

# POLICE

April / May 2018



## A SERVICE UNDER STRESS

The latest police efficiency report confirms Federation fears, revealing a service under 'significant stress', struggling to keep the public safe



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**Editor:**

Catherine Feast  
Federation House,  
Highbury Drive,  
Leatherhead,  
Surrey, KT22 7UY  
Tel: 01372 352000

**Designer:**

Keith Potter

**Advertising agents:**

Richard Place  
Chestnut Media  
Tel: 01271 324748  
07962 370808

Email:

richard@chestnutmedia.co.uk

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Editorial  
April / May

Catherine Feast,  
Editor

## The wolf is now at the door...

Next month we welcome the Home Secretary back to our annual conference, to deliver her keynote speech.

Her predecessor seemed to delight in repeatedly kicking the service while it was down, pointing the finger of blame, claiming crime reduction success with little evidence, and breaking down the service in order apparently to sell it off, paving the way for private policing.

Hollow thanks were given in the same breath as being accused of crying wolf, a speech writer's cheap attempt to grab a headline. It worked, with the media purporting us to be moany old cops.

However, what we have warned about for years is happening, and with it comes a secondary concern of the impact the decimation of the service is having on officers who are being worn to the bone mentally, as well as being regularly assaulted as they protect the public.

You'll see from the latest findings by Her Majesty's Inspectorate (p16-19) that what the Fed has been saying for so long is the truth. Who'd have thought? In fact our detailed research is being used to evidence the damage done.

The report states that the service is under 'significant stress', with some forces at risk of being unable to keep people safe. Isn't that the fundamental purpose of Government?

A quarter of forces are struggling to cope with the demand they face, resulting in call backlogs, delays in attending incidents, and 999 calls going answered. Victims are not being looked after. Crimes are being ignored. People's lives are at risk. And all this comes just days after the PM was told off over misleading the public on police funding.

Perhaps the wolf is coming back to bite.

 Follow the Federation @pfew\_hq

# Police chiefs are criticised over pay negotiation failures

Police chiefs have come under fire from the Police Federation of England and Wales (PFEW) and the Police Superintendents' Association (PSA) in a joint submission to the body which deals with police pay.

The PFEW and PSA have asked the Police Remuneration Review Body (PRRB) for a pay rise of 3.4 per cent in this year's submission, in line with inflation, and set out the evidence for the increase. But the submission also criticises the National Police Chiefs' Council (NPCC) around its lack of transparency.

Both staff associations remain "deeply concerned" that the Home Secretary's Remit Letter implies that the NPCC's plans for pay reform are more advanced than previously thought, putting "both the PRRB and the staff associations in an invidious position."

Andy Fittes, PFEW General Secretary, said the PFEW's analysis of the economic circumstances had led to an insistence that an uplift for all officers of 3.4 per cent is considered, in line with inflation. Additionally, the one per cent element of last year's uplift that was unconsolidated should now be consolidated and should not affect this year's uplift.

## Undermining credibility

"The Home Secretary must act on the independent advice of the PRRB: doing otherwise last year has undermined the credibility of the process, and the mechanisms that this Government introduced," said Mr Fittes.

The joint submission goes on to criticise a lack of transparency in the remit letter process, and the inaccurate assumptions contained within it.

"We find it difficult to comment on how the uplift would support NPCC plans, given the lack of any written proposals for pay restructuring," continued Mr Fittes.

"But officers must not be penalised for the NPCC's lack of progress.

"We note that the remit letter states any award must be considered 'in the context of how it will support overarching NPCC proposals and timetable for a new pay structure'. For four years now the NPCC has implied that sizeable uplifts might scupper their plans; that savings must be built up in order to pay for the changes coming; and that one way to do this is to make uplifts unconsolidated. Given the NPCC has not provided a firm timescale and plans, we ask when this line of argument will end? It is not palatable to officers who should not suffer financial loss for the NPCC's failure to make progress."

## Derisory offer

The submission also criticises the lack of engagement by the NPCC, a failure to bring discussions to the appropriate fora, and a lack of engagement in the Police Consultative Forum in particular, even though the matters raised in last year's PRRB submission by the NPCC implied that these would be worked through in that particular forum.

In addition, the NPCC's proposal for officer apprenticeship pay to start at £18,000 was considered "a derisory offer" which would "cause considerable hardship to any apprentice taking it up". The PFEW maintains that apprentices should be incorporated within the existing pay scale.

"The NPCC has failed to provide proposals or time-limited targeted pay, despite the fact they have asked for targeted pay to be included two years in a row in the remit letter. We are dumbfounded as the NPCC has failed to provide any proposals, either in draft or final," concluded Mr Fittes.

The process to argue the case for a fair pay rise for officers continues with further written and verbal evidence.



View from the chair

Calum Macleod, chair of the Police Federation

## Lawbreakers will be the winners

The Government urgently needs to get a grip and ensure proper investment in policing if we are to stand any real chance of continuing to provide the level of service the public expect.

Last month's Spring Statement saw no new money for policing, yet it did for the NHS. It really wouldn't surprise me if the premise for the NHS cash is that fewer police officers means less protection for communities, means more assaults, resulting in increased hospital admissions.

I know that's flippant, but once again it's the police who are expected to pick up the pieces of austerity budget cuts across the public sector. There comes a point when we cannot possibly do anymore, and that time is now.

Is it any wonder that the Home Office and College of Policing are looking at the issue of officers' welfare, in addition to the work we have done? The calculation is quite simple, and our research shows the link: demand is increasing, capacity is declining, resulting in a detrimental impact on officer welfare and, in turn, the service the public receive.

In the last edition I told you I would not shy away from difficult conversations when it comes to fighting for pay, terms and conditions, welfare provision, and increased police numbers to support you doing a difficult and demanding job.

Next month is our annual conference and, under the banner of 'Protecting the Protectors', I will be absolutely clear with the Home Secretary, chief officers, decision-makers and the media present – we are at breaking point and cannot continue as we are. Without increased long-term investment in policing, the only winners will be those who break the law.

 Follow me on Twitter @PFEW\_Chair



Legislation offering greater protection for emergency response drivers has been further delayed

Picture © Alastair Wallace / Shutterstock

## Anger over pursuits delay which 'prolongs threat to cops'

An 11th hour delay to the promised new Bill to protect emergency response drivers is a "bitter disappointment and further extends the threat of prosecution to our members", according to the Police Federation of England and Wales (PFEW).

In March the second reading of the Emergency Response Drivers (Protections) Bill – which had already received backing from all political parties – was stalled, with an objection being lodged against it, despite previous promises it would go through.

Tim Rogers, the PFEW's pursuits lead, has vowed that the Federation will fight on and has called for the Government to "put its money where its mouth is" and urgently bring forward meetings with Policing Minister Nick Hurd.

The Minister originally supported the Bill when it was introduced in December, but the Government has now called a halt to the process until an ongoing review into the law and best practice regarding police pursuits is complete.

### Disappointing news

Mr Rogers said that to get this disappointing news just hours away from a key legislative milestone, which had already secured cross-party support, was "devastating".

"What are our members and fellow emergency response drivers to do in the meantime?" he asked. "How many more lives could be

ruined going through lengthy legal proceedings – ultimately criminalising officers for just doing their job?

"The Government says it 'remains broadly supportive of the intention behind the Private Members Bill' and we know a review is ongoing. But this news will be a bitter blow to our specially-trained police drivers and the other emergency services who will now face an indefinite period continuing to run the risk of possibly losing their jobs if they respond to a 'blue-light' call."

### Firm commitment

At the PFEW's 2017 annual conference Chief Constable Anthony Bangham gave a firm commitment to working with the Federation and agreed that pursuit drivers needed better protection; Policing Minister Nick Hurd outlined a review and Home Secretary Amber Rudd told the National Police Chiefs' Council in November: "We're reviewing the law and practice regarding police pursuits. We want to make sure officers feel they have the legal protection they need to go after moped and scooter gangs."

In December, Mr Hurd supported the Emergency Response Drivers (Protections) Private Members Bill in Parliament, introduced by senior backbench MP, Sir Henry Bellingham. The Bill was accepted with cross-party sponsors and no dissent, and will have a second reading in July.

# Workshops tackle mental health and wellbeing issues

Mental health and officer wellbeing have been the focus of a series of workshops and one-to-ones led by the Police Federation of England and Wales (PFEW), in a bid to find workable solutions to the issues.

