

FED NEWS

The magazine of Suffolk Police Federation

WINTER 2024



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We are coming to the close of another demanding year, I'd like to take a moment to reflect on the challenges we've faced, as well as the triumphs we've achieved. This year has tested us in unprecedented ways, but it has also highlighted the strength, professionalism and dedication of every officer, staff member and volunteer within Suffolk Police.

Policing has never been a simple job and, in 2024, the pressures on our profession have only intensified. An unacceptable number of assaults on officers, high crime rates and diminishing resources have required our members to adapt, innovate and, in a lot of cases, go above and beyond. The continuing cost-of-living crisis has placed extra burdens on our communities, increasing demand for policing while also impacting our own members and their families. I recognise that these pressures can feel relentless, but Suffolk police officers continue to show the courage and commitment needed to serve and protect, day in and day out.

Facing challenges head-on

One of the most significant challenges we've seen this year is the increasing scrutiny on policing. Transparency, accountability and public trust are cornerstones of our role, but the intense spotlight on us can sometimes feel disproportionate and unfair. We are acutely aware of the need to maintain and rebuild trust where it has been eroded, but it is equally important to ensure the public and policymakers understand the realities of policing: the difficult decisions we make in split seconds, the emotional and physical toll of the job, and the risks we face to keep communities in Suffolk safe.

In this environment, it is crucial that your Federation continues to be your unwavering advocate. Whether it's lobbying for better working conditions, pushing for fair pay or providing support during professional or personal challenges, we are here to represent and stand by you.

A year in the history books

Despite these challenges, there have been many moments this year that we can look back on with pride. One of the highlights that stands out for me is this year's Police Federation of England and Wales (PFEW) Bravery Awards. Our very own Kyle Scott made history, as the first Special Constable to be individually nominated for such award. Specials are as much part of Suffolk Police Federation as our regular officers, and that is reflected in the fact that 100 per cent of Specials in Suffolk are Federation members. Kyle, you made us all extremely proud this year.

This year has also highlighted the need for continued investment in officer wellbeing. Long shifts, exposure to trauma and the increasing complexity of incidents are all contributing to a rise in stress and burnout among officers

POINT OF VIEW...



BY DARREN HARRIS, CHAIR OF SUFFOLK POLICE FEDERATION

nationwide. In Suffolk, we are working hard to ensure members have access to the resources they need, whether that's mental health support, financial advice or simply someone to talk to.

I myself took a few months away from the Federation, to prioritise my own mental health. As well as grieving for my dad, who was seriously ill and died earlier this year, I was also experiencing major burnout. I had no other option but to step away from my daily duties as chair of the Federation - if only for a short time. It was not an easy choice but it was a necessity - for me, my mind, and also my loved ones.

I will always be grateful for the support I received from colleagues, especially the Federation team: our branch secretary, Ben Hudson, deputy chair Matt Paisley and Mish Collins who is PA to the branch chair and secretary and our member service co-ordinator. Their selfless understanding, patience and their ability to take hold of the reins here enabled me to take the time I needed away.

Changed mindset

I'm now back and more committed than ever to being the best chair I can be. However, it has admittedly changed my mindset and priorities. I have a revitalised energy and passion, but I'm also learning to manage my own personal boundaries - and I'd encourage you all to do the same, too.

I want to normalise the conversations around mental health - I know how difficult it can be to open up, especially during your darkest days. But I want to create an environment where people feel comfortable and safe to speak up if they need support.

You can't pour from an empty cup, so - as we prepare to welcome a new year - prioritise your own cup, and filling it up. And remember, we are all in this together.

Stay safe, and have a very Merry Christmas.

2024: A YEAR IN REVIEW

January

18 - Suffolk Police Federation chair Darren Harris called the core Government funding formula 'unfair' after learning the Force needs to save up to £5.2 million over the next four years.

29 - Speaking during Neighbourhood Policing Week, which runs annually during January, PC Lucy Rout from the Force's Community Policing Team (CPT) praised Suffolk's new policing model, saying that it was positively 'changing public perception'.

31 - A total of 1,396 Suffolk officers, 1,101 staff and 222 volunteers were checked against the Police National Database in the largest integrity screening in policing, with all 2,719 people having no concerns against them.

February

7 - Suffolk MP Peter Aldous (Cons, Waveney) 'applauded' Suffolk Police Federation branch secretary Ben Hudson for his work surrounding the Federation's #SimplifyDG6 campaign during a debate in the House of Commons. He said officers' work would be made 'easier and happier' if the Government reduced unnecessary red tape.

13 - Members were urged to keep their DMS (Duty Management System) up to date to avoid court warnings disrupting their annual leave. The Federation was becoming increasingly concerned that officers' rest days were frequently being cancelled due to court hearings being scheduled, with no consideration to their availability.

21 - Suffolk Police Federation wellbeing lead Helen Self said it was a 'significant cause for concern' after a National Police Wellbeing Service survey revealed the number of police officers intending to quit the Force had increased to its highest level in four years.

March

11 - Suffolk Police Federation chair Darren Harris welcomed the launch of the Elizabeth Emblem, a new award to recognise the sacrifice of fallen police officers, firefighters and other public service workers following a campaign supported by the Police Federation and Bryn Hughes whose daughter, PC Nicola Hughes, died on duty in September 2012.

27 - The retention crisis in policing will only get worse unless the Government improves officers' pay and conditions, according to Suffolk Police Federation chair Darren Harris as he commented on the results of the Federation's Pay and Morale survey which revealed 22 per cent of officers across the country plan to quit the service.

