it is me who has to justify why I did, or did not, use Taser.

Being in the police service we are more than used to seeing statistics. Statistics can be interpreted in any way in which the author and readers wishes for them to be viewed. We've seen in latest Office for National Statistics publications that crime is on the increase and of concern, homicide numbers were the highest recorded in the last five years and violence against the person offences increased by 27 per cent in the latest year. Police officers need the tools to protect the public; Taser is just one of those tools and it must be accessible to all who face the threat.

In my daily interactions with the communities that I serve, I have never had any negative comments towards the Taser that I carry, in fact on the contrary, it invokes conversation and comments that the public are reassured to have an officer suitably equipped to deal with the many dangerous situations that arise.

To me, it's all about communication and good communication is paramount. Despite some perceptions, police officers are not 'gung-ho' about Taser usage. Believe me, if a situation can be resolved peacefully then surely that is what we all want. Taser is a tactical option and potential response to a situation presented to an officer.

The British policing model is the envy of the world and the 'Peelian principal' of 'the police are the public and the public are the police' is intertwined and woven into the very fabric of policing today. We must, of course, listen to the concerns regarding Taser. We should never be dismissive of an individual's views, that is their right but what we have to realistic and aware of the threat out there today.

In light of increased terrorism threats, increasing crime figures, decreasing police officer numbers, increasing assaults on officers, the policing challenge is greater than ever and it is only right and proper that our brave men and women, who put themselves in harm's way, are equipped to do the job, just as the public want and expect.

Brave officers honoured at national ceremony

Two North Wales Police officers who risked their lives when they entered a burning pub to try to find people thought to be trapped inside were honoured at this year's national Police Bravery Awards.

Sergeant Iwan Owen (now retired) and Constable Elwyn Williams were nominated for the awards by North Wales Police Federation and were among the first to meet the new Prime Minister, Theresa May, during the awards reception at 10 Downing Street on 14 July.

On 30 March 2014 emergency services, including members of North Wales Police, were called to reports of a fire at the Three Crowns Pub in Bangor. Sgt Owen and PC Williams were among the first officers at the scene.

As they approached, they could see a great deal of smoke coming out of the top floor of the three-storey pub.

A group of 40-50 people had already gathered outside. It quickly became apparent that there were potentially people still trapped inside the building.

Black smoke was billowing out of the windows to the first and second floors and large flames inside the building on the first floor. It was clear that the first and second floors were quickly being engulfed in flames.

Sgt Owen and PC Williams made the decision to enter the building to see if there were still people inside. The ceiling area began to fill with thick black smoke with the flames rising and, in a matter of seconds, the situation deteriorated. The heat was intense and visibility was extremely limited.

Sgt Owen then heard a loud bang, saw some sort of flash and was struck in the face

“ These officers, deserve the praise and recognition of the public for their brave actions that night. Without a second thought, they risked their own lives, entering a burning building, to ensure the safety of the public before their own.



Left to right: Kelly and Elwyn Williams, Clare and Iwan Owen with DCC Gareth Pritchard.

by something. Both officers quickly realised that the situation was perilous and extremely dangerous due to the heat, flames and smoke.

They were having difficulty breathing and were concerned that the ceiling may collapse and their exit may be blocked. Sgt Owen shouted to his colleague that they should get out immediately and they left the building as quickly as possible. The building suffered significant fire and smoke damage to all three floors including the roof which

ultimately collapsed.

Both officers suffered from smoke inhalation and minor injuries. They were admitted to hospital where they received treatment and were released shortly after.

Simon Newport, Chairman of North Wales Police Federation, said: "These officers, deserve the praise and recognition of the public for their brave actions that night. Without a second thought, they risked their own lives, entering a burning building, to ensure the safety of the public

before their own."

Amber Rudd, the new Home Secretary, attended the evening awards ceremony at the Dorchester Hotel in London. She said 'how lucky' she was to have so many brave police officers.

It was the 21st anniversary of the Police Bravery Awards, sponsored by Police Mutual, which honour and recognise police officers who performed outstanding acts of bravery while on or off duty.



Clare and Iwan Owen in the gardens of Downing Street.

Photo courtesy of Anderson Photography



Kelly and Elwyn Williams at the Downing Street reception.

Photo courtesy of Anderson Photography





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Goodbye from me...

By Dave Thomas
Chair, Constables' Branch Board

I left school at 16 and went to work in a small garage where I trained as a mechanic and stayed for the next seven years.

But since I was very small (yes, I did use to be small) I had always wanted to join the police and way back, on Monday 9 September 1985, I started at Headquarters in Colwyn Bay as PC 975.

