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Proud Memories and New Beginnings





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Chairs Foreward

Colleagues

I am writing this after an extremely eventful 2018, nationally, across the country in policing and also within Warwickshire. I have written an open letter to you all in relation to the issues Warwickshire Police have faced during 2018, and I hope you take the time to read it. As always we at the Federation Office are keen to hear from you about your thoughts, fears and hopes as we move into a new era for Warwickshire.

Within the federation office we are also planning for the future. We have our new council and board and I am pleased to say some new people wanting to get involved with federation work. Each year Warwickshire Federation nominates two local charities that it supports through donations and fund raising. This last year we have supported Myton Hospice and Zoe's Place. Early in 2019 we will be nominating the two charities for the coming year, so if you have any that you want considering please let us have the details.

Know your rights...

Annual leave will be the theme of a new national campaign to raise awareness of officers' entitlements that is being run by PFEW.

The campaign – entitled **Did You Know?** – went live on Wednesday (21 November) with the first focus on annual leave.

It will answer the following questions:

- How much annual leave am I entitled to?
- If I have to work on a day of annual leave what compensation am I entitled to?

All requests will be considered at the first local council meeting in 2019.



Simon Payne
JBB Chair

On a completely different matter you have no doubt seen in the news about people videoing incidents where officers are attacked. This is yet another thing that is making your job increasingly hard to do. I just wanted to mention this to say that PFEW have been vocal about how unhelpful and disrespectful this is, but also to remind you to use your body worn video at every opportunity. Those videos cannot lie and will demonstrate to anyone who views it just how hard your role is.

Finally I would like to sign off by thanking you for all your support during 2018 and to wish you and your family a happy and healthy 2019.

Stay safe

- If I receive compensation for working a day of annual leave, what is 'a day of annual leave' and what is 'a day's pay'?
- How much annual leave can I carry over at the end of the year?
- The answers can be found in the updated Quick Reference Guide, a Welsh and English version of which can be at www.polfed.org/didyouknow. A copy of this link will also be placed on our website.

In the coming months the **Did You Know?** campaign will also cover the topics of rest days, performance and pension buy-back so this is well worth monitoring.

www.warkspolfed.org



Warwickshire Police

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5th December 2018

During the last few weeks I have watched with interest the many comments that have been made on the alliance situation. Some have chosen to describe the situation as a divorce, some have used the analogy of Brexit. A lot of spin and inaccurate reporting has taken place which gives the view that Warwickshire Police has not pulled its weight within the alliance. We have been criticised that we have established a new control room, we have been criticised around the demand of firearms incidents within Warwickshire and the policing of the motorway network. An impression has been given that the vast majority of assets for the alliance do not come from Warwickshire.

*A little known fact is that over 210 staff and Police Officers from Warwickshire work within West Mercia locations. Under 80 staff and Police Officers from West Mercia work within Warwickshire locations. As chairman of Warwickshire Police Federation I have a good working relationship with our colleagues across the border and will continue to do so, but I cannot sit by and watch incomplete information put into the public domain. Sometimes it's not what has happened that becomes the issue, but how it has happened. Trust is a massive issue in any working relationship. It's the golden nugget within policing. Once that goes people have to take different paths and forge new relationships. I have been an advocate of the alliance and its benefits but the stark reality is that others have chosen to terminate this arrangement. Some say this is about renegotiating our working relationship, well let's all remember the words of President Kennedy in the 1960's: **"You cannot negotiate with people who say what's mine is mine and what's yours is negotiable."***

Kind Regards

Simon Payne

You may be entitled to a **TAX REFUND**



As a member of Warwickshire Police Federation you are eligible to have your tax code checked by professional tax experts at The Tax Refund Company.

Over 300 Warwickshire Police Federation Members have already taken advantage of this service, with 1 in 2 members finding out they had paid too much tax and getting an average refund of £156.87 each. The largest refund received to date is £907.82

Very few members think they are owed a refund before they fill in the form. Most of those getting a refund were pleasantly surprised when a cheque arrived in the post.

As a member, we would like to give you the opportunity again to take advantage of this excellent service.

