



Derbyshire  
Police  
Federation

Police Officers Representing  
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# News & views

SPRING 2024 News and views from Derbyshire Police Federation



# A MESSAGE FROM YOUR CHAIR



By Tony Wetton, chair of Derbyshire Police Federation

**W**elcome to the spring edition of your Federation magazine, the first of 2024.

It has certainly been a busy start to the year, with plenty of developments around policing – some good, and some less so.

I want to begin with the good news though and that is the announcement that the families of fallen officers will see their loved ones officially recognised through a new medal – The Elizabeth Emblem (see right).

This recognition, which is long overdue in my opinion, will make such a difference to these families, and follows tireless campaigning by Bryn Hughes, whose daughter Nicola was murdered alongside fellow Greater Manchester PC Fiona Bone in September 2012 in an incident that shocked the nation.

Bryn has been supported by the Federation so I want to put on record my thanks to all involved in the creation of this

new honour. I hope that the families of our fallen colleagues here in Derbyshire apply for The Elizabeth Emblem and perhaps we will see them being presented with them in the coming months.

Locally, we have also welcomed a third full-time official to the Federation office with Helen Gallear now in post as our conduct and performance lead (CAPLO) and wellbeing lead. Helen is keen to develop her role and ensure that members have access to the support they need. You can read more about Helen on Page 5.

We had put forward a business case for this position and Helen's appointment would not have been possible without the support of the Force and chief officers so we are grateful for that.

While on the subject of wellbeing, we are also pleased that the Force is funding a post-natal physical health check for officers and staff who are new mums. The Mummy MOTs are recommended once babies are about eight-weeks-old. Find out more on Page 10.

Of course, we welcome all this positive news; it definitely makes a change.

But, we cannot just ignore the less positive news – such as Dame Eilish Angiolini's inquiry into the murder of Sarah Everard, a crime that continues to cast a shadow over the Metropolitan Police, and all forces. Our thoughts remain with Sarah's family and friends.

Policing, understandably, remains under intense scrutiny and there are clearly areas where a cultural shift is needed.

We all have to be part of that change, by calling out inappropriate behaviour and attitudes.

But I also believe we need to recognise that the vast majority of police officers remain committed to serving and protecting their communities and are carrying out their duties to the best of their abilities, respectful of their unique role in society and proud to be servants of the Crown.

## ELIZABETH EMBLEM WILL RECOGNISE FALLEN OFFICERS



The families of police officers who die in service will now be awarded an Elizabeth Emblem recognising their sacrifice.

The emblem has been conferred by the King and will incorporate a rosemary wreath, traditionally symbolising remembrance, surrounding the Tudor Crown. It will also be available to commemorate firefighters and other public service workers.

The next of kin of fallen officers can apply for the emblem via [gov.uk](https://www.gov.uk). Nominations will be reviewed by the George Cross Committee and recommendations then made to His Majesty The King via the Prime Minister.

Recipients of The Elizabeth Emblem will receive their award from a senior representative such as a Chief Constable, chief fire officer or a Lord Lieutenant.

The emblem will be able to be worn by next of kin alongside any other medals or awards and will bear the words 'For A Life Given In Service'. The emblem will also carry the name of the individual it commemorates.

## Contact the Federation office

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You can also contact Jo and Pete by emailing [derbyshire@polfed.org](mailto:derbyshire@polfed.org)

Details for the branch officials and workplace reps can be found on our [Meet the team page](#).

# POST-INCIDENT PROCEDURES EXPLAINED AND WHY YOU SHOULD PAY YOUR FED SUBS

“This is exactly why you should pay your Federation subs - the legal advice you receive during post-incident procedures (PIP) is second to none,” says Detective Chief Inspector Gareth Eaton.

Gareth, a post-incident manager (PIM), is reassuring members that the PIP is there to protect you, not hold you accountable.

Here, Gareth talks us through the steps involved in a PIP and why officers must join the Federation - calling the support it can provide, ‘priceless’.

“I want to dispel the myths surrounding post-incident procedures and reassure officers that the process is in place to protect them, not because they’ve done anything wrong,” said Gareth.

“I know officers worry when they are involved in a post-incident procedure but it’s important for them to remember that the incident is being investigated, not them. You are a witness, not a suspect.”

