

POLICE

Honouring Our Heroes

**THE 2022 POLICE
BRAVERY AWARDS**

WE SALUTE THE HEROES WHO GO ABOVE AND BEYOND

News

Updates from across
England and Wales

IOPC training

Making the system
fairer for all

Pride

Flying the flag for
LGBTQ+ equality

Lookback

Former National Secretary
Alex Duncan on his career



11 PAGE BRAVERY AWARDS SPECIAL, PAGE 14



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GUIDANCE ON LEAVE ENTITLEMENTS

Forces have misled officers on Time Off for Dependants and Parental Bereavement Leave entitlements

The Police Federation of England and Wales (PFEW) has raised concerns to police chiefs over the number of forces misleading officers and denying them their entitlements to Time Off for Dependants (TOFD) and Parental Bereavement Leave. This follows stark findings from a PFEW examination of policies on TOFD, which revealed force policies are wrongly removing pay, limiting entitled days and downplaying when it can be used.

All force TOFD policies were examined on beneficial entitlement, shockingly revealing that just one out of 43 is close to acceptable. TOFD is treated as duty, and – yet, worryingly, in some areas policies state “there is no legal right to be paid”.

A number of forces limit the number of paid days an individual officer can take. Force policies cannot override regulations, and the regulations do not state such restrictions. Additionally, the regulations do not limit the number of occasions per year the entitlement can be taken.

TOFD is about caring and providing support for loved ones, but can cover other circumstances. For example, a widowed uncle who has no children or a family friend or neighbour may be covered for some parts of the entitlement if they rely on a member to help them when they’re in difficulty. Disappointingly, PFEW found many forces downplay the entitlement within documents that do not



explain the extensiveness of the policy.

However, good practice was found in Gloucestershire Constabulary. As well as explaining the procedure, it provides practical examples of circumstances when TOFD can be taken.

Issues were also found with Parental Bereavement Leave, which is a new type

something they should instead be actively promoting to enable those with dependants to remain as police officers and continue to serve the public.

“If this is partly a cost-cutting exercise, then forces are mistaken. The cost of losing those in service with invaluable experience massively outweighs the cost of paying officers to take this leave.

“There is also a need for culture change as we found officers taking this leave are made to feel they are letting their team down or should be grateful

“The cost of losing those with invaluable experience massively outweighs the cost of paying officers to leave”

of paid leave relating to the death of a child. Many forces have devised policies that represent this as being in place of, rather than in addition to TOFD provisions.

PFEW National Equality Lead Ian Saunders said: “Time Off for Dependants and Parental Bereavement Leave is a hugely important benefit to all our members.

“Unfortunately, we have found forces systematically try to downplay, or even misrepresent these entitlements in their policies which is deeply concerning.

“The low take-up of TOFD in most forces is a sign they have effectively minimised

for taking TOFD leave even in instances where this is less than their entitlement.

“If forces want to successfully recruit and, just as importantly, retain, they need to see the bigger picture.

“We have presented our findings to the National Police Chiefs’ Council, and we would urge chiefs to act upon it.”

PFEW will be analysing similar policy areas to drive positive change for members going forward.

If you are experiencing any issues with Time Off for Dependants and/or Parental Bereavement Leave, please contact your Fed rep.



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BRAVE MET POLICE DOG AWARDED TOP ACCOLADE

Police Dog Kaiser survived a brutal attack, highlighting the risks our canine colleagues face everyday

After being stabbed six times trying to detain a man, Police Dog Kaiser was presented with the Bravery Award from the National Police Chief's Council (NPCC) for his bravery and courage at this year's Crufts international dog show.

On the 30 May 2021, while on patrol with his handler PC Mark Woolcott, Kaiser showed immense bravery when they were called to attend a report of an intruder in the back garden of a house in Orpington.

PC Woolcott and Kaiser responded alongside other officers. After a short search, a man was found in a track right behind the house. While trying to subdue the man, Kaiser was stabbed once below his eye and five times on top of his head.

Even after being stabbed multiple times, Kaiser still controlled the man long enough to allow the officers to take him into custody. His heroic action helped prevent potential life-threatening injuries to his handler PC Woolcott and the wider public. He was rushed to the vet for his injuries and narrowly avoided lasting injuries.

Inspector Kristian Leighton, from the Met's Taskforce, which includes the Dog Support Unit, said: "We're extremely proud that Kaiser's bravery has been recognised by the NPCC at Crufts. It was a fantastic moment and one we will always remember.

"The bravery shown by Kaiser is a stark reminder of the danger, uncertainty and risk that our officers and animals face working on the frontline every day. We will continue our unwavering commitment to protect the public and keep our communities safe."



Cartoon by Colin Whittock



UNFORGOTTEN SACRIFICES

Next month we'll once again gather in full to honour fallen police officers at the National Police Memorial Day in Belfast, on 25 September



Next month we'll once again gather in full to honour fallen police officers at National Police Memorial Day (NPMD) in Belfast, on 25 September.

Organised tours to The Royal Ulster Constabulary George Cross Garden will also take place over the weekend, with a shuttle bus service from Belfast city centre.

The memorial garden provides a major tribute to policing in Ireland. It marks the service and sacrifice of RUC officers and offers a unique experience unparalleled anywhere in the world.

Following on from the wealth of support last year, civic buildings throughout Northern Ireland, England, Scotland, and Wales will again be illuminated blue on the eve

of NPMD, providing a powerful and stunning dedication to our fallen police officers.

Reverend Canon David Wilbraham MBE, said: "National Police Memorial Day is always a special occasion, and even more so following a two-year hiatus of not being able to sit together as a full congregation.

"Many friendships have been forged since this special day of remembrance started in 2004, with families coming year-on-year, supporting each other to honour and pay tribute to our fallen police officers who gave their all to protect us."

All are welcome to attend this event, providing they have registered via the NPMD website.

Please check the website for more information and the latest newsletter at www.nationalpolicememorialday.org

Many are unaware that NPMD is a charity that relies on donations and fundraising initiatives. There are several ways to donate – please support, like and share when you can. Text to Donate £3, text NPMD to 70331 To donate £5, text NPMD to 70970 To donate £10, text NPMD to 70191 *plus your normal mobile charge rate. Or donate any amount by visiting www.justgiving.com/nationalpolicememorialday or scanning the DONATE QR code to the right.



HELP WITH A HASHTAG

Social media users observed Samaritans Awareness Day, highlighting the great service it provides to so many, including police officers



Starting with a phone call in November 1953 as a London-based counselling service, today Samaritans has 22,000 volunteers in more than 200 locations in the UK and Ireland, offering a listening ear round-the-clock.

On 24 July, Samaritans Awareness Day, thousands of people got #TalkToUs and #SamaritansAwarenessDay trending on social media. The charity's Talk to Us campaign raises awareness of the helpline and encourages anyone who needs help to reach out if they are struggling. It sends out a powerful message that talking can be lifesaving, and that Samaritans volunteers are always ready to listen and assist without judgement or fear of interruption, whoever you are, whatever you are facing.

"The past few years have been challenging and we know that many people are still facing all kinds of pressure. So, it's important that we look out for one another and check in on those we care about," said Glenice, Samaritans Listening Volunteer.

"This could be as simple as suggesting you go for a cuppa and a chat or asking someone who is going through a tough time how they have been feeling. If someone does open up to you then it's really important to listen.

"Not everyone wants to receive advice, but everyone wants to be heard. Giving time and space to listen to someone else's thoughts and feelings will often let them find the solution they are desperately looking for.

The Samaritans helpline – 116 123 – can be accessed via any telephone, including a mobile device without credit. They can also be reached via email at jo@samaritans.org.

For more information on how to get involved, please visit www.samaritans.org/support-us/campaign/talk-us/

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IOPC INVESTIGATORS MEET THE FED

Training sessions for IOPC investigators have been boosted by the Federation's input



The Police Federation is developing its role in the training of new Independent Office for Police Conduct (IOPC) investigators, and so far, the outcome has been positive.

For the past year, PFEW conduct leads have led 'Meet the Fed' sessions to build smoother relations between officers, their Federation reps and IOPC investigators.

At these sessions, the IOPC recruits learn about the Police Federation's conduct and performance liaison officers (CAPLOs) who support members from day one of a complaint and what is required from them at each stage of an investigation.

Four seminars, which are incorporated into the fresh intakes' training courses, have been delivered to date, with one more in the pipeline for September.

This should, in time, help to address concerns the Federation has raised around standards of investigations and the length of time taken to reach a resolution in many cases.

Former PFEW Conduct and Performance Lead Phill Matthews*, who

spearheaded the initiative, said: "Over the past year we have made positive first steps towards improving the relationship between IOPC investigators and Fed reps, which should, in turn, make the disciplinary system fairer for everyone.

"We endeavour to meet on a more regular basis, so we can discuss where

the frequency of these meetings.

"Ultimately, all we want is fair investigators with the best possible training, gathering the evidence our members need to either clear themselves, or remove the minority of corrupt individuals from the service, in a timely manner."

Via our long-running Time Limits

campaign, we are fighting for police disciplinary investigations to be concluded within 12 months from the moment an allegation is made.

In particular, the Federation is proposing

legislation that would give legally qualified persons power to impose deadlines on investigations that have dragged on for a year or more. This proposal has already gained cross-party support and the Federation is continuing to lobby the policing minister to take further action.

Phill Matthews retired in June after being a rep for 18 years. He was also the Nottingham Police Federation chair from 2011 and became a national board member in 2016.

