

YOUR VOICE

Ffederasiwn Heddlu
Gogledd Cymru
North Wales
Police Federation



JUNE 2025



**BRAVE JAMES
HEADS TO NATIONAL
AWARDS CEREMONY**

- see Page 5

REPRESENTING • NEGOTIATING • INFLUENCING

DON'T LET THE CHANCELLOR SPEND YOUR INHERITANCE OR LET THE GOVERNMENT TAKE YOUR HOME TO PAY FOR CARE: **MAKE YOUR WILL AND POWERS OF ATTORNEY NOW - PROTECT YOURSELF AND YOUR FAMILY**

Let Harvey Howell Solicitors help you and your family settle your private affairs. We offer North Wales Police Federation members and their families a free private consultation to answer some important questions for you.

DO YOU HAVE A BASIC/FREE/DIY WILL - IS THAT REALLY GOOD ENOUGH?

You might have put a **BASIC WILL** in place – **OK** - but these often just repeat what the law says anyway if it leaves everything to the surviving spouse and then the children.

What about care home fees, probate fees, bankruptcy, children of previous relationships, looking after vulnerable children or relatives, guardianship of children and grandchildren, claims against the estate by unhappy relatives, stealth taxes through probate registration charges - the Chancellor trying to get the government's hands on your or your family's inheritance – **THERE ARE MANY PROBLEMS TO CONSIDER.**

WHAT DO YOU NEED TO THINK ABOUT?

- // Will the new government hit bereaved members' families by cashing in on inheritance "to support the public finances" - where there is £500 billion deficit due to the pandemic and fuel crisis!
- // **The Chancellor has abolished the planned cap on care costs, so many homes and therefore planned inheritances for children and grandchildren will continue to be lost to pay for care - can you do anything about that? This could also wipe out your expected inheritance. We can help guide you through this complex area of law.**
- // What if you or a member of your family loses the ability to make decisions for themselves due to an accident, stroke or dementia? No-one can access their bank accounts, pay bills or even decide on their medical treatment, including where and how they are treated and whether or not they have to live in a care home. These decisions are taken out of your family's hands - we can help your family have the final say through Lasting Powers of Attorney.
- // What if your children divorce after your death? Do their ex-spouses receive money your children inherited from you? This can be prevented.
- // Estranged children or other relatives can make claims against an estate even if you have made a Will - we can help prevent that.

- // Don't leave your estate to family members with a disability or additional needs who will lose their benefits or those who are vulnerable perhaps with drugs, gambling or alcohol problems who might lose it - put it in trust for them.
- // Don't give your house away, for example, to your children whilst you are alive – what if they die, go bankrupt, divorce or fall out with you? You are homeless. We can sort that out.
- // Are you unmarried with a partner? Dying without a Will distributes your estate in accordance with very old law which dictates how much family members receive. Unmarried partners receive nothing and, beware, your children's inheritance is administered by their surviving parent with whom you may no longer have a good relationship.
- // Have you remarried leaving children from a previous relationship? You may have stopped those children from receiving an inheritance from you – we can fix that.

THE FREE ADVICE SERVICE YOU WILL RECEIVE FROM US AS A FEDERATION MEMBER

We will take account of your personal circumstances and we will, at no cost to you, set aside time either in a telephone or virtual consultation to advise you:

1. Whether and how you might be affected by some of the many common problems which could cost you or your family dearly.
2. Set out some solutions to fix those problems.
3. With clear, competitive and transparent pricing – and with no obligation - tell you the cost of doing so.

WHAT TO DO NEXT?

- Email us your contact details and we will call you to discuss the best way to advise you at federation@harveyhowell.co.uk

**LET US HELP YOU TO SETTLE THINGS
AND GIVE YOU PEACE OF MIND**



WE ARE HERE TO HELP YOU AND GIVE MEMBERS A VOICE



By Lewis Davies, secretary of North Wales Police Federation

As you may be aware, we are now around five months into the Federation elections, which are ongoing within all local branches and will then move onto positions on the National Board within the Police Federation of England and Wales.

From a local perspective, we have now elected our local Branch Board which is, in effect, our branch executive team.

As such, I would like to congratulate Trystan Bevan who has been elected as the North Wales Police Federation chair and I wish him every success in this role.

My congratulations also go to our branch case officer, Liz Owen. Liz has been elected as our conduct and performance liaison officer (CaPLO) and I would like to put on record my thanks for all her work recently supporting members through

criminal and conduct investigations.

I am proud to have been confirmed as your branch secretary for the next three years too. It is an honour and privilege to continue in this position and I am committed to representing you, supporting you in any way I can and ensuring that your voice is heard, both within the Force and beyond.

Moving away from the elections, I would like to mention two of our officers who have recently been vindicated in separate trials relating to the use of force. PCs Ellis Thomas and Richard Williams – and their families – have been through a difficult and challenging experience and we are now looking forward to working with

the Independent Office for Police Conduct to bring these cases to a conclusion.

From a national perspective, the Police Federation of England and Wales has recently launched its latest campaign on police pay – Copped Enough: What The Police Take Home Is Criminal. You can get behind the campaign by joining the digital picket line. Find out more on Page 10 of this magazine.

