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Ffederasiwn Heddlu  
**Gogledd Cymru**  
**North Wales**  
Police Federation



DECEMBER 2025



## CONFERENCE ROUND-UP

- SEE PAGES 8 TO 13

REPRESENTING • NEGOTIATING • INFLUENCING



# PRESSURE ON POLICING, PRESSURE ON OFFICERS



By Lewis Davies, secretary of North Wales Police Federation

**T**he end of the year is fast-approaching, so it seems appropriate to highlight a few issues from the last 12 months but also look ahead to priorities for 2026.

As seems to be a constant in recent years, the last 12 months have been challenging for the police service. It has been difficult once more to balance increasing demand with the resources we have. It's not even just that the demand for our services has increased, it's the changing nature of that demand - increased cyber-crime and human trafficking being just two areas where policing has had to adapt and evolve.

In addition, as other services have felt their budgets squeezed at a time when they too have faced more demand, we have found ourselves called upon to fill in the gaps. We are the service that can never say no, but that puts the police service - and individual officers - under immense pressure; pressure that can have an impact on their physical and mental health.

In response to the pressures we have been facing, the Police Federation of England and Wales launched its Copped Enough

campaign during 2025.

The campaign highlights the fact that police officers are 21 per cent worse off in real terms than they were in 2020 with one in three struggling to afford food, rent or heating. How can that be allowed to continue?

The campaign also points out that 32 officers are violently assaulted every day – and the numbers are rising along with the numbers facing a mental health crisis. Policing is now the profession with the highest mental health-related sickness rates.

Sometimes it's just the pure day to day stresses of the job that are having an impact on officers' mental health, the repeated exposure to trauma, the very nature of the role, the things officers see.

But another issue is that of long-drawn-out conduct investigations, which put not just the officers involved but also their colleagues and their families under mental strain, not just for days, or weeks but often for months and sometimes even for more than a year.

Those long timelines just have to be tackled, for the benefit of all involved, the officers, the wider Force, the officers' families and, actually, the public we serve.

Fortunately, we've not had an example of a suicide linked to a conduct investigation, but other forces have and in North Wales we still feel the loss of PC Ryan Donaldson, a member of the Wrexham Rural policing team who sadly took his own life in December 2022. (See Page 17).

The national Federation drew attention to officer suicides at its annual national conference (coverage can be seen from Page 8) and more work will be going on around this over the coming year.

In my view, one change that would help would be legislation to ensure there are time limits on how long conduct investigations can be allowed to carry on.

There should also be mandatory recordings of any police officer suicides so we can use that data to prevent any further deaths. Professional standards departments and the Independent Office for Police

Conduct (IOPC) should also carry out risk assessments in terms of officer wellbeing and there should be compulsory provision of welfare and contact agreements to update officers with investigation progress.

Far too often Force line managers leave the welfare of their officers under investigation to be dealt with by Fed reps even though they too have a duty to those officers.

I also feel - and we have examples of this in North Wales Police - that the IOPC needs to be far stricter when allowing appeals and when giving directions to the Force to direct hearings.

So, in 2026, this is an area I really want to focus on, along with, of course, ensuring that our Federation branch continues to do all it can to provide an effective and supportive service for members.

Finally, I would like to thank officers, Specials and police staff colleagues for their dedication to serving the people of North Wales over the last year. I would also like to recognise the efforts of our Fed rep team who have been on hand to support their colleagues in their time of need.

I know many of you will be working shifts over the festive season, but I hope that you still get some down time, and the chance to enjoy the festivities with your loved ones. I wish you all a merry Christmas and all the best for 2026. Stay safe.

## PTC BREAKS: MAKE A BOOKING FOR 2026

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# THE FESTIVE SEASON BRINGS ITS OWN CHALLENGES FOR POLICING



By Trystan Bevan, chair of North Wales Police Federation

**T**his year seems to have flown by, and it barely seems possible that we are already fast approaching the Christmas period.

Of course, the festive season brings its own challenges for the police service, and I know many of you will be working at least part of the Christmas and New Year holiday.

It can be difficult to really enjoy the festivities if you are working any shifts at this time, but nevertheless I hope that each and every one of you manages to enjoy some time with your loved ones.

Without wanting to put a downer on everyone, I must remind members of the pitfalls of work and social do's. Please be mindful of the fact that your conduct will be assessed under the same spotlight whether you are drunk or sober.

I also want to put on record my thanks to officers who are working over Christmas and New Year to keep our communities safe and ensure our policing services are maintained.

I will be working the Mad Friday weekend of 19, 20 and 21 December as

Force Silver Commander and I will also be operational for New Year's Eve when I will be with officers in Llandudno.

Away from the festive news for a moment, I just want to highlight the fact that the Home Secretary, Shabana Mahmood, has recently announced the standard of proof in respect of use of force for conduct should be the same as that of the criminal standard of 'beyond reasonable doubt'.

**I want to put on record my thanks to officers who are working over Christmas and New Year to keep our communities safe and ensure our policing services are maintained.**

A question comes to mind as to whether this should be the same with all conduct matters. My view is that it should as officers' lives and careers can change on the balance of probability, is that right?

For now, it's just in relation to use of force, however. The changes will require amendments to the Police (Conduct) Regulations 2020 and the Government will

first consult the Police Advisory Board for England and Wales, as required by statute.

They come as a result of the findings of the Police Accountability Rapid Review, an independent report commissioned by the Government in October last year.

The review examined two key legal issues:

- **Whether the legal test for use of force in police misconduct cases should be raised from the civil to the criminal standard; and**
- **Whether the threshold for determining a short-form conclusion of unlawful killing in inquests should revert from the civil to the criminal standard of proof.**

It concluded that the current legal framework has created confusion, inconsistency, and a chilling effect on police morale, particularly among firearms officers. See Page 23 for more details.

Looking ahead, I am looking forward to 2026, the challenges it will bring but also the stability in our local branch moving forward ensuring that we are able to provide the best possible service to our members.

Finally, in addition to thanking officers for their efforts during 2025, I know the year has brought its fair share of challenges. I would just like to wish you all a "Nadolig Llawen a Blwyddyn Newydd Dda - Dymuniadau gora un ac oll yn 2026.

## DON'T MISS OUT ON FEDERATION NEWS

Members are being urged to sign up for new platform to ensure they don't miss out on any Federation related updates.

The North Wales Police Federation branch has launched the new platform to reach members internally via Viva Engage on Microsoft Teams. This has replaced the 'MSG Federation' email group.

"We are using this new platform to update members on any Federation related matters," says North Wales Police Federation branch secretary Lewis Davies.

"We will advertise all our member service surgeries - so family law, mortgage, financial and wills - via Viva Engage and any changes or news from the Group Insurance Scheme will also be notified through this platform too.

"I would encourage all members of the Federation and subscribers to the Group Insurance Scheme to ensure they are registered with Viva Engage as soon as possible so they don't miss any important updates."

Sign up to the NWP Federation Community at <https://tinyurl.com/5n6kja2c>

# OFFICERS HAVE A RIGHT TO PRIVACY, DON'T THEY?



**By Sergeant Dan Ball, North Wales Police Federation workplace representative**

I have been the Federation branch lead for body-worn video (BWV) for some years now and will have likely carried out training with many of you in your initial North Wales Police training.

As such, you will not be surprised to know that I am massively in favour of BWV and the huge benefits it brings in terms of recording evidence, de-escalation and, arguably most importantly from a Fed point of view, helping disprove complaints and speeding up the process.

However, there are potential down sides to this technology, the main one being an intrusion into private conversations between officers.

Normally that would not be an issue but, with the introduction of the new cameras, it has become so due to the way in which the pre-record function has been set up.