If you wish to use the service, the main facts you need to know are:

- **If there is no tax refund you pay no fee.**
The service is entirely free of charge
- **For every £1 refunded, you keep 62p (minimum fee £38*)**
- **YOU keep 100% of any future savings you make from a new tax code**
- **Dog handlers in particular are frequently found to have paid too much**

To have your tax codes checked and see if you are due a tax refund go to www.checkmycode.co.uk/warwick

This is your hard earned money. Why let The Revenue keep it?

*If your refund is less than £38, the minimum fee will be reduced to the same value as your refund so you have nothing more to pay

ANY QUESTIONS?

Call The Tax Refund Company on 0161 968 7345 (Mon–Fri 9am – 5pm) or see their Frequently Asked Questions at www.thetaxrefundcompany.co.uk/faqs

2019 – Warwickshire's year of staff wellbeing

CC Martin Jelley



Martin Jelley

Placing your wellbeing at the heart of everything we do.

As a force we are designating 2019 as being the year of health and wellbeing. In Warwickshire Inspector Wayne Boulton has been working full time on leading our health and wellbeing agenda and supporting work on reducing demand on the frontline.

As you may be aware, I personally chair our Health and Wellbeing board. I feel very passionately that part of my role as your Chief Constable is to make sure that you have the support you need, particularly at a time when we face unprecedented demands upon us.

The fantastic job you do on a daily basis does not go unnoticed.

There will be a number of tools that we intend to use in order to make the information you need to support your wellbeing readily available.

These include an updated section on the intranet and the introduction of desk calendars which will provide you with contacts, welfare information and details of the considerable number of events throughout the year - such as May's Virgin Pulse Global Challenge and key dates for health initiatives to tackle matters such as mental and physical health, nutrition, eating disorders and cancer awareness.

We will be arranging free health checks again next year and also looking to use technology such as webchats to promote initiatives and support.

We will face many challenges over the next 12 months and there is more work to be done to address the causal factors affecting wellbeing, especially psychological issues and ways we are working to reduce demand.

However, we cannot improve your wellbeing without your participation.

Whilst I make the above pledge to you, I ask in return that you take personal responsibility by looking out for yourself and your colleagues. Together I believe we can make a difference.

Insp Wayne Boulton

As a health and well-being team, together we have formulated a health and well-being calendar for 2019. This has many elements of physical and mental health and is more of a holistic innovative approach. Health and Well-being is close to my heart and it is my intention to continue to drive Warwickshire police in a positive direction with staff and officers at the forefront. There will be a designated email address and open blog page where the staff and officers can interact with the team and their voices will be heard. If it is possible and achievable, then we will be implementing new suggestions along the way.

Steve Martin, Warks Police Federation Secretary:



Steve Martin

The work Wayne is doing to maintain the emphasis on staff well being is extremely important and the federation intend to support his work throughout the year as much as we can. We are currently looking at ways that we can help members.

Part of January's wellbeing campaign will include finances as financial concerns lead to increased stresses and worries.

The Federation have useful links to a number of companies that can provide support in relation to mortgages, the financial impact of divorce, Lasting power of attorneys and individual financial advice. If any of you want the details of these experts who are available to us, please contact the office.

Catherine Friend



Catherine Friend

I wanted to take this opportunity to share my details with you. I am Catherine Friend, YOUR Welfare Officer for Warwickshire Police. What does this mean? It means that I am here for you to speak to me either face to face or over the phone in a confidential setting. This means that I cannot share anything that is discussed with anyone at all and I really wanted to get this point across. I have been with the Force since January 2010 and I have built a lot of trust with colleagues. It can be frightening sometimes to ask for support or even to make that first call to seek support..... however please, please do not suffer alone. There is help out there and if you find it easier to email then please email me or text.

So if you are experiencing any worries, stresses which can be work or home related please see below for my contact details. Historically any support for anxiety, depression or stress have been requested via management through a management referral form however this is no longer the case. When one needs support with anything that is affecting their wellbeing or mind you can now self-refer to me direct. As I have already mentioned, it is a purely confidential service and I am here to listen and to support, not to judge in any way. I do not take notes or place any notes on any OH records. It is strictly between you and I.

I am based at Leek Wootton however make regular trips to different locations and we can also arrange a neutral location off work premises if you feel more comfortable with this.

My contact details are office:

Mobile: 07854 226553

Email: catherine.friend@warwickshire.pnn.police.uk

Mortgage summary and dates for next year



Tim Jones
Mortgage Advisor

Warren & Co provide an impartial and comprehensive view of the UK mortgage market for all serving police officers and police staff and work alongside the Police Federations. Warren & Co do not charge a fee.

