

POLICE

August / September 2019



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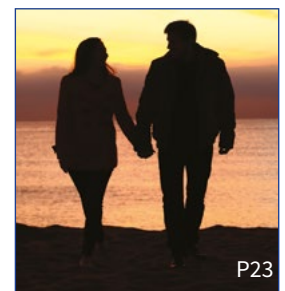
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Editorial
August /
September
2019

Catherine Feast,
Editor

I know where I'd like my taxes to go

Police officers were recently 'rewarded' for never being off duty, having rest days cancelled and being run ragged, with an average pay rise of £1,000 a year for PCs.

The increase equates to a 2.5 percent pay rise; while it won't change the world, it's better than nothing and certainly better than previous years.

But is it just a headline grabber for politicians? After all, previously the Government has paid little heed to the independent body which recommends what rise officers should get; now it has decided to do 'the right thing'. Our new Prime Minister has apparently said he will do away with public sector pay freezes, but it will take years to close the gap at that rate.

And when you look at the roles and responsibilities of an officer compared to say, an MP, it feels much more galling.

MPs on average earn £79,000 a year. In April this year they got an increase of more than £2,000 – double what officers get this time around – at a rate of 2.7 percent. I am not saying that those many MPs who are caught napping in the chambers aren't worth it, I'm just not sure how that can be justified.

I recently had the honour of attending the Police Bravery Awards. Time after time we heard stories of on and off-duty officers saving lives, and going above and beyond. They were a fraction of the numerous unsung acts that happen across the country every day. Heaven forbid any officer caught napping on the job, it would certainly result in some sort of disciplinary action. Personally I would much rather my taxes went towards officers, napping or not, than MPs who claim expenses for duck ponds and snooze on the job with no sanctions.

 Follow the Federation @pfew_hq

State of Policing highlights need for 'brave decisions'



The latest *State of Policing* report found that forces are still performing well against a backdrop of austerity – but increased pressure is taking its toll

Police leaders and the Government must "take brave decisions" to enable police officers to provide the service "the public expect and deserve".

That was the message from John Apter, National Chair of the Police Federation of England and Wales (PFEW), following the latest annual *State of Policing* report.

Published by Her Majesty's Inspectorate of Constabulary Fire and Rescue Services (HMICFRS), the report says that forces are still delivering high-standards of policing against a backdrop of austerity.

But it also recognises that some are straining under the significant pressure of meeting complex growing demand with reduced resources.

The report by HM Chief Inspector of Constabulary Sir Tom Winsor says that since last year's inspection pressure on officers has continued to mount, leading to widespread poor mental health.

Sir Tom also described the wider criminal justice system as "dysfunctional", and highlighted the mismatch between police funding and public expectations.

Mr Apter said the report echoed many of the concerns expressed by the Federation: "This underlines what many of us involved in policing already know – it's only the dedication and a sense of duty of hard-working officers that keeps the police service running.

Difficult questions

"We welcome the fact that the report does not shy away from a lot of the difficult questions about policing, its future and how it should be funded.

"You cannot ignore the elephant in the room, namely that we now have 22,000 fewer officers than in 2010."

Mr Apter added that it was right to highlight issues with the police funding formula, which had led to significant inequalities between forces.

Sir Tom also called for an overhaul of the way the police service is structured – questioning if the traditional 43-force model is still fit for purpose – with compulsory form increasingly likely, and changes to police funding, including multi-year settlements.



View from the chair

John Apter, National Chair, Police Federation

We will hold them to account

We are living in unprecedented times.

Against the backdrop of Brexit and the political uncertainties this creates, it feels like ‘normal’ political life has come to a grinding halt.

Issues that we would expect a government to deal with seem to have been pushed to the side lines. With a change of Prime Minister we have also seen the old administration rushing out ideas and policy suggestions, which I suspect, they hope will add a little sparkle to what has been a very lacklustre term of office.

But there is hope. At our annual conference last year, the Home Secretary announced he was instigating a review of frontline policing. A year later and true to his word, I welcomed former Policing Minister Nick Hurd to launch the findings of that review.

Many of our members participated in the evidence gathering workshops that formed the basis for this review. I know, and it’s evident from the report’s findings, that the key issues of remuneration, increasing workloads and the combined impact these have had on officer welfare have been heard.

I am determined that the Federation will do all it can to hold future Home Secretaries to account on implementing the reviews recommendations, for you.

Brexit or no Brexit, one date that wasn’t deferred was the Police Bravery Awards and I was absolutely honoured to be able to host the event for the first time as National Federation Chair. The acts of fearless bravery shown by every nominated officer are truly inspiring. My congratulations go to everyone who was nominated – each and every one of you is a winner in my book.

 Follow me on Twitter @PFEW_Chair

Home Office must

The Home Office will be held to account to deliver on the findings of its Front Line Review.

That was the message from John Apter, Chair of the Police Federation of England and Wales (PFEW), to former Policing Minister Nick Hurd at the launch of the Review in July, held at the Federation’s headquarters in Leatherhead.

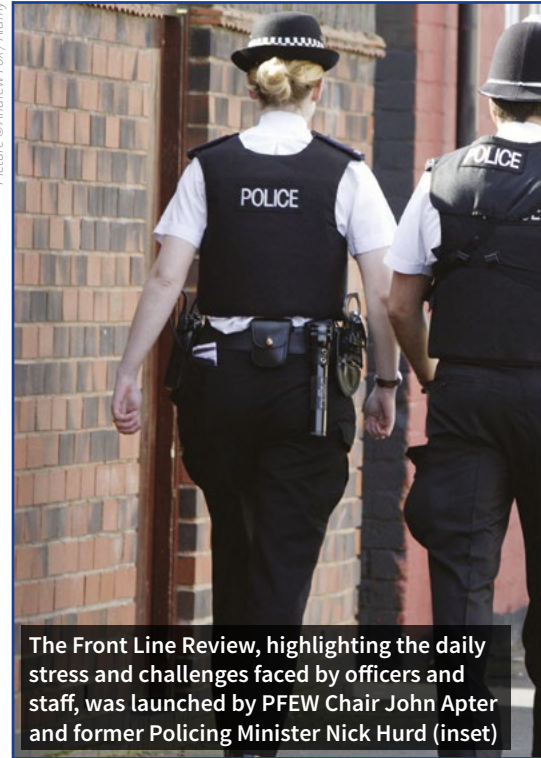
Mr Apter welcomed the Review’s findings, but stressed that they must now be acted upon. He said: “The Front Line Review is something we’ve been working together on for a number of months. I was cynical when the concept was first announced, however, in my 27 years’ service, this is the first time I can recall the Home Office directly engaging with the front line to seek their views, and I welcome that.

A real difference

“It’s the first time a minister has taken a personal interest in and engaged with the front line. To have the Minister himself – with the support of the College of Policing, the National Police Chiefs’ Council and others – so fully behind this has made a real difference.”

Speaking at the launch, Mr Hurd said: “This is a genuine opportunity to drive the kind of change we want to see in terms of the support that front-line officers, staff and volunteers get in doing the incredibly important

Picture © Andrew Fox / Alamy



The Front Line Review, highlighting the daily stress and challenges faced by officers and staff, was launched by PFEW Chair John Apter and former Policing Minister Nick Hurd (inset)

and difficult work they do.

He continued: “Part of our plan is better support for the front line – this is not simply about our responsibility or duty of care to our people, it’s also about wanting to be sure we can continue to attract the right people into policing, and that when they come in we can collectively get the best out of them. This strikes me as absolutely fundamental.”

Six key recommendations from

The Review makes six recommendations aimed at improving the wellbeing of front-line officers. These are:

1) The Front Line Innovation Project

We will create a space for the front line to directly influence innovation and improvement. Mirroring successful working conducted in other sectors (and working with NHS Horizons in particular) we will ensure a national infrastructure is in place to support the co-creation of solutions with the front line and embed this process into policing.

2) Ensuring the operational system achieves the right balance between meeting demands and supporting the individual

A ministerial challenge to chiefs to consider essential time for core activities within working patterns that positively impact on front-line wellbeing and support.

3) Management of external demand

A ministerial commitment to provide good practice guidance to enable policing to manage more effectively cases that should not involve the

act on Front Line Review



Mr Hurd said the review's findings will be used as a strong evidence base for the next Spending Review.

He continued: "This cannot be a document that just sits on the shelf. For me this is a living process – we are taking the Front Line Review to forces to have these conversations, to make sure front-line officers, staff and volunteers are aware of process and have the chance to contribute to it."

the Front Line Review

police; commencing with better guidance on 'safe and well checks'.

4) Management of internal demand

A ministerial challenge to chiefs to identify and address unnecessary, internally generated demand within their forces and – with national support – to tackle systemic issues from the Home Office and other partners.

5) Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) activity on Police Wellbeing

HMICFRS has committed to review

"This cannot be a document that just sits on the shelf. For me this is a living process."

Nick Hurd
Policing Minister

"I want everyone in policing to feel valued for what they do, wherever they work in the service, to have the same level of expectation of the support they receive in the difficult, demanding job they do on our behalf. I know we're not in that place yet and we've got to work collectively together to change that."

The Home Office's Front Line Review, which was announced by the then Home Secretary Sajid Javid at the 2018 PFEW National Conference, was designed to get views and opinions directly from front-line officers and staff. Led by Mr Hurd, the research team partnered with the Office for National Statistics to hold 28 workshops across England and Wales, involving all 43 forces.

The messages received from the front line were clear about the areas and need for change, as well as the complexity of the issues officers, staff and volunteers face daily. They included:

- demand is increasing while capacity is decreasing

the way that it inspects the extent to which wellbeing is embedded within day-to-day policing so that inspections reflect the findings from the Review

6) Providing a National Evaluation Mechanism for Wellbeing Provision

A ministerial commitment to provide the front line with a direct means to evaluate national and local progress on wellbeing, working with police staff associations.

