

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



DECEMBER 2024



REMEMBERING FALLEN COLLEAGUES

- Pages 8 and 9

Ffederasiwn Heddlu
Gogledd Cymru



FLYNEDD / YEARS

50
1974
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North Wales Police
Federation

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FOR WILLS, PROBATE, TRUSTS AND POWERS OF ATTORNEY CONSULT HARVEY HOWELL

A REFLECTION ON MY FIRST FEW MONTHS

By Lewis Davies, secretary of North Wales Police Federation

This marks my first article since becoming the full-time secretary of the North Wales Police Federation branch.

I think my major takeaway so far has been just how busy the Federation office truly is, which I don't think can be comprehended from the outside, and I speak from only recently being, what I thought was, a reasonably busy Federation workplace representative.

I hope all of you have a brilliant Christmas and I wish you and your loved ones all the best for the New Year.

Now, I can't be sure, as I don't have a point of comparison, but I feel that the workload of reps is increasing in everything from queries for support for matters around physical and mental health to more issues with vetting and misconduct matters, particularly off duty conduct.

With that in mind I encourage all of you to ensure you have appropriate off duty legal cover especially with the Christmas party season approaching. I am confident that the overwhelming majority of you will have nothing to worry about, other than enjoying your time with colleagues and friends. But every year I've been a rep I've known of someone needing to foot the bill for off duty legal services so please don't let that be you.

In the last few months, I've been fortunate to attend many of the positive events that my role brings such as the passing out of our latest intake of new recruits. It is always a pleasant experience to hear their enthusiasm and excitement for their new role and long may that continue as apathy gets you nowhere in this job.

I attended our Force Awards and it was brilliant to hear about, and celebrate, the great achievements of our members and their staff colleagues. I was also very proud of some of those closest to me for their part in organising the event.

I was pleased to meet members of the panel conducting the independent review of the Police Federation of England and Wales who attended our offices. I have always said the Federation can change and improve and the only way to do this is to work with the mechanisms before us to raise the concerns

such as a disconnection between the local reps and the central body to name one of the points discussed. I feel that the panel members did understand the issues and I don't believe this is simply a tick box exercise, but only time will tell.

Now, as a year draws to a close where again we, as a police service, have stepped up to the challenges put before us, it is time for our branch to look forward to the Federation elections and I would encourage anyone interested in becoming a rep to get in touch with your local reps or come and speak to me to find out more about what the role entails.

It is absolutely vital that we have a Branch Council that is representative of our workforce. I say again that apathy gets us nowhere and I have seen first-hand that things can change. It's not a given that things will remain the same and I look forward to being part of a positive future for the Federation.

I hope all of you have a brilliant Christmas and I wish you and your loved ones all the best for the New Year.

Cover photo: Remembering fallen colleagues at National Police Memorial Day.
Photo courtesy of Anderson Photography.



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'THE FEDERATION NEEDED TO CHANGE, BUT APATHY COULD BE ITS ENEMY'



By Dan Ball, North Wales Police Federation workplace representative

As many of you are no doubt aware, there is currently what could be perceived as a crisis going on in within the Police Federation of England and Wales (PFEW), the national organisation of which we are a branch.

Earlier this year our former branch secretary, Mark Jones, was removed from his post by the national Federation in what I think were questionable circumstances and both the national chair, Steve Hartshorn, and

the chair of the Metropolitan Police Federation branch, Rick Prior, have also been suspended in recent months.

One thing that I believe all three of these Federation officials have in common is that they have all been outspoken about issues within the national Federation and in particular the CEO who was appointed to bring stability to an organisation which, I don't think anyone can refute, has been plagued with difficulties and challenges for decades.

However, I think what is happening is quite the reverse and we seem to have a lot of smoke and mirrors. If anyone has been paying attention this, in my view, is plain to see.

If the internal damage being caused to the organisation is allowed to continue, I fear there will be nothing left of the good parts of the Police Federation of England and Wales that are so desperately needed by members who turn to their representative body at times of need.

If this happens, it will mostly be due to apathy on the part of the membership. Most members are simply not engaged enough to take a closer look at what is happening.

Now don't get me wrong here, PFEW desperately needed change and to become genuinely representative. It needed to have root and branch reform. But instead, it appears to me, it is being gutted in a way which will serve no one other than those at the top and in charge.

Apathy is likely to be the enemy that will ultimately lead to the destruction of the only representative body that we as warranted officers have available to us. Apathy will leave us with an organisation that has been so stripped bare that it can no longer perform any of its core functions to support you in your times of need.

So please, pay attention to what is going on. Ask questions if things don't seem right. And, if after doing that you agree with my analysis, please do something to make your voice heard.

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MAN'S HEALTH - BECAUSE I'M ASSUMING THE MEN'S VERSION HAS COPYRIGHT



By Sergeant Kris Hunt, North Wales Police Federation workplace representative

Blokes' health. Our physical health, our mental health, our work-life balance... Let's be honest, we're pretty rubbish at talking about it, much less doing something to improve it.

So, when I was reminded to submit my article to the Federation branch for this magazine, I thought what a good time to talk about my personal experiences in the hope that some of you will reach for the help you need.

First off, myth-busting time. No, getting old and fat isn't just par for the course. There are support agencies in place for us and it's not wimpy to ask for help – all three points I've had to discuss with colleagues or been accused of.

However, myth-confirming time, from personal experience, getting that help often has a lot of hurdles and stigmatisation attached to it.