We have been working with the Police for many years and are able to offer you the best advice for you to suit your circumstances. If you are looking for mortgage advise we hold mortgage surgeries in your area on a regular basis or we can help by visiting you in your home or by phone or internet.

Surgery timetables are available on Twitter and Facebook or check your Federation website. **Tim Jones** is the adviser that looks after your area and you can contact him on **07702 563579** or email him at tim@warrenifa.co.uk.

LOCATION		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Leamington Spa	War		12		9		11		13		29		10
Nuneaton	War	15		12		7		16		10		12	
Rugby	War	9	6	6	3	1	5	3	7	4	2	6	4

Remembrance Day 2018



gave each other made my years there memorable and will always hold a warm place in my heart.

Moving then to Rugby and spending 7 years as a fire arms officer has also been a challenging but memorable time I am proud to have completed.

We all know the roles within policing have changed immensely over the last 24 years. I have seen some good changes and time saving developments in ways of working, but I have also seen the catastrophic build of requirements placed on the police. I do worry (as a member of the public) where that journey will end for my colleagues, as there is a need to recognise the police cannot do everything, and my colleagues want to do the best job they can, with the tools that they need, to do just that, for the public they serve.

My family have ensured I have managed over the years the strains of the job, and I would advise everyone to value what your family can do for you, and to find someone to share your thoughts and concerns with, as I'm sure that has helped me over the years.

Finally I want to say thank you to my shift friends and everyone I have worked with, it is the people within Warwickshire Police that make it in my view the best force to work for. The inclusive family feel from the leaders to the front line is so important and it is those leaders I must thank for making sure I was the officer to represent Warwickshire on my last day of service at the Armistice Day Parade.



I am so proud to have represented Warwickshire Police on my last day of service as a PC at the National Armistice Day Parade in London. This was doubly an honour for me as it was the 100 year anniversary of World War 1 and having served in the Royal Electrical Mechanical Engineers for over 9 years prior to joining Warwickshire Police and then serving 24 years as a PC in response neighbourhoods and fire arms. It was an extremely special honour to finish my professional career on such a duty.

I started my policing career as a response PC in Atherstone and Coleshill and a unique set of skills was needed to work in a rural area with low shift numbers, but the team work ethos, the art of communication and the support we



Thank you also to Warwickshire Police Federation, I have always been a member and over the years have needed them on more than one occasion. The local reps support, the branch services, and the knowledge that they are always there to support officers is vital.

So I look to the future and wish you all well and will watch from the sidelines knowing that I have had a brilliant career with Warwickshire police and am proud to know you all.



Ian Aley

The changing world of Policing



Hayley Aley

As you may have heard the way people can enter policing as a career has changed over recent years. There are now many different ways to enter the police service, some of these will suit some people more than others. To try to clarify the new and evolving world for you we asked Hayley Aley to provide a summary for us. Hayley is a Warwickshire officer who is on the National Board based at Leatherhead and over recent years she has been the head of Learning and Development. This role has meant that Hayley has been at the centre of negotiations with the Home Office and the College of Policing about how the new schemes work alongside each other. We hope you find this information useful for yourselves and any friends or family that you may have who are interested in a career in Policing. As always if you have any issues or concerns or feedback as you go through some of these schemes, please let us know.

Workforce Transformation (WT)

The College has stated that it has been given 4 new workforce transformation priorities:

1. Initial Recruitment,
2. Initial Entry,
3. Advanced Practitioner (AP) and
4. Professional Development Programme (including Assessing and Recognising Competence (ARC) and Performance and Development Reviews (PDRs)).

ARC and AP are considered crucial elements of this which will link competency assessments to pay rewards.

Currently the college is focussing on improving communication to encourage frontline staff to feel that the WT priorities are 'more of an opportunity than a threat'. They have set the current priorities for focus as Diversity (achieve a representative workforce), CPD culture (Learn while you earn) and leadership and wellbeing (supporting change).

PFEW have pointed out that most of the impact of the WT changes are directed at constable level. Dropping the priority or postponing initiatives directed at other ranks, such as the review of senior qualifications, to focus primarily on entry and early career level initiatives reduces the likelihood of the resulting cultural change infiltrating the rest of the policing organisation: one of the college's key priorities. There also needs to be transparency and engagement in making links between initiatives and pay reform.