Finally, I would like to touch on the new vetting regulations which are being closely scrutinised by the Federation both locally and nationally.

We know officers are concerned about them and we want to work with the Force's vetting department to ensure the process is both fair and transparent.

If you do have any interaction with the vetting department, please contact the branch office so that we can ensure you are supported with an appropriately trained rep and legal advice.

Of course, if you have any concerns, whether about vetting or other issues, please contact either your workplace representative or the branch team. We are here to help: representing you, negotiating on your behalf and influencing key decision-makers.



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2025 FEDERATION ELECTIONS - THE RESULTS ARE IN!



By Trystan Bevan, chair of North Wales Police Federation

Welcome to this summer edition of *Your Voice*. I'm delighted to be writing this as the next branch chair of North Wales Police Federation, and am really looking forward to the challenge. I'm particularly looking forward to getting out and meeting members across the Force in the coming months.

Like every force, we continue to face the challenge of supporting and educating officers to allow them to effectively undertake their duties in an ever-changing and developing political and legal landscape.

North Wales Police Federation will continue to do all it can to support all its members. As well as assisting the Force, we will need to continue to observe and

influence where necessary.

The Federation is not here to work against North Wales Police. We are here to be a critical friend, to enable us to support and protect our members. Sometimes changes are suggested or put in place with the very best intentions, but without the benefit of seeing things from all angles. That is often where we can be most valuable, for example, highlighting issues which can influence a decision or project to the benefit of all parties – including the Force.

For those of you who don't know me, I joined the Force 22 years ago and have been a uniformed frontline officer for 17 years, working in LPS in the Central area before becoming an AFO and then joining the dog section. I returned to the world of firearms working on Anglesey within the Royal Residence Protection Team. I then joined RPU as a PC where I was later promoted to sergeant and worked as a fatal collisions SIO.

I was promoted to district inspector in Gwynedd North where I remained before being approached to take on the role of staff officer to the Chief Constable before joining the Optimisation Team in early 2023. In September 2024 I became the County Chief Inspector for Conwy.

I've been a Federation rep for 12 years, and acting chair since September 2024. I've seen plenty of changes take place in policing since then, including great change and challenges for both the Federation and its members.

The issues that members approach me with are frequently complex; it's rare it is easily resolved with a quick reference to the Police Regulations. There are often specific and unusual circumstances, frequently there is also stress and upset, because the member who is coming to the Federation for help feels harshly or

unfairly treated, or generally unsupported. Being a police officer can be a difficult job at the best of times, without any added complications.

For me, the most rewarding part of being a Fed rep is simply getting the right result. This means the result that I believe in, whether that is a wrong being put right, or just that somebody feels they have been listened to, represented or sometimes defended. There is nothing better than that.

The Federation is not here to work against North Wales Police, we are here to be a critical friend, to enable us to support and protect our members.


As a branch, we have had a number of changes and challenges over the last 18 months, we now need stability and clear direction, to build our team to its full capacity for our members.

Having worked operationally in all the Federated ranks in a number of roles, within the NPCC office and now at a strategic level within the organisation, I feel I am in an excellent position to represent all our members and to negotiate and represent as we move forward and continue the good fight.

My knowledge and understanding at strategic and operational level will enable me to get the message across in a way that is understood by all, and I am not afraid to stick my head above the parapet to do my very best for you.

With summer on its way, demand will inevitably be high and the need for you to look out for each other and yourselves, and to get the work life balance right so you are all fit for both work and personal life, are so important. Stay safe.

North Wales Police Federation will continue to do all it can to support all its members. As well as assisting the Force, we will need to continue to observe and influence where necessary.



North Wales Bravery Award nominee
PC James Marsden.

JAMES IS IN LINE FOR POLICE BRAVERY AWARD

A North Wales PC who had part of his ear bitten off while struggling with a domestic violence suspect has been nominated for the national Police Bravery Awards 2025.

Shortly after midnight on 8 December 2024, PC James Marsden and a colleague were responding to a report of a domestic assault in Llangefni. When he tried to arrest the male suspect, he resisted.

During a struggle as he tried to make the arrest, the man pinned down PC Marsden and bit off a piece of his ear.

Another officer had to use force to pull the offender away from PC Marsden before subduing and handcuffing him.

Unaware of his injury, PC Marsden wanted to help his colleagues take the man to custody but they made him aware of the injury.

PC Marsden was taken to hospital where he was told the cartilage had suffered such damage that his ear would be permanently disfigured. He was told he would need to

take three to four weeks off work.

His pregnant partner was distressed by the injury and PC Marsden felt he had let down his colleagues as they would be without him over the busy Christmas period in a rural setting with a small number of officers working.

On 14 January this year the court sentenced the offender to three years and four months in jail.

PC Marsden will have to live with the permanent scars of this callous assault, caused while serving and protecting the public.

North Wales Police Federation secretary Lewis Davies said: "The injury inflicted on James serves as a reminder of the dangers our officers face when they respond to calls to protect the public.

"He showed courage and bravery to continue to subdue the offender despite his horrific injury. He will now have to live with the physical and unseen effects of the disgusting assault against him and the

impact it has had on those closest to him. It's right he is recognised at the Police Bravery Awards."