Mental health

My personal journey with my health started 12 years ago when as a young(er), seemingly indestructible officer I thought I could face anything and come out unscathed, but then tragedy struck.

My one-year-old son, after a routine operation, ended up in intensive care, had to be resuscitated multiple times and ended up

with brain damage and learning disabilities.

I spent months living in the Mac House in Alder Hey and GoSH. My daughter, who was only three, had her entire life turned upside down because mum and dad were suddenly not there anymore and the strain placed on my marriage was tearing us apart.

However, being a typical bloke, I didn't seek help. I buried my head and, as soon as I could, I returned to work.

In hindsight I realised this was a coping mechanism, putting on the uniform, assuming the role of an officer was a relief from the unbelievable stress and guilt we carried as parents. In hindsight I also realise that this was not the best approach – to put it mildly.

My mental health suffered, but the only sign I noticed was attending to jobs involving children. Dealing with parents who hurt or neglected their kids made me so unbelievably angry I struggled to contain it.

“Mental health help is out there, just because your mate looks like they're okay, take heed of the Federation's Ask Twice campaign and ask twice! We're all too good and saying we're alright when in reality we're not.”

Dealing with a young mum who accidentally locked her child in the car in Mostyn Champneys for minutes left me in tears and then, having become full-time carers and not husband and wife anymore, it all became too much and we separated. Finally, I broke.

I was lucky enough to have very close friends and colleagues, along with an incredibly supportive Sarge.

I was referred to OHU, to counselling and, in time, my mental health improved. The CBT and coping mechanisms I learned

were invaluable and 10 years later I still use them now when dealing with the horrific things we've all seen on an all too regular basis.

Physical health

So, fast forward 10 years. A few more injuries, a few more aches and pains, a few more inches around the waist. I noted I was progressively underloading in the gym, my sleep patterns were rubbish and I was feeling emotionally flat – not down in the dumps but I didn't really get excited about anything either.

I just put it down to aging, but – after a bit of 'Doctor Google' – I found the symptoms, coupled with being over 40, fat and a shift worker were all indicative of low testosterone – the andropause.

So, off I go to my doctors asking for my levels to be checked. Unfortunately, I didn't get the response I'd hoped for. I was asked: "Are you just after steroids?" Then, and I'll use the exact wording: "You still fancy women? You can still grow a beard? Then there's nothing wrong with you." To say I was shocked is an understatement; how do you respond to that?

So, on medical advice, I assumed there was nothing wrong with me. Only I still felt rubbish for months.

Eventually, I went back for a second opinion and this time the practice nurse sent off my bloods which showed my testosterone levels the same as someone in their late 80s.

After referrals and more tests, I was finally put on testosterone therapy and while, two years on, this still needs fine tuning and adjusting, the therapeutic benefits are incredible. I feel like me again.

So, what are the lessons here? Well, in brief, mental health help is out there, just because your mate looks like they're okay, take heed of the Federation's Ask Twice campaign and ask twice! We're all too good and saying we're alright when in reality we're not.

As for your physical health, if you don't feel right, do something about it and don't ignore it. Finally, remember what is important in your life. Your family and your health. Everything else comes second to that.

TWO-TIER POLICING



By North Wales Police Federation workplace representative Inspector Essi Ahari

The term two-tier policing is not a recent phenomenon. The 1999 Macpherson Report investigated the murder of Stephen Lawrence and found that the killing had been 'marred by a combination of professional incompetence, institutional racism and a failure of leadership'.

Claims of institutional racism in the police system also then sparked claims of two-tier policing against black people, namely that black people coming into contact with the police were treated more harshly.

The former immigration minister, Robert Jenrick, who stood recently as a Conservative leadership candidate (now shadow justice minister), used it in relation to pro-Palestinian protests.

This was an implicit suggestion that we (the police) are more heavy-handed with people on the right as opposed to the left of the political spectrum.

Reform MP Nigel Farage himself summed up the sentiments when he claimed that ever since the 'soft' policing of the Black Lives Matter protests, the impression of two-tier policing had become widespread.

However, our Prime Minister refutes this notion.

Sir Keir Starmer said: "There is no two-tier policing. There is policing without fear or favour - exactly as it should be."

Policing is about keeping everyone safe and tackling disorder no matter the origination. Others, too, have hit back at claims of two-tier policing by highlighting the difference between riots and protests.

Former Conservative Home Secretary Priti Patel explained a clear difference between effectively blocking streets or roads being closed, and burning down libraries, hotels or food banks and attacking places of worship.

Many believe that there is no credible evidence that a two-tiered policing system exists in the UK but most agree that there are, and indeed ought to be, tiers in policing response i.e. operational decisions and tactics appropriate to the severity of the

incident and not based on preference or favouritism.

As the riots and violent scenes spread across our country in the summer, allegations of two-tier policing gained some traction. Disorder erupted following the tragic murder of three young girls in Southport, fuelled by false claims the suspect was a Muslim refugee.

Chief Constable BJ Harrington, the national lead for public order policing, said: "We have not seen this level of violence or planned intent of violence from other large marches. This is not about being frustrated or wanting to give the police the runaround to get publicity, this is about trying to frighten communities, damage property and attack police officers."

Many of our colleagues were called to police the most challenging events in their career. I have two children who live and work in Manchester. I am not PSU, I could do nothing to protect them.

Instead, I relied on my brave colleagues who stepped up and assisted GMP, and indeed many other neighbouring forces, to protect the vulnerable communities and maintain the peace and civil order.