Initial Recruitment

The live pilot of the Pilot Assessment Centre commenced in April 2018, initially with the Metropolitan Police before being extended to other forces on a staggered basis.

We await returns from the pilots as it was identified that the Search process does have issues, and we wait to see if this is better.

Welsh Language provisions

As the college was created after the Welsh Language Act (1993) and the Welsh Language Measures (2011) there is no legislative requirement on them to provide information in Welsh. However, Mike Cunningham (CEO of the college) and R. Debicki (representing Welsh forces) are intending to engage jointly with the Welsh

Language Commissioner; the college hope to present proposals to the College Board for a way forward in September.

PFEW pointed out that police officers are required to be able to communicate in both written and spoken English (Reg 10(1)(f)): so provision would need to be made to test this if the recruitment process were conducted in Welsh.

Equality evaluation and data collection: Day One

Disappointingly, at best the ratio of successful BAME against successful non-BAME candidates (adverse impact ratios) on the Day One pilot is well below industry targets. The college is trying to unravel the reasons behind this, looking particularly at the very low success rate among those for whom English is a second language (34% compared to 75.5% success rate where English is the first language). PFEW have asked for more a specific break-down of disabilities declared by applicants, and to monitor progress throughout the recruitment process and into the first stages of the new entry routes for specific groups, such as those who may have declared a learning disability (especially relevant to those joining through the PCDA route).

Initial Entry routes, including Police Educational Qualifications Framework (PEQF)

In July South Wales advertised for 150 degree apprenticeships and 150 degree holders (with a starting salary for both of £19,971). 20 Universities have applied for a licence to deliver pre-join policing degrees and the college hope more will apply over the coming months. Pre-join degree courses will not commence until September 2019.

Direct Entry programme and lack of BAME success

In this year's national Direct Entrant inspectors' assessment, 93 candidates declared a BAME background, 4 were assessed to have met the standard to be invited to the assessment centre and of the 3 who attended none was successful. The college has not succeeded in identifying reasons for this. There was general agreement that changes to existing processes have been tried in the past and have not worked – a more fundamental and radical review is now required. It was agreed that a new framework should provide for local flexibility within the national process, to allow local Chief Officers to use their discretion if they choose and lessons should be learned from wherever they can be gleaned, both internally and externally.

Education provisions sergeant to chief officer

PFEW responded to the consultation on 6 July 2018. 56 responses have been received, including from 39 forces. Feedback appears to have raised further questions and there is not a clear consensus of opinion, although most supported essential credit based learning over qualifications. Timescales have now been pushed back and the college intend to report back with firm proposals in early 2019.

PFEW made it clear that we expect to be consulted again when firm proposals have been formulated, as the college has not yet produced a model upon which PFEW can substantively comment. PFEW remains concerned about implications such as guaranteed protected learning time, impact of imposed study obligations on specific groups with protected characteristics and the impact on sergeants and inspectors in particular who will also be dealing with line management and mentoring responsibilities arising from new entry routes.

Detective entry routes

In addition to the three established PC entry routes (PCDA, Degree holder conversion programme and pre-entry policing-degree) other, more specialised routes may need to be incorporated within PEQF. In particular, there are plans to introduce a specialist detective entry route (previously known as fast-track detective entry) designed to produce fully operational detectives by the end of the standard PC probation period(s). CoP hope to produce final proposals on how to coordinate this route with PEQF by October 2018.

Additionally, Police Now (PN) have been asked (and funded) by the Home Office to design a bespoke programme specifically directed at the detective entry route based on their current (community policing) approach. The Met is also considering how to make adaptations to their direct entrant detective route to fit PEQF.

Professional Development, including Advanced Practitioner, Assessment and Recognition of Competence (ARC) and Performance and Development Reviews (PDRs)

Licence to Practise

This is initially aimed at high vulnerability senior roles in areas such as Child protection, for example. This is being piloted in some forces at present but feedback is mixed and further work is needed. Which PFEW have fed back to the college.

The college speculated that regulatory change may ultimately prove necessary in order to achieve a nationally consistent approach. Timescales have now been put back and the college are now planning to put together a proposal for consultation by the end of September.