"We have made positive first steps towards improving the relationship between IOPC investigators and Fed reps to make the disciplinary system fairer for everyone"

the hold-ups and issues are and iron out any difficulties that arise either locally, or nationally, not just to support officers but to also assist their investigations from day one. We want to help them make the process as smooth as possible.

"So far the initiative has been working really well, and PFEW conduct and performance leads feel the relationship with the IOPC has massively improved. There is still the odd hiccup here and there, but overall, this has been successful, and we would like to increase

New Reps Spotlight



Nagina Akhtar is proud to offer new perspectives as a police officer, and as a Federation rep with big ambitions

"I wanted to see where I can help members as a rep," Nagina explained. "Being female and from an ethnic minority background, I felt there was a gap and I have seen an increase of people from different backgrounds joining the force more and more, so I knew we needed more representation in the Federation."

Nagina's parents are originally from Pakistan, and she is the second youngest of six children.

She is eager to use her experiences to help others: "I think it is important policing reflects the communities it serves, but it is equally important for the Federation to reflect its membership in the community as well, because we need to show we're part of the community too."

"People may feel more comfortable approaching someone who they think is similar to themselves, whether it's me as a police officer or a Fed rep," Nagina explained. "I might have a better understanding of certain situations, about what they may be going through, and we'll see it from a different angle from my colleagues."

Nagina outlined her ambitions within the Federation: "I would like to be an equality-trained rep and I started the course last month. I knew early on I wanted to do that because it covers such a wide variety of topics and it'll give me a better understanding of things such as the

Equality Act. The world is changing, and we need to be better equipped to deal with those changes and I want to look into that in more depth.

"I think it is good to have this role alongside my day-to-day job, because

From the age of 16, Nagina Akhtar wanted to become a police officer, but never looked into it until joining North Yorkshire Police in 2017 as a PCSO.

She enjoyed that role, but always wanted to be a PC.

In 2018, she passed out as a fully warranted officer. Nagina was initially on response, then moved to neighbourhoods, which she described as "the best of both in the policing world".

"You're still on the front line, still attending jobs, but still building that relationship with the community," she said.

Nagina learnt about Federation reps while she was on probation and discovered more about the role of the Federation when a rep spoke to new officers: "I decided

to become a Fed rep as I wanted to find out what the Federation does and how it supported our colleagues. I went and did

"I think it is important policing reflects the communities it serves, but it is equally important for the Federation to reflect its membership in the community"

my own research, and I read about the Federation and the work it does through its national and the local websites, and I spoke to a few workplace representatives, just to see what their experiences were."

She wanted to understand more about the Federation and the work it does for its members.

I will learn a lot, especially by going on courses the Federation offers, speaking to other reps either locally or from other force areas and attending the meetings we have to see what the members need from us. It will help me broaden my skills as well and it means I am involved with a different part of policing."

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Dates, for both webinars and live seminars (when restrictions are lifted), can be found at metfriendly.org.uk/events. If you will be attending a live seminar and you'd like to bring your partner or spouse, please book separately under each name.

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Honouring Our Heroes

THE 2022 BRAVERY AWARDS

Across the country, officers have shown incredible bravery, running towards danger and putting the safety of their communities first. The Police Federation is proud to honour 2022's Bravery Award winners, including the overall winner who risked his life to apprehend a dangerous suspect

The 2022 Police Bravery Awards were held on 14 July 2022, celebrating the bravest of the brave. A total of 76 nominees from 39 forces in England and Wales were honoured at the ceremony. These awards would not be possible without the support of Police Mutual, who have steadfastly sponsored the Police Bravery Awards for more than 10 years

PC Steven Denniss



PC Steven Denniss and PFEW National Secretary Calum Macleod



OVERALL WINNER

PC Steven Denniss
LINCOLNSHIRE

PC Steven Denniss was walking his dogs when he saw a man standing next to a bench in a hooded top, staring at a member of the public.

PC Denniss immediately realised this man was wanted for the murder of a young woman and her son the evening before. Both had sadly succumbed to their injuries after receiving multiple stab wounds at their home.

The off-duty officer let go of his dogs' leads and approached the individual, who responded by attacking him.

The suspect then ran and PC Denniss chased him, calling an on-duty colleague for back-up at the same time.

The individual turned back on PC Denniss as he was making ground, pulled out a knife and demanded his phone.

As the two men were facing off, the suspect stabbed PC Denniss in the leg.

Despite his injury, PC Denniss continued to chase the individual as he ran again before other officers arrived and were guided towards their colleague's location.

He then assisted in clearing the public from the area for their safety whilst the suspect was arrested.

The individual received 40 years for the double murder and 21 months for the assault on PC Denniss.

Hon Mr. Justice Pepperall publicly

commended the officer: "I commend PC Steven Denniss for his bravery in seeking to make an arrest while off duty and without any backup or regard for his own safety in order to protect members of the public."

Helen Stamp, Chair of Lincolnshire Police Federation, says: "PC Denniss'

"Despite his injury, PC Denniss continued to chase the individual as he ran again before other officers arrived"

actions demonstrate that he showed tremendous courage in tackling a man whom he knew had committed such



National Chair Steve Hartshorn, PC Steven Denniss and TV Presenter Ian Collins

atrocious crimes, putting the safety of the public before himself. Thankfully he was not seriously injured but he certainly went beyond the duties expected of him."

Upon winning the award, PC Denniss said: "It is an amazing feeling now it has sunk in. But we cannot forget all those people in the room tonight, people who have done some truly brave and outstanding things."



Yvette Cooper MP, PC Jack Ginger, PC Jessica Hamblett, PC Richard Hayes and National Chair Steve Hartshorn

REGION 1 WINNER

*PC Jack Ginger
PC Jessica Hamblett
PC Richard Hayes*
GREATER MANCHESTER

On 24 March 2021, PC Jack Ginger, PC Jessica Hamblett, and PC Richard Hayes were in plain clothes on mobile patrol in a plain vehicle. PC Hamblett noticed a number of individuals loitering together.

Due to the suspicious behaviour of this group, PC Hayes turned the vehicle around. As they did so, the officers heard a loud bang, which they believed to be a firearm discharging.

A few seconds later they saw a man running down the street carrying a black bin liner, seemingly trying to conceal its contents. Due to the way he was acting and the loud bang the officers had just heard, they identified themselves as police officers and the man ran off towards a black Ford Focus, which was parked up

with two other men inside.

PCs Ginger, Hamblett, and Hayes immediately gave chase to the man, who they believed was in possession of the firearm. The man tried to get into the Ford Focus, which made off, driving dangerously on the pavement towards the officers, but leaving behind the man with the gun.

This man ran off and was pursued on foot by PC Ginger, followed by PC Hayes, and supported by PC Hamblett in the police vehicle. After a pursuit through a number of back streets, PC Ginger managed to detain the man with the assistance of his colleagues.

PC Hayes then conducted a search along the route of the pursuit and found the black bin bag discarded near where the offender had tried to get into the car. This

bin bag contained a converted blank-firing Retay handgun, with the cartridge still in the chamber – a prohibited firearm.

Greater Manchester Police Federation

Chair Lee Broadbent said: “The officers acted fast to detain this man and prevent any harm to members of the public, at

“The officers acted fast to detain this man and prevent any harm to members of the public, at significant risk to their own wellbeing.”

significant risk to their own wellbeing.

“Not only was the suspect apprehended, but their excellent commentary during the pursuit directed other officers to support, and the subsequent scene management ensured the recovery of the weapon and other important evidence.

“The actions of these officers has brought a very high-risk individual into custody, which will have had a significant impact on protecting and reassuring the local community.”

PC Tom Swift and PS Mike Watkins



REGION 2 WINNER

PS Mike Watkins
PC Tom Swift
WEST YORKSHIRE

PS Mike Watkins (right) and PC Tom Swift (left) were called to deal with reports that a man was swinging a large knife around his head and threatening passengers on the Number 75 bus in Holbeck, Leeds on 21 December last year.

As the officers arrived at the scene shortly after 11.30pm, they could see the man sitting down in the middle of the bus. He was still brandishing the large knife. The officers realised the man posed a severe threat and decided they had to act instantly rather than wait for backup to arrive.

They boarded the bus from the front, before calmly telling the man to stay where he was and to drop the knife, a request he flatly refused. Instead, he began to swing the large blade around again and

advanced menacingly towards them.

The officers then deployed their Tasers, but they had minimal effect due to the baggy layers of clothing the man was wearing.

The officers knew they had to keep themselves and the passengers out of knife range, so PS Watkins took the incredibly courageous step to draw his baton and approach the man in a bid to knock the blade from his hand.

Seeing the drawn baton, the man began to retreat back down the aisle. Given the confines of the bus, PS Watkins' baton fell from his grasp, and the man stepped forward to pick it up.

With a knife in one hand and the police baton in the other, the man turned towards the officers, again swinging both weapons around his head. All the while, the officers had managed to keep themselves, the passengers, and driver on the bus out of harm's way.

"It's another fantastic example of West Yorkshire Police officers doing everything in their power to stop people coming to harm"

As the man went to swing at them again, with the knife and the baton, the officers managed to rush at him, grabbing both his arms in a bid to neutralise the weapons.

Pinning him to the ground, the officers managed to disarm him before getting him into handcuffs.

The man was later sectioned under the Mental Health Act and received the treatment he required.

West Yorkshire Police Federation Chair Brian Booth said: "It's another fantastic example of West Yorkshire Police officers doing everything in their power to stop people coming to harm," he said.

"This was a very tough assignment, and it got tougher given both Taser and the PAVA spray weren't enough to stop this knifeman in his tracks.

"Mike and Tom had to think fast and act fast, they potentially saved lives that night, and we are extremely proud of their actions and of them as officers."



