

Norfolk Police Federation

NORFOLK NEWS

Summer 2026



Swift Response To Knife Attack

Norfolk officers PC Sam Clover and PC Jacob Edwards – who intervened in a life-threatening domestic incident and disarmed an attacker mid-assault – have been nominated for the National Police Bravery Awards.

In May 2025, police received a call reporting a domestic incident, with two women screaming

Upon forcing entry, they were confronted with a chaotic and blood-filled scene. The suspect was standing over a victim and actively striking them to the head with a knife.

PC Clover deployed PAVA spray while issuing clear and forceful commands, driving the suspect backwards. At the same time, PC Edwards moved in and took control of the suspect's wrist,

a critical incident, with a clear focus on protecting life. This was particularly notable given that PC Edwards was still within his tutorship period.

Norfolk Police Federation Chair Andy Symonds said: "I am in awe of my colleagues PC Clover and PC Edwards, who exemplify exactly what makes British policing the best in the world. They responded and saved lives and placed themselves

"These officers ran towards danger with just one thought – protecting the victim and the public"

on the line. Further information indicated that someone inside the address was being stabbed. PC Sam Clover and PC Jacob Edwards, a tutor and student officer, responded immediately.

On arrival, the officers saw people fleeing the property. They made the decision to enter the address without delay, despite not being equipped with Taser or specialist protective equipment.

successfully forcing the knife from his hand and onto the floor.

The suspect was quickly detained, and the immediate threat to the victim was brought to an end without injury to either officer.

PC Clover and PC Edwards demonstrated exceptional composure, coordination and instinctive action under extreme pressure. Their response ensured a swift and safe resolution to

in serious danger with just body armour, PAVA and a baton. No Taser, no firearm.

"These officers ran towards danger with just one thought – protecting the victim and the public. They showed extreme bravery and are the best of us. I know everyone in Norfolk including the public will be thankful and proud that we have officers of this calibre serving the community. Simply the best."

Officers Being Let Down On Pay

Officers feel “deeply let down” by the Government’s refusal to honour this year’s police pay recommendation, Norfolk Police Federation has said.

Chair Andy Symonds said the police pay review system “lacks credibility and fails to command officers’ confidence”.

The Government announced on 15 July that police officers across all ranks are to receive a pay award of 3.5% from September 2026.

This year’s pay award is fully funded, however the Government has ignored the recommendation of the independent Police Remuneration Review Body (PRRB) that officers should receive 3.9%.

Andy said: “Since the announcement of the 2026 police pay award, I have spoken to many colleagues, and their message to the Home Office and Government is clear: officers feel deeply let down.

“There is a widespread sense of frustration and disbelief that the Government chose not to implement the PRRB’s recommendation of a 3.9% pay award; instead imposing a lower increase of 3.5%.

“What is particularly difficult for officers to accept is the perception that the PRRB is the only public sector pay review body whose recommendations were not fully honoured.

“Police officers are left asking why. Is it because we have no industrial rights? Is it because, unlike many other professions, we cannot take industrial action and therefore have no meaningful leverage when decisions are made about our pay and conditions?

“The difference between 3.9% and 3.5% may seem small to some, but to officers it sends a much bigger message. The Government could not bring itself to award even the additional 0.4% recommended by the independent body established to assess police remuneration. For many, this is yet another example of a pay review system that lacks credibility and fails to command officers’ confidence.

“Officers are increasingly weary of hearing warm words from successive Governments praising their dedication, professionalism, courage and sacrifice.

“Police officers serve their communities 24 hours a day, 365 days a year, often under immense pressure and scrutiny. Yet when it comes to pay and conditions, many feel that those expressions of gratitude are not reflected in meaningful action.

“The contrast with other arrangements is difficult to ignore. Members of Parliament received a 5% pay increase following recommendations from their independent pay-setting body. We are told that those recommendations are binding and cannot simply be altered by Government. Police officers are entitled to ask why the same principle of genuine independence does not apply to the PRRB.

“Ultimately, police officers want what many other workers already have: a fair and effective mechanism for determining pay. Firefighters can negotiate their pay. Police officers in Scotland operate under different arrangements that provide stronger protections.

“Where agreement cannot be reached, there should be access to binding arbitration. That is not an unreasonable demand: it is a fundamental issue of fairness.

“The consequences of the current system can be seen when comparing police pay across the UK. A newly appointed constable in Scotland earns £33,870, compared with £32,820 in England and Wales. At the top of the constable pay scale, an officer in Scotland earns £54,388, while their counterpart in England and Wales earns £50,256 – a difference of £4,132 per year.

“Officers feel exasperated, undervalued and increasingly disillusioned. All they are asking for is a genuinely independent and fair pay determination system. At present, many believe the system is weighted against them.