Advanced Practitioner (AP)

An evaluation of the pilot AP scheme run among 7 forces will be completed by September 2018. The College consider that there is no need for regulatory change to provide for the Advanced Practitioner scheme (except in respect of any pay implications which will be negotiated separately). However they are taking legal advice on this. They intend to complete their pilot evaluation in September and consult on substantive proposals in November. *PFEW responded that this is a key initiative and PFEW need sufficient time to consider any implications, especially given the stated intention to link the final scheme to pay outcomes.*

ARC higher skills assessment (HSA)

The college proposes to introduce an extension to the ARC foundation assessment: Constables who have completed the foundation assessment will be entitled to apply for the HSA, and will need to provide evidence of consistent high performance across defined areas of work for 24 months. The college has set itself challenging timescales, requiring an HSA process to be designed, tested and available by mid2019.

Initial engagement in July 2018 with forces and the first meeting of a small working party (which includes PFEW representation) has raised questions, including:

- Why is this being introduced?
- What are the pay implications – for example bonus payments or salary increase?
- Why are constables the only group being targeted for this?

Equality issues are a particular concern for PFEW, especially given that BAME groups as a whole receive lower PDR ratings than the general population. Further equality issues might arise from an inference that line managers will be involved in a constable's decision whether to apply for HS.

The college, whose remit does not cover pay, is attempting to develop an assessment model independent from remuneration aspects. PFEW consider that the level and type of reward for recognition of work at a higher than required level would be primary consideration, and certainly discussed among those the college are engaging with. The next meeting of the HS working party will take place on 20 September.

PDR review

PDRs were described by the college as a 'cornerstone' of pay reform, with incremental progression increasingly likely to depend upon PDR assessment outcomes. A recent College PDR surgery conducted with force representatives concluded that practices are varied between forces, culture change is required to make any PDR process effective, line management commitment would also be needed and it would need to be a demonstrably fair system. No timescales or detailed plans have been presented in terms of a review of the PDR system.



Completing a policing degree

I undertook a BA (Hons) in Policing at Coventry University part time, which began in October 2013 and I completed in January 2018. I graduated with first class honours in July 2018 at Coventry Cathedral.

The structure of the degree was modular, and was in blocks of 6 weeks with about 6 weeks off, over 4 years. That allowed me to plan my time around my modules and know that I had to focus my attention during term time. I studied topics including Crime and Society, Social Responses to Crime, Policing and Mental Health, Restorative Justice, Domestic Violence, Violent and Sexual Offences, Terrorism and Management and Leadership. I also undertook a research project for my dissertation which was on the legitimacy of the police complaints system on public trust and confidence.

I joined the police service at 19 so did not get that opportunity.

I always aspired to go to university, but

I was never particularly academic at school, as I have Dyslexia, so struggled with theoretic application of my studies and in particular exams. I got very average grades in my GCSE's and A Levels and I was much better suited to practical application, which is why policing suited me.

Although it was extremely challenging, it has really changed the way I think, work and approach things on a daily basis. It taught me to critically analyse, how to properly research and how to construct argument and debate. It makes you think much more deeply and broadly and in a society and policing environment which is becoming ever more complex, has prepared me as a leader on how to approach some of these challenges and has also helped in my role within the Federation.

I had always looked for an opportunity to do a degree and I saw that a part time option was offered through Coventry University, so I signed up! I found returning to education in my 30's a challenge in itself. I had underestimated the time and effort required to manage a full time job, a life and a degree and it certainly opened my eyes as to how much focus I would have to have if I was to achieve a good grade.

There is a real focus on Continued Professional Development now and I am a great supporter of it, as it can really broaden your horizons and gives you some very transferable skills. I would encourage anyone who wants to continue with their education to have a look at what is out there and if you have been thinking about doing a degree or other qualification, make it a new year's resolution and do it!

Ross Campbell

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affects the entire workforce

To mark world **Menopause Day**, The Police Federation of England and Wales launched a survey aimed at addressing menopause, an issue that affects the entire workforce.

PFEW's Hayley Aley, who is a Warwickshire's officer based at Leatherhead said there was a growing issue of officers and staff across all forces receiving varying levels of support if they are going through the menopause. She added;

'Senior leaders have a responsibility for the welfare and well-being of their workforce and to support individuals appropriately when they need it. The purpose of the survey is to provide the evidence for the leaders so that they can action what needs to change to ensure forces provide the right support and guidance to all. This will ultimately give confidence to others that when it is their turn to face the transition the appropriate support and adjustments can be identified if they are required.'