The Federation, on behalf of all those in the police service, will monitor the progress that the Home Office is making on delivering the recommendations.

- front-line officers and staff feel undervalued by the wider policing system
- there's a disconnect between the front line and senior / national decision makers
- a profound scepticism about the ability of the front line to inform change and improvement
- frustrations caused by unnecessary demands on time seen to get in the way of core policing, including:
 - internally generated demands on time, such as disproportionate administration, overly bureaucratic processes, ineffective IT and difficulties in sharing best practice and learning
 - externally generated demands on time driven by other public agencies relying on the police to provide out of hours cover – for example mental health and social services-related demands on policing
- scepticism about the authenticity of the emerging wellbeing agenda and desire to see it embedded in a consistent way with a lasting impact
- the front line is not afforded sufficient time or space for activities that positively impact on their wellbeing, such as:
 - time for decompression
 - adequate debriefing
 - discussions with colleagues
 - training and development
 - counselling
 - physical activity
- the front line is not afforded sufficient time with line managers for support, personal development and performance reviews
- there's a lack of awareness and transparency in the national learning and development offer for the front line
- a view that the current approach to recruiting and developing talent is not fit for purpose with particular criticism of the performance review system and online learning methods.



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Government urged to act on pensions

The Government needs to take urgent action over millions of public sector pensions including those for the police service, the Police Federation of England and Wales (PFEW) has warned.

Following a ruling by the Supreme Court in June in favour of the Fire Brigades Union, PFEW National Chair John Apter said the matter had dragged on for far too long, and that police officers deserved a quick resolution.

Responding to the Supreme Court ruling, in July the Government said it would apply a 'remedy' to the discrimination finding by the Employment Appeal Tribunal for all workers in public sector pension schemes, including police officers.

Mr Apter said: "The decision of the Supreme Court refused the Government leave to appeal the decision of the Court of Appeal, which had previously held that the transitional pension arrangements for firefighters and judges were illegal on the grounds of age discrimination.

"While I appreciate the demand for immediate answers, we now need to analyse the Government's response to the Supreme Court's announcement, and what it means for all our members.

"What I can tell you is that the PFEW has met with other key stakeholders in policing to discuss the implications



The PFEW National Chair has called for swift action on public sector pensions

of the ruling. This is a highly complex matter, and we won't have answers for you immediately – but as soon as we do we will let you know."

Mr Apter added that the Federation had been urging the Government for some time to come to an appropriate resolution for all public sector pensions.

Following the Supreme Court's decision, a pre-arranged meeting of the PFEW National Council clarified for members the position that it would be taking. In a policy statement it

explained: "Much has been said to the Police Federation of England and Wales, and to local Federations, since the Supreme Court ruled there could be no appeal by the Government on the judges' and firefighters' pension discrimination ruling.

Listening to you

"We are listening to you. We are listening to your Representatives.

"Our stance has always been that police officers should have stayed in the pension schemes they signed up to, or better, and that remains our stance in any future discussions with Government over police officer pensions."

The statement described the Government's forced changes to pensions in 2012 as "scandalous", but said the PFEW had previously made it clear it would not be paying the private legal fees for the Pension Challenge, and that its position remained unchanged.

The statement added: "Once the Government proposes a remedy – which is likely to be a protracted process and potentially affect all public sector pensions – if it becomes necessary for us to mount a legal challenge on behalf of all police officers in England and Wales, then we stand ready to do so. It may be that no one has to submit claims."

Pay rise is a 'small step in the right direction'

A 2.5 percent pay award for police officers "a small step in the right direction" says the Police Federation of England and Wales (PFEW), but it has demanded the Government must do more to make up for years of real-terms pay cuts.

For the first time in three years, the Home Office has said it will accept in full the recommendations of the Police Remuneration Review Body (PRRB), the independent body which advises the Government on what police officers should be paid.

The pay rise, which comes into effect on 1 September 2019, equates to around an extra £1,000* of pensionable salary a year for a constable.

PFEW National Chair John Apter said that after nine years of pay freezes and pay caps, the award – the highest since 2010 – was better than last year's "derisory" raise, but still did not match the joint PFEW and Police Superintendents' Association submission.

"It's positive to see the Government abiding by proper process and accepting all the recommendations of the PRRB, which

it has failed to do in recent years," said Mr Apter. "But it does little to redress the 18% real-term pay cut our members have experienced over the past nine years. Before the next pay award, the Chancellor will announce the results of the Comprehensive Spending Review. That must include substantial, centrally-funded investment to ensure the service is properly resourced, and encompass a significant, real-term rise in officer pay."

The Government also announced:

- an increase in on-call allowance from £15 to £20 per 24-hour period for all Federated ranks
- a 2.5 percent uplift in the Dog Handlers' allowance
- a 2.5 percent uplift in London weighting
- no change for apprentice and degree holder progression pay, which means those joining the service will continue to receive the current incremental pay rises through their probationary period.

* This takes into account salary plus allowances.

New Prime Minister must prioritise a serious violent crime strategy

Huge rise

An exclusive survey for Channel 4's *Dispatches* programme has disclosed a dramatic rise in assaults on police.

Nearly 80 percent of the 1,000 officers surveyed said they had been assaulted at least once in the last 12 months. Over the same period almost a third said they'd suffered an injury that required medical attention from an on-duty assault. Around 90 percent said physical attacks were now more frequent than in 2016 and 2017.

The shocking statistics were revealed by former police officer, Dan Clark-Neal, on Channel 4's *Dispatches - Officer Down: Police Under Attack*, broadcast in July, but came as no surprise, and backs up our own research.

The programme featured dramatic footage captured on police bodycams, CCTV and by the public. Additionally, it contained interviews with officers whose lives have been profoundly affected by assault. The programme asked if respect for the police is at an all-time low, and what this means for the future of maintaining law and order.

Far worse

According to Home Office statistics, in 2017/18 there were over 26,000 recorded assaults on officers – a rise of 20 percent on the previous two years. The number of recorded assaults has increased by around 70 percent since 2011, with an officer reportedly being attacked, on average, every 20 minutes.

Research carried out by the Police Federation of England and Wales (PFEW) suggests the actual extent of the issue is far worse, due to the disparity in recording practices and procedures between forces. The investigation for the programme discovered that on average, police officers are calling for urgent assistance 82 times a day, a rise of 10 percent over the last year.

John Apter, the PFEW National Chair, said: "It's important the public see the reality of what officers have to endure – extreme violence for simply doing their job."

PFEW Chair John Apter has called on new Prime Minister Boris Johnson to make tackling violent crime a priority



Picture © Peter Alvey / Alamy

Picture © Nazar Gonchar / Shutterstock

New Prime Minister Boris Johnson must put serious violent crime at the top of his agenda as the number of people caught with knives and weapons reaches its highest in almost a decade, says Police Federation of England and Wales (PFEW) National Chair John Apter.

Ministry of Justice figures released in June highlighted the extent of the serious violent crime wave. They showed that in the 12 months to the end of March 2019, 22,041 possession offences were dealt with by police and courts – up 34 percent on 2015 and the highest total since 2010.

Highest on record

These mirror the police recorded crime figures, which show that over the year to December 2018, offences involving knives or sharp instruments increased by six percent to 40,829, making it the highest since records began.

John Apter, National Federation Chair said: "Serious violence may have slipped down the news agenda recently, but these figures demonstrate yet again that there is no sign of the epidemic abating."

"While I welcome the slight increase in those responsible being sent to prison, we still see situations where violent offenders who carry knives are let off with nothing more than a slap on the wrist. In addition, we see a significant increase in violent crime being reported, but the fact is there are nearly 22,000 fewer officers on our streets since 2010. More offences and fewer officers are a dangerous combination."

The statistics show offenders are also now more likely to receive an immediate custodial sentence for a knife and offensive weapon offence, and for longer.

In 37 percent of cases a prison sentence was given straight away, compared with 22 percent in the year ending March 2009. And the average length of the custodial sentences received has increased from 5.5 months to 8.1 months.

For 72 percent of offenders, this was their first knife or offensive weapon possession offence – its lowest level since records began in 2009.

in officer assaults revealed

Pictures © Channel 4



The *Dispatches* programme, fronted by former Met PC Dan Clark-Neal, highlighted the rise in horrific assaults on police, and the impact of the violence on officers, their families and the service

“The *Dispatches* programme makes tough viewing but it’s important the public, politicians and the media see the reality of the level of violence our officers have to face every day.

“Our focus remains on doing as much as we can to improve the level of support and protective equipment available to help combat an issue which has become intolerable. The safety of our police officers must not be a postcode lottery, they must all have access to the best possible training, equipment and support.”

Mr Apter added: “It’s completely unacceptable for officers to be subjected to such levels of violence. This is why I want to see officers having access to more Taser, and more spit and bite guards; above all else we need resilience, and that means more police officers. This has at long last been acknowledged by the Home Office – it now needs to be delivered.”

Dispatches sent Freedom of Information requests to every police force in the UK; based on responses from 36 out of 48 forces, the programme’s researchers discovered that last year, due to a range of mental health issues, police officers were off sick for over 500,000 days. Almost 34 percent of officers forced to retire on medical grounds did so because of mental health issues. The programme examined how the increase in assaults could be behind some officers having to take sick days or be medically retired.

Traumatic incidents

During the programme Dr Jess Miller, Neuropsychology Research Fellow from Cambridge University, revealed new research taken from interviews with 17,000 police officers across the UK. Her study, focusing on their mental health, shows that anxiety levels are high, with 43 percent reporting that their

sense of threat is heightened because of exposure to traumatic incidents, including personal assaults. Nearly a third are re-experiencing incidents, exhibiting avoidance of situations, places and people that remind them of previous incidents.

Policing Minister Nick Hurd told *Dispatches*: “We need more officers. That has been my priority, so this year, up and down the country, we’re recruiting over 3,000 more officers, staff and PCSOs.”