28 - The Home Office announced investigations into police officers suspected of committing offences in the line of duty should be sped up to provide swifter clarity to both officers and victims, a move welcomed by Suffolk Police Federation chair Darren Harris.

April

10 - Four out of five Suffolk Police Federation members responding to the annual Police Federation of England and Wales Pay and Morale Survey said they had experienced feelings of stress, low mood, anxiety or other difficulties with their health and wellbeing over the previous 12 months. The survey also revealed 93 per cent of Suffolk felt Force morale was currently 'low' or 'very low'.

15 - Suffolk PC Nick Lofthouse spoke of his delight at reaching the National Police Dog Trials with Police Dog Adam only five months after the duo were assigned together. They went on to finish in the top 10.

May

1 - Officers should not have their rest days cancelled to police football matches, said Suffolk Police Federation chair Darren Harris.

15 - Special Constable Kyle Scott who risked his life rescuing a vulnerable woman from the sea in freezing and hazardous conditions was named as Suffolk Police Federation's nominee for this year's national Police Bravery Awards to be held in London in July.

Kyle said it was a 'big shock' to discover he was the first ever Special Constable to be solely nominated for such an award.

24 - Suffolk Acting Inspector Malcolm Innes was preparing to take part in the 2024 Edinburgh Marathon, adding to a growing list of long-distance runs. He previously ran to raise money for Action For ME, the UK's leading charity for people living with Myalgic Encephalomyelitis, but this time just wanted to raise awareness of ME, as his wife, Kerri, suffers with the condition.

June

11 - Former Suffolk PC Matt Kidd-Stanton, who was severely injured in 2019 after saving a man's life, spoke about the impact on his physical and mental health as part of Men's Health Week and urged officers struggling with their mental health to seek help early having experienced a breakdown in 2021.

13 - Suffolk Police Federation workplace representative Sid Carr talked about his policing and Federation career in a 'Meet your Fed rep' feature and said he fulfilled his ambition when he followed in his father's footsteps by becoming a roads policing officer five years earlier.

24 - Each of the Force's response PCs, sergeants, inspectors and Specials were sent a welfare kit as a thank you for the role they carried out. The kits were issued as part of Response Policing Week of Action and were the idea of Sergeant Jo Miah.

July

3 - Suffolk Police Federation secretary Ben Hudson said he was 'appalled' by new data from the Office for National Statistics (ONS) showing there were 538 assaults on frontline officers - meaning two in five - in Suffolk in the year to 31 March 2023, with 103 of those attacks resulting in injury.

5 - The county's new MPs were urged to meet with Suffolk Police Federation officials to discuss the challenges the police service was facing with branch secretary Ben Hudson saying the new Labour Government must fulfil its pre-election promises on tackling crime and anti-social behaviour with a re-investment in policing.

14 - Special Constable Kyle Scott and branch secretary Ben Hudson attended this year's national Police Bravery Awards in London. Kyle, who was this year's nomination for Suffolk Police Federation, called the experience 'very surreal'.

28 - Police officers from across England and Wales joined the families of fallen officers at the annual remembrance service organised by the Care of Police Survivors (COPS) and held at the National Memorial Arboretum. Ahead of the service, police officers, staff and family members who had taken part in the annual Police Unity Tour two-day cycling event to raise awareness of fallen officers and raise funds for COPS arrived at the arboretum.

30 - A 4.75 per cent pay award, alongside last year's 7 per cent rise, was a step towards restoring the pay degradation of the past 15 years, said Suffolk Police Federation secretary Ben Hudson. But he was disappointed the increase recommended by the Police Remuneration Review Body (PRRB) was below that offered to other public sectors, such as junior doctors, who were awarded a 22 per cent pay rise on the same day.

August

8 - Suffolk Police Federation health and safety lead Helen Self stressed the importance of filling out 'near miss' on-duty accident forms to ensure lessons could be learned.

9 - Members were thanked for their 'dedication, professionalism and sacrifice' during the violent protests across the UK after officers were deployed on mutual aid to work alongside colleagues in other forces, while uniform officers and CID were moved to 12-hour shifts. Suffolk Police Federation vice-chair Matt Paisley said officers were going 'above and beyond' to keep people safe.

28 - Workplace representatives Emma Arthurs-Newman and Claire Yates were out and about across the Force in the Federation wellbeing van providing both physical support in the way of refreshments to Police Support Units (PSUs) and verbal guidance and advice to cops on subjects such as regulations, rest days, over-time and flexible working.

September

25 - Members were urged to have their say and get their voices heard following the launch of the annual Police Federation of England and Wales (PFEW) Pay and Morale Survey.

29 - National Police Memorial Day was held in Glasgow, with officers of all ranks and politicians including Home Secretary Yvette Cooper honouring fallen officers.

October

9 - The answers to frequently asked questions about annual leave were published by Suffolk Police Federation in a feature on Police Regulations.

30 - To mark Breast Cancer Awareness Month, Suffolk Police Federation workplace representative Emma Arthurs-Newman outlined her plans to help members stay on top of checking themselves for signs of the illness. Together with colleague Hayley O'Donnell, Emma is the single-point-of-contact (SPOC) for police officers living with cancer across Suffolk and Norfolk Constabularies.

November

8 - Branch chair Darren Harris and secretary Ben Hudson met with Patrick Spencer, MP for Central Suffolk and North Ipswich, to address issues affecting policing at both a local and national level. Later in the month,

they met with Jack Abbott, MP for Ipswich. "Both meetings presented us with a good opportunity to have open and constructive discussions about the challenges our members are facing," said Darren.



Photo courtesy of Suffolk Constabulary.