For those who don't know already, the new units are set to pre-record the time briefly before you 'activate' the camera. This is a great tool as it prevents officers missing the first part of any activity they may need to record.

However, it has been decided that this pre-record will include audio as well as video which runs the very real risk that officers' conversations that are nothing to do with anything needed evidentially may also be recorded.

More than this, it further fuels the concerns that many officers have that BWV is something that is not to be trusted because of fears of intrusion.

As a result, it is now commonplace for officers to pro-actively turn off the pre-record function which puts us back in a situation where we are no better off as we don't have the video or audio being pre-recorded.

These fears around intrusion and being recorded are now made worse by the suggestion that all police vehicles will be fitted with permanently recording units for video and audio.

This is a project which appears to be well down the road of progress but, as yet, has not had any consultation with the Federation that I can see.

This, if correct, then leaves officers in a situation where they will feel that they

cannot have normal human conversations in the cars. They will not be able to have those often quite raw conversations to decompress after traumatic or upsetting incidents. They will not feel comfortable in what amounts to their office and workspace which will have a negative impact on welfare.

Further to this, there have been a lot of concerns raised recently about the Force putting pressure on officers and staff to 'allow' their photographs and personal images to be used publicly in various ways. This includes social media, TV broadcasts and the NWP website.

There seems to be little thought for the views of officers about this and little thought about the associated risks to officers' safety and GDPR legislation.

These issues leave many officers feeling like they are not thought about or consulted when it comes to their privacy or welfare in these areas.

I, and other reps, are at various stages of conversation with the Force about these matters but now would seem a good time for the Force to look at these and other issues in terms of officer privacy, safety online and welfare.

If they do, then I can assure you we as reps will be sure to make the case that officers absolutely do have a right to privacy as I am sure you will all agree.

**These fears around intrusion and being recorded are now made worse by the suggestion that all police vehicles will be fitted with permanently recording units for video and audio.**





# OFFICER OF THE YEAR SPEAKS OF HIS PASSION FOR POLICING AFTER 22 YEARS IN THE JOB

**A** North Wales Police Federation member says he was 'blown away' after receiving a prestigious award for doing the job he loves.

PC Gareth 'Gaz' Roberts said the magic of policing is 'its unpredictability' after he was named North Wales Police officer of the year.

He said: "I love the fact that one moment you can be doing something mundane, and the next minute you're chasing people and helping people.

"No two days are the same, and that's exactly what drew me to this job."

It's a long way from Gaz's early career in IT. After leaving Bangor University with a degree in computer engineering, Gaz worked as an IT manager, but soon realised it was not right for him.

"I was tied to a desk in front of a screen all day," he said. "I wanted to be out and about, doing something different, something that mattered."

In 2003, he made the leap to policing and more than two decades later, he hasn't looked back.

Gaz spent 16 years as a response officer, a job he still describes as 'one of the hardest in policing but hugely rewarding'.

He worked briefly as an acting sergeant before deciding his heart was firmly in frontline policing.

From response, he moved into neighbourhood policing in Wrexham, where he has helped shape proactive crime work across the city.

Alongside James Duffy, who is now a Sergeant, he helped form a crime car tackling priority crime in the city centre.

They recorded major results, including taking out three county lines operations in collaboration with Merseyside Police.

Gaz is currently the community beat manager for Rhosddu and Acton, working closely with the local council and partner agencies on problem-solving and community safety.

And he also holds several specialist roles.

The first is as a public order and public safety advisor, working with public order commanders at large-scale events.

The second is as a CBRN tactical advisor, one of a number of officers trained to



(L-R): PC Dave Evans, Wrexham AFC owner Rob McElhenney, PC Gaz Roberts, Wrexham AFC owner Ryan Reynolds, Chief Superintendent Owain Llewelyn and PC Rich Priamo.

respond to chemical, biological, radiological and nuclear incidents, and also providing advice to commanders.

"I do like a good course," he joked. "But really, these roles just help make sure big events and critical incidents are safe and run properly."

His event work has included the Tour of Britain cycling race, the Kings of Leon concert, major football fixtures, the G7 conference in Merseyside, and even a royal visit by the King.

Now his willingness to go above and beyond his daily duties has been recognised with the award of the Force's officer of the year.

Gaz was honoured during a ceremony at St Asaph Cathedral.

"To be fair, I was blown away," he said. "I wasn't expecting anything like this. I love what I do and that's enough for me."

He learned of the award a little while

before the ceremony.

"I got an email from the Chief Constable's Office while I was at home," said Gaz, who has also previously received two Chief Superintendent's Commendations.

"I read it and just thought 'wow'. I was really surprised."

Gaz also praised the neighbourhood team in Wrexham that he is part of.

"The team is fantastic," he said, adding: "Everyone supports each other."

"Our sergeants run the team really well. Everyone has their strengths and their roles, and we all pull together."

After more than 20 years in policing, his enthusiasm and passion for serving have not dimmed.

Gaz ended: "I still love policing. It's fun, you get to work with brilliant people, and it makes a difference. I can't imagine doing anything else."

**“OUR SERGEANTS RUN THE TEAM REALLY WELL. EVERYONE HAS THEIR STRENGTHS AND THEIR ROLES, AND WE ALL PULL TOGETHER.”**

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**Police  
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# PAWS OFF DUTY: FUND-RAISING CALENDAR SUPPORTS RETIRED POLICE DOGS

**T**he highly anticipated 2026 Paws Off Duty charity calendar is more than just a collection of striking photographs - it's a lifeline for the Force's retired police dogs.

Now in its 11th year, the calendar has become a cherished annual tradition, raising vital funds to support the ongoing welfare, veterinary care and retirement needs of the dogs who have served the community with loyalty and courage.

Paws Off Duty was launched by Jackie Edwards, 54, a serving Force police dog handler who, after 23 years in the Force and nearly two decades working with dogs, still describes it as 'the best job in the world'.

Her journey began the way many passions do - with persistence. "I always badgered my mum for a dog when I was younger," she said, "She finally gave in when I was 11."

A collie became her first companion, and the spark was lit. As an adult, Jackie owned her first German Shepherd, and that relationship only strengthened her desire to work with dogs professionally.

**Vet bills can be such a burden. Being able to help makes a huge difference.**

At 30, seeking a career change and determined to follow her life-long goal, she joined the police.

"Becoming a dog handler is tough. It's a highly competitive process, both physically and mentally demanding," she continued.

"But that was always my goal. Working with dogs is a role like no other in the police. It's you and the dog. You trust them unequivocally. You're a team."

That bond goes beyond the workplace - they live at home with their handlers.

"They're not 'just animals,'" said Jackie, "They're colleagues. They're part of your family. They stay with you until they retire."

"In fact, they stay with you beyond that, into their golden years, unless they're re-homed with a new loving, forever family."

Today, Jackie works with Vega, her three-year-old Belgian Malinois. She's had him since he was 12-weeks-old and has trained him from scratch to become a highly skilled general purpose police dog.

He tracks offenders, locates missing people, works in public order situations and identifies scents from discarded belongings.

"These breeds amaze me," she says.



"They're so intelligent, quick to learn, agile, elite dogs, really."

Alongside Vega, Jackie is raising Menai, an 11-week-old Fox Red Labrador, who is just beginning her playful puppy training.

"It's all fun, kibble and tennis balls at this stage," she explained, "We want confident dogs. Nothing should faze them."

But alongside the joy of training police dogs, Jackie also witnessed a reality most people don't see - what happens when these extraordinary animals retire.

Her first police dog, Belgian Malinois Trader, worked with her for more than three years before she was assigned a second dog, Barney, a springer spaniel. She kept both until the end of their careers.