I have served in North Wales Police for a long time to have the privilege of knowing many who are on our PSU. I challenge anyone who dares to accuse them of two-tier policing.

Policing is about keeping everyone safe and tackling disorder no matter the origination.





At a testing session are (left to right) Martin Barber of Police Insure, Jayne Humphreys, North Wales Police Federation communications and case officer, Neil Ackers, and Martyn Rice.

ACC ATTENDS LATEST PSA TESTING SESSION

Serving and retired male officers and staff over 40 had their bloods taken in Holyhead, Llangefni and Bangor as the Federation went out with the workforce PSA testing team.

Assistant Chief Constable Chris Allsop was one of the many who came along for a test during the latest session which was held on 7 November.

Jayne Humphreys, North Wales Police Federation's communications and case officer, said: "We are incredibly lucky to have such fantastic support from our chief officers for this initiative which is particularly topical at the moment as Olympic sporting legend Sir Chris Hoy has been talking a lot about PSA testing recently."

The PSA test is a blood test that measures the amount of prostate specific antigen (PSA) in your blood. PSA is a protein produced by normal cells in the prostate and also by prostate cancer cells. It's normal to have a small amount of PSA in blood, and the amount rises slightly as men get older and the prostate gets bigger.

A raised PSA level may suggest the person has a problem with their prostate, but not necessarily cancer.

Neil Ackers, Force risk and business continuity lead is a major member of the team, having undergone a radical prostatectomy in 2021. Neil went along to a PSA testing event in Denbigh Police Station in 2020.

He said: "I had no symptoms whatsoever and was shocked to then received a red result. Further tests showed I had prostate cancer to both sides of my prostate which required surgery."

Neil continues having regular PSA tests to ensure his cancer has not returned but

has bounced back to normality. "Without the test things would have been very different, in fact, my life was saved as a direct result of a PSA test," he said.

Since 2019 the in Force events have seen more than 1,700 men over 40 tested. There have been red and amber results for individuals who otherwise exhibit no symptoms, which flags concern over their prostate health and allows early treatment.

North Wales Police has been a leading force in offering PSA testing, and the results show what an amazing success it has been.

Lots of refreshments were handed out, and thanks to Martin Barber at Police Insure, who came along to support the day.

“We are incredibly lucky to have such fantastic support from our chief officers for this initiative which is particularly topical at the moment as Olympic sporting legend Sir Chris Hoy has been talking a lot about PSA testing recently.”



Standards are lowered in the act of remembrance.

REMEMBERING FALLEN OFFICERS

National Police Memorial Day is one of the most important dates in the policing calendar.

All those in attendance commemorate the lives and honour the sacrifices of all police officers across the UK who have died in the line of duty while serving their communities over the past 180 years.

More than 1,000 family members, friends and colleagues joined the Home Secretary, the First Minister of Scotland, police chiefs, police officers and supporters

at the Glasgow Royal Concert Hall for this year's memorial day service.

A parade saw more than 40 force standards from around the UK marched from George Square to the concert hall where they joined a guard of honour of UK police officers, and those attending from overseas at the end of September.

Candles were lit to represent individuals and families from Scotland, England, Northern Ireland and Wales and silence was kept in honour of the fallen.

Lighting the candle for Wales were Rob Jones and Chris Milne-Jones, the brother and sister of PC Ralph Jones of North Wales Police, who died on 13 July 1999 as the result of a road traffic incident while on a training course.

Home Secretary Yvette Cooper, who gave a reading during the service, said: "Today, we mourn and remember all the officers who have given their lives in service to the public.

"We thank them and pay tribute to their



The National Police Memorial Day badge.



Home Secretary Yvette Cooper signs the roll of honour.

bravery, their dedication and their sacrifice. We stand with their families who continue to live with the pain of losing their loved one and the pride for their incredible work to keep us safe.

“Policing is an extraordinary job - our officers run towards danger as others retreat. We owe these officers a debt that can never be forgotten.”

Police Scotland arranged for a fly-over as a salute to the sacrifices made by fallen officers. It was particularly poignant as one of the focuses for this year’s gathering was to remember those killed in air disasters.

This year is the 30th anniversary of the Chinook helicopter tragedy on the Mull of Kintyre, and a wreath was laid to commemorate lives lost in air disasters, many of which have happened over Scotland.

National Police Memorial Day was first held in 2004 and is supported by royalty, the Government and UK police services. It provides a dignified and sensitive service of remembrance to honour the courage and sacrifice of the almost 5,000 police officers who have been killed on duty.

The service rotates around the four nations of the United Kingdom and is held on the closest Sunday to 29 September, which is St Michael’s Day - with St Michael being the patron saint of policing.

Representing North Wales Police, Chief Constable Amanda Blakeman said: “National

Police Memorial Day provides a chance for reflection and remembrance of those officers who have made the ultimate sacrifice.

“It was an honour to represent North Wales Police at such an important and poignant occasion. It is only right and fitting that we take a moment each year to reflect and remember the loss of those who went before us and others who continue to put the safety of others above their own. Their sacrifice, commitment and dedication to their duty must never be forgotten.”

Policing is an extraordinary job - our officers run towards danger as others retreat. We owe these officers a debt that can never be forgotten.

The procession through the streets of Glasgow.





The Federation team (left to right) workplace representatives Tony Edwards and Kim Owen and branch secretary Lewis Davies.

INCREDIBLE WEATHER HELPS MAKE FORCE OPEN DAY A RESOUNDING SUCCESS

The sun shone on an action-packed North Wales Police Open Day at Force Headquarters in Colwyn Bay.