Chief officers and key stakeholders took part in the events to gather ideas, develop practical solutions, and agree a set of shared recommendations that address issues highlighted by in-depth PFEW research.

Original research in 2016 produced nine reports in which officers felt that their workloads were too high and that they were struggling to meet demand. Many officers said they were suffering from fatigue, high levels of stress, and poor overall mental wellbeing.

## Unrealistic time pressures

The survey quantified separate issues and explored the relationships between them. To that end, a recently published report looks at the inferential statistics, expressed as odds ratios – for example, the odds that an officer experiencing frequent, unrealistic time pressures is also experiencing lower morale, and / or poorer wellbeing.

Ché Donald, PFEW Vice-Chair, explained that the workshops explored issues which “no force is immune from”, concentrating on both the causes and effects of a demand



and capacity imbalance. They paid particular attention to measuring and balancing demand and capacity, as well as increasing the opportunities for welfare training and support.

“Although lots of excellent work is being done to address the symptoms of poor officer welfare, there’s little being done to address the causes; unless we start focusing on reducing demand or improving capacity, officer wellbeing will not improve,” he said.

“We recognise that we cannot effectively enact change alone and need ongoing support from key stakeholders and partner agencies to

meet these challenges going forward.”

The findings indicate that demand and capacity pressures have serious implications for the health and welfare of officers, and are contributing to the creation of a workforce characterised as ‘tired, tense, and targeted’.

More specifically, officers who experienced any of the following 11 demand and capacity pressures were statistically more likely to experience poor wellbeing in one or more welfare aspects measured by the survey:

- unpaid overtime
- insufficient officers to do the job properly
- inability to meet conflicting demands on time at work
- high overall workload
- insufficient time to do a job to a standard to be proud of
- frequent single crewing
- frequent neglect of tasks owing to having too much to do
- frequent unrealistic time pressures
- frequent unachievable deadlines
- frequent refusal of annual leave requests
- frequent pressure to work long hours.

The results also indicated that mental health and wellbeing support services provided by the police service were often inadequate, hard to access, or severely cut.

## Welsh assembly backs officer protection legislation

The Welsh Assembly has voted to allow UK legislation aimed at toughening sentences for those who attack emergency service workers to take effect in Wales.

Rhondda MP Chris Bryant, who is sponsoring the Assaults on Emergency Workers (Offences) Bill in Parliament, has said that an attack on an emergency worker “is, in a sense, an attack on all of us” because “they’re simply trying to save other people’s lives.”

“I just think that we need to say loud and clear that if you attack an emergency worker, we will not put up with it.”

The momentum for a change in the law has been gathering support with assaults on emergency workers increasingly being condemned as unacceptable.

Calum Macleod, Chair of the Police Federation of England and Wales (PFEW), said that getting the support in the Welsh Assembly would “hopefully move us a step closer to getting the result we need in order to help protect our members.”

“The law has to change to show how heinous it is to attack any member of the emergency services. It should never be the case that violence is accepted as ‘just part of the job’”

The PFEW is continuing to push its ‘Protect the Protectors’ campaign and urging MPs in Westminster to continue to support these legislative changes and pass this legislation in April.

Follow the campaign at [www.polfed.org/assaults](http://www.polfed.org/assaults) and through twitter using #ProtectTheProtectors



# Fears over crisis in detective

A campaign to highlight the crisis in detective policing has been launched across the country by the Police Federation of England and Wales (PFEW).

The PFEW detectives' survey last year found that more than half (56 per cent) of the 7,803 respondents said service cuts have had a huge impact on their morale, while more than a quarter felt their physical and mental health had been affected.

Half of respondents experienced a substantial increase in fatigue (53 per cent) and stress (49 per cent) as they battled to keep on top of workloads, increased due to fewer officers. Nine in ten respondents who had taken sickness absence due to their mental health said their difficulties were caused, or exacerbated, by work.

Karen Stephens, Secretary of the Federation's National Detectives' Forum, said the crisis in detective policing couldn't be ignored. "There is a serious demand and capacity imbalance in this high pressure role and I have seen the toll this is taking on colleagues – it says a lot when senior police figures are recognising the problem and openly supporting our campaign."

The PFEW's Detectives in Crisis campaign involves lobbying forces, chief officers, police and crime commissioners and the College of Policing to recognise the demands on detectives and make urgent changes to support those struggling to fulfil the role.



South Wales Chief Constable Matt Jukes, the National Police Chiefs' Council Lead for Investigator Resilience, said that a "significant number of forces are experiencing issues in recruiting and retaining detectives" and this was down to a combination of "complex factors".

Brian McNeill, former Merseyside Detective Chief Superintendent, warned that British justice risked being compromised if there were too few detectives to gather evidence. "While we've all got to accept that the cuts are

happening and will be with us for some time, it's crucial to understand that this will impact on the service that detectives deliver. It is absolutely critical that it doesn't go beyond a certain point where we're failing to investigate properly, failing to get the offenders to court or creating problems that manifest in the later stages of an investigation or trial."

A worrying three quarters of detectives (76 per cent) in the survey said their workload had increased in the last year and had been too high over the last 12 months. And 73 per cent felt that they were not able to provide the service victims needed most or all of the time.

DS Paul Large, a long-standing detective with the Metropolitan Police, said the detective's remit was "ever-increasing" due to the rise in

## Role has been 'devalued, CID 'depleted', says officer

A Metropolitan Police detective sergeant of 20 years' service told the PFEW that he feels "devalued" by the job, while CID has become "depleted".

The officer, who asked to remain anonymous, said: "The job which I joined has changed immeasurably – the role has been devalued. Detectives are overworked and accountability has increased.

### No recognition

"There has been a shift in having to be all things to all people instead of concentrating on catching criminals. There is no recognition for police work and promotion boards have lost their way."

The officer believes detectives are now "too busy dealing with trivial matters" instead of focusing their efforts on serious victims of crime.

He added: "A distinct career path, recognition of the role of the detective – and more senior detectives in management roles in order to give a realistic understanding of the role, its demands and the skills needed for this specialist post – are required to improve the detective role.

"Serious and complex crime needs to be dealt with by trained investigators. The modern world of crime is becoming ever more complex with terrorism and cybercrime being top of that agenda."



# policing – the new ‘CiD’?



cybercrime and cyber-enabled crime which involves dealing with large amounts of data. There is also the added scrutiny detectives are under. “All of this equates to stress, which is not a great advert for anybody wanting to become a detective,” he said. “For example, around rape and child abuse investigations, workloads are simply so big that it’s impossible to give the level of attention that the victims deserve. That is incredibly frustrating for the victims and also the officers themselves.”

DS Large (above) would like the number of live investigations a detective can safely handle to be quantified, to give the right level of service. “I am in my last year of service – if I could use one word to describe how I feel about the job at the moment I would say ‘frustrated.’”

Follow the campaign at [www.polfed.org](http://www.polfed.org) and on twitter using #DetectivesInCrisis

## Crime may have changed, but the core skills remain constant

Alan Pughsley can be considered a career detective. He became a detective constable with the Metropolitan Police in the 1980s and worked his way up to Detective Superintendent before relocating to Kent and forming a serious crime directorate there.

Now Chief Constable of Kent Police, he continues to place emphasis on the detective role. He is fast-tracking uniform officers into the detective route and would like his force to be seen as a “beacon of best practice” in how detectives investigate and are valued by the service.

“I think one of the key changes since I started is the types of crime that detectives are dealing with,” he said.

### Hugely different

“We have to investigate things like modern day slavery, cybercrime and cyber-enabled crime which are hugely different – a lot of that intel and information has to be gathered in cyberspace and is unseen. It’s a lot harder than a visible area of business.

“What is constant is the role of the detective. There’s a core skill. That individual deals with the most complex and harrowing areas of policing, such as murder and rape. They deal with the most serious and sophisticated criminality and they have to be the absolute best to



combat that style of crime. They have to be trained, skilled and supported to do their job. And they have to be valued.

“It’s a constant toll of workload and additional public scrutiny. The demand on policing is more than it’s ever been, with reducing resources and we’re at the tipping point. The detective role is hugely important to ensure we give a quality service to victims of very serious crime.”