Trader was due to retire at seven, but a spinal disc issue - an injury sustained while bravely apprehending an offender - meant he retired early at six and a half.

What shocked Jackie most was discovering that once a police dog retires, all official funding stops.

"I didn't realise it at all," she admitted, "Trader was my responsibility. Of course, I kept him, but the vet bills were significant."

Trader lived until just over 11, and it was during his retirement that Jackie realised a support gap existed. That's when she founded Paws Off Duty, a charity dedicated to supporting the welfare and vet care of retired North Wales Police dogs.

The charity's earliest fund-raising idea quickly became its biggest success: a calendar.

In 2015, with the help of social media and the enthusiasm of local pet chain Pet Place, the first calendar sold around 1,000 copies.

"Pet Place approached us saying they'd always wanted to support a pet charity," Jackie said.

"That was massive. They sold the calendars in store and have continued supporting us ever since."

More than a decade later, the calendar remains the charity's flagship fund-raiser, and the 2026 edition is one of its strongest yet.

This year's design, created voluntarily by PC Conway, features glossy A3 double-sided pages, bilingual content and stunning images from local photographer 'Fur Real Shots', who also offered their work entirely free.

Priced at £9.99 in Pet Place stores or online (plus postage), every penny raised supports retired police dogs, whether that is for routine treatments to life-saving surgeries, and even end-of-life care when needed.

"This financial year alone, we've granted more than £7,500 to support retired dogs," Jackie said. "Vet bills can be such a burden. Being able to help makes a huge difference."

The charity also helps with rehoming when a dog can't stay with its handler, ensuring every dog finds a loving home.

Jackie explained: "Some owners don't need us, but others really do. It's lovely to give something back to the dogs who've given so much."

Buy your 2026 Paws Off Duty calendar online from Pet Place.



# BIRMINGHAM'S NEC HOSTS NATIONAL FEDERATION CONFERENCE

Delegates from branches across England and Wales gathered at Birmingham's National Exhibition Centre (NEC) for the Federation's national conference.

North Wales Police Federation sent five delegates as well as branch secretary Lewis Davies and chair Trystan Bevan.

The two-day conference – on Tuesday 18 and Wednesday 19 November – was called 'One Federation: Putting Members First'.

Topics covered included pay and conditions, the Federation's national Copped Enough campaign, officer suicide and Federation subscriptions.

## DAY 1

### Copped Enough campaign takes centre stage

The Federation's Copped Enough campaign has returned 'policing to the centre of the national conversation', according to the chair of the Police Federation of England and Wales (PFEW).

Tiff Lynch, heading up the conference for the first time as national chair, launched Day 1 of the national conference with a focus on the achievements of the opening 12 months of the high-profile campaign, saying it was a turning point in the discussions about policing, pay and officer welfare.

She said: "One year ago, we said 'enough is enough'. We told the country that police officers deserve fair pay and respect – and the people have listened.

"Copped Enough has become more than a campaign. It's a movement. It's put policing back at the centre of the national conversation.

"And it's united, our members are reminding the public that behind every uniform is a person who deserves to be valued."



Behind every investigation, there's a hard-working Fed rep. We train them well, and they perform well. So, it's an organisation that really has got officers' backs.

We've really invested in our communications. We've got structure, we have a strategy, and we have the right people in the right place delivering key messages.



Police Federation chair Tiff Lynch.

### Crisis

Copped Enough was launched to highlight stagnant police pay, mounting workloads, declining morale and the recruitment and retention crisis.

During conference, a video was played in which the Federation's deputy national chair, Brian Booth, highlighted the successes of the first year of Copped Enough.

He said the campaign, backed by the collective voice of 145,000 members, was

gaining significant political traction: "The campaign has worked really well when we're engaging with MPs.

"We've tabled a bill within the House of Lords for the recording of police officer suicide, something which has never been done before. We're also now looking at police driving legislation.

"We've managed to secure some absolutely fantastic pay awards, and we're influencing Government massively.

"Behind every investigation, there's a hard-working Fed rep. We train them well, and they perform well. So, it's an organisation that really has got officers' backs.

"We've really invested in our communications. We've got structure, we have a strategy, and we have the right people in the right place delivering key messages.

"And what was really good this year, was that our elections showed us that there is still a massive appetite to be a Federation rep. We're getting stronger day by day."

### Pandemic

Opening the conference, the first to be held in-person since 2022, Tiff reflected on the 'enormous change' of recent years, from the aftermath of the pandemic to pressures on frontline officers.

But she emphasised the Federation's resilience.

"Here we are, still standing, shoulder to shoulder, and we're still fighting for fairness," she said.

The conference, she told delegates, was an opportunity to 'reconnect' and 'bring our Federation family back together'.

### Secretary warns of policing crisis and calls for urgent reform

National secretary John Partington used his speech to conference to underline the urgent need for reform as policing continues to face unprecedented challenges.

John highlighted critical issues including pay, conditions, recruitment and officer protection.

He told delegates policing now requires a louder, unified voice to advocate for fairness and transparency, and there needed to be recognition of the responsibilities carried by officers across England and Wales.

"Keep underpaying, undervaluing and overloading officers, and more will leave permanently. This Government is pushing



# POLICE FEDERATION CONFERENCE | 2025

ONE FEDERATION, PUTTING MEMBERS FIRST  
18 - 19 NOVEMBER 2025

policing toward a crisis unless urgent action is taken," he said.

"Policing demands deep knowledge, emotional strength, and the courage to hold the line when everything else gives way. Officers deserve pay, conditions and pensions that reflect that burden. We are not asking for special treatment - we are asking for fairness."

John explained that, over the past year, the Federation had made significant progress towards greater transparency and member engagement.

**Policing demands deep knowledge, emotional strength, and the courage to hold the line when everything else gives way. Officers deserve pay, conditions and pensions that reflect that burden.**

For the first time, the secretary pointed out, members received full sight of the final pay offer before a decision was made - a change the Federation described as 'how it should be: a two-way conversation, not a closed-door process'.

He said that evidence and advocacy presented by the Federation contributed to a 4.2 per cent pay rise, increases to allowances, improved overnight and hardship payments and a commitment to address critical issues such as compensation for extra hours worked, shift disturbance and detective burden.

John highlighted the urgent need for comprehensive, standardised psychological testing for all police recruits across England and Wales. He stressed that policing is among the most regulated professions in the UK, yet recruitment standards vary widely.

Psychological testing, he argued, should be a safeguard, not an optional extra ensuring candidates possess the temperament, values, emotional readiness and resilience required for modern policing.

He added: "We know what happens when the wrong people get through the door. This cannot happen again. The public deserves



National secretary John Partington addresses the PFEW annual conference.

officers who are not only capable, but also have the integrity and emotional strength to uphold the core principles of the job. This job isn't for everyone. It demands resilience, empathy and strength. These qualities can't be assumed, they must be tested."

Delegates heard stark warnings about worsening financial pressures on frontline officers, including rising housing, energy, food and fuel costs that have far outpaced police pay, leaving many officers struggling to meet basic household expenses. John said the inequity of equal-percentage pay awards, which disproportionately impact lower-paid officers.

He continued: "A superintendent and a constable face the same inflation, but not the same reality. Percentage-only rises deepen inequality. Without correction, policing will become unaffordable for the very people who make it work."

John confirmed that the next pay submission will argue for targeted increases that recognise the unique pressures facing frontline ranks. Discussing the current pay review body, he argued that the system is not fit for policing, citing political constraints and lack of independence.

**The public deserves officers who are not only capable, but also have the integrity and emotional strength to uphold the core principles of the job. This job isn't for everyone.**

To ensure fairness and remove political interference, the Federation is calling for a move toward collective bargaining and binding arbitration.