The event also commemorated the Force's 50th anniversary and, after five decades of serving our local communities, the doors of FHQ were opened to showcase the vital work of so many of the Force's departments.

The Force last held an open day in 2017, and it was fantastic to see that the free-to-attend event remains a hugely popular occasion with people of all ages.

Organised by Delyth Jones and held on Saturday 14 September, the open day offered a full schedule of events and displays throughout the day including

demonstrations by the Joint Firearms and Dog Unit, live public order simulations and a visit from the National Police Air Service (NPAS) helicopter.

Visitors also had the chance to meet with officers and staff from a variety of teams and departments to learn more about policing in North Wales.

North Wales Police Federation once again ran a popular stall for visitors, and took along the welfare van to showcase some of the services that the Federation offers to members.

Inside the HQ building there was an exhibition of historic NWP equipment, old uniform, photographs and press cuttings from the Force's past.

Chief Constable Amanda Blakeman said: "I'm delighted to say that the North Wales Police Open Day truly was a fantastic event.

"With so many people in attendance, it gave our officers and staff the ideal opportunity to engage with the communities who we are proud to serve.

"As we celebrate our 50th anniversary as a force, the day also provided the public with a real insight into the diverse skills and specialisms that exist within North Wales Police and our partner agencies.

"I'd like to thank everyone involved in the organisation and delivery of the open day and praise their hard work in making it a safe and memorable occasion for the thousands of people who attended."

PRE-RETIREMENT SEMINARS: 2025 DATES RELEASED

North Wales Police Federation, in association with Spillane & Co Wealth Management, is once again running pre-retirement seminars in 2025.

Due to the demand from officers as they approach their retirement, four seminars will be held during next year:

- **Monday 17 and Tuesday 18 March**
- **Monday 9 and Tuesday 10 June**
- **Monday 15 and Tuesday 16 September**
- **Monday 10 and Tuesday 11 November.**

Retirement is one of the biggest lifestyle changes any of us will face. Due to rising longevity, it is becoming increasingly important that staff are able to make informed decisions to prepare effectively for retirement, both financially and in terms of lifestyle provision.

To that end, the Federation, working in partnership with Spillane & Co Wealth

Management, introduced a new style two-day pre-retirement seminar for police officers and police staff in 2014. It's proved to be very popular, with seminars being fully subscribed.

The two-day seminars enable participants to consider aspects of life upon retirement and the kind of adjustments they might make after they retire. To help in this process, invited speakers lead relaxed discussions on important topics on retirement-related themes.

The seminar helps people plan more effectively and manage the key stages of the process, with the needs of the participants of each particular seminar being the key driver.

It's very interactive, and the aim is to get the answers to officers' questions to help them make the most of their

retirement. The programme also provides an opportunity to acquire useful insights into the challenges, as well as the new openings, facing those about to retire.

The two days cover:

- **Preparing for the next stage of your life**
- **Adopting a different lifestyle and considering further employment**
- **Marketing yourself for the future**
- **A healthier retirement**
- **Your pension scheme**
- **Financial planning**
- **Investments**
- **Putting your affairs in order**
- **National Association of Retired Police Officers (NARPO)**
- **Dealing with your questions and concerns.**

To promote an informal atmosphere and encourage group discussion, numbers are limited.

If you're retiring in the next two years, and would like to secure a place, email: fedadmin@northwales.police.uk

The seminars are held at Spillane & Co, The Old Bank, Conwy Road, Colwyn Bay with a start time of 9am on both days.

The seminar helps people plan more effectively and manage the key stages of the process, with the needs of the participants of each particular seminar being the key driver.



HARDY RUNNERS TAKE ON CROSS-COUNTRY

As the country was bracing itself for the arrival of Storm Bert coming hard on the heels of some days of already very cold and wet weather, 27 hardy souls were preparing themselves for a cross-country trot around Parc Eirias.

So, numbers were definitely down, and there were a few emails asking if (hoping) it was going to be cancelled but, no, it's cross country, rain and mud are par for the course.

The weather had left runners with a course that was certainly challenging, and presenting some true cross-country conditions, but as the start time loomed the sky brightened a bit and they actually set off with fine skies.

The race went well, and in true cross-country style within a minute several people went flying like skittles.

Nick Jones gave those nearby a good laugh as he descended 'Telly Tubby' hill horizontally like a penguin aiming for the

sea, soon followed by those behind him laughing who then also took unplanned mud baths.

Such escapades continued on and off until the end, with most runners looking a different colour from when they'd started, but it was smiles all round by the end as everyone completed the full distance. Hard work, but good fun.

There were a few battles along the way, and one or two excellent improved performances. Chris Myles and Eleanor Ashcroft were the overall winners again, with no one closely challenging them.

The event will be 50-years-old in 2027, so just three years to go for its golden anniversary. Speaking of golden events, it was great to see retired stalwarts Roger Wilson and Pam Grant running with us again.

Thank you to our volunteer marshals, including retired Sergeant Mavis Evans and Liz and Paul Dingley who kindly helped out.



"Keep do



ing what you're doing"

P. Hackett. MXXXIV

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BEN FUND: CARING FOR OFFICERS FROM RECRUITMENT TO RETIREMENT



By Jayne Humphreys, North Wales Police Federation communications and case officer

The Ben Fund is an independent charity dedicated to supporting and caring for the police from recruitment into retirement.

Providing two distinct services – outpatient physiotherapy and counselling/mental health wellbeing; and inpatient services and wellbeing.