In the long distant past, HQ had an accommodation block, tennis courts and a large playing field, oh and a bar!

Our first week was basically administration, preparing the new recruits for the 14 weeks of basic training at the District Police Training Centre, Cwmbran. We were taught essentials such as how to iron our shirts and press our uniforms, without double tramlines, also bulling our boots, the ex-military lads led the way there.

Then it was off to Cwmbran for 14 weeks, travelling back and forth each weekend. It is amazing how little of the journey I remember as I soon learned to fall asleep as a passenger in a car.

Once back in North Wales, my first posting was to an outstation at Meliden with my first Tutor Constable, four weeks there then to Rhyl for another 10 weeks tutoring before my first solo foot patrol.

In the end, I stayed in Rhyl until August 1989 when, for some reason, I was posted to an outstation of my own, Cemaes, Anglesey. I



was offered a choice of three; I'd never heard of any of these villages and picked Cemaes because the word 'Bay' was added to it and that made it sound nice.

I attended a standard car course in the September of 1989, passing the course, being recommended for traffic patrol and told that I was in fact staying in Cemaes for at least two years.

In August 1991 I was posted to Bangor Traffic based in the old Bangor Police Station, now Marks and Spencer's.

At the end of 2000, I left Traffic and returned to beat duties in Bangor, CBM in Bethesda and basically since then I have remained working in the Gwynedd North area of the Force.

In May 2011 when we moved to Response Hubs, NPT and Investigation, I went onto Investigation and we almost managed a year before changes came about again.

Over the years, I have had the pleasure of being with some of the best people anyone could work with. I don't think many actually appreciate just how much change policing has been forced through, nor how well or how hard those in this organisation will work to make those changes work as best they can. I have seen massive changes in how we work and the equipment we have. The technology we use today to do our job is fantastic.

The vast majority of the people who call on us really do appreciate what we do and support us. There will always be a minority who don't. All you can do is your best, so please keep up the good work.

As I wrote this, I suddenly thought that most of the things I have been in contact with in my service have gone. The accommodation block, the tennis courts, the playing field, the HQ bar, the outstations, even Bangor Police Station! And after 31 August 2016, I will have gone as well.

I will miss the police and all my friends and colleagues, but it's time for a change.

Goodbye, Dave.



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Re-launch of the Force Lottery

Early last year, the Force Lottery was suspended after Ian Davies and Merfyn Jones retired.

Unfortunately, during the period that payments have been suspended, there has been a significant drop in income to the organisations that benefited from lottery funding.

A new committee has now been appointed and is in a position to reinstate lottery deductions from salary payments on 16 October 2016 and from police pensions on 1 October 2016.

The first draw will take place on 1 November 2016 and the prizes are as follows:

- 1st - 24 per cent of total net income
- 2nd - 12.5 per cent of total net income
- 3rd - 7.5 per cent of total net income
- 4th - 6 per cent of total net income.

The remainder of the income is shared between the Sports Association, the General Fund, the Benevolent Fund and the Support Staff Welfare Fund.

To become a member all you need to do is email SSF Payroll. The minimum monthly payment is 25 pence (one number) and the maximum is £6.25.

If you have any queries about the re-launch of the lottery, please email David Roberts (AJD) or Gary Leighton-Jones.



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Rising crime and decreasing crime fighters... the perilous policing cocktail

By Mark Jones
Central Sergeants'
Representative

Being in the police service we are more than used to seeing statistics. Statistics can be interpreted in any way the author and readers wishes for them to be viewed. So, when the latest crime statistics and police workforce numbers were published they made interesting, but deeply concerning, reading.



According to the 'Crime in England and Wales – Office for National Statistics (ONS) year ending March 2016', the police recorded 4.5 million offences in the year ending March 2016, an annual rise of eight per cent.

Police recorded violence against the person offences increased by 27 per cent. There were 571 homicides recorded by the police, the latest number was up 34 on the previous year and among the highest recorded in the last five years.

Police recorded sexual offences increased by 21 per cent. Police recorded offences involving the use of knives or sharp instruments increased by 10 per cent and offences involving the use of firearms over the same period increased by four per cent.

I think you'll agree with me that these figures contrast sharply with the usual Government twaddle which repeats itself like a broken record 'Police reform is working and crime has fallen by eight per cent year-on-year, according to the independent Crime Survey for England and Wales, and by more than a quarter since 2010. People, communities and property across the country are safer as a result'.