REGION 3 WINNER
DC Mark Bates
WEST MIDLANDS

Kerry McMahon-White, Police Mutual, DC Mark Bates, National Chair Steve Hartshorn

Detective Constable Mark Bates was quick to respond when two men and a woman, who were drinking alcohol and smoking cannabis, started abusing parents as they waited for their children outside a school last year.

A man approached the group to ask them to stop but he was attacked by one of the group who stabbed him in the arm before running off. DC Bates and the injured victim gave

chase and caught up with the attacker, with the officer disarming him and pinning him down until back-up arrived from officers from Warwickshire Police.

He then went in search of the other man and woman who had been causing trouble at the school gates and, after a brief chase, detained and disarmed the

“...his brave actions could well have prevented loss of life or serious injury to members of the public.”

other male suspect who was also found to be in possession of a knife.

West Midlands Police Federation secretary Tim Rogers said: “Mark has

played down his role in this incident but the fact is his brave actions could well have prevented loss of life or serious injury to members of the public.

“He didn’t think twice about intervening and tackling a man armed with a knife and in doing so showed great courage and determination.

“Officers like Mark will always say they were just doing their jobs but he is a credit to West Midlands Police. We are very proud of him and he should be very proud of himself.”

The attacker was jailed for two years and three months after admitting wounding and possession of a knife at Warwick Crown Court.



REGION 6 WINNER AVON & SOMERSET

The officers, who do not wish to be named, were called to deal with reports of an aggressive armed man who was threatening members of the public in Shirehampton in January last year.

The man had earlier threatened a workmate with an axe and was now wandering the town's streets carrying the weapon and a large knife. He had smashed the windows in his own home earlier and was clearly distressed and volatile.

Seeing the officers had arrived on the

scene, the man turned his aggressive attention towards them and started running towards the young in-service constables.

Keeping calm despite the aggressive provocation, the officers managed to keep themselves between the man and members of the public, who by now had gathered to see what was going on.

At the time of the incident, neither officer had undergone Taser training, so one of the officers deployed his PAVA spray while trying to keep a safe distance from the man's swinging axe and knife.

“They showed real courage in dealing with this violent man in what was an ever-evolving and fast-paced incident”

The PAVA began to take effect, giving the officer the chance to administer another dose which eventually slowed the rampaging man enough for the officers to

deploy cuffs.

Both officers then secured the weapons and the scene as the man tried to bite and kick out at them.

The man was later sentenced to 22 months in prison.

Avon and Somerset Police Federation Chair Mark Loker said the officers' actions, particularly given that one was so young in service and the other has under three years' service at the force, were outstanding.

“They showed real courage in dealing with this violent man in what was an ever-evolving and fast-paced incident,” he said.

“They had to make quick decisions and deal with the crowd which had gathered. With no Taser training, they had to use the resources they had in the best way to

get this volatile man detained.

“I dread to think what might have happened had they not done what they did that day; They were both outstanding.”

THE BRAVERY AWARDS



A FEW MOMENTS CAPTURED AT THE EVENT...





Hannah Blythyn MS, PC Nathan Davies,
National Chair Steve Hartshorn



REGION 7 WINNER *PC Nathan Davies* SOUTH WALES

PC Nathan Davies responded to an emergency call just after 10pm on 12 August 2020, when reports came in of a woman screaming for help in the River Clydach, in Swansea.

The Met Office had issued weather warnings for flooding and thunderstorms that day. When PC Davies and his colleague arrived at the scene in a wooded location, it was pitch black and treacherous underfoot, due to the time of night and the storms.

Two individuals were spotted 30ft below the riverbank in the middle of the river. One was unresponsive and the other was badly injured.

Despite the obvious danger, PC Davies, who is a trained public order medic, took the decision to make his way down onto the riverbed and, in doing so, he knocked himself unconscious. After regaining consciousness, on his hands and knees, he made his way to the two casualties.

PC Davies started CPR on one of them and, after around 10 minutes, other officers started to reach the scene. The fire service arrived and used a defibrillator on one of the injured people while PC Davies continued to work on their airway.

PC Davies became increasingly aware

of his own injuries and was in significant pain in his back, right hip and knee. When paramedics arrived, he was unable to stand unaided.

service. He spent the night in Morriston Hospital with concussion and soft tissue damage to his knee, thigh, hip and back, and was off work for 17 days recuperating.

South Wales Police Federation chair Steve Treharne said: "PC Nathan Davies showed incredible courage that night in some of the most challenging circumstances imaginable."

"Bodycam footage captured that night by PC McCourt helps visualise the scene that confronted PC Davies and his colleagues that night. But without a second's hesitation or concern for his own safety he went to the assistance of a badly injured couple and did everything he could to help despite being knocked out and injured himself.

"It is telling that he only started to realise the severity of

his own injuries when colleagues and other emergency services teams arrived at the scene to assist.

"This is yet another example of a police officer willing to risk his own life to save others and PC Davies deserved to be recognised for the incredible courage he displayed that night."

Martin Hewitt QPM, PC Aksit Ekrem,
National Chair Steve Hartshorn



On the evening of 30 November 2020, PC Aksit Ekrem was on the response team in Dagenham when a call came in for him and his partner to attend a domestic incident, where a woman had reported a male in his sixties behaving violently.

When they arrived at the property, a young lady was waiting for them and told them that her boyfriend's father had been abusive, threatening them and slapping her boyfriend. The officers went into the house but the older man's wife, who appeared intoxicated, was trying to obstruct them.

As PC Ekrem went to arrest the older man, he jumped up out of his seat and pulled a sword from behind him, holding it above his head ready to strike down at

the officer. PC Ekrem leapt out of the way, but the man swiped with the sword, which caught PC Ekrem on the hand.

PC Ekrem drew his Taser and fired, but the Taser missed as the man was a moving target. He then lunged for PC Ekrem, but stumbled forwards and PC Ekrem managed to push him to the floor and pin

him down. It was only then he realised there was blood pouring from his hand, and he called for backup and an ambulance.

He managed to arrest and handcuff the man before more officers arrived on the scene. The 62-year-old attacker was charged with GBH with intent and was later sentenced to seven years in prison.

PC Ekrem was taken to hospital where he stayed for five days, and had pins put in his hand. Suffering from ligament damage, nerve damage and muscle wastage, he couldn't use his hand and was off work for six months. He also experienced flashbacks and had to receive counselling.

Metropolitan Police Federation Chairman Ken Marsh said: "What a hero. This is the often, unreported work that our Metropolitan Police officers carry out. They never know what the call would be or the danger they can face."

"This is the often, unreported work that our Metropolitan Police officers carry out. They never know what the call would be or the danger they can face"

INSPIRATION IN POLICING

PC Sean Burrridge
SURREY POLICE

The winner of this year's Inspiration in Policing award is PC Sean Burrridge of Surrey Police. PC Burrridge was presented with the accolade by National Chair Steve Hartshorn, at the National Police Bravery Awards ceremony.

With over 20 years' service, PC Burrridge is a Federation rep, mental health first aider, and since March 2020, has been a wellbeing consultant for a collaborative team made up of Surrey and Sussex Police officers.

In 2015, PC Burrridge was involved in an 108mph road collision whilst at work. Luckily, both PC Burrridge and the driver of the other vehicle survived, but PC Burrridge was diagnosed with Post Traumatic Stress Disorder (PTSD) as a result.

In March 2020, he joined the wellbeing team and has taken on the mental health portfolio, offering colleagues from both forces CPD talks about his own lived experience with PTSD. He has also helped to set up the first UK policing PTSD support group and coordinates mental health first aider and defuse training for all forces.

PC Burrridge has also created the highly acclaimed 'Smash the Stigma' webinar series, for which he has cultivated and presented sessions around mental health, men's health, and suicide prevention. He is currently working on a new support initiative, Suicide First Aiders, for roll-out



PC Sean Burrridge and PFEW National Chair Steve Hartshorn



"His duty of care and commitment to both forces, whilst coping with his own mental health struggle, make him an inspiration to everyone"

across Surrey and Sussex.

In November 2021, PC Burrridge drove the Oscar Kilo wellbeing van across Surrey, as part of project 'Wellbeing & You!'. Covering 1000 miles in seven days,

collecting supplies, visiting 15 different police sites, and showcasing wellbeing offerings for colleagues.

PC Burrridge is always on hand to answer calls from colleagues seeking support, and on several occasions over the last year, these have included colleagues contemplating taking their own lives.

In amongst his day job and additional work in providing support to colleagues, PC Burrridge finds time to cover school runs for his children and to help out his local school by driving the school

bus on school trips. His duty of care and commitment to both forces, whilst coping with his own mental health struggle, make him an inspiration to everyone.

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PRIDE IN THE FORCE

LGBTQ+ officers and allies celebrate equality and diversity, while ensuring representation continues to improve



Pride month takes place every June to honour the anniversary of the Stonewall uprising, which was a pivotal event that laid the foundation for LGBTQ+ rights worldwide. Pride is about acceptance, equality and celebrating differences.

The Police Federation of England and Wales's very own LGBTQ+

Equality Group was set up in 2020 to bring together Federation Reps from all 43 forces who identify as LGBTQ+.

As part of Pride month, Chair of the

LGBTQ+ group Ian Ashton provided an insight into some of the work being undertaken and the importance of

"We want to provide a voice to all of our LGBTQ+ colleagues and ensure we are there for one another"

having a support system in place for LGBTQ+ colleagues.