North Wales Police Chief Constable Amanda Blakeman said: "This was a shocking attack which left PC Marsden permanently scarred.

"The fact that he was able to carry on during the shift - and was more concerned about not being able to be on duty over a busy period - is testament to his dedication and commitment to the communities that he serves and the colleagues he works alongside. He is a credit to North Wales Police.

"Assaults on officers who are simply doing their job by protecting those at risk are completely unacceptable. I am pleased that the seriousness of this case was reflected in the sentencing."

The Police Bravery Awards celebrate the extraordinary acts of courage carried out by police officers.

The awards are organised annually by the Police Federation with the ceremony being held in London in July. Nominees from across England and Wales initially go forward for regional awards followed by the overall national title. Every officer recognised at the Police Bravery Awards is an inspiration.

The injury inflicted on James serves as a reminder of the dangers our officers face when they respond to calls to protect the public.



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- **Metfriendly Final Bonus** - this could provide significant additional returns over the medium to long term
- **Smarter saving** - designed to deliver growth and stability, and aims to outperform cash-based savings over the medium to long term.

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LATEST PSA SESSION



Pictured are (left to right) Andy Picton from Metfriendly, Martyn Rice, Maria Hughes, Lowri Eardley, Jayne Humphreys and ACC Gareth Evans.



Attention people with a prostate who are aged 40+

Those who have a prostate include:
Men, trans women, non-binary people who were registered male at birth, some intersex people

Detect the early signs of prostate disease through a simple blood test

Go to www.mypsatestests.org.uk to create an account (Use Code NWP)	Register for an appointment for screening	Attend your appointment on your chosen date and time (No appointment, no test)
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Thursday 14th August 2025
Dolgellau Police Station: 10.00 – 13.00
Caernarfon Station (Canteen): 15:30 – 19.00



HEDDLU GOGLEDD CYMRU
NORTH WALES POLICE



PSA Tests



Caernarfon Police

You need to drink at least 1 litre of water before your test

For queries contact Martyn Rice, Welfare Support Officer

Serving and retired male officers and staff had their bloods taken in Denbigh, Deeside and Llay during the latest Force PSA testing sessions.

The Federation joined Martyn Rice, the Force welfare and engagement officer, and the team for the testing which was open to those over 40 and was held on 1 May.

The North Wales Police PSA initiative continues to receive the support of our chief officer team, and we were delighted to be joined by Assistant Chief Constable Gareth Evans in Deeside.

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.

Since 2019 the in-Force events have seen more than 1,800 men aged 40 and over tested. There have been Red and Amber results for individuals who otherwise exhibited no symptoms, which flags concern over their prostate health and allows early treatment.

North Wales 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 Andy Picton at Metfriendly, who came along to support the day.

A very hot day, but thank you to everyone who came along for a test.

**SINCE 2019
THE IN-FORCE
EVENTS HAVE SEEN
MORE THAN 2,000
MEN OVER 40
TESTED**

OFFICERS URGED TO TAKE THEIR ANNUAL LEAVE

The Deputy Chief Constable is urging all officers to ensure they take their full annual leave entitlement, both for their own health and wellbeing but also to avoid holiday accruing that could then cause difficulties for resource planning when looking at the Force's operational needs.

Nigel Harrison sent out a message in March asking officers to carry over no more than five days' leave after the end of April this year, and to take their full annual leave in the 2025/2026 year so that no days are carried over into the following year.

He stated: "We need to take all reasonable steps to avoid significant balances being carried into future years, but I also recognise that there can be circumstances where this isn't possible."

Where officers have significant numbers of annual leave days, RDILs and TOIL, line managers will be asked to draw up a plan with officers to restore balances to normal levels.

Mr Harrison explained to officers: "This is not only fair to you, from a wellbeing perspective, but also ensures we are properly discharging our leadership responsibilities to you on a number of levels."

Thrive4Life, a company that helps other businesses protect the mental and physical wellbeing of their employees through training modules, courses, webinars and consultancy, says taking time off work can help workers recover from work-related stress and the pressures of their role by

focussing on themselves, following interests and hobbies, spending time with loved ones, and having a complete mental break from the demands of their job.

Taking annual leave is, they say, good for your physical and mental health, boosts work-life balance and can improve productivity.

Thrive4Life encourages people to plan ahead to get the most out of their leave, take a staycation, log off from work and prioritise rest.

Annual leave changes for Federated ranks
Federated officers are set to receive their maximum annual leave entitlement after 10 years' service, rather than 20.

The initial transition to this new national policy took effect from April 2025 with a phased introduction over the next three years.

In addition, the leave entitlement for officers in their first two years of service has increased from 22 to 25 days with effect from April 2025 and with no transition period.

This is not only fair to you, from a wellbeing perspective, but also ensures we are properly discharging our leadership responsibilities to you on a number of levels.

Employment law solicitors

Our employment law team understand the complexities of dealing with workplace claims and the need for empathy during what can be a challenging time.