## Vital role shouldn’t be undervalued or undermined

A former Surrey detective, who retired three years ago after nearly 30 years in service, worries that the detective role is being “watered down”.

The former officer told the PFEW: “Apart from select specialist roles such as homicide and paedophile teams the mainstream detective role is being watered down to an extreme degree. Even specialist roles are now employing investigators with nil or limited police, legal or law background.

“When I was young in service being a

detective was a role that many aspired to. Now though, given the intrusion on your work/life balance, the lack of support from the Government or some senior managers, and the constant pressure, many feel that to commit to a role such as this is a step too far.”

### Ever-increasing workloads

He added that officers and staff are stretched to the limit and facing ever-increasing workloads.

“Policing is a role that is unique and

can be carried out by no other service or agency,” the former DC continued. “It requires courage, honour, commitment, training and continual training.

“They need managers who are allowed to manage without fear of the ‘PC brigade’. Policing is not PC it is dealing with the worst, most traumatic situations.

“Give the police the tools, support, training, and salary they deserve. This is not a nine-to-five role as we all know. It is a vital role that should not be undervalued or undermined.”

## STATION SERGEANT



### In with a shout...

Well done to PSNI for fighting back against the moaners who complained about being woken up by the force's helicopter recently. Rather than write lengthy letters of apology, the PSNI Craigavon Facebook page simply told them: 'If you can't sleep, too bad.'

I don't know how many complaints the National Police Air Service (NPAS) receives but I expect it's quite a lot, if the rest of policing is anything to go by. Helicopters are, by their very nature, noisy contraptions. In fact, if a helicopter goes quiet, that's the time to worry, as it is about to join you on the ground.

With cutbacks affecting the Biggles Brigade as much as the rest of the police service, they don't take to the air unless it's strictly necessary. So don't worry Mrs Miggins – if you can hear a helicopter chopping its way around the sky you can bet your mortgage that it's needed.

### Bonhomie and wisdom

Perhaps NPAS should make the most of the undivided attention of wide-awake residents to tell them what's going on. I'm told they have a device called SkyShout which allows them to dispense bonhomie and wisdom from on high.

"Good Morning, this is the police," they could announce, preferably at maximum volume. "Sorry for waking you up. Don't worry, there's nothing to see, you can go back to sleep now." This would count towards visible (and audible) policing statistics, thereby showing that the cops are still in business. To engage the help of the community, they could give more information, perhaps. "Residents of 63 Acacia Avenue, there are two criminals hiding in your garden shed. Please lock them in until we find a resource to come round and arrest them."

Keeping the community safe and feeling safe, that's the ticket.

 Follow me on Twitter @stationsarge

# Discipline reforms

New guidance on 'inappropriate' relationships at work have been branded "draconian" by the Police Federation of England and Wales (PFEW).

The guidance is part of wider proposals to reform the police discipline system, which include the re-introduction of 'reduction in rank' as a misconduct sanction, and a new requirement to insist on co-operation with investigations – or face disciplinary action.

The PFEW is now in talks with the Home Office, the National Police Chiefs' Council (NPCC) and the College of Policing (CoP) about the changes, which could potentially have a drastic impact on officers.

There are 36 new proposals in total, most of which are things the PFEW has been pushing for – such as changes to the Legally Qualified Chair (LQC) system and creating more routes out of misconduct and into performance management instead.

Phill Matthews, PFEW Conduct and Performance lead, said he was "heartened that the NPCC had called for a complete change to the culture of Professional Standards Directorates (PSDs)" as it was something the Federation had been campaigning for since before the Taylor Review changes in 2008.

### Learning from mistakes

"The whole system needs to move towards learning from past mistakes instead of the more punitive route," said Mr Matthews. "Policing could do with learning from other professions like nursing and aviation in that respect."

LQCs – who chair misconduct hearings – must now be selected by police and crime commissioners and on a rota basis after suspicions that the old system was open to abuse, with some PSDs thought to repeatedly 'choose' preferred LQCs who were more likely to give them the result they wanted.

LQCs will also case manage investigations which will help prevent disclosure issues.



Officers such as these recently graduated Met Police recruits are set to spend their entire careers under a new police discipline system; while some reforms have been welcomed, others have been branded draconian

Reduction in rank disappeared from the regulation rulebook around 10 years ago, and there is already much debate over the proposal to re-introduce it as a sanction. PFEW conduct and performance liaison officers around the country have been asked for their views.

Mr Matthews agreed it was an emotive issue and "a subjective one", and said the Federation will be listening carefully to people's views over the next few months before finalising its position and highlighting its concerns to the Home Office.

"The same can also be said of the proposed duty of co-operation with investigations. We have been here before with the old Independent Police Complaints Commission (IPCC), where officers have been told they will be treated as witnesses, only for them to suddenly become suspects once the interviews are in the bag. So we are treating this proposed requirement with caution and examining the issues in much closer detail."



# on relationships ‘draconian’



“Much of it is draconian and completely impractical and unworkable. It’s almost suggesting that if you want to ask someone out for a drink, you have got to ask your sergeant for permission first. And the use of terminology in the document will give equalities’ leads a coronary.”

**Phill Matthews**

PFEW conduct lead

All stakeholders have now begun examining the new proposals to Phase 3 of the Police Integrity Reform Programme in detail. The new changes, once decided, are likely to come in at the beginning of 2019.

New draft CoP guidance on sexual relationships at work – which is separate from the Phase 3 discipline reforms – also needed to go back to the drawing board, said Mr Matthews.

## Impractical and unworkable

“Much of it is draconian and completely impractical and unworkable. It’s almost suggesting that if you want to ask someone out for a drink, you have got to ask your sergeant for permission first. And the use of terminology in the document will give equalities’ leads a coronary.”

Recently the PFEW was involved in the fight to remove Regulation 10A, the deeply unpopular measure which banned officers from retiring or resigning when they were under threat

of misconduct charges. It was scrapped in December after a long campaign by the PFEW, which is now focusing on ensuring that two new regulations work in a fair way for members.

“We still have some concerns about how the new Police Barred and Police Advisory Lists will operate, because the Barred List is a publicly searchable database holding information on former officers dismissed for gross misconduct,” explained Mr Matthews.

“Not only does it ban them for ever serving in policing again, but because it is public facing, it may have serious implications for any future employment. And we think that keeping everybody on the database for five years is a blunt tool. We’d like to see each case dealt with on an individual basis.”

The Advisory List will keep data on officers, staff and specials who either retire or resign while under investigation. The PFEW will continue to work with the CoP, who will maintain the list, to ensure

members are treated fairly.

Mr Matthews also highlighted the ongoing work with the new police watchdog, the Independent Office for Police Complaints (IOPC), which took over from the IPCC in January. “They promised reform and we are working very hard to keep the pressure up and keep them to task.

## Life-changing proceedings

“But only a few weeks ago we learned that the IOPC has only just decided that officers in the Thomas Orchard case should face misconduct hearings – a full year after officers were acquitted of criminal charges, and nearly five years after the incident itself.

“That is an outrageous length of time for any officer to have potentially life-changing proceedings hanging over them. We continue to support these officers and the IOPC must put their money where their mouth is and demonstrate that they have changed, not just pay lip service to it.”

# slaters

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# Equality liaison officers share best practice and experience

Equality Liaison Officers from across the Police Federation of England and Wales (PFEW) have met to discuss a range of issues impacting on officers including capability dismissal, disability discrimination and medical retirement appeals.

A talk on limited duties was delivered by PFEW researchers, who discussed the 'journey' from Sir Tom Winsor's review into police pay and conditions, published in 2012; this included measures for forces to remove X factor payments from officers on restricted duties and ease them out altogether.

## Reasonable adjustments

The PFEW successfully argued at the implementation stage for a more positive approach aimed at retaining officers and focusing on what they can still do.

In some cases this should mean making reasonable adjustments or finding alternative roles.

Ian Saunders, Chair of the Equality



Sub Committee, said that forces always want officers who can do everything, but the reality is that five per cent have

got a disability of some kind that will impact on their duties. "Forces have a duty to those officers, and the PFEW will support our members into alternative roles with longevity, where they are still using their skills and experience."

## Maternity discrimination

Legal experts conducted a discussion on what forces are obliged to provide to officers and staff who are breast-feeding, and also discussed a 2012 case involving a woman dog handler whose dog was removed by her force after she informed them she was pregnant. She successfully argued that this amounted to pregnancy and maternity discrimination.