Asked by Dan Clark-Neal whether Prime Minister Theresa May had been wrong to cut 20,000 police officers since 2010, Mr Hurd replied: “When circumstances change, Government’s got to change... when I started... I recognised there was too much pressure on the system, which is too stretched, and ever since then I have been working to persuade my colleagues that we needed to get more resources into the police system.”



A celebration of the finest

71 police officers were honoured for their outstanding bravery at the Police Federation of England and Wales' Police Bravery Awards, sponsored by Police Mutual.

The 24th annual event took place in July and recognised officers from 40

forces for their heroic actions in keeping the public safe. Every officer won an award, with overall regional winners and one national winner being announced at a special ceremony at the Royal Lancaster Hotel in London in front of dignitaries and special guests.



Warwickshire officer named the bravest of the brave

PC Andrew Dear of Warwickshire Police was named the overall winner, after taking the weight of a car on his back to save a man's life.

PC Dear was first on the scene of a serious car accident and went to help the most injured person, who was trapped between the roof of the upturned car and the road.

The car was ripped in half, with the top half of the man's body ejected through the sunroof and he was trapped with a severe head injury. The wreckage of the car was leaking fuel and there was a real risk of a major fire or explosion.

PC Dear scrambled into a 10-inch gap under the roof of the car, so that an airway could be maintained and to take some of the weight of the car on his back. The casualty was drifting in and out of consciousness and bleeding badly, so PC Dear constantly talked to and reassured him. There was a real risk of the fuel catching fire, but PC Dear stayed with the casualty, which allowed a paramedic to secure an IV line and stem the bleeding.

PC Dear placed himself in a dangerous and life-threatening situation, refusing to leave the man and helping to save his life.

Incredible actions

After accepting his award, PC Dear spoke about the incident, the casualty, and why the officer did what he did. He explained: "Knowing what his family would probably be thinking had he not made it, knowing somebody was there



with him when he was injured, trapped – that means everything."

John Apter, National Chair of the Police Federation of England and Wales (PFEW) said: "These awards highlight the incredible bravery that officers protecting our country show every single day. PC Dear demonstrated outstanding courage and dedication, putting the lives of others before his own without a second thought. Without doubt his actions saved the life of another."

He continued: "As National Chair of the PFEW, I'm immensely proud to have shared this day with such humble and

brave officers and their families. They are a credit to the service and I am proud to call them colleagues."

John Perks, Chief Executive Officer of Police Mutual, said: "For the past 11 years, Police Mutual is proud to have sponsored such an inspiring event in the policing calendar. It's a privilege for my colleagues and I to be able to show our respect for the exceptional bravery shown by police officers who risk their lives every day to protect the public and keep us safe. We hope that we can continue to play our part in helping to improve the lives of the police family."



REGION 1 (NORTH WEST): WINNER – CUMBRIA

Solo officer chases down blood-soaked axe attacker

Lone officer Sgt Kevin Milby attended a report from numerous members of the public of a blood-soaked man carrying an axe.

He challenged the man and told him to put the axe down, but the man ignored him and instead went into a shop still carrying the weapon. Sgt Milby followed him into the shop and used his Pava spray, which had little effect, so he single-handedly restrained, disarmed and handcuffed the offender.

Earlier the man had forced his way into a house and attacked someone with the axe, causing life-threatening injuries. Sgt Milby arrested the man for attempted murder and took charge of the scene by directing officers to manage the incident and make sure that no one else had been injured.

Sgt Milby is pictured receiving his award from (left) Labour MP Yvette Cooper, Chair of the Home Affairs Select Committee, and PFEW Chair John Apter.



REGION 2 (NORTH EAST): WINNER – HUMBERSIDE

Officer and dog shot repeatedly by violent offender



PC Sweeney receives his award certificate from Shadow Policing Minister Louise Haigh

PC Ian Sweeney and PD Logan were searching for a man who was suspected of stabbing a pensioner. They had found him drinking at a friend's house when he ran off, causing PC Sweeney and PD Logan to chase him.

The man drew a pistol and shot the dog in the head, before struggling with the officer who was also shot with the gas-powered pellet gun. PC Sweeney was shot three times in the face, once in the shoulder and once in the leg. PD Logan was shot in the mouth and nose three times, suffering puncture wounds.

Despite the man shooting the dog, still having a weapon and knowing that he was happy to use it, PC Sweeney continued to tackle the man. The man was shortly arrested for several offences. PC Sweeney then tended to PD Logan's injuries, before seeking treatment for his own.

REGION 4 (EASTERN): WINNER – SUFFOLK

Off-duty DC chases suspected armed robbers

DC Joanne Smith was off duty when she courageously encountered armed robbers last year.

She displayed incredible bravery during the incident, where she was faced with considerable danger and chased after the suspected offenders. More details of the case cannot be released at this stage.

DC Smith is pictured receiving her award from Martin Hewitt, Chair of the National Police Chiefs' Council.





REGION 5 (SOUTH EAST): WINNER – BEDFORDSHIRE

Lone officer restrains vulnerable armed woman

Solo PC Christopher Willcox-Cassidy was gathering a victim statement from a lady with learning difficulties after a domestic incident.

She threatened to cut her own throat with a large kitchen knife and made swiping movements with the knife towards her husband and the officer.

PC Willcox-Cassidy grabbed her arm to stop her waving the knife and in the struggle the gas cooker was switched on.

PC Willcox-Cassidy, who had 11 months' service, used his Pava spray twice, while ensuring that the lady's husband was not close by. He kept talking and calmly asking her to let go of the knife, recognising that she was vulnerable.

While PC Willcox-Cassidy was restraining the woman and updating the control room, he still had the foresight to ask the husband to turn off the gas. Eventually the knife was prised out of the woman's hands.



Award winner PC Willcox-Cassidy shares a joke with compere Mark Duerden-Smith

INSPIRATION IN POLICING AWARD

Tom shows incredible spirit in face of adversity

A Thames Valley Police officer was named as the first ever winner of the Inspiration in Policing Award. The new award recognises an officer, or officers, who have truly triumphed in the face of adversity.

PC Tom Dorman was seriously injured when his stationary marked police car was hit by another vehicle last September. Despite his serious injuries he explained to a member of the public how to use a jumper as a tourniquet to slow the bleeding from a wound and close up an artery in his leg. Without doubt, the advice Tom gave saved his life.

The officer braved 10 hours of surgery during which the lower half of his left leg had to be amputated, due to the injuries he sustained. Tom underwent gruelling physiotherapy to learn to walk again, and in May took part in a triathlon. Despite his injuries PC Dorman has been instrumental in changing the way first aid is delivered around the use of tourniquets.

John Apter, National Chair of the Police Federation said: "This new award is about celebrating and recognising those acts of moral bravery shown by police officers across England and Wales. PC Dorman is a very deserving first winner of the Inspiration in Policing Award. He is a fantastic example of someone who has triumphed over adversity, showing grit, determination and a strength of spirit that is a real inspiration to us all."



PC Dorman receives the first Inspiration in Policing Award from PFEW National Chair John Apter



REGION 6 (SOUTH WEST): WINNER – DEVON AND CORNWALL

Hero PC risks own life to save man in house fire

PC Agata Makowska attended reports of an intruder alarm going off for half an hour at the home of a vulnerable man.

There were clouds of black smoke coming from an upstairs window and while the man inside opened the front door, he retreated away from the officers. PC Makowska rushed to the door and was met with billowing smoke filling the entire ground floor and staircase.

The man was found slumped on the stairs and was unresponsive. Knowing that Fire and Rescue were eight minutes away, PC Makowska went into the burning house. She single-handedly dragged the unconscious man out to safety and, after putting herself at risk, needed to go to hospital for treatment for smoke inhalation.

PC Makowska is pictured receiving her award certificate from Police Mutual CEO John Perks



REGION 7 (WALES): WINNER – GWENT

Injured officer fights off woman after hammer attack

PC Kelda Griffiths' right hand was in plaster after she fractured it arresting a violent man the previous week. She saw a woman screaming, hitting windows with her hands and kicking parked cars, before smashing the front door window of a neighbour's house.

PC Griffiths tried to calm her down, but she walked towards the officer swinging a hammer and screaming. The woman ran towards a man with the hammer raised, so the off-duty officer grabbed her from behind to stop her hitting him, managing to get hold of the hammer. PC Griffiths fell to the floor, when the woman's mother arrived and stood on PC Griffiths' plastered hand, stopping her from getting up. The first woman then attacked PC Griffiths, gouging her eyes, pulling her up by her hair and biting her head. She could hear the woman saying: "Yum, can I taste your blood?" Fighting for her life, she managed to kick the women away, threw the hammer towards the man and ran into a house.

PC Griffiths is pictured receiving her award certificate from Welsh Deputy Minister for Wales, Jane Hutt AM.



REGION 8 (LONDON): WINNER – CITY OF LONDON

Off-duty cop stabbed in leg after confronting thieves

Off-duty DC Joby Reeve became aware of a robbery taking place. Men on mopeds were attacking another man and trying to steal his moped. DC Reeve helped the victim, putting himself in danger by physically separating him from the suspects. Several of them tried to flee.

He grabbed a suspect in a bear hug to detain him but fell to the ground as another suspect pulled out a large kitchen knife and tried to strike his chest.



The officer deflected it by kicking the man's chest, but the knife plunged into his leg. The suspects fled, so DC Reeve checked the victim over for injuries before allowing the crowd of onlookers to help him.

When local officers arrived on the scene, DC Reeve had applied a bandage to his own leg and gave clear updates about his injury and what had happened, despite losing a considerable amount of blood.



