

POLICE

News

That was the year that was. We take a look back at the key events of 2019

Interview

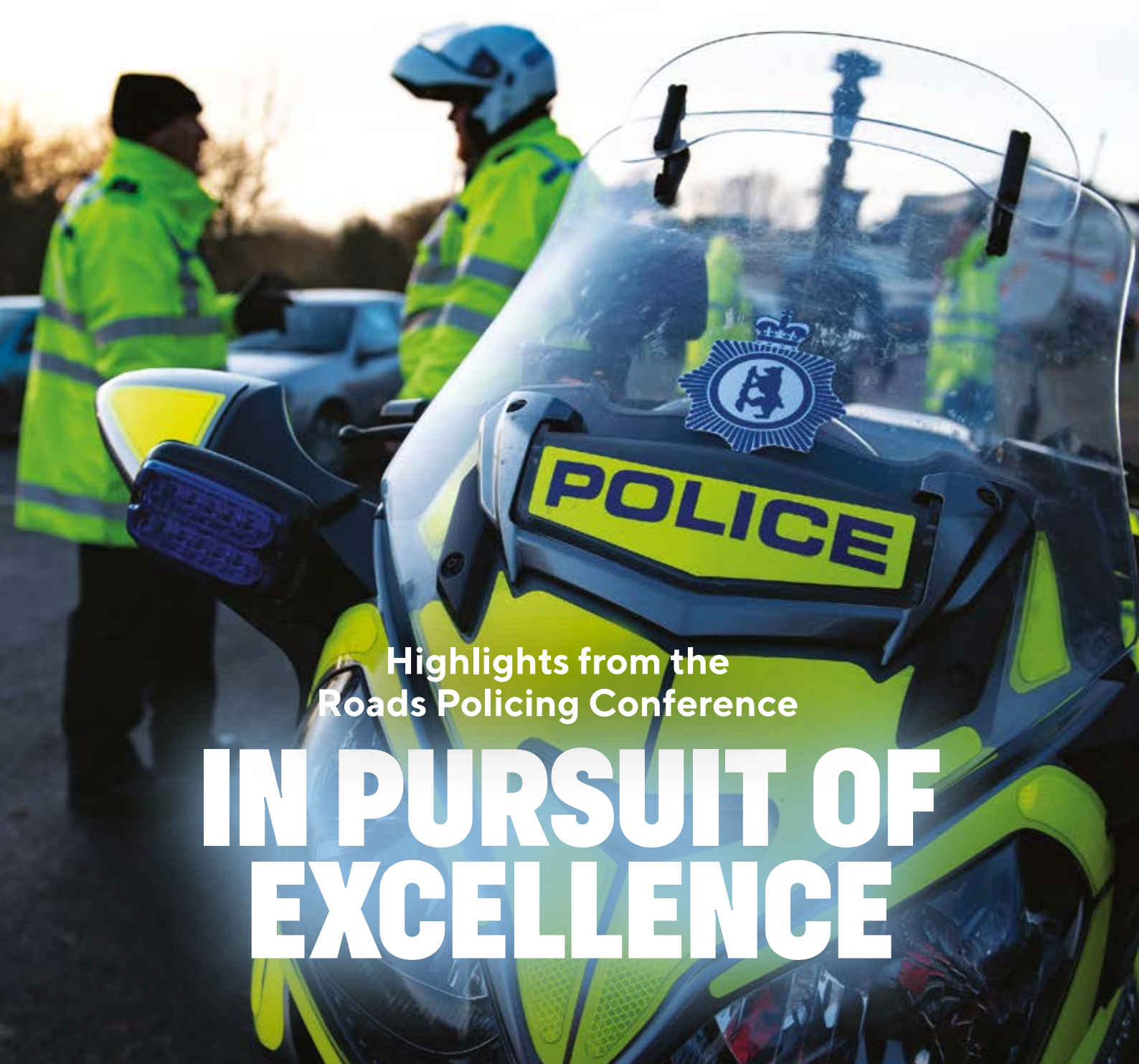
Author John Donoghue on the inspiration behind his police stories

Feature

Detectives in crisis: Why successful recruitment is key to the future

Campaign

Federation's work earns praise from head injury awareness charity



Highlights from the
Roads Policing Conference

IN PURSUIT OF EXCELLENCE



POLICE

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EDITOR'S COLUMN

Welcome to the new look *Police Magazine*. *Police Magazine* was launched in 1968 and 52 years later, this publication continues its mission to inform and engage with PFEW members.



Over the course of 2020 we will be bringing you exclusive features - with this edition including a profile of PFEW member, author and serving officer John Donoghue - and other unique content including profiles of the different departments, National Board members and other PFEW individuals that all support members in one way or another.

We want *Police Magazine* to continue to cover our members, policing concerns but doing so with a louder voice! To do this, the magazine will be looking for our readers' views through surveys, events and other engagement initiatives.

This will be an especially busy year for us all: Pay, pensions, Taser and the promise of continued government support through the recruitment uplift to name just a few key areas.

I am proud to be *Police Magazine* Editor through this period and will be doing everything I can to ensure our members are kept informed and supported through 2020.

We are constantly looking to improve the magazine, if you have any comment or questions please email editor@polfed.org



Theo Boyce
Chief editor



Follow the Federation @pfe_w_hq



'Boom and bust' funding must change

John Apter, National Chair of the Police Federation, has called for a long-term financial settlement for policing, rather than the annual funding model currently used.

John said: "There have been a lot of promises made by the current government - from the increase of police officers by 20,000 to greater support and protection for officer welfare, and the recent increased funding for Taser. All positive initiatives that demonstrate support for officers and will give greater protection for the public.

"What we expect to see in The Chancellor's first budget, and what

I will continue to lobby the Home Secretary about when I see her next, is the firm financial commitment needed to support all vital and necessary improvements."

"But we cannot continue to be at the whim of politicians of the day with boom and bust budgeting," he continued.

"What we need is sustained, long-term funding which will give the police service the ability to plan ahead for more than the coming year and enable my colleagues to give the public what they want and expect from us," he concluded.

The budget was due to be presented on 11 March.

National Chair's response to the Cabinet Office leak

Following the publication of a document on the gov.uk website that revealed the addresses of over 1,000 recipients of New Year Honours, PFEW National Chair, John Apter said the accidental release by the Government of officer's personal data was "deeply concerning".

John said: "Those who have received awards will be angered and concerned about this significant breach of their personal data."

He added: "I'm in contact with the National Police Chiefs Council (NPCC) to ensure that whatever measures need to be taken to safeguard the security of any police officer, or member of their staff involved, are in place."



John called for the security breach to be fully investigated by the Information Commissioners Office (ICO) so that it could be understood how this had happened, adding that it had overshadowed what is such a special occasion for the recipients.



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“It’s nice to relax knowing my divorce settlement is sorted.”

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HONOUR AND RECOGN

Eighteen rank and file police officers from England and Wales have been recognised in the 2020 Queen's New Year Honours announced in December.

This is a significant drop in number from the 30 rank and file officers who were honoured last year. The Police Federation hopes that this year will see the number of officers honoured rise in recognition of the vital work they do in keeping the public safe.

National Chair John Apter said: "I would like to give my most heartfelt congratulations to all those officers and staff recognised in the Queen's New Year Honours."

"This year has been an exceptionally tough year, and I am so proud to see the efforts of my colleagues from across England and Wales being recognised so highly for the outstanding contributions they have made to policing and the communities they serve.

John added: "So often police officers are unsung heroes, but recognition from the Queen is such a special honour and one that these outstanding men and women can be rightfully proud of. We must not forget that for every officer recognised there will be many others who have not been but are as deserving.

"Police officers are humble individuals who don't do what they do for praise or recognition but when it comes it's very much appreciated and deserved. In the future, I hope that many more of my colleagues will receive this highest of honours."

KNIGHTHOOD

Francis HABGOOD Lately, Chief Constable, Thames Valley Police

OFFICERS OF THE ORDER OF THE BRITISH EMPIRE (OBE)

Paul NETHERTON, Deputy Chief Constable,



Devon and Cornwall Police
James Yule Keith REID,
West Midlands Police

MEMBERS OF THE ORDER OF THE BRITISH EMPIRE (MBE)

Reverend Canon David WILBRAHAM, National Police Chaplain
Colonel Patrick CAIRNS DL, Chief Executive, St George's Police Children's Trust and Police Treatment Centres Charities.