The Ben Fund has a unique offer which can be tailored to meet the specific needs of each individual member.

It was founded in 1974 when Cheshire Constabulary, Greater Manchester and Merseyside Police brought together their independent welfare funds in one consolidated fund.

In recent years Lancashire Constabulary, Cumbria Constabulary, the National Crime Officers' Association have joined and, in

2021, North Wales Police signed up too. There are currently 16,500 members of the Ben Fund including many retired officers.

I have been promoting the benefits of fund membership to officers since 2021, but have never visited as a 'patient'.

On this occasion, I was visiting St Michael's Lodge in Langho with two other members of the Federation office team, for a two-day Force wellbeing visit.

We arrived on a Wednesday morning and were met by friendly, knowledgeable staff, who showed us around the facility, familiarised us with the schedule of classes and treatments, and made sure we were settled in our rooms.

The classes were great – many of us hadn't tried them before – and we were encouraged to give everything a go.

Aquafit and yoga were a highlight for me, and many members of our group particularly enjoyed the Pilates. Additionally, we had two holistic therapies, firstly a choice between a back massage, facial or

reflexology and a session of meditation.

I chose a massage, which was incredibly relaxing, but it was the meditation that particularly interested me. I suspect that some of the group were a bit sceptical about the session, but we all found it incredibly beneficial. All of us rarely take the time to step back momentarily from life, to take a few minutes out to take stock of where we are and where we're going. This session gave us the tools to do just that, and I think it's something that I will definitely continue and use to de-stress.

I have to mention the food. We were told that we wouldn't leave hungry, but weren't told just how good the food is. Everything is freshly prepared on site, and the results were delicious. As for the cheesecake...

Our rooms were lovely too, with everything that we could possibly need.

The Ben Fund also provides, among other things, physiotherapy and counselling/mental health wellbeing on a largely outpatient basis – and currently has an amnesty for North Wales officers whereby those who join in October, November and December can access treatment immediately – usually you first have to be a member for 12 months.

Treatment can be accessed locally and inpatient facilities and wellbeing breaks are also available at St Michael's Lodge in Langho should you need them. Take a look at the North Wales Police Federation website (polfed.org/northwales) to see the full range of services that the Ben Fund offers.



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IT'S THE WEATHER'S FAULT BUT WHO ELSE MAY BE LIABLE?

Although it has been an abnormally mild autumn, the fact is that winter-time officially arrives on 21 December. In this issue

Sarah Anyon at Ralli takes a close look at what you can do in the case of an accident caused by adverse weather and who is liable.



As Britain battled the Beast from the East a number of years ago, the advice issued by the Government was not to travel

unless you absolutely have to. Most of us wanted to wrap ourselves in a duvet, batten down the hatches and ride out the storm.

However, unfortunately, for many, this was not possible and travelling to work, to care for loved ones or to take children to school was a necessity.

We witnessed widespread coverage in the news of the devastation caused by heavy snow and high winds on motorways and other public highways with the Highways Authority/local councils

struggling to cope with demand for gritting.

Similar problems were faced in public places such as supermarkets, works premises and other places open to the public. Inevitably, this resulted in many accidents. Many have been left wondering what the law says and whether someone is liable for their losses.

There is a legal duty for occupiers and owners of premises to take reasonable steps to ensure the safety of visitors. What is reasonable in the circumstances will take into account many factors including the nature of the weather, predictability and what steps have been taken by the occupier or owner.

Certainly, they will need to have some sort of adverse weather policy in place and to have taken steps to comply with that to protect the safety of their lawful visitors. Whether that policy is sufficient will be a matter for legal advice as each case will be different.

The issue is more complex when the accident happened on an icy road or pavement which is maintained at the public expense. Liability will be determined with reference to the statutory provisions set out in the Highways Act 1980.

Under the provisions of that legislation, the Highway Authority is 'under a duty to ensure, so far as is reasonably practicable, that safe passage along a highway is not endangered by snow or ice'.

What is 'reasonably practicable' can be a complex issue and has been subject to much legal debate. If, however, the accident was caused by a motorist driving negligently then, the matter may be more straightforward and a claim can be made against that driver's insurer or, in the event of that driver not being insured or being untraced, the Motor Insurers' Bureau.

Making a claim for an accident that has arisen out of adverse weather conditions, in particular snow and ice, may not be straightforward but seeking legal advice early on will provide you with firm guidance upon whether you have a claim, what the issues are and who may be liable.

Ralli has been advising members of the Police Federation for more than 30 years – if you have concerns, or a possible claim that you would like to discuss first, just contact the Federation office or contact Ralli directly on 0161 207 2020.