All the Police Bravery Award nominees were invited to a reception at 10 Downing Street by the then Prime Minister Theresa May; guests at the awards ceremony included (left, top) former Home Secretary Sajid Javid, Labour MP Yvette Cooper (left, below), Chair of the Home Affairs Select Committee, and former Policing Minister Nick Hurd (right, top)



All pictures by Anderson Photography



Overall National Police Bravery Award winner, Pc Andrew Deal (centre), pictured with PFEW National Vice-Chair Ché Donald (left) and PFEW National Chair John Apter



Guests at the National Police Bravery Award ceremony, which was compered by Mark Duerden-Smith (right)





ESSEX

Officer faces gun threat in first week on duty



PC Nick Hayter responded to reports of a possible burglary with his tutee, PC Avive Martin, who was on only her fourth duty. At the back of the house PC Hayter found a smashed window and saw the back of a suspect running towards the front door, so ran to join PC Martin at the front.

A suspect came out the house holding a torch and a black handgun. PC Martin (left) shouted that the suspect was armed, when he pointed the gun directly at her face and said: "Get back, I have a gun."

PC Martin activated her emergency button and was joined at the front of the house by PC Hayter. The suspect pointed the gun alternately at both officers, shouting at them to get back and get on the floor. Both officers remained standing and PC Hayter stepped in front of PC Martin, putting himself between the gunman and his tutee. The suspect then ran off, so both officers ran after him, passing clear updates to the control room.



LEICESTERSHIRE

Officers' desperate attempts to save crash victims

Leicestershire Police were policing a Leicester City football match, when at the end of the game a helicopter leaving the stadium crashed.

Emergency services responded to the crash, which was witnessed by on-duty officers Sgt Michael Hooper and PCs Michael Hinton, Kevin Marsh and Steve Quartermain. The officers drove up to the crashed helicopter, which was on fire.

One of them drew his baton and tried desperately to smash the windows while the others grabbed fire extinguishers to try to put the fire out. Suddenly the helicopter exploded, forcing the officers to retreat.

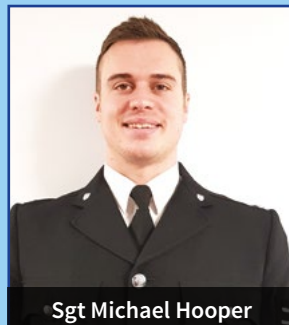
The officers had heroically risked their own lives by running towards the burning helicopter, knowing the risks of explosion.



PC Kevin Marsh



PC Steve Quartermain



Sgt Michael Hooper



PC Mike Hinton

DORSET

Sea rescue saves drunk and emotional woman

Sgt Craig Tatton was first on the scene after reports of a fully clothed woman wading into the sea, with his colleague close behind. HM Coastguard and the RNLI had been contacted, but it was unclear when they would arrive. When she was around 200 metres from the shore and heading towards the shipping channel, the officers knew they had to intervene.

They removed their kit and went into the sea together. It was physically demanding to wade out towards her and as the water level rose all of them were in danger. They tried to persuade her to go back to the shore, but she was drunk and emotional. They eventually took hold of her, pulling her towards them and guiding her back towards safety.



METROPOLITAN POLICE II

PC stunned in hospital struggle



Sgt Stevie Bull (PC at the time) was at a hospital dealing with an unrelated case, when she heard a serious incident over the hospital speaker system.

She followed security staff and was confronted by a man aiming what appeared to be a handgun at hospital staff. She placed herself between the gunman and those in danger, but he refused to drop the weapon.

Sgt Bull tried to pin his arms to his side, which resulted in a struggle. The man freed one of his arms and pushed Sgt Bull into the wall, injuring her head and she fell to the floor. While stunned from the impact, Sgt Bull immediately wrestled him and was joined by security staff. Sgt Bull took the gun from his hands and threw it to safety, before arresting him.

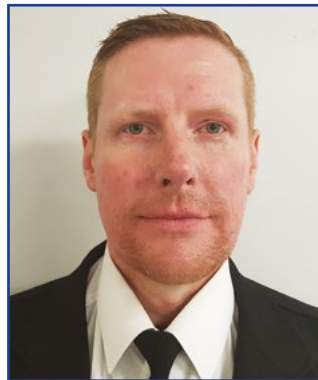
NORTHUMBRIA

Officers attacked with their own Taser

Mental health professionals were called to a university to speak to a mature student who was acting aggressively. PCs Hailey Routledge and Paul Rowell arrived to ensure he did not become violent, but tensions boiled over and he tried to flee.

The officers stepped in front of him and a struggle ensued. He grabbed PC Rowell's Taser and discharged it, causing the barbs to penetrate the officer's finger and send thousands of volts through his body. The shot also broke his finger, but PC Rowell still managed to help PC Routledge wrestle the man.

He delivered a string of shocks to both officers and PC Routledge was pushed to the ground, fracturing her kneecap. Despite agonising pain, she got back to her feet and grabbed hold of the offender. Eventually they handcuffed him without any injury to the university staff or mental health professionals.



SOUTH YORKSHIRE

Officers drag men from blazing car

PCs Craig Sharratt and Paul Johnson witnessed a serious road traffic crash, which left three men seriously injured and unconscious.

A fire broke out at the front of their car, which quickly spread beyond what could be dealt with by a fire extinguisher, but the officers got into the car to bring the men to safety. One man's leg was trapped in the footwell, so PC Johnson tried for some time to pull at it until it came free, while the vehicle was being ravaged by flames.



The heat was so extreme that part of PC Sharratt's baton melted and the car could have exploded at any time.

Just as the occupants were moved to safety, the vehicle fully caught fire. The officers carried out CPR while waiting for the ambulance and fire brigade.



STAFFORDSHIRE

Officers tackle machete-wielding woman



Police received calls that a woman armed with two machetes was threatening members of the public and trying to get into a house.

Armed response officers were some way off, so PCs Katie Ratcliffe and Matthew Salt were first on the scene. They spotted the woman and confronted her, to draw her attention and safeguard the people inside. Both officers drew their Tasers – PC Ratcliffe had only received her initial training less than a fortnight before and this was her first use.

The officers kept the woman away from the public, putting themselves in direct confrontation with the armed offender. The woman put the machetes down, but then picked them back up and started swinging them while walking towards PC Salt. PC Ratcliffe successfully used her Taser and the woman dropped her weapons and fell to the floor. PC Salt handcuffed her as armed officers and an ambulance arrived.



SURREY

Single-crewed officer confronts aggressive knifeman

Police were called to reports of a teenager with a knife trying to force his way into a house. It followed an ongoing escalating dispute between two families.

PC George Bell was the first officer on the scene. Despite knowing the suspect had a weapon, PC Bell put himself in harm's way by positioning himself between the man and the victim's house. All parties were becoming more hostile

to one another, but PC Bell remained calm to try to control the situation until further help arrived.

When another officer arrived, the suspect was arrested, and a knife was found tucked into his waistband. The victim's family had also been trying to throw boiling water and a frying pan out of the upper windows in the direction of the suspect, directly next to PC Bell.



THAMES VALLEY

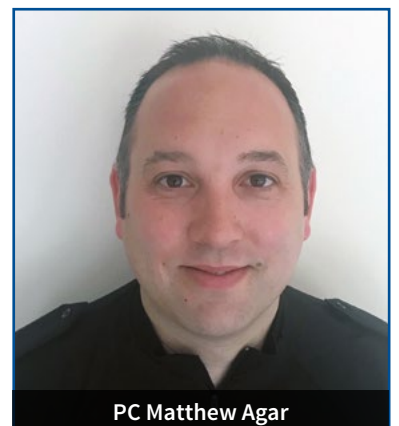
PCs brave house blaze to save sleeping woman



PC Caleb Smith

PCs Caleb Smith and Matthew Agar attended reports of a house fire. Residents had smashed the glass of a back door to try to get in and smoke was pouring out of the house.

It had not been confirmed whether there was anyone in the building, although officers had been told by residents that a woman lived there. After grabbing a fire extinguisher from their vehicle, the officers got into the house but were confronted by thick smoke, making it difficult to see. Trying to find their way around, PC Smith went into the living room where he found a barely conscious woman slouched under a duvet on the sofa. PC Agar was battling with flames in the kitchen, trying to put the blaze out and helped lift the victim outside to safety.



PC Matthew Agar



WEST MERCIA

Handler and police dog slashed in violent struggle with knifeman

PC Michael Davey (now retired), PD Bacca and other officers responded to calls of a man smashing shop windows and acting unpredictably. They saw him in the middle of the street, wielding a large knife when he started to furiously hack at his own neck.

PC Davey deployed PD Bacca to disarm him, but the man slashed and hacked at PD Bacca, cutting the dog's head and ear. PC Davey used Pava spray

but it had no effect. The officer tried to physically take control, leading to a violent struggle.

The man broke free and ran away, with PC Davey and PD Bacca running after him. PD Bacca caught the offender and took him to the ground, when he slashed him again before PC Davey wrestled to disarm and handcuff him. Both the officer and dog suffered deep cuts which needed stitches.



WEST MIDLANDS

Student officers tackle men armed with knives



PCs Lorna Walsh and Adam McWalter spotted a disturbance among a group of 20 men. One man was holding a kitchen knife with an eight-inch blade to the stomach of another man.

The officers shouted and in the absence of Taser, PC McWalter drew his Pava spray and PC Walsh drew her baton. The man ran towards PC McWalter, holding the knife in front of him in a threatening manner, then threw it over a nearby wall.

PC McWalter ran after him, not knowing whether he was armed with any other weapons. A second man drew a large kitchen knife from his waistband and ran towards PC Walsh. She shouted to put the knife down, when he chased after PC McWalter, shouting: "Police won't get you brother." PC Walsh screamed to her colleague to warn him of the secondary threat, then ran towards him.

Fellow colleagues and traffic officers with Tasers attended and red-dotted both men. Two knives were recovered, and both offenders were arrested.



WILTSHIRE

PC saves child from drunk offender

PC Jamie Collings responded to an incident where a drunk suspect had assaulted his partner and her vulnerable adult daughter, and forcibly removed their two-year-old child from the house. While carrying the child, he had punched and smashed a window, putting the child at risk and cutting his own hand.