Michael John Egerton WALMSLEY, Special Constabulary Chief Officer, Greater Manchester Police.
Graham BUDD, Constable, South Wales Police
Kevin SAUNDERS, Special Constable, Hampshire Constabulary

David GRAY, Police Staff, Norfolk Constabulary
Ashley JONES, Detective Sergeant, Gwent Police

MEDALLISTS OF THE ORDER OF THE BRITISH EMPIRE (BEM)

Sidney George MACKAY, Chair and Trustee, the Police Roll of Honour Trust.
Alan SELDON, Special Constable, Metropolitan Police Service
Julian PELL-COGGINS, Constable, Metropolitan Police Service
James REID, Sergeant, West Midlands Police
Abdool ROHOMON, Constable, West Midlands Police
Christopher (Chris) WARD, Lately, Neighbourhood Inspector, Thames Valley Police

QPM (QUEEN'S POLICE MEDAL)

Deborah AKINLAWON, Detective Constable, Metropolitan Police Service
Angela (Angie) CAREY, Lately, Detective Sergeant, North Yorkshire Police
Neil Edward SLADEN, Temporary Inspector, Lancashire Constabulary
Bharat Kumar NARBAD, Constable, South Wales Police
Claire DINSDALE, Constable, Dorset Police
Dominic MURPHY, Detective Superintendent, Metropolitan Police Service
Lisa HARMAN, Detective Superintendent, Metropolitan Police Service
Fiona MALLON, Superintendent, Metropolitan Police Service

ITION



National Police Chaplin, Reverend Canon David Wilbraham has been recognised with an MBE, for services to policing. Canon Wilbraham also co-ordinates National Police Memorial Day and provides invaluable support and guidance to the policing family.

David MINTY, Superintendent, Wiltshire Police

Claire BELL, Chief Superintendent, West Midlands Police

Nigel DOAK, Detective Superintendent, Thames Valley Police

Susan SOUTHERN, Assistant Chief Constable, West Midlands Police

Richard John LEWIS, Deputy Chief Constable, South Wales Police

Mark COLLINS, Chief Constable, Dyfed-Powys Police

Julian WILLIAMS, Lately, Chief Constable, Gwent Police

Paul MILLS, Deputy Chief Constable, Wiltshire Police

Gareth WILSON, Lately, Chief Constable, Suffolk Constabulary

VIEW FROM THE CHAIR

I know the saying about the older you get the quicker time passes, but this year is certainly flying by. No sooner had the General Election and Christmas gone, we had the New Year Honours and congratulated a number of rank and file colleagues whose work and dedication had been justifiably recognised.

The Prime Minister's reshuffle in February saw a number of changes but the Home Secretary and Police Minister remained in place. This gives us the opportunity to build on the discussions and meetings I have had with them both about the promises the Conservative Party made about policing before the election and during the General Election campaign.

Uppermost of these concerns is the huge challenge to recruit 20,000 additional police officers over the next three years. When you take into account the number of officers who currently resign or retire from the service each year, then this is no easy task. The reality is we will need to recruit, train and equip around 53,000 police officers over that time if we are to take account of those who leave and see the additional 20,000 the government has promised becomes a reality. I stand by what I have said before, this will not be easy, but this is a good problem to have when you compare it to the devastating cuts policing faced in recent past years.

I will be sure to hold the government to account on its delivery of an additional

20,000 frontline officers.

But it's not simply just about getting people in to the police service, it is about keeping them here when they join. To do that the government needs to make sure that the starting salary for police officers is fair and competitive, that the annual pay rises actually address the real term decrease we have seen in police pay over the last decade, and stop making detrimental changes to police pensions.

I accept that the government has started to take positive steps to show its support for policing; whether it's the 20,000 additional officers, the planned introduction of a Police Covenant or the coming Police Powers and Protections Bill. However, there are still many challenges ahead, and I will ensure your voice is heard so that the government promises about policing become a reality.



John Apter
National Chair of the
Police Federation of
England and Wales

REPORT CLAIMS 'POLICE HAVE GIVEN UP'

An article in the *Daily Telegraph* claimed that "police have given up" by not taking some crimes to court and that a private police service run by former officers has established an alternative private prosecution service for "minor" crimes in wealthier areas.

John Apter, National Chair responded by saying: "Police officers are being forced to make difficult decisions simply because there are no longer enough investigators and officers. The savage effects of austerity on policing has established a new marketplace for opportunistic entrepreneurs to profit from people's vulnerability. Driven by profit, these companies fill the gap created by long-term funding cuts and even dress their staff like police officers.

He continued "It is scandalous we now have a two-tier system for those with and without money, and as a result the public are being badly let down. However, I don't blame people for seeking alternative solutions, as so-called low-level and anti-social crime is a real blight on people's lives.

"Police officers are under unprecedented pressure and my colleagues are as frustrated as the public that some crimes are not being investigated and therefore some criminals unpunished. Police officers didn't join the job to give a second-class service; sadly that's what some members of the public feel they are getting and I understand why.

"We repeatedly warned policing was in the grip of a crisis and this red flag moment confirms this. The Government simply must accept this damage is the effect of austerity, the promise of 20,000 more officers won't fix this overnight. If the public are to get the service they demand and deserve from their police we need increased long-term funding and we need it now."

Queen's Speech: Government listening to Federation

The announcement of a Police Protections and Powers Bill, establishment of a Police Covenant, and Royal Commission to examine the efficiency and effectiveness of the criminal justice system, have been welcomed by the Police Federation.

These proposals formed part of the Queen's Speech made to Parliament in December. Also included were changes to pre-charge bail conditions and improved measures for police to deal with demonstrations and knife crime

The bill also created a statutory requirement for the Home Office to report annually on progress made against the Police Covenant and confirmed measures to allow special constables to join the Police Federation, and benefit from the additional protection afforded to members.

Another measure introduced

was a new test to assess a police officer's standard of driving, so this can be considered during an investigation.

Reacting to the speech National Chair John Apter said: "It is positive and reassuring to see the government is listening to us and the Prime Minister has stayed true to his pre-election promises to support law and order."

"The Federation has been campaigning for a Police Covenant, changes to police driving legislation, allowing Special Constables to be members, and increased sentences for violent offenders.

John added: "In addition, we have been calling for a Royal Commission into policing for more than 20 years, and while we await the details, it is an opportunity to examine what the public wants from the police in the 21st century."



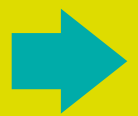
Nick O'Time By Colin Whittock





2019

Our month-by-month reflection on the year's talking points and highlights



OUR YEAR IN REVIEW



As 2019 dawned, the Police Federation of England and Wales (PFEW) was looking forward to celebrating 100 years since it was formed by an Act of Parliament.

National Chair, John Apter, called on federation representatives to “recognise the brilliant work” locally and nationally that makes members’ lives that little bit better, much of which goes on unseen every day. The year would be about “recognising how far we have come – learning from the difficulties we have had and moving forward,” he added.

JANUARY

A survey by Her Majesty’s Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) found two thirds of people feel their local police treat people fairly and with respect, while also highlighting concerns around officer visibility. The Home Office released its long-awaited Firearms Review, prompting criticism from PFEW’s National Vice-Chair, Ché Donald.

“Farcical” misconduct investigations into police officers by the Independent Office for Police Conduct (IOPC) were highlighted by a BBC investigation. The Federation’s Conduct Lead, Phill Matthews, called for a statutory time limit to address an “unfair, unaccountable and inhumane” process.

PFEW’s Roads Policing Conference took place in Hinckley amid renewed calls for a change of law to protect police drivers from prosecution, simply for doing their job.

FEBRUARY

Commissioner Cressida Dick agreed that frontline Met officers could have spit and bite guards and a memorial was unveiled at Parliament for the late PC Keith Palmer GM. The Federation submitted evidence to the Police Remuneration Review Body (PRRB) for a 5% pay uplift in 2019 and the same

amount in subsequent years. National Secretary, Alex Duncan, said: “The level of police pay has now eroded to a point where police officers are worse off than they should be”.

MARCH

National Chair John Apter urged MPs to “set aside party politics” and give police the resources they need to halt the country’s knife crime epidemic. PFEW was subjected to two devastating cyber-attacks, prompting a decision to cancel our Annual Conference.

APRIL

Our Menopause Survey revealed the difficulties officers were having with the symptoms and that 44% of those surveyed had considered quitting their jobs. We worked with Channel 5 on its four-part series ‘*Police Code Zero: Officer Under Attack*’ highlighting the dangers to frontline police.