Gareth is one of eight trained and accredited PIMs at the Force. Their role, which is in addition to their day job, is to manage and ensure the integrity of the entire PIP.

“If an incident involves a death or serious injury, and there’s no concern of misconduct, then a post-incident procedure may take place, depending on the circumstances” explained Gareth.

“I must stress, that misconduct cases do exist, but they are not the same as post-incident procedures - we cannot confuse the two. The post-incident procedure is there to capture all evidence and support the officers involved and it involves four stages.”

If it is decided by the on-call PIM that an officer should be called to provide an account, the first step is to create a situational report.

“The situational report should be taken as soon as possible, to give the most honest account. It’s usually taken over the phone and is given by someone not directly involved in the incident,” said Gareth.

Step 2 involves calling the officer into the post-incident interview suite - the suite is independent of other buildings and has its own on-site facilities like a kitchen and a shower.

“The officer’s journey is recorded throughout - and this is purely to protect their integrity. Their identity will also be protected, for their sake and their families,” continued Gareth, who explained that during



this stage the officer will be asked to confirm that they were at the scene and furthermore, to describe their role during the incident.

“It’s at this point that the Federation is called to support the member. Throughout the entire process, the officer’s welfare is our top priority.

“The Federation can then offer support and offer any legal advice, external to the Force. The Federation offers a holistic approach, providing officers with immediate advice, guidance and simply a friendly face or an arm around them when they need it most.

“It’s times like these that demonstrate exactly why you pay your Fed subs. The legal advice I’ve seen officers receive is of the highest quality. That support is priceless.”

Following this, the officer - with legal advice - is asked to describe their thought process around what happened during the incident. At this stage, they do not have access to CCTV or body-worn video footage - and so it is usually only a few lines.

Once an initial statement has been taken, the officer goes home.

Gareth added: “Referrals are put in place to ensure the officer is looked after. We appreciate every person’s situation is different.”

At least 48 hours following this, the officer is asked to give a more detailed

account of what happened. This takes place either at the suite or the Federation office.

The officer is then advised to have some paid-for time off - the length of which should be determined by the severity of the incident. This occurs between Step 3 and 4 but can be extended in consultation with the officer’s management team.

“Even once all evidence has been given, we will still protect the welfare of the officer until the investigation is complete. We also ensure a detailed intelligence and community impact assessment is completed in relation to the individual involved and the incident, in order to give the officers involved peace of mind and to allow us to make further considerations around the protection of their identity,” said Gareth.

Chair of Derbyshire Police Federation Tony Wetton explained how there is a Fed rep on call at all times, in case a member needs their support.

“As soon as we are called to support a member, we will head there immediately,” said Tony, who added that the Federation will also ensure all evidence submitted has been approved by a solicitor.

“The role of the Fed during a post-incident procedure is hugely important. Our purpose is to protect the rights of our members and their position, as well as their welfare and mental wellbeing.”

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# WELLBEING 'MUST BE TOP OF THE AGENDA'

**A** month into her time as a full-time Derbyshire Police Federation representative, we caught up with Helen Gallear to find out what her main goals are in the role and how she hopes to improve wellbeing in the workplace for members.

Having joined the Force 22 years ago, Helen has spent the majority of her career supporting sexual offence victims or the families of those who have been murdered.

Both roles required Helen to constantly show empathy and communicate compassionately, two skills that she feels will help her succeed in her full-time Fed rep role.

"I think there's always so many skills officers learn on the job that they can utilise as a Fed rep," said Helen, who is the Federation's wellbeing lead and conduct and performance liaison officer (CAPLO).

"For me, I love supporting people - I'm naturally drawn to helping others."

More recently, Helen worked with sexual offenders and violent offenders, supporting them when they were released from prison and working to stop them from reoffending.

"I loved that job," she added. "You'd build a real rapport with them, to help them live a better life outside of prison."

Helen became a workplace rep around four years ago and, when the opportunity came up to take on the role full-time, she admits she jumped at the chance.

"Honestly, I couldn't continue working in

the Force and being a part-time Fed rep - the two came with their own demands. So when the full-time Fed rep role came up, I felt like I was the luckiest woman in the organisation. It definitely felt like the job came up at exactly the right time," Helen continued.

"I can now dedicate my time to being there for our members and giving them the support they deserve."

Just weeks in and Helen already has her mind set on a number of changes she wants to make happen.