An Early Day Motion, that has gained cross-party support, has been submitted in Parliament, and the Federation is exploring legal avenues and international labour law implications.

## Police Federation to publish new annual Real State of Policing report

The Police Federation of England and Wales (PFEW) is to publish a new annual publication called The Real State of Policing.

The new report, announced by CEO Mukund Krishna at conference, will be published annually as an alternative to His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) State of Policing report.

While the Federation accepts many of the Inspectorate's findings on rising demand, growing complexity and forces struggling with the basics, it argues that the official report misses key data and evidence highlighting threats which are breaking the service and the officers who support it.

Mukund told conference: "The legislation that set the Federation's role in 1919 is clear: our job is to represent members in all matters affecting their welfare and efficiency. So, we will. And that starts with telling the full story of policing, the one lived by the people who hold the line every day.

"We want the public and politicians to see what policing is really like. Our Real State of Policing report will publish a Force Health Index that highlights which forces are in serious difficulty on demand, capacity, welfare, resignations and workload.

"Crucially it will give a voice to rank and file officers on the world they live in every day. This is not a PEEL inspection but rather an evidenced assessment of how sustainable the job is. The HMI explains what policing does: we will explain what policing costs the people who do it."

The Real State of Policing report will give policymakers, the public and policing leaders a clearer view of the strain on officers. It will make sure that the lived experience of those delivering policing is recognised and not set aside.

The first report will be released ahead of next year's national Federation conference and the party political conference season.

*Continued on Page 10*

## DAY 2

## 'The true scale of officer suicides is being severely underestimated'

Policing is facing a mental health emergency, senior representatives warned at conference, as new evidence suggests the true scale of officer suicides is being severely underestimated.

The Federation is calling for every force to formally record all suicides and suicide attempts among serving officers, saying the profession cannot hope to tackle a crisis it cannot properly measure.

During an emotional discussion on Day 2 of the conference, the panel said that inconsistent or absent data collection was preventing policing from understanding the depth of the problem.

Recent work between the national Federation and its local branches revealed major gaps in force records. Two of the country's largest forces were unable to provide any figures, yet the Federation still identified 56 police officer suicides between 2021 and 2024.

Of those, 34 officers were under criminal or misconduct investigation at the time.

In the same period, 120 officers disclosed suicidal thoughts or attempts, with 71 of them also facing ongoing investigations - suggesting a potential link between lengthy disciplinary processes and declining mental health.

Federation National Board member Paul Williams criticised the system: "How can a criminal be arrested, tried, sentenced and released faster than an officer can have a

misconduct case resolved? Officers are left isolated, their routine stripped away, often for years. It's an incredibly lonely place to be."

Although the Office for National Statistics (ONS) categorises policing as low-risk for suicide, the panel said the classification is misleading because most forces do not routinely record incidents.

Board member Richie Murray warned: "It's the tip of the iceberg. If forces aren't recording the data, we can't present it, and the service can't begin to understand or address the true scale of the problem."

**We talk about the job getting more dangerous on our streets. It's even more dangerous in our heads. We've had too many funerals, too many wakes, too many anniversaries - it's got to stop.**

Speakers highlighted intense operational pressures - trauma exposure, staff shortages, relentless workloads - and warned that a misconduct notice can become 'the final straw'.

Delegates heard the story of Sussex Police Federation representative Sergeant Ben Websdale through a moving video presented by his wife, Michelle.

Hampshire Police Federation chair Spencer Wragg also shared his experience of reaching the brink of suicide, telling the audience:

"Although most of the room would have been to a suicide, we know the implications of that, we know what that means to families, we see that devastation, we deal with it, it makes no difference to you when you're in that place."

He said the lack of structured welfare support leaves many officers dangerously vulnerable, even as they continue responding to 999 calls.

The Federation is now pushing for major reforms, including mandatory risk assessments for any officer placed under investigation, minimum national welfare standards, and the roll-out of the Stay Alive suicide prevention app across all work devices.

A motion has been tabled in the House of Lords to amend the Police and Crime Act, making recording police suicide and attempted suicide a legal requirement.

In her keynote speech, national Federation chair Tiff Lynch echoed the urgency: "I wish our branch reps didn't have to deal with the aftermath of suicides within force, but they do."

"We talk about the job getting more dangerous on our streets. It's even more dangerous in our heads. We've had too many funerals, too many wakes, too many anniversaries - it's got to stop."

She used her speech to call for three changes:

- **Recording all suicides and attempts**
- **A commitment to prevention through the STEP programme**
- **Acknowledgement and reform of the link between misconduct processes and suicide.**

Tiff confirmed that political support is growing, with Lord Bailey of Paddington tabling an amendment due for debate early next year.

**COPPED  
ENOUGH**



## Progress building on Simplify DG6 campaign

Delegates were told there had been significant progress with the Federation's #SimplifyDG6 campaign.

Ben Hudson, who heads the campaign as chair of the Police Federation National Detectives' Forum, told conference the campaign was 'steadily achieving our aims'.

The #SimplifyDG6 campaign was launched in 2022 to tackle the excessive bureaucracy of disclosure requirements.

It followed the Attorney General's Annual Review of Disclosure, which acknowledged shortcomings that left officers spending 'at least four hours more on each case due to the redaction requirements'.

Ben, who is also secretary of Suffolk Police Federation, said: "We have listened to members' concerns, acted on what they told us, and helped bring about reform that will make a huge difference to their working lives."

**We have listened to members' concerns, acted on what they told us, and helped bring about the reform that will make a huge difference to their working lives.**

A partnership approach has been crucial to that progress, he said, thanking Surrey Chief Constable Tim De Mayer, the National Police Chiefs' Council (NPCC) disclosure lead, and Stephen Parkinson, director of public prosecutions, for their involvement.

Ben said: "The very fact that Tim and Stephen are both here, I believe, typifies the partnership approach that has enabled us to help drive change that will not just benefit police officers and police staff but will also bring time savings for forces, freeing up officers and staff to deliver more effective policing services for the communities we serve."

The Police Federation of England and Wales (PFEW) campaign:

- **Urged the Government to make amendments to the data protection laws to simplify the redaction obligations of police officers and staff when seeking charging decisions from the CPS to free up thousands of policing hours every year**
- **Called on the NPCC, the College of Policing, and the Crown Prosecution Service to jointly work with the Federation to ensure all its members receive nationally agreed face-to-face training on disclosure procedures.**

Ben Hudson.



The campaign has made progress, Ben told conference.

The NPCC had issued amendments to the Joint Principles for Redaction, which were developed by the Crown Prosecution Service (CPS) and the NPCC disclosure portfolio, set out their joint position on how to approach data protection responsibilities.

They provided clearer, legally robust guidance on redaction and disproportionality. Updated FAQs now take a more pragmatic approach to data minimisation, giving officers clearer direction on issues such as occupations, dates of birth and vehicle registration numbers.

The Federation reinforced the new guidance with a national toolkit distributed to all 43 branches, ensuring members understood how to apply the revised principles.

Political backing has also grown. MPs have expressed support for a proposed 'data bubble' between the police and the CPS. The proposal has been echoed in an independent review by barrister Jonathan Fisher KC.

The review further recommended national learning standards for new officers, cross-agency disclosure learning standards, and clearer accreditation pathways for disclosure officers.

Ben said that proportionate file-building trials were underway in Cheshire, Merseyside and Kent.

In Cheshire, compliance reached 97.2 per cent within two months, saving 5,000 policing hours.

One sergeant described the trial as 'an absolute dream, Ben said.

**We will continue to push for the changes we need to see. Perhaps what we need is a total rewrite of DG6 - could DG7 be the answer?**

In Kent, nearly 400 files were submitted in just five weeks, with 37 per cent savings in file-building time. It's hoped this will reach 40 to 45 per cent in the months ahead.