In another canine-related case, Gloucestershire, Wiltshire and Avon & Somerset Tri-force paid out nearly £15,000 in compensation over the fitness aspect of its assessment process, which included requiring officers to carry a dog uphill, and was found to unfairly disadvantage women.

## Officers could sue over prolonged investigations

Officers who are subjected to a prolonged investigation by the Independent Office for Police Conduct (IOPC) might in future be able to sue for an infringement of their human rights.

Until recently it was thought that there was no civil liability for bodies like the IOPC, who legally do not owe police officers a duty of care. This is in spite of cases flagged up by the PFEW where officers have been kept in limbo for up to six years for the outcome of an investigation.

But a recent case brought by two victims of rapist John Worboys against the Metropolitan Police could be a game changer, as solicitor David Miers of Slater & Gordon explained.

"The established precedent was that the police could not be held responsible for the criminal actions of someone else – but two of Worboys' victims successfully challenged the Met for not investigating him, on the basis that this infringed their human rights."

He added: "While this was obviously bad for the Met there may be a silver lining because we can argue that, if the Met is not immune from prosecution on human rights grounds, then why should the IOPC have immunity?"

Slater & Gordon is interested in testing the premise in due course, said Mr Miers, who was at the Equality Liaison Officers'

seminar in Leatherhead in March to present to officers on the subject of work-related stress.

He told delegates that 30.4 million working days are lost due to work-related illness. Stress affects more women than men and rates are higher for 45-54 year-olds. Psychological injuries are far harder to prove than physical ones but are thought to cause three times as many lost working days.

## Bullying and harassment

Mr Miers discussed changes in legal liability and said there is now less risk for the PFEW to bring a personal injury claim on behalf of a member than previously, where the loser would pay all the costs. He also walked delegates through bullying and harassment claims, explaining that there is no law against bullying but where action borders on criminal there is protection under harassment laws. The test is around whether the member justifiably believes they are being bullied or harassed.

His presentation also looked at where forces can and cannot be held liable for an injury or mental illness – with the onus on whether the officer has reported having problems and the law deciding whether the force has taken appropriate steps.

# IPSO protection against press intrusion

Officers can often find themselves in the eye of a media storm or indeed looking after families who are battling for privacy from the press, but what can you do to help?

Since the publication of the Leveson Report in 2012 the relationship between the British press and the police has changed and journalists must adhere to the strict rules in the Editors' Code, enforced by press regulator the Independent Press Standards Organisation (IPSO).

## Overwhelming attention

But even where journalists are following the rules, it can be overwhelming for people who find themselves in the centre of a major media story.

"Police officers are some of the first responders in contact with any victims and families affected by such events. The

terror attacks in Manchester, Westminster and London Bridge, and the Grenfell Tower fire, are just some examples from last year, as well as Salisbury right now," said Matt Tee, IPSO Chief Executive.

So as one of the first on the scene, how can you help if people are worried about press behaviour?

If someone has made it clear they do not want to speak to reporters you can advise them to contact IPSO, or get in touch on their behalf. You can even make contact with IPSO proactively if you are worried about a developing situation. IPSO can ensure that sensitive occasions, such as victims' funerals, can pass without intrusion.

IPSO has a 24-hour harassment helpline and can offer practical advice on dealing with potential press intrusion.

On occasions they issue Private Advisory Notices to newspapers making

it clear an individual does not want to be interviewed and telling journalists to stop making approaches.

Newspapers take these very seriously and their membership of IPSO requires them to comply. In the last four years, IPSO has issued more than 150 Private Advisory Notices. In some cases, they take as little as 20 minutes to work.

## People feel helpless

"Too often people might think they are helpless in the face of newspapers. IPSO is here to ensure they are not," said Mr Tee.

"We can help you in the aftermath of any event to make sure those affected are properly supported."

IPSO can be contacted on 0300 123 22 20, or on that 24-hour emergency hotline: 07799 903929.



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# PEEL report says ‘cracks are

The Police Federation of England and Wales (PFEW) has called on the Government to act before it's too late, after inspectors found that ‘cracks’ are starting to show in policing in England and Wales.

In response to the *PEEL: Police Effectiveness 2017* report published in March by Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS), PFEW Chair Calum Macleod said the report made it clear that what PFEW had been saying for years was true – policing in this country is reaching breaking point.

## Significant stress

“Her Majesty's Inspector Zoe Billingham, who led the inspection, states the service is under ‘significant stress’ and that this stress is so severe in some forces they are at risk of ‘being unable to keep people safe,’” he said.

“Let that sink in. The Government's own inspector has said that some parts of the police service in the

country are so stretched that people may be put in danger.

“If this is not a wake-up call I don't know what is. We cannot allow this situation to deteriorate to such an extent where people are routinely put a risk. That is unthinkable – but shockingly it seems – not unrealistic.

“This must now galvanise the Government to act. If victims are not getting the service they deserve and expect, and the officers that are tasked to investigate these matters are reaching breaking point, how are we fulfilling our public service duty?”

The report states that a quarter of forces are struggling to cope with the demand they face, resulting in call backlogs and delays in attending incidents including those involving vulnerable people.

This echoes the findings of the PFEW's work into the issues officers face surrounding demand, capacity and welfare. It also reflects concerns highlighted in

another Federation campaign – the crisis in detective policing.

The report states that at the moment there is a shortfall of 5,000 qualified detectives, meaning that one in five detective positions is either unfilled or taken by unqualified staff.

“Every police officer joined the job to help people and to make a difference. The continued campaign of cutting the police budgets has led to the point where they are unable to do this,” added Mr Macleod.

## Desperate picture

“It is no longer a case that the Federation could be accused of hyperbole when it comes to the crisis in policing. This independent report paints a desperate picture. It makes difficult reading for all and I hope the Prime Minister and Home Secretary will take action as soon as possible to ensure that the cracks don't lead to irreparable breakages to this most vital public service.”

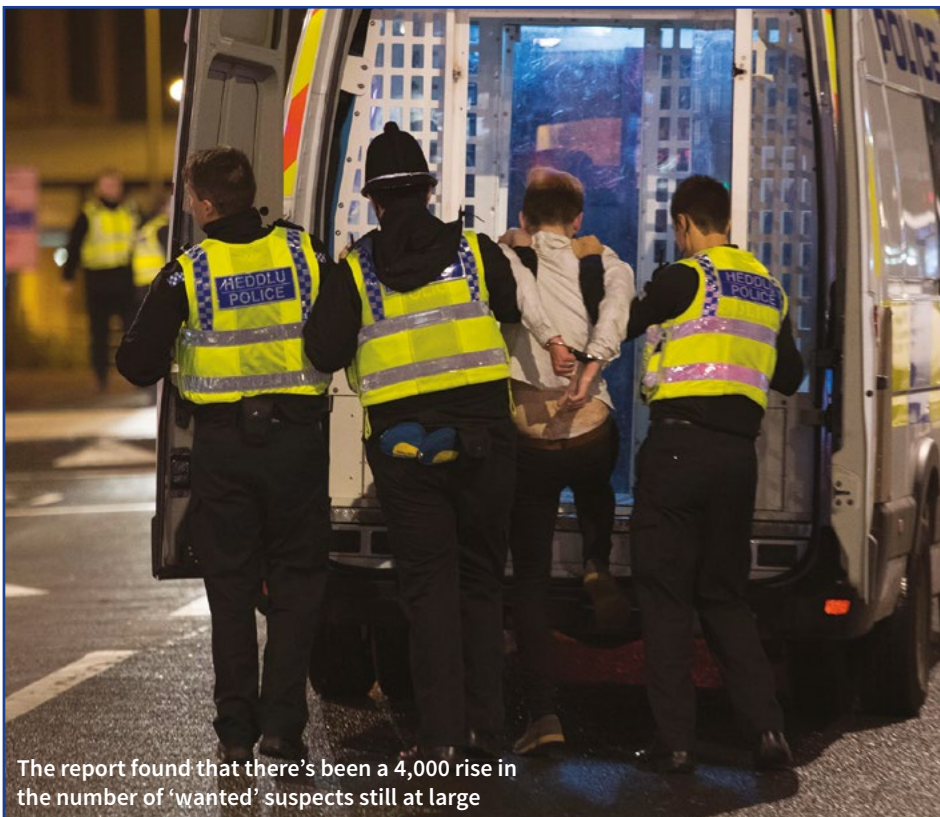
## Policing today: crime

The Government's own inspectors have acknowledged the PFEW's long-held view for the first time, that forces are creaking under the strain of a massive hike in demand.