November

27 - The work of Suffolk Police Federation was recognised at this year's Suffolk Police and Crime Commissioner's Exceptional Policing Awards.

The branch received the 'Suffolk Values - Compassionate Award' for its work supporting members through misconduct and gross misconduct cases.

Branch chair Darren Harris said: "I'm extremely pleased that the Federation - our hardworking representatives - have been deservedly recognised for the work they do.

"The Federation is here for its members through thick and thin. The misconduct process can be a long and lonely one for any member, and we're committed to providing them with the best possible support at every stage.

"Our team will often go above and beyond to help, support and guide our members through their most difficult moments - not just members under investigation but also members who are witnesses too.

"The role of a Fed rep can be a challenging as well as rewarding one and, while we don't do it for awards, we're very grateful for the recognition."

The award is given to honour staff, officers or teams that have gone the

extra mile in supporting colleagues or a team, or a victim of crime, and have helped improve services.

It was presented by Edward Creasy, the Deputy Lord Lieutenant of Suffolk, and Chief Constable Rachel Kearton.

Darren was joined at the awards event by branch secretary Ben Hudson, health and safety and wellbeing lead Helen Self, case handler Wendy Leah, as well as Mish Collins and Kat Cole from the office team.

Members of the team who were unable to attend the event have been invited to a special lunch with the Chief Constable.

The citation said: "Awarded in recognition of your management of a significant increase in misconduct and gross misconduct cases, in addition to providing the usual support and advice to police officers across the county.

"The full-time reps and office team have balanced the needs of the constabulary against often complex mental and physical health needs of officers and often providing out of working hours care to those who need it, in addition to providing support and advice to officers on pension reform and remedy and other every-day police business."

FEDERATION MEETS WITH MPs TO DISCUSS KEY POLICING CHALLENGES

The chair and secretary of Suffolk Police Federation have recently met with local MPs to address pressing issues affecting policing at both local and national levels.

Branch chair Darren Harris and secretary Ben Hudson have held two meetings, one with Jack Abbott, MP for Ipswich, and another with Patrick Spencer, the MP for Central Suffolk and North Ipswich.

Their discussions centred around funding, officer recruitment and retention, as well as the operational challenges Suffolk officers are facing today.

Darren has since emphasised the importance of such meetings: "It's encouraging to see engagement from our local MPs. I feel it demonstrates their commitment to supporting our officers.

"Both meetings presented us with a good opportunity to have open and constructive discussions about the challenges our members are facing.

"I hope that meetings like these continue and we get the chance to speak to not only Mr Abbott and Mr Spencer again, but other MPs representing the county.

"Ultimately, they are the ones who give us a voice in Parliament, so building relationships between them and the Federation is vital."

Key topics discussed with Mr Abbott included Suffolk's funding settlement, with Darren and Ben highlighting the strain on resources and the need for a fairer funding settlement to meet the demands unique to the county.

Retail crime in Ipswich town centre was



Jack Abbott, MP for Ipswich.

also highlighted. Plus, concerns were raised about the increasing number of officers being called as court witnesses, often with insufficient notice - an issue that can disrupt frontline operations.

Conversations with Mr Spencer were shaped around police recruitment and concerns about the lack of experience on the frontline impacting the overall efficacy of the Force.

Darren and Ben drew attention to low pay and rising workloads having an impact on retention levels, with the Federation representatives highlighting the urgent need for improved pay scales and better working conditions.



Patrick Spencer, MP for Central Suffolk and North Ipswich.

During both meetings, the #SimplifyDG6 was discussed, a national campaign that Ben, who is also chair of the Police Federation National Detectives' Forum, is leading.

"In recent times, we have seen local MPs not only throw their support behind the #SimplifyDG6 campaign but also raise it in Parliament," said Ben.

In February this year, Peter Aldous, former MP for Suffolk's Waveney constituency, called for change during a debate in Parliament, saying that the job of a police officer would be made 'easier and happier' if the Government 'reduced unnecessary red tape' - just as the #SimplifyDG6 campaign suggests.

"The support local MPs have given to this campaign demonstrated just how essential it is for the Federation to build, develop and grow relationships with government representatives," Ben continued.

"We really appreciated the time both Mr Abbott and Mr Spencer gave us, and we look forward to once again meeting with them in the new year."

“ I HOPE THAT MEETINGS LIKE THESE CONTINUE AND WE GET THE CHANCE TO SPEAK TO NOT ONLY MR ABBOTT AND MR SPENCER AGAIN, BUT OTHER MPs REPRESENTING THE COUNTY. ULTIMATELY, THEY ARE THE ONES WHO GIVE US A VOICE IN PARLIAMENT, SO BUILDING RELATIONSHIPS BETWEEN THEM AND THE FEDERATION IS VITAL.

WELCOME TO THE TEAM

Meet Sergeant Laura Deal and Detective Constable Alan Humphrey, two of Suffolk Police Federation's newest workplace representatives. We caught up with Laura and Alan, taking a look back on their careers to date and finding out what inspired them to take on their latest roles.

It was her passion for creating a 'fairer working environment' that inspired Sergeant Laura Deal to join the team of workplace reps.

The now 49-year-old joined the Force in 2003. While a response officer in Beccles, she regularly spent her rest days training with the firearms team - fulfilling her dream of becoming a qualified firearms cop in 2009.

"I'd always wanted to be a firearms officer - and, although I was there if they needed me, I was never deployed," said Laura. "I'd always been a bit of a tomboy. I was never the little girl playing with dolls - I was the one hanging around making muddies."

After having her first daughter, Laura returned to the role, part-time.

"I stayed in response for around 13 years, before becoming a tutor in 2016," she recalled.