Improved victim engagement and shorter bail periods are already being reported, Ben told conference.

Sussex and Surrey are next in line for the roll-out, Ben said.

He said: "Our campaign has not only garnered support but has helped deliver meaningful and significant change."

Ben ended: "We will continue to push for the change we need to see. Perhaps what we really need is a total rewrite of DG6 - could DG7 be the answer?"

*Continued on Page 13*

# MISTAKES TO AVOID WHEN DIVORCING WHEN YOU ARE OVER 40

If you're over 40 and considering divorce, you are not alone.

The average age for males divorcing in the UK is 47.7 years and 45.3 for women. With this age-related spike in mind, Lund Bennett – our Police Dederation experts in family law – are on hand to support you.

The firm provides unrivalled knowledge coupled with a compassionate and highly empathetic approach. Here, their team offer advice on the most common post-40 divorce pitfalls.

## Not getting a financial order

A financial order is a court order that sets out a couple's finances and legally binds how they will be divided when they get divorced. Divorce finances are dealt with separately to the divorce itself, so not having one means your ex-spouse is free to make a financial claim years later. In the

infamous case of Wyatt v Vince (2015), an ex-spouse successfully made a financial claim for a property to be purchased for her 23 years after the divorce.

## Remarrying before getting your finances in order

Remarry without a financial order and you may lose your right to apply for one. This is often referred to as the 'remarriage trap'. This could leave you unable to make a claim on assets, such as spousal maintenance, property adjustment orders or cash lump sums. Making a financial settlement and waiting for assets to be transferred before saying 'I do' again is imperative.

## Not updating your will

Starting the divorce process does not automatically revoke a will. If you want to prevent your soon-to-be-ex-spouse from receiving the monies and privileges granted

to them in your will, you need to update it! You can do this at any time, but if you die before you're granted a divorce your spouse can make a claim against your estate.

## Settling too early

Don't forfeit financial security for wanting to leave the marriage as soon as possible. Getting the settlement right is crucial. Make copies of your important financial documents; it will make you aware of what you own and even what you owe.

## Not being careful with joint accounts

If you're still using a joint bank account or credit card, make sure that all expenditure is documented.

Use joint funds extravagantly for your own personal use and you may find that you lose credibility in court and the divorce process is prolonged.

## Getting personal in social posts or texts

In divorce cases, solicitors often delve into social media to find evidence. Yes, it's tempting to vent in the social sphere or express anger via text, but imagine those words being read out by a judge in court before hitting share or send. If you are the recipient of such posts/communications, do not respond.

To ensure you avoid common divorce mistakes and that all bases are comprehensively covered (and legally binding), reach out to Lund Bennett Family Law. Lund Bennett offer 20 per cent off the hourly rates for police and police personnel in addition to a free first appointment at a time and venue convenient for you.

## Lund Bennett services:

The team at Lund Bennett are equipped to advice 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:

- Divorce and separation
- Police pensions and financial disputes on divorce
- Cohabitation and unmarried property disputes
- Child arrangements and parenting plans.

## How to book your free appointment

Lund Bennett will be offering twice monthly surgeries at North Wales Police Federation. The solicitor 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 them direct at Lund Bennett online, via telephone on **0161 924 0079** or by email at **info@lundbennett.co.uk**



## FALLING APART? IS IT TIME TO MOVE ON?

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**Choosing the right family solicitor is one of the most important decisions you will make.**



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## 2026 subscription changes confirmed after vote

Delegates voted to introduce a £2 per month increase in member subscriptions from 1 January 2026. This will take the gross monthly rate from £24.31 to £26.31.

In addition, the current student officer 50 per cent discount will end, meaning that, from 1 January 2026, all new members joining the Federation will contribute at a single standard rate from their first day of membership. There will be no change to the rate for current student officers.

Motions proposing the subscription fee increase and ending the student officer discount passed with heavy majorities after voting at the Federation's AGM on 18 November.



**Our role is to stand beside you on your toughest days, in the moments that matter most, and in the national debates shaping the future of policing.**

### Why the change is being made

We know cost of living pressures continue to bite, and no one welcomes paying more. But maintaining the current rate is no longer sustainable if we are to protect, represent and support members in the way they expect and deserve.

Subscriptions have only risen twice in the past decade. In that time, we've absorbed rising costs, delivered more than £1 million in annual savings through restructuring, and continued to secure significant outcomes for members.

Demand for our legal and welfare support continues to grow rapidly. Case volumes have risen by almost a third in three years, and this year alone we've secured more than £41 million in compensation for members. The cost of expert legal representation and specialist welfare services continues to

## Subs increase: a message from your branch

After the announcement of a small increase in Federation subscription charges, I wanted to include you in this discussion. As always, we encourage any issues or concerns to be raised openly, writes North Wales Police Federation branch secretary Lewis Davies.

In North Wales, we represent more than 1,700 police officers and Special Constables. As a Federation, we take great pride in providing our members with essential services, including prompt and high-quality legal support.

Ensuring we can continue to deliver these services is not just important - it is vital to protecting and supporting our members.

We are currently managing complex use-of-force and vetting cases, some of which may have national significance. Maintaining the ability to instruct experienced lawyers and barristers is a core part of safeguarding members' interests, and this requires sustainable funding.

Our support goes beyond legal services. We work hard to enhance the wellbeing of officers and their families, often at times when they need assistance most and may have nowhere else to turn.

Student officers rely on the same advice, protection and support as experienced officers, and our casework related to student officers has increased significantly in recent years.

You might not need the North Wales Police Federation today - but you might tomorrow, next week or next year. While we recognise that cost-of-living pressures affect everyone differently, knowing the Federation is here when you need it most is, to many, invaluable.

Overall, this subscription adjustment is intended to maintain the Federation's ability to provide robust representation, meet growing demands and support all members effectively in an increasingly complex environment.

Thank you for your understanding. Please do not hesitate to contact the Federation office with any questions or concerns.

increase at a pace.

### What the £2 increase will deliver

The increase is expected to generate around £3.36 million a year. This funding will help us to:

- **Protect and strengthen core legal and welfare services, fighting on more fronts to deliver more for members**
- **A new victims and witnesses support programme, standing up to inappropriate and illegal workplace behaviour**
- **Increase the impact of our campaigning on pay, conditions and wellbeing.**

### Ending the student officer discount

The discounted rate for student officers, while

well-intentioned, generates less than 0.3 per cent of our total income. Our data also shows that newer officers often rely most heavily on Federation support.

Moving to one fair rate for all ensures consistency, sustainability and equal access to the same level of protection and support from day one.

### Looking ahead

Our role is to stand beside you on your toughest days, in the moments that matter most, and in the national debates shaping the future of policing. These changes are about securing the Federation's ability to do that, not just now but for the long term.

## Awards presented

Conference provided the perfect occasion for the Federation to honour a number of officers with awards.

### Response officer of the year

PC Greg Blais of Hampshire and Isle Of Wight Police was named as the Response Officer of the Year.

He was recognised for an exceptional year of frontline policing marked by relentless proactivity, outstanding operational impact and exemplary victim care.

### Detectives recognised

The Federation's National Detectives' Forum (PNDF) announced joint winners for its

Detective Investigation of the Year award for 2025 - the Dorset Police Major Crime Investigations Team (MCIT) and West Yorkshire Police Homicide Team.

The award, presented on Day 2 of the conference, was sponsored by Quick Mortgages, and recognised two outstanding, complex investigations which together exemplify exceptional investigative skills, dogged persistence, meticulous case building and the highest professional standards.