We can offer support in areas such as:

- Constructive and unfair dismissal
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- Discrimination in the workplace
- Harassment
- Whistleblowing
- Breach of contract
- Restrictive covenants
- Settlement agreements

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nayo.kirkpatrick@slatergordon.uk



Sian Clarke
Senior associate solicitor

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BY ROYAL APPOINTMENT

North Wales Police Sergeant Dave Smith was one of the special invited guests at the first Buckingham Palace garden party of the year.

Hosted by the King and Queen to mark VE Day commemorations and to recognise and reward public service, the event was held on Wednesday 7 May.

Dave, 38, said: "It was an incredible honour to have been invited and to meet lots of inspiring people from across the UK who do a great deal of good in their communities.

"We were selected from the crowd to meet the Queen on the day, when I had the opportunity to discuss Wrexham Police FC and our fund-raising endeavours.

"She was a really nice lady and showed a real interest in who I was and where I was from, which force I was representing and the reason I was there.

It was a privilege to be there, and I was honoured to be representing North Wales Police at the event.

"The day was even more special in that I had the opportunity to share the experience with my wife, who is pregnant. The Queen asked about our family and we discussed potential names for the baby too.

"To have that personal one to one-to-one time with the Queen was a special moment really.

"It was a privilege to be there, and I was honoured to be representing North Wales Police at the event."

He added: "My children were telling their friends in school that their dad had gone to the King's house. I hope in the future they'll be proud of what I've achieved."

The Flintshire North local policing officer was invited to the garden party after being awarded the British Empire Medal for services to the community in North Wales and to charity in the King's New Year Honours List this year.

Dave founded Wrexham Police FC in early 2022 intending officers to play matches against a variety of opponents while off duty to build cohesion between the police and the communities they serve, while raising money for local charities.

The team has raised nearly £60,000 for good causes and charities and has received



Sergeant Dave Smith on the lawn at Buckingham Palace.

several donations from Hollywood stars Ryan Reynolds, Rob McElhenney and Michael Sheen, as well as the public of North Wales and beyond.

"I never set out to get any recognition, and certainly not any awards or recognition from the Palace – it was genuinely just to try to make a difference," Dave explained.

"I don't often get moments where I feel proud, but I remember being stood looking at the palace and all the people there and taking it all in that I was in the back garden of the royal family. It was surreal, and I was thankful to be there.

"I'm just a lad from Deeside who wanted to join the police and help others, I never thought I'd get this sort of opportunity. For others to notice what you're doing – and to be acknowledged by the King – is a real

honour."

The King and Queen were joined at the event by the Princess Royal, the Duke and Duchess of Edinburgh and the Duke and Duchess of Gloucester.

Upon arrival, the royals stood at the top of the garden steps to observe the National Anthem, before dispersing into the crowd.

Following some careful consideration, Dave says he has decided to put a halt on any further charity football matches after this year.

"It's not been an easy decision," he said. "But it does take a lot of my personal time, and with a new baby on the way, I've decided to take a step back and prioritise my family for now.

"Although, that's not to say there won't be any plans for the future."

COPPED ENOUGH: CAMPAIGN HIGHLIGHTS RETENTION CRISIS

A new campaign has been launched to highlight how police pay is contributing towards an exodus of police officers from the service.

The *Copped Enough: What the Police Take Home is Criminal* campaign is a Police Federation of England and Wales initiative.

It points out that across England and Wales, the police officers who protect our communities are being pushed to breaking point.

Real-terms pay cuts of up to 21 per cent. Rising assaults. Daily trauma and risk.

They run towards danger – but their pay doesn't cover running a household.

Enough is enough.

Officers and those supporting the police service are being urged to support the campaign and demand action.

Join the digital picket line now (click on the tab below, or scan the QR code) and stand with the officers who can't legally strike but who are standing up for their right to fair pay, safe conditions and respect.

The reality behind the badge

- Police officers are **21 per cent worse off** in real terms than they were in 2010
- **A third of officers** struggle to afford food, rent or heating
- **32 officers** are violently assaulted every day – and the numbers are rising
- **Mental health crises are soaring**, with policing now the profession with the highest mental health-related sickness rates.

Why it matters for everyone

When police officers are pushed out of the job by poverty pay, **public safety suffers.**

Without urgent action:

- **10,000 officers could be lost every year**
- **£9.9 billion could be wasted** just trying to maintain numbers

- **Communities will be less safe** because fewer experienced officers are left to protect them.

You can't have safe communities without enough police – and you can't have enough police if poor pay drives them away.

What we're fighting for

- **Fair pay:** Urgent action on pay to recognise the unique demands of policing
- **Support for frontline risks:** Including an Army-style P-Factor allowance recognising the dangers officers face
- **Retention not just recruitment:** A real plan to keep experienced officers on the beat
- **Better protection and mental health support:** So officers aren't forced to suffer in silence.

Stand up for those who stand up for us
Police officers can't strike.



They can't forget what they see at work. Today, you can walk with them. Join the digital picket line to demand the pay and protection they deserve.

Together, we can show the Government that what the police take home is criminal – and it must change.

Join the Digital Picket Line



“We're expected to face down violent criminals, but we can't afford to feed our families. We take home wages that don't match the job – and we take home trauma that no one should have to live with.