After joining the neighbourhood team in 2019, Laura was promoted to sergeant in 2021.

She decided to become a workplace rep in September, due to her own experiences which included raising

a grievance and being subjected to a misconduct hearing.

"I felt held back by the system when I was trying to get my voice heard," explained Laura, a mum-of-two. "And I don't want anyone else to feel that way."

"I really don't like unfairness, and I'm passionate about everyone being treated fairly - whoever they are - whatever role they have, whatever gender they are and whatever race they are."

She added: "I want to give others a voice - even if it's a little voice. I just want to make a difference and support others."

And now her children are well into their teens, Laura - who admits juggling parenting and policing is a 'challenge' - says she has more time to invest in being a Fed rep.

"I also want to really support student officers, and be honest with them. I think honesty and transparency are key, especially when you're just starting out as an officer," she said.

"I've been an officer for nearly 22 years - it's a tough job. Having a Fed rep on the other end of the phone can make all the difference. You can really see just how



Sergeant Laura Deal.

grateful members are when you support them through a process, lend them a shoulder to cry on or give them a listening ear."

"When I needed the Federation, I remember my local rep putting his arm around me and telling me not to worry. Being there for members is a huge part of the role - I want people to know I'm there for them."

Alan Humphrey is a former Metropolitan cop, bringing with him 22 years of experience. Now, as a Detective Constable, he is looking forward to sharing his knowledge of policing with colleagues while supporting members when they need the Federation.

"Having spent 16 years in the Met, it was a big change coming to Suffolk," recalled Alan, a 41-year-old father-of-two.

"Everyone in the Met has their specialism - one particular job - whereas in Suffolk, everyone's role is much more extensive."

Alan launched his career in policing back in 2002 and has since completed both his firearms and public order training.

One of his most memorable jobs was

when he was called to Dale Farm in 2011 to support with the eviction of 80 families from their illegally built homes on the Essex site. The police were attacked with missiles, including rocks and liquids.

"That was a hectic few hours, to say the least," Alan said.

He explained that he recently decided to become a Fed rep in the hope of providing better support to the people on his team.

"There's a real range of experience on my team and some newer officers just out of probation," Alan continued.

"I want to use my own experience and the knowledge I've gained to support others, especially those in my team."

Alan explained how he found himself needing support from the Federation when he was in the Met.

"I know what it's like to have the finger pointed at you and you being completely innocent. It happened to me 15 years ago," he said.

"I was wrongly investigated during the

infancy of my career. I was in my early 20s, just starting out as an officer and was told to hand in my warrant card. It was scary, and I was intimidated.

"My local Fed rep at the time sat me down and told me it would be OK."

"He was the 'dad of the team', and he put his arm around me and told me not to worry."

Although the incident was resolved, Alan said the support he received from his Fed rep was invaluable at the time.

"I like to think I can be that person now - that 'dad of the team' who my peers can rely on," said Alan, who is already keen to get his face seen so members know who to turn to if they ever need his support.

"To me, a workplace rep should be someone members know. I want people to know who I am and know I will be there for them. That's why I'm trying to visit my local stations so members start to recognise my face."

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Protected



NO AMOUNT OF ASSAULTS ON COPS SHOULD BE DEEMED 'NORMAL'

'We should never be comfortable with what would be the 'normal' level of assaults', says Temporary Inspector Ed Scott.

Ed, a Suffolk Police Federation workplace representative, reflected on his experiences after statistics revealed 40,330 officer assaults occurred across England and Wales in the year to March 2024.

Of these, 496 were in Suffolk, which saw a spate of violence against officers as recently as September. Incidents included punching, headbutting, kicking, biting, and spitting in areas like Ipswich, Newmarket, and Bury St Edmunds.

Ed, currently at Lowestoft, said: "The period of roughly 10 days when we saw these incidents happening was unacceptable. When you look at the range of assaults officers were subjected to, it's appalling.

"And, while I understand we are talking about a spike in numbers here, I also think it's important to remember we should never be comfortable with what would be the 'normal' level of assaults either.

"We always need to recognise the wider picture and continue working hard to be there for affected officers as much as possible."

Suffolk officers who are assaulted are supported through Operation Hampshire,

a nationwide strategy for responding to violence against police officers and staff. Its 10-point plan provides guidance on recording, reporting, investigation, and welfare.

"Our response to officer assaults has definitely become more acute," Ed said. "It's an issue that has always been important to the Force, but it is definitely more discussed than it used to be.

"The best change has been that an officer who is assaulted will no longer be involved with anything to do with recording the crime – that's a huge improvement."

Despite being positive about the Force's response, Ed stressed the need for consistency.

"We are only doing okay if we are always conscious of the challenges we face and of internal complacency," he said.

"We have a much younger workforce now, with a significant number of officers under five years of service. They need to be protected properly and have it made clear that being assaulted should never be accepted as just 'part of the job.'

"The same goes for Special Constables – our follow-ups need to be just as thorough as for regulars."

Ed also noted the Federation's role in ensuring assaulted officers receive physical

and psychological care.

"A few years ago, I was assaulted at work. An offender hit me on the forehead with the handcuffs he was in, causing a wound that broke the skin," he said.

"I'd handcuffed him in a front-stack position and, because he had seemed calm and compliant, I put my guard down.

"I'm not suggesting I deserved to be assaulted – no one ever does – but that was me being complacent, and it could have been prevented. It was a wake-up call."

Public and Personal Safety Training (PPST) now emphasises rear-stacking and 'palms out' handcuffing to reduce assault attempts.

Ed highlighted the importance of prevention alongside strong responses to officer assaults. He also emphasised the role of prosecution as both deterrence and justice.