MAY

The Government promised to correct historic unfairness which leaves police drivers vulnerable to prosecution whenever they drive the legal standard. A study showed one in five police officers were suffering from Post-Traumatic Stress Disorder (PTSD).

“The best trained, most restrained and most professional in the world”

Chief Constable
Simon Chesterman,
the National
Firearms Lead



Below: National Chair John Apter with Home Secretary Rt Hon. Priti Patel attending the Federation’s centenary celebrations.

Bottom: Police Bravery award nominees and former Prime Minister the Rt Hon Theresa May.

JUNE

The Federation secured improved pay and conditions for officers involved in policing the visit of US President Donald Trump. We also supported the first national conference around disability in policing and National Chair John Apter welcomed the resignation of Prime Minister Theresa May.

Refurbished conference rooms at PFEW’s headquarters in Leatherhead were named after former National Chair Paul McKeever and PC Alison Suffield, a Lancashire officer who helped investigate the Manchester Arena bombing, was awarded the British Empire Medal (BEM).

JULY

Policing Minister Nick Hurd chose Federation House as the venue to launch the Home Office’s Front Line Review,



calling it “a genuine opportunity to drive the kind of change we want”. Home Secretary Sajid Javid lent his support to the creation of a Police Covenant and the 24th annual Police Bravery Awards took place in London. Warwickshire officer PC Andrew Dear was the overall winner.

The Home Office agreed to accept in full the recommendations of the Police Remuneration Review Body (PRRB) of a 2.5% pay award for police officers. The Federation called the award a “small step in the right direction” but demanded the government do more to make up for years of real-terms pay cuts. Proposals to allow special constables to become members of the Police Federation were welcomed.

AUGUST

The nation was in shock following the tragic death of Thames Valley’s PC Andrew Harper, a newlywed who was responding to reports of a burglary. Home Secretary, Priti Patel, pledged to provide officers with the powers and tools they need to keep themselves and the public safe. We called on chief constables to follow the example of Northamptonshire’s Chief Constable Nick Adderley to increase the availability of Taser. PFEW’s Karen Stephens linked a fall in rape charges and prosecutions to detectives struggling to deal with overwhelming workloads.

SEPTEMBER

The Chancellor announced funding to support the first wave of a 20,000 police officer uplift, while Home Secretary Priti Patel acknowledged that policing had been underfunded and under-supported. Assistant Chief Constable Nev Kemp delivered the keynote address at our Custody Seminar in Hinckley, saying new and upgraded custody suites may be required to support the government’s police officer uplift. Inspector Katie Andrews of Derbyshire



Constabulary was presented with the award for Outstanding Contribution to Police Custody. PFEW National Board members Hayley Aley and Belinda Goodwin presented on wellbeing and the menopause at the Emergency Services Show in Birmingham, and the police family gathered in Glasgow alongside HRH The Prince of Wales for this year’s National Police Memorial Day service.

OCTOBER

The Federation said members could have more confidence that the pay review process would be fairer in future following the outcome of a Judicial Review. Outstanding detectives received awards at the annual Police Federation National Detectives’ Forum (PFNDF) in Birmingham, including two teams which successfully investigated child exploitation and sexual abuse.

Chief Constable Simon Chesterman, the National Firearms Lead, praised UK armed police officers as the “best trained, most restrained and most professional” in the world, in his address to



Top: National Chair John Apter attends one of the professional conferences organised by the Federation.

Middle: PFEW National Board member Tiff Lynch and Deputy Chair Che Donald in discussion with Stephen Crabb MP (left).

Bottom: HRH the Prince of Wales, patron of the National Police Memorial Day charity arriving at the annual service of remembrance.

the PFEW Post Incident Procedures seminar. The event in Warwickshire also heard a powerful account of an officer subjected to ‘27 months of hell’ when he was investigated over injuries to a fleeing suspect.

NOVEMBER

Bonfire Night attacks on police officers and other emergency workers were condemned by National Chair, John Apter. John also addressed the Association of Muslim Police (AMP) and called for closer working between the organisations. Research conducted by PFEW’s Research and Policy team revealed that more than half of police officers worry about money on an almost daily basis. The Federation announced a doubling of the funding it gives to the Welfare Support Programme (WSP).

History was made on 21 November when Federation members and guest gathered at Central Hall, Westminster almost a century to the day after the first ever PFEW meeting was held there. Tributes were led by the Home Secretary and Lancashire custody sergeant Hana Alayli-Moore received the National Women in Policing Award.

DECEMBER

PFEW launched a virtual advent calendar with offers designed to help improve police officer wellbeing in the run-up to Christmas. National Chair John Apter responded to the terror attack at London Bridge which claimed the lives of civilians Saskia Jones and Jack Merritt. Vice-Chair Ché Donald hailed new guidance from the College of Policing which could result in officers with Colour Vision Deficiency (CVD) accessing firearms and Taser. John used his Christmas message to call on the government to make good on its promises to policing, and to thank members ‘for all you do’.

During the year ahead the Federation will continue its work to represent and support, influence and negotiate on behalf of all its members.

“Just man up and get on with it.” How many times have you heard a colleague say that?

We all know that colleagues will have our backs when it comes to physical safety – that heart stopping moment when a ‘code zero’ goes out is not quickly forgotten – but can the same honestly be said when it comes to our mental wellbeing?

Sometimes, between the banter, wanting to avoid looking weak and the pressure to move onto the next job, mental health takes a back seat. We say we are fine, but know we are not. We accept it when a colleague says they are fine, even when we know they are not. And the consequences can be fatal.

The last official statistics suggest that every month, up to two police officers take their own lives. I hate to think that when these officers were at their most vulnerable and needed help, someone told them to “man up” – but we must accept that, in some cases, it may have happened.

That is why, this year, we are launching a new campaign to help change the tone of the conversation on mental health and suicide – and make officers of all ranks realise that telling someone to “man up,” may lead to a man down.

As police officers we deal with trauma, danger and grief day in, day out. We see the very worst of humanity but are expected to leave it behind at the end of a shift and return to ‘normal’ life. The consequences of the current approach are clear.

One report last year estimated that one in five officers and police staff in the UK have symptoms consistent with either post-traumatic stress disorder (PTSD) or what is known as complex PTSD – but two thirds of those suffering are unaware of their condition.

Another highlighted that 25 per cent of those working for the emergency services had thought about taking their own lives – and five per cent had attempted it.

There is still a stigma attached to mental illness in policing – and even more so to suicide: but we can all change that. I for one, would rather have colleagues who know they can ask for help if they need it (and as soon as they need it) rather than bottling everything up until they can’t take anymore.

To make this happen, at every level we need to provide colleagues with the right support, resources and treatment. I’m currently exploring the best examples from around the world of peer-to-peer mental health training and support, as well as apps and online resources which could help frontline officers.



HEAR “MAN UP” THINK “MAN DOWN”



Belinda Goodwin, Secretary, Wellbeing Subcommittee for the Police Federation, explains why mental health is a subject that should be on everyone’s mind



“There is still a stigma attached to mental illness in policing – but we can all change that”

It's good to talk

We want to get cops to talk to one another, it's as simple as that. To take notice when they see changes in any of their colleagues, not to ignore the signs, and worst of all tell them to “man up”, “get over it” or “pull themselves together”.

This campaign will build awareness of what signs to look out for and signpost to where officers can get help if they need it.

If we can just get our members and reps to face any issues and seek help, then it can only be a good thing.

We would like you to join us in supporting the campaign by pushing the message out locally. We are providing a toolkit of material to help you do this.

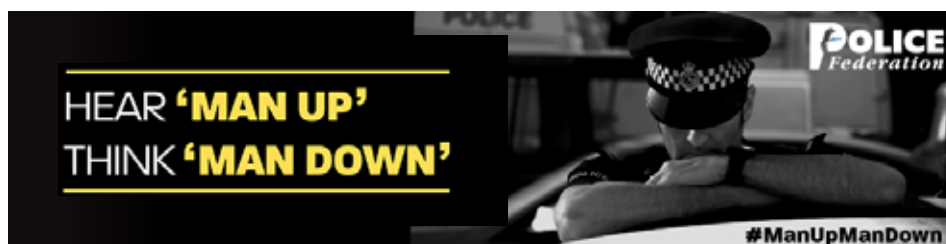
It's a very strong, emotive campaign, with a focus on physical, mental and financial wellbeing. We want to reach out to officers, provide support and information that may help in times of need. It's about joining up on the wealth of Federation support that is available locally and nationally.