Frontline police officer



LOW MORALE IMPACTING POLICE SERVICE

Low morale is increasingly impacting the police service, the results of the 2024 Police Federation of England and Wales Pay and Morale Survey have revealed.

A total of 82 per cent of North Wales Police officers responding to the survey indicated they had experienced feelings of stress, low mood, anxiety or other difficulties with their health and wellbeing over the previous 12 months.

In addition, 43 per cent of respondents from North Wales Police said that they find their job 'very' or 'extremely' stressful. This is similar to the national average as 44 per cent of officers across England and Wales said that they find work 'very' or 'extremely' stressful.

In North Wales almost three quarters of respondents (70 per cent) were 'dissatisfied' or 'very dissatisfied' with their overall remuneration (including basic pay and allowances) and at least 87 per cent reported facing a substantial increased cost of living in the month preceding the survey.

Furthermore, 15 per cent reported 'never' or 'almost never' having enough money to cover all their essentials.

More than half (56 per cent) of respondents from the Force said that over the previous 12 months their workload has been 'too high' or 'much too high'. This is lower than the national average who said the same, which was 63 per cent of overall

70 PER CENT OF
NORTH WALES OFFICERS
WERE 'DISSATISFIED' OR
'VERY DISSATISFIED' WITH
THEIR OVERALL
REMUNERATION

respondents. And only 14 per cent of respondents reported having access to double crewing 'at all times'.

For the first time, officers were asked about the effect of social media on their role, and 46 per cent of respondents from North Wales Police felt this was impacting their ability to do their job.

Of particular note is that 94 per cent of respondents felt that the police are not valued by the Government – a slight improvement on the 97 per cent reported in 2024.

The survey also found rates of physical and verbal abuse from the public remain high. Sadly, being spat on by citizens has seen an increase, and 29 per cent have suffered verbal insults (swearing, shouting, abuse) at least once per week over the previous 12 months.

Additionally, 14 per cent of respondents

from North Wales Police reported that they had suffered one or more injuries that required medical attention as a result of work-related violence in the last year.

North Wales Police Federation general secretary Lewis Davies said: "I thank our members for once again completing this important survey. The results continue to reflect the very real struggles that our members are experiencing on a daily basis. Police officers in the Force are suffering the very real consequences of underfunding and neglect perpetrated by successive governments since 2010.

"The impact on their wellbeing, financial stability and ability to carry out the duties expected of them is colossal, as reflected in the findings of the survey, and the added inclusion of the effects of social media reflect what we are hearing from members.

"The prospect of losing 16 per cent of officers to resignation over the next two years is a terrifying prospect and should absolutely focus the minds of those who control the budgets and pay awards.

"The survey findings ultimately demonstrate the need for committed action."

The survey obtains Federated rank members' views on their pay and conditions, as well as their attitudes to their work and the police service in general. It is one of the largest annual surveys of police officers conducted within England and Wales and has been conducted every year since 2014.

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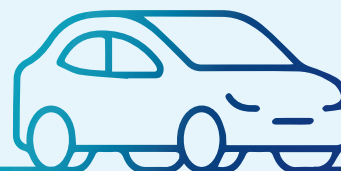


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SUPPORT WHEN YOU NEED IT – THE BEN FUND

The Ben Fund is a charity supporting the health and wellbeing of police officers and staff across the North West including those serving North Wales Police.

With more than 18,000 members, The Ben Fund provides expert help with physical, emotional and financial challenges – with support delivered by professionals who understand the demands of the job.

The Ben Fund has satellite offices across the region and offers:

Physiotherapy

Tailored treatments for injury recovery, pain management, and mobility - delivered through regional clinics and fast-track appointments. Advanced therapies include Shockwave and hydrotherapy.

Mental health support

Confidential counselling for anxiety, trauma, bereavement and relationship stress - available in person, regionally or via Zoom/Teams.

Financial help

Grants of up to £5,000 for members, dependant or surviving partners in severe financial need.

Wellbeing breaks

Short residential stays in the Ribble Valley to help you rest, recover



and recharge - supported by our experienced therapy team.

Why join?

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FAMILY LAW ADVICE AVAILABLE FROM FEDERATION PANEL SOLICITORS

Divorce rates are increasing, as shown in the Ministry of Justice Court Statistics. In the first quarter of 2024, there were nearly 30,000 divorce applications lodged at court for the dissolution of marriage. Alongside this we have pay freezes, redundancies and the cost-of-living crises wreaking havoc on household income.

It is more important than ever for lawyers to offer a transparent, affordable solution to their clients when it comes to divorce and family legal matters.

North Wales Police Federation Panel Solicitor – Lund Bennett Law

With a wealth of experience in dealing with police divorce and children law matters,

Lund Bennett Law has been chosen to sit on the panel for North Wales Police Federation to support members with any family law issue.

Lund Bennett Law has a superb reputation for representing clients in complex family law matters across the North West, acting for a large number of Police Federation branches across the country. Established by founding partner Kirsten Bennett, the firm provides excellent and robust family law services with a particular focus on financial settlements, children matters and court proceedings.

"Clients don't just come to us for legal advice, they come to us for the way that advice is delivered. We never forget that we

are dealing with a person's life but that doesn't mean to say that we don't fight hard to win," Kirsten explained.