Single-crewed PC Collings spotted the suspect carrying his toddler, who was screaming and covered in glass. He convinced the suspect to hand his child to a neighbour, before trying to arrest him. The suspect started to flick blood over the officer, before punching him in the cheek, slamming him up against a garage door and kicking him in the ribs.

Back-up was 15 minutes away and during this time PC Collings restrained the suspect, despite the man using all his force to resist arrest. PC Collings was taken to hospital to be assessed fearing the risk of infection from the suspect's blood.





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Officers should ‘self-declare’ any relationship risking conflict of interest

Developing better working relationships with Professional Standards Directorates (PSDs) could help officers avoid misconduct charges over inappropriate relationships with fellow officers and vulnerable victims, says Police Federation of England and Wales (PFEW) conduct lead Phill Matthews.

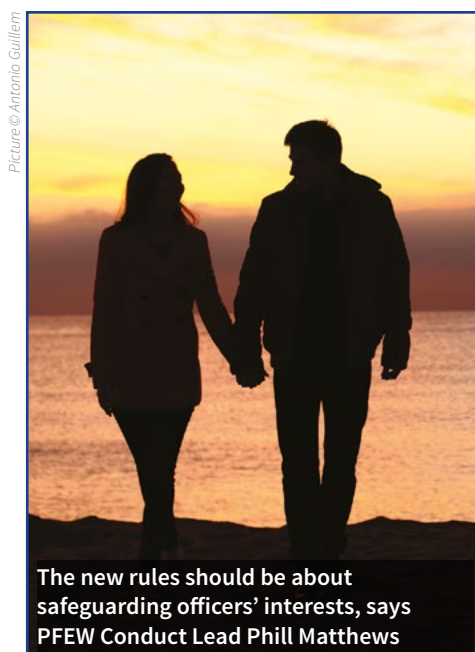
The issue came under the spotlight at the PFEW Women’s Seminar, just weeks after new College of Policing (CoP) guidelines came into force.

So far no-one appears to have fallen foul of the new rules, which state that officers must declare any relationship that “could be perceived as a conflict of interest”. But Mr Matthews said that PFEW members were “at risk”, with their jobs often putting them in difficult and pressured situations.

Draconian response

“What is needed is not the draconian response displayed by some forces, or the ‘sweep it all under the carpet’ approach from others. We’re looking for fair, reasonable and consistent decision-making from PSDs, because the danger is that matters can be looked at subjectively rather than objectively.”

The seminar also heard from Sgt Angela Bailey from Greater Manchester Police’s PSD, who revealed that out of around 10,600 officers in her force, 36 were currently either suspended or on restricted duties for alleged inappropriate relationships, which carry



The new rules should be about safeguarding officers’ interests, says PFEW Conduct Lead Phill Matthews

a mandatory referral to the Independent Office for Police Conduct to investigate.

She cited two examples of GMP sexual predators, one who was sacked after developing a relationship with a vulnerable woman over 18 months and suggesting she become a lingerie model. The other was jailed after it emerged he joined the force specifically to gain access to young girls, had under-age sex and made indecent photos of victims.

Sgt Bailey said these were extreme examples, but also revealed that one of the drivers behind the new CoP guidelines came from the Home Office in the wake of the #MeToo movement.

Vetting needs to improve, she said, but

PSDs, senior officers and Fed reps also need to work more closely together to try and prevent incidents from occurring in the first place.

She said: “The question is, what are we doing to support officers in the workplace to learn what is appropriate and what is not appropriate? It’s all about trying to help officers who are already doing a very difficult job.”

Mr Matthews reminded the seminar that the new guidelines should be about safeguarding officers’ interests.

“It would be better to self-declare a relationship if there might be a perceived conflict of interest, rather than it emerging further down the line.

‘Outing’ officers

“It’s not about ‘outing’ officers who are in a relationship, whether extra-marital or not, or revealing their sexual orientation. Nor is it about informing a supervisor that you want to ask someone out for a drink. This is what we have successfully lobbied against.”

Mr Matthews added: “The onus is on the individual to self-declare if there is a risk of conflict of interests. But why wouldn’t officers self-declare as a safeguard? As the guidelines currently stand, they can approach any supervisor, so they can choose one who is sympathetic. It can be documented, then the officers have better protections.

“Above all, the new guidelines must not become a sledgehammer to crack a nut.”

Home Secretary backs PFEW calls for a Police Covenant

The Police Federation of England and Wales (PFEW) has welcomed news that a senior Government minister has thrown his support behind the creation of a covenant for policing.

Sajid Javid made the announcement at the Police Federation’s annual Police Bravery Awards. Mr Javid – who was Home Secretary at the time, but has since been appointed Chancellor of the Exchequer – called for a covenant that would recognise the sacrifice of serving and former officers.

PFEW National Chair, John Apter, called the developments “really good news for policing”. Mr Apter said: “It’s truly fitting that the Home Secretary should choose our Bravery Awards

– the night we celebrate our heroic and selfless police officers – to announce the news. The Police Federation has been campaigning for a Policing Covenant; we have long argued that the Government can and should do more to protect our police officers and this is a significant step towards achieving that.

“A Police Covenant would enshrine the welfare of police officers in law and have a hugely positive impact on our members. It would also demonstrate that the Home Secretary and others in Government are listening to us and have acted.”

Mr Apter thanked Police Oracle and other policing associations who worked with the PFEW to secure Government support.



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PC let down by flawed driving laws

The Government must urgently pass legislation to recognise specialist driver training and prevent police drivers from unfair prosecution, after yet another officer was hounded out of his job.

PC Russell Kyle, who resigned from Sussex Police in March, is the latest victim of MPs' collective failure to ensure that proper safeguards are in place for officers who follow their training when responding to emergencies.

PC Kyle knocked over a pedestrian while on his way to deal with a suspected terrorist attack on Brighton seafront in September 2017, three months after the London Bridge attacks.

The injured man suffered broken ribs in the accident but thankfully made a full recovery. PC Kyle was charged with dangerous driving after a nine-month investigation by the Independent Office for Police Conduct (IOPC) and the force instigated gross misconduct proceedings.

In doing his duty to the public and following his training, PC Kyle found himself breaching the legal standard of the careful and competent driver, and had little option but to accept the lesser charge of careless driving.

Dave Blundell, Roads Policing Lead for the Police Federation of England and Wales (PFEW), said: "Once again we have a police officer acting in the public interest has been pursued through the courts and force disciplinary hearings for simply doing what he has been trained to do.

"The Government, the National Police Chiefs' Council and the Police Federation



recognise that this is wrong. It's unacceptable that brave and dedicated officers are still having their careers, livelihood and wellbeing put on the line while they wait for the law to change.

He concluded: "My colleagues need the assurance that when they seek to protect the public the law will protect them."

As PC Kyle's lawyer, Mark Aldred, who represented him at court, said: "He was responding to what appeared to be marauding attackers with weapons. He made his way – unarmed – to the scene whilst members of the public were running away from the danger.

"Momentary lapses in driving skill in unpredictable environments whilst under

extreme pressure brought about by brave and well-motivated conduct should not be characterised as gross misconduct."

At court on July 1, PC Kyle chose to plead guilty to the lesser charge after hearing the case would be adjourned for another six months if he denied it.

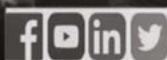
Following campaigning by the PFEW, Policing Minister Nick Hurd confirmed on May 2 that the Home Office will seek a new driving standard which considers police officers' training.

"We now need to see that commitment followed through, with a firm timeline of when and how they intend to do so – this is the least our officers deserve," added Dave Blundell.

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Paying tribute to fallen officers and staff

More than 1,000 people, including the surviving families of fallen officers, police staff, chiefs, and members of the public attended the Care of Police Survivors (COPS) annual Service of Remembrance in July. The service remembers all UK police officers and staff who have lost their lives on duty. The event is organised by COPS, a national charity that supports the families of police officers and staff who have died on duty.

The Service of Remembrance was held at the National Memorial Arboretum in Staffordshire, and a Roll of Honour was read out to pay tribute to the five police officers who had died on duty during the past 12 months. The event brings together survivors and the wider police family to provide a valuable opportunity for people to reflect and remember their loved ones, friends and colleagues.



Over 1,000 people attended the COPS memorial service, including more than 460 who had completed the Police Unity Tour

Unity Tour

Despite the heatwave and torrential downpours in the week prior to the service taking place, more than 460 officers and survivors had participated in the Police Unity Tour which saw them, and their support teams, cycle the length and breadth of the UK. The end of the tour coincided with the Service of Remembrance. Each cyclist rode in memory of an officer who lost their life on duty and to raise funds for COPS. This year the Unity Tour is set to raise more than £200,000.

The Blue Knights, a motorcycle club for police officers, also paid tribute to the fallen by riding into the arboretum site as part of the Blue Knights Law Ride.

The service was also the conclusion of the charity's annual Survivor Weekend, a two-day event bringing together the families of officers who have died on duty to form friendships and lasting bonds to help them through the good and bad times.

COPS Chief Executive, Tim Buckley, said: "What a weekend it has been, every year I am completely blown away. This is

the biggest event in the COPS calendar and it's a chance for us to get as many survivors together as possible to support one another in rebuilding their lives.

"A huge thank you to all of our fundraisers who make the weekend possible, in particular the Police Unity Tour and all their sponsors, who have raised a substantial amount of money over the years for COPS."

The Federation was represented at the Service of Remembrance and wreath laying ceremony by National Board member Hayley Aley.

Lasting memorial for former Federation Chair Paul McKeever

A lasting memorial to former National Chair of the Police Federation of England and Wales (PFEW), Paul McKeever, was unveiled in June at the Federation's headquarters in Leatherhead, Surrey.

A suite of five recently created and refurbished conference rooms will be named the Paul McKeever Conference Rooms in memory of the man who led the Federation from May 2008 until his death in January 2013.