More information, including links to organisations who can provide advice and support on wellbeing, relationships, debt, mental health and suicide can be found on www.polfed.org/manupmandown

Some forces are taking positive steps towards the mental health wellbeing of our officers too, but this is nowhere near enough and more needs to be done. Our officers are mandated to complete physical officer safety training every year in order to protect themselves and members of the public, but what about the neck up, and strengthening our mental health capacity the same way?

One of our own taking their own life is the part of mental health no-one quite knows how to deal with. That needs to change. We need to identify those at risk and offer unfailing support, but should the worst happen, forces need to act swiftly and effectively to help grieving colleagues. Now, the response is patchy at best. And this is something that will be a key focus for the Federation's wellbeing team this year.

In the meantime, the next time you hear (or are tempted to use) the phrase ‘man up’, think ‘man down’ and respond as you would to a physical injury – it might just save someone's life.



HEAR 'MAN UP' THINK 'MAN DOWN'

1 in 4

Emergency service workers have considered taking their own life

Up to 2 police officers take their own life each month

x2

Emergency service workers are twice as likely to suffer from mental health problems as a result of work pressures than the general public – but they are much less likely to seek support

FINE

81% of people who say they are “fine” don't mean it

75%

75% of suicides are men

#1

Suicide is the biggest killer of men under 45

SIGNS TO LOOK OUT FOR

<ul style="list-style-type: none"> Talking (even joking) about wanting to die Feeling hopeless or saying things like “everything is against me” Drinking more - or drinking alone Sleeping too much or too little Feeling tired or exhausted all the time Loss of personal discipline. Late. Scuffier than usual 	<ul style="list-style-type: none"> Finding it hard to think clearly or cope with day-to-day life Being anxious, irritable or aggressive Being withdrawn. Wanting to be left alone. No longer enjoy things Feeling tearful or experiencing mood swings Missing meals or group activities
--	---

RISK FACTORS

- Relationship and family problems
- Loss - inc bereavement
- Financial worries
- Job related stress
- Loneliness and isolation
- Depression
- Painful and/or disabling physical illness
- Heavy use of alcohol or other drugs

SOUND THE A.L.A.R.M

A

sk
Open ended questions:

- How are you
- You don't seem yourself, is everything ok?
- I have had a terrible week, how was yours?

L

isten
With empathy and without judgement

A

llow time
Don't rush them or feel like you need to fill the pauses. If they really don't want to talk, let them know you will be there for them when they are ready.

R

eassure
Let them know they are not alone and that help is available

M

ake a plan
Is it safe to leave them alone?
Make a date to check in with them.
Encourage them to tell others and get help.
You can contact the Samaritans anonymously and ask them to get in touch with someone else.

Police Federation

#ManUpManDown

PUNISHMENT CULTURE SHIFT NEEDS EVERYONE'S BACKING

For years the Federation has been fighting for fairer police discipline guidelines

New conduct and performance regulations which should create a better learning environment for officers came into effect on 1 February.

These changes give colleagues the opportunity to undertake Reflective Practice with their line manager if their performance requires improvement by discussing how the issue can be avoided in the future, accepting what happened and then moving forward - instead of facing punitive action for minor issues.

Alongside this is a higher threshold for disciplinary action, meaning misconduct proceedings will only be triggered if the wrongdoing warrants at least a written warning, whilst low-level outcomes have been removed.

The harsher outcomes are balanced by the fact that more officers will be diverted away from the misconduct arena and only serious matters will be escalated.

DISCIPLINARY ACTION OUTCOMES STARTING WITH THE LEAST SEVERE

Misconduct meeting

- A written warning- 18 months
- Final written warning- 2 years

Misconduct Hearing

- Final written warning 2-5 years
- Reduction in rank in exceptional circumstances where the rank was an issue
- Dismissal

Responding to the amendments Phill Matthews, PFEW conduct and performance lead, said: "The Federation has spent many years lobbying for a culture change in police discipline - away from blame and punishment and towards learning and performance.

"There needs to be a shift in mindset whereby forces are alive to the fact that



PFEW's Learning and Development Conduct & Performance specialist Dave Pellatt.

mistakes, errors or poor working practice can be corrected and learned from - not just by the individual but by the whole service - and learnt from quickly. But culture change does not happen overnight and will need everyone's backing for this to work."

Mr Matthews also highlighted this will in turn free up investigators' time to focus on removing corrupt officers from the service.

OTHER CHANGES INCLUDE:

Opportunities for early review of

allegations - If at any time before a meeting or hearing it appears that the allegation no longer meets the high threshold test for disciplinary proceedings the matter can be reassessed and discontinued or moved into the Reflective Practice Review Process.

Time Limits - If an investigation is not completed in 12 months a report detailing why must be sent to the police and crime commissioner from the Appropriate Authority, and every six months after that detailing why there has been a delay and what is still required.

He continued: "We are massively encouraged the Home Office has

acknowledged investigations should normally be dealt with within a 12-month period which is something we will continue to push for through our Time Limits campaign.

"Protracted, disproportionate investigations are hellish for officers and have ruined both the working and home lives of some due to the enormous amount of stress and anguish they are put through.

"But there is still more work to be done and we will continue to work with the Home Office, chiefs, HMICFRS and the Independent Office for Police Conduct to monitor how it's being implemented across forces, so our members are treated more fairly in the future," he concluded.

All conduct and performance liaison officers have been fully briefed and trained on the changes by our Learning and Development department.

If you have any questions or concerns, please contact your local branch.

Home Office Guidance on how they should be interpreted is available on the Home Office website and we will continue to work with the Home Office to amend these as necessary moving forward.

HELPLINE GETS FUNDING BOOST FROM FEDERATION



Here to help

Have you been:

- Suspended?
 - Subject to misconduct proceedings?
 - Involved in a death or serious injury resulting in a Post-Incident Procedure, and/or
 - Considered to be at risk or vulnerable?
- If so, you may be eligible for help through the Federation's Welfare Support Programme (WSP)

How can you access support?

Make contact with your workplace rep or local Federation branch board in the first instance. Contact will then be made with the Welfare Support Programme.

The Police Federation of England and Wales (PFEW) is reinforcing its commitment to improving the mental wellbeing of its members and representatives, by doubling the funding it gives to 24-7 support line.

The Welfare Support Programme (WSP) is a counselling and advice service for officers and their families who are going through tough times. It has helped more than 1,000 callers so far and prevented at least six officers from taking their lives.

PFEW National Chair John Apter said: "We know that policing is tough and challenging, but what is sad is when officers are in really dark places for whatever reason and don't feel they have anywhere to turn. The WSP helpline is one of the places where vital help and advice is available."

The decision to bolster funding to the WSP by £375,000 this year, shows that the Federation not only talks about the mental

health and wellbeing of members and representatives, but is prepared to back this with funding.

Officers and immediate families are referred to the WSP through a Federation rep and have access to advice and signposting to support services. The helpline is run by a team of staff around-the-clock who are certificated in mental health first aid and are there to listen to officers' concerns and help them get the best support available.

With an officer's permission, they can evidence his/her needs and present them to a force or the Federation so that they can promptly obtain recommended support, such as neuro-linguistic programming (NLP) coaching, counselling or other therapies.

Those who are referred are typically officers who are:

- Involved in a death or serious injury incident at work that results in a Post Incident Investigation;
- Officers who are suspended from duty;
- Officers who have been served with Gross Misconduct papers; and
- Officers who, following a consultation with their Federation Branch and the WSP, are deemed in need of being placed on the programme.

Mr Apter added: "The WSP has proven itself absolutely to be a lifeline in times of crisis. My message to colleagues is, if you are struggling and going through a difficult time then you are not alone. The WSP is there - but if isn't right for you there will be something that is, whether it's the Blue Light Programme, Police Care UK programme, or your in-force employee support programme, there's support out there."

To find out more about the Welfare Support Programme speak to your local Federation branch or go to www.polfed.org/wsp

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DEVASTATING IMPACT

Police officers who have been subjected to lengthy misconduct investigations, in some cases lasting years, have been speaking about the devastating impact on their mental health and their families.