When you're entering one of the most daunting periods of your life, you want Lund Bennett Law by your side.

What do Lund Bennett offer to the Police Federation members?

Lund Bennett Law is dedicated to providing police officers and police personnel a value-added service which is adaptable to meet individual needs, and progress at a pace that is right for you and your family.

The firm offers a **fixed fee for a fully represented divorce** at £600 (+ VAT and disbursements). This includes a member of the legal team conducting your divorce for you from start to finish. They draft and lodge all court documents on your behalf and take responsibility for all correspondence with the court, your spouse and their solicitors.

Lund Bennett Law also offers **20 per cent off the current hourly rates** for police and police personnel in addition to a **free first appointment** at a time and venue convenient for you.

What services do Lund Bennett Law advise on?

The team at Lund Bennett are equipped to advise on all family law matters taking into account every aspect of police culture, pay, pensions and shift pattern essential to ensure the best results for you.

They provide specialist advice and representation on matters concerning:

- **Divorce and separation**
- **Police pensions and financial disputes on divorce**
- **Cohabitation and unmarried property disputes.**

They also have a leading practice for dealing with children matters. These can include:

- **Child arrangements and parenting plans**
- **Adoption and surrogacy**
- **Complex matters involving local authorities.**

How to book your free appointment

Hollie Aspinall, associate solicitor at Lund Bennett Law, will be holding two-monthly surgeries at North Wales Police Federation in Colwyn Bay and Llay. Hollie is **bi-lingual in English and Welsh**. For an appointment, please contact the Federation office. There is a calendar service you will be able to access to select your chosen date and time.

Alternatively, you can contact Hollie direct at Lund Bennett online, via telephone on **0161 924 5747** or by email at **info@lundbennett.co.uk**



FALLING APART? IS IT TIME TO MOVE ON?

NORTH WALES POLICE: Matrimonial & Family Law Specialist

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Managing Director



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'I FEEL I CAN GIVE SOMETHING BACK'

**By North Wales Police Federation
workplace representative Detective
Inspector Kris Williams**

Having recently been elected as a Federation workplace representative, I thought it best to introduce myself to those who don't know me.

Back in 2001 I accepted a job offer from the Ministry of Defence Police, hours before submitting an application to North Wales Police. The opportunity with the MOD Police read like a cross between the police and the marines, I'm still waiting for that job as the reality was that I was trained as an AFO (just a firearms officer back then) and tasked with standing around at various static points.

I joined CID in 2004 and spent time working all over the UK with a number of trips to Northern Ireland before being promoted to sergeant in 2006.

After some time as a sergeant in uniform, I felt it was time to move to a

Home Office force (North Wales was not accepting transferees from the MOD at the time) and transferred to Greater Manchester Police where I was posted to the Rochdale division. I spent 10 years there, with the first few being a baptism of fire as I worked as a response sergeant and custody sergeant before returning to CID as DS for a few years before being given a temporary promotion to inspector.

In 2018 I left the Rochdale division after a challenging, but often fun, 10 years to take up a detective inspector position on the Challenger team in Stockport which focused on tackling organised criminality before moving to the role of district DI, enjoying the various stresses and challenges that came with the role.

In 2021 I was fortunate enough to

convince an interview panel to accept me as a transferee to North Wales Police and was able to return home.

Having finally settled back here after a number of years on the move, I'm really proud to work in the community I grew up in and have been made to feel like part of the furniture in Central CID.

Earlier this year, I was asked to consider the role of Fed rep which came as something of a surprise to me but, after having a chat with another rep, I feel I can give something back.

With the majority of my career spent as a supervisor and having gained experience of dealing with a raft of issues I feel I'm in a position to support others and essentially try to make work a good place to be.



I feel I'm in a position to support others and essentially try to make work a good place to be.

NEW REP PLEDGES TO DO HER BEST TO FIND ANSWERS TO MEMBERS' QUESTIONS

Hello, and thank you for putting your trust in me to represent you and support you as your Federation representative, writes North Wales Police Federation workplace rep Jess Anderson.

I joined North Wales Police in 2016, aged 23, and since then I have worked response, had a short stint on MRU and I am now a CBM on the Neighbourhood Team in Abergele.

I have spent almost all my service in Denbighshire Costal, working between Rhyl and Abergele. I have also in that time become a mum to two young boys and navigated balancing full-time work and family life.

After the very premature birth of my youngest son and a difficult time personally, welfare provision and Fed support played a huge role in me remaining in the job.

Without those who supported me and spoke up for me at a time where I struggled to speak up for myself, I likely would have left the organisation. This made a real

impact on me and was the reason I was motivated to put myself forward as a rep.

I spent a short time as a tutor on rota and have also taken on roles as a maternity, paternity and adoption supporter and a breastfeeding buddy.

