

CHWARAE TEG

“FAIR PLAY”

THE MAGAZINE OF DYFED POWYS POLICE FEDERATION
SUMMER 2025

UK Police
Unity Tour



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POIGNANT POLICING EVENTS THIS SUMMER



By Delme Rees, chair of Dyfed Powys Police Federation.

Welcome to the summer edition of your Federation magazine, 'Fair Play'. If you haven't already managed to enjoy a well-deserved break, I hope you have some time planned in. It's important - however busy and demanding our roles might be - that we all take time

away from the job. I like to think that by having that time out, we return to the job feeling revitalised and refreshed.

Since the last magazine, two key policing events have taken place: the Police Bravery Awards and the annual Police Unity Tour for COPS. Both significant dates in the policing calendar both equally important to recognise. It was my pleasure to accompany our nominee, PC Jonathan Tatam, at this year's Bravery Awards. The event, once again, highlighted the courage and selflessness demonstrated daily by our officers. When attending such events, I can't help but feel extremely proud to be part of the police family. Read more about Jonathan's nomination on page 7.

The Police Unity Tour was as poignant as ever. The yearly ride, ending with the hugely moving Service of Remembrance, not only gives us a chance to honour fallen colleagues but also to raise money for the Care of Police Survivors (COPS) charity. I must commemorate Laurie Murphy, the daughter of the late Dyfed officer DC Roger Meyrick. I have nothing but the utmost respect for Laurie, who bravely shared her experience with hundreds of attendees at this year's remembrance service. You can read more about this on page 5.

In just a few weeks, thousands of

members from the policing community will stand side-by-side at this year's National Police Memorial Day. This year, the event is being held in Coventry and is taking place on Sunday 28 September. I'd urge as many of you as possible to join us. Registration is free - [book your space today](#). This is a chance for us all to remember our fallen colleagues who have died in the line of duty.

Of course, it would be remiss of me not to mention the recent police pay award announcement. I know many of you will have been disappointed with 4.2 per cent. Be reassured, this gives the Federation more ammunition, as we continue to call for better pay and working conditions. The Copped Enough campaign is growing stronger by the day, and our voice is getting louder, with every additional person that signs the [digital picket line](#).

I want to end by congratulating Ceris Davies, who has been re-elected as your branch secretary. I look forward to continuing to work with Ceris, together representing and supporting all of our members. The needs of our members remain our priority.

For now, enjoy the rest of your summer and these longer days of sunshine. Keep safe.

FEDERATION RESPONDS TO PAY AWARD

Responding to the Government's police pay award announcement, Brian Booth, deputy chair of the Police Federation of England and Wales, said: "Today's pay award of 4.2 per cent barely treads water, with inflation currently at 4.1 per cent.

"We note that chief constables argued for a pay rise of just 3.8 per cent. We welcome the Government's decision to reject that position and instead listen to the strong case we have been making on behalf of police officers across the country.

"However, after more than a decade of real terms pay cuts, this award does little to reverse the long-term decline in officers' living standards or address the crisis policing faces. A pay rise worth the price of a Big Mac per shift won't stop record levels of resignations, record mental health absences, or the record number of assaults on officers.

"We will now ask our members whether they accept or reject this award."

CERIS DAVIES RE-ELECTED AS BRANCH SECRETARY

Improving visibility of the Federation and engaging with members is high on the agenda for Ceris Davies, as she enters her next tenure as secretary of Dyfed Powys Police Federation.

Ceris was re-elected to the post during the recent Federation elections and is now keen to ensure all members are aware of the branch, as well as the support it can offer.

By way of doing this, Ceris says she is determined to 'get out and see people' while encouraging fellow reps to engage with the membership.

"The Federation does a lot for our members, and I want people to know that," said Ceris.

"Whether we're supporting officers during a misconduct case, victims or witnesses, as well as helping members with poor health, we want the membership to know that we are there for them all, when they need us.



Ultimately, our focus must always be on the membership. Our members need to remain our priority.

"And that might be by doing simple things that can make a big difference - like holding another member service day, so our members can see what offers are available to them."

Reflecting on the elections, Ceris admitted she was 'proud' to have been voted into the role by her peers.

"It's nice to know that the Branch Council want me to continue as secretary," said Ceris, who took over from Roger Webb, following his retirement.

"But I must admit, nominating myself was definitely out of my comfort zone. I'm proud of myself, and pleased to hear that I have the support from my colleagues and fellow reps."

Ceris said that as a woman, she feels she brings a different perspective 'to the table' - which only strengthens the partnership between herself and branch chair Delme Rees.