They are backing the Police Federation's Time Limits campaign, which calls for safeguards to be put in place to ensure officers are treated fairly when they are under investigation by their force's Professional Standards Department or the Independent Office for Police Conduct (IOPC). The campaign seeks to introduce a 12 months cap and legal oversight where there are legitimate delays.

The Federation's National Conduct and Performance Lead, Phill Matthews, said: "We regularly see cases that take months or years to reach a conclusion, often ending in acquittal or no further action. The negative impact to officers, their colleagues and families of this prolonged uncertainty cannot be underestimated, not to mention the cost to the public purse if they are suspended or taken off regular duties."



Jason Hayles

PC Adrian Daly is a firearms officer with the Metropolitan Police Service, who was accused of assaulting a suspect in 2015. He refuted the allegation and was supported by CCTV evidence but the Independent Police Complaints Commission (IPCC) (the forerunners of the IOPC) pressed on, even ignoring warnings from the Met that a conviction would amount to a miscarriage of justice. It took a jury just 21 minutes to clear PC Daly but the IPCC exercised its powers to direct the Met to hold an internal misconduct hearing. Once again PC Daly was exonerated but he waited nearly three years to clear his name.

He said: "The IPCC was either corrupt or inept. Any police officer who had carried out the kind of shambolic investigation they did would have lost their job. They haven't been held to account for anything. This was a horrific experience for me and my family. We were all convinced I was going to end up in jail despite doing nothing wrong. My name was all over the internet, and those headlines are still out there with no coverage given to my acquittal. I served the country in the armed forces and the police for 30 years but I feel really let down."



Phill Matthews



Adrian Daly

Custody Sergeant Jason Hayles was accused of assaulting a detainee. The matter hung over him for three years – in that time he struggled to sleep, his mental health deteriorated and even his skin was affected. He said: "It was the thought that if the court case went against me, I could go to jail – the thought of me, a black custody officer in jail, it would have been horrific."

It took just 20 minutes for a jury to clear Sgt Hayles, but his relief was short-lived as he learned that the IOPC was intent on subjecting him to a misconduct hearing. That experience was "even worse than court" for the officer, whose honesty and integrity were called into question and he was forced to endure a testimony from the complainant. Sgt Hayles, who was fully exonerated, is often asked why he stayed in the job. He says, "It is to prove a point to myself, that I've been vindicated and can hold my head up."

£13 million of public money was paid to suspended officers

by 29 Police forces over the five years to 2018. Of the 31,671 public complaints made against police officers in 2017/18, only 34 officers needed to be dismissed (0.1% of cases). 1,648 internal investigations held in the same period resulted in 211 dismissals. This suggests forces are good at rooting out those not fit for service.

PFEW's Phill Matthews adds: "It is not unusual for officers who are subject to protracted investigations to speak of experiencing suicidal thoughts and fearing what could happen if they are sent to prison, and these thoughts get worse the longer the uncertainty continues. The toll on these officers can have long term impacts on health and well-being as well as de-skilling them which requires more training, not to mention the loss of confidence for the officer."

See www.polfed.org/time-limits for more on the campaign.



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Long-term funding is key to future stability

The Federation has asked the Government to agree to a sustained funding settlement which could allow forces to make long-term strategic plans to battle crime and support communities.

The case for long-term settlements was made in a detailed submission to the Review, aimed at examining the ability of police to respond to the changing nature of crime.

The Federation argued the case for long-term planning and investment and an end to a system where policing has been at the whim of political drivers, with annual budgets set by national and local government.

It brought together a wide range of transformative proposals which the organisation is seeking to change modern policing to meet the demands of the 21st century.

The submission included a call for a full review of the

police funding formula to end the current postcode lottery where richer regions get more resources for policing. It also contained a request for diversity to be made a fundamental part of the government's proposed 20,000 increase in police officer numbers, to make the service more reflective of communities.

Other key recommendations included:

- A call to examine the adequacy of mental health services and impact of the increasing number of elderly and vulnerable people in society
- The need to re-examine a complaints investigation protocol which is labour intensive and often disproportionate to the magnitude of a complaint
- A request for proper analysis of the 43-force model of policing which 'may not necessarily best serve the needs of the public'.

Describing the Strategic



Review as a "once in a generation opportunity to help right the wrongs of austerity," National Chair John Apter welcomed the opportunity to analyse how police would tackle future threats to public safety.

He added: "It's almost 60 years since the last Royal Commission, and we have been calling for another since 1999. This review is an important opportunity for us to help shape the future of policing into the century.

"While appreciating that the police service is a 24/7 365 days a year service it does not mean it is best placed or best equipped to deal with all public demands. This is an opportunity to help determine what the public wants and expects of their police service."

Following the conclusion of the first phase, a further second phase will examine workforce, equipment, accountability mechanisms, structures and resources in early 2020.

Taser 'bidding' process begins

News that the process which will see more frontline officers equipped with Taser has begun was welcomed by the Federation.

From 13 January Police and Crime Commissioners (PCCs) in England and Wales will be able to bid for a share of £10m Home Office provided ring-fenced funding.

PFEW National Chair John Apter commented: "Taser is an essential piece of equipment which keeps our members and the public safe. I feel strongly all officers who want to carry it should be able to do so, this is what I have lobbied for and will continue to do.

"The Home Secretary has acted on what we have said and we very much welcome this new money, and the speed at which it is being made available," said Mr Apter.

He continued: "In the past Chief Constables and PCCs have had to make tough choices about how and where to spend their budgets but this new dedicated funding should allow them to make decisions based solely on what is best for officers and the public.

"We now wait to see if the sum allocated will be adequate when the PCCs submit their requests and would urge the Government to provide additional funding if the original £10m does not cover what forces assess is needed to ensure police officers and their communities are protected."

Making the announcement, Home Secretary, Priti Patel, said: "The rise in assaults on officers is appalling, which is why I am providing funding to equip up to 10,000 more officers with Taser -



an important tactical option when facing potentially physically violent situations."

The application process will involve PCCs outlining how many additional officers they plan to train to use Taser and then bidding via an

online platform with their requests being based on the threat and risk in their local area.

The Home Office has said the final funding allocations for forces, which cover 2019/20 and 2020/21, will be announced soon.



Use of force data recording vastly improving

In December last year, the Home Office published its use of force statistics for the period between April 2018 and March 2019. The statistics revealed there were 428,000 recorded incidents in which a police officer was required to use force, an increase of 36.7% compared to the previous year.

The Police Federation of England and Wales, as well as the Home Office, attribute the increase to the standardisation of the reporting processes, which is exactly what we had previously called for.

In April 2017 the Home Office introduced new forms aimed at providing an accurate record of the type and frequency of officers' use of force on a day-to-day basis. Every time an officer uses any type of force, they must record the details.

This was only the second year such data has been available and although the report authors acknowledge the data still does not provide an accurate representation due to 'discrepancies and constraints' in recording, they anticipate the figures will continue to rise

over the coming years.

Deputy Assistant Commissioner Matt Twist is the lead for Self Defence, Arrest and Restraint (SDAR) on the National Police Chiefs' Council (NPCC) and is strongly in favour of the standardised form. He said: "By filling out the form we get really valuable data that will improve transparency and increase public confidence in policing. It enables us to see what works well and what doesn't.

"We've previously lacked an evidence base to back up our use of tactics, so that if we are criticised over an incident, we're now able to say that in 10,000 other cases there was no adverse outcome."

Also reacting to the first set of findings, National Vice-Chair, Ché Donald said: "At first glance these findings may look startling given the substantial increase in recorded incidents, but it is highly likely that this is due to the standardisation of recording practices rather than a spike in the number of incidents where officers needed to use force.

"The decision to use force of any type is never taken lightly

by any officer, and all use of force must be lawful, necessary and reasonable in all circumstances. When you consider the millions of incidents police officers deal with each year they clearly show we are still a service which polices by consent.

The most common reasons officers used force were to protect themselves (292,000 incidents) or their colleagues (241,000), whilst the most common factor in an officer's decision was the individual being drunk (166,000 incidents) or under the influence of drugs (127,000). With the most common outcome of the use of force being the arrest of the subject.

Belinda Goodwin, Secretary of the Police Federation of England and Wales' Wellbeing Sub-Committee added that officers who don't fill out the Use of Force form, even for minor contact, could be putting themselves at risk.

She explains: "It is a key protection for our members and it also helps to see where forces are failing officers with regards to training."

401k

Restraint tactics (e.g. handcuffing) were the most common type of force used (401,000 times).