"There may still be an undercurrent in the Crown Prosecution Service (CPS) where not every officer assault is taken seriously enough," he said.

"It feels like there are sometimes more hurdles for police officers compared to the public, where low-level stuff can bring in technicalities around the definition of assaults on police.

"It's vital everyone remembers – not just the CPS – that when a police officer is assaulted, they are just as much of a victim as any member of the public.

"Everyone must do their bit to protect the protectors so they can ensure law and order is maintained."

“ IT'S VITAL EVERYONE REMEMBERS – NOT JUST THE CPS – THAT WHEN A POLICE OFFICER IS ASSAULTED, THEY ARE JUST AS MUCH OF A VICTIM AS ANY MEMBER OF THE PUBLIC. ”



'Flint House changed my life'

In this edition of *Fed News*, we shine a light on the first-class support offered by Flint House. We take a closer look at the facilities available to subscribers, hear from those who have stayed at the police rehabilitation centre and find out how members can support the charity

What is Flint House?

Flint House is a charity that is mainly funded by donations from those in the police service and their families. It has been supporting retired and serving police officers since 1890.

Located in Oxfordshire, in a Grade II listed building, Flint House is equipped with a number of bespoke state-of-the-art physical and mental health rehabilitation facilities, including an indoor gym, swimming pool, hydrotherapy pool, mental health lodge, outdoor gym and beautiful grounds.

What does Flint House do?

Every year, Flint House supports 3,500 people, with their aim to get serving and retired police officers back to strength in and out of work, or back to enjoying their retirement.

Flint House tailors its care to the challenges police officers face, with a team of in-house physiotherapists, mental health practitioners, nurses and healthcare professionals readily available to support their patients with excellent clinical outcomes.

Physical Rehabilitation

Intensive physiotherapy, exercise and gym classes help fast-track patients to improve their health and fitness, following an injury sustained on or off duty. We also have clinicians who specialise in cancer rehabilitation, cardiac rehabilitation and women's health to name but a few.

Mental Health

A tailored mental health programme to support the needs of each individual, with a specific focus on wellbeing.

Conditioning

If officers have failed a job-related fitness test (JRFT or AFT), Flint House offers a personalised, holistic review of life style choices and general fitness with the aim of supporting officers with their next test.

Donating to Flint House via the Suffolk Police Support Fund

It could not be any easier for Suffolk Police Federation members to donate to Flint House.

Every month, an optional £10.23 contribution can be donated from a Federation member's salary to the Suffolk Police Support Fund. This includes a donation to Flint House and will cover up to £50 towards an officer's travel costs should they ever require the support of Flint House.

The contribution to the fund includes a donation to the Police Children's Charity, which supports police families by helping to ease the financial pressure of bringing up children in the face of life-changing circumstances.

Part of the money is also used by the Force to offer interest-free loans and grants to police officers, staff and volunteers at times of hardship.

Other benefits include a welcome gift on joining, automatic entry into a Christmas draw each year and maternity gifts.

There are three support funds: one for officers, one for Specials and one for staff. More information on the Suffolk Police Support Fund and how to sign up is available on the Force intranet or by emailing the Force's charities co-ordinator Angie McGlone.

“ WE'RE IMMENSELY PROUD OF THE CHARITY AND THE WORK WE DO. EVERY PATIENT IS LOOKED AT HOLISTICALLY TO GET THEM BACK ON TRACK. FLINT HOUSE IS A LOVELY SETTING - TO BE ABLE TO TAKE YOURSELF AWAY FROM IT ALL AND CONCENTRATE ON YOURSELF FOR THAT PERIOD OF TIME, IN THAT ENVIRONMENT, IT REALLY DOES MAKE A DIFFERENCE.

Sophia Majaya, CEO of Flint House.

Chris's story

Sergeant Chris Smy credits Flint House with changing his life after struggling with suicidal thoughts earlier this year.

Chris explained: "It was the culmination of childhood trauma, my police experiences, and how the police treat people. I reached out to Flint House and spoke with two lovely mental health nurses who made me feel truly heard."

Despite initial nerves, Chris found his five-day stay at the Oxfordshire-based facility transformative.

"The support was incredible," he said. "There were 10 of us from different areas, all with similar struggles. Talking with them made me feel less alone."

He praised the facilities as 'faultless', highlighting the swimming pool, entertainment, and tailored meals for his type 1 diabetes.

"The chef sat down with me to ensure my needs were met. The food was amazing," Chris added.

Having donated to Flint House for more than 11 years, he now encourages officers - especially those new in service - to do the same. "The support I received couldn't be matched by the NHS or privately," he said.

Chris said he cannot thank Flint House enough.

"It changed my mindset. It changed how I was feeling and what I was thinking. It changed my life.

"It's given me so many different ideas of how to move things forward for myself - and you realise that you're not alone."



Kelvin's story

Sergeant Kelvin Wenden describes his two-week stay at Flint House as 'transformative' after undergoing reconstructive knee surgery following a serious injury.

In June 2023, while chasing a burglar, Kelvin dislocated and fractured his kneecap, requiring surgery. By September, he attended Flint House for physical rehabilitation and saw remarkable progress.

"When I arrived, I was just off crutches and walking gingerly. By the end of two weeks, I felt almost ready to run," he said. "The care was incredible, and the staff were so professional and kind."

Kelvin's programme included twice-daily physiotherapy, balance and strength classes, fitness sessions, and pool exercises. "The quality of care was amazing," he said. "They also teach you physio techniques you can continue at home."

He praised Flint House for its holistic approach, including top-quality nutrition. "The food is excellent," he added.

