

**“A rep will always help and support those who need it”**

DC Dellie Williams has been an officer with Hampshire Constabulary for 20 years and a Federation rep for 10 months.

“Like a lot of officers, I knew the Federation was always available to me during my career but didn’t have a full understanding of the role of a Federation representative. Then I moved into the initial training team at Hampshire Constabulary. I realised due to the organisational changes brought into place for recruitment and initial training of police officers, that there was a place for a Federation representative within initial training and development.

“As an effective communicator and listener, I’m able to question processes and plans constructively and previously spent some time being a reverse mentor to a senior officer.

“I saw the Federation role as an excellent opportunity to utilise my knowledge and experience to help and support not only the individual but also the organisation as a whole.

“I’ve found that people are comfortable speaking with me, for which I feel proud, especially the student officers, who are just starting their career. I’m able to provide guidance, support and direction to them and help them in the early stages of their careers. I find some officers are apprehensive about putting their heads above the parapet, in raising their concerns without fear of repercussions.

“The main thing for me is being honest with yourself and also with those you’re representing. We get the best out of working together in an open dialogue and it’s important that I help to progress in the right direction. I understand it requires hard work and dedication, but it’s a rewarding role in knowing that you are helping others.

“If anyone is thinking of becoming a Federation representative, have confidence to take that first step – and believe in your abilities. If you’re still not sure, speak to those who are already reps, ask about what it is like and you will find someone is always willing to help and guide you”.



**Dellie Williams, Hampshire Constabulary**

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