



Suffolk secretary leads session.

# **POLICE FEDERATION ANNUAL NATIONAL CONFERENCE**

**MORE DETAILS, PAGE 9**

# A message from the chair

BY DARREN HARRIS,  
CHAIR OF SUFFOLK POLICE FEDERATION

## Welcome to the summer edition of our members' magazine.

As ever, it has been a busy few months in the police service with the return of an in-person Police Federation national conference signalling a return to a more normal way of living, and working, since the outset of the pandemic.

The conference has long been a highlight of the policing year providing an opportunity for Federation reps and officials from across England and Wales to come together and hear from the Government and other key stakeholders. They can find out about what is working, and what isn't, but also share good practice and their experiences of policing.

The theme for this year's conference was Fighting for Fairness and the current pay crisis was discussed in session after session. You can read more about conference on Pages 9 to 19.

Meanwhile, the impact of the cuts to police budgets are starting to be felt in a way that the Government might actually respond to.

Six forces – including the Met – have now been placed in special measures by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services. There are fears other failing forces may follow.

At conference in 2015 the then Home Secretary, Theresa May, told the Police Federation it was scaremongering when it said the cuts would have consequences in terms of the service forces could provide. I believe she also accused us of crying wolf.

Perhaps now, the Government might listen a little more to what we have to say. Policing is in crisis. Police officers are underpaid, undervalued and under pressure. They need fair pay and an independent pay review process while the police service needs a longer-term funding strategy.

We are not scaremongering. We are not crying wolf. We are trying to put an end to the crisis in policing for the sake of police officers and police staff but for the benefit of the public we serve.

## 'Officers being hit in the pocket time and time again'

The secretary of Suffolk Police Federation says it's demeaning for officers to have to police public sector picket lines when they're fighting for their own cost of living pay increases.

Ben Hudson said the irony wasn't lost on Federation members that, by law, they aren't allowed to strike to better their own pay and conditions but that officers and resources were diverted to address those of rail workers.

Ben said: "I'm not criticising the rail workers one bit. Their strike was lawful and came about because they felt industrial action was the last resort.

"But that last resort is not available to our members and we have to rely on goodwill from the Government and the public.

*"Despite being on the frontline of the pandemic and on the frontline of any public sector pay dispute while continuing to carry out our day-to-day policing duties, we're being hit in the pocket time and time again – and it's demeaning.*

"The fact is we've endured a 20 per cent cut in real terms in wages since 2010 – and that's before the current cost of living crisis. Something has to change."

Ben's comments were echoed by Steve Hartshorn, chair

of the national Police Federation of England and Wales (PFEW).

Steve said that some Federation branches are handing out food vouchers to help officers cope with the rising cost of living.

*"The police officers of our country are not asking the Government for a favour," he said. "They are asking for their rightful entitlement – fair pay!"*

[Read more of Steve's comments.](#)

Tiff Lynch, the deputy chair of the national Federation, said that while the country is "coming to terms with the cost of living crisis... officers have been grappling with the cost of living for many years".

She said: "All we want is fair pay. Pay that reflects the unique role we play in society, the risks we face and, let us not forget, police officers all too often pay the ultimate price when serving their communities.

"We also need a truly independent pay mechanism and longer-term funding settlements that will allow police leaders to effectively plan policing services."

[Read more of Tiff's comments.](#)

*Read about how the pay crisis is having an impact on Suffolk officers on Pages 4 – 7.*





PC Craig May.



PC James Moughton.

## PCs tackle knifeman as he heads towards busy town centre

Two Suffolk Police officers who tackled a knifeman as he headed into a busy town centre have been nominated for the 2022 Police Bravery Awards.

PCs Craig May and James Moughton responded to reports that a man armed with a knife was running around the centre of Ipswich on the night of 17 May last year.

The officers work on the South Operation Sentinel team - an ANPR-equipped team with the main aim of disrupting criminality through intelligence-led policing.

They soon spotted the suspect, who was later identified as 47-year-old Mark Lewis, and asked him to stand still and show them his hands, but he ignored their requests and walked off towards the town centre.

Fearing a potential threat to life, PC Moughton challenged the suspect once again and “red-dotted” him with his Taser.

PC May immediately recognised the high-risk nature of the situation due to the location and the likelihood of Taser being ineffective due to the thick coat being worn by the suspect, so tackled the man from behind and forced him to the ground.

The officers then quickly brought the incident under control, handcuffed the suspect and recovered a large

wooden-handled kitchen knife with a seven-inch blade.

Lewis, who smelled of alcohol, was transferred to custody where he became agitated and spat in the face of the duty custody sergeant.

PCs May and Moughton have now been put forward for the prestigious Police Bravery Awards organised by the Police Federation of England and Wales and being held in London on 14 July.

Suffolk Police Federation secretary Ben Hudson said: “The knife the officers recovered had a lanyard attached for weapon retention, an indication of intent, so who knows what these two officers prevented that night?”

“I’m really proud of the officers who showed they are willing to take calculated risks and act decisively in tactical situations, putting the safety of the public before their own.”

Lewis was jailed for 19 months at Ipswich Crown Court last November after he admitted assault by beating, possession of a knife, four offences of fraud by false representation and handling stolen goods.

# Student officer forced to choose between passion for her career and survival

**When it comes to putting a roof over my child's head, I simply couldn't compromise. And the sad part is, I loved the job, but there was no other option," says a former student officer who was forced to resign due to low pay.**

Danielle Fisher has shared her experience as part of Suffolk Police Federation's 'Fair Pay For Police' campaign, which aims to address the alarming numbers of new recruits quitting before completing their probation.

The 29-year-old mother-of-one says handing in her notice was the hardest decision she has ever made after she found herself unable to pay for petrol at the end of the month after funding childcare for her son.

"The salary of officers needs to be reviewed, or the Force will continue to miss out on some really good officers because they can't afford to live," says Dani, who was part of the Direct Entry to a DC programme and began training in September last year.