It is blatantly obvious the crime is increasing and violence against the person offences by a staggering 27 per cent. The country is more violent – that is a fact, a very worrying fact. These are not figures produced by the Police Federation or by any other party looking for political gain; these

are statistics produced by the Government's own departments so it's time they stopped with the same regurgitated quotes and realised that they need to make public safety a top priority.

To add insult to injury, another set of statistics were also recently released by the Government about the police workforce numbers in England and Wales. There were 200,922 workers employed by the 43 police forces in England and Wales on 31 March 2016, a decrease of 6,807 or 3.3 per cent compared with a year earlier. The number of police officers fell by 2.5 per cent compared with the year to March 2015, to 124,066. The number of officers in front-line roles has fallen, from 110,853 in the year to March 2015 to 106,411 in the year to March 2016.

It's simply inconceivable to think that meaningful crime reductions can be achieved when police workforce numbers are spiralling downwards. No matter what amazing computer software we have, what equipment we decide to invest in, what latest collaboration we decide to dive in to, it is a simple fact that to prevent, deter and detect crime, you need people.

A laptop cannot go out and place handcuffs on an offender, a data tablet cannot go out and console a vulnerable victim, the latest Nokia phone cannot control the alcohol-fuelled crowd on a Saturday night. You need people and it has to be the right people too.

We are at that point now where crime is increasing – fact. Police officer numbers are decreasing – fact. The safety of the public, local communities and the most vulnerable in society are being put at significant risk – fact. This is not intended to be scaremongering but is highlighting that the current format is not working.

I'm not suggesting that a solution is simply opening the floodgates on recruitment but forces need to look long and hard at their staff retention rates too. Why are officers resigning? There is a risk that forces are losing talented, dedicated and committed officers because of low

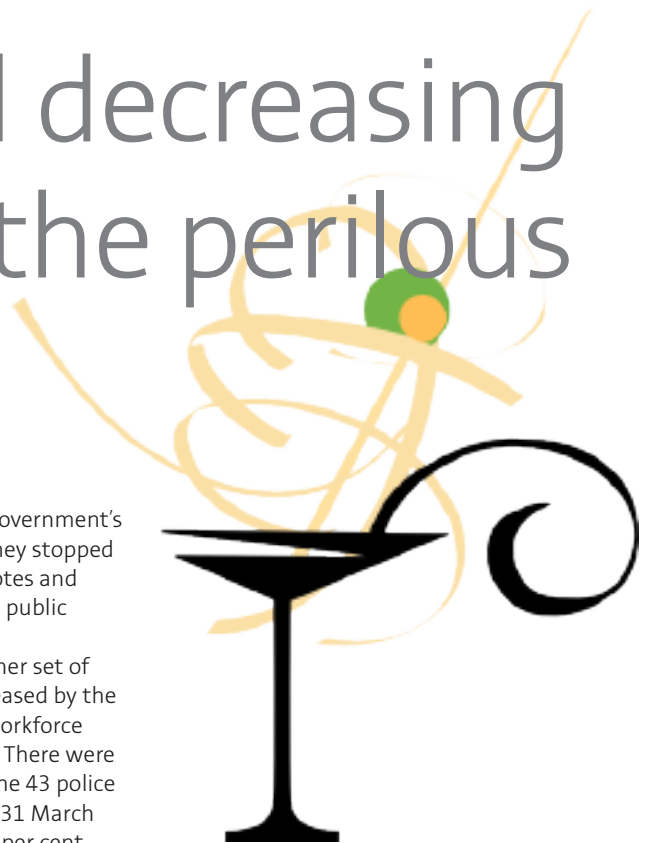
morale, a lack of forces caring for their colleagues, better opportunities for promotion and development elsewhere.

Police officer numbers need to increase and be properly funded. There are concerns that the route the College of Policing is taking in terms of pre-entry qualifications and degrees are putting off some of the most talented recruits. A piece of paper with a qualification on it does NOT necessarily make you a good police officer. I've always reiterated that personal skills are by far the biggest asset an officer can possess, however, the hierarchies seem manically obsessed with qualifications. I'm all for ongoing professional development and the nurturing of staff within the workplace but my experience is that these opportunities are extremely limited to the chosen few.

Apart from a well-earned 25-metre swimming badge and a medal from the Urdd Eisteddfod when I was eight, my simplistic mind tells me that unless those who hold the power take a long, hard look, pull their heads out of the sand and realise that we need to focus our efforts on police officer recruitment, and most importantly, retention, then this will not be the last time we see another increase in crime figures.

When the Right Honourable Theresa May MP set out her ambitions for the Conservative Party when she was bidding for its leadership, she was quoted as saying: "I just get on with the job in front of me and you can judge me by my record."