*The PEEL: Police Effectiveness 2017* report, published by Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS), praises the fact that ‘more than two thirds of forces in England and Wales continues to be good at keeping people safe and reducing crime’.

But it also backed up what the Federation has been saying for years. The report:

- recognised detectives were ‘in crisis’ – with a national shortfall of 5,000
- admitted increases in demand were ‘dramatic’
- said recorded crime – excluding fraud – had soared by 14 per cent in a year



The report found that there's been a 4,000 rise in the number of ‘wanted’ suspects still at large



# starting to show' in policing



HMI Zoe Billingham said the service is under 'significant stress', with some forces at risk of 'being unable to keep people safe'

## soars, dramatic increase in demand, but resources fall

- acknowledged 'ongoing financial pressures'.

The report was issued just 24 hours after Prime Minister Theresa May was officially rebuked for misleading MPs and the public over false claims that the Government is providing an extra £450m in funding to local police forces in 2018/19. The chair of the UK Statistics Authority, Sir David Norgrove, ruled that the sum would only be found if police and crime commissioners push through an increase to council tax to raise £270m. About £130m of the £450m is to go directly to 'national police priorities' rather than local forces, and a further £50m is to be provided for counter-terrorism funding.

The HMI-CFRS report says the 'cracks are beginning to show' amid 'dramatic increases in demand and ongoing financial pressures'. It details how rising demand and chronic understaffing

across the service means:

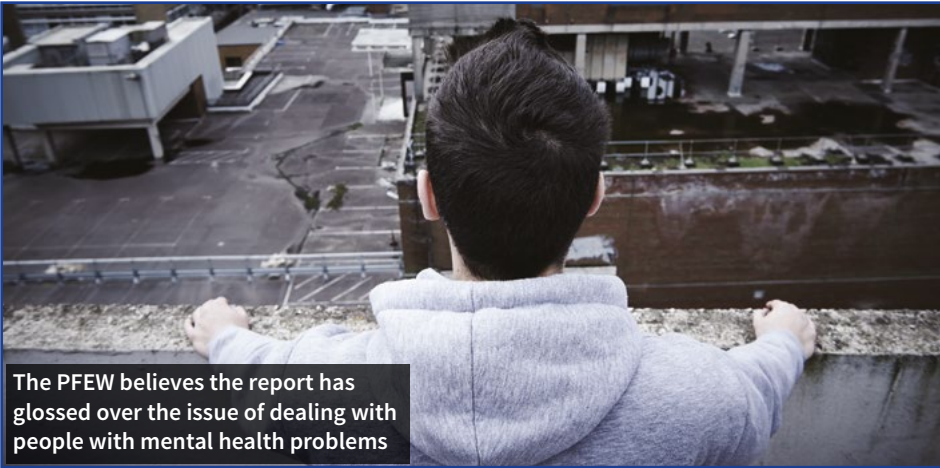
- thousands of 999 calls are being held in queues because officers are unable to respond to them
- in some cases forces are taking days to respond to emergency calls that should take less than an hour
- vulnerable people and victims of assault and other serious crimes are among those left waiting in distress, sometimes without knowing when or if officers would arrive
- pre-charge bail has been slashed by 65 per cent since new laws came in last year, so forces have a reduced ability to protect witnesses and vulnerable victims
- there's been an 88 per cent increase in domestic abuse crimes since 2013 – yet nearly half of forces were not rated 'good' at keeping vulnerable people safe

- there has been an 18 per cent increase (3,300 in total) in overdue assessments on sex offenders because of staff shortages
- there's been a 4,000 rise in the number of 'wanted' suspects still at large in spite of their details being logged on police computers
- more than 60,000 wanted people are on the loose because police lack resources to track them down.

Forces across England and Wales have 21,500 fewer offices than in 2009 while police recorded crime rose 14 per cent in the past year alone.

HM Inspector Zoe Billingham said: "Policing is under significant stress and cracks are appearing in the system. About a quarter of forces are all too often overwhelmed by the demand they face, resulting in worrying backlogs of emergency jobs."

Picture © Speedkingz / Shutterstock



The PFEW believes the report has glossed over the issue of dealing with people with mental health problems

## So little progress on mental health

The PFEW has accused the inspection report of glossing over the problems faced by police in responding to vulnerable people with mental health problems.

The report blithely cites that there is now 'a better service for those in crisis'.

But Andy Ward, PFEW Deputy General Secretary and Custody Lead, said: "While it is pleasing that the inspectors have recognised the huge efforts forces are making to address probably one of the biggest issues facing officers today, in reality many of our members at the sharp end – for example those in the custody environment – simply won't recognise the Alice in Wonderland picture painted in this report.

"Where are the references to the huge numbers of working hours spent trying to contact social services or health professionals when a detainee suffering a crisis has presented themselves?

"Where are the examples everyone knows exist, of individuals being held in custody well beyond the limit of their PACE detention time due to the lack of available mental health beds?

"We have long held the view that police cells are not the right place for individuals suffering a mental health crisis. But Government funding has yet to keep pace with its promises to divert more resources into more suitable mental healthcare support and appropriate places of safety.

"In the meantime it is our police officers who, faced with a vulnerable person in the early hours, are left trying to manage the issue as best they can, as safely as they can, when the NHS or council phone line goes unanswered."

Mr Ward drew a parallel with the lack of progress that appears to have been made since the Independent Review into Deaths and Serious Incidents in Custody, chaired by Dame Elish Angiolini and commissioned by then Home Secretary Theresa May over two years ago, was published last autumn, more than a year late.

This is the first year that HMICFRS has looked at how well forces deal with people suffering from mental health issues, and it plans a more detailed report later this year and in future inspections.

### A last resort

But Mr Ward said: "We will work with all parties to try to ensure that the situation is improved for those with vulnerabilities, in a way that not only their safety is protected but also that of police officers and communities. But other stakeholders must also play their part and future inspections need to recognise this and look at the problem holistically, not just at the way the police service performs.

"Police cells should truly be a last resort for those with mental health issues. Government must take responsibility, both legislatively and financially – real money needs to be put into secure non-police facilities so that vulnerable people can be accommodated at more appropriate places of care.

"Detention should be person centred, but not reliant on whoever has a spare bed. And money also needs to be invested in health and social outreach to prevent these crises from escalating in the first place."

## Bail fears are

Pre-charge bail has dropped by a staggering 65 per cent since new laws came in nearly a year ago.

Use of bail for domestic abuse cases also plummeted in the same period, meaning victims are less protected by the new rules – as the PFEW predicted more than a year ago.

The shocking data is revealed in the HMICFRS *PEEL: Police Effectiveness 2017* report, which examined for the first time how the new bail provisions were working.

But the Government inspectors' conclusion that there was a 'risk of unintended consequences in the recent changes in bail legislation' has angered the Federation and custody cops, who warned about the dangers when the new rules were originally proposed.

### 'Our worst fears'

Andy Ward, PFEW National Deputy General Secretary and Custody Lead, said the report "confirmed many of our worst fears".

"We learn that not only has pre-charge bail dropped significantly, by 65 per cent since it came in last April – something we predicted – but that the daily use of bail for domestic abuse cases also dropped, from an average of 119 cases per day in the nine months to 31 March 2017, to just 42 cases per day

## Report highlights a

The *PEEL: Police Effectiveness 2017* report reinforces the PFEW's position on the growing detective shortage, confirming that there is a 'continuing national crisis' with a 5,000 national shortfall of investigators in England and Wales.