The rooms were officially opened by Mr McKeever's widow Charmian in the presence of National Police Chaplain David Wilbraham, current and former National Board members and other dignitaries, following a prayer and speeches. A photo of Mr McKeever will be in place by the entrance of the main conference room to welcome future generations of Police Federation

representatives, and inscribed with the words 'a gentleman, colleague and friend to many'.

PFEW National Chair, John Apter, said: "Paul was an inspiration to me personally and was someone I respected immensely, both for what he achieved for the Police Federation and as a person. He was approachable, kind, considerate and so generous with his time."

During five years at the helm Mr McKeever earned a reputation as a powerful conference speaker, giving full voice to the beliefs, aspirations and frustrations of his members. He once famously ambushed Home Secretary Theresa May by asking Conference for a show of hands of who believed the Winsor reforms would benefit policing. He then quipped: "I notice even you didn't put your hand up Home Secretary."

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Have you formally severed financial ties with your ex?

Many people mistakenly believe that a divorce alone breaks all financial claims with their former spouse. However, only a financial order can sever these ties, and not having one in place will leave you vulnerable to a potential claim even after the court has granted the decree absolute.

A financial order can be made by consent or imposed by the court. You can obtain one in a variety of ways, depending largely on how amicable your relationship with your ex-spouse is, and how complex your matrimonial assets are.

Mediation

If relations remain amicable between you and your former spouse, mediation may be the best option. This involves attending sessions with a mediator, and both parties need to enter the process willingly, and be prepared to make compromises. If you reach agreement at mediation, your lawyer will draft a financial order (made by consent) to be lodged with the court.

Financial disclosure

Full and frank financial disclosure provides both parties with transparency as to the extent of the matrimonial pot. Once all the relevant information has been gathered, your lawyer will advise you as to what a reasonable settlement might be. This provides a starting point to negotiate with your ex-partner; once an agreement is reached, your lawyer will draft a financial order (made by consent) to be lodged with the court.

Financial remedy proceedings

If mediation or negotiations fail, you will need to issue financial remedy proceedings. The court will provide both parties with a strict timetable for these which will include a First Directions Appointment (FDA), for the judge to consider if any further information needs to be gathered, and a the second hearing – the Financial Dispute Resolution (FDR) – when the judge gives an indication of a reasonable settlement might. Both parties are encouraged to reach an agreement at this stage, but if that's still not possible the court will list a contested Final Hearing. A different judge will hear the Final Hearing and make a final decision, imposing a financial order onto the parties.

Conclusion

If you're going through a divorce, or got divorced a number of years ago without getting a financial order, it's important that you seek legal advice. Your ex-spouse may still have a financial claim available against you.

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

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Are we Team UK World Police, or is it just policy?

Without giving too much away I had an 'It's policy' moment recently. My force accepted responsibility for an incident that was not in the UK. There was nothing we could do to progress the incident and the caller hadn't even carried out simple steps to confirm what had happened in their home country. Rather than politely point them in that direction they were given a crime reference number and told we would deal with it, raising their expectations.

To clarify, there were absolutely no indicators of any risk or grounds for me, at 1am, to try and start the NCA/INTERPOL route of requests.

After some phone calls the issue was resolved and the person in question turned out to be in a third country, not within UK jurisdiction. I spoke to a staff supervisor and asked why we hadn't queried the phone call, to be told: "It's policy."

Confused silence

I asked if we were now Team America World Police and if it was within policy, only to be met by a confused silence. I then questioned who had to know about the incident – apparently it's me – and why? You guessed right – it's policy!

We've seemingly arrived at a point where it's far too easy for people to be asked to

do something that's not in our remit. Staff, who are scared of being investigated, feel it's safer just to say 'Yes' rather than take a decision, which has risk attached, passing the issue along the line until someone deals with it, no matter how much extra work this creates.

I was asked why it had been assigned a crime number, if we couldn't deal with it. I answered between gritted teeth: "It's policy." I spoke with two supervisors, who were horrified when I suggested we tell the family that we couldn't assist.

When I asked them what my first line of enquiry should be they suggested calling the local police, something the original caller, who speaks the language and knows the country, could do far more efficiently than I.

To clarify, I wasn't ignoring the issue or asking the caller to do anything complex, just to contact their relatives, and – as they deemed it urgent enough to call police in the UK – to do the same in their home country.

I know this may sound like I am making a big deal about nothing, but it took two hours to review, make calls and have discussions with other staff members.

Add to that a call handler, control room staff, work by the Intelligence Unit plus three supervisors and you can see how time and costs soon add up – for



The Duty Officer

something we had no powers or remit to deal with. My favourite quote at the moment is: "When everything is a priority, nothing is a priority."

I almost considered asking Bullshire Police to make me a badge, but then you would all know who I am, and we can't have that can we?

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100 YEARS 1919-2019

POLICE Federation

‘A celebration of what we’ve achieved, and inspiration for what’s to come’

2019 is an important year for the Police Federation of England and Wales (PFEW). It’s our 100th birthday, our centenary.

We’ve had our difficulties and challenges over the decades, but as National Chair I see the brilliant work that local Federation reps and people at the national office do on a daily basis to make the lives of our members that little bit easier.

Whether its negotiating on the kit that we use, on legislation that’s been drafted by us and introduced by Parliament to support our colleagues, whether they’ve been assaulted, in driving matters or otherwise, we have achieved many things.

At a local level, I’ve seen colleagues whose lives have been made better – and in some cases, saved – by the work of our reps. Our reps support officers and their families, often in their darkest moments. The support they give is second to none, day in, day out.

I encourage you to join us in celebrating the PFEW centenary, and to be proud of what the organisation has achieved over the past 100 years.

Over the course of the year, and in this souvenir supplement, we are focusing on the work of our local fed reps, and talking to colleagues who have been helped and supported and have stories to share.

I became a Federation rep because I was treated really badly by my force; I wanted to make sure that others didn’t suffer the same as I did. The



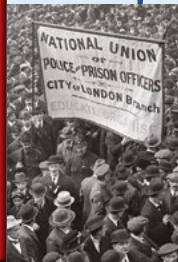
Federation enabled me to make a difference in Hampshire when I first became a rep, and that’s replicated right across England and Wales.

We’ve got some brilliant people doing some brilliant stuff and that’s been happening for 100 years. Our centenary is a moment to take stock but even more importantly to look ahead – using our achievements to inform and inspire the work we’ve still to do.

So, this year is about recognising how far we have come, learning from the difficulties we’ve had and moving forward, keeping our members at the heart of everything we do.

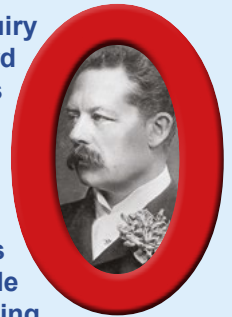
John Apter, National Chair
Police Federation of England and Wales

1913: John Syme founds Metropolitan Police Union, which is promptly banned by the Commissioner



1918: The Police Union calls a strike which is widely supported (above); Prime Minister David Lloyd George agrees to meet a delegation

1919: An inquiry under Lord Desborough leads to the creation of the Police Federation by Act of Parliament; the Home Secretary is made responsible for policing



1919: Officers receive a substantial pay rise and become the envy of other trade unions

1920: The Police Council draws up the first Police Regulations, setting out standard conditions of service



1927: The Police Appeals Act gives officers a right to appeal to the Home Secretary, then Edward Shortt (above) against serious disciplinary punishments

Pictures ©: Roper/Stringer/Getty Images; Len Collection / Alamy; National Portrait Gallery

1931: PC Albert Goodsall appointed the first full secretary of the Federation's Joint Central Committee (JCC) – there is a crisis as the Government considers austerity pay cuts



1940: Police get their first pay increase since Desborough

1948: The Police College is established, which is fully supported by the Federation



1949: The Oaksey Committee report on police pay and conditions, of service, led by Lord Oaksey (left), is published

1950: The Federation is given permission to raise funds through member contributions



1952: A new negotiating body for pay as well as a Police Arbitration Tribunal are recommended, but the Home Secretary has the right to veto awards

1953: Voluntary member contributions begin and future Prime Minister James Callaghan MP (above) is made an advisor to the Federation

'I'm so glad I decided to do it... I've not looked back'

PC Melanie Earnshaw was elected in 2018 as one of the new intake of reps for the Police Federation of England and Wales (PFEW).

It was the Gloucestershire officer's actions in preventing a suicidal woman from setting fire to herself that started her on the path to becoming a Fed rep. In 2017 Melanie was nominated for a Police Bravery Award, for her actions in saving the woman.

On the way home from the awards she got talking to a senior Federation Rep who encouraged

her to think about getting involved, and the rest is history.

Melanie said: "I enjoy being a Fed rep for the same reasons I like policing: it's the variety of the work, and I'm interested in people's lives and helping them. I feel that I'm able to empathise with colleagues and whatever they are going through.

"I've been helping colleagues with a range of queries, including professional standards interviews. I've also become a mental health wellbeing lead – there's not nearly enough understanding around this issue and people still don't feel comfortable to admit when they are struggling. I hope we can change that. I'm more than happy to speak to anyone on a member's behalf."

Melanie has a child of school age and recognises that family commitments can be a barrier for some female officers, but their presence is needed to ensure the PFEW stays relevant to its members.

She added: "It is hard work and I regularly do work at home – if you have an understanding family like I do then that definitely helps. But forces usually allow time for us to do federation work on duty. Being a rep is a great way to upskill and network, while also helping your colleagues. I'm so glad that I decided to do it. I've enjoyed the first year and have not looked back."



"I enjoy being a Fed rep for the same reasons I like policing: it's the variety of the work, and I'm interested in people's lives and helping them."

‘The Federation and service have changed so much – it’s so dynamic now’

DC Bal Gill became a local Police Federation rep for two reasons – to “find out where my subs were going” and to “increase the diversity” of his board in Warwickshire.