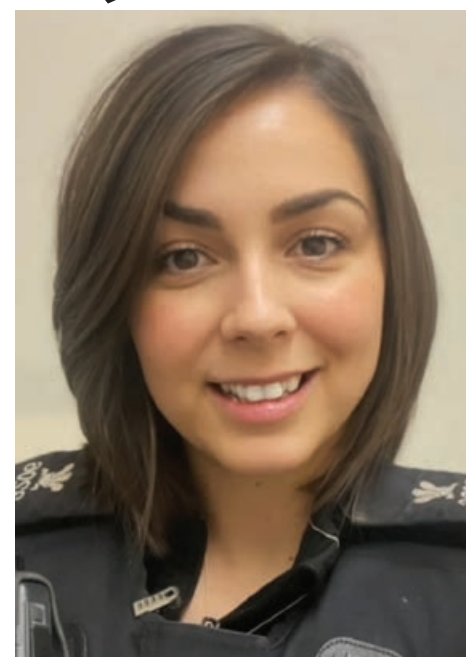
This has all been spurred by a genuine desire to step up and support my colleagues, particularly at vulnerable times in their lives.

I hope to be able to channel this same energy into my role as a Federation representative so, please call me, complain to me and put me to good use. I may not always have the answers but, if you bear with me, I will do my best to get them.

At a time where policing is subject to seemingly relentless media, public and political scrutiny, I hope I can be an advocate for the amazing work you all do daily.

I look forward to meeting colleagues new and old. Stay safe and please feel free to reach out to me directly.

Jess, PC 3206.



New Fed rep Jess Anderson.



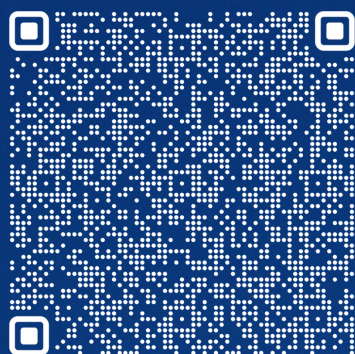
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COLLEGE ROADSHOW PUTS FOCUS ON CODE OF ETHICS

Officers and staff were given the opportunity to find out more about the Code of Ethics when the College of Policing staged a roadshow within the Force.

The drop-in event, which was held on 21 May, was open to everyone and, in addition to the focus on the Code of Ethics, those attending were able to find out more about other areas of the college's work.

North Wales Police Federation were at the well-attended roadshow and found out more about the work being undertaken to embed the code across the Force.

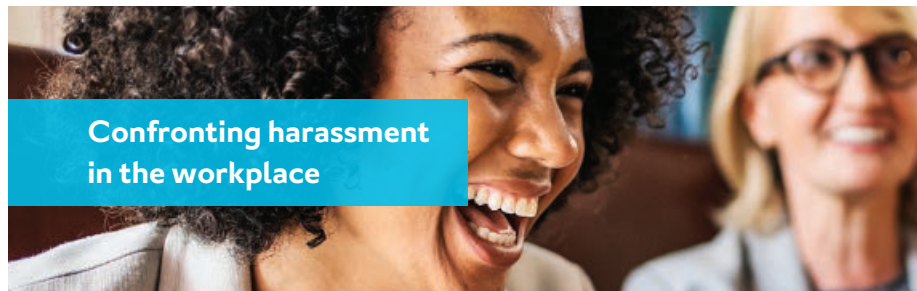
Chief Constable Amanda Blakeman opened the event, and set the scene for the interesting and fast-paced day.

Presentations were made by PSD (DI Katie Ellis), the Ethics Committee (chair Vicci Holbrook-Hughes) and AI and Ethics (head of business intelligence, James Sutton).

James' input was particularly interesting, and highlighted the rapidly changing landscape of AI and the impact it is having on policing. It's an area that is bound to affect us all in the future, and everyone left the event eager to find out more.



Rachel Watkins and Mike Redmond of the College of Policing at the roadshow.



Confronting harassment in the workplace

Ever experienced a joke that has gone too far or been made to feel uncomfortable at work?

A key distinguishing factor between jokes and bullying is that the behaviour is unwanted. Workplace bullying can come in many forms; covert or obvious, a one-off occurrence or an ongoing situation, online or in person. Examples include constant criticism and being put down, threats or aggression, or misuse of a position of power and can happen between anybody.

The Equality Act 2010 defines harassment as 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.'

Protected characteristics include:

- Age
- Disability
- Gender Reassignment
- Marriage or Civil Partnership (As related to your employment)
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Harassment at work can impact an officer's performance at work and their mental wellbeing. Bullying can make anyone feel alone and isolated and it's important to know where you can get support and steps you can take.

A chief officer may be liable for the unlawful harassment of an officer under their command by staff under their direction, if they cannot show they have taken all reasonable steps to prevent the harassment. An officer may also be personally liable for unlawful acts committed in the course of their employment. In extreme situations where a resolution cannot be reached, legal action could be taken.

You are entitled to fair treatment and decency in the workplace. If you're being bullied or harassed – whether subtly or openly – the law is on your side. Slater and Gordon can advise on your options and potential legal action. Our experienced employment solicitors are here to support and guide you if you're being bullied or harassed at work. Call us on **0330 107 6472** or visit: [slatergordon.co.uk/employment-law-solicitors](https://www.slatergordon.co.uk/employment-law-solicitors)



Assistant Chief Constable Tom Harding from the College of Policing, along with the Ethics Committee chair and JAC ethics lead, observed the delivery of the Code of Ethics Module 4 and Upstander training that everyone in the Force will be undertaking in the next few weeks.

