

FED NEWS

'I was made to feel like a criminal'

Officer cleared after nearly three
years under investigation

PAGES 6 AND 7



Pay crisis: calls for
urgent restoration

PAGE 4



Dragged by car:
officers recount
terrifying incident

PAGE 8



Meet Peggy: the
Force's new
wellbeing dog

PAGE 11

A wealth of expertise on your doorstep

PAUL WARD



Financial Planning Consultant

07984 317 795

paul.ward@sjpp.co.uk

www.paulwardwealth.co.uk

Offering clients face-to-face specialist advice whether they are looking for:

- ◆ Retirement planning
- ◆ Tax efficient investment planning
- ◆ Tax & Estate/IHT planning
- ◆ Financial Protection for their family or business
- ◆ Or just looking to review their financial affairs

For further details contact Paul Ward.

The Partner is an Appointed Representative of and represents only St. James's Place Wealth Management plc (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the group's wealth management products and services, more details of which are set out on the group's website www.sjp.co.uk/products. The 'St. James's Place Partnership' and the title 'Partner' are marketing terms used to describe St. James's Place representatives.

Associate Partner

**St
James's
Place**

SJP Approved 30/04/2024

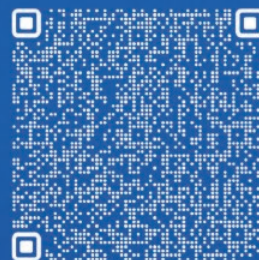


Over **£4.5million** profit shared exclusively with the Police Family

(Financial year 2024/25)

Did you receive your share?

They're not our profits, they're yours. All of our Member Accounts just earned a **4% dividend**.



no1copperpot.com

Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit <http://www.fca.org.uk>.



CONTENTS

Point of view...	3
Branch secretary backs call for urgent pay restoration	4
'Hands Off Our Rest Days'	5
'I was made to feel like a criminal'	6
'We were lucky to walk away': Duo get dragged along by car	8
115 officers and staff assaulted daily	9
Paws for thought: Fed member's personal pet becomes Force wellbeing dog	11
Member's pride at touring South Africa with British Police Rugby	12
Serving through sacrifice	13
Criminal Injury Compensation: How does it work (FAQs)	14

Published by Suffolk Police Federation
Portal Avenue
Martlesham Heath
Ipswich
Suffolk
IP5 3QS

Email: suffolk@polfed.org
Tel: 01473 782001
Web: polfed.org/Suffolk

Design and production:
XPR Communications Ltd

Fed News is produced by XPR Communications Ltd on behalf of Suffolk Police Federation.

The articles published do not necessarily reflect the views of the Branch Council. The editor reserves the right to reject or edit any material submitted.

Every care is taken to ensure that advertisements are accepted only from bona fide advertisers. The Police Federation cannot accept liability for losses incurred by any person as a result of a default on the part of an advertiser.

All material is copyright and may not be reproduced without the express permission of the editor.

PROTECTING THOSE WHO PROTECT THE PEOPLE OF SUFFOLK



BY MATT PAISLEY, VICE CHAIR OF SUFFOLK POLICE FEDERATION

As I sit down to write this introduction, I'm struck by the extraordinary dedication and resilience of our officers across Suffolk. Policing is a role like no other, and the stories in this edition of our magazine are testament to the commitment, courage, and professionalism of our colleagues.

Policing is about people

The past months have reinforced that policing is about more than enforcing the law - it's about people. Every call we respond to, every patrol we undertake, and every investigation we manage has a human element. Yet, as much of this magazine shows, the demands of modern policing are immense. Officers continue to face unprecedented pressures, from rising operational demand to the emotional and mental toll of long, disrupted shifts. Throughout April alone, for example, officers will experience multiple cancelled rest days due to policing major events, highlighting the very real impact on wellbeing and family life. Read more about the Federation's latest mini campaign: *Hands Off Our Rest Days* on Page 5.

Advocacy, support, and fair recognition

This edition underscores why advocacy, support, and fair recognition are so essential. Our branch secretary, Ben Hudson, and the wider Federation team have been relentless in pushing for sustainable pay rises, fair compensation for detectives, and updates to decades-old agreements that no longer reflect the realities of policing today. These efforts are not abstract - they directly affect the morale, retention, and operational capability of our force. As frontline officers continue to put themselves in harm's way, they deserve assurance that their dedication is valued, their pay is fair, and

their welfare is protected.

The personal impact of policing

We also feature stories that remind us of the personal impact of policing. Read about PC Richard Edwards' three-year experience under an IOPC investigation on Page 6. His story demonstrates the emotional strain that can accompany the role and the vital support the Federation provides to help officers navigate these difficult periods.

Facing danger on the frontline

Equally, accounts from officers like Steve Coughlan and Owen Turner, who were dragged along by a vehicle while attempting an arrest, show the very real dangers officers face daily. Their bravery and the rapid support they received from the Federation and their colleagues illustrate the importance of solidarity and practical assistance in protecting both people and careers. Find out more on Page 8.

Celebrating success and diversity

Amid these challenges, it is equally important to celebrate success and achievement. PC Madeleine Chambers' tour of South Africa with the British Police Rugby team demonstrates the pride and personal growth that come from representing Suffolk Police on a national stage. Meanwhile, features on officers observing Ramadan and supporting the Association of Muslim Police showcase how colleagues balance personal commitments with operational responsibilities.

Ongoing commitment to officers

As your branch vice chair, my focus remains on ensuring that Suffolk officers have both a voice and the resources they need to thrive in their roles. We are continuing to engage with chief constables, the Government, and national bodies to address pay, rest day protections, welfare provisions, and recognition of the risks officers face every day.