Don't you worry, Mrs May... We do, and we will!



Arfon Jones sets out h

Arfon Jones, who was elected as Police and Crime Commissioner for North Wales in May this year, talks about his background as a police officer, the Home Office's 'obsession' with crime statistics and his focus on youth justice and tackling domestic violence in this interview, first published by Policing Insight.

How do you think your experiences as an officer have shaped your vision for policing? Are there any disadvantages to that background?

I believe that my previous experience has been essential in shaping my vision. As an ex-inspector with 30 years' service, I have seen what works and what doesn't, hence my victim-based approach towards substance abuse rather than a judicial one. We should target the suppliers, and divert scarce resources away from prosecuting possession of drugs towards more intervention from a joint partnership approach.

We should also focus on harm reduction rather than our obsession over crime recording and volume crime, which is using up a disproportionate amount of policing resources and constantly moving the goalposts.

What are the major differences between your vision of policing in North Wales and that of your predecessor, Winston Roddick, and how do you intend to implement those? What policies are you going to drop?

I have not changed Winston's plan since my election and I wholeheartedly agree that putting partnership working at the forefront is key to success in reducing harm and reducing offending.

I do, however, believe that there is too much in the plan. When everything becomes a priority then we end up with nothing being a priority. The plan needs a clearer focus on a smaller number of priorities.

Emerging themes for me are modern slavery, more focus on interventions with the perpetrators of domestic violence and a greater, more effective, use of restorative justice and out of court disposals.



What would be the one key achievement you'd like to be able to point to at the end of your four years? How are you going to get there, and what might stop you from achieving it?

There are three main themes: a reduction in domestic violence incidents through increased arrests, more prosecutions, more convictions and more deterrent sentences. I have already had some achievements in this area with the provision of body-worn video cameras to all front-line officers. There is a great will and determination among all practitioners to address domestic violence and I don't think anything will stop us getting there.

My second theme is to get youth justice working better; earlier intervention and seamless working with children's Social Services. Youth justice in Wales is fragmented and funded from a variety of devolved and non-devolved services which means that the service children and young people get across Wales is probably the worst example of a postcode lottery.

Youth services NEED to be devolved to either the Welsh Government or to individual commissioners. There is a will in Wales for this to happen but whether it does depends on the Secretary of State for Wales (Alun Cairns MP) amending the Wales Bill that is going through Parliament now.

My third theme is the need for Joint Commissioning Hubs with Welsh Government, local authorities and the Health Board to deliver substance abuse

services, domestic violence and victim care services. It has been done elsewhere and there is no reason why it can't be done in North Wales.

The Wellbeing and Future Generations Act 2015 is the means to do it but it requires a commitment from other partners to get it done. There are good examples in areas, but we need a more consistent approach.

Can you tell me a bit about diversity within the Force, whether you feel it's a problem, and what you hope to achieve in this area and how?

One of my policy officers has responsibility for diversity and we also have a Policy Unit within the Force and two uniformed officers with responsibility on the front-line. Many diverse groups are represented on the Force's Stakeholder Group.

Both I and my staff meet with representatives of faith and cultural groups on a regular basis. On a personal basis I have links with the Portugese community in Wrexham.

I am concerned that race hate incidents are on the increase since the Brexit vote, which is wholly unacceptable. I am on the record as stating that the full force of the law will be brought to bear on the perpetrators of race hate crime. It is a sad state of affairs that some of those that we have elected to represent us are partly responsible through their rhetoric for creating this environment of fear that many of our communities feel.

is plans

You've spoken a lot about returning to core policing, and the amount of police work that should be done by other agencies. What do you think is the core purpose of policing, and is it realistically possible to pass work to other agencies when they're suffering even deeper cuts than the police?

North Wales Police has recently carried out an efficiency review and implementing many recommendations. Many of those are internal, like the control room and crime recording (HMIC's obsession about crime recording is not helping us to become more efficient). I don't think 'core policing' is all about resourcing; it's about who is best at doing a certain job.

For example, should police officers be intervening with people with mental health issues? Who is best to deal with that issue? The police demand picture is riddled with such examples. The most successful partnership for reducing demand in the Force is the emerging one with the North Wales Fire Service and, to a lesser extent, with the Wales Ambulance Service.

Finally, can you tell me a bit about partnership working within the Force and how you feel about the potential for closer working between blue light services?

As I have previously mentioned, I am a staunch advocate of establishing a Joint Commissioning Hub for distributing grants from various sources. At present, this is disjointed, with partner agencies not having a clear picture what each other's budgets are and what they are commissioning.