Tables with merchandise were set up by the College of Policing, Federation and Unison, so there was an opportunity to network and engage with our members.

There was also a box to allow those in attendance to anonymously submit any ethical questions or observations in a confidential submissions box for reviewing and responding at the ethics committee.

It was a popular day and, if you missed it, we have copies of all the College of Policing material to take to future events.

CHARITY FOOTBALL MATCH FOR THEO

Wrexham Police faced off against Andy's Man Club in a charity football match held at Airbus Broughton.

The match was organised in support of Theo, a brave three-year-old boy born with a rare neurological syndrome. Tragically, Theo has recently suffered a devastating brain injury and is currently being cared for at Alder Hey Children's Hospital where he is awaiting further surgery.

Theo's condition means his family urgently need to adapt their home to meet his complex needs. This includes building a fully accessible bedroom and washroom to give Theo the comfort and care he deserves.

Thanks to the generosity of those involved and the incredible support from the local community, the charity match raised an impressive £5,000 for Theo and his family.

The funds will go a long way in helping them make the necessary changes to their home during this incredibly difficult time.



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Legal Services for North Wales Police

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 arrangement for children.

Other Legal Services

- Family Law
- Police Crime & Misconduct Defence
- Wills Trust & Probate
- Residential Property
- Employment Advice
- Media Defamation & Privacy
- Commercial Property



GORVINS
SOLICITORS

PERSONAL INJURY CLAIMS

By Jonathan Belcham of Ralli

Accidents at work can include slips and trips, falling objects or falls from height, injuries sustained from lifting and/or carrying heavy objects, injuries sustained from operational deployment and training.



A claim can be made against the employer if it can be shown that the employer breached their duty of care. It must then follow that the accident caused the injuries alleged.

It would have to be shown that the employer was negligent/in breach of a common law duty, for example, they failed to provide a safe place of work, a safe system of work, safe equipment and machinery. Employers can also be liable if an employee is injured through the actions or omission of a fellow employee and this is known as vicarious liability. Police officers are treated as employees for the purposes of personal injury claims.

To be awarded compensation for an accident,

workers have to prove that their employer owed them a duty of care, that the employer breached that duty of care, and that the breach of that duty resulted in their injury.

The first part of this criteria is straightforward, it is well established in law that employers owe their workers a duty of care. The second part to consider is whether the employer did everything that was reasonably expected of them in keeping their worker safe. Have they dealt with the risks that they could reasonably foresee? So, have they got adequate risk assessments in place, have they provided suitable training to their employees, have they provided the correct equipment and/or personal protective equipment? Obviously, police officers are exposed to far more risk of injury than sedentary workers but the Force only has a duty to take as much care of you as would be reasonably expected and not at any and all cost. Once a breach has been shown, a person also has to prove that their injuries were caused by the breach and this is clarified by obtaining a report from a medical expert.

Claims should be made as soon as possible to

avoid any issues with gathering evidence. Delays can cause problems in recalling what happened and documents can be lost.

The law states that an injured person is required to start court proceedings within three years of the date of an accident, or the date they first suspected or were told by a doctor that their symptoms or disease were work related.

If you are involved and injured in an accident at work, you should report the accident immediately, or as soon as possible after medical treatment to your employer, preferably a line manager, also ensuring that you complete an accident book/on duty report. Ensure that the accident is recorded accurately. If, for instance, you slipped the report should specify this and not tripped as this could materially affect the prospects of success.

If possible and it is permitted in the workplace, take photographs or video evidence of what you consider to be causative of your injury - you can never have too much evidence. If you are off work for some time, the Force may make changes to work equipment and systems of work, or carry out an accident investigation, therefore ask a reliable colleague to note any changes and keep you updated.

Seek medical attention by attending your GP/hospital/occupational health. Also keep an up to date note of all symptoms and how the symptoms progress, or photographs showing how injuries have recovered, as what may seem like a minor injury, or something that doesn't come on until after GP or hospital attendance, may actually become a long-term or more serious condition. Failure to do this can cause problems in proving the injuries were sustained in the accident particularly if the hospital or GP has not made a note of particular injuries or symptoms.

As well as compensation for the injury, you are also entitled to claim for any losses and expenses incurred including shift allowances/over-time etc. It is essential that you ensure that you keep a record of losses and expenses and obtain and keep receipts/documentary evidence where possible. Record any travelling expenses, such as, date of appointment/trip, the return mileage (if driven) or receipts for bus or taxi travel. Such claims can be refused where documentary evidence is not provided and where receipts should have been obtained.

The Federation has always supported injured members **and their families** who suffer accidents at work and **also off duty**. Claims must be submitted through your rep/Branch Board. For road traffic accidents only call the **Police Federation RTA Legal Assistance Service - freephone 0808 1965 315**. The service includes family members and off duty road traffic accidents.

Jonathan Belcham of 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.



With over 30 years of experience dealing with claims for police officers, we at Ralli Solicitors have the knowledge and determination to assist you with all your personal injury needs.

We can help you with:

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Anonymous

"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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