"My priority is going to be focusing on wellbeing," she explained.

"So many of our members see some horrendous things during their time as an officer and we need to remember, we're all human - the support must be there across the entire Force. Mental health and wellbeing need to be top of the agenda, regardless of what department you're in.

"If we're not careful, we're going to see more and more officers burnt out and that's not OK. I want to stop people from leaving their roles and instead keep them in a job they want to be in."

Helen hopes to not only support members but also educate line managers, to prevent mental health issues from arising in the first place.

"As a Force, we're getting better but we still have a long way to go," added Helen, who wants to introduce digital 'wellbeing passports' for officers, which will hold all information on their mental health and



Derbyshire Police Federation CAPLO and wellbeing lead Helen Gallear.

wellbeing. They can then take these 'passports' with them from job to job.

"Having these passports in place will mean officers don't need to explain or repeat themselves over and over again."

Also on her 'to-do' list is, working towards stopping the stigma surrounding mental health and encouraging members to be kind to one another.

She ended: "At the end of the day, we're one big police family - ultimately I just want members to be kind and look out for each other."

## POCA FUNDS SHOULD HELP SUPPORT OFFICERS

Derbyshire Police Federation has endorsed a campaign for an allocation of funds seized under the Proceeds of Crime Act to go towards the support of officers living with injuries and conditions sustained in policing.

A petition has recently been launched to propose the introduction of a policy that would see organisations providing care to affected officers, both active and retired, receive an annual portion of money recovered from assets obtained through criminal activity.

"I think this is a movement long overdue," said branch secretary Kirsty Bunn. "There are some amazing causes out there for officers who have suffered the long-term consequences of police demands, but they simply aren't getting enough funding."

The act, passed in 2002, recovered £339.1 million of assets through Confiscation, Forfeiture and Civil Recovery Orders in the financial year 2022 to 2023. This figure is down only five per cent on 2021 to 2022, the highest year on record for proceeds of crime, and still reflects the overall rising trend in asset recovery over the last six years.

While acknowledging that funds generated can be used to good effect, such as for further asset recovery, victim compensation, and local anti-crime initiatives, Kirsty believes the people who put themselves in harm's way to tackle such crime are too much of an afterthought.

She continued: "It doesn't make sense that there is all this money and none of it is put to the benefit of the first line of defence against the same criminal activity it is raised from. As police, we are the ones who go out into the field and confront crime head-on."

Beneficiaries of the campaign's success would include Police Care UK, which has appealed for more financial aid in its efforts to support the welfare, recovery and wellbeing of current and former officers who are injured or living with disability and mental health issues as a result of their roles in the police service.

"The existence of organisations like Police Care UK should not be underestimated. The public may see a criminal being caught and think that's the end of the story. What isn't as visible is an officer who has been physically hurt or exposed to psychological trauma in the process," Kirsty said, "They need the tools to help these officers as best as possible."

The petition, which was rolled out at the end of February, is approaching 4,000 signatures on the official UK Parliament website, and Kirsty has urged Federation members to add their own.

"This is a chance for our welfare to get more of the recognition it deserves, and I would encourage everyone to take it while it gains momentum."

Members can sign and learn more about the petition by visiting its [official page](#).

# DEPUTY CHIEF CONSTABLE SIMON BLATCHLY: 35 YEARS IN POLICING

**“Working in Iraq came with a whole different kind of risk, my 8.30am briefings went from discussing how many robberies there had been in the local area, to how many explosions there had been in Baghdad the previous day.”**

The career of Deputy Chief Constable Simon Blatchly OBE started in 1989 and since then, his police life has included a multitude of turns. From working in response to CID, time as a chief superintendent and not to mention the four years he spent working in some of the world's most dangerous countries for the United Nations.

Plus, he was also required to keep up to date with a variety of specialist training courses, including public order and firearms, to name a few.

“I've been in the police for nearly 35 years and people always say you will know when you're ready to retire. I can confidently say, I'm not,” said Simon, who admits he is 'extremely proud' of his time in policing.

We caught up with Simon, just over a year after he joined Derbyshire Constabulary to find out more about his exciting career, as well as his visions for the Force.

Having left school and worked in an office job, Simon quickly recognised a nine-to-five role wasn't for him. He admits he wanted more than a predictable routine and daily commute, so he joined the police.