"Don't get me wrong, I did so much research before I started but it's not until you're actually working those long shifts, and experience the low pay, that you realise just how difficult it is."

Dani's story comes after it was revealed that 15.6 per cent of those recruited into Suffolk Police since the end of 2019 have already quit their role.

Joining the police was a lifelong dream of Danielle, who admits she knew it would be hard to stretch her finances each month but was initially willing to make the sacrifice.

"At first, the 9 to 5 training was manageable, but it became quickly apparent that the shift work would have a huge impact on my life," added Dani.

**"Because my parents are still young and working, they can't help me out with looking after my son, which meant me paying for even more childcare than planned - which wasn't helped by me being tired and needing to recover from long shifts on my days off."**

After paying the cost of full-time childcare sessions, Dani says she had around £100 spare cash, which meant her making a big dent in her savings each month.

"Things came to a head when my re-mortgage was declined and wasn't able to afford fuel for my car.

It was putting pressure on my family to pay for more too," reveals Dani.

She said: "Between myself, my tutor and sergeant, we tried to make it work but, in the end, I had no other choice. My son had to come first and looking after him is my priority.

"If you speak to any of my friends, they will tell you that they noticed a real difference in me. I felt like a failure, like I was having to choose between something I loved doing and supporting my family. It had a severe impact on my mental health.

**"I had sleepless nights worrying. Handing my notice in was the hardest decision I've ever made. Being in the police is everything I ever wanted to do and now it's just gone, out the window."**

Dani, who left her trainee role in March, has returned to her previous workplace, West Suffolk College. She says that peers in her police cohort would regularly have conversations about the low salary.

"We would literally be asking ourselves, how will we survive financially each month? I know some officers would opt out of their pension to save money, which isn't something I wanted to do, for the sake of my future.

**"I can honestly say, if I could've afforded to continue on the course, I wouldn't have left. I absolutely loved the job."**

Dani says that our Fair Pay for Police campaign is crucial in helping those in power address the pay situation for officers across the nation.

"Better pay will mean better retention, it's that simple," she says, "The salary either needs to be reviewed or perhaps officers can be helped with their pension contributions until they earn more.

**"Ultimately, with the cost of living rising, it's impossible for the salary of officers to stay the same."**

Chair of Suffolk Police Federation Darren Harris says that for the Force to not only successfully attract new officers but retain them, there needs to be a better focus on pay and working conditions.

“The recent figures surrounding new recruits are nothing short of abysmal, yet I’m not surprised at all,” said Darren.

**“Sadly, Dani’s story is just one example of too many, who feel they have no other choice than to leave the Force if they want to survive – not just for their sake, but for their families too.**

“I feel embarrassed and ashamed that we’re even having to launch a campaign for better pay but hopefully sharing these stories will help get our voice heard with those in power.”

Police officers have been subject to brutal below inflation pay rises in recent years leading to real-terms pay reductions amounting to around 20 per cent since 2010. Last year officers were handed a pay freeze. Despite the Treasury blaming this on the cost of the Covid-19 pandemic, it was announced that MPs would receive a 2.7 per cent pay hike from this month.

“For Dani to feel like she has to choose between her dream of joining the police or affording to live is shocking and it needs to be addressed. We cannot continue this way, something needs to urgently be done now before we lose more recruits and put additional pressure on current officers,” ended Darren.

[Contact the Federation office if you want to join.](#)

## Chair recognises impact of subs increase

**Even a small increase in subscriptions could have an impact on Federation members who are already struggling to make ends meet, says the chair of Suffolk Police Federation.**

But Darren Harris said it was critically important that the Federation has the resources to continue to provide a wide range of essential support and services for members.

“Ultimately, I think we have to remember that the Federation is a business and, as such, like so many other organisations and individuals, it has been hit by a rise in running costs and inflation,” says Darren.

“Between 2010 and 2019 we have not increased subs, instead we have used our reserves to meet the extra demand. These reserves are now at a level that this is not an option so a small increase in subs is required to meet the inflation-related costs and will help the financial security of the Federation.

“But it is definitely not lost on us that even a small increase could have an impact on our members, particularly those who are already facing financial difficulties.

“I would also like to remind all members that we can help them get professional help and support if they have money worries. I think the stigma around talking about mental wellbeing has started to lift but we are aware that people do find it difficult to talk about financial issues. Please do not worry about getting in touch, we can help members access help and advice.”

After a conference motion put forward the subs

increase at the national Federation conference, a Police Federation of England and Wales (PFEW) statement was issued.

It said: “With the current cost of living crisis, last year’s pay freeze and without knowing if our members will receive an increase in their pay this year or not, now is not the time to increase Police Federation of England and Wales subscriptions.

“PFEW, however, is also facing increased costs. Soaring inflation, upcoming litigation and the financial health of our National Reserves Fund means we need to at least start to have an open and honest conversation on this subject with Federation representatives to make sure that there is a strong, viable Federation fighting for our members for years to come.”

The conference motion looked at future options for an increase in subscriptions on the basis that it would only be introduced once it has been confirmed by the Government that members will receive a pay increase.

As a result of the motion, the conference supported increasing the rate of all types of Federation subscriptions effective from 1 September 2022, in line with the percentage uplift to police pay for 2022/2023.

# Disillusioned officer quits Force

**A former Suffolk Police officer who left the Force shortly after completing his probation has described how his dream job failed to live up to expectations.**

Kyle Thorpe had wanted to be a police officer from an early age and fulfilled his ambition when he reported for training at Martlesham on 2 December 2019.

But less than three years later he has left the job he thought he would love and is now seeking a new career path.

He started his tutorship in March 2020 just one week before the country went into lockdown at the start of the coronavirus pandemic.

Kyle said he initially shrugged off the negative comments of more senior colleagues. "You kind of hear things that you don't want to believe, I guess," said Kyle.

But eventually he realised the complaints about poor working conditions, staff shortages, low pay and unrealistic expectations were genuine rather than whingeing from old school bobbies.