The Police Federation of England and Wales has always placed importance on ensuring that its representatives reflect the members they serve. In 2018 our national Reps@Work campaign actively sought to persuade more women and more candidates with protected characteristics to become candidates.

Bal, who joined earlier, was happy to be one of the trailblazers. His role involves representing detectives and, as an equality rep, helping to address and prevent

discrimination on grounds of gender, race, sexual orientation, faith, ability or for other reasons, wherever it arises in policing.

He says: “I strongly recommend to others that they join the Federation, especially black and minority ethnic (BME) officers. The Federation and the police service have changed so much – it’s so dynamic now. We need individuals there to represent them.

“It’s about having the opportunity to represent other officers, who perhaps don’t feel empowered to be able to come forward and approach management with issues they may have. I find satisfaction in being able to do that.”



“I strongly recommend to others that they join the Federation, especially BME officers. The Federation and the police service have changed so much – it’s so dynamic now. We need individuals there to represent them.”

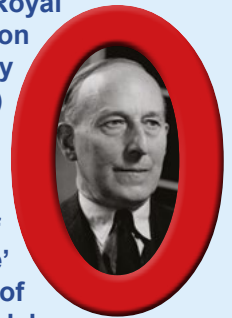
1954: The Police Arbitration Tribunal makes its first pay award

1955: The Police Council agrees changes to rent allowance



1957: The Federation launches its first publication, The Newsletter

1960: A Royal Commission chaired by Henry Willink (right) is appointed to review the ‘constitutional position of the police’ in the wake of corruption scandals



1962: Willink publishes his report recommending an urgent review on the number and size of police areas



1964: The Police Act allows for the amalgamation of forces; Home Secretary Henry Brooke (above) announces the first force mergers of Luton with Bedfordshire and Northampton with Northamptonshire

1966: The Home Secretary establishes an inquiry by the Police Advisory Board (PAB) into manpower, equipment and efficiency, and compulsory mergers see the number of forces reduced from 126 to 49



1967: A PAB report stresses that police should not be employed on tasks that don't require their powers or expertise; duties of traffic wardens and special constables are extended

1968: POLICE magazine launches (above), edited by Tony Judge



1969: The Federation moves its HQ to Surbiton and its constitution is altered to allow elections to central committees by regions

1970: The Equal Pay Act gives equal pay to woman police officers (below)



1971: Parliament guarantees that police pensions will be index-linked to inflation by regions

1972: Commutation rights are extended to officers retiring with less than 25 years' service

'The need for the Federation will grow, not diminish'

Zuleika Payne is a former Chair of South Yorkshire Police Federation, and was elected to the Police Federation of England and Wales National Board in 2018. She believes the centenary is an opportunity to take stock of what's good about the organisation and to look ahead.

"Being a Fed rep means being a shoulder for colleagues to cry on and a source of advice and help," said Zuleika "Looking ahead, I see welfare and wellbeing as central to the work that we do. When you look at how policing has been dismantled in recent years, you can see the need for the Federation will grow, not diminish."

Zuleika's route into policing was more unusual than most. She moved to London from Derbyshire to become a classical ballet dancer. One night there was a rape in her neighbourhood; as a lone female Zuleika was reassured by the presence of uniformed police, and wondered if she could also provide that public protection by joining the service.

Zuleika started her probation in Sheffield city centre, and found herself on the receiving end of "unpleasantness" in the workplace in 2002. The Federation was there in her time of need and she decided to become a rep. "As well as being a regional rep, I'm the Lead for Learning and Development. I feel that this is an exciting time to be part of the Federation. After the Normington Review which reformed the organisation, we're at the start of an exciting new era."



'He looks so cool – that's what

Dave Blundell is serving on the Police Federation of England and Wales (PFEW) National Board during its centenary year. As a Federation rep he has been "privileged" to represent colleagues in misconduct matters, at medical retirement boards and helped to ensure they were not bullied out of the service.

His father was a magistrate and as a teenager Dave would sometimes watch court proceedings. "I realised there were bad people in the world and it would be an interesting job to catch them and protect people," he said. A particularly vivid memory is seeing a Ford Capri police car in Greater Manchester and a cop with black hair and a black moustache: "He looked cool in his liveried car and I

thought, that's what I want to do."

Dave applied to nine forces at 17 but was rejected for being too young. He was accepted by the Met and moved to London in 1987. "I grew up in a small town near Stockport, so living in London was brilliant," he said.

"Those days we had a truncheon and handcuffs and we wore a tunic – there was no body armour or CS spray.

"In the early 1990s there it was common for people to be taking steroids and some of the suspects were enormous. Was I fearless? I probably was. We did physical training every day and were as fit as we could be. I was armed with the foolishness of youth and it was a matter of pride for me, not to let a suspect get away."

Dave was fortunate to work in an

‘We do so much that people just don’t know about’

Peggy Lamont, National Board member and Equality Lead, joined the Police Federation of England and Wales to make the workplace a fairer place for all officers.

She joined West Midlands Police in 2001, following in the footsteps of her police officer father. “I had a slight blip in my probation,” she recalled, but was able to successfully fight her corner thanks to studying Police Regulations.

She continued: “After having children I changed to part-time hours; I was trying to get promoted, but was told I wasn’t able to compete with full-time officers. I went to one meeting with the chief superintendent and he said that he had been considering me for a high potential development scheme, but as I was of a certain age and would probably have a family soon, everything would change!”

“About 10 years ago I applied for a vacant women’s reserve space and joined the Federation. I am so proud to be involved with the Fed – we do so much that people just don’t know about. There are people that I believe would have committed suicide if it wasn’t for the equality work that we did.”

Peggy added: “As a female officer, the Federation has given me so much. I probably would have left the service if it wasn’t for the Fed and I’d urge anyone interested to become a rep.”



I want to do’

era with large police numbers – 20 to 30 officers parading at each station – which meant back-up was always close by and there was a huge spirit of camaraderie. He added: “The canteens were a source of advice, knowledge and a place to speak about anything that was bothering you – I worry that we’ve lost that nowadays and officers feel more isolated.”

In 2013, Dave joined the Federation as the Inspectors’ rep on his command. As an inspector, his teams had performed well and he had been praised and valued by senior officers – but he realised not all of his colleagues were treated so well. “Some found it harder to deliver or had personal problems and they were treated very badly,” he said. “I decided to fight their corner.”

Reflecting on the PFEW centenary, Dave added: “Officers’ pay, the hours they work, how they are dealt with over misconduct, whether they are bullied out of service or how they are treated if they become injured or ill – the Federation has influenced all of these for the better.”



1974: The six provincial metropolitan police, including Greater Manchester (below) forces are established, and the number of separate forces reduced to 43

1976: The Federation walks out of the Police Council, demanding direct negotiations with Government; Conference carries a motion with the right to strike



1977: The Government concedes an independent inquiry led by Lord Justice Edmund Davies to examine police pay and the right to strike



1978: Edmund Davies’ report rejects affiliation to the TUC and the right to strike and the Police Council is abolished and replaced with the Police Negotiation Board (PNB)



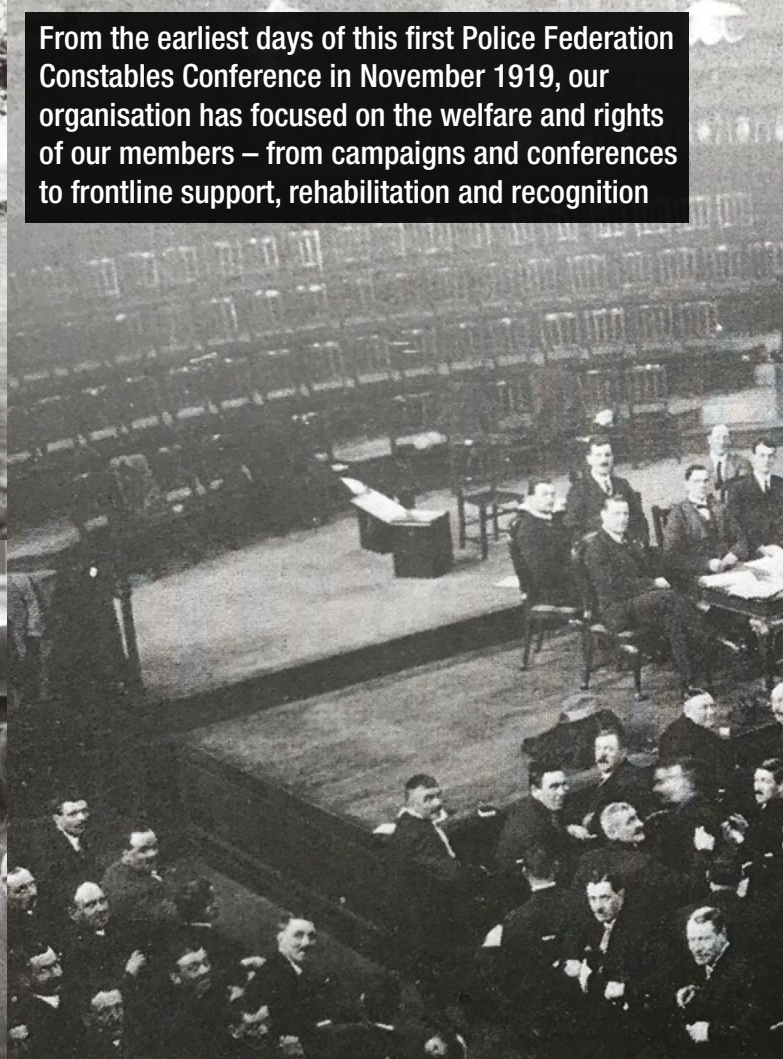
1981: Lord Justice Scarman blames ‘insensitive policing’ as factor in the London riots (above)

1984: The Police and Criminal Evidence Act comes into effect

Pictures ©: Michael Matthews – Police Images / Alamy; Keystone Press / Alamy; Arnold Slater / PA Images



From the earliest days of this first Police Federation Constables Conference in November 1919, our organisation has focused on the welfare and rights of our members – from campaigns and conferences to frontline support, rehabilitation and recognition



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‘If anyone attempts to move that necklace – shoot them and ask questions later!’