Reflecting the reality of policing in Suffolk

This magazine edition reflects the breadth of policing in Suffolk - from operational pressures and legal advocacy to personal triumphs and cultural engagement. It serves as a reminder that our profession is about much more than statistics or policies - it is about people, families, and communities, and the shared commitment to keep those communities safe.

A final word of thanks

I want to thank every officer featured here, every colleague quietly performing their duties, and the Federation team for their tireless work behind the scenes. Your dedication, courage, and integrity form the backbone of Suffolk policing.

BRANCH SECRETARY BACKS CALL FOR URGENT PAY RESTORATION

Branch secretary Ben Hudson has voiced his full support for the Police Federation of England and Wales's (PFEW) latest push to restore officer pay to sustainable levels.

The PFEW has submitted a report to the Police Remuneration Review Body (PRRB) recommending a minimum seven per cent annual pay rise for officers over the next three years.

The report warns that morale, retention, and operational capability are all on a 'downward spiral', with PFEW stating that continued pay erosion could have 'direct consequences' for public safety.

Over the past 15 years, officers have suffered a real-terms pay cut of more than 20 per cent – a trend the proposed award aims to address.

The submission follows:

- **The Government's remit letter to the PRRB, which stresses that recommendations must reflect affordability within existing funding settlements**
- **The National Police Chiefs' Council (NPCC) indicated it would back a 3.5 per cent award only if fully funded, dropping to 2.5 per cent otherwise.**

"I fully echo the PFEW's sentiments - it is time for the Government to demonstrate real support for police officers," said Ben.

"Years of cutbacks have left frontline officers struggling to cover basic living costs. Some are even forced to leave the service, creating devastating gaps in our workforce. This situation is unsustainable. Restoring pay is not just fair; it is essential for public safety and morale.

"Statements in Parliament are welcome, but officers need action. Accepting this proposal would prove the Government's words have substance, not just political intent."

Ben welcomed PFEW's proposals,

“ IT IS TIME FOR THE GOVERNMENT TO DEMONSTRATE REAL SUPPORT FOR POLICE OFFICERS. YEARS OF CUTBACKS HAVE LEFT FRONTLINE OFFICERS STRUGGLING TO COVER BASIC LIVING COSTS. SOME ARE EVEN FORCED TO LEAVE THE SERVICE, CREATING DEVASTATING GAPS IN OUR WORKFORCE. THIS SITUATION IS UNSUSTAINABLE. RESTORING PAY IS NOT JUST FAIR; IT IS ESSENTIAL FOR PUBLIC SAFETY AND MORALE.



Branch secretary Ben Hudson.

including a national detective payment.

In his role as chair of the National Detective Forum, Ben has been a long-standing advocate for payments.

"There's a postcode lottery as to whether detectives get extra payments," he said.

"Detectives lose out financially when they move from a 24/7 pattern and no longer receive the unsocial hours allowance.

"On top of that, they face the pressure of studying for the National Investigators' Exam.

"A national detective payment would recognise the commitment and expertise required for the role and remove the variations between forces.

"It would also make it a more attractive career route and help recruitment."

Ben has also backed work by PFEW national secretary John Partington to secure a full review of the 1994 PNB Agreement

covering the inspecting ranks.

The Federation believes the agreement, which is more than 30 years old, is unfit for modern policing, particularly given the workload and responsibilities carried by inspectors and chief inspectors.

PFEW's submission includes a call to extend workload payments to inspectors and chief inspectors, with additional pay for hours worked beyond 48 per week, pending a full review of the 1994 PNB Agreement.

Ben said: "A review of the 1994 PNB Agreement is long overdue.

"The roles and responsibilities of the inspecting ranks have changed in the past 30 years.

"They are working excessive hours without compensation and are accumulating rest days that, in reality, they're never going to be able to take.

"PFEW's proposal would encourage promotion to these ranks and help with retention while the wider agreement is properly reviewed."

PFEW national secretary John Partington criticised the NPCC for signalling support for a low settlement.

"If affordability within existing budgets becomes the ceiling for pay, we are guaranteeing a broken service. Officers will be putting their lives on the line this weekend knowing their chiefs are effectively endorsing a real-terms pay cut," he said.

John also called for structural reform of police remuneration, including a military-style 'P Factor' to recognise the unique risks, restrictions, and psychological trauma inherent in policing.

Evidence submitted to the PRRB highlights:

- **Nearly half of all constables have five years' service or less**
- **Mental health-related sickness absence is at record levels**
- **Assaults on officers remain persistently high.**

Ahead of the report's finalisation, Policing Minister Sarah Jones told Parliament that officers should 'be in no doubt' the Government is 'on your side and will support you'.

Ben ended: "Accepting this proposal is the perfect opportunity to prove that Ms Jones' assurances are more than just words. Our officers deserve fair pay, respect, and recognition for the risks they take every day."

'HANDS OFF OUR REST DAYS'

Police leaders have been urged to reconsider controversial proposals that would weaken compensation for cancelled rest days, as rank-and-file representatives warn the changes could deepen a growing crisis in officer welfare and frontline resilience.

Currently, police officers are entitled to a minimum of four hours' compensation at time and a half when required to work on a cancelled rest day or bank holiday, reflecting the disruption caused to protected rest and family commitments.

Proposed changes and concerns

In a submission to the Police Remuneration Review Body (PRRB), police chiefs have proposed removing this safeguard. Under the new model, officers would instead be paid at time-and-a-third, calculated in 15-minute increments, and only for the exact time worked. The proposals also seek to tighten rules around how cancelled rest days can be re-rostered.

“THIS ISN'T A STATS AND DATA GAME - THERE ARE PEOPLE INVOLVED IN THIS. THEY HAVE LIVES, THEY HAVE FAMILIES.”