“I walked into Kettering Police Station, who, by chance, were recruiting and, within three months, I'd joined the Force,” said Simon. “Life as an officer was very different back then - all you had was a wooden truncheon and a pair of handcuffs. You had no PPE (personal protective equipment), you just had the uniform to protect you.

“The approach to wellbeing was very different too. If your prosecution file wasn't good enough, you'd get a telling-off, the file would probably be ripped up and you'd be told to do it again.

“Professionally, the wellbeing support officers receive these days, is a lot better. It's not perfect but at least the support is there.”



Deputy Chief Constable Simon Blatchly.

Simon's career started on response for Northamptonshire Police, before moving into CID as a detective constable.

He explained that being in those roles 30 years ago really makes him appreciate the pressures that frontline officers are facing today.

“When I joined, there would normally be only two student officers on a team - which meant tutors had the time and capacity to teach them, and also gave us the chance to

learn on the job from more experienced officers,” he continued.

“Now though, with the sharp uplift of officers over the last three years, there is additional pressure on sergeants and tutors to support student officers, one after the other, which stretches their capacity. This will hopefully ease as we return to normal recruitment levels.”

After time as both a response and detective sergeant, Simon went on to

become an inspector in the operational training department, which oversaw the training of specialist roles including, public order, firearms, CBRN (chemical biological radiological and nuclear) and dog handlers.

He said: "It was probably in that role where I learnt a lot about being a manager. I was managing a number of trainers, who knew their specialist areas a lot better than me. I quickly recognised when I needed to deep dive into managing an issue and when to just trust the team and let them get on with their roles. This time was a huge learning curve for me.

"The next few years consisted of me being in CID as a detective inspector and detective chief inspector before being promoted to superintendent where I had some great roles as head of operations, then community policing, before taking on the role of director of intelligence and then head of crime for Northamptonshire Police."

During this time, Simon maintained his public order, CBRN and firearms qualifications, at silver and then gold level, which led to him commanding such events as the British Grand Prix at Silverstone.

**“ The challenges that communities and police officers are facing in some of these countries, like Iraq and Liberia, are huge. My mindset of what hardship was had changed a lot.**

In 2014, Simon was selected for a 12-month secondment to the [United Nations](#) (UN), working as a senior police officer in Iraq, advising both the UN and the country's government on policing and election issues.

He explained: "Working in Iraq came with a completely different type of risk, my 8.30am briefings went from discussing how many robberies there had been in the local area, to how many explosions there had been in Baghdad the previous day.

"Until you're there, I don't think I really appreciated how much conflict is taking place overseas and, although I quickly adapted to that level of threat, there were definitely times I felt scared," he said.

After that year had ended Simon was asked if he wanted to review headquarters processes for the UN Police Division, so he moved to New York City, where he spent 18 months as chief of mission management and support, working with UN police teams across the world.

In 2016, he went on to become the UN police commissioner in Liberia, which involved him leading officers from 31

The DCC working overseas.



different countries, supporting the Liberian National Police and ensuring that a peaceful government election took place.

It was his time working for the UN that earned Simon an OBE ([Order of the British Empire](#)), which Simon describes as a 'huge shock' and a 'milestone in his career'.

He returned to the UK in 2018, and admits his time abroad changed him both professionally and personally.

"The challenges that communities and police officers are facing in some of these countries, like Iraq and Liberia, are huge. My mindset of what hardship was had changed a lot," admitted Simon.

After passing the strategic command course, Simon was appointed as Assistant Chief Constable (Crime) at Northamptonshire Police and then Deputy Chief Constable. He then made the move over to Derbyshire, as Deputy Chief Constable in 2022.

"I really enjoy my role here in Derbyshire," he said, "It's a great force to be part of. Of course, there's always work to do but the narrative today is a lot more positive than it was 12 months ago.

"My vision is for Derbyshire to be an outstanding force. I want us to be a force that leads by example, that others come to look at."

Speaking about the issues he feels the Force faces, Simon said: "There is still a need to ensure we deliver a consistently high level of service across the county, which is why we are pushing the 'One Derbyshire' approach.

"Ultimately, we should all have the same

goal and mission - that should be to provide the public with the best service possible, regardless of their location."

Simon vows to listen to frontline officers and says if 'something needs to be fixed, we will try and do it as quickly as possible'.

