

FRONT LINE

The magazine of Nottinghamshire Police Federation SUMMER 2025



**National Police Bravery
Awards: Thobhani represents
Nottinghamshire at ceremony**

POLICE PS Rishi Thobhani
Nottinghamshire Police

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MEET NEW BRANCH CHAIR MARK LEE

Inspired by his uncle, a former Nottinghamshire Police Officer, Mark Lee joined the Force in 2002.

"At the time, when my uncle was an officer, I'd always be visiting him. They had police houses back in the day, and I'd always be there - from a very young age. I'd listen to his stories and be fascinated by the tales he told. I wanted to follow in his footsteps," said Mark, who was just 19 when he joined the Force, and 20 when he was first posted.

"You really did feel like you were part of a 'police family' back then. If you ever needed support or help, you felt like you could turn to anyone and get it.

"Now, I often feel like officers or teams, are working in silo. Policing has become a job rather than a career - and my aim is to support the Force in trying to change this culture.

"Part of what drove me to put myself forward as chair is my desire to bring back that 'police family feeling'. In my opinion, it's all about stripping it back to basics, and working together to maximise the output.

"It's time we strip out all the noise and focus on what's important."

Mark is keen to create a 'happy workforce'.

"I firmly believe that a happy workforce means a productive workforce," he added.

Mark became a workplace rep around seven years ago, having needed support from the Federation himself during a promotion process.

"I gain a lot of satisfaction from helping people - whether that help is something small or big," continued Mark, whose thirst for supporting others helped ignite his passion to one day become chair of the branch.

"Our members drive me."



Outlining his priorities, Mark said his key areas of focus will be around:

- **Improving visibility of the branch**
- **Encouraging transparent two-way, regular communication with members**
- **Boosting confidence and trust in the Federation**
- **Maximising support available for members**
- **Working collaboratively with the Force, to challenge and influence**
- **Supporting members with their wellbeing.**

"I believe that we, as a Federation, do a lot of good work - and we need to better

communicate that," Mark said.

"I want our members to hear about the support we offer and the work we do. I want to show police officers why they should be members of the Federation. And for that to happen, communication is key."

Determined to improve his own visibility, Mark pledges to get out and talk to members as much as possible.

"I'm feeling positive about the future," he said.

"I'm ready to give our members a voice, at both local and national level. And I will continue to promote Nottinghamshire police officers, while working collaboratively with the national Federation."

High on his agenda is wellbeing, with improving the mental health of officers a huge priority for Mark.

"Mental health and wellbeing are very important to me," explained Mark, who faced his own mental health challenges following the death of his dad seven years back.

"Just because we're police officers doesn't mean we don't experience life's challenges - we're all human behind the uniform, we're not just numbers. However, you don't always get an 'arm put around you' in the police.

"I think the police need to get better at looking after people.

"I want members to know that I am there for them - if it's important to them, it's important to me."

Mark ended by thanking his predecessor, former chair Simon Riley.

"I'd like to take this opportunity to thank Simon for his work as chair," he said, ending: "I've got big shoes to fill, but I'm excited to find out what I can now achieve in this role."

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BRANCH SECRETARY WELCOMES NEW REPS ON BOARD

Nottinghamshire Police Federation secretary Tom Hill says the branch will be able to provide greater representation than ever before following the recent elections.

Tom, who has been re-elected as branch secretary, said he was delighted with members' engagement in the voting process.

A total of 11 new reps have been voted in, making up half of the branch council.

And Tom said some are from areas of the Force that have not previously been represented on the council.

He said: "I'm really excited to be in post and looking forward to continuing our work and growing the branch.

"We're back up to full strength on the council. We had 11 new reps, and we're pleased to have them on board with lots of new ideas.

"We wish them all well.

"One of the really positive things is we'll be engaging with new people from different areas of the Force.

"We'll be reaching teams and departments where we didn't have a rep or point of contact before.

"We'll be spreading our work, representation, and messages a bit further afield.

"I'm really pleased with the amount of interest we got for the council election and new reps," he added.

Tom said one of the main concerns for members was around staffing, and the Federation would continue its work in holding the Force to account.

He said: "A big issue is around staffing ratios, and making sure staff are in the right place.



Nottinghamshire Police Federation secretary Tom Hill.

"For instance, we get a lot of reports about shortages on response.

"So it's holding the force to account to make sure the resources are in the right place at the right time."

Another concern of members that the branch was focused on was a national issue around pensions, Tom said.

“One of the really positive things is we’ll be engaging with new people from different areas of the Force. We’ll be reaching teams and departments where we didn’t have a rep or point of contact before.

"It's one of the biggest issues people contact us about," he said.