Operation Lion was the Dorset MCIT response to the fatal stabbing of Amie Gray and the attempted murder of Leanne Miles on Bournemouth beach in May 2024.

West Yorkshire's Operation Geneva

represented a long-running, meticulous almost 20-year pursuit of justice in the murder of PC Sharon Beshenivsky during the 2005 Universal Express robbery in Bradford.

### Outstanding contribution

This year's Outstanding Contribution to Women in Policing Award, sponsored by Police Friendly and Metfriendly, was presented to Inspector Sophie King of Sussex Police's Divisional Coaching Unit (LPST).

The award recognised her exceptional dedication to developing, supporting, and empowering her colleagues. Sophie's work has had a transformative impact across the organisation, particularly for women in policing.



'Not quite w







## 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](mailto:federation@harveyhowell.co.uk)

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# BLUE LIGHT WALK HONOURS RYAN'S MEMORY

**M**ore than 40 people turned out on a fresh and misty night to take part in the annual Blue Light Walk in memory of North Wales PC Ryan Donaldson.

The walkers made their way to the top of Moel Famau, guided by blue lights provided by the Lucy Morris representing North East Wales Search and Rescue (NEWSAR) and Andrew McLaren in attendance to represent fire service colleagues. John Morris and his cadets were on hand again this year, with smiling faces despite the cold weather.



*Organiser Sophie Ho with Mark Jones.*

Organiser Detective Inspector Sophie Ho, who works in the Force's protecting vulnerable people unit, has thanked everyone who supported the event which took place on Saturday 15 November.

"The event is growing in numbers and so much so that we had to use the overflow car parks this year," said Sophie.

"NWFRS did a splendid job as the mountain was quite misty but they lit it up for us and it was beautiful walking up to the blue light. Every single year, they turn up to assist us and we couldn't do it without them.

"The walk took place in better weather than last year, and Cara, Ryan's sister, did a lovely speech. One of Ryan's rota colleagues who had retired after we lost Ryan attended and another retired colleague who assisted in Ryan's training also joined us which demonstrates that officers past and present attend and all are welcome.

"Families brought children and other family members along, which was also wonderful."



*Fed secretary Lewis Davies joined the walk.*

North Wales Police Federation secretary Lewis Davies joined the walk while Jayne Humphreys, the former Federation communications and consultation officer, former branch secretary Mark Jones and Becky Ellis from the staff office, were on hand in the Federation welfare van to hand out hot drinks and other refreshments provided by the Group Insurance Scheme.

The Force cadets were also out on the evening, offering their support.

Ryan sadly ended his life on 11 December 2022. Sophie, who had been Ryan's supervisor, witnessed, and also experienced, the devastating impact his loss had on his family, friends, team and colleagues.



*Mark Jones, Jayne Humphreys and Becky Ellis were on hand with drinks from the welfare van.*

She and her colleagues felt it was important to find a positive and do something special - ideally 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.

Sophie added: "Seeing all the people who attend to make it work, from agencies to colleagues who turn up to do the walk - is one of the most fulfilling feelings, knowing that Ryan has a legacy and will always be part of the blue light family."



## 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



## At sylw pobl gyda phrostat sy'n 40+ oed

### Mae rhai sydd â phrostat yn cynnwys:

Dynion, merched traws, pobl anneuaidd a gofrestrwyd fel gwryw ar enedigaeth, rhai pobl rhyngryhw

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

Go to [www.mypsatestests.org.uk](http://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)

**Thursday 11<sup>th</sup> December 2025**  
**Holyhead Station 10.00-12.00**  
**Llangefni Station 13.30-15.30**  
**Bangor Station 17.00-19.00**



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



For queries contact Martyn Rice, Welfare Support Officer

## Canfod arwyddion cynnar clefyd y brostad trwy'r prawf gwaed

Ewch i [www.mypsatestests.org.uk](http://www.mypsatestests.org.uk) i greu cyfrif (Cod NWP)

Cofrestrwch ar gyfer apwyntiad sgrinio

Dewch I'ch apwyntiad gyda'ch ffurflen archedu (Dim prawf heb apwyntiad)

**Dydd Iau 11eg Rhagfyr**  
**Caergybi 10.00-12.00**  
**Llangefni 13.30-15.30**  
**Bangor 17.00-19.00**



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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

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- Police Crime & Misconduct Defence
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- Residential Property
- Employment Advice
- Media Defamation & Privacy
- Commercial Property



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# JASON URGES COLLEAGUES TO TAKE PSA TEST AFTER 'SHOCK' CANCER DIAGNOSIS

**A** North Wales Police Federation member has told how he was diagnosed with prostate cancer after an in-Force test – despite having no signs or symptoms.

Now Inspector Jason Diamond is encouraging male colleagues to take up the opportunity of regular PSA testing events held by North Wales Police and the Graham Fulford Trust.

Jason said: "I'm sharing my story to encourage anyone who is in the age range to take a PSA test. Why would you not?"

"A simple blood test saved my life. The next life it saves could be yours."

Jason attended a PSA testing session in Bangor on 7 November 2024.

Just two days later, he received an email advising him that his PSA level had been raised.

"It was a bit of a shock," he said, "I had absolutely no symptoms. Had the Force not offered the test, I'd never have gone to my GP. There was nothing that would have made me think I needed one."

He contacted his GP on 11 November – his 53rd birthday – and was seen the same morning. A subsequent MRI scan in December was inconclusive, leading to a biopsy early in the new year.

"You're suddenly in much more of a medical setting," he said. "You've got consultants dealing with you. It's the moment it all becomes very real."

The call to return to hospital confirmed what he had already begun preparing himself for, that some of the samples were positive for prostate cancer.

Jason said: "It wasn't a shock in truth because, with being called into hospital, I realised and had got my head round what I was going to be told."

"I didn't know the procedures that were going to follow, so I was a bit matter of fact in saying 'right, what do I do next?'"

Jason's Gleason score – a measurement



Inspector Jason Diamond.

of the aggressiveness of prostate cancer – indicated a potentially aggressive form.

Following discussions with specialists, he opted for robotic prostatectomy surgery, to remove the prostate, at University College Hospital London in June this year.

Before the operation, he underwent a bone scan, a moment he described as the most anxious of the entire process.

"I was aware of Chris Hoy's story and people where it had spread to their bones," said Jason. "That was the only time I felt genuinely nervous."

The bone scan was clear, and surgery went ahead on 12 June.

"I was surprised how well I coped. There's discomfort and side effects, of course, but they're minor compared to the alternative. The surgeons always remind you they're saving your life."

Around four weeks later, he received

the news he had hoped for, that the cancer had been fully contained within the prostate.

Jason, who is back at work full-time, thanked the Force and the Graham Fulford Trust.

"The test saved my life," he said. "They told me the cancer could have spread within two years. Today I feel no different to the day I had the PSA test."

Jason, who was speaking during November (Men's Health Month), added: "To anyone who is in the age range, or at higher risk, if you're offered the opportunity, take the test. It's one simple blood sample."

"If everything is fine, great. But if it isn't, catching it early gives you every chance."

## What is a PSA test?

A PSA test checks the level of prostate-specific antigen (PSA) in a person's blood. High levels may be a sign of a prostate condition.

Testing may be recommended if a person is experiencing the following symptoms:

- **Peeing more than usual (or having a sudden urge to pee or get up often in the night to pee)**
- **Blood in pee**
- **Problems getting or keeping an erection**

## How to get a PSA test?

While routine PSA testing is not offered on the NHS, a person may be offered a PSA test if their doctor thinks they have symptoms that could be prostate cancer.

Men aged 50 or over can ask their GP for a PSA test, even if they do not have symptoms.