"Our frontline officers are experiencing policing issues first-hand, so we need to listen to what they're saying," added Simon, who is determined to 'be seen, out and about talking to cops'.

"I've been running focus groups since I started in Force, and it allows me to hear from officers directly of their concerns, then action work accordingly".

As Deputy Chief Constable, Simon says he has multiple goals, including giving Derbyshire a clear direction, prioritising victim care and re-emphasising to cops why they are here and what they can achieve.

As for his relationship with Derbyshire Police Federation, Simon praised the work of chair Tony Wetton, secretary Kirsty Bunn and the Federation team.

"The working relationship between the Force and Derbyshire Police Federation is good and that is not always the case with other constabularies," he said.

"I really appreciate being invited to regular meetings with the Federation, as it gives me an opportunity to hear what issues are impacting our officers. Sometimes we agree and, at times, we disagree, and, in some cases, difficult conversations are required but we continue to work together collaboratively, for the good of the public we serve."



# Understanding the law around surrogacy

Surrogacy has become increasingly popular as a way for people otherwise unable to conceive a child to build their family.

The current surrogacy law in the UK can make the process of surrogacy difficult. Domestic surrogacy arrangements are unenforceable, which means those involved can change their minds until a Parental Order, which transfers legal parenthood from the surrogate to the intended parents, is made by the court. This is often a concern for those involved, but the reality is that there have been very few cases where this has happened. Many of those campaigning for surrogacy reform believe that surrogates should be permitted to receive payments beyond reasonable expenses. Due to a UK surrogate shortage, many choose to go overseas and enter commercial arrangements which offer greater certainty.

The Law Commission's 2023 report, "Building Families through Surrogacy: A New Law", proposes a new surrogacy law, emphasising clarity, safeguards, and support. Key recommendations include an administrative pathway for domestic surrogacy, granting legal parentage from birth under certain conditions without requiring a court order. The surrogate retains autonomy during pregnancy and birth

and can withdraw consent up to six weeks post-birth. Clearer rules on surrogate payments are recommended. Whilst surrogates should not benefit from the arrangement, they should also not be left financially worse off because of it. It is recommended intended parents should be allowed to reimburse surrogates for specific costs arising from the pregnancy, and the surrogate should be able to recover those costs from the intended parents. It is also suggested there should be a surrogacy register so people born through surrogacy can find out about their gestational and genetic origins.

Anyone planning to enter a surrogacy arrangement should seek specialist independent legal advice before conception takes place to ensure they are aware of the legal position and everyone's rights, responsibilities, and expectations.

The team at Slater and Gordon offer legal services to Police Federation members catered to modern families, offering advice to same-sex and opposite-sex couples, married and unmarried couples on adoption (including international adoption), surrogacy, fertility treatment and donor conception.

If you would like to discuss surrogacy or any other family law matter, please contact:

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# ‘EYE-OPENING’ PRE-RETIREMENT SEMINARS COMING UP

**A** Derbyshire Police Federation member says a pre-retirement seminar organised by the branch ‘opened his eyes’ to managing his finances after finishing work.

Detective Inspector John Murphy said the session had given him a lot more confidence ahead of his retirement from the Force in October.

John said: “I thought the day was brilliant.

“It opened up my eyes to a lot of things, and has given me plenty to think about in terms of investment and managing things.

“It’s given me a lot more confidence about retiring.”

John said that an example given during the seminar that he attended was one of things that improved his confidence.

“They talked about someone who was earning, say £51,500, and when they retire they will receive £25,000 a year,” he said.

“So straight away that person is thinking

it’s half the money.

“But you don’t pay National Insurance on your pension, which I didn’t know. You’re not paying into your pension any more, you’re paying less tax.

“Also, you could use your lump sum to pay off a loan or your mortgage, so you won’t have as many outgoings.

“And they said not to rule out getting another job. So you could have your pension and another job with fewer demands and less stress and be clearing a similar amount of money.

“So it’s given me a lot to think about.”

John, meanwhile, said he was looking forward to his retirement but that he will miss friends and colleagues in the Force.

He said: “I have a lot of good memories. It’s been stressful at times but on the whole it’s been really good.

“I’ve worked with a lot of good people, and there will be a lot of people I will miss.

“I will be sad to go.”