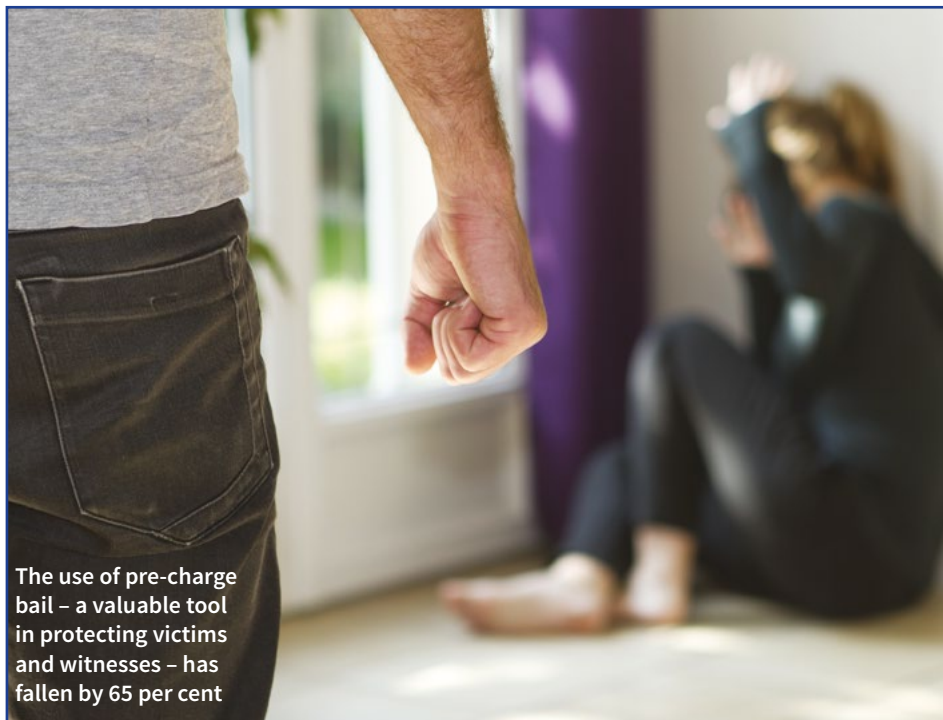
Forces have 17 per cent fewer detectives than they actually need, which means that one in five posts remain empty as they struggle to cope with the 5.3million crimes (excluding fraud) recorded in the 12 months to June 2017.

One force told inspectors that a staggering 50 per cent of their investigator roles remained unfilled. And almost half



# confirmed as vulnerable put at risk

Picture © Srecozet / Shutterstock



The use of pre-charge bail – a valuable tool in protecting victims and witnesses – has fallen by 65 per cent

in the three months to 30 June 2017.

“This is potentially a disaster for victims because pre-charge bail is one of the most powerful measures at our members’ disposal, not only for the protection of victims and witnesses but also for the prevention of re-offending. But now their hands appear increasingly tied by the stringency of the new law, which actively discourages pre-charge bail being used in the majority of cases.”

He continued: “What is really disappointing is that HMICFRS appears to be critical of forces not dealing with the fallout, even though virtually every stakeholder group involved in the very lengthy consultation process, including the PFEW and forces, warned that problems were inevitable if the legislation was introduced as the Government and Home Office had proposed.

“Unfortunately those concerns fell on deaf ears and this report now backs up what we have been saying all along.”

The report recommends that forces should review how they are implementing changes to pre-charge police bail by September 2018. But Mr Ward said the new rules also posed problems for difficult investigations.

## Complex investigations

He added: “This report is a bit like shutting the stable door after the horse has bolted. Release without bail appears to have become the default position but we have also highlighted that the 28-day time limit is unrealistic for complex investigations.

“Cyber-crime, for example, requires computers to be seized and equipment to be interrogated to gain evidence. Abuse cases often require the interrogation of mobile phone data. The results of detailed forensic analysis can take a significant amount of time to be returned.”

The Federation strongly opposed the new rules – now enshrined in the Policing and Crime Act 2017 – but the Home Office ignored its concerns and pushed on with the changes, which represent the biggest overhaul of bail arrangements in the history of the Police and Criminal Evidence Act.

## ‘continuing national crisis’ in detective numbers

of the officers HMICFRS spoke to felt their force was either ‘not very effective’ or ‘not at all effective’ at investigation.

The inspection of all 43 forces also took into account the PFEW’s own detective survey carried out last year, which revealed that 75 per cent of officers said their workload was too high and was keeping them away from their families. In addition, in a number of forces specialist detectives explained how their increased workloads had adversely affected them.

Karen Stephens, Secretary of the Police Federation’s National Detectives’ Forum, said the report would come as no

surprise to the hard-working detectives who were “struggling to do their jobs in the face of enormous service cuts, which then go on to have a huge knock-on impact on their morale and welfare.”

### ‘On their knees’

“They are on their knees, and this is the reason we have launched our Detectives in Crisis campaign,” she explained.

The report recommends that all forces with shortages in qualified detectives and investigators should develop action plans by September 2018, setting out in detail how they will address the shortfall

in the short, medium and long term.

Mrs Stephens added: “We want forces, chief officers, police and crime commissioners, the College of Policing and the Government to look at the demands on detective policing and make changes to better support the welfare of my colleagues, but there is a long way to go.

“It’s a national crisis which needs great leadership from the top down. Only then, when we begin to tackle some of these issues and improve the welfare, can we begin to address the chronic shortage across the detective arena.”

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# CBRN responders reminded to Remove

Following the recent use of a nerve agent in Salisbury, guidance as to the actions officers should take if you arrive on scene, and suspect a chemical attack, have been republished.

Between 2014 and 2015, Initial Operational Response (IOR) training was rolled out to the emergency services; this was aimed at frontline staff who would be the first responders to a chemical, biological, radiological or nuclear (CBRN) incident.

The 'Remove' campaign also comes on the back of recent acid attacks and is designed to refresh the principles outlined in the IOR training. It is imperative that officers, who are invariably first on scene, know what precautions to take when potentially exposed to hazardous substances, be it vapour, liquid or powder.

The campaign is backed by the

<p><b>TELL THOSE AFFECTED TO:</b></p>		<p><b>REMEMBER:</b> Exposure is not always obvious. <b>SIGNS CAN INCLUDE:</b></p>	
	<p><b>REMOVE THEMSELVES...</b> ...from the immediate area to avoid further exposure to the substance. Fresh air is important. If the skin is itchy or painful, find a water source. <b>REPORT... use M/ETHANE</b></p>		<p>The presence of hazardous or unusual materials.</p>
	<p><b>REMOVE OUTER CLOTHING...</b> ...if affected by the substance. Try to avoid pulling clothing over the head if possible. Do not smoke, eat or drink. <b>Do not pull off clothing stuck to skin.</b></p>		<p>A change in environment, such as unexplained vapour, odd smells or tastes.</p>
	<p><b>REMOVE THE SUBSTANCE...</b> ...from skin using a dry absorbent material to either soak it up or brush it off. <b>RINSE continually with water if the skin is itchy or painful.</b></p>		<p>Unexplained signs of skin, eye or airway irritation, nausea, vomiting, twitching, sweating, disorientation, breathing difficulties.</p>

National Police Chiefs' Council, the National Fire Chiefs' Council, the Joint Emergency Services Interoperability Principles, and the National Ambulance Resilience Unit (NARU).

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# Preparing for professionalisation

*When does a career become a profession? It's a difficult question to answer but is it one that is becoming increasingly pertinent in the policing arena, writes Dave Bamber, the Federation's lead for professional development. Here he looks at the issues at stake.*

Whether we like it or not, the intention is to change policing as an organisation by 'professionalising' it. That plan, under the umbrella of the Police Educational Qualifications Framework (PEQF), will become mandatory in 2020.

For the uninitiated, this strategy will see all new recruits equipped with a degree-level qualification by the end of the training via one of three potential routes:

- A pre-joining degree in policing followed by a two-year probation period.
- A pre-joining degree in an unrelated subject followed by a policing conversion course and a two-year probation.
- No prior higher education qualification followed by a three-year probation period, during which a higher level apprenticeship is undertaken amounting to the equivalent of an undergraduate degree.

Some of the best coppers I know were prefects at the school of hard knocks and obtained a first-class degree from the University of Life. But we have to move away from the idea that higher education is something so elitist.

And at this point I have a confession: I am Dave and I have a degree in theatre and media studies. There – I said it.

Recent Police Federation of England and Wales research conducted with new joiners showed that 48 percent of them already had an undergraduate degree. And the average age of a new officer is 27 – a far cry from the fresh-faced, straight-out-of-school cop which was once the norm.

If we want policing to remain an attractive career option, and increase its appeal to more diverse candidates, we need to up our offer. Nursing, teaching and social work all require people to attain a relevant degree before qualifying; policing is just playing catch up.

