

Norfolk Police Federation

NORFOLK NEWS

Summer 2025



Perilous Top-Storey Rescue

Two Norfolk police officers who spent an hour untethered above a multi-storey car park to stop a woman from jumping have been nominated for the national Police Bravery Awards 2025.

On 26 June 2024, Norfolk Constabulary beat

When PC Anderson and PC Nairn arrived at the scene, the fire service had made every effort to talk her down, but could not de-escalate the situation. It was impossible to engage with the woman from the top floor of the car park, as the woman was positioned above them. So PC

at risk from falling many storeys to the ground beneath. They remained there for an hour, constantly reassuring the vulnerable woman.

Eventually other emergency service colleagues succeeded in bringing the woman down safely.

Norfolk Police Federation Chair Andy Symonds

“To stand at that height above ground for an hour, at a risk of falling, must have been terrifying”

managers PC Samantha Anderson and PC Sally Nairn responded to reports of a person in crisis on the top of a multi-storey car park in Norwich.

A member of the public reported that a woman was on the edge of an outbuilding on the top floor, and they were concerned she would jump.

Anderson climbed up to join the fire service and put herself between the woman and the edge of the outbuilding to prevent her from harming herself.

PC Nairn then joined her to assist; neither officer was tethered to anything, putting them both

said: “To stand at that height above the ground for an hour, at a risk of falling, must have been terrifying. PC Anderson and PC Nairn showed incredible bravery and resilience and they succeeded in helping to save a vulnerable woman’s life.”

Car Ramming: 'Abhorrent Trend'

"The suspect was unarmed," screams the anti-police narrative, despite a criminal using two tonnes of car to deliberately drive at and attack police officers.

Cars are weapons. And sadly ones that can badly injure police officers, if not kill them. Hundreds of UK police officers were injured in

number is much higher.

The research was prompted by reports of incidents stating that a criminal was "unarmed", even though that person had used their car as a weapon against police officers. Many car-ramming incidents happen when people are trying to avoid arrest.

deterrent to others."

He continued: "To use a vehicle as a weapon to ram a police vehicle is an intentional act by the offender, and therefore should be treated as such.

"Worryingly, this could be the start of a growing, abhorrent trend. I would urge police chiefs

"To use a vehicle as a weapon to ram a police vehicle is an intentional act by the offender and should be treated as such"

deliberate car-ramming incidents last year; and in Norfolk alone, five officers have been injured in this way over the past three years.

According to a Freedom of Information (FOI) request, in 2024 244 officers reported injuries after being involved in incidents where police vehicles were deliberately rammed. This is up from the previous year (219 officers injured) and 2022 (200 officers injured).

But 19 out of 48 forces were unable to supply figures for how many of their officers were injured in this way, due to the time and cost of finding the data. This suggests that the true

Police Federation of England and Wales Roads Policing Lead, Phil Jones, said: "Unfortunately, quite often, we do not see relevant charges that reflect the serious nature of [these incidents] and therefore it does not act as a sufficient

to ensure there are more consistent data sets nationally, to build a true picture of what is happening on the ground. Together, we can use this evidence to improve criminal justice outcomes and compensation."



Norfolk Officers Feel Worse Off Than 5 Years Ago

A massive 77% of Norfolk Police officers feel 'worse off' financially now than they were five years ago and 14% 'never' or 'almost never' have enough money to cover all their essentials.

According to the 2024 Police Federation of England and Wales Pay and Morale Report, 86% of respondents saw living cost increases in the previous month and 65% of officers are dissatisfied with their pay.

Worryingly, 20% of Norfolk Police officers who responded to the survey said they intend to resign from the police service either 'within the next two years' or 'as soon as [they] can'.

While police officers received a 4.75% pay deal in 2024, officer pay has reduced by a fifth in real terms since 2010. Nationally, 76% of officers responding to the PFEW Pay and Morale survey said their pay does not reflect the dangers they face, and a third of officers struggle to afford essentials such as food, rent and heating.



Officers are also struggling with low morale and lack of support, the survey found, with 93% of Norfolk Police officers saying they do not feel respected by the Government, and 54% experiencing low morale.

A concerning 72% of respondents from Norfolk Police said that they would not recommend joining the police to others, and 70% said they do not feel valued within the service.

Officers are coming under attack from the

public too, the report showed, with 15% of respondents having suffered one or more injuries that required medical attention as a result of work-related violence in the past year.

Only 12% of officers reported having access to double crewing at all times while on duty. And 60% of respondents from Norfolk Police said that over the past 12 months their workload had been 'too high' or 'much too high'; 3% of officers said that they have 'never' or 'rarely' been able to take an 11-hour break between shifts in the past 12 months; and 30% said they feel 'always' or 'often' feel pressured into working long hours.