He said: "Straight out of tutorship was fine but there were times when I was just left on my own because staff shortages meant other officers were needed elsewhere.

"So straight out of tutorship I was completely on my own, not fully knowing what I was doing to be honest.

"The 10-week training was OK but it's definitely not enough time for someone to be left on their own so I didn't really feel confident being put in that position.

"As it happens, there were no incidents that left me feeling out of my depth but if something had kicked off I'm not sure how it would have gone down really."

Kyle said he was not the only young and inexperienced officer to be left on his own.

"I have seen almost all of the teams left with little to no staff and on night shifts they'd be left on their own," he said.

**"There have been times when they've had to do whole shifts on their own or try to call in Special Constables on the day to try to get them to come in and help out."**

Kyle said the lack of positive results for victims was another major factor in his decision to quit.

He said: "I joined to make a difference but I've seen colleagues spend ages putting cases together and sending them off to the CPS but then nothing happens.

"The courts and the justice system isn't what I thought it would be. Everyone says they are so busy which is fair enough but when all you are getting is negative result after negative result it just starts to grind you down."

Kyle acknowledged the start of his policing career was hampered by the challenges of the coronavirus pandemic but still questions whether his decision to join the Force had been the right one for him.

"Ever since I was young I'd said I wanted to be a police officer," he said, "I didn't apply for any universities because I knew I was going to join the police and I didn't even have a back-up plan because I knew this was what I was going to do.

**"But I realised I just wasn't enjoying it as much as I thought I would about 18 months into my probation but professional pride meant I was never going to leave before the end of my probation."**





Kyle, whose short career in policing came to an end when he served his last shift on 27 April, insists he has no regrets.

He said: "At first it was a little bit disheartening and I thought I would have a long and enjoyable career in the police and I thought when I cleared out my locker and gave my uniform back a small part of me would think I was making the wrong decision and be a bit flat but I didn't feel that way at all. I think that says a lot."

Darren Harris, chair of Suffolk Police Federation, has called for a greater focus on the retention of new recruits, backed up with action around pay and working conditions.

Figures revealed that 50 of the 320 new officers who joined Suffolk Police since the end of 2019 ended up quitting before completing their probation.

Darren said: "We all desperately want to see the Government's Police Uplift Programme succeed and to get back to the staffing levels we had before the austerity years.

**"We simply cannot expect to deliver the service the public deserves without boots on the ground."**

"That's why it is so frustrating and tragic that we're getting bright, young talent through the door and allowing them to become so broken and disillusioned that they are turning their backs on policing before they even get started.

"These figures should shame police leaders and the Government and show it is not enough to recruit people, they have to focus on retention and that includes decent pay, welfare and working conditions."

## Specials can now join Federation

Suffolk branch secretary Ben Hudson says the Police Federation will lift the voices of Special Constables and ensure they're heard when they finally join.

A change in the law means that Special Constables can now join the Federation's 139,000-strong membership – nearly 200 years after they were formed.

Ben said: "It's not before time that our Special Constable colleagues are able to join the Police Federation of England and Wales (PFEW).

"It's an historic moment and a proud moment, and one which follows a decade of campaigning by the PFEW for Specials to be able to access the wealth of support and advice services we offer.

"Specials give their time, dedicating thousands of hours to supporting our officers and the public.

"They face the same dangers and risks as full-time officers and during the pandemic we saw just what an important role they play.

"We're looking forward to being able to represent them, to offering them expert support and advice, to lifting up their voices so they're heard loud and clear."

The Special Constabulary was formed in 1831 but its members haven't had an umbrella organisation

representing them and had negligible legal protection – until now.

With the new Police, Crime, Sentencing and Courts Act 2022 now coming into force, Special Constables can sign up for PFEW membership to receive support and advice from elected workplace reps who have received full training on Police Regulations.

Dave Bamber, the national Federation's Special Constabulary lead, said: "Specials play a dangerous and difficult role in society, and they need support in the workplace to ensure they are treated fairly and not disadvantaged and the Federation will be there to offer that support.

"From a Special Constabulary point of view, the law change is a really big indication of acceptance within the police family and the Federation wishes to embrace them as well."

Federation national chair Steve Hartshorn added: "I would encourage the Special Constables who are interested in joining as members to contact their local Federation representatives, local branch board or visit the PFEW website to learn more."

Find out more.

[Contact the Federation office if you want to join.](#)

# HMIC calls for bonus payments for detectives

The new head of HMIC says forces should consider offering bonus payments to detectives to help tackle a shortfall of 5,000 investigators nationally, a suggestion backed by the Police Federation National Detectives' Forum (PFNDF).

Andy Cooke, chief inspector at Her Majesty's Inspectorate of Constabularies and Fire & Rescue Services (HMICFRS) and a former detective himself, discussed the fact that the number of detectives in major crime units had dropped by 28 per cent in the past decade during an interview with Police TV. The proportion of crimes solved has dropped from 14 per cent to six per cent over the same period.

He asked: "If you're trying to attract people into being a detective, should it carry a bounty as part of that? Should there be a bounty on the achievement of passing the various detective exams?"

**"It's an issue that police need to consider, because changing the whole mindset of people in a short period of time to allow us to have sufficient detectives across the country isn't going to happen quickly. So there needs to be some different thinking by far more intelligent people than me."**

Glyn Pattinson, chair of the PFNDF, has welcomed the comments: "I have the upmost respect for Andy Cooke and everything he talks about in this interview is exactly what we have been saying through the PFNDF for years.

"The attraction - and retention - of detectives is a real issue and we fully support the use of incentives such as targeted variable payments to help reward those who have worked hard to pass the National Investigators' Examination and go on to achieve PIP2 accreditation."

Jon Nott, deputy secretary of the forum, explained: "Currently, it is a postcode lottery as to whether detectives get any extra payments. They automatically lose the best part of £1,200 when coming off a 24/7 pattern and losing the unsocial hours allowance. There is then the stress of having to study for and pass the exam as well as then completing the portfolio.