The group has already held two CPD events specifically for LGBTQ+ Fed Reps

and they are looking to host a further event for allies this year. Ian feels that being Chair of the group gives him a

voice within the National Board and an opportunity to shape the way that the LGBTQ+ community is represented within PFEW.

"Our main aim as a group is to create an environment that is equality aware

and fully inclusive, to have a fully representative and diverse PFEW," said Ian. "We want to create networking opportunities within PFEW for those

who identify as LGBTQ+ and to support our reps with progression opportunities. A critical friend, we will identify concerns and raise these with the appropriate postholders and the National Equality Lead.

"The group wants to bring together our reps who identify as LGBTQ+ and our allies, who are extremely important. Sharing ideas and shaping the future of PFEW is vital and, as a group, we have this opportunity. We want to be a source of reference for reps and for our members and to encourage PFEW to consider all its diverse reps when making decisions.

"We want to provide a voice to all of our LGBTQ+ colleagues and to ensure that we are there for one another."



PC Ian Ashton, Deputy Chief
Constable Sacha Hackett for
Lancashire Police, PS Trevor Syrett



IAN'S STORY

Ian has been a Fed Rep for the last five years and has spent 29 years policing with Lancashire Constabulary. He has also been Chair of

the Lancashire Constabulary LGBT Staff Support Network for more than 15 years.

Ian is extremely passionate about equality, in particular sexual orientation, gender identity and disability. Initially married to a female colleague, Ian came out as gay later in life.

"Like many in my position, I took a certain path – not one I regret – but probably one that I felt I had to take to fit in, especially in the 1990s when being

different wasn't really accepted. After our son was born, he was diagnosed with a rare life-shortening condition, and we were told he had 18 months at most to live.

"This certainly put a different perspective on things and over the coming years, life became more difficult and gradually we drifted apart but remained good friends for the sake of Oliver. It was about this time that I decided to be true to myself. I needed to do this for my own mental health but also to ensure Oliver could have the best quality of life. I decided to come out.

"It was a difficult time for me, but I just knew that I didn't want anyone else to be feel the way I was, so I took a decision to overcome my struggle and chose to focus on making a difference – and ensuring no one else ended up like me, with only a

secret group for solace.

"Fifteen years later, a new partner Andy, a number of Pride events attended, rainbow cars, rainbow epaulettes and Stonewall recognition has shown we can in fact be ourselves – its great, and we aren't done yet!

"We will work together to make a difference and change the face of our Federation so that it is inclusive and represents our members."

If you would like to know more about the group, or perhaps want to join us in making a difference, please contact us at LGB&T@polfed.org



GETTING TO KNOW THE LEADERS

The Federation's National Board has big ambitions for the future. Your newly elected board talk about their plans over the next triennial, what their roles involve and the importance of the work they do for members



L-R Steve Taylor, Simon Kempton, David Orr, Kevin Wilson, Ian Saunders, Hayley Aley (hidden), Mel Warnes, Phil Jones, Belinda Goodwin, Steve Hartshorn, Calum Macleod, Sue Honeywill, Dave Bamber, Gemma Fox, Kersten Peters, Zac Mader, Craig Hewitt, Paul Matthews, John Partington, Tiff Lynch

NATIONAL CHAIR STEVE HARTSHORN AND DEPUTY NATIONAL CHAIR TIFF LYNCH

In 1995, Steve joined the Metropolitan Police before moving to the Met's Firearms Command. He started as a Metropolitan Police Federation representative in 2008. In 2018, he was elected to the PFEW National Board as the strategic lead for PIP, Firearms, Taser and Less than Lethal Weapons, and Ops policing. Tiff Lynch joined Leicestershire Police in 1995 and from 2014 until 2018, she was the Chair of Leicestershire Police Federation. Since September 2018, she has been on the PFEW National Board, leading the Parliamentary group and conduct and performance portfolios.

How does it feel to be elected into your new role?

S: It's still sinking in, but it is a real privilege and genuine honour to be the custodian of the role. PFEW has a really good team, locally and nationally, that make things happen, similar to being back in my force and working with colleagues. I am thankful to everyone who voted for me.

T: It feels great. I have been a Fed rep since 2007, Chair of Leicestershire Branch Council and a member of the National Board, after being elected into the additional National Council seat



by the National Council in 2018. I am looking forward to working closely with a fantastic team within the Council and the Board during this triennial.

What does your new role encompass?

S: There is a lot going on a lot of the time. There are many emails and a fair bit of time spent at a computer screen, but I would rather be out speaking to people

face to face!

An integral part of my role is to form and maintain key relationships with internal and external stakeholders and make sure we always get the best for our members. I work to communicate that message to help influence others into seeing our perspective. When we talk as an organisation, it is vital that we do so when the timing is right and the content is correct. It's easy to fall into the trap of speaking about everything and trying to link it to our world. At times, less can be more. Policing is unique and we must be treated as such.

T: Primarily my role is to support Steve, the Board and the Council. It will encompass furthering PFEW's support of our branches to best support the membership at a national level. We have to make changes to make us relevant, internally and externally.

What are you most looking forward to in this new role?

S: Meeting people and achieving results. I've come from a team-centric background and I miss the day-to-day interactions. That said, I realise my role is now completely different and so attending meetings and speaking at seminars and to the press is vital. But I can't wait to meet more people we represent and get to know them properly.

T: I'm looking forward to seeing a greater connection between the Board and the Council, something that has been missing previously, but has over the last three years started to develop. There is no "I" in "team", so this triennial won't be about me. It will be about all of us – everyone at PFEW and our members, who must be at the forefront of everything we do.

There appears to be many experts out there who judge police behind a keyboard or a camera phone, who are happy to take chunks out of us over social media and in the papers. And right at the centre of it are our hard-working officers just trying to do a good job. I want to improve how policing and our members are seen.

What are your top three priorities for the next three years?

S: Priorities can vary according to

demand and there is so much work being done across all areas of policing. We are working to set our 2025 strategy but the current and enduring priorities are pay, pensions and conditions, working with the General Secretary's offices to support and communicate their work in



"I work to communicate that message to help influence others into seeing our perspective. When we talk as an organisation, it is vital that we do so when the timing is right and the content is correct" – Steve Hartshorn

negotiations; improving communication to members, the public and those who have influence over policing to get a better deal for officers and families; and rebuilding the PFEW brand to bring back confidence. We can't change or reside in the past, but we can shape the future.

T: As Steve said, our main priorities are working with the team, forming and landing the PFEW 2025 vision. We will improve engagement with members and stakeholders to get the most for our members and further Parliamentary engagement with MPs.

How are you finding the role so far?

S: It's a full-on job that has already presented challenges in dealing with expectations of who and what PFEW is and does. Working away from home regularly has been the biggest change to my normal routine. Getting to grips



"There is no 'I' in 'team', so this triennial won't be all about me" – Tiff Lynch

with the job, having a new National Board, and liaising with the National Council make it a job like no other. It's humbling to hear the acts of heroism of our police officers.

T: This has always been something that I've strived for and I knew what I was

getting myself into. Like any new role, it takes a few weeks to work out what is in place, what needs to be in place, what needs change and how I can support those processes.

It has been busy so far, which it should be. Steve and I have been discussing

how we will work together and we plan to bring back the Chair's meetings. We have held our first board meeting using skills we learnt during onboarding to make us more

effective. The first full National Council meeting was held at Hinckley Island, where there was much discussion around the pay award. This will play a big part in what we do next. We have just held the National Bravery awards, which is always an honour to attend.

Do you have a message to our members?

S: Firstly, please speak to your local Federation reps or branch members for early advice on any aspect of policing. They are trained and want to help officers.

Secondly, ignore the negativity and social media trolls who consume the minority pejorative views that do not replicate the truly amazing work done every day by officers and reps.

T: I will use two words that were often used by my Chief Constable, the late Simon Cole, in our conversations. Those two words were: "Keep doing".

These words mean different things to different people. When I hear these words, it says that despite how we feel, despite what we are going through, despite how we are being treated, we will keep doing.

I will keep doing what I can within PFEW to support our officers, to be a part of the team supporting the bringing of necessary changes in Government around how we are treated. Please keep doing the most fantastic job that you are doing and know that those who cast us to one side are in the minority.

NATIONAL SECRETARY CALUM MACLEOD AND DEPUTY NATIONAL SECRETARY GEMMA FOX

Calum has been a police officer for 25 years, serving in Strathclyde and South Wales, mainly in frontline operational roles. He has been involved with PFEW since 2011 in a range of roles, most recently heading up the National Criminal Claims Department. Gemma has served as a City of London police officer and has been with PFEW since 2019 when she became a National Board Member and Lead for Roads Policing and Ill Health Retirement/Injury on Duty.

How does it feel to have been elected into your new role?

C: I feel incredibly honoured and proud. Having been a police officer for 25 years and a Fed Rep, locally and nationally, for 11 years, I know the responsibility this role carries: fighting for members to get the best pay, pensions and terms and conditions of service.

G: Proud, really proud. I am fully aware of the trust placed upon me to deliver in this role and the expectations. I have always been committed to PFEW and this is an opportunity to work hard and deliver for the membership. I am determined to show others that the role is something you can achieve, encouraging and supporting workplace reps who may have the same aspirations. I have a 10-month-old baby and work-life balance can be a struggle, but we can be supportive and I am keen to encourage this.

Can you tell us about what your new role encompasses?

C: The National Secretary is the lead negotiator on police officer terms and conditions. I am accountable for the management and governance of the organisation and the financial position of the Police Federation, and ensuring the Federation's statutory duties are met.

G: I am here to support the National Secretary and represent PFEW and the

National Secretaries Office at internal and external forums and meetings.