145k

Unarmed skills were the second most common tactic type, reported 145,000 times. This includes distraction strikes with hands and feet; and pressure point and joint locks.

1%

There were 4,500 incidents (1%) where firearms were reportedly used. This includes where the firearm was aimed and not fired.

Restraint


Mental health was more likely to be reported as an impact factor in incidents where ground restraint, limb/body restraints or spit/bite guards were used.

Taser use rises

The use of force report also highlighted a 39% increase in the use of Conductive Electronic Devices (CEDs), more commonly known as Taser. 23,500 incidents were reported between April 2018 and March 2019, but the actual discharge rate of the devices remained the same as the previous year at 15%.

National Vice-Chair, Ché Donald said: "With the Government and an increased number of chief constables backing a wider roll-out of Taser, it is unsurprising there were more incidents where this tactical option was selected.

"But the fact that the figure for instances where the Taser was drawn but not discharged remains so constant, reaffirms how effective it can be in de-escalating situations."



SHOCKING FIGURES REVEAL VIOLENT REALITY

Magistrates, judges and prosecutors must pay attention to new guidelines which would see harsher sentences for those found guilty of attacking emergency service workers, the Police Federation urges. This followed the release of new data from the Crown Prosecution Service (CPS).

In January statistics released for the first time by the CPS revealed it has prosecuted more than 50 assaults a day in the first year of legislation making attacks on emergency workers a specific offence – shockingly in nine out of 10 cases the victims were police officers.

Between November 2018 and 2019, almost 20,000 offences were charged under the Assaults on Emergency Workers (Offences) Act – three-quarters of which were assault by beating. The first cases to go through the courts also show a conviction rate of 90%.

SHOCKING ATTACKS

As well as publishing this data the CPS has launched a set of new guidelines, prompting prosecutors to remind magistrates to use their full sentencing powers after serious concerns were flagged to the CPS by various policing figures in the wake of spate of high-profile assaults on officers.

Responding to the statistics, National Chair of the Police Federation of England and Wales John Apter said: “In recent months there have been some shocking attacks on our colleagues which have rightly hit the headlines, this comes as the overall assault figures continue to rise year on year.

“These attacks show a shocking lack of respect towards our emergency service workers, the hard-working men and women who serve and protect the public. It is completely unacceptable, and an attack should never be considered ‘part of the job’.

He added: “It is good to see the CPS recognising that the current system is not working and issuing new guidelines for prosecutors.”

DO THE RIGHT THING

“Now I urge magistrates to do the right thing and heed any advice passed down to them. And to use their full sentencing powers so the law provides the deterrent and punitive effect it was intended to. Which is something I will be taking up with the Home Secretary when I meet her in the coming weeks,” said Mr Apter.

The CPS guidelines state that victims’ views should now also be taken into account

when pleas to other offences are accepted or cases discontinued, with special consideration given to the vulnerability of the emergency worker.

The introduction of the Assaults on Emergency Workers (Offences) Act came following PFEW’s Protect the Protectors campaign which highlighted the violence and assaults emergency service workers face doing their job.

The Act allows for a maximum sentence of 12 months, however the Federation continues to lobby for this to be increased – something the Home Secretary has given her backing to.

Measures in the updated guidance also include:

- Ensuring that prosecutors seek the maximum sentence in court, including playing any body-worn footage to the judge
- Remind prosecutors to charge assaults on emergency workers where the Code Test is met, even where more serious offences have been committed, so the conduct is reflected on the defendant’s criminal record
- Underlining the requirement to treat assaults committed on bail or licence as an aggravating feature.

50

Assaults per day in the first year of new legislation (9 out of 10 were police officers)

20k

Offences charged under the Assaults on Emergency Workers (Offences) act

90%

The conviction rate from the first cases that went through the courts

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MORE THAN A 'NICE TO HAVE'

From SMART motorways to drones – highlights from the 14th Roads Policing Conference



PFEW National Chair John Apter opened the Police Federation's 14th annual Roads Policing Conference, sponsored by Motor Insurance Bureau (MIB), Irwin Mitchell, Slater+Gordon, Civica and No1 Copperpot with the message that roads policing is absolutely vital not a "nice to have" – and must not be missed out in the Johnson government's promised uplift of police officer numbers.

The Federation's National Chair wore a white cap for part of his address, emphasising his roots as a roads policing officer in Hampshire and his continued pride in the specialism. Around 180 delegates attended the conference in Kenilworth, on 28-29 January.

The conference theme was Driving the Future of Roads Policing. Gemma Fox,



PFEW's Roads Policing Lead, explained: "We're heading into a period of great change for roads policing and this was reflected in the seminars and presentations. From a panel discussion on SMART motorways to the latest update on changing legislation, it was an informative and, thanks to the drone demonstration, a lively event."

Other highlights included:

- SMART motorways were denounced as dangerous by the Federation and by Edmund King, President of the AA
- An update from the Department for Transport about an upcoming review of roads policing
- A debate on pursuit investigation, involving the Independent Office for Police Conduct.

National Police Chiefs' Council Lead for Roads Policing, Chief Constable Anthony Bangham, called for roads policing to focus on preventing loss of life by clamping down on the 'fatal 4' – no seatbelt, speeding, using a mobile phone while driving and drink/drug driving. He suggested all four offences should be met with equally severe



punishment and revealed that 1,784 people were killed on the roads in 2018, almost five every day.

Mr Bangham said: "If the public gets a whiff that we won't enforce the law, that's when bad behaviours creep back in." An uplift in officer numbers could be a game changer he said, adding that when enforcement involves officers stopping vehicles, rather than relying on cameras, it results in a whole host of other offences being detected.

Details of this and other Federation events can be found on: www.polfed.org/events



Posthumous honour for PC Andrew Harper

PC Andrew Harper, the Thames Valley officer tragically killed on duty last August, was given a posthumous honour at the conference.

To a standing ovation, Lissie Harper, whom he married four weeks before his death, collected the award on Andrew's behalf. During an emotional tribute, she said: "I wish in so many ways that he had been just a little less brave. But then he wouldn't be the amazing person that he was. The silent protector going about his job without expectation or recognition."

Andrew joined the police at 19 and "gained so much from every shift and every new team". Lissie added: "I don't think he felt totally contented until he joined Roads Policing. He began to thrive more than ever, whether he drove alone or had some company he soon made a name for himself as one of the most productive and motivated



officers in Thames Valley Police."

PFEW National Chair, John Apter, commented: "A certificate may seem a small thing, but it is genuinely meant with love and compassion. He is a hero who will never be forgotten."



Injured officer wins Roads Policing Award

PC Geoff Newman of Surrey's Roads Policing Unit was announced as the winner of the Outstanding Contribution to Roads Policing Award, sponsored by Irwin Mitchell solicitors.

He sustained a serious back injury during a pursuit when caused him to be office bound for 18 months. Though frustrated, he put his skills and expertise to great use to equip colleagues with high quality intelligence - resulting in major disruption to

organised crime and county lines gangs.

His sergeant, Chris Schultze, said: "Geoff has been a key asset in denying criminals the use of the roads locally and nationally. His dedication, commitment, enthusiasm and execution of his duty to fight serious organised crime has been exemplary and worthy of this award."

PC Newman said he was "shocked and a little choked" to win.

NEWS IN BRIEF

▼

POLICING Minister Kit Malthouse MP, in a short video, informed attendees that new legislation was proposed to end the unfairness of response officers facing prosecution whenever duty requires them to drive outside of the standard expected of members of the public. Instead there will be a new standard created in the upcoming Police Powers Protections Bill, the 'careful and competent police driver'.

▼

A LIVE policing operation by Warwickshire Police outside the conference venue saw drivers pulled over for having no insurance, no tax, defects and insecure loads. A vehicle with cloned license plates was stopped by the team, who recovered several catalytic converters in the boot. Insp Jeremy Mountford declared: "Warwickshire is one of the smallest forces, but we put a lot of emphasis on roads policing."

▼

DEREK Roberts, National Programme Lead for Operation Tutelage, gave an update on the methods being used to tackle the UK's estimated one million uninsured drivers. Cameras and IT are used to identify illegal vehicles and mail letters to registered keepers. This has a positive effect on 80% of offenders, leaving officers to focus resources on the criminal hardcore.