"There is a bit of misconception with people worrying they've not got their statements, so they're not going to get their pension.

"So there's a bit of work to do with that.

"I don't think we're any different in Nottinghamshire compared to other forces, with how the pension changes have been rolled out and the delays in people getting their statements.

"That's another area we'll be holding the Force to account."

Tom said a big priority was to support the new reps.

"We need to ensure all new reps get sufficient training and are empowered by us to go out, represent the members, and do what they were elected to do," he said.



BRAVERY AWARDS: HERO OFFICER PRAISES COURAGE OF ALL COLLEAGUES

A Nottingham Police Federation member nominated for a national Bravery Award has paid tribute to the everyday heroism of police officers nationwide.

Sergeant Rishi Thobhani joined fellow nominees from England and Wales for a special day of celebrations in London on Thursday 10 July. The day began with a reception hosted by Home Secretary Yvette Cooper at the Foreign Office, followed by media interviews and photos outside 10 Downing Street. The celebrations concluded with a glittering awards ceremony attended by police leaders and politicians.

Speaking at the event, Rishi said: "We're here for the awards, but there are thousands of police officers, day in day out, doing brave things who don't get recognised. So, for us to be recognised is a big thing. It's surreal but amazing."

Rishi was accompanied by his best friend Rory, who expressed pride in being part of the experience.



Rory Parsons, PCC Gary Godden, Sergeant Rishi Thobhani, DCC Rob Griffin and branch chair Mark Lee.

Mark Lee, attending his first Bravery Awards since taking up the post, described the pride he felt watching Rishi represent the Force.

"It's almost like a proud father moment, watching Rishi come out in his tunic, really proud, a beaming smile. It was a really nice moment," he said.

"It's a little overwhelming to see everybody here, the different nominees, different Chief Constables. It was a really good day, especially seeing Rishi being as proud as he is."

This year's overall winners were Sergeant Gregory Gillespie, PC Luke Holden and PCSO Timothy Parry from Merseyside Police. They were honoured for their courage in confronting and detaining a man who had killed three children at a dance class in Southport on 29 July 2024.

Nottinghamshire Police Federation is part of Region 4: Eastern, where PC Tom McGrath and PC Jack Milman from Leicestershire Police were regional winners. During the ceremony, Ms Cooper thanked all officers for their service.

She said: "I'm hugely grateful, but I say this on behalf of people right across the country, we are hugely grateful for the bravery you show."

"Not just to face the really difficult things

but then also to get back up the following morning and to face it all again.

"Thank you for doing that. Thank you for caring so much for the job that you do. And thank you so much for being part of the amazing thing that is British policing. Thank you for keeping us safe."

Prime Minister Sir Keir Starmer sent a video message saying: "When faced with life-threatening risks, or an acutely distressing situation, most people would run or back away. But not you. You step up. You go towards the danger. You put the needs of others before your own. That's why policing truly is a job like no other."

Policing Minister Dame Diana Johnson told the nominees: "Regardless of whether you won or not, I hope you are all feeling incredibly proud of yourself. Your families, friends, and colleagues are also incredibly proud of you."

Chair of the Police Federation of England and Wales (PFEW) Tiff Lynch said: "In the face of uncertainty, danger and adversity, they act with courage and professionalism - not for accolades or applause, but because they truly believe in their duty to protect others."

[Read the full story on the Federation's website.](#)

“We’re here for the awards, but there are thousands of police officers, day in day out, doing brave things who don’t get recognised. So, for us to be recognised is a big thing. It’s surreal but amazing.”

"It was a bit surreal being in the building in the Foreign Office and then going to 10 Downing Street," Rishi added.

Rory said: "I always knew he was brave to do what he does, and to be here to support him is a great feeling."

Rishi was nominated after bravely confronting a knife-wielding shoplifter in Arnold town centre while off duty. With families and children nearby, he swiftly intervened to protect the public. Following a struggle, he disarmed the man and, with help from passersby, detained him until on-duty officers arrived.

Nottinghamshire Police Federation chair

CHARITY BIKE RIDE HONOURS FALLEN OFFICERS



Cyclists taking part in the 'Graham Saville Ride'.

The Nottinghamshire Police family came together for a bike ride held in memory of fallen officers and to support the Care of Police Survivors (COPS) charity.

More than 40 cyclists, each wearing the collar number of Sergeant Graham Saville, took part in the event and raised a total of £2,424 for COPS.

Graham's wife Jo and family saw off the riders from Ravenshead. The route took them towards Gunthorpe, through East Bridgford and Car Colsten before looping back round through Screveton, Hoveringham, and Epperstone.

The cyclists included the family of PC Ged Walker, who was killed in the line of duty in 2003. His wife Tracy, son Matt and daughter Becca took part. Elaine Dean, the sister of PC Christopher McDonald, who was killed on duty in 1978, also took part.