"I think we work together very well," she continued. "We offer a different set of



skills, ideas and thoughts - but together, we provide a strong support system for members."

As well as Delme, the Branch Council is made up of both returning and new reps, all of whom Ceris is passionate about supporting, so they - in turn - can best support members.

She said: "I want to ensure our Fed reps have the tools and tactics they need, so they can carry out their role to the best of their ability."

"Moving forward, I want this to be a real team effort. At the end of the day, our workplace reps are our eyes and ears amongst the Force. We need to encourage and empower them to hear and listen to the issues impacting our members, so we

can influence change whenever possible.

"We need to be available for our members, and we need to give them a voice. The wellbeing and morale of our members need to be a priority."

"All of our workplace reps will play a crucial role in making that possible." Optimistic about the future, Ceris said she is ready to 'move on' after a period of unrest for the Federation.

"It's no secret that it's been a challenging few years for the Federation," she said, adding: "But I think these elections allow us to move on, and begin a new chapter."

"Ultimately, our focus must always be on the membership. Our members need to remain our priority."



DYFED POWYS OFFICERS REMEMBERED AT COPS SERVICE

The daughter of one of four Dyfed Powys Police officers who died after a car accident 35 years ago detailed the impact his death had on her and her family in an emotional reading at the annual Care of Police Survivors (COPS) Service of Remembrance held at the National Memorial Arboretum in Alrewas, Staffordshire.

Laurie Murphy was 16 when her father, DC Roger Meyrick, died in a head-on car crash with a lorry while he was on surveillance training on 18 October 1990. He was 37.

She detailed how she waited in a bedroom with her sister, 13, and brother, 9, as police colleagues told her mum that he had died. She remembers hearing her scream and then the sound of her collapsing.

In a very moving speech, Laurie told how the family's world fell apart.

Laurie explained her sadness that her dad had missed out on so much – seeing her get married, having three children and a grandson and following her brother's journey to being an Iron Man, for example.

She admitted that she had found it difficult when her husband had joined Dyfed Powys Police as a police officer – he has now retired – but that had led to her finding out about COPS, the charity supporting the

families of fallen officers to rebuild their lives.

Tragically, three other Dyfed Powys Police officers also died due to the accident in which Roger was killed. DCs Leonid Evans, 41, and Nicholas Tabraham, 29, died on the same day while Paul Hetherington, who was 35, died 10 days later.

Delme Rees, Dyfed Powys Police Federation chair, praised Laurie: “It must have taken incredible strength of mind to stand in front of everyone and share the heart-breaking details of losing her father, the effect that loss had on her and her family and also her struggles to come to terms with the deep grief she experienced,” said Delme.

“Laurie epitomises the way in which COPS uses peer support to help these families since she also mentioned in her reading that she was in touch with Tamsin Earp, whose husband, Dyfed Powys Inspector Gareth Earp, died two years ago.”

Two other police survivors also gave readings during the service and COPS president Gill Marshall read out this year's roll of honour:

Acting Sergeant Reece Buckenham of Hertfordshire Constabulary who died on 29 June 2024;

DC Karen Smith of Humberside Police, 18

December 2024;

PC Rosie Prior of North Yorkshire Police, 11 January 2025;

PC Michael Bruce of the Metropolitan Police, 14 June 2025, and

PC Ian Minnett of Gloucestershire Constabulary, 21 June 2025.

After the service, families and other guests made their way to The Beat, an avenue of trees dedicated to individual forces and officers, to lay wreaths and single red roses.

Earlier, crowds had welcomed the arrival of cyclists from forces across England and Wales who had undertaken the Police Unity Tour (PUT), a sponsored ride from their home forces to the service.

The 530 PUT riders were joined by 100 members of the Blue Knights, the law enforcement motorcycle club and police motorcyclists from the fleets of several forces.

Six Dyfed Powys riders joined the Welsh PUT Chapter while Delme travelled with the support team for a couple of days.

Sergeant Sarah Evans who rode for Roger Meyrick led the team and handed over a wristband inscribed with his name she had worn throughout the PUT to his wife, Frances, and their family.

Temporary Chief Constable Ifan Charles was a new team member while former Deputy Chief Constable Steve Cockwell took part for the eighth time.

Donate to the Dyfed Powys PUT riders at [JustGiving page](https://www.justgiving.com/dyfedpowys).

“Laurie epitomises the way in which COPS uses peer support to help these families since she also mentioned in her reading that she was in touch with Tamsin Earp, whose husband, Dyfed Powys Inspector Gareth Earp died two years ago.”

BRANCH WORKING WITH FORCE TO IMPROVE OFFICER UNIFORM

Branch chair Delme Rees says Dyfed Powys Police Federation is working with the Force to improve officer uniform.