I have no doubt that once we have mapped out what is out there, there will be lots of duplication and inefficiencies through having separate administration and management of commissioning. I firmly believe that Joint Commissioning Hubs will drive out inefficiencies and result in more money going into the front-line. I very much hope that local authorities and the Health Board agree and together we can drive it forward.

As for partnerships, I feel we have too many statutory partnerships across North Wales and that they should be rationalised. Most of these are statutory partnerships created through legislation. We have Public Service Boards at the six local authorities, a regional Leadership Board, a Safer Communities Board, Adult and Children's Safeguarding Boards, Criminal Justice Board... and so it goes on!

To read the Policing Insight article, please visit <https://policinginsight.com/opinion/priorities-partnerships-interview-arfon-jones-pcc-north-wales/>

MRU makes immediate impact

Within weeks of going live, North Wales Police's Managed Response Unit (MRU) pilot was having an immediate impact in reducing the numbers of police officers and PCSOs deployed to P2 events, freeing them to attend incidents elsewhere.

And the feedback was overwhelmingly positive. Comments have included:

"PCSOs have noticed their time has been freed up considerably as there has been a significant decrease in the types of jobs they would take from the ICAD screen such as low level ASB and criminal damage. They have been spending more time on patrol and being visible as a result."

"The way in which Missing From Homes (MFHs) are being dealt with is seen as an improvement and one which the sergeants in particular are very positive about. The MRU building the trace logs prior to handover has been good and well received by LPS staff."

"A big reduction in shoplifting incidents requiring resourcing has been noticed. The new shoplifting process appears slicker than previous initiatives which have involved the physical collection of shoplifting packs from the stores."

"The standard of the investigations conducted by the MRU are generally very good. Where investigations have been sent for allocation, the lines of enquiry which have been identified are valid and are a good starting point for the officers receiving the investigation."

North Wales Police Federation Secretary Richard Eccles, said: "The MRU has made a significant difference in helping to free up deployment resources for where they have greatest impact as we all work towards a safer North Wales.

"It is still early days and it will be important to continue to monitor the work of the unit and deployment levels as the pilot continues."

The MRU, launched as planned at the end of June, is made up of sergeants and constables based within the FCC in St Asaph. Its principal aim is to review slow-time incidents and, where possible, resolve them without the need to deploy.

The MRU includes other elements of the efficiency review recommendations, including dealing with missing persons and shoplifting incidents differently. It works by:

- identifying vulnerability
- prioritising response
- managing demand
- improving service to victims.

On average, over the first month, the MRU has reviewed 55 per cent of all P2 events created on ICAD. It has also reviewed 15 per cent of P1 and eight per cent of P0 events.

In the three weeks following the introduction of the MRU in Week 13, the dispatch rate has decreased across each of the Central Districts.

During that time, the MRU dealt with two shoplifting incidents where an offender was detained. In one case the MRU sergeant decided it was not proportionate to respond and the store dealt with the individual itself. The second incident was appropriate for resolution without deployment but was resourced for the development of a student constable.

There were an extra 26 desk based shoplifting investigations. Feedback from the stores has generally been positive.

The MRU also dealt with 67 incidents of missing persons - all medium and low risk and a mixture of juveniles and adult cases. All MFH cases handled by MRU were independently reviewed by the Missing Persons Co-ordinator who has provided very positive feedback on the quality of the decision-making with no issues identified.

Ability not disability

Our Working With Disability Policy has been revised and aims to make North Wales Police more inclusive and supportive, removing any barriers to participation in the workplace and enhancing our understanding of disabilities.

This will enable anyone with a disability to focus on their ability, contribute fully to the organisation and feel valued for who they are.

The key features of the policy are:

- A 'Policy In A Page' which shows where to get support with a disability;
- A Tailored Adjustment Form to facilitate a supportive discussion between an individual and their manager and enable reasonable adjustments to be put into place;
- An optional 'FAIR Passport' which provides a credit card-sized record of the adjustments agreed for an individual and;
- A proactive approach supported by a long-term implementation plan.

We all need an understanding of disabilities; wherever you work, as an individual or as a line manager, the first step to achieving the aims of the policy is for everybody to increase their knowledge of disabilities.

To find out more, go to the Disability page on the HR site where you can access the policy, form, resources and lots more.

Many of us face barriers in relation to a disability...



Focus on the ability

By being **inclusive** and **supportive**, removing barriers to **participation** and enhancing our **understanding** of disabilities



Find out more about how to support, include and understand on the **Disability Page** of the HR site.