Kelvin is encouraging colleagues to donate to Flint House, emphasising its value. "You can't put a price on the treatment, facilities, and surroundings. They're exceptional."

Back to frontline duties by October, just four months after his injury, Kelvin credits Flint House for accelerating his recovery.

He ended: "I'm 90 per cent back to normal, and Flint House made a huge difference."



Molly's story

PC Molly Baker has heaped praise on Flint House for helping her recover from a ruptured Achilles tendon ahead of schedule and return to football just eight months after her injury.

Molly sustained the injury in March during a match against the RAF Police. After surgery and eight weeks in a boot, she attended Flint House in late August for intensive rehabilitation.



"On the first day, my physio thoroughly reviewed my injury and rehab," Molly said. "They suggested classes tailored to my recovery." Her programme included daily physiotherapy, hydrotherapy, and balance and lower limb classes, totalling three to four hours of exercise daily.

"The facilities are brilliant - it feels like a privilege to use them," she said. Flint House also fosters a social environment. "I made friends with officers from other forces, and we're still in touch."

Molly praised the centre's food and personalised care.

She added: "They helped break down scar tissue, improve my range of motion, and focus on recovery basics. That made all the difference."

By mid-November, Molly was back on the pitch - months ahead of typical recovery timelines for Achilles ruptures. She now encourages colleagues to use Flint House: "It was recommended to me, and I can't recommend it enough. It's fantastic."

LIFE AS A STUDENT DETECTIVE: 'THE WORK-LIFE JUGGLE IS REAL'

One of Suffolk's newest student officers has given an insight into juggling life as a mum-of-two and training to be a detective.

Kayleigh Mclean's journey was ignited when she saw an advert showcasing the Force's fast-track detective programme.

She was working at a local high school at the time, but admits she has always had an interest in working within the Criminal Justice System (CJS).

"I remember seeing the ad and saying to my husband, 'Yeah, I want to do that,'" said Kayleigh, who explained that at first, she was concerned that having a family might make the career move challenging.

"I spoke to Detective Superintendent Nicola Wallace, and she said that she had children and nothing had stopped her. That gave me the push I needed."

Driven by a desire to bring other people justice, Kayleigh, 36, applied for the course and began training in March this year.

After 24 weeks in training, Kayleigh admitted that while juggling family life and a new career is 'challenging', she has 'really enjoyed' the course so far.

"It's opened my eyes a lot," she continued. "It's really interesting, especially

getting a better understanding of the law. I love the idea of picking a case apart to find out what has happened and who is to blame."

As a former drama student, Kayleigh said she has thrown herself into the role-play scenario training.

"We've since stepped out of role-play and are now experiencing the realities of policing," said Kayleigh, who is now experiencing working in a response team.

"It's real, hands-on training now, which is daunting and is definitely out of my comfort zone. But I know that I need to learn on the job to help me in my role as detective."

Kayleigh also has to study. This means regularly submitting essays and coursework in addition to the hands-on training.

"It can definitely feel relentless at times," said Kayleigh, who explained that most of her rest days are now spent catching up on coursework.

"But whenever I find it challenging, I just think of the end goal. I know where I want to be and where I want to get to."

One of Kayleigh's biggest challenges has been getting used to shift patterns.

"I know I've got kids, but nothing can prepare you for shift work," said Kayleigh, whose children are 18 months and 10-years-old.

"I couldn't have done it without the support from my husband. Changing careers didn't just impact me, it was huge for us all. But I'm lucky to have a really great support network around me - it's those people who have made this all possible.

"It's definitely been a struggle, but I'm powering through."

And making her children proud is what gets Kayleigh through the more challenging times.

"I want to be that positive role model to my kids," she said. "When I got onto the course, my eldest son told me he was so proud of me. That meant the world to me."

If there is one thing that Kayleigh hopes others will gain from reading this article, it is that a change in career is possible, whatever your age.

"I want to show others that you can change your career at any age. Everyone's career path is different, and changing route might happen when you least expect it."

“ I WANT TO BE THAT POSITIVE ROLE MODEL TO MY KIDS. WHEN I GOT ONTO THE COURSE, MY ELDEST SON TOLD ME HE WAS SO PROUD OF ME. THAT MEANT THE WORLD TO ME.



LOCAL BUSINESSMAN HEAPS PRAISE ON SUFFOLK COPS

A businessman has thanked armed Suffolk officers for their understanding after they stopped him for unknowingly driving a stolen car he had bought just days earlier.

James Richman was stunned to be faced by an armed officer after hearing his number plate read out over the speaker system at a supermarket store in Ipswich.

And, when he followed the officer out to the car park, his vehicle had been boxed in by police cars.

James said: "I was in Tesco when on the communication system came the message 'would the owner of such and such a car come to reception', which was me.

“ HE ASKED IF IT WAS MY CAR, I SAID YES. HE SAID HE WASN'T GOING TO CUFF ME THERE AND THEN BUT THAT I WAS DRIVING A STOLEN VEHICLE.

"I wondered if I'd parked somewhere stupid or something but when I got to reception I was met by an armed policeman. I couldn't understand what was going on.

"He asked if it was my car, I said yes. He said he wasn't going to cuff me there and then but that I was driving a stolen vehicle.

"A few four-letter words came out of my mouth - I couldn't believe it. We went out there and I'd been boxed in by some police cars and there were a bunch of officers there, presumably expecting to see some kind of career criminal.

"I explained the situation and they realised I wasn't the bad guy in this story.

"We had a laugh about it but they told me they would have to take the car away - that wasn't good."