Sadly, 83% of respondents from Norfolk Police indicated that they had experienced feelings of stress, low mood, anxiety or other difficulties with their health and wellbeing over the past 12 months, and 42% said that they find their job 'very' or 'extremely' stressful.

The survey is based on 485 responses received from Norfolk Police officers.

Vilified For Simply Doing Their Job

Police officers feel “unsupported, second-guessed, and hesitant to act even when action is necessary”, the Chair of Norfolk Police Federation has said.

Andy Symonds was speaking after it was announced that two Norfolk Police officers who used force on a man in a wheelchair prior to his arrest will not face disciplinary action.

Andy said: “In recent years, police officers have found themselves in the crosshairs of a mix of public opinion, mistrust, social media outrage and misunderstood context.

“Accountability remains vital: police officers accept and invite this. However, my colleagues are being placed under investigation or publicly

assault.

“What world are we living in when police officers in this incident, who were confronted with a violent, threatening male who was brandishing a glass bottle, find themselves under investigation? Not to mention the officer referred to the CPS to consider criminal charges against them for simply doing their job in protecting the communities from the sorts of behaviours shown by this man.

“Nine months later, in mid-February 2025, the officers were advised that they have been fully cleared of any wrongdoing, but the damage had already been done – both reputationally and emotionally – for these officers.

worn video and social media commentary can become judge and jury, often before the facts are gathered fully.

“I firmly believe that the pendulum has swung too far in many instances; it feels like targeting officers simply for doing their job. I see the impact on officers’ mental health when they are under investigation for many months, if not years.

“To continue to turn up to work and cope with daily life, with the question mark on whether you will be charged with a criminal offence or be referred to a gross misconduct hearing where you could lose your job, is just unthinkable.

“This takes a psychological toll on the officer

“In the pursuit of justice and transparency, my colleagues are often unfairly punished for high-stakes, split-second decisions”

vilified for simply doing the job that they are asked to do and following their training.

“This dogma reveals a difficult truth, in that in the pursuit of justice and transparency, my colleagues are often unfairly scrutinised, punished or even prosecuted for decisions made in high-stakes, dangerous split-second situations.

“I can think of no other profession around the world that is scrutinised like police officers are.

“Take the officers in the news recently for the incident that involved a man in a wheelchair, which occurred on 20 May 2024.

“This was a difficult scenario and officers were faced with threats of violence. He had emptied a glass bottle and was holding it by the neck. An officer was spat at in the face, and the man managed to get possession of the officers’ PAVA cannister in the altercation.

“Officers decided to act, as they can’t simply walk away. As a result they were investigated for an unacceptable amount of time for what was a simple case in which most of the incident was captured on CCTV and the officers’ body-worn video.

“One of the officers was referred to the Crown Prosecution Service by the IOPC to consider criminal charges of

“This intense scrutiny is one of the reasons we see police officers leave the service or potential recruits decide that for the poor pay it is simply not worth becoming a police officer.

“Policing is an inherently complex and high-pressure profession.

“Officers are regularly expected to navigate dangerous, emotionally charged scenarios where hesitation could lead to serious injuries or worse. When such incidents occur, CCTV, body-

themselves but also their family. Sadly, we sometimes see officers take their own lives. It’s a tragedy in every respect.

“This is why I’m calling on the IOPC and chief officers to speed up the investigative time and to make the right and proportionate decisions when they discuss investigating officers. Chief officers must stand by their officers when they act appropriately under pressure.

“I accept that there will always be a need for officers to be investigated and for some to leave the service. As a Federation, we do not stand in the way of officers that do not belong in the police service.

“But currently, officers feel unsupported, second-guessed and hesitant to act, even when action is necessary, because they see their colleagues investigated disproportionately.

“The path forward lies not in shielding police officers from scrutiny, but in ensuring that accountability is measured, fair and informed by context. We will continue to support and advise our members when they are under investigation for simply doing their job.”



MEET THE REP

Talk us through your policing career so far?

I joined Norfolk Police in 2009 in response and in 2020, I joined the training department as a trainer. I was then promoted to Training Sergeant, managing new students and dealing with the Policing Education Qualification Framework. I returned to frontline a couple of years ago, again developing student officers. And now I've just started a job in CID as a Detective Sergeant.

Det Sgt Peter Clarke



through those processes.

Why do you think it's important for members to have a serving officer representing them?

Because we've got the lived experience. We know what the job is like and the pressures. Having been in the organisation from my early twenties, I kind of know how new officers are feeling and I think it's really important having that on their side.

Do you have a particular focus in your role?

I want to look at issues involving conduct and student officers, such as Reg 13 processes. We need to enable the organisation to deal with people fairly and to exit people who shouldn't be

the workforce, we can't do anything.