“Despite rising demands, shrinking resources and ever-increasing workloads, officers continue to give everything they have to protect the public and serve their communities. They deserve a pay process that treats them with the same fairness, respect and independence afforded to others.”

Home Secretary Shabana Mahmood said in a statement: “The Government has given very careful consideration to the [PRRB] recommendations and has decided to award a consolidated increase of 3.5% to all ranks and pay points.”

She added: “This is the highest award that is manageable within existing police force and Home Office budgets, while enabling the continued delivery of the Government’s crime and policing priorities, and considering the evidence and findings of the PRRB and SSRB. This increase will take effect from 1 September 2026.”

NPCC Chair Gavin Stephens said: “Whilst we are disappointed that the full recommendations of the Police Remuneration Review Body were not accepted, we recognise that the pay award is above inflation and welcome the Government’s additional funding, which goes some way to addressing the acute financial pressure forces are facing.”

Trauma Monitoring Is ‘Vital’

Trauma monitoring is “vital” in police forces to help identify officers who may be vulnerable to mental harm, the Chair of Norfolk Police Federation has said.

The Home Office’s recent policing white paper announced that trauma-monitoring systems will become mandatory across all forces, to ensure the psychological toll caused by exposure to death, abuse and neglect is recorded.

The new tracker seeks to intervene before a psychological breakdown occurs. It functions by scanning the force’s crime recording systems and highlighting “red flag” incidents such as fatal

that cause officers emotional and mental harm.

“The tracker will give supervisors real-time data that will prompt them to sit down with officers over a cuppa to debrief the incidents they’ve been to, and then they can refer officers to more formal support.”

Andy added that policing was so demanding that officers were attending traumatic incident after traumatic incident, and that it often took its toll: “We know that it can have consequences. My colleagues are human beings who want to protect people, and they just happen to wear a uniform. They are not immune to struggling

“Officers are not immune to struggling mentally when trying to process trauma”

road traffic collisions, child sexual abuse and sudden deaths.

Norfolk Police Federation Chair Andy Symonds said he was pleased that trauma trackers were becoming mandatory, and that he had been working with Norfolk Constabulary for a while to get one launched in the force.

Andy said: “This piece of work is vital so that we can much more easily identify the risk factors mentally when trying to process trauma.”

He continued: “We know officers are subjected to between 400 to 600 traumatic incidents during their career, which is significantly higher than the general population, who typically experience three to four in their lifetime. This is why it’s vital that we have this extra tool to identify officers who may be vulnerable to mental harm as a result of the tremendously difficult job they do.”

Federation Burger Van Boosts Officer Morale

Back in May, Norfolk Police Federation was delighted to support officers who were on operations and doing safeguarding work by serving some delicious and well-deserved food and drink.

They served 70 cheeseburgers alongside coffees and other drinks. Federation Chair Andy Symonds said: “It was good to catch up with so many colleagues.”



15% Of Officers Missing Meals

Norfolk Police Federation is urging members to reach out if they are struggling financially, after a survey found that nearly half of officers were considering opting out of their pension, and 15% were regularly missing meals.

The latest Police Family Finance Index Report, published by Police Friendly, found that 46% of respondents had considered opting out

Officers aged under 35 were significantly more likely to both consider and act on pension opt-outs, highlighting a potential long-term generational impact on retirement outcomes.

Nearly four in 10 officers said they were in significant debt when their housing costs were included. Over two thirds (68%) reported financial concerns, and over half (56%) said

highlight the financial pressures that officers are under, considering the significant and prolonged attack on pay, allowances and conditions of service.

“We have seen officers’ pay being degraded by over 20% in real terms since 2010. Officers and their families are struggling to cope with the high cost of living. This is why, a couple of years ago, we launched the food box scheme,

“Officers and their families are struggling to cope with the high cost of living; that is why we launched the food box scheme”

of their pension in the past 12 months, with 7% going on to stop contributions altogether. Shockingly, the report, based on over 13,500 responses, found that 15% of police officers were missing meals due to lack of money.

Police Friendly said the findings pointed to a growing trend driven by the cost-of-living crisis, with rising housing costs, inflation and stagnant real-term pay forcing many officers to make difficult short-term financial decisions – often at the expense of their future.

their financial situation had worsened over the past year.

When asked what steps they would take to improve their personal financial situation over the next 12 months, 54% of officers planned to do more overtime to make ends meet, 16% are considering doing a second job, and 32% are thinking of changing their job and leaving the police.

Norfolk Police Federation Chair Andy Symonds said: “We have been continuing to

where officers can collect food boxes from the Federation Branch HQ or we can deliver them to officers in need.

“And this is why the Federation is arguing for officers to be given a minimum of a 7% pay award this year. We will continue to support our officers with financial and debt advice where needed; we have excellent relationships with many trusted organisations that support our officers through tough times. Please reach out to us if you are struggling financially.”