The Police Federation of England and Wales (PFEW) has already issued a national warning, arguing that the proposals risk making it 'cheaper and easier' to disrupt officers' protected time off. Suffolk Police Federation is now adding pressure, highlighting the real-world impact on overstretched forces.

The human impact on officers

Branch vice chair Matt Paisley said the debate cannot be reduced to figures alone and must instead focus on the human cost to officers and their families.

“Chief constables shouldn't be fighting us - they should be fighting with us, for better pay and conditions for officers,” he said, pointing to the broader issue of funding constraints shaping the proposals.

The Federation argues that the chiefs' proposals would erode a key safeguard, recognising the disruption to officers' personal lives. Matt said these concerns are already being felt on the ground.

“In April alone, we have three cancelled rest days because of football policing demands,” he said, adding: “That pressure isn't theoretical - it's happening now.”



Chief Constable Rachel Kearton.

Rising demand and future pressures

Looking ahead, Matt warned of intensifying strain during the coming months.

“There are plans being put in place for summer demand, but frankly, it's shaping up to be a summer of pain - both nationally and locally,” he said, citing major events and ongoing operational pressures that are likely to result in further cancelled rest days.

Despite his concerns, Matt acknowledged the difficult position chief constables find themselves in:

“Funding is not fit for purpose, and that's driven by Government decisions. Chiefs are having to stretch already tight budgets, and that puts them in a very challenging situation.”

Engagement with senior leadership

Branch officials met with Chief Constable Rachel Kearton to voice their concerns.

Matt said: “Chief Constable Kearton explained how she was unsighted on the specific details around amendments to the regulations around rest days made in the PRRB submission by the NPCC. And she confirmed that she is open and willing to have ongoing discussions with the

Federation about the ongoing concerns from members regarding these proposed changes.

“We thank the Chief for her time, and would like to reassure members that we will continue to engage and debate with senior leaders within the Force about the pay and conditions of our members.”

Morale and leadership disconnect

Matt cautioned that cost-saving measures targeting rest day compensation risk undermining morale at a critical time, particularly as policing becomes more complex and demanding.

“This isn't a stats and data game - there are people involved in this. They have lives, they have families,” he said.

He also highlighted what he described as a growing disconnect between frontline officers and senior leadership. While some leaders suggest demand is stabilising or even falling, he says many response officers feel the opposite.

“We've got officers under significant stress and pressure, yet they're being told demand is down. That disconnect isn't going to motivate anyone,” he added.

Campaign and next steps

The Federation's national campaign, *Hands Off Our Rest Days*, forms part of its wider *Copped Enough* push for improved pay, conditions, and support. Matt emphasised that the campaign is about more than financial compensation.

“The currency here isn't just money - it's wellbeing and welfare,” he said. “Not just at work, but at home as well.”

He also stressed that the proposals are not yet final and that there remains an opportunity for influence. “This isn't a done deal. We can continue lobbying chief constables and MPs to support officers,” he said, urging members to make their voices heard.

Central to that effort, Matt argues, is maintaining open lines of communication between officers, Federation representatives, and senior leaders.

“I'd like to reassure members that we're not just writing letters - we're engaging, negotiating, and pushing for change. We want to make people's lives better. But we're a community too, and we can't afford to feel disconnected.”

“CHIEF CONSTABLES SHOULDN'T BE FIGHTING US - THEY SHOULD BE FIGHTING WITH US, FOR BETTER PAY AND CONDITIONS FOR OFFICERS, POINTING TO THE BROADER ISSUE OF FUNDING CONSTRAINTS SHAPING THE PROPOSALS.”



‘I WAS MADE TO FEEL LIKE A CRIMINAL’

A Suffolk police officer has spoken about the toll of being investigated by the IOPC for almost three years, saying the prolonged process has resulted in him taking antidepressants and forced him out of frontline policing for an extended period before he was ultimately cleared of gross misconduct.

PC Richard (Rick) Edwards has told how being the centre of a lengthy investigation made him ‘feel like a criminal’, while being left in professional limbo over allegations linked to a death following a New Year’s Day arrest.

The response officer, with six years’ service, says the drawn-out investigation fundamentally changed both his career and his confidence in policing.

The case, which followed an incident on

New Year’s Day 2023, was not concluded until September 2025, with the inquest finalised in March this year - a process spanning around three years from start to finish.

“I have absolute disdain for the IOPC for the way they managed this and how they completely spun the narrative. They painted me to be the most awful person,” said father-of-two Rick.

“It honestly feels like the IOPC is on one mission - and that is to get police officers fired from the job.”

Incident at the centre of the case

The investigation stemmed from an arrest shortly after midnight on New Year’s Day 2022, following a road traffic collision that caused only damage.

Rick attended after reports that a man

had been seen running from the scene. He later located the man lying in a wooded bank, with what he describes as ‘a belt loosely around his neck’.

Having established that the man was conscious and breathing, but ‘clearly intoxicated’, Rick arrested him and took him into custody. He failed a breathalyser test, which meant he was subsequently charged before being released. Five days later, he was sadly struck by a train in London and died.

‘It then became a witch hunt.’

In July 2023, Rick was served with gross misconduct proceedings relating to allegations around his handling of information during the custody process.

And he says the IOPC’s investigation quickly began to shape a version of events

he strongly disputes.

"I was accused of deliberately and intentionally not mentioning in custody that I had found the man with a belt around his neck," he said.

"I completely agree, something tragic and terrible had happened - a person died - an investigation needed to happen to ensure the handling of the incident was carried out correctly.

"But it felt like a narrative was being spun. It was like there had to be a conclusion, and I was placed into it."