The tale took another twist when James realised he would not have a vehicle to pick up his pregnant wife Elyse from the Aldi store where she was shopping.

"The police kindly offered to pick her up or we would've been stuck," he said. "I



James Richman.

called her, told her to pay for the items and then to go outside and get into a police car.

"When they came back we said we'd get a taxi home but, as we live in the middle of town, the officers were going that way, so both of us got in with our shopping and they took us home."

James, who runs Intrepid Marine Services maintaining and servicing boats, had bought the car with his wife in London less than two weeks before the incident in June.

"We went and had a look and it all seemed legitimate," he said. "We met the woman who we thought was the owner, we sat in it, did the paperwork, paid by bank transfer and all seemed fine."

James said the first sign something was amiss was when he tried to tax the vehicle.

"I was putting the registration number in that many times into the website that I'd memorised the number, which is why I recognised it being read out in the store," he said. "It wouldn't tax because it turns out it was dodgy."

James revealed his fortune took a turn for the better when he received his money

back from his bank.

"With the police taking the car away I thought I would lose it and the money," he said. "It wasn't a cheap car but I was incredibly lucky. I told the bank the situation and the guy I spoke to was brilliant."

"They said I'd been defrauded and paid me back within hours - it was incredible. We then went and bought a car from a dealer this time."

James added: "The officers have a really good look at you and whether you are going to kick off but eventually, thankfully, they were understanding. It was a really surreal experience but it sort of ended well."

Ben Hudson, Suffolk Police Federation secretary, said: "It must have been a rollercoaster ride for James and Elyse, who were innocent victims themselves in this.

"It's pleasing to hear that their interaction with our members turned out well in the end and, not only were we able to seize the stolen vehicle, but James and Elyse were also able to recover the money they paid for it.

"It's a case of all's well that ends well."

RELAX AND RECHARGE AT OUR HOLIDAY LODGE

Sleeping up to eight people, the Suffolk Police Federation holiday lodge near Weybourne on the North Norfolk coast offers the perfect place for Federation members to relax and recharge their batteries.

As an added bonus, the Meadowlark lodge, which is on the [Kelling Heath Holiday Park](#), is available at discounted rates for members who also subscribe to the Group Insurance Scheme.

In addition, the booking costs from when the lodge re-opens on 17 February right up until 30 April will be held at 2024 rates.

The holiday park is set within 300 acres of woodland and rare open heathland in an area of outstanding natural beauty offering access to miles of woodland and heathland trails for walking and cycling or just enjoying the area's diverse wildlife which includes red squirrels, bats, rare butterflies and bees as well as many different species of birds.

As well as the beach at Weybourne, the lodge is also close to the coastal attractions at East Runton, Cromer, Sheringham, Wells and Holkham and Norwich and its shops, bars and restaurants are just 30 miles away.

The lodge, which has a double sofa in the living room, has three bedrooms:

- Bedroom 1 - king size bed
- Bedroom 2 - two full size singles
- Bedroom 3 - two smaller singles.



Meadowlark, which is fully equipped and furnished at an exceptional standard, has full central heating, luxurious, fashionable free-standing furniture and an amazing kitchen with a five-burner gas hob including wok burner, quality worktops, integrated fridge freezer, dishwasher and

microwave and a full height pantry.

There are also plenty of TV points, power sockets and USB chargers and a satellite co-ax giving visitors the freedom to receive as many channels as they do at home.

[Find out more and book your break.](#)

WIDE RANGE OF COVER WITH OUR GROUP INSURANCE SCHEME

Tailored specifically to meet the needs of police officers, the Suffolk Police Federation Group Insurance Scheme (GIS) provides a wide range of cover including family worldwide travel insurance, RAC motor breakdown and a critical illness policy, all at a very competitive price.

The scheme aims to provide subscribers with help and support when they need it most.

For a small monthly fee from as little as £34.73*, subscribers to the GIS can gain access to a wide range of scheme benefits and enjoy peace of mind with one plan including:

- Life assurance - £120,000
- Critical illness cover - £10,000

- Legal expenses cover – up to £100,000
- Personal accident cover
- Sickness benefits
- Best Doctors®, confidential and independent second medical opinion
- Care First Counselling (confidential instant support, advice and counselling)
- Family worldwide travel insurance
- RAC motor breakdown cover (Roadside/Recovery/European Motoring Assistance)
- Mobile phone/gadget cover (accidental damage/theft/accidental loss/fraudulent call use).

The scheme is open to serving and retired police officers and Specials, and their partners.

Read the [policy booklet](#) and visit

the [GIS pages on our website](#). For more information, you can contact the Federation office on **01473 782001**.

Please remember policy limits and exclusions may apply, see the policy wording for full terms and conditions.

Current subscribers to the scheme should always ensure their personal details are up to date, for instance, if you have recently married or divorced.

You can use the forms below and [email to the office](#), [Beneficiary update](#), [Partner beneficiary update](#), [Removal of spouse/partner cover](#).

*Correct at 1 February 2024, the premium includes the Federation administration fee and Insurance Premium Tax (IPT).

FAQS: PUBLIC HOLIDAYS, TIME OFF IN LIEU (TOIL) AND REST DAYS

We understand that navigating Bank Holiday entitlements can be complex. This FAQ provides clear answers to common questions about payments, TOIL, and other considerations. If you have additional queries, don't hesitate to contact your local Federation representative.

Q: What is TOIL?

A: TOIL refers to overtime worked for which payment has not been claimed. It is authorised by line management on the ERP system and governed by Police Regulations.

Q: What happens if TOIL is not used within three months?

A: If TOIL is not taken within three months of being accrued, the officer will receive payment for the unused time.