I've always naturally taken a leadership role

"I've seen people treated not very fairly and I feel the best way to help with that is to use my skills within the Fed Rep role to help"

That's an interesting mix! Why did you decide to become a Fed Rep?

I wanted to become a Fed Rep about five years ago – the last time they had elections – but I'd just started in the training department, I had two very young children and Covid had kicked off, so I just couldn't fit it in. I've always believed that wellbeing is important, staff are key and, without

within my Sergeant posting, looking after people, and I've seen some frustrating decisions being made by forces. I've seen people treated not very fairly and I've felt the best way to help with that is to use my skills within the Fed Rep role to help. I also want to help student officers who are new to the organisation, who don't really know how they should be treated and help them

in the organisation, just as much as keep them in if they should be here. So that's my area of focus, around the misconduct and the detective world.

Tell us an interesting fact about yourself?

I've got a merit badge in ballet, tap and modern. I was seven years old and I haven't done it since – and I'm definitely not in the shape to do it now!

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**St
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DC Sarah Peregrine

Tell us about your career to date, Sarah...

I started off in the Royal Air Force, before going into Children's Services. That enabled me to join the police and I've been in the Constabulary seven years this June.

Why did you want to become a Fed Rep?

I feel it's important to speak out and make sure that procedures and policies are followed correctly. I also want to be a voice for those who might find it difficult to speak up for themselves.

Do you think it helps members to have a serving officer representing them?

Yes, because you can understand and you're living it as well. I think sometimes it's easier to be the voice for people if you have the experience and the understanding. Lots of people find



the same opportunities as anyone else. Equality: that's what I'm passionate about.

Finally, what's an interesting fact about yourself?

I had dinner with Ray Winstone! He's a massive supporter of the armed forces. During my time in the Air Force I was working for the royals and we were able to set up a dinner with Ray Winstone, which I was invited to.

"My interest is that people are treated fairly and that everyone has the same opportunities as anyone else. Equality: that's what I'm passionate about"

it hard to speak up, and so with that experience you're able to relay their thoughts that to the right parties.

What particular focus do you have in the role?

My interest in the Federation is always that people are treated fairly and that everyone has

What is he like?!

He's an amazing, down-to-earth guy. He's very cockney. Not very tall! But he's really relatable.

PC Matt Preston

What has your policing career looked like so far?

I joined West Midlands Police in 2007, starting my career in Wolverhampton. I served 13 years there, before transferring to Norfolk in 2020 – where I've been ever since. I joined Fakenham and now I'm on the Community Policing Team in Wyndham.

Why did you decide to become a Fed Rep?

To support, help and assist the members. I've had a colleague before who got into a bit of bother, so it's all about having that support network, that blanket around them, to be able to talk to them and help them.

How can members get in touch with you



Are you hoping to have any particular focus in the Federation?

I do actually, I was looking to focus my efforts down the conduct route – complaints and misconduct, those kind of things.

Do you have an interesting fact about yourself?

I'm an Arsenal fan, and I've also met Ross Kemp!

"It's all about having that support network, that blanket around officers, to be able to talk to them and help them"

for help?

Just contact me – either on my phone or email.

All they need to do is reach out to me and I'll be happy to help.

He came to Wolverhampton for his documentary on police in the UK.

Federation Joins Fun Day



Norfolk Police Federation was delighted to support colleagues, organisers and guests at the Force Family Fun Day in June.

The top team at the Federation cooked a breakfast roll and provided a brew for all the staff for the day before the festivities opened. We also provided a bouncy castle and chocolates and sweets for our members and families who attended.



Group Insurance Benefits From Gallagher

The Federation's Group Insurance provider has rebranded from George Burrows, and is now known as Gallagher.

Gallagher offers a wide range of personal protection for members and their families at attractive group rates.

Key benefits include:

- £120,000 Life Assurance
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- Mobile Phone / Gadget Insurance
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To join the Group Insurance Scheme, contact the Federation on 01603 971420 or email norfolk@polfed.org.

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Why Is It Important to Complete a Will?

Peace of Mind: You'll know that your loved ones will be cared for, and your assets will be managed according to your wishes.

Clear Direction: You can specify how you want your estate, property, and belongings to be distributed – whether it's money, property, or special items.

Protection for Your Family: Ensure that your children or dependents are looked after by trusted guardians, and that financial support is in place for them.

Avoiding Government Process: Without a Will, your estate will be distributed according to government laws, which may not align with your personal preferences.

Support for Charitable Causes: A Will allows you to leave gifts to charities or causes that are important to you.

What Are the Benefits of Having a Will?

Control: You decide who gets what, how, and when. This gives you total control over your legacy.

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