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Staff support networks provide invaluable support

By Lee Bailey, Internal Equality Advisor, Diversity Unit on behalf of the four staff support networks

In North Wales Police we believe that people perform better when they can be themselves in the workplace; the Force aims to ensure that all employees feel comfortable in the workplace, regardless of their disability status, ethnicity, gender or sexual orientation.

The staff networks play a very important part in the organisation by empowering officers, employees and volunteers from under-represented groups to have their voice heard at all levels of the organisation.

The networks act as a support mechanism for staff and undertake advocacy and representative functions. Along with the Diversity Unit, they also enable the Force to consult with, and involve, staff from a diverse range of groups on a variety of issues including strategic decision-making.

The Force currently has four staff support networks. These are the **Black and Asian Police Association (BAPA)**, the **Disability Support Network (DSN)**, **Enfys** (the Lesbian, Gay, Bisexual and Trans* network) and the **Women's Association of North Wales Police (WANWP)**. The networks have their own individual terms of reference and provide annual plans that support the Strategic Equality Objectives of the Force.

The collective aims of the staff networks can be described as follows:

- To promote a working environment in which all staff feel supported and valued, while enabling them to realise their potential and fully contribute to the Force.
- To challenge discrimination and to positively promote equality.
- To ensure that initiatives to promote equality and inclusion are shared.
- To provide a forum for discussion and debate that draws on knowledge and experience.
- To develop and contribute to Force policies and to ensure they are inclusive.
- To provide a place for officers and staff to receive peer support i.e. raise concerns and ideas in a safe and confidential

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Disability Support Network

yma i'ch cefnogi chi



all here to support you



rhwydwaith staff LHDD heddlu gogledd cymru
north wales police LGBT staff network



Cymdeithas Dduon ac Asiaidd Heddlu
Black and Asian Police Association

environment.

- To boost confidence within underrepresented groups that NWP is an open, inspiring, trusting and fair organisation and one that actively encourages people from the community to be part of our policing family.

Networks are always keen to attract new members, so if you identify with one or more of the groups above please make contact. Networks are also looking for 'allies',

these are people who may have a partner or family member who identifies with one or more of the groups, or you may simply have an interest in equality and inclusion.

There are a number of ways to make contact with any of the networks; you can do so via the Diversity Unit on **04974**, or you can visit the **Diversity Unit SharePoint** site, from there you can access the specific network web page that you are looking for.

You can contact the network leads directly as follows:

Network	Network leads	Contact
Black and Asian Police Association	PC Nick Brown (Co-Chair)	48224
NWBPAContact@nthwales.pnn.police.uk	PCSO Robina Ahmed (Co-Chair)	84749
Disability Support Network	Ian Davies (Chair)	04030
DisabilitySuppNetwork@nthwales.pnn.police.uk	Carrie Broderick	88566
Enfys	PCSO Sabrina Illman	07768 843548
@NWPEenfys	Confidential Hotline	01492 804154
Women's Association of North Wales Police	DI Kelly Isaacs (Chair)	05450
womens.association@nthwales.pnn.police.uk	DS Emma Naughton (Vice Chair)	88904
	Janine Kelly (Vice Chair)	05119



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End of an era

One of the more pleasant duties of a Federation representative is to be able to acknowledge the service of officers upon their retirement.

I had the privilege of being able to do this for a sergeant who I knew and had worked with, both of us as PCs.

Sergeant 574 Simon Evans was an old school 'bobby'. He believed in traditional policing values and was seen pounding the streets of North Wales in his tunic for a significant amount of time after the rest of us had adopted modern blouson jackets, back when they were introduced.

Simon policed in the community and also believed 99 per cent of situations could be resolved by good use of communication skills, which he had in abundance.

For these reasons, it was a particular honour to be able to present Simon's Federation retirement plaque while both of us were on duty, in uniform, and on Simon's actual last day of servic, in the surroundings of one of our few remaining Victorian stations at Ruthin.

More than 15 colleagues were there and sent Simon on his way with some kind words and fantastic gifts.

I did wish him a happy and healthy retirement from us all!

Paul Anderson

Conwy Sergeants' rep



Paul Anderson congratulates Simon Evans on his retirement.

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“ My divorce was difficult but the best decision I made was getting Gorvins to represent me. ”

Highly Ranked Police Officer



Don't get caught out on divorce!

It's quite easy when you separate from your spouse to put off formalising the terms of the separation with a financial settlement.