Removed from frontline policing

As the investigation progressed, Rick says he was heavily restricted from operational duties, preventing him from working on the frontline or evidential policing.

“ I HAVE ABSOLUTE DISDAIN FOR THE IOPC FOR THE WAY THEY MANAGED THIS AND HOW THEY COMPLETELY SPUN THE NARRATIVE. THEY PAINTED ME TO BE THE MOST AWFUL PERSON.

He continued: "I couldn't go near crimes. I couldn't do anything evidential. I was basically taken out of policing as I knew it."

Instead, he was placed into non-operational work.

"I didn't join the job for that. I joined to be a response officer," said Rick, who ended up going off sick due to the impact the investigation was having on his mental health.

"I ended up on antidepressants. If you'd told me years ago that would happen, I would never have believed you. The investigation changed me."

Three years of uncertainty

Rick has stressed that he is fully supportive of investigating officers when it's required, but is calling on the IOPC to reduce the length of investigations.

"I am 100 per cent behind investigating officers. It is crucial to ensure that procedures were followed correctly, and for us all to learn lessons moving forward," said Rick, who is highly critical of the investigation's length, which he says left him in prolonged uncertainty.

"But it's the length of these investigations that needs to be urgently reviewed. You're told these things should take months, but it drags on for years.

You're just stuck waiting.

"This has been my life for almost three years - I completely spiralled."

Despite the ordeal, Rick says he never lost sight of the wider tragedy connected to the case.

"There is a family who lost someone, and that will always be central. But that doesn't automatically mean I'm to blame," he said.

Cleared after years

In September 2025, Rick was cleared of gross misconduct allegations, and in March this year, the inquest was finished.

He describes the outcome of the IOPC investigation as a relief, but says the experience has permanently changed his approach to policing.

He said: "Coming back felt like starting again. I had lost confidence. You start second-guessing everything."

Rick also said that the emotional impact has not simply disappeared with the conclusion of the case: "It changes you. You don't just go back to how you were before."

At times, he says, he seriously considered leaving policing altogether.

"I looked for other jobs. I thought about walking away completely. But I'd worked too hard to get into the job."

Support and moving forward

Richard says he was ultimately able to return to work thanks to strong local support and his family, particularly his wife, Alexia.

He also says the experience has given him a lasting concern about the impact of lengthy investigations on officers.

He ended: "I can see how people reach rock bottom. Three years of your life just gone into this process - it takes its toll."

'INVALUABLE SUPPORT': HOW THE FEDERATION HELPED RICK THROUGH INVESTIGATION

As soon as Rick was served misconduct papers from the IOPC, he says he quickly realised he would not be able to face the process alone.

From the outset, he turned to Suffolk Police Federation for support - a decision he now describes as essential.

"I couldn't have done it without the Federation," he said, adding: "I wouldn't have known what to do."

A key figure in that support was branch secretary Ben Hudson, who Rick describes as consistently available throughout the entire process.

"He was there whenever I needed him - approachable and contactable. Whether I was angry, confused, or just needed to talk it through, he was there."

As the case progressed into formal proceedings and a coronial process, Rick says the support structure became even more important.

He explained: "It's not just advice, it's having someone who understands what's happening and can explain it to you properly. Without that, you're lost."

He also credits the legal team arranged through the Federation - including a solicitor and barrister - as critical to the eventual outcome.

"The legal representation was incredible. I've said before, and I will continue saying to my colleagues

- even if I paid my Federation membership for 100 years, I would never come close to what that representation would have cost."

Rick believes the expertise provided ensured he was properly prepared for each stage of the process.

He said: "If I had been there on my own, answering those questions without that experience, I don't think I would still have a job."

He also highlights the emotional support provided during the most difficult periods: "Early on, I was just angry. I needed someone to vent to. Later, I needed someone to explain what was actually happening. You can't go through something like that without it."

Rick described a period of isolation during the investigation, including time off sick and treatment for depression.

"I got into a bit of a doom spiral. It becomes your whole life," said Rick, who explained that during that time, the Federation contact and support remained constant.

He said: "Even when I was off, I could still pick up the phone. That made a huge difference."

Looking back, Rick is clear about the value of that support network: "The Federation was invaluable, absolutely invaluable."



‘WE WERE LUCKY TO WALK AWAY’: DUO GET DRAGGED ALONG BY CAR

Two frontline police officers have spoken of the terrifying moments they were dragged by a reversing vehicle while attempting to detain a suspected drug dealer - an incident they say could easily have ended in tragedy.

Police Constables Steve Coughlan and Owen Turner were on patrol late last year when what began as routine community-based intelligence work escalated into a life-threatening confrontation.

The pair, who admit to having a proactive approach to tackling drug activity, driven by a shared determination to get dealers off the streets, were out following up on intelligence about a vehicle believed

to be linked to drug supply when it drove past them.

“You couldn’t write it - by chance, the car drove straight past us,” said 23-year-old Owen, who has three years’ service, and recalls quickly writing down the number plate.

After conducting checks, the officers followed the vehicle and signalled it to stop. Although it initially appeared to slow, it

failed to respond to emergency lights.

“Either he hadn’t seen us, or he was deliberately failing to stop,” said Steve, 41, who has served five years in the Force.

With the car still moving, the officers made the decision to pull in front of it to bring it to a halt, with Owen then approaching the driver’s side, while Steve moved to the passenger door.

“The driver wasn’t cooperating,” said

“ I CAN’T HELP BUT FEEL LIKE WE’RE AT THE BOTTOM OF THE AGENDA WHEN WE SHOULD BE AT THE TOP. THE IMPACT THIS HAS HAD ON US HAS BEEN COMPLETELY FORGOTTEN ABOUT.