Delme confirmed that the Force was aware of issues with the uniform, particularly dissatisfaction regarding trousers.

Delme said: "We have a lot of members who need kit and uniform, and we need to ensure it is fit for purpose and fit for all.

"To that end, we're working with the Force and the Uniform and Equipment Group to ensure that the trousers are as comfortable and as practical as possible to do the job."

It comes as the Police Federation of England and Wales published the results of a national survey of members on the issue of uniform.

The survey heard from 20,8383 respondents, with 86 per cent police officers and 14 per cent police staff, 34 per cent female and 66 per cent male.

The results of the National Uniform and Equipment Survey revealed Dyfed Powys Police was not alone in its issues with trousers.

Almost seven out of 10 (69 per cent) of respondents reported negative experiences with cargo trousers. This was the most challenging item of clothing, PFEW said.

Delme said Dyfed Powys Police was also looking at officer body armour.

He said: "The Force is replacing the current body armour as soon as its life span reaches its natural expiry date.

"Officers in-Force have trialled the new armour.

"They have fed back that it is lighter and hopefully more comfortable for officers once it gets worn in, which sounds really positive."

Again, the [National Uniform and Equipment Survey](#) revealed that Dyfed Powys Police was not alone in experiencing problems with body armour.

The report found that 61 per cent of officers in England and Wales say their body armour 'worsened their uniform experience'. This was the second most problematic item of clothing.

The majority of respondents (56 per cent) reported their overall experience of wearing the police uniform as negative. In

Dyfed Powys Police, the figure was slightly above the national average at 59 per cent.

Two thirds (65 per cent) of respondents from Dyfed Powys Police reported at least one health issue believed to be caused or made worse by their uniform. This was also above the national figure of 57 per cent.

PFEW said conditions identified by the research team included andropause, bloating, crushed breasts, crushed testicles, cysts, endometriosis, fibromyalgia, Crohn's disease, Coeliac disease, irritable bowel syndrome (IBS), incontinence, menstrual symptoms, meralgia parasthetica, musculoskeletal pain, perimenopause, rubbing of scars, skin conditions, thrush, and urinary tract infections.

PFEW's headline recommendations to improve uniform and equipment included setting the highest minimum national standards. It also recommends establishing a single point of accountability in the form of a Strategic Uniform Board, and to have continuous review and feedback.

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FED MEMBER DOES BRANCH PROUD AT NATIONAL BRAVERY AWARDS

Dyfed Powys Police Officer Jonathan Tatam says it was an 'amazing feeling' to be part of this year's national Police Bravery Awards.

The Police Federation of England and Wales (PFEW) event, which was in its 30th year, was held in London.

Jonathan was nominated for the Bravery Award after his heroic actions saved a driver trapped inside a burning car, following a three-vehicle road traffic collision.

He made the trip down to the capital alongside his mum, Rosanne, and enjoyed an exclusive reception with Home Secretary Yvette Cooper earlier in the day.

Speaking to the Federation, he said: "As the day got closer and closer, I was really looking forward to it, and for good reason – it was a very special day, ended by a brilliant awards ceremony.

"It was an amazing feeling to be among so many other inspirational police officers and share our stories and nominations with each other. For everyone to be able to take a pause from our busy work lives and receive some appreciation was genuinely lovely, and I think you could feel that in the atmosphere.

"As we always say, we were simply doing our jobs, but there's no doubt we do take risks and push ourselves every day, so the recognition was very much welcomed and I feel lucky to have been treated to such a superb day, from start to finish."

Jonathan was part of the Region 7 category on the night, which was won by officers at South Wales Police.

The overall winners of the Bravery Awards were Merseyside Police officers, [Sergeant Gregory Gillespie](#), [PC Luke Holden](#)

[and PCSO Timothy Parry](#).

The trio confronted and detained Axel Rudakubana after he killed three children at a dance class in Southport on Monday 29 July 2024.

The Police Federation of England and Wales (PFEW) chair Tiff Lynch got proceedings underway by saying: "Police officers across England and Wales step forward each day with unwavering dedication, never knowing what challenges they may face.

"In the face of uncertainty, danger and adversity, they act with courage and professionalism – not for accolades or applause, but because they truly believe in their duty to protect others.

"Tonight, as we celebrate the 30th Police Bravery Awards, we come together to recognise those whose actions have gone far beyond what is expected."

The Home Secretary, Yvette Cooper, was present at the evening ceremony and was full of praise for the nominees.

She said: "Tonight, we are saying thank you. I have been here many times before in different roles, but this is my second time here as Home Secretary, and it comes just at the end of my first year in the position.