Some people in that situation will get a divorce so they are no longer married but don't realise that getting a divorce does not itself end all financial claims either party to the marriage may have against the other. Only a court order can do this or an agreement, in which case it is called a consent order.

In a recent court case the Supreme Court has ruled that a former wife can pursue a financial claim against her former husband nearly 20 years after they divorced and 27 years after they separated; notwithstanding her delay in pursuing her claim. No financial settlement had been reached on the earlier divorce.

Although the facts of this case are unusual, it highlights the need to get everything properly tied up on divorce or separation.

The lesson to take from the case is if you are getting a divorce, make sure you get a financial settlement recorded in a court order to ensure you have a binding settlement.

Even if you have verbally agreed with your spouse at the time of the divorce that neither of you will pursue a claim against the other's assets, that is not going to be binding unless it is recorded in a court order.

This is really important for police officers getting divorced. If there is no court order at the time of the divorce, you could find your ex-spouse pursuing a claim against your pension possibly years after the divorce,

when your pension has increased substantially, perhaps even when you are about to retire or have just retired.

If you are about to divorce or have recently gone through a divorce, spending a bit of time now getting a settlement in place could save you literally thousands of pounds in the future.

If you are separating and have decided not to go through a divorce yet, you should take legal advice about your position and whether a deed of separation should be put in place.

Govrins solicitors specialises in divorces and financial settlements for police officers and police personnel. If you would like some initial free advice on your case, please get in touch by calling **0161 930 5117** or e-mailing policedivorce@govrins.com



Be the mustang you want to be...

By Stuart Haythorn, WSP Welfare Officer

The stigma in asking for mental health support brings on the question "What kind of mustang are you?"

Not the car, but the horse.

While completing my Neuro Linguistic Programming (NLP) training many years ago, I remember discussing the story of a horse kept on farm. The horse dreamt of being one of the wild mustangs that ran in a herd outside the farm. It wanted to be free; free to run with the other horses, free to make its own life choices outside the confines of the farm and the fences that penned it in. As luck would have it, one of the wild horses stopped by our mustang and asked "Why the long face?"

"I want to be free to run and be a mustang - just like you. But this fence stops me doing it," was the reply.

The wild horse kicked down the fence and said to our mustang: "The fence isn't holding you now. Come and join us!"

Our mustang looked at the hole in the fence and said: "Not today - I'm not too sure," and turned away to look across the field where the fence was still incomplete.

On 5 April 2016, the BBC released figures obtained for Radio 5 under the Freedom of Information Act which showed that cases of UK police officers and staff taking long-term sick leave for psychological reasons have risen by 35 per cent over the last five years with cases rising from 4,544 in 2010-11 to 6,129 in 2014-15.



Here at the Welfare Support Programme (WSP) we have noticed an increase too - we are now supporting more than 200 officers with the number increasing each day but we want to, and can, support more officers and their families.

When the WSP started on 1 June last year our initial thinking was that by being available for officers and families 24/7, 365 days a year, our phone would regularly be alive to calls with requests for help and support and, with the figures shown above, you would think it would have been ringing off the hook.

However, this wasn't the case. It was very apparent that something was stopping people calling us - the 'fence' or stigma of asking for help with mental health concerns.

This stigma was holding back people from picking up their phone and receiving support and advice from our trained and empathetic staff. The mustang wanted to be free but the stigma was holding it back, preventing it from developing and improving its life - from being the mustang

that they want to be.

The WSP recognised that not only does the stigma need to disappear but that the WSP could offer a helping hand in leading people through the 'fence' and therefore allow them to attain their goal of being free to carry on the life they want and deserve.

The WSP is independent and therefore not under the control of the police service you work for so, unless you request it, we will not inform your force that you have contacted us. Indeed, even though we are part funded by the Police Federation of England and Wales (PPFEW), without your permission, we will not disclose to them the contents of your call - the 'fence' is therefore down and therefore any possible stigma removed.

The WSP then provides you with a helping hand by contacting you directly and spending all the time you need to discuss your concerns. In this way, we remove your barrier and guide you to the other side so that you can make those important changes that will create the life you want. In other words, we support you so that you can become the mustang you want to be.

So what kind of mustang are you? Consider how the WSP could support you and your family when the need arises and remember that with us, there are no fences. We are here for you, whenever you need us.

We care - We do.

For an officer to be supported by the WSP, they must be:

- Involved in a death or serious injury investigation
- Suspended from duty
- Considered to be vulnerable (Fed rep considers)
- Served with gross misconduct papers.



Understanding Post Incident Procedures

By PC 2404 Tony Edwards

Tony is an authorised firearms officer based at the firearms unit in St Asaph. He has been a firearms officer for just over eight years and a Federation rep for a year.