What are you most looking forward to in this new role?

C: Working with my colleagues on the National Board, National Council, and our workplace reps across England and Wales, to do whatever we can to make a positive difference for the working lives of our members, and support them and their families.

G: Embracing change, working alongside the National Board and National Council, engaging with others, supporting others and delivering for members. The sole reason we are all here is for the

"I know the responsibility this role carries: fighting for members to get the best pay, pensions and terms and conditions of service"
– Calum Macleod

members, to ensure we make a positive difference. My election statement said I am committed to working towards the future of PFEW as an organisation, ensuring our security and development, managing risk and providing a high-level service to members. I want to help foster a supportive and inclusive culture within our organisation where we value and support those around us.

What are your top three priorities for the next three years?

C: Pay, pensions, and officers' terms and conditions of service. I want to see an independent pay mechanism that recommends a fair pay settlement for police officers, taking account of inflation and cost of living increases, and then the award is implemented in full by Government. I will fight against any future change to pensions that could disadvantage officers. And I want the Government and chief officers to ensure my colleagues have gold standard



conditions of service, including the best available welfare support.

G: In terms of organisational priorities, pay and conditions is our top priority.

How are you finding the role so far?

C: I am fortunate to be surrounded by good, knowledgeable and skilled people – Fed reps and our professional staff – who support me in my role. With the disappointing and divisive police pay award announcement coming just weeks after I took up the post, I have a job to do for our members and I am getting on with it.

G: I am embracing the new role. Any period of handover is challenging and learning a new role takes time, but with the support of others, everything

is achievable. I am surprised at the increase in my email inbox! For someone who replies to emails ASAP, I am finding it hard to accept this isn't possible now, but I will keep trying.

Do you have a message to our members?

C: I will do all I possibly can to put the pressure needed on our political and police leaders to make positive differences to your working lives. We won't always please everyone all the time, and we often have difficult decisions to make, but everyone's view is important. We are your organisation, your voice; and you determine what we do. Please reach out to us – locally and nationally – and let us know what you want from us.

G: Our organisation relies on the hard work and dedication of our reps; so please take the time to get to know your local representatives and feed in your thoughts.

NATIONAL TREASURER SIMON KEMPTON AND DEPUTY NATIONAL TREASURER KEV WILSON

Simon joined Dorset Police in 2000, rising to the rank of Sergeant and gaining qualifications such as licensed Search Team Leader and Hostage and Crisis Negotiator. He has been a Federation rep for seven years, as well as maintaining his role on his home board as a Misconduct rep. Kev has been a police officer for more than 27 years, serving in Kent and Durham forces. In 2010, he was Durham JBB Chair, and was Durham Branch Secretary and Treasurer from 2013 until this year.

How does it feel to have been elected into your new role?

S: I'm proud and humbled to have been trusted by my colleagues with this role. But I feel the huge responsibility that comes with the job. I'm extremely lucky to work with a great group of people, starting with Kev, and the finance team at Leatherhead, who are incredibly talented and dedicated to our shared targets.

K: I feel immensely proud and honoured – I have been a police officer for more than 27 years, spending the last 11 years as a full time National Council member. I have been the Branch Board Secretary and Treasurer for the Durham Police Federation Branch. It was amazing enough to be elected by my regional peers as a National Board member, but to be elected as the new National Deputy Treasurer, working closely with all internal and external financial stakeholders involved with PFEW, is just wow!

Can you tell us about what your new role encompasses?

S: There's a day-to-day aspect to the role, processing invoices and payments to the many solicitors and medical experts who support our members. We manage the income and expenditure to protect the finances that our members entrust to us. We advise colleagues across the organisation on finance policy

and legislation.

On a wider note, it is our job to introduce, embed and monitor policies that ensure good financial governance, working alongside the Chairs and Secretary's offices. Over the past few years, we've brought in a raft of policies, introducing more professional ways to manage the finances. This is key to improving transparency and building trust. To back this up, we organise a full, independent audit of our accounts each year and work alongside internal auditors to ensure we continue to have financial stability.

K: My new role is going to encompass many different responsibilities from training treasurers and trustees, external income generation, managing treasurers' seminars, keeping our online resources up to date and relevant to finance. It involves compiling a treasurers and trustees newsletter with updates covering lessons learned and best practice from around the country and engagement with our internal audit manager and our PFEW national trustees. I oversee and have responsibility for PFEW involvement with National Police Memorial Day.

"We spend millions of pounds on expert legal support, fighting to protect their rights, and millions more on medical experts, a strong branch network with well-trained local reps, making the case for better, safer places of work." – Simon Kempton

What are you most looking forward to in this new role?

S: It's perhaps not the most exciting role I've ever undertaken in 22 years in the job, but it's interesting, if sometimes frustrating. I feel the reward of being able to play my small part in making sure the Federation will support officers into the future. We spend many millions of pounds on expert legal support



for officers every year, fighting to protect their rights, and millions more on medical experts, a strong branch network with well-trained local reps and the vital work undertaken by business area leads, making the case safer.

This work has a positive effect on police officers, and for it to continue, especially during financial uncertainty, we need strong finances. I will leave the role with the Federation in a stronger position, ready to carry on representing officers for years to come, and that's when I'll feel I've done my job properly.

K: I am most looking forward to drilling down for better efficiency and costs to PFEW nationally and supporting all my regional and local colleagues in their roles as treasurers and trustees at branches. I am looking forward to bringing unity for all our PFEW Financial policies, processes, and governance, as I truly believe this will improve trust.

What are your top three priorities for the next three years?

S: My main priority is to protect, then grow, our national reserves. These are vital to make sure we have the funds we need to fight the battles our members expect to be fought. We have a five-year plan and have started to implement it.

We are always looking to identify and implement efficiency savings. This doesn't necessarily mean spending less, but it does mean getting the best value to bring savings across the board. We work alongside colleagues from the National Board and National Council to identify these savings.

My last priority is as a member of the National Board from the South West region. I want to work closely with my colleagues Sue Honeywill and Mark Andrews to make sure the voices of the thousands of officers who work in the South West are heard at Leatherhead and reflected in the policy direction of PFEW.

K: My main priority is to appreciate that I am one of the next generation of guardians to the national PFEW funds. I want to ensure that PFEW has good financial governance, greater transparency and trust with our members and the funds are bringing the best possible value. I want to prioritise building a healthy and stable financial future to allow PFEW to continue representing members for many decades to come.

How are you finding the role so far?

S: This is my second term in the role, so I've got my head around most of what the role entails. But there's always space for a surprise in such a wide-ranging role, especially as we embed the changes



"I want to prioritise building a healthy and stable financial future to allow PFEW to continue representing members for many decades to come"

– Kev Wilson

we've introduced to our financial management over the last few years.

K: Every day I learn something new. My initial interactions with our finance team and the PFEW trustees has given me encouragement and confidence that we have great people doing an amazing job managing our funds in every branch across the country. I am looking forward to working with you all, building a common aim to improve our financial stability and come under budget.

Do you have a message to our members?

S: Representing you, from being a workplace rep in misconduct meetings through to this new role, has been

the biggest honour of my career. Being there for officers in their time of need, given the sacrifices they make protecting the public, is incredibly rewarding. Doing my job right now means the Federation will be in your corner, supporting you and fighting for your rights when you need us.

K: There are many new faces, not only at the top, but across this National Board and many of us bring a huge amount of knowledge and experience. I am here to do the right thing by the members of PFEW, every time. I am genuinely excited about the next few years ahead. I think we can make a difference for the better and I will do all that I can to play my part in us all striving to succeed on this front.

HEAD OF CIVIL CLAIMS CRAIG HEWITT AND HEAD OF CRIMINAL CLAIMS KERSTEN PETERS

Craig joined Lincolnshire Police in August 2000, after working in hospitality and finance. He became a rep in 2009 and Secretary and Treasurer of Lincolnshire Police Federation in 2015. As a Rep, he has helped officers with equality and fairness. He became a National Board Member in 2016 and was elected to his current role in 2018. Kersten takes over from Calum Macleod as Head of Criminal Claims, after serving the Metropolitan Police Federation as Specialist Operations – Secretary and Training Manager.

How does it feel to have been elected into your new role?

C: For me, it's not new as such, as I have been lucky enough to have been in this job for the past four years. To get re-elected as a National Board member was a privilege, but to be re-elected into the Civil Claims role was an immense privilege. It hopefully shows that the National Board and National Council think I'm doing a good job.

K: It was a big decision moving to the national Federation from the



Met Federation, but it was time for a change. I never lose sight of how lucky we are being part of the Federation, locally or nationally, is a huge honour. We all have an incredibly important role to play to deliver real and tangible benefits to our members.

It was an absolute privilege to be elected by the National Board to perform the role of Head of Criminal Claims. I have some big shoes to fill, following on from Calum Macleod, who is now our new National Secretary. The new role is absolutely fantastic, but I do have to keep pinching myself because it still hasn't quite sunk in.

"I joined policing to help people and I still want to help people, but now I do it on behalf of the whole country and our members" – Craig Hewitt



Can you tell us about what your new role encompasses?

C: I manage the Civil Claims department and Kersten Peters now manages the Criminal Claims department. We manage approximately 10,000 claims on behalf of the members. Around 2,500 sit with the Criminal department and 7,500 sit with me in the Civil department – anything from employment tribunals, personal injury claims for officers and for family members, to civil litigation around regulations and pensions. We deal with judicial reviews, the High Court, the Appeal Court, the Supreme Court and the European Court of Human Rights. We manage a great team who make all of this work possible.