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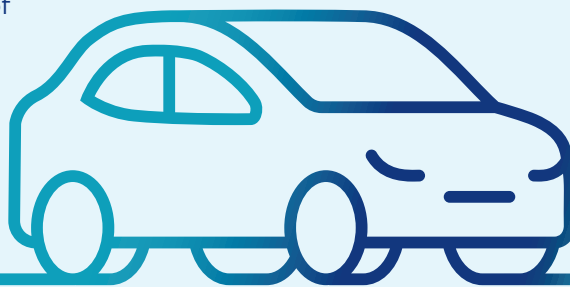
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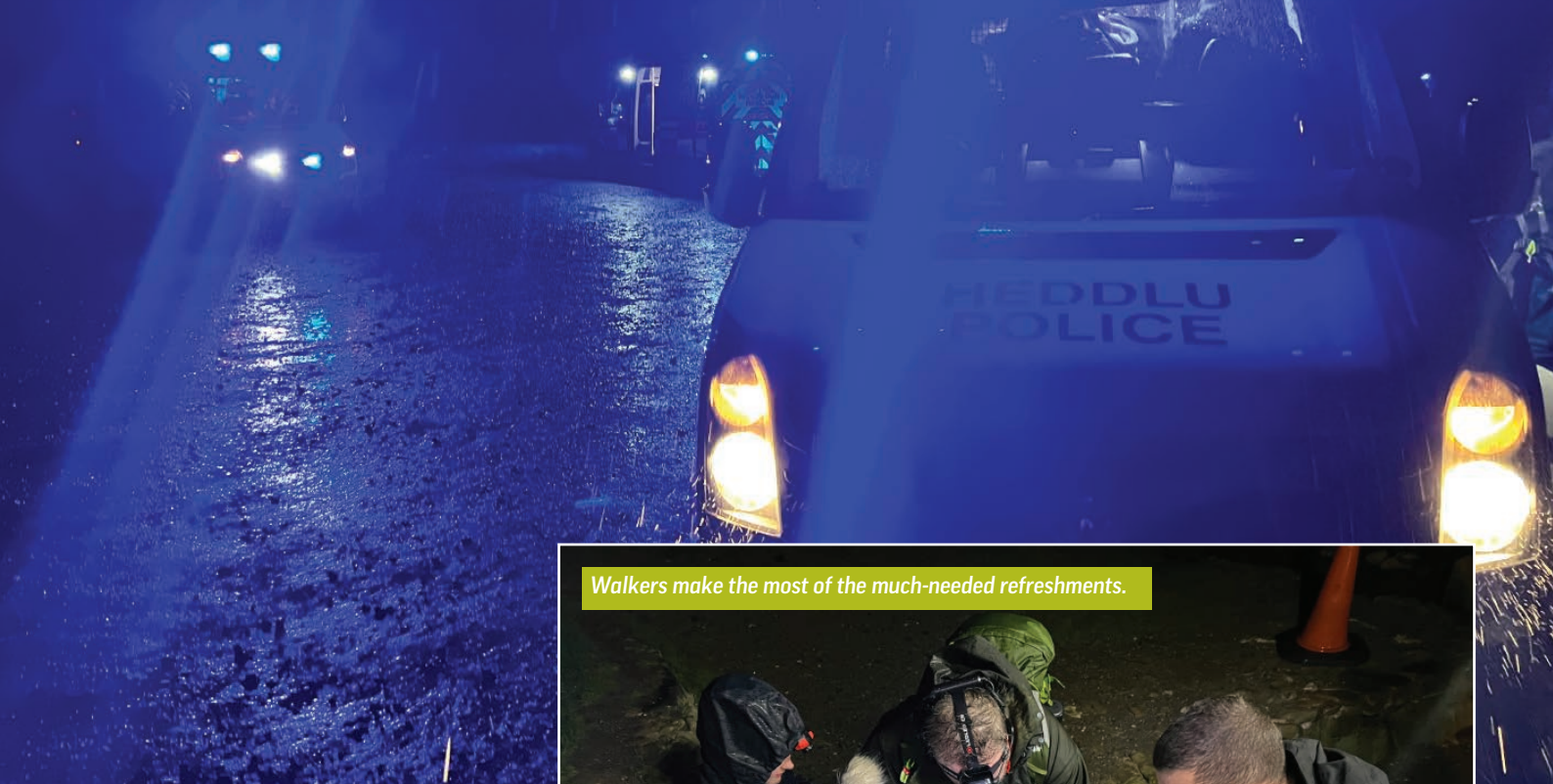


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REMEMBERING RYAN WITH BLUE LIGHT WALK



Walkers make the most of the much-needed refreshments.



Around 50 people braved awful rainy weather to take part in the second Blue Light Walk up to the top of Moel Famau in memory of North Wales PC Ryan Donaldson.

As many of you know, Ryan sadly ended his life on 11 December 2022, taking everyone in the Force by surprise and leaving many people wishing he could have reached out or talked about his suffering. However, it's so often not that easy, and mental health is not always discussed with men predominantly struggling to open up.

Insp Sophie Ho, who had been Ryan's supervisor, witnessed, and also experienced, the devastating impact his loss had on his family, friends, team and colleagues.

For Sophie and the team, it was important to find a positive and do something special – perhaps something that could be done annually as a way of remembering Ryan but also to hopefully demonstrate support and solidarity around mental health. Ryan loved his Blue Light runs, was very proud to be a police officer and enjoyed walking up Moel Famau. And, therefore, the Blue Light Walk up Moel Famau was born.

The walk, which took place on 27 October, also highlighted November's

International Men's Day so it's the perfect time to not just to thank the men in our lives but to ask if they are OK, truly listen to the response and be prepared to support anyone who is suffering.

Our thanks must go to Andrew McLaren from North Wales Fire and Rescue Service, Andy Rooke from NEWSAR (North East Wales Search and Rescue) and Mountain Ranger Edward Sopp, who helped organise the event and went along to make sure everyone was safe.

Thanks must also go to the amazing cadets and their leaders who gave up their time to help with parking and directions.

The Sports Association provided funding for the blue lights on the basis that it is something we look to do every year, so next November we will go again for the third annual walk, with the Chief's permission, of course.

Both serving and retired officers, staff and their families took part in the walk. The Deputy Chief Constable Nigel Harrison, former Federation branch secretary Mark Jones and branch communications and case officer Jayne Humphreys made hot drinks and filled everyone with chocolate, courtesy of the Group Insurance Scheme, all evening.