▼

SOUTH Yorkshire's PC Wes Turner and PC Bruce Yacomeni gave a live demonstration of a police drone. They said eight roads officers were among the first 20 officers trained to use the units, which costs £5,000, but are highly effective in tracking suspects, gathering evidence and monitoring crowds. They described a horrific hit and run incident, where the vehicle involved was found a day later, concealed under a tarpaulin, by an officer-operated drone.

Sgt. Tim Rogers: "More work to be done" - See page 27 >>



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PROGRESS IN ROADS POLICING, BUT MORE WORK TO BE DONE

2019 was a breakthrough year in terms of roads policing. But, this only came as a result of tireless Federation campaigning on behalf of our members, the hard-working officers who if not policing our roads were definitely being used to police our communities.

After years of campaigning last year we finally got a commitment from the Government to change legislation so that police drivers' expertise and training is recognised in law. Cross-party support for a change to legislation means that police drivers will no longer be judged against the careful and competent driver that is required for all drivers. But then we don't expect your average 'careful and competent driver' to be going through red lights, crossing the carriageway or exceeding the speed limit to get to an emergency call. All too often police drivers have found themselves facing months, and sometimes years, of legal and conduct proceedings, simply for doing their job.

Now, with the general election

concluded, the Government has made a firm commitment to implement new legislation during this Parliamentary calendar year as it was included in the Queen's Speech. I am grateful for the support received from the Department for Transport, the Home Office and Her Majesty's Government in making this significant progress.

The success of this campaign represents a major achievement for the Federation, I'm equally pleased that our calls for a comprehensive review of roads policing has also received Government backing. The review has eight key strands and marks a huge step forward and an opportunity to bring about improvements. Finally, Government seems to be conceding the 10 years of cuts have impacted on our ability to keep our roads safe.

I'm pleased that many of the national leads from the National Police Chiefs Council (NPCC) will be speaking at this year's conference. I'm also keen to ensure

we look at officer safety in greater detail. Too many officers are getting killed or seriously injured by people prepared to use a vehicle as a weapon. We are training people to the point that we stop the vehicle, tactical contact, boxing, Tactical Pursuit and Containment (tpac) and so on but have nothing by way of tactics for officers once they are out of their vehicle. We need the NPCC to mandate a consistent national solution.



Sgt. Tim Rogers
National Pursuits Lead

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FEDERATION RECEIVES SPECIAL BRAIN INJURY AWARD

The Federation has been awarded for its work in making a difference to the lives of brain injury survivors

Brain injury charity Headway presented our custody lead Clive Knight with its Trustees' Special Award for the Custody Forum's support of its Justice Project.

The project aims to raise awareness of brain injuries among officers – particularly custody officers – who may come into contact with victims, witnesses or detainees who are affected by this type of injury.

Officers will be trained to spot the signs – including mobility or speech difficulties and emotional/anger problems – prompting them to check for a Headway Brain Injury Identity Card.

These actions may sometimes be mistaken for intoxication, so the card will ensure survivors are identified at the earliest possible opportunity and given appropriate support.

Training has been rolled-out to Surrey

Police and there are proposals to expand this further by educating all Metropolitan Police Service mental health leads and to other forces.

Clive Knight, Custody lead for the Police Federation of England and Wales, said: "I have much pleasure in accepting this award on behalf of the Federation and I thank the trustees for the nomination. The work undertaken by the Headway Justice Project is extremely important. If our members know what to look out for it can be a cue for them to check for a brain injury identity card so they can provide better, more appropriate, support and assistance."

"The Federation is proud to have played a small part in raising awareness of the initiative and we are delighted to learn of the many forces which have expressed an interest in this work. We look forward to continuing work with Headway

to explore ways to further promote the project," added Claire.

Andrew Green, Chairman of Headway, thanked the Federation for its continued support.

He said: "The Police Federation of England and Wales has been a passionate and committed advocate of the Justice Project.

"Along with helping us raise awareness of the scheme, it has also invited Headway to speak at numerous important events and enabled us to target training to key staff throughout its network.

Andrew concluded: "We wanted to use our 40th anniversary to give special thanks to organisations who have joined us in making a difference to the lives of brain injury survivors, and without doubt the Federation have done so."

The award was presented to the Federation by former footballer Ryan Mason. The ex-Spurs and England star, now a coach, was forced to retire from playing at the age of 26 after suffering a fractured skull during a match. He has since helped raise funds and awareness for Headway.



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DETECTIVES (STILL) IN CRISIS

Back in 2017 Her Majesty's Inspectorate of Constabulary (HMIC) confirmed what the Police Federation National Detectives' Forum (PFNDF) had been saying... detectives are in crisis!

We know from the HMIC that in July 2017 there were 22 per cent FEWER detectives than needed – that's a shortage of over 5,000.

Whilst over the last two years we have recruited more than 5,000 detectives, with retirements and continued growth, we still have an 18 per cent shortage.

Glyn Pattinson, PFNDF Chair, said the following regarding the crisis:

"The Service talks repeatedly about the wellbeing of our officers. I firmly believe that continuing to operate with so many vacancies has a massive impact on the physical and mental health of our colleagues, it urgently needs addressing.

Whilst over the last two years we have recruited more than 5,000 detectives... we still have an 18 per cent shortage

"In many forces, the age profile of detectives is higher than in other areas, so the impact of retirements is felt even harder.

"Forces need to plan ahead for this by encouraging and supporting their existing staff to become detectives.

"Approaches are inconsistent around the country; there are some really good forces who offer support by providing National Investigators' Examination (NIE) candidates with books, a mock exam and a 'crammer' style course, which when combined with good mentoring gives their candidates the best possible chance of succeeding, not only in the NIE but in their chosen career path.

"In contrast, there are forces that provide no help, no books

and leave it for the candidates to do the work; unsurprisingly they have a poor NIE pass rate.

"The most recent NIE results were no surprise with 84.6 per cent of the Police Now candidates being successful against a national average of 62.4 per cent.

"Some forces have also chosen to offer a financial incentive to help recruit detectives and this is something we in the PFNDF fully support.

"We know that many colleagues in response and neighbourhood roles are deterred from becoming a detective solely due to loss of unsocial hours payments.

"This should never happen – the role of a detective is both challenging and fantastically rewarding; forces should be doing all they can to support and reward their officers who gain accreditation and embark on a new career path."

The national shortfall in detectives is something that the PFNDF has been highlighting

for a number of years now and it is absolutely essential that the service seeks to address this through the uplift of officers.

By increasing numbers it will help to address excessive workloads and capacity issues that undoubtedly prevent people from wanting the job in the first place. The increase also presents a real opportunity for forces to celebrate their detectives and advertise the fantastic work they do, day in, day out and encourage existing Officers to specialise.

The Police Federation National Detectives' Forum meet quarterly to discuss new and ongoing progression and initiatives to identify where and how we can best address this crisis. For more information, visit: www.polfed.org/our-work/detectives



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Please quote 'Police'



LET'S TALK MONEY... LET'S TALK DEBT



Half of police officers worry about their finances nearly every day. It's an issue that continues to be top of the agenda for the Police Federation of England and Wales who have attacked successive governments for the disdain they have shown, through below inflation pay rises, to officers who put their lives on the line to protect the public.

But now, thanks to a partnership between the PFEW and financial services provider Police Mutual, officers are also being offered practical tips on managing all areas of their finances. Every month throughout 2020 a new guide on a different area of financial management will be produced. The 'Let's talk money' series will cover issues such as debt, savings, mortgages and gambling and are written especially for police officers.