Stanley Kirby served in the Met Police from 1938-68 and recently celebrated his 100th birthday, just like the Police Federation.

He recalled how it was his father who gave him a nudge to choose a career in policing.

“I was in a dead-end job and looking to do something else,” Stanley said. “My father said if I was going to get another job, it had to be one with a pension. I thought about the Post Office and the army, and he said, ‘What about the police?’. The girl next door was being courted by a policeman and I thought that’s not a bad idea.”

Stanley applied to Scotland Yard and received a book on joining the police. He saw photos of Peel House and the students there.

At the outbreak of World War Two the police was a reserved occupation, so it wasn’t until 1942 when all policemen under the age of 35 were given instructions to enlist – Stanley

joined the navy. He finished his military service in 1946 as a Regulated Petty Officer and returned to policing.

“The uniform had changed, and the jacket was now a tunic – a ghastly thing. It was like a corset,” Stanley recalled. “There were no pockets and at the back were two flaps for your pocket book or sandwiches. That was the only means we had of carrying anything.”

He thought briefly about giving up the job, but a respected senior officer talked him out of it, telling him: “You have 10 years’ service – you’ll always be wanted and necessary.”

Stanley has a fond memory of guarding a diamond necklace belonging to the future Queen Elizabeth. He said: “I was given a pistol and instructed that if anyone attempts to move that necklace to shoot them and ask questions later!”

If he had his life over again Stanley would still choose the police for “job security and comradeship”.

“Dad said: ‘What about the police?’ The girl next door was being courted by a policeman and I thought, that’s not a bad idea.”

1985: There are riots in north London and the Crown Prosecution Service is created

1990: The Federation’s constitution is changed to provide for women to be represented on all committees and branch boards



1991: The Federation demands a Royal Commission on policing

1993: The Sheehy Report into police responsibilities and rewards is published and substantial parts are rejected

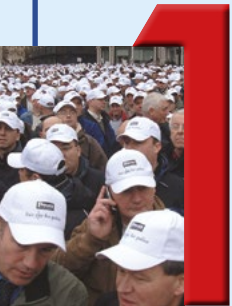


1995: The Federation launches its annual Police Bravery Awards

2002: Jan Berry becomes the first female Chair of the Police Federation of England and Wales and Police Community Support Officers (PCSOs) are introduced



‘I was hit with a mobile phone – they were like house bricks then!’



2008: Federation Chair, Jan Berry, joins 23,000 off-duty officers on a protest march at Westminster over police pay

2008: The PFEW relocates from Surbiton to its current headquarters in Leatherhead



2010: The coalition government's Comprehensive Spending Review paves the way for 20 percent cuts to policing

2011: Tom Winsor's review of police pay and conditions is announced



2012: PFEW Chair, Paul McKeever, leads a march of 30,000 off-duty police officers against cuts to policing

2013: The PFEW wins a case at the Police Arbitration Tribunal to stop the introduction of compulsory severance for police officers

2013: PFEW Chair Paul McKeever dies just two weeks before he is due to retire

Former detective Ken Wright is full of praise for Essex Police Federation for fighting his corner when he was assaulted on duty.

In the early 1990s he was chasing a car thief in Southend who had decamped from a stolen car. After rugby-tackling the suspect, he received a kick to the head and was repeatedly struck with a mobile phone. “In those days phones were like house bricks,” he jokes.

The incident caused Ken several injuries to his head and face, and he started having repeated migraine attacks, which had never happened before. His Federation rep advised him to apply for criminal injuries compensation, and to appeal when the amount offered was unsatisfactory.

Ken said: “The Federation made an appointment for me to see a neurologist at a private hospital. He



Ken Wright receiving an award from ACC James Devlin of the Southend-on-Sea Borough Constabulary in 1968

wrote a very detailed report in which he clearly stated that I could suffer from psychological episodes for the rest of my life. At my appeal I was represented by a Federation solicitor and was awarded a far greater amount, which helped towards my recovery. Had the Federation not fought my corner I wouldn't have received this.”

Ken retired in 1997. His message for current Federation reps is: “Happy Centenary, please keep up your good work for those serving today on our ever-thinning blue line.”

‘Most officers were on foot in bike you were somebody’

Retired inspector Monty Slocombe was present at the National Police Federation's milestone 50th anniversary conference in Blackpool in 1969.

“It wasn't big or extravagant,” he recalls. “I remember James Callaghan, Home Secretary at the time, was there and there were lots of pats on the back and saying ‘50 years, isn't it great’. It was a good atmosphere and lots of looking back over the

history of the Federation and how it started with the police strike.”

Monty joined Liverpool City Police in 1961, on his fifth attempt. “I was desperate to join the police because I wanted a secure job with a pension,” he said. “There was a headline – ‘Be a £1,000 a year bobby’. That was a royal salary back then, but what the advert didn't say was that you had to serve 20 years to get it.

“Most officers were on foot in those

'How we fought low pay and lack of care in the 1970s'

Stuart Cadmore was a Federation rep during turbulent times in the 1970s.

He recalls: "At that time officers' kids were entitled to free milk at school because their parents were low-paid workers. On top of that, the chief constable was trying to change shift patterns to more weekend working."

With no social media, email or mobile phones it was difficult to get concerted action. So instead the Federation in Plymouth arranged for the wives of 200 officers to write letters to the chief constable about how the shift changes would impact their families.

"The chief blew his top," said Stuart. "We also took action by not reporting as many 'minor' offenders as we normally did, to the extent that the number of magistrates' courts went down from four a day to one. At one point the assistant chief constable called me in and asked me to 'get the blokes back working!'"

Stuart appeared on Panorama to discuss the Lord Edmund Davies inquiry into policing and was present at the 1977 Police Federation



PC Cadmore (left) with Sgt Ron Medland

Conference when Home Secretary Merlyn Rees was given the silent treatment. "It was very effective. I am convinced that this type of action, which was replicated to a certain extent elsewhere, helped the Police Federation at that time in negotiations to reach improved standards."

Stuart joined Plymouth City Police in 1960 and served the Federation at the local and national level, including as General Secretary of the Constables' Central Committee in 1994.

Monty joined the Federation as a young bobby and served as a branch secretary. He said: "We did our best to look after the interests of the lads. By and large the members were in favour of the Fed and it was rare to hear a bad word said. In the late 1970s the then General Secretary worked hard to get us a decent pay rise – we were delighted. It stopped forces from haemorrhaging people and improved the quality of applicants."

days – if you got a push bike you were really somebody. We had no radio and the sergeant had a signal stick that he would use to send messages.

"We would notice little things like a disturbed window arrangement that might indicate a break in. We were that attentive to detail." One of his proudest arrests was in North Wales. He was lying in wait for a disqualified driver but ended up catching thieves stealing from a Hotpoint factory by accident.

the 60s – if you got a push

2014: Following the Winsor Review, the Police Negotiating Board is abolished and the Police Remuneration Review Body is established

2014: Conference votes to implement all 36 reforms proposed by an Independent Review of the Police Federation



2015: Home Secretary Theresa May accuses the Federation Conference of 'crying wolf' over the impact of cuts to policing

2018: In August, John Apter becomes the first PFEW National Chair to be directly elected by members



2018: In November, the Federation's Protect the Protectors campaign results in a new law increasing the sentences for those who assault emergency services



2019: The PFEW recovers from a major cyberattack to celebrate its 100th anniversary

‘You have to take people with you’

In 2002 Jan Berry made history when she became the first (and to date only) woman to be elected National Chair of the Police Federation of England and Wales (PFEW). But her first National Conference was nearly her last.

“I wanted the media to stay until the final day and not leave after the Home Secretary’s speech,” she recalled. “So we held a debate on final day about arming the police. It worked with the media, but went down quite badly with the delegates. I forgot the most important people were the members in the hall. It was a hard lesson – you have to take people with you.”

After that initial baptism by fire, Jan steadied the ship and went on to serve as National Chair for six successful years, the high point of which was leading 23,000 officers in a march on Westminster to protest at over police pay. They wore baseball hats emblazoned with the slogan ‘Fairness for Police’ which looked like “a sea of white from above”.

Jan joined the police in 1971. She realised female officers were treated differently to the men. “We didn’t work nights and it was thought we needed longer rest breaks to recover – there was quite a bit of sexist banter,” said Jan. “When I was expecting



Jan Berry with current PFEW Chair John Apter and (below) at the 2008 march in Westminster

my first child, my boss told me I’d put my career back five years, and nobody said congratulations!”

After a similar experience when she was expecting a second child, Jan decided to work with the Federation to change the way women officers were treated. She was elected to chair Kent Police Federation and joined the Joint Central Committee (forerunner of today’s National Board) in 1993 and later served as deputy to PFEW National Chair Fred Broughton.

Jan added: “My main challenge as PFEW Chair was to keep the three central committees and 43 Branch Boards together – the way to do that was through listening and responding and not trying to power my way through. Maybe being a woman helped me in that.

“Negotiations with government were always hard. When Theresa May was Home Secretary they were at their worst, but even under her Labour predecessor Jacqui Smith there were police officers working extraordinarily long hours and not being paid what they should have. The Police Negotiating Board would agree a pay increase and the government wouldn’t accept it.

“I am proud of the Federation for reaching its first centenary. That is no small achievement, considering we were set up to fail. By having separate constables, sergeants and inspectors committees the government hoped to divide and rule over us, but when the chips are down the Federation has come together. As a result, police officers are better protected today and we have prevented damaging changes by talking plainly and with common sense to the public.”



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