The pre-retirement sessions cover a number of key topics, including:

- **Managing your finances (fundamentals of financial planning)**
- **Developing a financial plan including investment strategy and risk**
- **Wills and estate planning with input from specialist solicitors**
- **Preparing for retirement and non-financial planning considerations**
- **Personal taxation (maximising tax-efficiency)**
- **Understanding the Police Pension Schemes, the remedy and pension-related taxation matters - how and when to optimise your pension.**

Further seminars will be held on:

- **Thursday 4 July**
- **Wednesday 23 October**

The sessions, which are hosted by [Reflect Financial](#), run from 9am until 5.30pm and are intended primarily for members who are within two years of retirement, but members with 25 years or more service are also welcome to attend.

Refreshments and a buffet lunch will be provided at each seminar.

To register, please email branch secretary [Kirsty Bunn](#).

**“They said not to rule out getting another job. So you could have your pension and another job with fewer demands and less stress and be clearing a similar amount of money.”**

# OFFICERS SHOULD 'KEEP IN TOUCH' WHILE ON MATERNITY LEAVE

**D**erbyshire Police Federation members who are on parental leave are being encouraged to make the most of their keep in touch (KIT) days.

PC Lucy Carley, who is currently on maternity leave with her second child, described KIT days as 'absolutely invaluable'.

Now she's trying to encourage more officers to take advantage of them to make their return to work as smooth as possible.

Lucy said: "I would hate to think that someone is going back to work after nine months to a year on leave having not done a KIT day because they don't know what to expect on a KIT day.

"They make going back a lot easier and enjoyable.

"They're absolutely invaluable."

Derbyshire Police officers are entitled to up to 10 full KIT days for maternity and adoption, and 20 shared parental leave in touch (SPLIT) days when on shared parental leave. Officers are paid for the hours they work on a KIT/SPLIT day.

Lucy said: "I'm going to a new department, so I've been going in and learning the ropes before I go back so I don't feel such a newbie, as well as helping with the return to work.

"When I had my first child I was still on section. I was doing KIT days, going back, and getting used to working the shifts again, and doing that around childcare, which I think is really important."

Lucy, who has been on maternity leave for six months following the birth of her son Arthur, said KIT days can also help with getting back into a work routine.

"I love a KIT day," she said. "I look forward to them.

"What do they involve? Firstly, getting up and being at work on time!

"It gives you a bit of you back and the chance to be somebody else but mum for a day, but also to spend time with your colleagues, which is always good fun.

"It's useful to be able to keep in touch with the people you need to while you're off, because nine months or a year is a long time to be off.

"It also helps you to get your head



around what the Force is expecting of you, so going through Chief's orders, picking up where you left off with online learning.

"It's getting your head back into the game, but also having a chance to speak to your supervision, your sergeants, inspectors, and to talk to them about what you want when you go back.

"Being able to have that conversation in person instead of over the phone is really helpful."

She added: "You're buddied with somebody on your KIT days who looks after you.

**“It's useful to be able to keep in touch with the people you need to while you're off, because nine months or a year is a long time to be off. It also helps you to get your head around what the Force is expecting of you, so going through Chief's orders, picking up where you left off with online learning.**

"When I was on section and had a KIT day, I went out to jobs with people. It was renewing your knowledge, so you'd be crewed with people. You wouldn't go out by yourself.

"I'm in the personal safety training team now, and I'm still crewed with somebody on the gym floor, I'm not having to do it by myself.

"That's great because when you go back to work you know your knowledge is still there."

Lucy is due back in Force towards the beginning of June and has taken four of her KIT days in the past month or so.

"You get 10 KIT days, and I'm trying to do two a month but then just before I go back, I'm going to do them a little bit more regularly, so I get back in the routine of being at work," she explained.

"Having KIT days makes that return to work a lot less daunting.

"The first one I had this time around, I was a little bit apprehensive because I hadn't been there for six months, but it was just like walking back into the parade room on a normal day.

"It's nice that I've done a few more and I know what to expect when I go back.

"I'm not walking back into a parade room for the first time in nine months, it's walking back in having been there a few days ago having done a KIT day."

## MUMMY MOT AVAILABLE FOR MEMBERS



Branch secretary Kirsty Bunn has praised the Force for giving new mums the opportunity to have a funded post-birth physical health check.