Owen, adding: "Steve was trying to open the passenger side.

"I went up to the driver's door and opened the door through the window, but before I got the chance to turn the engine off and take the keys out of the ignition, the driver put the vehicle in reverse and reversed at speed.

"At that point, I just saw Steve disappear."

Owen jumped into the door and clung to the top off the car.

Steve described how he had no choice but to desperately grab the handle as the car reversed around ten metres.

"I grabbed onto the handle and just held on, hoping he'd stop. If I let go, I would've gone straight under the wheel. I was dragged about ten metres," he explained.

"I couldn't have held on much longer - five more metres, and things would have been very different."

The vehicle eventually crashed, and Owen managed to enter the car and turn off the engine, though the driver attempted to accelerate again.

Owen then deployed PAVA spray, and Steve reappeared to help pull the suspect from the vehicle.

"He eventually gave up," said Owen, who explained that drugs were found in the vehicle.

By some miracle, both officers came away with minor physical injuries. Steve was left with bruised ribs, grazes to his knees and lasting scars.

But the emotional toll extended beyond

physical injuries.

"Of course, it's impacted our families too. I had to explain to my two young daughters what had happened - they saw the ripped trousers, the sore ribs, and they can't help but worry about Dad going out to work now. Every shift I'm on, they fear the hospital calling home again," said Steve.

Owen reflected on how the incident has changed his mindset on patrol.

"It won't put me off the job," he said, adding: "But I'm definitely more nervous now. I think about risks more. Am I by

“ I COULDN'T HAVE HELD ON MUCH LONGER - FIVE MORE METRES, AND THINGS WOULD HAVE BEEN VERY DIFFERENT.

myself? Is this going to repeat what happened last time? It's changed the way I work."

Under current legislation, assaulting an emergency worker can carry a sentence of up to five years.

However, the driver was sentenced to four years' imprisonment with all offences absorbed into one. Just 17 weeks of that were for ABH against the officers.

While he was ordered to pay court fees, no compensation was awarded to either police officer.

Both Owen and Steve said they feel the court system has let police down.

"I can't help but feel like we're at the bottom of the agenda when we should be at the top," said Steve, whose phone was completely destroyed in the incident.

"The impact this has had on us has been completely forgotten about."

Owen added: "I believe the driver intended to harm us. It makes me question: had we not been police officers but just members of the public, would the sentence have been the same?"

"Even rewarding compensation would have been something. But no, nothing."

Despite their frustration with the judicial outcome, the officers praised their immediate supervisors and the Police Federation for their swift support. Through

the [Group Insurance Scheme](#) the cost of a damaged phone was covered.

"Matt Paisley [vice chair of Suffolk Police Federation], who manages us, has been brilliant," Steve said. "He messaged within five minutes. You couldn't ask for better support."

Owen added: "And we must highlight the support we received from our sergeant, Oliver (Ollie) Williams. The people around us have been brilliant."

Both officers have since returned to duty.

"As police officers, you just get on with it," Steve said.

Owen ended: "But we know, things could have been so different. We were lucky. It could have been so much worse."

115 OFFICERS AND STAFF ASSAULTED DAILY

Suffolk Police Federation has condemned in the strongest possible terms the escalating violence being used against police officers and staff, as highlighted yet again by the shocking national figure of 115 assaults every day.

Responding to the statistic, which was revealed in the latest Police Covenant report, branch vice chair Matt Paisley said: "This statistic hasn't been pulled out of the air - it is reflected in real, life-threatening incidents such as the recent attack on two of our Police Constables, Steve Coughlan and Owen Turner.

"These two brave officers were simply doing their job, and it was only by sheer determination, professionalism, and instinct that both officers survived what could easily have been a tragedy.

"This incident demonstrates in the clearest possible terms the dangers faced by officers every day."



Matt stressed that these are not isolated or rare occurrences: "They are part of a wider pattern of violence against emergency workers that is becoming increasingly normalised. It is, quite simply, unacceptable."

"While we welcome the fact that the offender received a custodial sentence, we remain deeply concerned about sentencing outcomes and the lack of meaningful compensation in such cases. Yet again, the punishment doesn't reflect the severity of harm, trauma, and ongoing impact on officers and their families.

"Justice must properly recognise that assaults on police are not victimless or low-level crimes - they are attacks on public servants who risk their lives for others."

Through the Police Covenant and Operation Hampshire, important steps are being taken, but incidents like this show there is still urgent work to do.

Matt ended: "Officers must be protected, supported, and afforded a justice system that fully reflects the seriousness of violence committed against them."



SECURE YOUR DREAM HOME WITH US!

SPECIALIST FEE-FREE ADVICE FOR POLICE AND THEIR FAMILIES

Feeling overwhelmed by
your first home purchase?

Remortgaging causing
you concern?

Worried about saving
your deposit?

Uneasy about your
credit score?

Need step-by-step guidance
through the mortgage process?

Confused about how
much you can borrow?

WHATEVER THE HURDLE, WE'RE HERE TO HELP

At Police Mortgages, we understand every step of the home-buying journey and take pride in supporting our clients from start to finish.

Whether you're a first-time buyer or looking to remortgage, we offer clear, honest advice tailored to your unique needs.

OUR ADVICE IS ALWAYS FEE-FREE



Book your free
appointment now and let
us help you secure your
future with confidence

**BOOK YOUR
APPOINTMENT
TODAY HERE**



PAWS FOR THOUGHT: FED MEMBER'S PERSONAL PET BECOMES FORCE WELLBEING DOG

After recently turning his border terrier into an official Force wellbeing dog, a Federation member has revealed plans to deliver mental health support to policing colleagues far and wide.