Beneficiary Warning

Norfolk Police Federation is calling on its members to review who they have named as beneficiaries on the Group Insurance Scheme.

Federation Chair Andy Symonds said: “This is really important, so that in the event of an officer’s death, the right person or people get the life assurance of £125,000. Sadly, we have had incidents of retired officers and serving officers who have died, and they have not updated their beneficiaries.”

If you wish to change your beneficiaries, you can find the form on the Norfolk Police Federation website: **Life Insurance Beneficiary Nomination Form / Change of Nomination.**

Simply complete the form and email it to norfolk@polfed.org.

Andy added that officers should also review who they have named as beneficiary for their police pension. If officers wish to review or update this beneficiary, they can contact the pension administrator XPS on 0330 054 5499 or via email at penmail@xpsplc.com.



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Celebrating Excellent Policing

Norfolk police officers who have gone above and beyond in their difficult, dynamic and dangerous roles will be celebrated at the first-ever Norfolk Police Federation Recognition Awards next year.

The inaugural awards will take place in February 2027, with presentations recognising colleagues, following a gala dinner.

Federation Chair Andy Symonds said: "The Norfolk Police Federation team are delighted to be launching our first-ever awards celebrating the incredible work of our colleagues.

"Officers across Norfolk are out there every day carrying out an incredibly difficult job, and it comes with sacrifice. Colleagues can and do have their leave cancelled. They miss family events throughout the year.

"This hard work is often done with sadly little or no recognition. So these new awards are a brilliant opportunity to thank the best of the best, and remind everyone what an outstanding job our officers are carrying out. We can't wait for what we're sure will be an amazing evening."

NORFOLK POLICE 2027 FEDERATION RECOGNITION AWARDS

There will be three Divisional Awards (one each for Eastern, Central and Western); a Detective Award; Bravery Award; Federation Representative Of The Year; Compassionate

Cop/Inspiration; Team of the Year; and Life-time Achievement Award. Norfolk colleagues are asked to get their thinking police hats on and put forward worthy officers for recognition. The nomination window for the awards will open on Tuesday 1 September and close on Friday 30 October 2026.

Chris Hobbs, Secretary of Norfolk Police Federation, added: "We are very proud to have taken the huge step and commitment of commissioning and organising these awards.

"It's no small undertaking, but we in the Federation felt it was important to celebrate the fantastic work of our colleagues.

"There's so much great police work that takes place across Norfolk each and every day, and we can't wait to be celebrating fantastic police officers at this brand new event in February.

"We look forward to this new night becoming a firm fixture in the policing calendar."

More information about the Norfolk Police Federation Recognition Awards – and its sponsors – will be revealed in the coming weeks.

Too Many Cancelled Rest Days

"Cancelled rest days negatively impact officers' family lives", Norfolk Police Federation has said, as it emerged that nearly 820,000 rest days are owed to police officers in the UK.

A Freedom of Information (FOI) Act request found that PCs, Sergeants, Inspectors and Chief Inspectors were owed 817,884 rest days – the equivalent of 2,240 years – as of 1 March 2026. The true figure is likely to be even higher, as four forces were unable to provide data.

In Norfolk, 11,753 rest days are owed to officers, averaging out at six days owed to every officer. Norfolk Police Federation Chair Andy Symonds said: "These numbers are simply too high, and nobody in policing can be surprised, especially after a summer where officers' rest days were cancelled so they could police protests in the county.

"We continue to hold Norfolk Constabulary to account to ensure that rest days are swiftly re-rostered before officers become burnt out. When the Constabulary looks to cancel rest days, we continue to robustly challenge this to make sure their rationale stands up to scrutiny." Officers' rest days can be cancelled for "an

exigency of the service", defined as "a pressing need or requirement that cannot be reasonably avoided". But Andy said that a lack of available officers is making the problem even worse.

He said: "This is where the Government needs to properly fund policing to allow us to have enough officers to deal with demand, so forces don't automatically have to cancel officers' rest days if, for instance, there is a protest that needs policing. Officers don't get a choice when they're ordered to come in for an exigency of duty, as we're crown servants."

Some officers are finding it difficult to re-roster their rest days, Andy added, particularly detectives and those who worked in roads and armed policing. This leads to people burning out and suffering from mental health conditions.

Andy added: "We are only too aware that these cancelled rest days negatively impact an officer's family. Officers often have to miss family events, birthdays and important life occasions. We're encouraging officers to re-roster their rest days as soon as they can. It's good to do that straight away rather than leaving it on the pot to take another time."



Tributes Paid To Northumbria PC Jess Turnbull

The parents of Northumbria PC Jess Turnbull, who died on duty, have paid tribute to their "remarkable" daughter, who was "our greatest pride and our greatest joy".