"This is all done while carrying a workload that is ever increasing and carries with it in some cases enormous risk for both the detective and the Force. This work doesn't ever go away, you don't hand it over to the next incoming shift; it stays there and you struggle to switch off from it.

"Yes, you earn over-time when dealing with jobs but that means that you are away from family and then get the court warnings for lengthy periods of time, which mean you struggle to get leave.

**"A payment for passing the exam and becoming a detective would be welcomed and to have it agreed at a national rate so that all are receiving the same amount would be welcomed rather than the current variation from force to force would be an added bonus."**

Ben Hudson, secretary of Suffolk Police Federation and the forum, has welcomed the HMIC's suggestion.

Mr Cooke also argued that there should be more detectives in the senior ranks to act as role models.

He explained: "That whole sort of senior role model detective isn't as visible as perhaps it was when I was a detective inspector, detective chief inspector and detective superintendent," he said.

"Encouraging more detectives to actually go through towards senior officer ranks may be one way of doing it, but it's a difficult problem."

[Find out more about the PFNDF.](#)





# POLICE *Federation*

The undisputed  
voice of policing

## **Federation stages its first annual conference in three years**

Delegates gathered in Manchester in May for the Police Federation of England and Wales' (PFEW) annual national conference – the first to be held in person for three years.

The 2019 conference did not go ahead due to a cyber-attack on PFEW and the two following years were hit by the pandemic.

A contingent from Suffolk attended the conference with branch secretary Ben Hudson leading a session addressing the impact of the latest disclosure guidance.

On Pages 10 to 19, we give an overview of key conference sessions and more details can be found at: [polfed.org/events/annual-conference-2022/](https://polfed.org/events/annual-conference-2022/)







# National chair confronts Home Secretary on pay

Just six weeks after becoming the new national chair of the Police Federation Steve Hartshorn tackled the Home Secretary about the issues affecting police officers, most notably pay.

“Home Secretary, what has gone wrong?” asked national Federation chair Steve Hartshorn as he scrutinised Priti Patel during his keynote address at this year’s annual Police Federation conference.

In keeping to his promise to continue the fight for better pay, Steve voiced his frustration at hearing his colleagues are struggling to feed their families and are going to food banks.

He said it angers him to hear of “good and experienced people talking about leaving the job, not because they want to, but because they can’t afford not to.”

He added: “Home Secretary, what has gone wrong? Why are my colleagues one of the only groups of frontline public sector workers being penalised in their pockets?”

“This cannot go on. It’s time for change.

**“I don’t apologise for cutting to the chase, and I don’t apologise if I sound frustrated – I am, as are our members.”**

He continued to reveal that recent statistics, following a poll of 2,000 members of the public, show that 75 per cent believe the police deserve a pay rise in line with inflation.

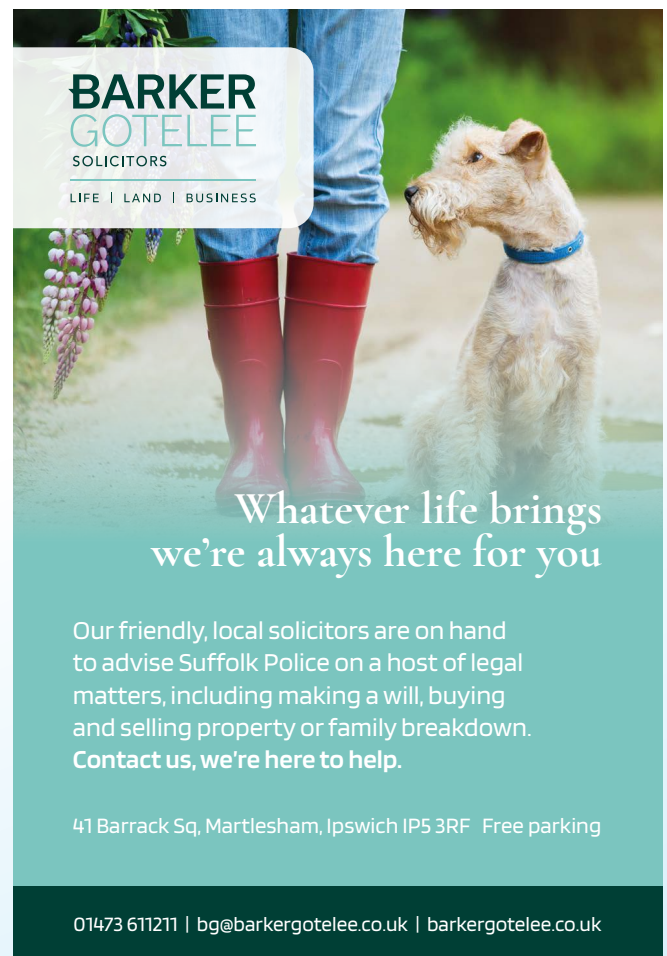
Furthermore, 79 per cent agree that dangerous jobs, like police work, deserve the pay to reflect the work.

“That’s not us saying it Home Secretary, these are the views of the public,” he said, “Your electorate.”

He said that officers are ‘told they are brave, they are told they do a unique job.’

He explained: “They were thanked for putting themselves and their families in danger as Covid gripped the country, and yet that acknowledgment amounted to nothing.

**“All we are asking from the Home Secretary, is for a similar pay process to the one that you and all 650 MPs have. We are not asking for special treatment. We are asking that you remember and recognise our special responsibilities and unique status with the restrictions on our private lives and the lives of our families.”**



**BARKER  
GOTELEE**  
SOLICITORS  
LIFE | LAND | BUSINESS

Whatever life brings  
we’re always here for you

Our friendly, local solicitors are on hand to advise Suffolk Police on a host of legal matters, including making a will, buying and selling property or family breakdown. **Contact us, we’re here to help.**

41 Barrack Sq, Martlesham, Ipswich IP5 3RF Free parking

01473 611211 | [bg@barkergotelee.co.uk](mailto:bg@barkergotelee.co.uk) | [barkergotelee.co.uk](http://barkergotelee.co.uk)





Priti Patel delivers her speech at the conference.