Together, Simon White and his four-year-old pooch Peggy make up Suffolk Constabulary's latest wellbeing help team, adding to the handful of support animals already active in the organisation.

The pair are now fully qualified to offer their services to both officers and staff in partnership with Oscar Kilo, the National Police Wellbeing Service, with Simon undertaking 30 hours of mental health first aid and peer support training in recent months.

Custody Sergeant Simon says he and his wife - fellow Force personnel Kristy - first came up with the idea last year, before getting the ball rolling with colleagues who could help make it happen.

"We've had Peggy since she was a puppy, and we've always known her to have the typical nature of a wellbeing dog. She is calm, friendly, and absolutely loves people. She's been around our work environment plenty of times before, and has met other officers, staff, solicitors, and even, where appropriate, the odd detainee," he explained.

"With her now a bit older, it made perfect sense to consider whether she could be a wellbeing dog at work, and it was something we started to give serious thought to.

"Peggy seemed up for the job, so we decided to go for it - and I'm so glad we did, because now we can start making a real impact and giving a boost to those who need it."

As Simon and Peggy get underway with providing care, a mix of proactive pop-up sessions and reactive visits is set to be on the horizon for the duo, with any member of the Force now able to book them either for themselves as individuals or for their team.

One of their first assignments saw



Suffolk Constabulary's wellbeing dog Peggy.

them visit the Force's Major Investigation Team in March, as they look to keep spirits up and lend a listening ear to departments where high-pressure policing is the norm.

"The way it will work is with Peggy leading the way - she makes people happy, and that can be the gateway to conversations starting. The first step to opening up is almost always the hardest, so the idea is that Peggy will help break down barriers and make sure people know they are in a safe and relaxed environment," Simon said.

"Once this is done, I can then follow up and have a chat with the officer or staff member."

For Simon, whose Force role is based in Martlesham, this extra-curricular work represents an opportunity to help his policing counterparts with their mental health after struggling with his own trauma sustained on the job.

It was during a training event for disaster victim identification at Essex Police that he recalls taking further inspiration for Peggy's new role, after being put at ease by another wellbeing dog on duty that day.

"This is a big deal for me, and the thought of supporting my colleagues in this

way fills me with pride," he added.

"Of course, I will be using what I've learnt in training, but I will also be falling back on my own experiences in the Force. I'm keen to get out to as many people as I can and take some weight off them, because we all know how demanding this job can be on our minds at times."

Later this year, the Federation will give its backing to Simon and Peggy through branch equality and wellbeing lead Emma Arthurs, and her popular 'Feels on Wheels' roadshows.

Emma is set to take the pair out in the Force's welfare van in June, when they will tour as many Suffolk Constabulary stations and patrol areas as possible to 'give our colleagues a break and a welcome distraction'.

Emma said: "I'm very much looking forward to having Simon and Peggy with me in the van. Peggy will be able to wear her special Oscar Kilo coat on her travels, and I know people will just love her.

"I think officers and staff will appreciate their presence even more in the summer months, when the days are longer and demand is often busier.

"Until then, our members should remember that wellbeing support is only ever a phone call, email or conversation with a Fed rep away. There are always people and services out there waiting to help you."

**“ I THINK OFFICERS AND STAFF WILL APPRECIATE THEIR PRESENCE
EVEN MORE IN THE SUMMER MONTHS, WHEN THE DAYS ARE LONGER
AND DEMAND IS OFTEN BUSIER.**

MEMBER'S PRIDE AT TOURING SOUTH AFRICA WITH BRITISH POLICE RUGBY

Representing Suffolk Police on a British Police Rugby tour to South Africa was the experience of a lifetime, says Federation member PC Madeleine (Maddie) Chambers.

Maddie said the 10-day trip to Cape Town was an unforgettable mix of rugby and cultural discoveries.

She said: "I think it was the best trip I've been on in my life.

"Being out there with the team, making lasting friendships, experiencing a new culture and a new country and playing against incredibly good players and teams is something I won't forget."

The tour saw British Police Women take on two formidable South African domestic sides.

The opening fixture was against Sanlam Boland Dames, a powerful outfit featuring several Springbok internationals.

That was followed by a game against Western Province, another powerhouse of women's rugby in South Africa with international experience throughout the squad.

Maddie said: "It was surreal.

"We watched some of them playing for their country on TV during the World Cup in the summer, and then suddenly you're on the same pitch as them, and they're going full on.

"It really hits you just how high the standard is."

Maddie was selected for the British Police after national trials in Manchester in 2024 while she was still in training school.

She said: "I was so, so happy to be selected."

Maddie plays at a prop and can scrummage at loosehead and tighthead.

And she said she takes immense pride in flying the flag for the Force.

"You're putting your name and your Force on the map," she said. "It's a really proud feeling."

Off the pitch, the tour offered an introduction to South African culture.

Highlights included an early-morning hike up Table Mountain just hours after landing, visits to the Cape of Good Hope, and seeing the famous penguin colony at Boulders Beach.



PC Maddie Chambers in action on the pitch.

The squad also enjoyed a tram wine tour and an African drumming dinner experience, immersing themselves in local traditions.

"It was 10 days of non-stop experiences," she said. "Exhausting, but incredible."

And she said that the camaraderie within the squad was one of the highlights.

"The hardest part of the tour is you make such good friends, then everyone scatters back across the country and we're not going to see each other until we next play," she said.

"I'm really close with a few of the girls and we've organised to go to the Women's Six Nations together and spend a few days doing some touristy things."

Domestically, Maddie has also made a significant leap in standard, moving from Southwold in NC 2 Midlands (East) to Bury St Edmunds in the Women's Championship. Maddie said that while the jump has meant longer travel and careful juggling with her response policing role, she has seen huge growth in her rugby.