The findings of this research are due to be published in 2019.

SO WHAT IS MENOPAUSE

Female Menopause:

The menopause is when a woman has her last menstrual period and no longer able to get pregnant. Menopause occurs when your ovaries stop producing eggs and as a result the levels of your hormones called oestrogen and progesterone fall.

Peri-menopause:

This is the time when many women may experience menopausal symptoms but are still having periods. Some women can commence the perimenopausal period several years prior to starting the menopause

The menopause is a natural part of ageing that usually occurs between 45 and 55 years of age as a woman's oestrogen levels decline. Premature Ovarian Insufficiency is when the menopause occurs under the age of 40.

In the UK, the average age for a woman to reach the menopause is 51. Most women will experience menopausal symptoms. Some of these can be quite severe and have a significant impact on their everyday activities.

Symptoms include:-

- hot flushes and night sweats
- vaginal dryness
- difficulty sleeping (insomnia) or increased tiredness
- low mood, mood swings and irritability
- anxiety
- poor concentration and memory loss
- reduced sex drive.
- Irregular and heavy periods

Male Menopause:

Male menopause differs from female menopause in several ways, not all men experience it and it doesn't involve a complete shutdown of your reproductive organs. However, sexual complications may arise as a result of your lowered hormone levels.

Some men develop depression, loss of sex drive, erectile dysfunction and other physical and emotional symptoms when they reach their late 40s to early 50s.

Other symptoms common in men this age are:

- mood swings and irritability
- loss of muscle mass and reduced ability to exercise
- fat redistribution, such as developing a large belly or "man boobs" (gynaecomastia)
- a general lack of enthusiasm or energy
- difficulty sleeping (insomnia) or increased tiredness
- poor concentration and short-term memory

As we age, various aspects of the human body start to slow down. Testosterone, an androgenic hormone, is a perfect example of this, as it naturally starts to decrease with age. Unfortunately, low testosterone levels in men can have both physical and emotional implications. The average male loses roughly 1% - 2% of their testosterone levels per year after the age of thirty.

So what's happening locally?

Warwickshire is trying to raise awareness and provide support in a number of ways. There is now a menopause support group and a guidance document on the intranet. Awareness is also being raised around Male menopause as well. Although historically not enough has been done to help females going through the menopause it also has to be acknowledged that even less has been done in relation to the male menopause.

Warwickshire Menopause Support Group

The opportunity to attend a 'Menopause Support Group' is being offered in Warwickshire. The group offers a safe space to share experiences, support each other just by listening, and simply 'offload'. This group has been arranged by the force Welfare Officer, Catherine Friend.

The following sessions in January will be held at Leek Wootton.

- **Wednesday 9th January 10 am - 12 noon**
in Leek Wootton Classroom 3
- **Wednesday 30th January 10 am - 12 noon**
in Leek Wootton Classroom 3
- **Thursday 31st January 10 am - 12 noon**
in Leek Wootton Classroom 3

However, subject to the level of interest and where people are located, the aim is to have a number of support groups held regularly across Warwickshire.

Please take the opportunity to go along and bring support to one another and to share stories if you feel comfortable in doing so. Just listening to others talk may help you. This is offering a safe space to be able to do this and you are able to attend in normal duty time.

It may be you are at the start of the menopause or you are currently going through it. If you have been through the menopause and you would be happy to share your experiences please go along. All are welcome.

The force has also issued guidance in relation to both male and female menopause.

Menopause Guidance is published.

The menopause is a natural part of aging, the symptoms of which vary tremendously amongst individuals.

Warwickshire Police are committed to ensuring that all individuals are treated fairly, with dignity and respect in their working environment. The Menopause guidance seeks to provide support for officers and staff who either manage or are experiencing the symptoms first-hand.

The guidance can be found using the **Force Documents Search**. It is a really useful document that covers the symptoms of both male and female menopause, employer responsibilities and employee responsibilities and potential reasonable adjustments that can be made in the workplace. However, please remember that reasonable adjustments should be personal to your needs. The document also offers useful references and links that can be found on the internet.

INTERNATIONAL MENS DAY November 19

Across the UK International Men's day had 150 organisations taking part, with the best ever support from employers and public bodies.