Jess, 19, was responding to a collision in Cramlington late on Monday 8 June, and while at the scene was struck by a car unconnected to the original incident. She was taken to hospital, where she sadly died, surrounded by her loved ones.

Her mum and dad, Janice and Andy Turnbull, have released a tribute. They share that Jess, who joined the police in September last year, had followed in her dad's footsteps after he too served with Northumbria Police.

Janice and Andy have shared the following words about Jess: "As a family, we are utterly devastated by the loss of our beautiful daughter, Jess, who tragically died following a road traffic collision at just 19 years old.

"Jess was our only child, and from the moment she came into our lives she brought happiness, laughter and love into every day. The hole she leaves in our lives is impossible to put into words.

"Jess and her mum, Janice, shared a bond that was truly special. They were not only mother and daughter but best friends. They loved spending time together, whether that was shopping, chat-



ting for hours or simply enjoying each other's company. The shared countless memories that Janice will treasure forever.

"From a young age, Jess was full of energy, determination and kindness. She loved sport and spent much of her childhood playing football and competing as a swimmer.

"Her passion for helping others was evident even then, and she later volunteered her time coaching young children in football, encouraging them to believe in themselves and enjoy the game she loved so much.

"Jess recently found happiness with her

boyfriend Dan. They had been together for a year and were inseparable. Whether they were out making memories or simply spending time together, they did everything side by side. Jess adored Dan, and he brought so much joy to her life.

"One of Jess's proudest achievements was becoming a police officer. She absolutely loved serving her community and was incredibly proud to wear the uniform. Following in the footsteps of her dad, Andy, was something she had always dreamed of doing, and seeing her achieve that ambition filled us both with immense pride. Policing was not just a job to Jess, it was a calling.

"She cared deeply about helping people and making a difference, and she approached every day with enthusiasm, compassion and professionalism.

"While our hearts are broken, we are incredibly proud of the remarkable young woman Jess became. We will miss her every single day, but we will carry her love, her spirit, and our memories of her with us forever.

"We would like to thank everyone for the overwhelming kindness, support and condolences we have received during this unimaginably difficult time.

"Jess was, and always will be, our greatest pride and our greatest joy."



FOUR SEASONS FUTURE PLANNING

Will-Writing Service

Norfolk Police Federation members can take advantage of a new, free will-writing service.

At Four Seasons Future Planning, we understand that life can be unpredictable, and the unexpected can happen at any moment. This is particularly true for the dedicated staff of Norfolk Police, who work tirelessly to serve their communities, often facing challenging and high-risk situations. That's why we've partnered with Norfolk Police to offer a FREE Legal Will Service to both staff members and their families.

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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Norfolk Police Federation

Pre-Retirement Seminar Programme 2026

Who are Reflect Financial?

The police team at Reflect Financial has over 20 years experience in helping both serving and retired police officers make provision for their ongoing financial security. Our popular Pre-Retirement Seminars have proven nationally to be an invaluable source of advice and guidance as officers consider a life beyond policing. Our seminars are delivered by an expert team of financial planners, all of whom specialise in the police sector.

[Click here if you are viewing this digitally to find out more about our specialist team.](#)

What will we cover?

- Managing your finances in retirement
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- Preparing for retirement
- CV Preparation
- Personal Taxation
- Police pension schemes and 'the remedy'
- Estate Planning and wills (inc 'power of attorney' and long-term care*)
- Group Insurance Scheme

*Will writing and Powers of Attorney involve the referral to a service that is separate and distinct to those offered by St. James's Place and are not regulated by the Financial Conduct Authority.

Where and when?

Running from 9:00am - 4:30pm, the seminars will take place at the Force HQ Wroxham Room, OCC, Wymondham, NR18 0WW and Hethersett Old Hall Training Centre, Norwich Road, Hethersett, NR9 3DW on the following dates:

- **Wed 4th March** (At Force HQ)
- **Wed 4th November** (At Hethersett Hall)

How do I register?

Our seminars are completely free to attend. [To reserve your place at an upcoming session, simply click here if you're viewing this digitally.](#)

Alternatively, email our team on: policeseminars@reflectfp.co.uk. Please include your full name, rank, collar number, date of intended retirement, and mobile phone number.

Norfolk Police Federation Digital Clinic

Offering employees peace of mind



In 2024 Birketts launched The Digital Family Clinic; an employee wellbeing initiative, which provides essential support and advice to employees with family-related issues – including divorce and separation, child arrangements, surrogacy and adoption as well as prenuptial and cohabitation agreements.

Receiving legal advice at an early stage can significantly improve how individuals approach their separation and divorce, while also supporting effective co-parenting.

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