Participants were welcomed home by Graham's family, and members of the Larch Farm Scouts, where Graham's children attended.

The cycle ride was a precursor to the 180-mile Police Unity Tour ride, which takes place in August, honouring those officers who have died in the line of duty and raises money for the Care of Police Survivors

(COPS) charity.

Superintendent Paul Lefford, the Nottinghamshire lead for the PUT, said: "Because we do the PUT each year, and as Graham was a keen cyclist, we looked at how we could remember him while raising additional funds for COPS as part of the wider PUT fundraising.

"We also looked at how we could get more people involved in the PUT, or maybe create something for people who didn't want to cycle the full 180 miles over three days.

"So that's why we started the local Graham Saville Ride last year.

"We linked in with the Scout group his children were in the Cubs at, and they came in and handed out all the medals and staffed the stalls at the afternoon event.

"To have so many people come and support the event – not just riders but also from the local community and wider policing family – was fantastic to see."

Paul added: "Thank you to all those who rode or supported the event, as well as the Nottinghamshire Police Sports Social Club, PC Chris Holloway, and Kelly and Kelvin from the wellbeing team for supporting the riders and providing well-needed refreshments on what was a very hot day."

BRANCH SECRETARY BACK ON THE BIKE

Attention now turns to the PUT on the weekend of 1 August, when Nottinghamshire Police cyclists will be joined in the East Midlands Chapter by colleagues from Derbyshire, Leicestershire, and Lincolnshire.

And Nottinghamshire Police Federation secretary Tom Hill has described the Police Unity Tour (PUT) as 'an incredibly emotional occasion'.

This year, riders from Nottinghamshire Police will be cycling in memory of Christopher McDonald, Ged Walker and Graham Saville, who all died on duty, as well as other colleagues who have tragically died in service.

Tom, who is taking part in his second consecutive tour said: "The Police Unity Tour brings the policing family together and shows the service at its finest.

"It is an incredibly emotional occasion riding in memory of fallen colleagues, particularly when you finish the ride and see their loved ones.

"It means a lot to so many people and it really brings home the sacrifice that has been made by so many.

"The ride also supports the COPS charity, which does such amazing work for the families of fallen officers."

The Nottinghamshire Police contingent will set off from Force headquarters on the Friday morning.

On the Saturday, police chapters from across the UK meet up at the Snow Dome in Tamworth. They then cycle to Drayton Manor together to meet the bereaved families of fallen officers who will be there as part of the COPS survivor weekend event.

A Service of Remembrance is held at the National Memorial Arboretum, where the ride finishes on Sunday morning.

[Support the East Midlands chapter via their JustGiving page.](#)

“To have so many people come and support the event – not just riders but also from the local community and wider policing family – was fantastic to see.

‘I’M EXTREMELY GRATEFUL’: SPECIAL HONoured WITH BEM

He may not do the job for the recognition, but Special Inspector Ryan Clarke says he remains as motivated as ever after being awarded a British Empire Medal (BEM).

Celebrating a decade in the Special Constabulary, Ryan’s milestone was marked perfectly when he received a letter earlier this year from the Cabinet Office.

It informed him he had been honoured for his services to the Nottinghamshire community.

“I had to read it a few times before it sunk in, to be honest – it was an incredible surprise and still now, feels a bit surreal,” Ryan said.

“It may be 10 years since I joined, but I certainly never saw myself being earmarked for something like a BEM – not least because I have so many wonderful colleagues who are deserving of recognition themselves.

“My dad, Special Inspector Paul Clarke, has been a Special in Nottinghamshire since 1998, so I’ve grown up with that very direct influence and becoming one myself was always a possibility.

“But that isn’t enough of a reason on its own – you still have to want to make a difference yourself, and I genuinely wanted to help make my community safer and better, so this award means a great deal to me.”

Ryan’s BEM reflects his impact in his current role leading learning and development for Nottinghamshire’s Special Constabulary.

The 28-year-old oversees initial training for new Specials, supporting two cohorts a year, as well as providing both mandatory and additional CPD. Under his leadership, Nottinghamshire Police has become one of the UK’s leading forces in meeting the College of Policing’s newly standardised guidelines.

“Getting to a point where I can support other Specials as they make their first steps in the Force has been a privilege,” he said, adding: “I feel a real sense of dedication to getting them trained and fully equipped as best as possible, because I want us to be the



Special Inspector Ryan Clarke.

best we can be.”

Set to be formally presented with his medal in October, Ryan says he would like to think this commendation is not just a reflection of his recent work, but a culmination of his entire journey so far.