Q: How long is a rest day?

A: A rest day is equivalent to eight hours.

Q: What happens if a rest day is re-rostered or taken in lieu?

A: If the officer's normal shift exceeds eight hours, they owe the difference between the shift and eight hours, which is managed in consultation with the officer and the RMU. However, if the normal shift is less than eight hours, the officer is credited with the difference.

Q: Can officers request changes to re-rostered RDIL dates?

A: Yes, officers can request changes if the new date assigned by the RMU is unsuitable.

Q: How is compensation managed for officers working rest days longer than eight hours?

A: Constables and sergeants are compensated as per Police Regulations. Inspecting ranks receive eight hours added to their RDIL account for working up to eight hours. If they work more than eight hours, the total number of hours worked is added to the account.

Q: What is a free day?

A: A free day is a day agreed upon as non-working, not classified as a duty day, public holiday, or rostered rest day. These typically apply to part-time officers with flexible working arrangements.

Q: How are officers compensated for working on a free day?

A: The free day is reallocated as a free day in lieu or compensated according to Police Regulations.

Q: What is the public holiday entitlement for full-time officers?

A: Full-time officers are entitled to eight hours for each public holiday.

Q: How is public holiday entitlement calculated for part-time officers?

A: It is pro-rated by dividing the average contracted weekly hours by five. For example, an officer working 32 hours per week is entitled to 6.4 hours per public holiday.

Q: What happens if an officer's scheduled hours on a public holiday exceed their entitlement?

A: Any balance is carried forward as a credit or debit. Officers must resolve any debt by the end of the leave year through re-rostered hours, additional work, or using annual leave, flexi leave, or TOIL hours.

Q: How are public holidays reallocated when Christmas, Boxing Day or New Year's Day falls on a weekend?

A: Public holidays are reallocated to the next working day (e.g. Monday or Tuesday). The weekend day(s) are treated as public holidays for pay and compensation purposes, in addition to the reallocated days.

Q: Can officers substitute public holidays with alternative dates?

A: Yes, with the exception of Christmas Day, constables and sergeants can nominate alternative days for public holidays annually.

Q: Who is eligible for this substitution?

A: Inspectors and higher ranks continue to receive UK public holidays as per Police Regulations. Constables and sergeants can nominate alternatives.

Q: When should nominations for alternative dates be submitted?

A: Between 1 August and 31 January for the next leave year (1 April to 31 March).

Q: Can officers change their nominated dates after 31 January?

A: Changes are not allowed unless approved by a line manager for legitimate reasons or if a nomination is declined and resubmission is required.

Q: What happens if an officer works on a nominated alternative public holiday?

A: They will be compensated at public holiday rates in accordance with Police Regulations.

Q: How are accrued entitlements handled if an officer leaves the Constabulary?

A: Any public holiday hours taken more or less than the entitlement will be adjusted in the final pay if there is no opportunity to resolve this during the notice period.

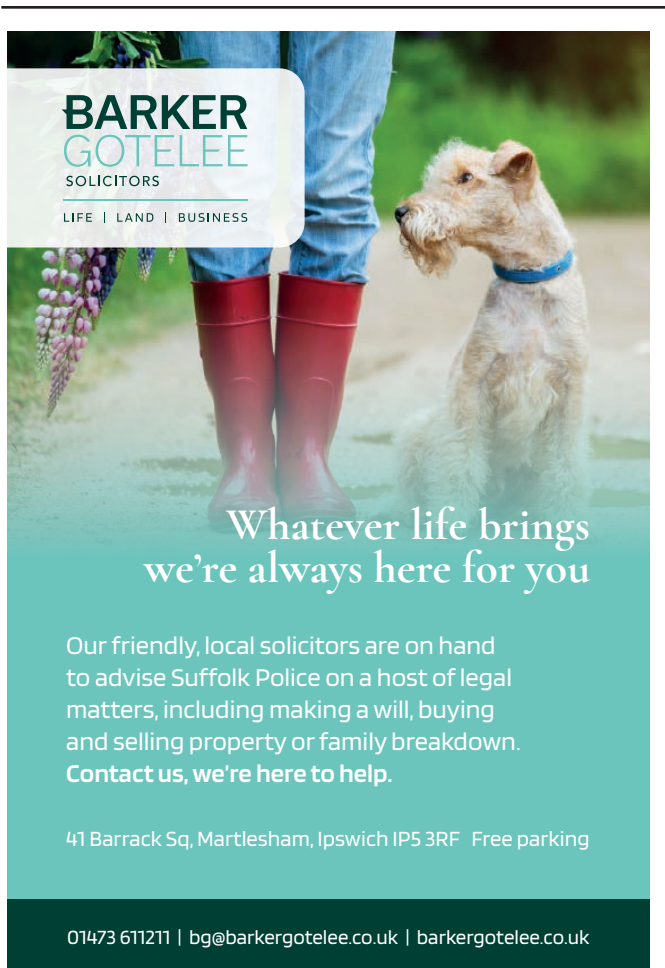
Q: What happens if a public holiday falls on a rest day?

A: The rest day is reallocated, and the public holiday entitlement takes precedence.

Q: What if a public holiday falls on a free day?

A: The officer receives holiday hours equivalent to their public holiday entitlement, which can be used to book time off or offset owed hours. These must be used by the end of the leave year.

If you have further questions or need advice regarding TOIL, rest day or Bank Holiday entitlements, please contact your local Federation representative.



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Our friendly, local solicitors are on hand to advise Suffolk Police on a host of legal matters, including making a will, buying and selling property or family breakdown. **Contact us, we're here to help.**

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