"It has been a huge honour to see every single day this year, the incredible work that policing does in so many parts of the country, in so many different ways.

"And I want to specifically honour the huge bravery shown by the nominees tonight. Some of those I have spoken to have said, 'I shouldn't have been nominated, because look at the bravery that everyone else has shown'.

"While I agree that everybody else has too, I would say please do let us pay tribute



TCC Ifan Charles, PC Jonathan Tatam and branch chair Delme Rees.

to you, because the bravery you've shown in those split-second moments has been truly incredible and has helped save and change lives."

Policing Minister Dame Diana Johnson was also in attendance at the event, and added: "To every single nominee, you deserve all the plaudits and praise you receive. Regardless of whether you won or not, I hope you are all feeling incredibly proud of yourselves. For all that you have done and continue to do, thank you."

Guests were played a video message from Prime Minister Sir Keir Starmer, who congratulated nominees on their achievements.

Reflecting on the Bravery Awards, branch chair Delme Rees said: "Once again, it was a pleasure to represent the Federation at this special event.

"I am very pleased Jonathan had a nice evening with his fellow nominees, as his policing excellence was celebrated."



As we always say, we were simply doing our jobs, but there's no doubt we do take risks and push ourselves every day, so the recognition was very much welcomed and I feel lucky to have been treated to such a superb day, from start to finish.

LONG-SERVICE SPECIAL LOOKS BACK ON 'PROUD' CAREER

A Special Constable says being awarded his long-service medal is the 'perfect way' to sign off from policing as he prepares to step away from his voluntary duties in the Force.

Haydn Bradley-Davies joined Dyfed Powys Police's Special Constabulary in 2016, looking to be the change he wanted to see in his hometown of Aberystwyth.

Across nine years as a Special, Haydn managed to make a significant difference in his local community with an average of 50 to 60 hours dedicated a month at the sustained peak of his service.

Throughout multiple roles – including a step-up in rank – this commitment was focused almost exclusively both to Aberystwyth and to response policing, where he says he 'never really swayed away from'.

And while the 29-year-old believes the time is right for him to say goodbye to the Special Constabulary, he also argues this steady consistency shows he has enjoyed plenty of fulfilment as a police volunteer.

"From a young age, I would listen to people voicing their opinions on policing, because I was always interested in it, and I liked that idea of doing something to change things rather than just commenting from afar," Haydn said.

"Naturally, though, you make progress with other things, and I quickly built up a career I loved in the Welsh Government. So, I decided to become a Special to see what being a cop would be like before committing to a full job change.

"I may not have made the switch to a regular officer, but that doesn't matter, because it didn't take me long to enjoy being a Special simply for what it was."

The way Haydn has stayed grounded in the police, nevertheless, has not come at the expense of any ambition.

During his first spell as a Special Constable, he also contributed to the Force's offender management team, police cadet programme and management of various community events.



In one of his most memorable achievements, he then became a Special Inspector for Ceredigion, overseeing a team of up to 12 voluntary colleagues, before returning to his former rank and role on the frontline in 2021 for the remainder of his career.

"Another highlight was during Covid, when my day job released me to work full-time as a Special, and I acted as a visible presence for the Force," he added.

"This was obviously only ever temporary, but it was another way I was able to show my dedication to the cause."

Conversely, a lack of flexibility between his paid and voluntary responsibilities in the present day is the main driver behind Haydn's decision to step away from policing.

Haydn, who currently works in Healthcare Inspectorate Wales, says his aim was always to 'leave naturally', and he believes he has achieved this by earning his long-service medal.

There is no big negative behind my decision – just that it's increasingly harder to

find that work-life balance nowadays, which I think is normal as you get older and your circumstances change.

"Receiving my medal was an absolute honour. Delme, the Federation chair, was there at my ceremony, and he is someone I have known for years in our time working together in Ceredigion.

"I would like to thank him and the other branch officials at the time for giving me the opportunity to act as a point of contact for Specials when we were first allowed to join the Fed. To help my colleagues in this way was a proud moment for me."

As for Haydn's standout highlight, ranking above an impressive three nominations for the Force's 'Special of the Year' award was the many friendships he has made along his journey.

"Delme is just one of the many good relationships I have made over my nine years – I've now got some lifelong friends who will continue to be a part of my life beyond the police," he continued.

"I think, ultimately, as well as wanting to find a natural end, that's been a big part of why I've stayed so long.

"Overall, I leave with my head held very high, because I'd like to think I have made an impact on the people around me – both inside and outside of the Force."

“Overall, I leave with my head held very high, because I'd like to think I have made an impact on the people around me – both inside and outside of the Force.”



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