K: I will be managing Criminal Claims, which means we support officers who require legal funding for conduct and performance, criminal allegations, defamation, inquests, Police Appeals Tribunals and public enquiries, to name a few. I have an amazing Criminal Claims team – they work tirelessly to manage the huge number of claims and without them I wouldn't be able to do my job.

What are you most looking forward to in this new role?

C: The thing I enjoy most is helping officers. Sometimes we do have to take difficult decisions and say no, because it doesn't meet our funding criteria, but those that do, that's what I am passionate about. Police officers sign up to the Fed for our help, so I want to be able to give them that help.

K: Being able to help officers that are at their most vulnerable, when all they have been doing is their job.

What are your top three priorities for the next three years?

C: The main one is to continue looking after officers. It's imperative, whether it's the claims department, the in-house legal department or the panel firms, that we provide the best service possible. A priority is to manage the budget efficiently, and then we have some priorities internally in the department,

mainly around systems and processes and making these the most efficient they can be.

K: Firstly, continuing to provide legal funding to members when they need it the most. We want to improve our systems, so the Claims team can function as efficiently and effectively as possible. Another priority is to improve communications and support the Federation Branch Boards to deliver training around claims. This will allow us to raise awareness and educate officers, to try to stop them falling foul of the Professional Standards, or worse, criminal allegations.

How are you finding the role so far?

C: Even after four years, it still surprises me. I have worked with Kersten before, but I am enjoying working more closely

with her now as she has some great new ideas and experience. This has been my day to day for the past four years, so it carries on much the same, just with some new team members.

It's an immense privilege to be on the National Board and an even bigger privilege to be the Head of Civil Claims, to be able to help the police officers out there when they need us. I joined policing to help people and I still want to help people, but now I do it on behalf of the whole country and our members.

K: Federation work always means surprises and this role is no different. It has definitely been a baptism of fire! I am surrounded by amazing people

who give 100 per cent every day to support officers and it is a brilliant working environment. I am learning new things and being challenged in new and exciting ways. I am really looking forward to working with Craig Hewitt and his amazing team – everyone has just been so supportive so far.

Do you have a message to our members?

C: Thank you for all the work you do and continue to do in difficult circumstances. If you ever feel that you need the Federation, don't hesitate to contact your local branch. We are here to support you because you do a very difficult and amazing job. We know how difficult it is and we want to help.

K: We are here for you and that won't change. Please look after each other and stay safe.

"I have an amazing Criminal Claims team – they work tirelessly and without them I wouldn't be able to do my job" – Kersten Peters

HOW IS THE NATIONAL BOARD STRUCTURED

The role of the National Board (NB) is to lead and run the Police Federation and to make policy decisions. It is the strategic driver of the organisation, formulating strategy and putting it to the National Council.

The NB is made up of 24 representatives from across our eight regions:

- The National Chair – elected by members
- 22 individuals (elected by the National Council)
- The National Secretary – appointed by members of the Board

The new National Board officially came into effect from 1 September 2018 replacing the Interim National Board

(INB) which existed during a period of organisational change from 2014.

There are eight Principal Officers within the National Board, of which the Chair and National Secretary are two. The remaining roles are National Treasurer, Deputy Chair, Deputy Secretary, Deputy Treasurer, Head of Civil Claims and Head of Criminal Claims.

POLICING IS IN CRISIS AND THE GOVERNMENT MUST STEP UP

Policing is facing a crisis around funding and pay. We look back at the history between the police and the Government and its similarities to today, and what needs to be done to fix these issues



Big Ben and the Parliament across the Westminster Bridge, taken in 1918 – photo unknown

Between 29 August 1918 and mid-1919 our country was thrown into disarray when more than 50,000 police officers, under the aegis of the National Union of Police and Prison Officers (NUPPO) resorted to strikes, after repeated calls for fair pay and work conditions fell on the deaf ears of the Government.

A committee was formed under William Henry Grenfell, 1st Baron Desborough, KG, which confirmed the concerns of police officers. The Government of the day promised fair pay to police officers in return for giving up the right to partake in trade union activities and brought in the Police Act of 1919, killing

NUPPO and establishing by law the Police Federation of England and Wales (PFEW).

The subsequent Governments did not fully honour the promise of fair pay and did not adequately address concerns about the work conditions of police officers. Sustained lobbying by PFEW resulted in the Government announcing a Committee of Inquiry, headed by the Right Honourable Lord Edmund-Davies PC.

In its July 1978 report to the Government,

the Committee said: “The police cannot properly be compared to any other single group of workers.” It recommended a major revaluation of police pay – between 30 per cent to 45 per cent – while concluding that the police cannot be compared with any other group of public sector workers for the purpose of calculating pay because “the unique nature of the police service and the work they do, makes this impossible.”

The Government remained noncommittal, and the next month

attaining power.

It is important to recall these milestones in the policing history of our country, because today the conditions are quite similar.

Today, inflation is at a 40-year high and more than 139,000 police officers in England and Wales have received a pay award that by no means matches the cost of inflation. Not to forget the 20 per cent real term pay cut they have withstood for 12 years. The cost-of-living crisis has

made matters worse, where some officers are seeking the help of food vouchers and others are struggling to afford to put fuel in their cars.

It is surreal that Britain’s shortest-serving Cabinet minister is in line for a £17,000 (£485.71 per hour) pay out after remaining on the job for mere 35 hours and Members of Parliament got a pay rise higher than what was offered to the workers of our fire services.

All that police officers want is fair pay. Pay that recognises their unique place in society for the dangers they face as they go about their duties fighting and

“The police cannot properly be compared to any other single group of workers.”

more than 50,000 police officers decided to initiate industrial action. The Government declared it would implement 50 per cent of the Committee’s recommendations while the opposition made a manifesto commitment to implement full recommendations.

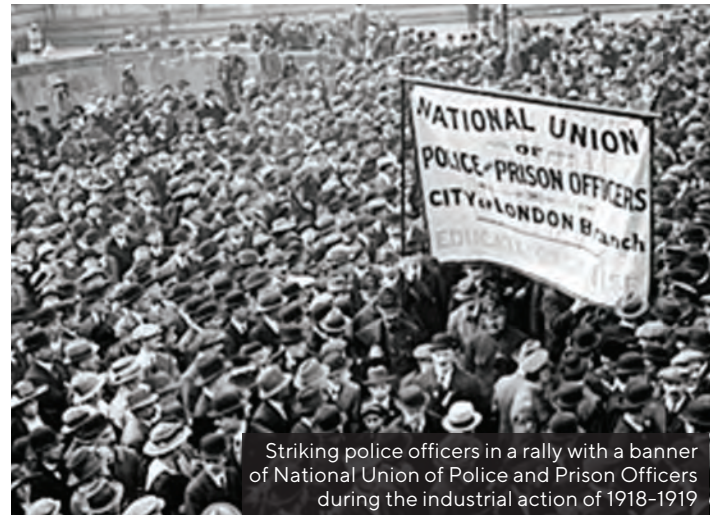
The Government of the day lost the election of 1979, and the opposition honoured its commitment after



A group of police officers taking a well-earned break



A barricaded London-street during the police strikes of 1918-1919



Striking police officers in a rally with a banner of National Union of Police and Prison Officers during the industrial action of 1918-1919

preventing crime, keeping order, and protecting the vulnerable.

Currently, policing is in crisis in our country and the Government must step up. No matter how many times the Government says that it is infusing money into policing, we are not seeing the longer-term funding settlements that would allow Chief Constables and Police and Crime Commissioners to plan properly. We are certainly not seeing extra cash making it into the bank accounts of police officers, who are the only ones protecting our communities against crime. They also do not have the option of taking the last resort while other groups of workers can and do take industrial action by withholding labour or striking.

Officer numbers are now increasing

because of the Government's Police Uplift Programme, which aims to recruit 20,000 officers over three years. However, retention and attrition rates are reversing the situation with some new recruits leaving within months of starting their policing careers because of the pay squeeze. Low morale is also causing longer-serving officers to quit.

Our recent survey of 57,451 police officers found that 93 per cent strongly agreed that police are undervalued by the Government, 65 per cent thought that the current starting salary for police officers would negatively influence potential new recruits from wanting to join the service, and 69 per cent thought about leaving the service in the past 12 months.

In a national poll of 2,000 members of the public conducted across eight locations in England and Wales, it transpired that as many as 75 per cent think police deserve a pay rise in line with inflation. The poll also found that 74 per cent agreed that police deserve a pay rise that adequately compensates them for the risk associated with their work, 79 per cent agreed that dangerous jobs, like police work, deserve the pay to reflect the risk, and 72 per cent supported the Government giving a pay rise to the police at the next opportunity.

It is time the Government realised that people will not forgive broken promises and letting down of the service, which protects them day in and day out.

BLUES TO BEAT THE BLUES

A pilot project is using the power of music to change lives



Participants playing the French Horn during one of the sessions

Blues and Tunes is the world's first music therapy program designed specifically for emergency workers. The first pilot project took place in 2021 and comprised of 12 one-hour group music therapy sessions that ran over 12 weeks between April and June 2021. This was funded by the Coronavirus Community Support Fund distributed by the National Lottery Community Fund and there was no cost to participants.

Professions associated with a higher risk for the development of Post Traumatic Stress Disorder (PTSD) include the military, firefighters, first responder/ambulance personnel and law enforcement officers (Skogstad, 2013). In 2019, Police Care UK reported that one in five serving police officers were living with PTSD or anxiety disorders triggered by exposure to one or multiple traumatic events. Almost two-thirds of officers reported experience of fatigue, anxiety or sleep disturbances. However, they continued to go to work as per their usual schedule.