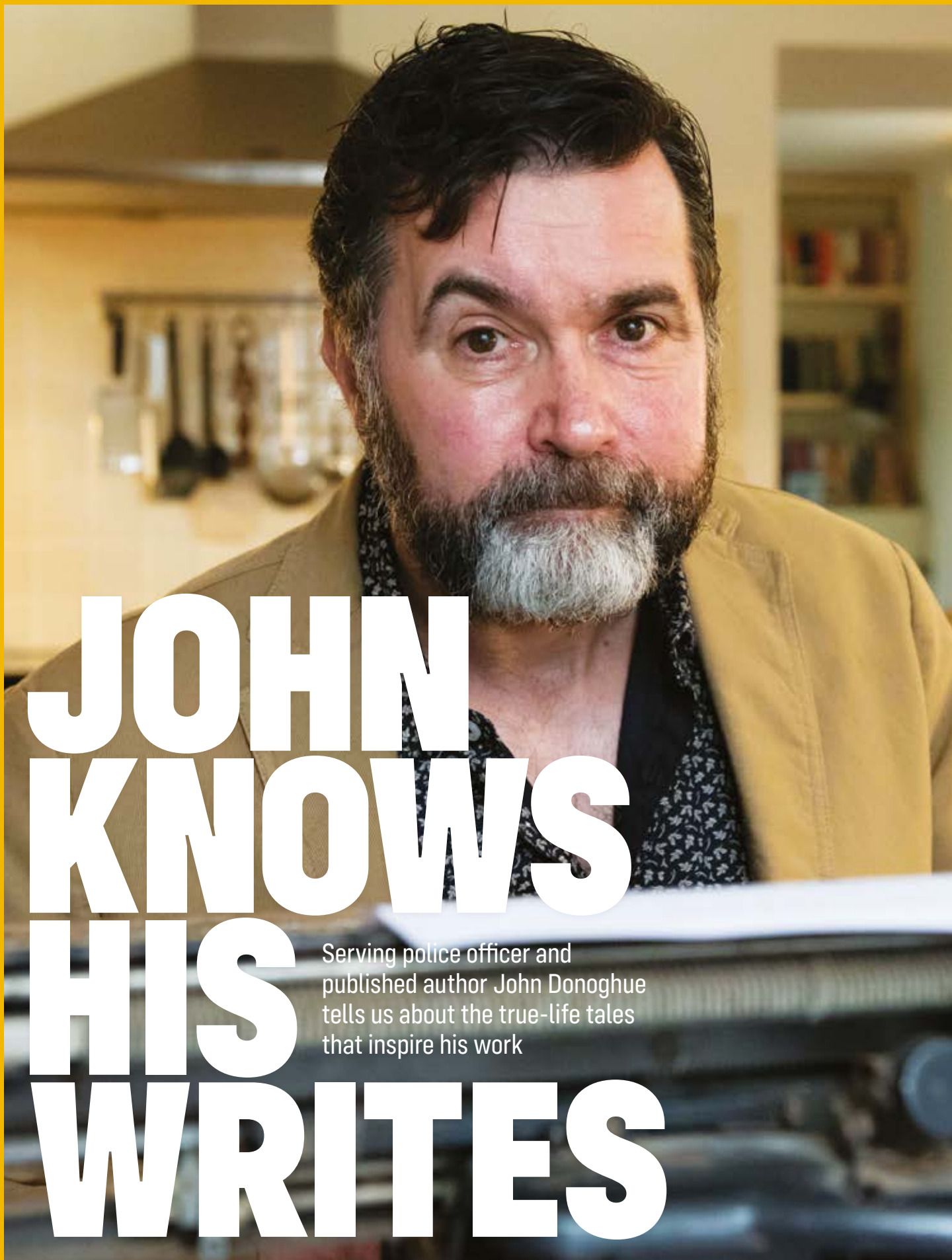
The first guide, which tackles the subject of debt, encourages officers to take a money health check and provides tips to help officers take back control of their finances.

7 SIGNS THAT YOU COULD HAVE A DEBT PROBLEM

- I find myself using my credit card for essential purchases like food and bills
- I'm constantly worried about managing my money
- I'm behind on my mortgage and can't catch up
- I am struggling to manage even the minimum payments on my credit cards
- I'm being contacted about unpaid bills or missed payments
- I'm relying on short term loans
- I am borrowing money from family or friends.

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JOHN KNOWS HIS WRITES

Serving police officer and published author John Donoghue tells us about the true-life tales that inspire his work



Tell us about your books?

Am I the best police officer to ever patrol the streets? No. But do I go to work each day determined to do my best and give 100% to every incident I attend? Also no.

What I do though is note down all the awkward, funny, unusual and bizarre jobs my shift go to – all true tales of the unexpected, only names and places have been changed to protect the guilty.

Every police officer has amazing tales to tell but I discovered that my brain can only hold so many. Each time I hear a new story, an old one is pushed out to make room for it and sometimes it is forgotten forever.

I thought it would be a shame if these tales were lost, so I started recording them. My anecdotes are no better than anyone else’s, I’ve just committed them to paper so they don’t get forgotten.

The three police books I’ve written so far are: *Police, Crime & 999*, *Police, Lies & Alibis*, and *Police, Arrests & Suspects*.

Why did you start writing?

In this job, the constant exposure to the evils of the world can take its toll so we need a release because, if we’re not careful, we can all be heading to a very dark place.

A wiser person than me once said:

“I’ve not brought the police car to a screeching halt, jumped out, and rolled over the bonnet whilst firing my Taser at a startled suspect – not with my back anyway!”

“A good laugh overcomes more difficulties and dissipates more dark clouds than any other one thing.” So now, I always look for the humour in any situation – primarily it’s for my own wellbeing!

That’s why I truly believe that despite all the violence and cruelty, this is still the best job in the world. We see a side of life that most people don’t even know exists, and whilst some of it is heinous, some of it can be hilarious. I’ve had more belly laughs in this job than in any other career I’ve ever had.

If you just watch police programmes on TV, you could be forgiven for thinking that all crimes are solved by a Chief Inspector with his sergeant sidekick or that if DNA concludes that someone has an airtight alibi, there is always an identical twin that nobody

knew about. You’d also think that police were serious – very serious.

In my experience, nothing could be further from the truth (apart from the twin). I wanted to share with people what front line response officers really get up to, the breath of tasks we have to do and that the job has the potential to be fun, a lot of fun if you have the right attitude.

I love the banter in the parade room too (not to be confused with *répartie* – this only comes from the *répartie* region of France. Otherwise it’s just sparkling wit).

The books are a snapshot of a moment in time and I mainly write about the fun in the job although I do balance it with some of the more serious incidents.

These may be the stories of E shift, but



the tales will resonate with police all over the country. Different cap badge, same jobs! So, one day when your children or grandchildren ask you what you got up to when you were a cop, now you'll have the answer for them.

When all is said and done, I wrote the books for the people who want a laugh, to have a good time, learn interesting but ultimately useless facts, to be silly and to forget for a moment that life can be pretty tough. Everyone else can get stuffed.

What have senior managers said?

I can't lie. It was a struggle to start with as bosses were concerned about what I would reveal, but I love what I do, I'm positive about the police and I believe that came across in my writing. I had a tense meeting with Professional Standards where I put my case forward, and once they realised that the books were a force for good (no pun intended), they were extremely positive.

One senior officer told me in all seriousness that the books should be used as a recruitment tool for the job whilst another, maybe slightly tongue in cheek, suggested that the College of Policing should use them as a training guide (I've written to them but they didn't acknowledge my letter!).

However, I still have my detractors; it

seems you can't please everyone and my arch nemesis told me I was biting the hand that feeds me. She also said that I was having my cake and eating it; although I'm not quite sure what she meant by that as what's the point in having a cake unless you eat it!

Tell us about yourself

After growing up in Wales I ran away to sea (well, I took the train) and joined the Royal Navy. After sailing six of the seven seas, I joined the Army and started the whole process again, but this time on land. I eventually joined the police in my early forties. It seems I'll do anything for a free uniform.

I've now spent fifteen years as a response officer by choice (not my choice). I was proud to serve with some fantastic colleagues in a Constabulary in the north of England before I transferred back to my homeland to a Welsh force. Whilst people often say that the grass isn't always greener, it actually is here, but mainly because it rains so much.

All in all, I've seen the recent changes in the police, from the initial staffing levels when I joined through to the lean times where I was forced to be both good cop AND bad cop due to staffing shortages. I still enjoy it though.

Are you working on a new book?

Every time I think that I've told all my tales, something new happens that deserves to be transcribed and kept for posterity, from arresting a bride at her wedding through to chasing a naked man through the streets on Boxing Day – both when I was on duty I hasten to add. Also, I'm disappointed to say that to date, I've not brought the police car to a screeching halt, jumped out, and rolled over the bonnet whilst simultaneously firing my Taser at a startled suspect. Sadly, I'm beginning to think I never will, not with my back anyway!

How has the Federation supported you?

Like most officers I've been assaulted on duty numerous times in my career. The federation have always been there to support me and in the cases of the more serious injuries, they have managed the Criminal Injury claims. At one stage I was such a regular visitor to their offices that I was asked if I wanted to join their tea fund. I can't speak highly enough of the Police Treatment Centres too. Two subscriptions well spent.

John's books are available from Amazon, UK Cop Humour or from his own website: www.policecrime999.com



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