Derbyshire Constabulary has teamed up with Lizzie Smith, a Midlands-based pelvic health physiotherapist, to provide a Mummy MOT to both officers and staff who have recently had a baby.

The Mummy MOT, which is recommended for those who are around eight weeks post-birth, includes the function, activation and strength of the postural, abdominal and pelvic floor muscles.

"I can't praise the Force enough for providing this opportunity to new mums," said Kirsty, who is a mother herself.

"Whether it is your first, second, third or fourth child - having a baby is challenging. And for so many mums, they plough on and put up with any personal health concerns they might have, either because they haven't got the time to worry about themselves but more so because their baby is the priority.

"Having the chance to receive a Mummy MOT will provide new mums with either peace of mind that their post-birth body is recovering well, or with guidance and advice should they require further support.

"I would encourage all members who are either preparing to have a baby or are reading this while on maternity leave, to

take advantage of this opportunity."

Superintendent Becky Webster who helped form the partnership between Lizzie and the Force said that she hopes that, by offering the Mummy MOTs to new mums, officers will feel more 'comfortable' returning to work following maternity leave.

"Being a new mum can be lonely, full of all sorts of emotions and thinking about returning to work often only adds extra stress - for example, added worry for those who need to take the fitness test," said mum-of-two Becky, whose children are 17 and 19.

She added: "Hopefully, giving new mums the chance to have a Mummy MOT demonstrates that the Force does care and values them as an individual.

"Childbirth can be traumatic and can have a real impact on the body. Each person's experience is different, and Lizzie will offer bespoke advice and support for each new mum she sees. And all Mummy MOTs are entirely confidential and private, which is important to know because the conversations can be very personal."

The Mummy MOT assessment is funded by the Force and members will be able to book any further appointments at a blue-light discounted rate.

Information on booking a Mummy MOT is available via the Force intranet or through contacting a family leave SPOC in Force.

# POLICE PROGRAMMES INSPIRE CADET TO TRAIN AS SPECIAL

After watching police programmes on television as a young boy, Luke Preston knew he wanted to be a serving officer.

He took the first step towards fulfilling that goal when he joined Derbyshire Police Cadets as a 12-year-old.

And now, aged 18, he's being put through his paces as he trains to become a Special Constable.

But it all started for him growing up in Amber Valley when he was absorbed by watching factual police programmes.

Luke, who is the first person from his family to be part of Derbyshire Police, said: "I was about five or six when I decided I wanted to be a police officer.

"I used to love watching programmes like Police Interceptors and Traffic Cops at that age.

"It had me immediately drawn to it, and I knew that's what I wanted to do."

Luke's journey with the Force began when he joined the Cadets at Landau Forte College in Derby.

"I wanted to gain a proper understanding of what the police force was about and to experience being part of it.

"I also wanted to start to develop the skills that would be needed for the police, to understand how they did investigations, to find out about the laws and regulations, and I also wanted to engage with the community."

Derbyshire Police Cadets meet for two hours each week and learn about police procedures and criminal law.

They take part in team-building activity weekends, Duke of Edinburgh expeditions,



and inspections and drills.

Cadets also learn about first aid, and take part in crime prevention, local community events, and charity fundraising.

Luke said: "I absolutely loved it. It's an aspiration to join as a police officer so to represent the Force as a cadet was amazing.

"I really enjoyed the discipline. The discipline, the drill, the uniform, it's definitely helped me to become a better person, and the person I am today.

"I really enjoyed engaging with the community as well. That was really rewarding."

Luke is now doing his initial training as a Special Constable, which covers all aspects of police work, including powers of arrest and officer protection, and develops core skills such as decision-making and self-motivation.

Luke said: "I am really enjoying it, it's a lot of fun.

"It's really interesting to learn about all the legislation, laws and regulations, and it's also good to engage with the practical side of things because that's where I think I learn better.

"I'm more of a practical learner than an academic learner, so I really enjoy the role plays."

Luke said that one of the first things he did during his training was to sign up to the Federation.

Members of the [Special Constabulary](#) can now join the Police Federation - after a change in the law under the Police, Crime, Sentencing and Courts Act 2022 - and receive the same level of support and representation as regular officers.

Luke said: "We had someone from the Federation come to talk to us early in our training.

"I, and many others, signed up immediately because of the benefits you get with it."