CONCERT CELEBRATES FORCE'S 50TH ANNIVERSARY

All three branches of the National Association of Retired Police Officers (NARPO) in the region came together for a celebration concert to mark the 50th anniversary of North Wales Police.

Compered by Dilwyn Price and held at The Pavillion Theatre in Rhyl, Côr Alaw, Côr Meibion Colwyn and rock 'n' roll band The Raccoons featured. The songs performed varied from the traditional right through to AC/DC.

The event was attended by Chief Constable Amanda Blakeman who said: "Policing has occurred in North Wales for more than 160 years but North Wales Police

as we now know it was officially formed on 1 April 1974.

"We have marked this special year with a range of activities including the recent open day which was a huge success. We are extremely grateful to the three branches of NARPO who have kindly arranged this special concert to mark the anniversary."

All proceeds from the tickets will be donated to the Police Remembrance Trust which operates throughout the UK under a Royal Charter granted by Queen Elizabeth II in 2018. The charity exists to ensure all those police officers who had lost their lives on and in the line of duty are never



forgotten.

Held at the start of October, the concert was a fantastic evening, with lots of audience participation, and something for everyone.



Non-Court Dispute Resolution

We usually think of Christmas as a joyful and festive time of year, but for separated parents it can be a stressful and emotional time. There could be disagreements about child arrangements at Christmas and how much time the child(ren) will spend with you and your ex-partner or, you may be worried about what will happen in relation to finances if you are considering a divorce.

You may be able to resolve issues through Non-Court Dispute Resolution.

What is Non-Court Dispute Resolution?

Non-Court Dispute Resolution "NCDR" is an umbrella term for methods to resolve areas of dispute between you and your ex-partner, outside of court.

You and your ex-partner should attempt Non-Court Dispute Resolution before making an application to the court, whether that be to resolve Child Arrangements, or financial matters. The court may stand a case down and ask parties to attempt NCDR first, before an application before the court can continue.

Types of NCDR

There are different types of NCDR:

Solicitor negotiation involves you and your ex-partner communicating via solicitors, who will negotiate on your behalf to help resolve disputes, providing you with independent legal advice. The specialist family team at Slater and Gordon can assist in this regard.

Mediation involves meeting with an independent neutral third party (a qualified family mediator, some of whom are qualified to consult with children in mediation) trained to help resolve disputes. A mediator will meet with you and your partner together and will identify the issues between you and try to help you reach an agreement. It is important to note that a mediator cannot provide you with independent legal advice and they will usually recommend that you obtain legal advice alongside mediation. An agreement reached in mediation is not legally enforceable.

Arbitration involves you and your partner appointing an independent qualified arbitrator, who will make

a decision that will be final and binding between the parties on financial and property disputes or some child-related matters. Unlike mediation, the arbitrator's decision is legally binding. If it becomes necessary to enforce the decision, you can apply for a court order to give effect to it. It is highly likely that the court will recognise and endorse decisions made by the arbitrator. Arbitration is usually quicker and more cost effective than going through court proceedings.

Private Financial Dispute Resolution (PFDR) involves you and your ex-partner appointing an independent private judge, who will provide an indication as to what constitutes a fair financial settlement upon Divorce. If an agreement is reached following the evaluation, it will be necessary to return to the court to have that agreement made into a court order.

Do I have to attempt NCDR before going to court?

As a minimum, you are required to attend a Family Mediation Information and Assessment Meeting (MIAM) with a mediator who will assess whether your circumstances are suitable to proceed with mediation.

What if my ex doesn't want to try NCDR?

NCDR will only work when both parties want to engage with it. If your ex-partner has refused to engage with mediation or other types of NCDR, you should still attend a MIAM as above to obtain a MIAM certificate, which will confirm that you have attended the MIAM session for any Court application. Summary

Make time to spend with loved ones and people who understand the situation you are going through at Christmas, as a problem shared is a problem halved. And remember that the situation will not continue forever – there is a light at the end of the tunnel. Family Law issues can be resolved through NCDR and Slater and Gordon are on hand to assist you in moving matters forward.



FORCE MARKS REMEMBRANCE DAY



At 11 am on 11 November North Wales Police Chief Constable Amanda Blakeman hosted a short remembrance event at the Force memorial at the front of HQ.

Officers, staff and volunteers gathered together to remember all those who made the ultimate sacrifice for our freedom.

Wreaths were laid and a two-minute silence was observed.



FEDERATION JOINS NEW RECRUITS AT PASSING OUT EVENING

We had a fantastic evening celebrating the passing out of the June 2024 cohort of North Wales Police officers at the end of their initial training.

New recruits spend their initial training together where they learn to:

- **Protect the public from violence**
- **Provide a reassuring presence in the community**
- **Support victims of crime and offer help to those who have witnessed crimes**
- **Investigate complex crimes using a mixture of cutting-edge technology and time-proven traditional methods.**

This list is not exhaustive. At the end of the 22 weeks, they all attend a passing out ceremony, with their trainers, family and senior officers in attendance, prior to them going out to their respective police stations across the Force to put into practice everything they've learnt.

The latest 'passing out' was on 7 November. Always a great event, it was wonderful to see so many family and friends there to celebrate this milestone.

From us all at North Wales Police Federation - good luck in your careers!



At the event are Federation secretary Lewis Davies (left) and deputy chair Trystan Bevan.