The day gave the opportunity to:

- Highlight some serious issues affecting men and boys and their wellbeing
- Make a difference to men and boys' lives
- Celebrate Britain's men and boys in all their diversity
- Have some serious fun

In the UK, the focus was on **how to make a difference to men and boys, and, how to give men and boys better life chances** by addressing some of the issues that affect Men and Boys such as:

- The high male suicide rate
- The challenges faced by boys and men at all stages of education including attainment
- Men's health, shorter life expectancy and workplace deaths
- The challenges faced by the most marginalised men and boys in society (for instance, homeless men, boys in care and the high rate of male deaths in custody)
- Male victims of violence, including sexual violence
- The challenges faced by men as parents, particularly new fathers and separated fathers
- Male victims and survivors of sexual abuse, rape, sexual exploitation, domestic abuse, forced marriage, honour-based crime, stalking and slavery
- The negative portrayal of men, boys and fathers

If you want to know more about these areas of concern, statistics can be found at:

<http://www.menandboyscoalition.org.uk/statistics>

This was not just about action and awareness on one day, the annual events are aimed at continually raising awareness on the issues impacting on men and boys so that the help and support needed can become embedded in how organisation's operate.

The awareness of issues is continually growing and this is demonstrated in the fact that in 2012 only 12 organisations took part. This year there were 150!

The day was also an opportunity to celebrate the positive contribution men and boys make to society with many events held to raise vital funds for charities supporting men and boys.

In 2016, the event was endorsed by the Prime Minister, who said: "I recognise the important issues that this event seeks to highlight, including men's health, male suicide rates and the underperformance of boys in schools, these are serious issues that must be addressed in a considered way."

The International Men's Day UK Ambassadors, said:

"The fact that so many men, women and organisations across the UK have taken up International Men's Day shows how much men and boys matter. It is a time where everyone can come together and focus on supporting their wellbeing and the issues they face. It also provides an opportunity to celebrate the positive contribution they make and raise vital funds and awareness of charities that support them."

"The fact that so many companies and public bodies are getting on board shows how they important they view the wellbeing of male employees, and men and boys in their community. This has been a significant change this year."

Simon Payne, Chair of Warwickshire Federation

'These days are important for raising awareness and helping people. During this coming year Warwickshire Federation will be working closely with the organisation to support and help all staff. If you have any suggestions how we or the organisation can help promote well being then please feel free to either contact the office by phone or email or call in for a coffee and chat.'



New Police Federation Chair
John Apter

Federation takes action over Pay betrayal

The Police Federation of England and Wales is to take action against the Government over its pay ruling. It has lodged an application to have

a Judicial Review into the lawfulness of the Government's decision to ignore the recommendations of the Police Remuneration Review Body (PRRB) for the second consecutive year.

The announcement followed July's pay award, which saw officers earnings increase by an average of £2.50 per week. PFEW recommended an increase of 3.4% so that officers could be paid fairly for the dangerous job that they do. The PRRB is an independent body established to make evidence based recommendations on police pay recommended a 3% increase.

John Apter, the Chair of PFEW said:

'The Federation are not prepared to sit back while its membership suffer. We must have confidence in an independent pay review system and for that to be ignored by the Government undermines the whole process. Our members do not have industrial rights, so it is important that they know we will stand up for them and fight their corner. It's a disgrace that for the second year running officers have been cheated out of the pay increase that they should receive despite the recommendation of the PRRB.'

In response to this betrayal and based on legal advice, PFEW have instructed solicitors to formally proceed with a Judicial Review against the Home Secretary on the basis that he stated the pay decision was a Government decision, and not his alone. I know the deep sense of anger felt by many of our members about the way that they have been treated. This is why we have taken this action and make no apology for doing so. Doing nothing was simply not an option and it is right and proper that we legally challenge this unfairness.'

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*Available to eligible current and retired police employees. For a couple or family, rates will be based on the main applicant's age. The annual cost for your policy year will be given in your quote. Monthly rates shown will be reviewed on 30 November 2018 and any changes will then apply to renewals and new quotes taken out after that date. Quotes are valid for 14 days. All policies under this scheme renew on 1 December each year and depending on the month you join the scheme, your initial period of cover may not be a full year and your subscription rates and benefits may change on 1 December each year. Rates are inclusive of Insurance Premium Tax which may be subject to change.

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