Having recently completed a Federation Post Incident Procedures (PIP) course, he was interested to find that PIP is not just for the firearms world but does in fact encompass the whole police service. In this article, he offers some guidance.

Important conferring advice

APP guidance states that, as a matter of general practice during PIP, officers should not confer with others before making their accounts - whether initially or subsequently. *It is important that Key Police Witnesses (KPWs) individually record what their honestly held belief of the situation was at the time force was used.*

This conferring advice includes the viewing of any CCTV or Body Worn Video (BWV) which should not be viewed before giving initial or subsequent accounts. BWV should not be switched off following any serious incident that results in PIP until instructed to do so at the PIP suite.

At the suite, you will be asked to provide a basic account. This is perfectly natural and should include basic facts such as an officer's identity/pseudonym if applicable, their understanding of the nature of the operation, their role in the operation, their recollection of force being used against them and their honestly held belief of their use of force. Legal advice is recommended before giving this account and will be readily available at the suite.

You will then be asked to return, normally after two periods of rest (48 hours) to give a detailed account.

The IPCC may want to take both of these accounts from you through an interview and I would recommend you take legal advice first as the IPCC cannot compel you to do this. The IPCC does now have a power to compel you to attend for interview but, of course, you do not have to say anything during this interview which does seem to render this course of action a waste of everyone's time.

The IPCC is seeking power from the

Home Office to make officers give a detailed account prior to going off duty; it will be interesting to see how this pans out.

The number of accredited Post Incident Managers (PIMs) in the Force has recently increased with more to follow and I am more than confident that should a PIP be implemented it will be run by fully trained senior officers, who will know exactly what they are doing in a caring and professional manner.

I am fully accredited, PIP trained, willing and available to offer my support and advice from the Federation point of view on any PIP that may take place, not just in the firearms world.

My role will be to support you or give advice, helping your own Fed rep with your immediate welfare concerns, explaining the process to you, helping secure early legal or medical advice, outlining the role of the PIM, the appointed officer and the investigating officer. I will confirm that you have received advice about conferring. I will also outline the four phases of the PIP process in relation to providing accounts, explain anonymity and discuss any police media releases with you before they are issued.

The role of your Fed rep in respect of your welfare should be to ensure your early removal from any scene, to arrange medical and legal assistance, make sure there are shower and wash facilities available to you and arrange a change of clothes should you require it. They should also facilitate phone calls to family members in a private area, arrange refreshments, organise lifts home if required and, most importantly, be a friendly face.

Background information

In short Article 2 of the European Court of Human Rights places a positive duty on the State to investigate following any death or serious injury at the hands of the State.

This will be in the form of a PIP and must be an independent, effective investigation both institutionally and in practice.

The independent part of this investigation is conducted by the IPCC.

The PIP suite will be run by a PIM who should be the rank of inspector or higher, is PIM trained and accredited. Their responsibilities are to facilitate and manage the investigation; they also ensure the

integrity of the process.

Officers are no longer known nor referred to as Principal Officers but are instead now classed as KPWs.

The PIM should ensure that the KPWs' needs are addressed in a manner which does not compromise the investigative process.

In the firearms world, a KPW is an officer who has discharged a weapon; immediately witnessed the discharge of weapons; is directly related to the decision to use force; authorised or commanded the deployment of firearms officers or provided tactical advice.

In real terms, a KPW can be any officer whose detainee dies or is seriously injured while being dealt with, or following police contact. This also includes while in custody or following police pursuit.

The advantage of now being a KPW is that it affords you better rights than being classed as a witness.

A power to seize an officer's belongings or take samples of breath, blood or saliva does not exist unless the officer is suspected of committing a criminal offence. This includes clothing. You can be asked for police uniform as this is property of the police, however, there does need to be good justification for the seizure. You may want to volunteer your clothing if you believe this will help your case, only you can make this decision.

In addition to the PIM, there will also be an appointed officer at the suite who will, where practicable, be of inspector rank and again, where practicable, be an accredited PIM. Their responsibility is to ensure an extra layer of scrutiny around conferring guidance and providing accounts.

They must have had no operational or investigative role in the original incident. They will ensure access to legal representation, prevent any inappropriate conferring and ensure that any material used by officers is secured and handed to the scene investigator. They will operate under the direction of the PIM and may support the PIM in discharging their responsibilities in terms of obtaining accounts.

I hope this brief tour of the PIP process was both informative and interesting to you, for more in depth details of PIP please see the College of Policing website.



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