"I've loved it," she said. "I've developed so much as a player, and I think that step



up has helped my progression within the British Police setup too."

The British Police calendar remains busy for the rest of the season, with fixtures against the RAF in March, a rugby festival in Cornwall in May, and an international trip to France in June to face the French Navy.

"Going to France to play the French Navy is quite cool," Maddie said.

"I'm thankful for these opportunities that the job has offered me.

"I'm grateful to be able to go with other officers from across the country and represent British Police

"In previous jobs I've had, there's not a chance for me to go travel halfway across the world to do something I love.

"It's a proud moment every time I wear the British Police shirt."

“ BEING OUT THERE WITH THE TEAM, MAKING LASTING FRIENDSHIPS, EXPERIENCING A NEW CULTURE AND A NEW COUNTRY AND PLAYING AGAINST INCREDIBLY GOOD PLAYERS AND TEAMS IS SOMETHING I WON'T FORGET.

SERVING THROUGH SACRIFICE

To mark the Islamic month of Ramadan (17 February to 19 March), we caught up with two of the Suffolk Constabulary team helping to run the Association of Muslim Police (AMP) as they gave an insight into life in the job during the holy period.

Chief Officer Ayman Al-Aride

has paid tribute to every officer 'going along their own personal faith journey' while observing Ramadan.

Last month, Chief Officer Ayman Al-Aride completed his 11th Ramadan in policing, over a decade after joining the profession as a Special Constable.

As the co-chair of the Muslim Association of Police (AMP) for Suffolk and Norfolk Constabularies, as well as the head of Suffolk's Special Constabulary,

Ayman has expressed strong appreciation for the Force's support of its staff's beliefs and values.

"I think what makes Ramadan such a special time is that everyone might look like they do the same things on the outside, but on the inside, it is about their own unique relationship with God. For me, it's about using this time to strengthen that relationship, in whatever way that might look like for you," said Ayman.

"Personally, I like to show appreciation for my family life, my work life, my volunteer life and everything else I am so lucky to have, and to spread that positivity around as much as I can.

"My volunteer life in the police is something I have to be particularly conscious about, but even that is something I see as a blessing because it allows me to combine two of my greatest passions for a few weeks every year."

For Aymna, the day-to-day management of his workload during Ramadan has changed as his policing career has progressed, with the 51-year-old still wanting to hit between his usual 50 to 80 hours of service a month.

"Due to fasting, I might have some slightly less energised days - mostly because I'm getting older - but I still want my overall output to look the same," he explained, adding: "I find you just need to pace yourself and try to prepare the day before, if you know tomorrow will be busy for you."

Midway through Ramadan, Ayman - along with co-chair Julie Begum and vice-chair Mo Motlib - was behind organising an AMP event to commemorate Iftar, which sees participants break their daily fast at sunset.

Held at the Visitors' Centre next to Landmark House, the event was described as a 'great success for both the community and the Constabulary' by Ayman, thanks to attendance from both Muslim and non-Muslim Force personnel.

"As I said about spreading positivity, it was a wonderful way to give people on the outside an insight into our religion and why we do what we do for our faith. There were plenty of smiles on faces throughout the evening."

[Read the full article from Ayman.](#)



Police Constable Mo Motlib

Having been part of the Force for six years and currently working in its County Partnership and Prevention Hub (CPPH) as an anti-social behaviour (ASB) officer, PC Mo Motlib decided to expand his professional duties by joining the AMP in 2023.

Mo, who is vice-chair of the AMP, said: "Ramadan is not just about fasting - anyone can fast from sunrise to sunset, but it's about doing so with a real sense of purpose and devotion to your faith.

"Obviously, there is a balance you must get right as a police officer, in terms of having enough operational energy. I remember my first couple of Ramadans in the Force were in the summer, which was difficult with warm weather and longer days, but it was a challenge I embraced, and now I rarely ever struggle with it."

Mo also spoke about celebrating Eid, one of the most significant dates in the Islamic calendar, marking the end of Ramadan.

The 33-year-old began the day, on Friday 19 March, by attending a service at his local mosque with his son.

The pair marked the occasion by wearing matching Emirati thobes - ankle-length, long-sleeved robes traditionally worn by Muslim men, with varying styles across different countries.

"Now I'm a dad, one of the best things about Eid is being able to share it with my son and daughter. It's similar to Christmas Day in many ways - after mosque and prayer, there are presents, new clothes, entertainment, and of course, plenty of food," he said.

"It's nice to return to a sense of normality following a period of focus and discipline. Some people really miss Ramadan afterwards because they've built a strong routine, while others find the transition easier.

"Just like other festivals and celebrations, Ramadan will be back around before you know it, and I just hope once again we'll have the honour of being surrounded by so many understanding colleagues in policing, because it really does mean a lot."

[Read the full article from Mo.](#)

“RAMADAN IS NOT JUST ABOUT FASTING - ANYONE CAN FAST FROM SUNRISE TO SUNSET, BUT IT'S ABOUT DOING SO WITH A REAL SENSE OF PURPOSE AND DEVOTION TO YOUR FAITH.



FAQS

CRIMINAL INJURIES COMPENSATION: HOW DOES IT WORK?

If you've been injured by violent crime at work, you may be entitled to a financial award from the Criminal Injuries Compensation Authority (CICA).

The CICA was set up in its current version by the Government in November 2012 and is designed to compensate blameless victims of violence within a certain threshold. Eligibility and outcomes – including award values, which range from £1,000 to £500,000 – are decided by the Secretary of State and approved by Parliament.