Anyone aged 50 or over with a prostate can ask for a PSA test. Officers can attend any PSA testing event arranged by North Wales Police. For information relating to dates and locations, please contact Jayne Humphreys by emailing **Jayne.Humphreys@northwales.police.uk**

**The test saved my life. They told me the cancer could have spread within two years. Today I feel no different to the day I had the PSA test.**





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PF LISA9.25v2

# FORMER TRAFFIC OFFICER NOW SUPPORTS FAMILIES AFTER ROAD ACCIDENTS

In this interview, former North Wales Police Federation workplace representative

Barry Andrews gives an insight into his work for the road safety charity, Brake.



## What's the role of Brake, the road safety charity?

Brake was founded in 1995. For the last 30 years, it has been working to stop the tragedy of road deaths and serious injuries in road crashes, make streets safe and healthy places for all, and support road crash victims.

Brake believes that a death or serious injury on roads should be a rare and unusual event. But sadly, today's reality is that five people die on the UK's roads every day, and more than 15 times as many people are seriously injured.

That means that every day, five families get the devastating news that a loved one has died, and many more find out that someone they love has received catastrophic, life-changing injuries. When the worst happens, Brake is there to help.

It knows that the right support at the right time can change the course of someone's life. Brake's National Road Victim Service is a free, professional, trauma-informed service for road victims. Every year, it provides expert emotional and practical support to thousands of families during their darkest and most difficult times. There are many more who need its help.

## What does your role involve?

I've been a caseworker with Brake's National Road Victim Service for nearly a year now, since I joined the team in January. I'm part of a team of nine caseworkers working in the central team and I cover the whole of North Wales. We have other teams working across the country providing support to people online, over the phone and face to face. This year, we will support more than 2,000 families in their darkest and most difficult times.

First, we talk to people, to find out what's happened and what support they need. If someone is assigned to me as a caseworker, I can help them with practical challenges and help them understand the complex,

unfamiliar procedures that often follow a road crash. They can talk to me if they're worried about money or a court case, for example, or how to find legal support.

We're not counsellors, but we're here to offer emotional support. If someone is finding it difficult to cope, we're here to talk. We listen, and provide a safe space for people to talk about their feelings.

We can also help people access other support services. For example, if counselling services aren't available in their local area, and there's nothing available through their GP, we use our own database to search for other services that might be available close to where they live. We can also liaise with their solicitors, and highlight things that someone may need to aid their recovery, for example if they're seriously injured.

Today's reality is that five people die on the UK's roads every day, and more than 15 times as many people are seriously injured.

Everyone is different. Some people don't need a lot of support, they just want information regarding the criminal justice system, or the coronial process and things like that, but others need much more.

## How does your role work with what you're doing with the Police and Crime Commissioner (PCC)?

My role is currently funded through the PCC, Andrew Dunbobbins, and an important part of my role is helping police family liaison officers (FLOs) provide the best possible support to road victim families. By helping families get the help they need, FLOs can make a big difference to how someone copes with the trauma of road death or injury. We are also here to support the FLOs, so they can support a family better.

It can be very daunting for someone who has just suffered a traumatic bereavement or serious injury to make the first call. We work closely with the police to help them understand how to refer someone to get help from Brake, with their permission. For some people, it really helps if someone else can tell us what has

happened, so they don't have to explain. We also receive some referrals from the criminal justice system, and Witness Care.

We are working hard to increase the number of referrals from the police. At the last review, referrals from North Wales Police had grown significantly above the national average of other forces referrals - so we know the scheme is working. We're able to engage with people at an early stage and give them support and guidance.

## It sounds like a huge success from where you were in January to the number of referrals that you now receive. That must be hugely beneficial for the individuals and families.

The feedback so far is that is that we're making a big difference. We are really proud to be working in partnership with all UK police forces to help road victims get the support they need, and support the professional development of police officers working in family liaison roles with road victims.

## Do you think you having been a FLO is an advantage?

I was on traffic/roads policing for 24 of my 30 years as an officer. I was an FLO for 17 years spanning my time as an officer and a staff member.

I think so, yes. It really helps that I understand how the criminal justice system and the coronial system work, as well as having that sort of contact with FLOs.

## When did you join the police as an officer? 1987.

## And what career would you have chosen if you hadn't become a police officer?

I hadn't really considered anything else! When I left school the minimum joining age was 21. I had a conversation with an officer who told me to get some life experience until I was old enough to apply, which is what I did.

## And you retired in 2017?

Yes. And then early in 2018, I came back as an evidence gatherer. I finished there on 6 January 2025 and I started with a Brake the next day.

## When did you first become a workplace rep for the Federation?

I think I was about halfway through my service, and I was a rep for much of the remainder of my career. I was ultimately the secretary for the Constables' Branch Board.





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# GOVERNMENT PLANS CHANGE TO MISCONDUCT CASE THRESHOLD

**T**he test for use of force conduct cases is set to be raised to 'beyond reasonable doubt' in line with the criminal standard.

The change is expected to be effective from spring next year.

"We have been arguing for some time that the threshold used in misconduct and gross misconduct cases is too low," says Lewis Davies, secretary of North Wales Police Federation.

"This has led to long-drawn-out and expensive inquiries, which serve no one well and often end in outcomes below even a written warning.

**Police officers need to be confident they can act decisively in challenging situations. Anything that undermines this confidence affects their ability to protect the public. This uncertainty is neither fair on them, nor in the public's interest.**

"The Independent Office for Police Conduct often used this low threshold to press on with gross misconduct cases which then simply wasted more time and more money, but also put the officers involved under more stress and uncertainty and kept them away from their duties.

"At the end of this, we might see a no case to answer outcome or a low-level sanction that would be based on the indication that the officer 'may' have done something wrong.

"The fact that the Government has listened to the Federation's submissions on this and has accepted change is needed is very welcome and we look forward to seeing the new threshold in place."

Home Secretary Shabana Mahmood announced the findings of the Police



*Home Secretary Shabana Mahmood.*

Accountability Rapid Review, an independent report commissioned by the Government in October last year, in an address to the House of Commons on 23 October.

The review examined two key legal issues:

- **Whether the legal test for use of force in police misconduct cases should be raised from the civil to the criminal standard; and**
- **Whether the threshold for determining a short-form conclusion of unlawful killing in inquests should revert from the civil to the criminal standard of proof.**

It concluded that the current legal framework has created confusion, inconsistency, and a chilling effect on police morale, particularly among firearms officers.

The Government accepted the review's recommendations that the criminal law test should be used for use of force in misconduct cases and that it carry out a public consultation on the standard of proof

in inquests.

Ms Mahmood said: "Police officers have an exceptionally demanding role. They have to run towards danger, tackle dangerous criminals and put their lives on the line to keep the public safe.

**Police officers need to be confident they can act decisively in challenging situations. Anything that undermines this confidence affects their ability to protect the public. This uncertainty is neither fair on them, nor in the public's interest.**

"We are determined to ensure both that officers are supported in making difficult decisions in the line of duty and that we have robust and transparent systems of accountability. We are committed to a policing system that commands public confidence and protects those who serve with integrity and professionalism.

"Police officers need to be confident they can act decisively in challenging situations. Anything that undermines this confidence affects their ability to protect the public. This uncertainty is neither fair on them, nor in the public's interest."

She added: "This will not water down standards or make officers less accountable. Any officer falling below the standards we expect has no place in policing, and we have brought in measures to ensure they are swiftly dismissed.

"Hesitation and second-guessing can cost lives, and this Government will do everything we can to make our streets safer."

The changes will require amendments to the Police (Conduct) Regulations 2020 and the Government will first consult the Police Advisory Board for England and Wales, as required by statute.