He began his voluntary service at 18, supporting a response team in Mansfield, before becoming a Special Sergeant, overseeing colleagues in both response and neighbourhood teams across Mansfield and Ashfield.

“I’m a career Special and I’m in this for the long haul, and something like this only makes me even more determined to make a difference and support others to do the same.”

Among his proudest moments was helping lead the Special Constabulary’s response to COVID-19. As part of Operation Bion, he led a team that became the ‘face of the Force’ for local residents while regular officers focused on frontline response amid staff shortages.

“That’s one of the beauties of the Special Constabulary – we can provide resilience and a visible presence when it’s needed most,” he reflected.

“Time stood still, and it was an opportunity to engage with the community like never before.”

Ryan, who is currently studying for a PhD in History, ended by paying tribute to his colleagues: “I feel so fortunate to have such incredible colleagues in the Special Constabulary, and I’d like to think this medal is reflective of their amazing service too, because I certainly couldn’t have done it without them.

“I’m still not sure exactly who nominated me, but I am extremely grateful – not just for the medal itself, but the opportunity to look back and see I’ve made a valued contribution, which quite often you don’t get to do.

“I’m a career Special and I’m in this for the long haul, and something like this only makes me even more determined to make a difference and support others to do the same.”

SCHOOLS OFFICER REFLECTS ON 'SURREAL' KING'S GARDEN PARTY

A Federation member says she was made to feel 'proud to be a police officer' as she earned appreciation from members of the Royal Family at the King's Garden Party.

PC Charlotte Doherty attended the event earlier this summer after being nominated for an invitation by colleagues in Nottinghamshire Police.

Working as a school's early intervention officer, Charlotte received the nod for her dedication after connecting students with the wider community.

"Seeing that I had been invited to the King's Garden Party was surreal – you think that stuff doesn't really happen to regular cops like me, so I didn't believe it was real at first," said Charlotte, who admits she was caught 'off-guard' when receiving the email.

“I’ve stood outside of the Palace many times before, but I’ve never even seen the gates open – let alone walked through them.

"There are only three garden parties a year – mine was focused on services to education – so it was definitely a special feeling to know I would be going to one of them.

"I take a lot of pride in my job and the relationships I have within it, so to be nominated by my team meant a lot to me."

Attending alongside her mum, Dawn, Charlotte arrived at Buckingham Palace and says she felt a sense of privilege as soon as the three-hour event began.

"I've stood outside of the Palace many times before, but I've never even seen the gates open – let alone walked through them," continued Charlotte, who is also committed to being a police cadet leader.

"A brass band played the national anthem as we stepped onto the grounds and the atmosphere was just lovely. You could tell everyone was so happy to be there.

"Then, it was through to the garden, and guests are grouped together to mingle and enjoy food and drink while you wait for the



PC Charlotte Doherty (right) with her mum, Dawn, at the King's Garden Party.

King Charles and Queen Camilla to make their way around.

"There was tea, sandwiches, ice cream and plenty more, and although I didn't speak to either of them directly at first, I did manage to shake Camilla's hand and have a brief chat with her as they were leaving, which was a pleasure."

Beyond the formal arrangements of the party, Charlotte was also able to explore the Palace gardens in their entirety and catch up with other attendees she knew from within Nottinghamshire's education system.

Part of Charlotte's success in her role has been due to sessions 'breaking down barriers' and fostering a better perception of the police among local young people.

After starting as an officer in 2018, the now-33-year-old previously worked on response, but says she is very happy with where her career is at now, especially when her hard work is recognised with a once-in-a-lifetime opportunity.

"I did love my time on the frontline, but I am really happy in the department I'm in

now. It's been a big change of pace, but the end goal is the same," she continued.

"Something like the King's Garden Party is not why I do my job, but it has certainly reinforced the idea that I made the right decision in changing roles.

"It was almost overwhelming to be there, but in the best possible way, because I was made to feel so important and valued for the work I do."

Branch chair Mark Lee said the Federation was 'extremely proud of Charlotte'.

"We are so proud to see Charlotte, one of our dedicated schools intervention officers, recognised for her incredible work with children," he said.

"These officers are often the unsung heroes - working proactively to guide young people down the right paths. While their impact may not always be easy to measure, their work is truly pivotal.

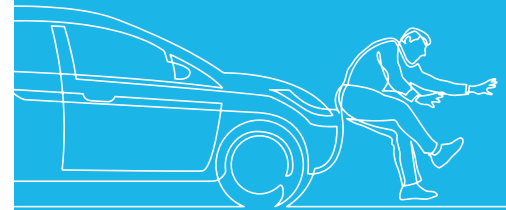
"I'm immensely proud of Charlotte and all our schools officers for the difference they make every day."

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