Don't get me wrong, I am not unequivocally sold on this plan. Spending three years in a lecture hall doesn't equip you for life on the front-line of policing. We must never underestimate the craft of policing and the value of one-to-one practical tuition. You learn 'The Job' on the job.

But as a concept I get it – why not offer the chance for policing skill to be officially recognised? However the devil is always in the detail.

Several forces are planning to trial this new approach from September, as early adopters. But how can they? Although a number of higher education institutions plan to offer the qualifying pre-join degrees and provide content for the higher apprenticeships, as yet there is no sign of a syllabus, and there has been no procurement process.

As a Federation we must ensure that we know – and influence – the content of these courses. And there are still so many questions. How will stretched forces guarantee protected learning time for student officers? How will

standardisation across the board be assured? How will training be delivered? For example, distancing learning must not be the only option – you can't get a degree by NCA. And you can't learn street craft remotely. And don't get me started on the National Police Chiefs' Council's pay offer to these officers... that's a whole different rant.

So as lead in this area, I will keep pushing with the chiefs and the College of Policing, reminding them this is our service and the officers undergoing this training will be our members and your colleagues. They must be appropriately equipped – academically, mentally and physically – to ensure not only that this career remains as professional as possible but that they are able to support you as you work with them at the coal face.







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# Police Now boost to neighbourhood policing

While funding cuts have strained the police service, programmes like the Police Now neighbourhood policing have boosted policing in communities.

Police Federation of England and Wales (PFEW) lead on neighbourhood policing, Dave Bamber, praised the programme, but said it is a “shame” a third party had to identify the need for one and to run it.

“It is nice that local policing is being recognised in this way and it is great it is seen as a specialism needing training,” Mr Bamber said. “However, the initial training is not broad enough, only lasts for six weeks, and does not cover enough as there are other local policing issues. They have good people, but I think the training programme is a bit short.”

Police Now Programme Director, Kurtis Christoforides, said evaluation of the programme provided a snapshot of how impactful good neighbourhood policing can be. Independent data shows that in London the first cohort of participants delivered a 17 per cent increase in young people’s confidence in the police as well as series of other positive confidence metrics.

## Positive difference

And every 100 days, when all Police Now participants come together to assess, evaluate and share what they have achieved for communities, they leave with multiple examples of the lasting positive difference made to communities and forces by neighbourhood policing.

There are 400 current and former Police Now participants working in the programme’s 25 partner forces.

Mr Christoforides said whatever



Programmes such as Police Now have boosted neighbourhood policing in the face of budget cuts

Picture © Yama888 / Shutterstock

organisation logo is stamped on the document, all tended to agree that neighbourhood policing is crucial and was “something with a long history and a growing evidence base. A function in which, in most police forces at least, police officers and police staff want to work. A concept to be valued, even treasured.

“Police Now hasn’t got everything right and does not have a monopoly on ideas or best practice, but it does have a positive impact and

highlights the genuine value of neighbourhood policing,” he added.

“Let’s win the debate about what British policing should look like in 2025 and how it should be resourced by demonstrating, again and again, the positive impact that policing – and neighbourhood policing in particular – can have for the people of this country. And make sure that all those strategy documents citing neighbourhoods as the bedrock of policing are meaningful, not meaningless.”

# Home Office launches police pensions calculator

Following lobbying from the Police Federation of England and Wales at the police pension schemes’ governance body, the Scheme Advisory Board, the Home Office has now issued a pension calculator for members of the police pension schemes.

The calculator allows you to get an idea of your projected pension at retirement

and can be found on the Gov UK website.

The calculator provides an estimate of your pensions only and it is recommended that you seek independent financial advice before making any financial decisions.

Currently, different pension administrators are used by police forces to run the schemes, so there

is a lack of consistency in the format and standard of the pension benefit statements being provided to members across England and Wales.

That consistency is now provided by the calculator and allows officers in all three police pension schemes to be able to obtain illustrations of the benefits they are likely to receive when they retire.



# Surviving the terror

Martin Lally from Greater Manchester Police Federation (GMPF) was on a lads' weekend in Majorca when he heard the news that the MEN Arena had been the target of a terrorist bombing.

The device was detonated in the foyer of the Arena at 10.31pm on Monday 22 May 2017, just as thousands of concert goers – many of them young girls – started to make their way home after pop star Ariana Grande had finished her last song. The blast killed 22 people, 10 of whom were aged under 20.

It has since emerged that suicide bomber Salman Ramadan Abedi had tried to enter the Arena itself, and was only stopped from doing so after the venue's security staff became suspicious of him.

Despite being initially thwarted Abedi adapted his plan and decided to target the foyer close to the box office, which he knew would be filled with music fans after the concert finished.

Martin – the health and safety lead for GMPF – became aware of the attack when he was checking news websites from his hotel room. He immediately called home; he has a wife and teenage daughter who is an avid Grande fan. Had they gone? Were they safe? After several failed attempts he eventually spoke to his wife at 6am.

"I was in a bit of a panic – I finally got through to my wife who said if I was calling at that time because I was drunk she wouldn't be best pleased! I've never been so glad to be on the end of one of my wife's telling offs," said Martin.

Martin's family were safe, although it had been a close call. They had considered going but in the end they had fortuitously decided against it.

"Once I knew my family were safe my thoughts turned immediately to work. I called my colleague. I have never heard him like I did during that phone call. He just said 'Lals it's terrible. When are you home?'"

"I felt guilty because I was on leave. I was on the next plane home and believe me that flight seemed to go on forever. But I was back at our HQ by 5pm."

GMP is one of around 20 forces within the UK who have implemented the Trauma Risk Management (TRiM) process. TRiM is a trauma-focused peer support system designed to help people who have experienced a traumatic or potentially traumatic event. 'TRiM Practitioners' are non-medical personnel who have undergone specific training to understand the effects that traumatic events can have on people.

The road to introducing TRiM in GMP began after the tragic deaths of serving officers Nicola Hughes

and Fiona Bone, who were murdered while on duty in September 2012. Their devastating deaths prompted Martin's predecessor to ask: "Have we done enough for our officers who have experienced such awful trauma?" Subsequently GMPF worked with a service provider to train officers to become TRiM practitioners, formally recognising this training with BTEC Level 3 qualification.

So when Martin became aware of the attack he knew that there would be a huge demand for the TRiM practitioners' skills.


"After the bombing we took the unusual decision that the Federation would take the lead on this. This was unusual as welfare is the responsibility of the force – it's not the responsibility of the Federation," he said. "But we knew we had to push this and take the lead as there was no alternative; if we didn't go with this there was nothing else. We knew this could make a real difference and I knew it was something we needed to do."

"So when I arrived back at HQ we decided to hold a series of TRiM incident briefings. These included an operational update as well as input from a TRiM practitioner who explained to officers what they were likely to experience in the hours and days following exposure to such a major traumatic incident."

"We tried to capture everyone who had been involved in dealing with the bomb and its immediate aftermath. The officers' responses varied from anger to silence to tears. One student officer who had been in the job nine weeks said he would 'never forget the smell or the sights that I saw when I walked through the door.' It was a very emotional time."

*Continued on p29*





## Federation launches mental health first aid training

The growing need for support around mental health and wellbeing has long been acknowledged, particularly as officers come under increasing pressure and strain.

Now the Police Federation of England and Wales (PFEW) has started to run mental health first aid courses, to equip reps with the skills needed to recognise when officers are struggling with mental health issues.

The training sessions, which are planned to run throughout the year, are designed to equip reps with the information and practical skills to identify the signs and symptoms of mental ill health, as well as enabling them to offer support and facilitate access to the appropriate mental health services when needed.

On completion participants achieve an industry recognised qualification. Hayley Aley, the PFEW's Learning and Development lead, said that with research showing officers are increasingly suffering with a range of mental health conditions, the training was vital.

"It is vital we do as much as we can to learn how to identify these issues and to aid people in getting access to help. There has been a great deal of progress in breaking down the stigma that once existed around mental health. But there is still a lot to do," she said.

The course – which is delivered through a variety of discussions, interactive sessions and video workshops – is being led by former Merseyside Police officer Tony Barton.

He said: "I was Branch Secretary for the Merseyside Police Federation for years and I noticed there was a lot of information about mental health 'awareness' but there was very little practical help available. It helps that the two course leaders are both former officers themselves. It means we know the pressures, stresses and concerns faced by police officers, we can spot the signs when people are struggling, and are able to offer practical help and advice."