# ‘Proudly pro-police’

The Home Secretary says she’s proud to see Harper’s Law coming into force following a campaign backed by the Police Federation of England and Wales.

Priti Patel praised Lissie Harper for her campaign for mandatory life sentences to be given to the killers of emergency services workers following the death of her husband, PC Andrew Harper.

She said: “Lissie Harper campaigned for this very bravely and effectively, with the full-throated support of the Police Federation.

**“Harper’s Law means mandatory life sentences for people who kill an emergency worker while committing a crime.**

“There will also be an increase in the maximum penalty for assaults on police officers and other emergency workers - from 12 months to two years in prison for common assault or battery.”

Ms Patel said Harper’s Law was one of a number of measures in the new Police, Crime, Sentencing and Courts Act requested by the Federation.

She said she had introduced a new test to assess the standard of officer driving.

**“Should an officer be involved in a collision, the courts will now be able to judge their standard of driving against a competent and careful peer with the same prescribed training, rather than with a member of the public,” she said.**

“I want our highly trained officers to have the confidence they need to fight crime effectively.”

Ms Patel said that the new act would “better balance the right to protest with the rights of everyone else”.

She said: “As ever, you have not hesitated to put yourselves in harm’s way, while a selfish minority of protestors have used guerrilla tactics such as blocking motorways and locking on to oil tankers.

**“I know whose side I’m on.”**

Ms Patel told delegates in Manchester that she was “proudly pro-police”.

## Olympian's praise for police

Former world athletics champion Kriss Akabusi MBE thanked officers for the "selfless work" they do as he helped open this year's conference.

The athlete described the police as the "glue that holds this community together", as he addressed the auditorium for the first session of the two-day event in Manchester.

The Olympian and five time gold medallist talked about fellow athlete Derek Redmond, who was hit by heartbreak when his hamstring tore while running the 400m during the 1992 Olympics. Determined not to give up, Derek was supported over the finish line by his father, Jim.

"Think how many times you get people across the finish line," Kriss said to conference. "When I think about British policing, I think about how many times do you get people across that finish line."

"Whether it's road traffic collisions, reports of domestic violence, murders, robberies and rapes, you are there, getting people over that finish line."

He continued to say that while newspapers are full of negative news, imagine if we could be talking about how the police get people across the finish line.



Kriss Akabusi.

## Welsh DC explains reality of pay freeze

A Welsh detective challenged the Home Secretary over the impact of poor police pay and rising inflation.

Struggling single mum DC Vicky Knight said she had resorted to visiting food banks and asking her parents for money.

Vicky, a North Wales Federation representative, asked Priti Patel: "Could you live on £1,200 a month? How about £1,400?"

Vicky, an officer for 23 years, said she borrowed money from her 69-year-old mother to help pay for petrol.

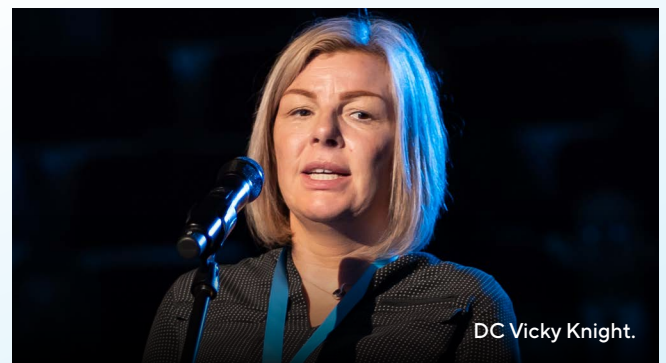
"I work with the most vulnerable members of our community and I love my job, but if the rates of interest go up, and I can't pay for my mortgage and I can't pay for my fuel, I am not going to be able to continue to go to work," Vicky said.

"I went to see an accountant, and the advice was: leave the police, work for 22 hours a week, and claim benefits, and you will be better off."

"I tell this story not because I'm here for sympathy, I just want to be heard. I stand here to represent myself and many people in the Force that are like me."

"We are desperately struggling to do the job that we love and to make ends meet at home. So, I need you to be on our team and to help us, to represent us, to get us fair pay."

Ms Patel replied: "I think it just really illustrates so strongly and powerfully why we need to actually find solutions to pay issues and actually give you the support that you rightly deserve. We have to move this forward. You have that commitment from me, you absolutely do."



DC Vicky Knight.

# Police Uplift Programme under scrutiny

Is the Police Uplift Programme more than a numbers game? This was the question put to a panel of experts on the opening day of conference.

The session was opened by Dave Bamber, National Board member, who said it was “impossible to argue” that the Government’s promise of a 20,000-officer uplift was not welcome, adding “the service needs more staff”. However, Dave questioned whether policing was prepared for the influx.

“Having hollowed out the training departments and reduced tutoring to a minimum, we were ready to take these officers in? Have they developed into an efficient and effective workforce, or have we just been playing a numbers game where we now have 20,000 more people but not necessarily 20,000 more police officers who are capable of doing the role?” he asked.

The question was picked up by the panel, which comprised of Mark Jones, secretary of North Wales Police Federation, Kurtis Christoforides from Police Now, Jo Noakes representing the College of Policing, Dr Sarah Charman a professor of criminology, and Sarah Davenport speaking for the National Police Chiefs’ Council.

Mark painted a picture of trainees who were stressed and struggling to cope with the pressures of a demanding full-time job, with full-time studying, plus poor pay and cancelled rest days. He said this reality contrasted with the Home Secretary visiting forces and being told “what she wanted to hear” – that everything was well.

And he compared the uplift programme to the misselling of PPI: “We’re not being honest with people about the trauma they are going to see. We’re not telling them that they are going to have to work night shifts, that they will have to work Christmas. In this drive to get people through the door, we’ve let slip the reality of what policing is.”