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With over 20 years' experience of working with police, Gorvins have been a leading provider of legal services in all matters arising from relationship breakdowns and disputes concerning children. We understand the importance of family and the impact that a family breakdown can have upon all of those closely concerned and that is why our service (with discounted fees) is offered not just to serving and retired police officers and police staff, but also to their partners and immediate family members.

Part of our commitment to supporting those whose vital work supports us all includes a prompt initial consultation – free of charge.

We also supply our legal advice to you at a discounted rate and are able to offer a fixed-fee divorce process.

Our family and divorce law specialists understand the aspects that particularly impact upon the police with reference to pensions in divorce cases and shift patterns in relation to arrangements for children.

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PTC LAUNCHES ITS NEW-LOOK WEBSITE

The Police Treatment Centres (PTC) charity has launched its new branding and website.



The website is much more user-friendly, with easier navigation, enhanced functionality for multiple devices and updated content that better reflects the PTC's services and impact.

Whether you're a member or not, why not take a look at <https://www.thepolicetreatmentcentres.org> and see what the two PTC centres have to offer.

Founded in 1897 with the aim of supporting police officers in need, the Police Treatment Centres is a charity committed to helping the serving police workforce and retired police officers recover from injury, illnesses or health conditions (sustained on or off duty) and promoting the wellbeing of the policing profession.

It operates two centres - Auchterarder and Harrogate - with state of the art facilities, and a multi-disciplinary team of experts including

physiotherapists, fitness instructors, nurses, counsellors and complementary therapists.

In addition to residential physiotherapy and psychological wellbeing programmes, the charity provides a range of online programmes, including specialist support for women's health issues and officers taking job-related fitness tests.

Around 4,000 members of the policing profession visit the centres each year.

Get away for a break

If you are looking for a holiday next year, then you could book a three-bedroomed self-catering cottage in Scotland for a week from just £500 - and help the Police Treatment Centres (PTC) at the same time.

The PTC cottage in Auchterarder, which is south-west of the city of Perth, is now available to book, with all funds going back into the PTC charity.

The spacious cottage sleeps up to five, plus a travel cot, and features:

- **Large double bedroom with shower en suite**

- **Twin bedroom**
- **Single bedroom**
- **House bathroom with bath**
- **Fully fitted modern kitchen with fridge freezer, oven and microwave**
- **Garden with outdoor seating.**

It is dog-friendly so you can take along a well-behaved dog for an extra £30.

Check availability and book a stay in the Auchterarder cottage at <https://www.thepolicetreatmentcentres.org/business-and-breaks/self-catering/>. School holiday dates usually go very quickly.

Bed and breakfast breaks for all the police family are also available at both the Harrogate and Auchterarder centres. You can book multiple rooms to go away with friends for the weekend.

Find out more, check availability and book your stay at <https://www.thepolicetreatmentcentres.org/business-and-breaks/bed-and-breakfast/>.



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NEW POLICE STATION FOR PRESTATYN

It's been a few years since North Wales Police had a station in Prestatyn, but that's now changed with a new, centrally located site having opened in November.

The station, fit for 21st century policing, is located just behind the shopping centre, on Nant Hall Road, in a purpose-built unit.

Providing space for 6 officers/PCSOs to work at any one time and with locker space for 18, the accommodation also has electric charging points, and a space to speak to members of the public.

It will be a welcome addition for both the Force and the community of Prestatyn.



MEN'S HEALTH EVENT

The Federation joined the two-location Men's Health Event which helped raise awareness around topics relevant to men's health and promote the support available.

Representatives from the health and wellness team, PSA testing, Gender Equality Network, local support groups, The Police Treatment Centres, The Ben Fund, Cycle Solutions and the World Cancer Research Trust gathered at Force Headquarters in the morning and Llay DHQ in the afternoon to speak with officers, staff and volunteers.

Eye to Eye Men's Health gave an inspiring and thought-provoking presentation about the reasons why men are less likely to seek help when it's needed.

Jennifer Hutchinson, who organised the event, said: "We were pleased with the success of our first in person Men's Health Event on Wednesday 20 November, particularly at Llay where we had around 30 men come and chat to us during the afternoon. A special highlight was the talk by Dan Rowe from Andy's Man Club, who shared his personal story and explained how Andy's Man Clubs across the UK meet every

Monday evening to support anyone who wants to attend. His talk was impactful and a strong reminder of how important it is to talk about how we feel and get support if needed, particularly considering the higher risk of suicide among men.

"We were really grateful for the support of various organisations who travelled to North Wales to take part. There is lots of information available on the Men's Health Page of the Health and Wellness Sharepoint site, so please take a look."

Aaron Haggas, who planned the event with Jennifer, added: "I felt the event highlighted just how much care and passion there is for the wellbeing of our colleagues within North Wales Police. To have so many organisations come to support our event, especially those from South Wales, demonstrates how much help is out there, not just for men but everyone within NWP.

"Hopefully, we can run similar events in the future giving those who were unable to attend the opportunity next time, and to also invite other fantastic charities to join us as the heartfelt and authentic input from both



Andy's Man Club and Eye To Eye Counselling really helped highlight what we aspire to achieve in North Wales Police... a workforce whose health and wellbeing is seen as a valid priority."



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Anthony Duffy, Retired, Pwllheli

"I was a trustee of a workplace colleague's funds and was so impressed with Chris Spillane's sound advice. Chris is very good at explaining the types of investments and their pros and cons. I have no hesitation in recommending Chris to friends and family."

Mark Davies, Retired, Mold

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