COVID-19 has placed front-line workers under an additional layer of considerable psychological pressure. Not only is the police service responding to an increased level of incidents related to mental health, but they are also continually increasing their own exposure risk to the virus.

The main treatment options offered for PTSD in the UK are Cognitive Behavioural Therapy (CBT), Eye Movement Desensitisation and Reprocessing (EMDR) and/or medication, with the goals of reducing symptoms, teaching strategies and skills to deal with symptoms, and restoring self-esteem.

Music therapy for PTSD, anxiety and trauma-related stress within ex-military personnel in the US is well documented (Libby et al. 2014), yet despite an equally high incidence of PTSD and other emotional trauma-related symptoms reported in blue-light emergency service personnel, music therapy as a treatment for workers in these services has not been



explored, until now.

To address this gap, a working collaboration between the blue Light Symphony Orchestra (BLSO), Chroma, and five blue light organisations: Surrey Police, Sussex Police, Surrey Fire & Rescue Service and East Sussex Fire & Rescue Service and South East Ambulance Service, was established to design, implement and evaluate music therapy as a treatment option for front line workers with symptoms of PTSD.

The BLSO is a user-led charity, which

aims to improve the mental well-being of emergency workers through music. Chroma is the UK's leading provider of creative arts therapies services to partners across the health, education, social care and statutory sectors, through its team of more than 90 registered creative arts therapists.

Findings indicated a positive reduction in symptoms, increased sense of wellbeing and a sense of leaving therapy with specific coping strategies. Participant feedback revealed that they were surprised at the benefits experienced and that they were going outside of a comfort zone, learning different coping strategies and experiencing reduced stress.

Many participants expressed a desire for the group to continue and requested they be contacted about additional programs for which they could sign up.

Seb Valentine, founder of the BLSO and serving Detective Sergeant with Surrey Police said: "Seventy-one percent of the participants recorded reduced levels of distress compared to when they signed up for the program. All participants reported appreciation of the therapy and a change in their stress and coping mechanisms since engaging in the therapy, indicating

that they had accessed their desired support and strategies. This was supported in a reduction of psychological distress scores in five of seven participants (one score not provided, one score increased) and an increase in both Outcome Rating Scale (ORS) and Group Session Rating Scale (GSRS)."

"Everyone became increasingly confident with the use of music and their perceptions around the therapy and their own experiences changed"

Several participants had initially expressed apprehension around music being a core component of therapy. This was based on concerns around their own lack of musicality, and a so-called kumbaya perception of sitting around playing songs, with partners and/or friends making fun of their attendance. There was a normal rate of attrition (approximately 30 per cent) before the group started (Long, 2016), and anticipated group attrition within the first four sessions.

Seb notes: "Over the course of the program, participants became increasingly confident and comfortable with the use of music, as would be expected, and their

perceptions around the therapy and their own experiences changed as a result.

"We are keen to build on this work and are planning to repeat this program in Surrey and Sussex, incorporating feedback and learning. This includes extending the length of individual sessions and the program from 12 to

16 weeks as well as incorporating one-to-one check-ins with the music therapist. We are also planning a larger pilot in London when funds allow. We are delighted that this project has inspired

a similar project being run by the NHS in the West Midlands later this year."

If you would like to play with the orchestra or help in an administrative role, please visit the 'join us' page on the BLSO website.

You can access the full project report by the Music Therapist, Amanda Thorpe: Microsoft Word - 2021 Blue Light Music Therapy_Report_FINAL.docx (bluelightsymphony.org)



LOOKBACK: FROM BRISTOL TO THE BOARD

After 20 years at the Federation, we look back at outgoing National Secretary Alex Duncan's policing past as he retires from the service

Alex Duncan soon after becoming a police officer



Passing out at the age of 19 at Avon and Somerset Constabulary in 1990, PC Alex Duncan quickly got a taste of policing riots in Bristol and walking the beat on notorious council estates.

A new-in-service Alex was called out to his first riot in Lawrence Weston at the end of an evening shift and recalls the challenge of trying to put on full public order kit in the back of a moving van with the rest of his unit when they were on the

way to the estate.

PC Duncan and his unit scaled the block of flats and encountered a man in his 20s with a pit bull terrier, who refused to go back inside for some time. After some altercation, he complied. An elderly lady, who overheard the commotion, brought them out cups of tea in her finest china, in a moment he described as "surreal for a new officer".

On 16 July 1992, three days of rioting

began in Hartcliffe, after two men who had stolen an unmarked police motorcycle were killed in a chase with a police car. Shops were attacked, cars were set on fire and rioters threw stones and petrol bombs at police.

There were 65 arrests during three days of rioting and officers were called in from Gloucestershire, Dorset and Wiltshire, with Alex being one of the first on the scene.



Luckily he wasn't injured and was still passionate about patrolling the neighbourhood afterwards and helping the community.

In 1993, he told the Bristol Evening Post: "Hartcliffe has a bad reputation, but I wouldn't want to work anywhere else."

"I am quite proud that I can walk down the street and people will chat to me where they wouldn't speak to another policeman. It takes quite a while to build up that kind of trust."

Alex had his fair share of hairy moments during his time at Avon and Somerset, including apprehending a man wielding a machete, and finding himself looking down the barrel of a sawn-off shotgun during a drugs raid.

At the time, he knew very little about the Police Federation, but that all changed when his path crossed with a particularly officious chief superintendent whose interpretation of the rules and regulations was questionable.

Alex took issue with his view that officers should be working their rest days for no compensation and with little-to-no notice. The outcome of his challenge was one rather sulky chief superintendent, but a group of happy colleagues who decided he was the right person to fill the vacant Federation rep position in 2001.

He became the branch's conduct and performance lead before becoming branch secretary in 2007.

In 2014, he was selected as a National Board member, assuming the position of acting general secretary of the Constables Central Committee between 2016 and 2017 and was head of civil claims before becoming the national secretary.

Since Alex has been in the position, he has continued work around pay negotiations and discussions with the Home Office on policies that affect terms and conditions of service for police officers, such as changes to pensions.

He is hopeful his achievements will resonate on a larger scale, long after his retirement.



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MARATHON MAN

An officer is raising money for two charities by running for his life and the lives of others



PS Mathew Cadmore with fellow participants at the Cyprus Half Marathon



PS Mathew Cadmore



A Thames Valley Police officer, who was committed to raising funds for two worthy causes, battled extreme weather conditions to tackle the Cyprus half marathon earlier this year.

PS Matthew Cadmore undertook the gruelling run alongside teammates from his local running club, Sherfield Park Runners, whose motto is "No one runs alone."

Not long after joining the club, PS Cadmore was told about the event in Cyprus: "I had only recently joined the club and they mentioned this marathon and it sounded good, so I just thought, why not? I've made some great friends there and the group are so welcoming and supportive."

"I knew it was going to be tough, so I did a huge amount of training, but it was much harder than I expected. On the day itself, it was torrential rain and hail – the

locals told us that it was the worst weather they had seen in 50 years."

"The weather made the marathon immensely difficult. I was hoping to complete it in 2 hours and 10 minutes, but I did it in 2 hours and 30 minutes. I was a little disappointed but I am so glad I managed to do it. It was very emotional when I reached the finish line."

PS Cadmore raised almost £1,000 for Care of Police Survivors (COPS), in memory of his fallen colleagues who have died on duty: "COPS is a charity that is so close to my heart, which is why I am privileged to be able to raise some money for them and thank them for all of the amazing work that they do."

Following his completion of the Cyprus Half Marathon, PS Cadmore's father, a retired Gwent Detective, came to visit and mentioned that he had signed up

to complete the Rob Burrow Leeds Marathon to raise money for the Motor Neurone Disease Association (MND). Inspired, PS Cadmore agreed to run alongside his father and signed up for another big run.

"This will be a massive challenge for me, as the half was hard enough let alone doing a full 26 miles! Working shifts and having a young family while trying to fit in a training plan will be tricky, but everyone is so supportive," he said. "The route for the marathon takes in some of Leeds' most scenic countryside and hills, which will be challenging, but nothing can compare to the challenges that Rob Burrows and people living with motor neurone disease face day to day – this is the least I can do to support them and raise awareness."

PS Cadmore will split money raised for his marathon between COPS and MND. You can donate to his efforts here:

www.justgiving.com/fundraising/Matt-CADMORE1

www.justgiving.com/fundraising/Matt-CADMORE2

THE SUPPORT THAT NEVER STOPS

The journey of a South Wales frontline response sergeant, who was medically retired, demonstrates how Fed reps continue to help officers long after they stand down from active duty

The South Wales frontline response sergeant, who wishes to remain anonymous at this stage, has been left with significant mental health issues, due to a culmination of work-related incidents.

Due to Post Traumatic Stress Disorder (PTSD), he is sadly unable to put on a police uniform, or be around colleagues in uniform, without being impacted physically and mentally. He was initially signed off with stress, and upon his return, the force found him a back-office role where he would not be exposed to the risks, but the sight of officers in uniform made him ill.

Under the care of NHS psychiatrists and with support from South Wales Police Federation rep, and ill health retirement liaison officer, Leigh Godfrey, the process towards medical retirement began.

"He was an excellent cop and a very good sergeant, he loved the job, but he suffered with his mental health for a few years," said Leigh.

"We had a good chat and he told me he was being put 'back on response' - it was apparent he was not in a position to do so."

His case was eventually put forward to the Selected Medical Practitioner (SMP), who agreed he was disabled, but did not find him to be permanently disabled, which is required for retiring with the right pension entitlements.