## Police drivers gain better protection in law

All police drivers must be ‘in ticket’ with their training if they are to benefit from the new protections they will receive under the Police, Crime, Sentencing and Courts Act, conference was told.

Tim Rogers, national Federation lead on pursuits driving and driver training, has led a long campaign to bring about the change in law introduced by the act.

Police officers’ driving will no longer be assessed by the standards of the careful and competent member of the public but by those of their skilled and trained colleagues.

He said: “We’ve had this catalogue of shame where officers were on the wrong side of the law, embroiled in lengthy criminal and misconduct investigations which have caused untold stress. “We are in a better position because we campaigned for eight years. It’s a major achievement.”

Tim stressed it was critically important for officers to demonstrate they were up to date with training so they benefited from the new protection and was supported by DCC Terry Woods, National Police Chiefs’ Council driving lead, and driver training expert Roger Gardner.



# Conduct system 'could collapse'

The misconduct process "could collapse" due to a legal ruling which means that panellists could be sued for their decisions, the Police Federation conference heard on the Wednesday morning of the two-day event.

In a session entitled Modernising Hearings, John Bassett of the National Association of Legally Qualified Chairs (NALQC) set out the view of his organisation that the Eckland case established that LQCs (and any other panellist) can be held liable and, so far, the Home Office has refused to indemnify them or provide immunity.

As a result, the NALQC has advised its members not to accept new appointments, which is contributing to a backlog in misconduct cases being resolved.

John said: "The advice we've given to our members is not something we took lightly. We have put forward

a perfectly straightforward one-clause bill to the Home Office and they are prevaricating. Meanwhile, claims continue to be made.

"If the situation is not sorted out the present system is going to collapse because LQCs will not be prepared to put their livelihoods, their homes and their families at risk of financial ruin. If that is the situation then almost by default the position will return to what the National Police Chiefs' Council appears to be seeking which is a return to misconduct hearings being presided over by chief officers."

# Tackling the stigma of suicide

**'We need to fight the taboo and that stigma around suicide needs to go if we want to save lives.'**

That was the clear message from the Fighting for your Lives session at this year's annual conference.

The session examined the reality of officers taking their own lives, with Federation representatives urged to talk more openly about suicide to make it more visible.

Former officer Ed Simpson shared his experience of post-traumatic stress disorder (PTSD), which resulted in him spiralling and ultimately considering taking his own life.

**"I remember driving to work and thinking I wanted to kill myself. That should've been an irrational thought, but it was completely rational," said Ed, who worked for South and North Yorkshire Police. "I actually hated myself because I was still alive."**

One week later, physically and mentally burnt out, Ed was diagnosed with shingles, which led to him visiting the doctor and being officially told he had PTSD, sparked by witnessing trauma after trauma during his career.

Having been signed off work for a year, Ed received the devastating news his salary would be docked to half-pay, leading to him feeling "totally worthless".

**"That same day, I fell out of love with policing," said Ed, who returned back to work after 12 months, before medically retiring three years later.**

"The journey to get there ruined me. I will never be the same again."

Ed was joined by CEO Oscar Kilo Andy Rhodes QPM, Greater Manchester suicide prevention programme manager at the NHS Adele Owen QPM, and facilitator of families against corporate killers at Greater Manchester Hazards Centre Hilda Palmer.

# Disclosure guidance has created a 'Crisis in Policing'



Suffolk Police Federation Secretary, Ben Hudson.

The Police Federation conference was told of a growing crisis in policing that is pushing officers to breaking point and delaying justice for victims. Ben Hudson, secretary of Suffolk Police Federation and also the Federation's National Detectives' Forum, led the final session at the Manchester gathering to highlight the impact of DG6 – the guidance on charging that came into effect in January last year.

It has added obligations to the officer in charge of an investigation and front-loaded the disclosure process amounting to a "hidden tax on policing", Ben said.

He played clips of investigating officers who spelled out the real impacts of the changes, both to their workloads and the ability to deliver a timely service to victims.

Isabelle Jenkins, speaking to camera, said rape allegations previously took an average of six to nine months from the start of an investigation to the point of charge. Since the advent of DG6 that has now doubled.

She added: "My most recent rape investigation has taken me 12 months to secure a charge. I have two colleagues who are at the 18 months point. This isn't our investigations that are taking this long, it is the consistent changes and action plans from the CPS. I've had victims whose mental health has taken a decline because they just want answers. It's bad enough what they've been through as a rape victim, let alone waiting a year to find out if they are going to get any justice."

PC Georgie Dodd said her workload had increased because of disclosure, and morale was very low. Louise

Goddard from Wiltshire Police spoke on camera about how a colleague of 22 years quit due to "having had enough" of the workload, and Louise also wonders how long she can continue.

**Sergeant Josh Ives added: "I feel like our hands are completely tied behind our back by the changes."**

Ben drew attention to the findings of the Federation's 2021 pay and morale survey which found that 96 per cent of detectives who responded felt the changes had increased the number of hours spent on pre-charge file preparation. In addition, 87 per cent said the changes had increased their stress, and 86 per cent felt the changes had decreased the efficiency of the criminal justice system.

Ben added: "Perhaps the most alarming statistic was that 45 per cent – almost half, indicated the number of victims who had withdrawn from active participation with their investigation had increased due to the changes."

Under the previous system, if officers submitted 1,000 cases to the CPS, around 75 would result in a charge and require the completion of a full file. Since DG6 all

100 now require a file, even though 25 will not result in a charge.

Ben pointed out that this represented a 33 per cent increase in workload and effort to no avail. New redaction requirements involve, on average, an additional four hours per case he added.

The Federation's concerns were put directly to Max Hill QC, Director of Public Prosecutions, who insisted **"I do get it," before adding: "DG6 came into force on 31 December 2020 not because I chose that date but when the Attorney General decided after a long conversation that there had to be a step change."**

Mr Hill admitted that the CPS had too often got it wrong when it came to disclosure and cases were coming unstuck in court. He also conceded that the system is "front loaded" currently. However, he argued that police and the CPS were working much more effectively now as "one team" even if staff on both sides were more tired or carrying more cases than before.