Working with Mental Health First Aid England, the bespoke course is aimed specifically at police officers, equipping reps with the skills to recognise when there is a problem, and the knowledge to enable people to access the help they need.





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Following the initial briefings the TRiM team held a series of meetings with the people involved, in a bid to identify those personnel who were most in need of help. “We had 6,000 cops and 2,000 staff, with 1,200 identified as being in real need of help. And we made sure it was open to all the police family, not just officers,” said Martin.

The team of nine practitioners created a welfare hub and worked with local reps to help monitor officers on the ground, ensuring that people were appropriately supported. They made sure all the practitioners were refreshed in regard to the training they had previously received.

“We helped 178 officers, provided fast-track to occupational health for those who needed it, and carried out group and individual post-incident assessments across the force area,” Martin explained.

The practitioners worked flat out for weeks – often finding the task incredibly draining and traumatic. “We are human and there were tears at times,” said Martin.

Since dealing with the aftermath of the attack the practitioners have received support and help themselves. And despite receiving resistance from some people who suggested that it was not the Federation’s role to be so involved, the team received some excellent feedback from officers who frequently made comments such as “I was able to tell you what I couldn’t tell anybody else.”

The TRiM process has been used several times since the bombing and Martin and his team are now ensuring that every officer in the force is aware of it, with all student officers receiving a briefing on the scheme, as well as others receiving an input as part of their ongoing training.

At the time of going to press a report on the emergency response to the terror attack was being published, examining what lessons could be learned by those agencies who dealt with the immediate aftermath and beyond.



## Oscar Kilo toolkit signposts more help for cops

From child sex abuse cases to dealing with terrorist attacks, frontline police officers are at the sharp end when it comes to dealing with traumatic events.

It’s well documented that the knock-on effects wreak havoc on their physical, mental and social wellbeing. But while the recognition is there, the way the problem is being dealt with is patchy and inconsistent across the UK.

So the Police Federation of England and Wales (PFEW) has welcomed a new measure to enable forces to better tackle the issue and check whether they are pulling out all the stops.

Oscar Kilo is a toolkit which signposts forces towards better help for their officers, including the Blue Light Wellbeing Framework, a checklist which is backed by Public Health England and the College of Policing. The online self-assessment helps forces to gauge how effective they are in dealing with their officers’

welfare, and it also includes a peer review element.

With 90 per cent of officers stating that their psychological difficulties are caused by or made worse by work, the measures have been welcomed in what is seen to be a growing problem area. The PFEW has been leading work on welfare for officers, most recently hosting a series of workshops with chiefs officers and key stakeholders to raise awareness about mental health and wellbeing in order to put in place effective solutions to tackle a problem affecting every force.

PFEW vice-chair Ché Donald, the organisation’s lead on welfare, said schemes like Oscar Kilo and the Framework could help immensely, but could “only go so far”.

“What’s needed is great leadership across policing to ensure that forces are not just paying lip service to tackling welfare issues, but also delivering effective and meaningful solutions,” added Mr Donald.



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- **Processes of grooming and initiation**
- **Child sexual exploitation**

The session explores the typical environment of young street gang members and illustrates how it distorts their thinking processes, often prompting their withdrawal from mainstream education, training and employment. This helps practitioners identify the signs associated with street gang membership and understand its root causes. Furthermore, facilitators share approaches as well as practical tools and techniques which can be taken away and used when working with vulnerable young people.

## OUTCOMES

- Understand the context and merging trends of modern gangs.
- Be able to identify children and young people who may be groomed into gangs, and by extension of initiation.
- Learn how to provide more effective intervention pathways for young people involved or at risk of gang membership

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## Police pensions on divorce

At Slater and Gordon we often get asked a lot of questions from officers about their police pensions. Understandably officers are usually keen to protect their pensions.

When parties are going through a divorce a spouse is entitled to know how much an officer's pension is worth. You can find this out by calling the pension administrators and requesting their cash equivalent transfer value. This is the value of your pension on the date you make the request, and the value it would be given if you were able to transfer it to a new pension scheme. If your pension is in payment you'd need to obtain a cash equivalent benefit statement instead.

Once the value of your pension is known, we'll be in a position to consider what your spouse's claim is likely to be and how it can be settled. If your spouse has a pension this will also need to be valued and taken into account when considering their claim against your pension.

When the courts need to decide how parties' finances are divided, statute sets out what the court has to consider. There are also key principles in case law such as a party's needs, sharing and compensation.

### No simple answers

Only once parties' needs have been met will the court consider contributions-based arguments. For example, if an officer joined the police force in 1995, began cohabiting with their partner in 2005 and then married in 2006, should the pension which that officer accrued between 1995 and 2005 be excluded? This scenario arises for many of the officers who we represent. Unfortunately there's no simple answer to this question. Generally speaking, pensions are more likely to be a significant issue if the marriage is long and there are children. Pensions will be less important if the marriage is short, the parties are younger and no children are involved.

If we can show that parties needs have been met and they've no genuine need for pension accrued outside of the relationship, we're more likely to be successful in protecting those years of accrued pension. However, we cannot offer any guarantees with this approach; if the parties are older and the spouse has little or no pension provision of their own, these arguments are less likely to be successful.

The best advice we can give officers is to deal with matrimonial finances including pension when they separate. For example, an officer separated from his spouse 13 years ago but did not deal with finances on separation. If the officer had dealt with his finances then, the pension share which his spouse needed would've been a 14 per cent share; 13 years on, his spouse is now looking at achieving a 32 per cent share.

If you'd like specialist advice on your finances from a family lawyer please contact Slater and Gordon on 0808 175 7710 and we'll be happy to help.

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# The Other Myth of Sisyphus

Sisyphus offended the Gods and was condemned to eternal punishment in Tartarus, the lowest region of the Underworld. Forever he rolls a boulder to the top of a steep hill; but when it reaches the top, it rolls back down again. The cycle continues in perpetuity, accomplishing nothing...

It's a late shift, and I'm allocated the mobile call-sign covering a residential area, single-crewed. My sergeant hands me a sheaf of incident reports to attend before I return to the station to hand my patrol car over to the night-turn.

I read the first log: A lady wants to report unknown youths who verbally abused her and threatened to throw her into the road. This happened four days ago, and an appointment has been made for an officer to meet her today at 3pm. I've got half an hour to check my emails.

## Intimidating behaviour

I attend her home and establish the descriptions of three jobs, their demeanour, the fact they called her an 'old bag,' the time and location where it happened. The victim confirms she's never seen them before, or since, and can't think of any reason why they targeted her. She considered their behaviour intimidating, but realises it was an empty threat. She discloses that she saw her neighbour cross the road to avoid potential abuse from them. I record the other lady's details, but a phone call establishes the same information: she

wasn't a recipient of any abuse, and she doesn't know them either. I identify this as an offence under section 4A of the Public Order Act 1986.

## Threat to kill

Having checked along the route where for potential CCTV evidence (none), I phone the Crime Desk to dictate details for a crime report. "Home Office Counting Rules require us to record this as a threat to kill. They threatened to throw her into fast-moving traffic on an 'A' road. She was targeted due to her age, so this must be tagged as a hate crime. She'll need an enhanced victim service. An investigative action plan must be completed and reviewed by an inspector. I'm going to recommend press releases, photo ID parades, house-to-house enquiries..."

I explain that the youths didn't make any move to carry out their threat and remained on their own side of the road; facts that indicate a lack of 'mens rea' and 'actus reus' to substantiate a threat to kill. The victim didn't perceive a genuine intention to throw her into the road, but did find it intimidating. A section 4A offence clearly applies here. I describe how I've already completed a proportionate investigation, updating the victim accordingly and to her satisfaction.

"No, a threat to kill will be recorded and a full investigation completed. Now, onto the second victim and crime report."

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"The neighbour who was so upset by the youths that she crossed the road to avoid them. We must record another crime because she was caused harassment, alarm and distress contrary to section 5 of the Public Order Act 1986. Is she elderly too?"

With all due respect, this whole incident can be recorded as just one section 4 Public Order Act offence. This is unnecessary, bureaucratic duplication that wastes time when I could be...

"Nevertheless; Home Office Counting Rules state..."

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## Nick O'Time

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