"The ill health retirement process is really difficult for anyone to go through, especially for those suffering with mental health issues. Even the SMP process itself is tough as it's a personal examination of your own medical conditions," Leigh explained. "Taking the officer to the SMP, he was incredibly anxious. He broke down into tears and he had to walk out - this is the impact the ill health retirement process has on our members."



The process allowed him to apply to the Police Medical Appeal Board (PMAB), known as a Regulation 32 review, where the South Wales Police Federation applied for substantial funding from the PFEW HQ claims department, which approved a professor in mental health disorders.

New evidence was submitted to the SMP, hoping that would negate the need to go to a PMAB which is a difficult process for members, but the case to prove he is permanently disabled was still dismissed despite evidence being submitted by a leading medical expert.

He then had to face the PMAB to successfully appeal the decision.

Leigh added that "the support our reps offer to members goes beyond professional representation, because you're almost a councillor, certainly a

friend, taking them through the process."

"What I would ask forces and pension authorities to remember is there is a person at the end of this policy, which is arduous and damages people who are going through it.

"We gave them the medical evidence after securing funding for an expert professor who made a powerful comment. He said in his report: 'I cannot imagine that future rehabilitation into the police force would be considered seriously now, or in the future, by any consultant psychiatrist, or indeed any reasonable medical practitioner'.

"Unfortunately, the officer has had to go through this really distressing process to get that assessment."

Leigh continues to offer a listening ear and provides support to the officer as he awaits an injury on duty assessment.

EMERGENCY SERVICES SHOW RETURNS

The Emergency Services Show is returning to the NEC Arena in Birmingham on 21 and 22 September 2022. Take a look at what opportunities and events will be hosted there



The Emergency Services Show presents how technology and innovation are transforming emergency response for all first responder and blue light services. It is the UK's largest event of its kind and brings together police, fire & rescue, and ambulance professionals to collaborate, share experiences, and learn from each other.

Event Director David Brown says: "When unprecedented and unforeseen events ranging from Covid to the Ukraine crisis are starting to feel like a new normal, the pace of innovation throughout our emergency services is an inspiration

to all who come in contact with them. The Emergency Services Show offers a unique forum to support the entire emergency services community to be better prepared for future incidents, by

"The Emergency Services Show offers a unique forum to support the entire emergency services community to be better prepared for future incidents"

seeing and touching the latest products and equipment, and exploring new technologies."

This year's event, which is free to attend, will be the biggest yet with more than 450 exhibitors and 20 per cent more floor

space than ever before, and visitors can source new technology and products from the leading names in public safety.

Supported by an Advisory Council chaired by Lord Hogan-Howe, the former

Commissioner of the Metropolitan Police Service, the future policing arena showcases the latest technologies, equipment, and

training for the police sector and hosts a two-day, CPD-accredited conference packed with high-level speakers. Among key issues to be explored will be effective and compliant data management, leveraging technology for better crime



prevention, learning and development to support recruitment, and improving international collaboration.

There will be a host of learning opportunities on offer throughout the Emergency Services Show, with a programme of CPD-accredited seminars across four further theatres covering lessons learnt, health and wellbeing, emerging technologies and first responders. The lessons learnt theatre will include experiences and responses to real-life UK and international incidents and emergencies, ranging from covid-response, to Grenfell, to the Manchester arena attack. The health & wellbeing theatre will address physical and mental health for emergency responders, and the emerging technologies

theatre will showcase how the emergency services can manage and leverage data and technology more efficiently and effectively.

In the networking hub of the show, the collaboration zone, some 40 emergency services, voluntary groups, charities, and NGOs will be sharing details of the support they offer, while members of other partner agencies will be available to discuss co-response and partnership working.

Registration for the event is now open at: www.emergencyuk.com. Entry to the Emergency Services Show and parking at the NEC are both free. The NEC is linked to Birmingham International Station and Birmingham Airport and is directly accessible from the UK motorway network.



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LIGHTS OF HOPE

Light the Lakes sees officers and staff climbing Wainwright Peaks in the Lake District to raise money for Care of Police Survivors (COPS)



Members light their flares after a four-hour trek up Mardale Ill Bell and Kidsty Pike

In 2012, Detective Constable Heather Cooper was murdered by her partner. Her father, retired Police Sergeant Ian Davis, and Heather's two young children were supported in the aftermath of the tragedy by COPS. Ian wanted to give back and decided to set up a charity walk to raise funds.

The first event took place on 28 April 2012, with almost 600 police officers, colleagues and friends taking part in climbing the Wainwright Peaks. The event raised in excess of £30,000 and Light the Lakes was born.

Climbs take place over all 214

Wainwright fells, with groups of climbers choosing their own peak to conquer. At 3am, all walkers light a blue flare in honour

their flares. Despite the cold, wet weather, the team remained stoic in their efforts and climbed more than 700 metres to light their flares.

Staffordshire Police Fed Rep and Treasurer Claire Bond said: "We were told that the first couple of miles of the

four-mile walk would be uphill and they were right, we were huffing and puffing within minutes. However, the chatter among the group and learning about each other while trudging up the hill kept us content and motivated.

"Upon approaching the top of the peak, the weather started to close in on us and it became very foggy and chilly. The wind

"I am proud to represent Staffordshire Police and raise money for such a brilliant and worthy cause"

of those officers who have lost their life. Lighting the peaks acts as a time of reflection for the police family.

On 17 June, a team from Staffordshire Police, including Chief Constable Chris Noble, Retired Chief Constable Jane Sawyers and Staffordshire Regional Rep Hayley Aley, trekked for four hours up Mardale Ill Bell and Kidsty Pike to light



got up to 50mph and started to batter us a little. We got very little sleep pitched up in our tents, and at 2:45am, people's alarms started going off. Everyone clambered out of their tents half asleep, but ready to light our flares in memory of our colleagues."

As this year marks the 10th anniversary of Light the Lakes, attendees from all 43 forces joined together following each

group's descent on 18 June to swap stories and reflect on their impressive feats.

Claire said: "The whole weekend was so memorable and although my whole body is aching, I am grateful to be here, alive and well. Meeting new friends, catching up with those I met last year and helping others feel that same feeling of euphoria that I feel on completing this challenge is just amazing.

"I am proud to be a British police officer and to be part of the wider policing family. I am proud to be representing Staffordshire Police and helping to raise a large sum of money for such a brilliant and worthy cause."

The Staffordshire team raised £4,000 for COPS. The fundraising link is still open for donations: Team Staffs fundraising for Care of Police Survivors on JustGiving.



SHIFTING SLEEP PATTERNS

The National Police Wellbeing Services is working with experts to help police, especially those who work shifts, sleep better and improve their overall health



Lack of sleep affects many officers and in 2019, the first National Police Wellbeing survey identified that 45 per cent of police officers and 30 per cent of police staff reported sleeping less than six hours per night, very often or all the time, over the three months preceding the survey. Those working shifts indicated more frequently experiencing poor sleep quality with 27 per cent of police officers and 25 per cent of police staff reporting disturbed sleep. Subsequent national surveys in 2020 and 2021 continued to reveal high levels of fatigue.

Oscar Kilo, the National Police Wellbeing Service (NPWS) have been working with leading experts in the field and have a series of programmes and pilots to support officer and staff in this area.

Upon being approached by two officers after a seminar, Dr Sophie Bostock agreed to help set up seminars to educate those who were having difficulties with sleep, and they created a pilot program. The pilot's evaluations went to the National College of Policing who acknowledged that lack of sleep was an issue in the force. Standard sleep advice is not relevant to shift workers,

so webinars relevant to different people were launched with one for shift workers. Other webinars include winter fatigue, menopause, parents and kids.

Dr Sophie and Oscar Kilo created the Better Sleep Tool Kit, comprising a four-week online, better sleep course, webinars, short videos and bite-sized advice to improve sleep and wellbeing.

Dr Yvonne Taylor, sleep and fatigue

"We're taking an evidence-based approach to improving people's sleep. Improving sleep helps improve health and wellbeing."

projects lead for NPWS said: "The whole programme has come about because of the national surveys. The three surveys highlighted problems with sleep, insufficient sleep, poor sleep quality, problems with fatigue and post-traumatic stress. We have looked into conducting research with international experts to unpack the root causes and whether they are related to shift work in particular or wider policing."

Dr Sophie said the online programme is structured around the most frequently asked questions from officers and

staff: "We're taking an evidence-based approach to improving people's sleep. Improving sleep helps improve health and wellbeing. This is not just an issue for the police, but police officers have a much more demanding role than the rest of the world.

"There's research internationally that shows that across approximately 13 countries on average, 51 per cent of the police family experienced sleep difficulties compared to around one in three in the general population.

"Anything which is emotionally demanding, draining, with long working hours where you have different shift patterns will automatically put you at higher risk of a sleep disorder. If you then add on the global uncertainty created by the pandemic or the rising cost of living, these things amplify sleep difficulties for everyone. But if you're already vulnerable, then you're going to suffer disproportionately. Less than six hours of sleep might be enough to get by, but it is not enough to thrive."

Dr Yvonne added: "The benefit of these trial is overall wellbeing. Sleep is as important as nutrition and exercise to keep us happy and balanced.

There is a sound

academic base of the links between sleep and mental health. They go hand-in-hand."

To sign up or get more information, visit their page on the Oscar Kilo website Better sleep toolkit / Oscar Kilo. The next webinar that will take place will be on Mental Health Day, 10 October around sleep and mental health, with more to come in November and March. Dates will be being publicised in due course.

www.oscarkilo.org.uk/services/wellbeing-at-work/sleep-and-fatigue-interventions/better-sleep-toolkit

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