He added: "I can assure you we are not attempting to apply any higher standard than what the law requires. We are simply saying 'these are the challenges we are going to face as one team when this goes to court' so as one team let's see if we can meet those challenges. If we get it right first time, we won't find our cases are torpedoed when it comes to court."

Also on the panel was Nick Ephgrave, assistant commissioner of the Metropolitan Police. His take on DG6 was there was now "increased rigour" around the application of disclosure law, along with an exponential increase in the volume of data.

He said: "I say to my people you've got to start thinking of disclosure from the minute you read the crime report. If you do that some of this workload will get spread across the time period – it's not the solution, but it's the other side of the coin of investigation."

The panel agreed that an impending review of the impact of the guidelines by the Attorney General's Office offered the possibility of positive changes to reduce the burden on officers and speed up justice.

During the session, Ben also highlighted the pressures officers were facing due to redaction requirements under the Data Protection Act.

He said: "We would urge the Government to address this immediately. An amendment to the act to allow the CPS and the police service to be treated as one entity would make a huge difference and save considerable time.

**"An expert review of nine files found that the new redaction requirements involve, on average, an additional four hours per case. And this will be considerably higher for more complex investigations."**

## A WEALTH OF EXPERTISE ON YOUR DOORSTEP

Offering clients face-to-face specialist advice whether they are looking for;

- Retirement planning
- Tax efficient investment planning
- Tax & Estate/IHT planning
- Financial Protection for their family or business
- Or just looking to review their financial affairs

### PAUL WARD

FINANCIAL PLANNING CONSULTANT

For further details contact Paul Ward on:



**Tel: 07984 317 795**

paul.ward@sjpp.co.uk

www.paulwardwealth.co.uk

The Partner is an Appointed Representative of and represents only St. James's Place Wealth Management plc (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the group's wealth management products and services, more details of which are set out on the group's website [www.sjp.co.uk/products](http://www.sjp.co.uk/products). The 'St. James's Place Partnership' and the title 'Partner' are marketing terms used to describe St. James's Place representatives.

H2SJP2238 01/22



# Father's campaign to recognise officers killed on duty

A father whose daughter was murdered while on duty says that by next year's Police Federation conference he hopes to be wearing a medal in her honour, as he continues the campaign for an award to recognise emergency service workers who are killed on the job.

Bryn Hughes is leading the fight for an Elizabeth Medal to be given posthumously to emergency service workers killed while on duty, after his daughter PC Nicola Hughes (23) was murdered by gunman Dale Cregan in 2012.

Having attended this year's annual conference and heard the Home Secretary's brief mention of the award during her address to the auditorium, Bryn says he now hopes to meet with Priti Patel, so they can drive his ambition forward.

**"Next conference, I want to be wearing a medal in Nicola's memory," said Bryn, "We were waiting to see what the Home Secretary said at the conference before we decided our next steps."**

During her speech at the conference, Ms Patel spoke briefly about such an award, saying: "In relation to death in service, there is no doubt that every life lost in the line of duty is a tragedy. I am resolutely determined that, in the future, this sacrifice will be recognised."

Bryn said he was surprised by her comments, adding that the Home Secretary could have said a lot more to "show she cares about" the campaign, which uses the hashtag #MedalsForHeroes.

"It would have been nice if the Home Secretary would've acknowledged the bravery and potential sacrifice these police officers make on a daily basis," he explained.



Steve Hartshorn, national Federation chair, with Bryn Hughes.

"When I speak to others, they're surprised such an award isn't already in existence. I'm hoping to meet with the Home Secretary and when I do, the question I will asking her will be simple, 'Why can we not have this award?'"

"This award will never bring our loved ones back or change things, but it will honour their memory."

Nicola, who worked for Greater Manchester Police, was killed alongside her colleague Fiona Bone (32) during an ambush, following a routine burglary call.

The award is based on the Elizabeth Cross, which was first awarded in 2009 and is given to relatives of members of the armed forces who have been killed in action since the end of World War Two or as a result of a terrorist attack.

**"The financial cost of this award would be insignificant, compared to the personal grief we're all going through," Bryn added.**

"We're all on a journey, from the moment we open our eyes to the minute we close them, we struggle – this award would show us the Government cares, that they recognise the journey we're all on."

Bryn has also launched a charity in memory of his daughter, the PC Nicola Hughes Memorial Fund, which aims to provide learning opportunities and pre-employment skills in the form of support through grants or services to children who have experienced the death of a family member through violent crime, such as murder or manslaughter.

**“Nicola wanted to help everyone, that’s exactly why she became a police officer in the first place, something I’d like to think she got from me,” said Bryn.**

“If Nicola would want anything, it would be to help someone who has experienced the loss of someone close to them. To know that we’re providing some sort of basic help to people who need it, I know she would be overwhelmed.”

One person the charity has helped is a widower in his 70s, who became the legal guardian of his three grandchildren after his son-in-law killed his daughter.

“I remember walking in, and this gentleman in his seventies was ironing his grandchildren’s school uniform. His wife had died just 12 months before and he had spent a fortune on school uniforms because he didn’t know where to shop. It was at that moment, he said to me, he hadn’t even grieved for his daughter because he didn’t have the time,” explained Bryn, “We’ve been supporting him by sourcing school uniforms for him since.

“He had been grieving in private every night, so he didn’t show emotion in front of his grandchildren. In some ways, I can relate to what they’re going through.”

Bryn says that for him, the charity and the Elizabeth Medal campaign give him a reason to get up every morning, adding: “I could definitely have just spent my days in bed after Nicola died but doing this, in her memory, gives me a purpose.

“I’d like to think that what happened to Nicola doesn’t define me but instead, what I’ve done since then.”