While the scheme is often used by members of the public, police officers are also free to claim for compensation if they have sustained an injury in an on-duty incident – and have now received a boost with some recent changes giving them a better platform to claim from.

In these FAQs, we look at what type of incidents typically qualify for compensation, the claims process as a whole and what to do if you need help with your claim.



What would typically make a claim eligible for compensation from the CICA?

Although there are exceptions, these are the typical circumstances which make up an eligible claim:

- You have been injured seriously enough to qualify for at least the minimum award (£1,000).
- You were injured in an act of violence in England, Scotland or Wales. An offender does not necessarily have to have been convicted of or even charged with that crime.
- You have made your claim within two years of the incident that caused your injury. Claims made outside this limit may be accepted if exceptional circumstances prevented you from submitting it earlier.

What would typically make a claim ineligible for compensation from the CICA?

Typically, any one of these circumstances will make a claim ineligible:

- You did not report or log the incident. If the crime for which you are seeking an award has not been reported to or logged within your force, an award cannot be issued.
- You were injured before 1 August 1964.
- You have already applied for an award for the same criminal injury under the current CICA scheme or any previous equivalent scheme operating in England, Scotland and Wales.
- The injury happened before 1 October 1979 and you and the person who injured you were living together at the time as members of the same family in the same household.
- The injury and the act of violence took place outside England, Scotland or Wales.

What about eligibility for police officers?

Eligibility can be less clear for police officers, but recent changes sought by the Police Federation of England and Wales (PFEW) and

**BARKER
GOTEELEE**
SOLICITORS
LIFE | LAND | BUSINESS

Whatever life brings
we're always here for you

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.**

41 Barrack Sq, Martlesham, Ipswich IP5 3RF Free parking

01473 611211 | bg@barkergotelee.co.uk | barkergotelee.co.uk



the National Police Wellbeing Service (NPWS) have given officers a fairer basis for claiming compensation.

If you are directly assaulted without any anticipation of this happening, then your claim would typically be accepted. Previously, however, if you were injured in a skirmish or prolonged confrontation while making an arrest, you may not have been eligible to claim as the CICA could perceive your actions in dealing with a person resisting arrest to be part of your duties.

Now, revised guidance has made clear that when an officer is injured by someone violently resisting arrest or behaving recklessly, decision-makers must fully consider whether those actions amount to a crime of violence. This means there is now a greater emphasis on operational context for CICA assessors.

If you have accidentally injured yourself while pursuing or apprehending an offender, you may be eligible to claim but it would need to be proven to the CICA that you were taking an exceptional risk that was justified in all the circumstances.

What types of injury and consequences of injury are covered by the CICA?

Claims are typically considered for the following circumstances:

- **Physical injury.**
- **Mental injury – you may be eligible to make a claim for a mental injury if you witnessed, and were present at, an incident in which a loved one sustained a criminal injury as the result of a crime of violence. You may also be eligible if you were involved in the immediate aftermath of an incident in which a loved one sustained a criminal injury.**
- **Physical or sexual abuse.**
- **Loss of earnings – where you have no or limited capacity to work as the direct result of a criminal injury.**
- **Special expenses payments – these cover certain costs you may have incurred as a direct result of an incident. You can only ask the CICA to consider special expenses if your injuries mean you have been unable to work or have been incapacitated to a similar extent for more than 28 weeks.**
- **A fatality caused by a crime of violence including bereavement payments, payments for loss of parental services and financial dependency; and funeral payments.**

How do I make a claim?

You can now claim online through the UK Government website. If you need any assistance with your claim, you can contact your Police Federation and a representative can provide you with advice and guidance.

Before you submit your claim, it is worth reading the NPWS' latest guidance on Operation Hampshire, the national police strategy

for responding to assaults on officers and staff. You can find this guidance on the [Oscar Kilo website](#).

What is my claim assessed on?

- **The information you provided in your claim.**
- **The information from your force, including what is contained in your incident log.**
- **Medical evidence, if it is required.**

What happens if my claim is rejected?

Your Police Federation can get in touch with a legal partner, who will advise on whether asking the CICA to review its decision would be worthwhile. If permission is granted by you via the Federation, the legal partner can assume management of the situation and submit this review request on your behalf.

What if the CICA refuses to change its mind?

The legal partner can then advise you on whether a formal appeal to a tribunal would be worthwhile. If an appeal is made and accepted by the tribunal, you will eventually need to attend a hearing and the legal partner will arrange for legal counsel to represent you at that hearing.

What if the CICA accepts my claim as eligible but will not issue me any compensation?

This could happen for a number of reasons. The CICA operates a tariff system for its award values, which lists all the different injuries it compensates for and the fixed award for those injuries. The award values are non-negotiable and some injuries, such as a broken finger, may not meet the minimum award value on the tariff. Even if you suffered multiple injuries but they are all considered minor, this may not meet the tariff's minimum.

Sometimes the CICA gets it wrong and offer an award in the wrong tariff, and it may be that specific medical evidence is then required to prove the injuries sustained. If this happens, a legal partner can advise you once more.

How long does a claim usually take?

You will usually receive a decision on your claim within 12 months, although this can take longer, especially for more serious injuries.

The CICA is like any other publicly funded organisation, with resources often stretched and creating backlogs. It is normal not to hear anything from the CICA for a long time, because it will only contact you if it needs more information for your claim. However, rest assured the scheme is dealing with your claim, and you will receive a decision eventually.



NATIONAL
POLICE
HEALTHCARE
SCHEME

3 months
FREE
for Serving
Officers
& Staff

Private healthcare for the Police family at not-for-profit rates

including **FREE** membership
of the Police Treatment Centres.

[FIND OUT MORE](#)

IN ASSOCIATION WITH:

SUFFOLK
POLICE
Federation