# POLICE SERVICE COMES TOGETHER TO REMEMBER FALLEN OFFICERS

**P**olice officers from across England and Wales and further afield gathered at Coventry Cathedral for the annual National Police Memorial Day service.

The service, at the end of September, gives the police service the opportunity to come together with the families of fallen officers and honour their sacrifice.

North Wales Police Federation workplace representative Gemma Poulton represented the branch at the service while Chief Constable Amanda Blakeman also attended.

"It was an honour to represent both the branch and our members at the service," says Gemma.

"National Police Memorial Day provides fitting recognition for our colleagues who

did not make it home at the end of their shift and shows their families that they are not forgotten.

A key part of the service itself is the lighting of four candles, one for each of the UK's four nations and their respective fallen officers.

Representing Wales, Lowri MacArthur, a serving Gwent officer, lit a candle remembering her father PC Terry Davies who was 34 when he died on 23 August 1990 after been struck by a stolen car that failed to stop.

During the service, Tiff Lynch, chair of the Police Federation of England and Wales, read out the names of seven officers who had lost their lives in the 12 months since the last memorial day service:

**PC Ian Minett**, 38, of Gloucestershire Constabulary

**PC Michael Bruce**, 48, of the Metropolitan Police

**PC Frank Hawkins**, 52, of the Metropolitan Police

**PC Marcus Bennett**, 44, of the Civic Nuclear Constabulary

**PC Rosie Prior**, 45, of North Yorkshire Police

**DC Karen Smith**, 49, of Humberside Police, and

**PC Faizaan Najeeb**, 24, of Northamptonshire Police, who died just two days before the service.

The Dean of Coventry, The Very Reverend John Wit, and the Lord Mayor of Coventry, Rachel Lancaster, welcomed the congregation to the service which included

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music from the West Midlands Police Band, The Big Sing Community Choir and the Choir of Coventry Cathedral.

The bidding and opening prayers were led by Rabbi Dr Jonathan Romain MBE, associate chaplain of the Jewish Police Association; Imam Mohammad Asad MBE, the West Midlands Police chaplain, and Ashna Tumber, secretary of the National Sikh Police Association.

Home Secretary Shabana Mahmood gave a Bible reading from The Beatitudes, Mathew 5: 1 – 12 while the shadow home secretary, Chris Philp, read from the Colossians 3: 12 – 17.

**National Police Memorial Day provides fitting recognition for our colleagues who did not make it home at the end of their shift and shows their families that they are not forgotten.**

The service, which was also attended by police minister Sarah Jones, included an address from the Right Reverend Sophie Jelley, the Bishop of Coventry.

In the midst of the service, Elizabeth Emblems were presented to the families of five police officers: PC Royston Jerred of Sussex Police, Sergeant Noel Lane of the Metropolitan Police, PC Mark Peers of the Metropolitan Police, PC Ian Rodgers of Greater Manchester Police and PC Dennis



Smith QPM of Devon and Cornwall Police.

The Government announced the introduction of the Elizabeth Emblem, named in honour of Queen Elizabeth II, in March last year. The emblem is in recognition of those who lost their lives while undertaking eligible public service, including police officers listed on the roll of honour.

Towards the end of the service, the peace bell was sounded and, during a period of silence, petals of remembrance, representing fallen officers, fell from the gallery. The Last Post was then sounded and, after a short silence, Reveille followed.

After a closing blessing, the service ended with the congregation, which had filled the cathedral, singing the National Anthem.

More than 5,000 police officers have died on duty in the past 180 years but the National Police Memorial Day itself was only initiated in May 2001 by now retired Kent Inspector Joe Holness OBE QPM following the death of his colleague PC Jon Odell in Margate in December the previous year.

The first National Police Memorial Day service was held at St Paul's Cathedral in London on Sunday 3 October 2004 and since then the services, which rotate around England, Scotland, Wales and Northern Ireland each year, are held on the nearest Sunday to St Michael's Day (29 September) as St Michael is the patron saint of police officers.

National Police Memorial Day 2026 will be held at the Waterfront Hall in Belfast on Sunday 27 September.





# PERSONAL INJURY CLAIMS

**By James Reilly and Farhanah Ismail – Ralli directors who run the personal injury department**

## **Did you know that pursuing your claim through the Police Federation could save you up to 30 per cent of any compensation that you are entitled to?**

If you suffer an injury on or off duty PFEW will assist you to pursue a claim through its appointed solicitors - Ralli.

The scheme also extends to claims for family and dependants. Claims can range from on and off duty RTAs, accidents in the workplace, injuries resulting from occupiers' and public liability, holiday accidents (home

and abroad) and injuries arising from clinical negligence.

All claims are funded on the basis that there must be reasonable prospects of success and the legal expenditure must be proportionate to the likely compensation payable at conclusion of the claim.

In many instances it is necessary to submit a claim to the alleged negligent third party before a full assessment of prospects can be made. That might include consideration of detailed document disclosure.

The claims process requires that if a defendant denies liability, they must serve any documents that they intend to rely upon in connection with that denial.

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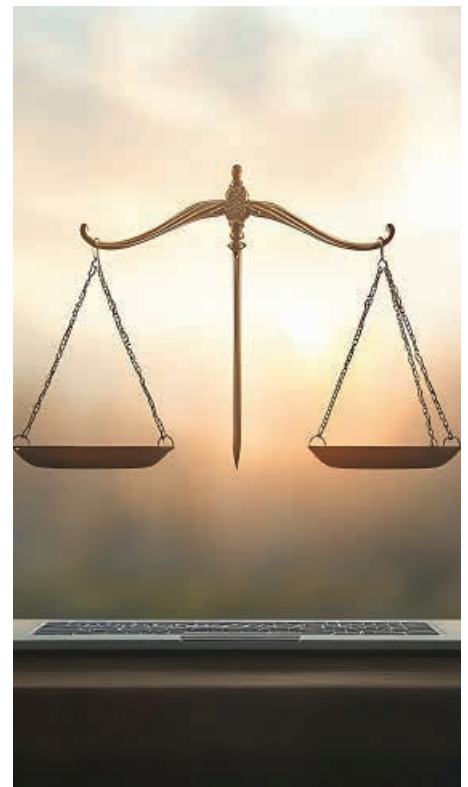


of ensuring that your claim is fully explored and the compensation received adequately reflects the extent to which the injury has affected you.

As well as compensation for the injury, you are also entitled to claim for any additional out of pocket losses, loss of earnings, over-time etc. If you use a high street solicitor, the likelihood is that they will act on a conditional fee basis (no win, no fee) and then seek to deduct up to 30 per cent of the compensation received at the conclusion of the claim and also deduct a legal expense premium.

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# PRE-RETIREMENT SEMINAR DATES 2026



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## ARE YOU CONSIDERING RETIREMENT IN THE NEXT TWO YEARS?

The Force, in association with Spillane & Co Wealth Management, are running pre-retirement seminars in 2026. The seminars have been designed for the **entire workforce** and **all police officers and police staff** who are considering retirement in the next two years are encouraged to secure a place – attendance for all is in duty time.

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

These two days 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 you to 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 your questions to help you make the most of your 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.

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- Your pension scheme – for both officers and police staff
- Financial planning
- Investments
- Putting your affairs in order
- 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: [jayne.humphreys@northwales.police.uk](mailto:jayne.humphreys@northwales.police.uk)



The next courses available are:

- **Monday 16th and Tuesday 17th March**
- **Monday 11th and Tuesday 12th May**
- **Monday 14th and Tuesday 15th September**
- **Monday 12th and Tuesday 13th October**
- **Monday 9th and Tuesday 10th November**



The venue will be Spillane & Co, The Old Bank, Conwy Road, Colwyn Bay with a start time of 9 a.m. on both days.





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