## Helping the Police Family financially



**Start saving today from as little as £5 a month!**

Sign up to membership online using the referral code **SUFFOLKSAVE22** and we'll send you a **£10 Amazon e-voucher!**

**Instant access to your savings**  
**Effortless saving direct from your payroll**  
**We paid a 1.0% dividend to members in 2021!**

**Claim your voucher** 



£10 Amazon e-voucher offer is valid for new members who open a Member Account only. No1 CopperPot reserve the right to remove this promotion at any time without notice. The end date for this promotion is 01/08/2022. Maximum of 1 e-voucher per member. All loans are subject to affordability and our lending criteria. Your savings are protected by the Financial Services Compensation Scheme up to £85,000. Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit <http://www.fca.org.uk>.







# Enjoy a discounted break at our holiday home

Suffolk Police Federation is offering members the chance to book a relaxing low-cost break at its new holiday home, Meadowlark.

The holiday gives members the opportunity to take a well-deserved break and recharge their batteries without having to break the bank on an expensive holiday.

Meadowlark, which sleeps up to eight people, is on Kelling Heath Holiday Park which is set among 300 acres of woodland and rare open heathland in an area of outstanding natural beauty near Weybourne on the North Norfolk coast.

The holiday park features miles of woodland and heathland trails for walking and cycling or just enjoying the area's diverse wildlife which includes red squirrels, bats, rare butterflies and bees as well as many different species of birds.

Visitors are encouraged to enjoy the beauty of the Norfolk countryside and panoramic views of the

Weybourne coastline by making the most of the glorious range of habitats, wildlife and history. There are brilliant beaches at Weybourne, East Runton, Cromer, Sheringham, Wells and Holkham and the holiday park is less than 30 miles from Norwich and its shops, bars and restaurants.

Visitors who want to spend more time at the holiday park can take advantage of its top-notch on-site recreational and leisure facilities which include a health and fitness club featuring gym, indoor and outdoor pools and tennis courts (six leisure passes are included free of charge).

Kelling Heath also has its own Countryside Team which is dedicated to caring for the area's natural environment and has been recognised and commended by a number of national and international award schemes.



The lodge has three bedrooms:

Bedroom 1 - king size bed

Bedroom 2 - two full size singles

Bedroom 3 - two smaller singles

There is also double-sized sofa bed in the living room.

The lodge is fully equipped and furnished to an exceptionally high standard and has been designed to help guests make the most of the holiday park lifestyle.

Meadowlark has full central heating luxurious and fashionable free-standing furniture and an amazing kitchen with a five-burner gas hob including wok burner, quality feel worktops, integrated fridge freezer, dishwasher and microwave and a full height pantry.

There are also plenty of TV points, power sockets and USB chargers and a satellite co-ax giving visitors the freedom to receive as many channels as they do at home.

Federation branch chair Darren Harris said:

**“We wanted to offer our members a chance to take a much-needed break and get away from it all for a few days after what has been an incredibly challenging year.”**

Meadowlark can be hired by members of the Suffolk Police Federation and subscribers to the Group Insurance Scheme on a first come, first served basis.

[Find out more](#)





# Sarah outwits 'HUNTERS' for TV win



**A Suffolk Police Federation member who outwitted the 'Hunters' and won the national TV show says she just wanted to make her two sons proud and has pledged to put her £50,000 winnings towards creating precious memories with her family.**

PC Sarah Kibble was on the run as a 'fugitive' for 23 days, as part of Channel 4's *The Hunted*, using the skills she has learned in the Force to help her beat 10 other contestants to the title.

Sarah (36), who has been with the Force for nine years and is a self-confessed 'huge fan' of the show, says she was 'screaming and laughing' after finding out she had been chosen as a contestant.





Sarah and her fellow contestants.

**“I’ve watched every series and always loved to have done it but never thought about applying. It was my eldest son who encouraged me to apply and so I thought, ‘why not?’”, said mother-of-two Sarah, whose children were three and 10 when the show was filmed.**

“The hardest thing for me was mentally keeping away from the kids, especially my youngest, who didn’t understand what was going on. But my partner was really supportive; he told me it was a once-in-a-lifetime experience, so I should just go for it.”

Sarah says her experience in the police ‘100 per cent helped’ her think like the ‘Hunter’ team, which was led by Cleveland Police Assistant Chief Constable Lisa Theaker.

“I suppose other fugitives probably watched the show before and pick up on how the Hunters behave but, for me, everything I have ever learned is ingrained into my head. I felt comfortable pretty much all the time and never questioned the decisions I was making,” added Sarah.

She added: “Although towards the end, I was making so many little mistakes, leaving so many breadcrumbs for the Hunters but somehow, I still managed it.”

During her time on the run, Sarah travelled across the country, moving around through London, Manchester, Brighton, York and Newcastle.

Sarah split the £100,000 prize pot with fellow fugitive and graphic designer Nathan Falcon after they both reached the extraction point in Scotland.

“It makes a change to be on the wrong side of the law,” she said.

“I loved the whole experience but every time the camera person asked me about my boys, I cried because I missed them. Actually, it was quite liberating being on the run, with no phone and no connection, just me, deciding where I go that day.”

During her time on the run, Sarah said she met so many ‘wonderful’ people, who went ‘above and beyond’ to help her.

“I was so fortunate to meet the people I did. One stranger even let me have his spare car for three days, I mean, who does that? I had somebody let me stay on their farm and another in their garden - in fact, the best night’s sleep I had was on somebody’s garden floor.”

With the show filmed in October, Sarah was contracted to keep the results a secret for around five months.

“When my colleagues found out, they were great. I received so many lovely messages from fellow officers telling me what a great job I did,” says Sarah.

“I think my son feels like a mini-celebrity at school now, it’s so lovely. He knew I’d won but didn’t know my journey on the show until it aired on TV and he was made up.”

Some of her winnings have been already spent on a holiday abroad, with the rest being put toward creating her ‘forever family home’, starting with an extension.

- Find out more about Sarah’s experiences on her [sarah\\_kibble\\_hunted](#) Instagram account which she created to show her journey from start to finish.