



December 2019



# Police Federation of England & Wales celebrates 100 years





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# Chairs Foreward

## Colleagues

### True Leadership

I'm really pleased that the Police and Crime Commissioner ( PCC ) Philip Seccombe has announced that Martin Jelley QPM will remain as our Chief Constable until March 2022. Mr Jelley was first appointed to head up Warwickshire Police in April 2015 and has led the force through some significant and unprecedented changes. His contract was due to end in March 2020 but this will now be extended for a further two years. For our members and the public they serve this is excellent news and reinforces that sense of optimism that currently exists around the force.

**PCC Philip Seccombe** said: *“Martin is an excellent Chief Constable and has demonstrated unparalleled leadership for the force through what has been a significant period of change. It is therefore fantastic news for Warwickshire to be in the position to retain his leadership, professionalism and skills for the next couple of years.”*

**Chief Constable Jelley** added: *“I am extremely proud of Warwickshire Police and our outstanding and dedicated workforce. We are on a significant journey as part of our Evolve change programme, re-establishing services within Warwickshire and building new collaborative partnerships. There is still much to do as part of this and while I am excited about the future, I feel the stability of consistent leadership will be in the best interests of the force at this time. I am therefore delighted and extremely proud to continue in my role as Chief Constable.”*

During the last six months I have met significant numbers of new police officers who have joined our force. This has enabled us to grow our establishment and resilience for the front line and gets us very close to the thousand officer mark. I firmly believe that as we move into 2020 we will have well in excess of this figure and have a record number of warranted officers. During conversations with our new recruits it has made me reflect that many of our officers have never known what its been like to be outside of the alliance. What's it been like to have our own identity and ability to be the architects of our own future. We have a rare opportunity, that doesn't come around often in public service, to rebuild and design an organisation that will be the envy of others for years to come. So for our officers that maybe slightly longer in service who remember what Warwickshire Police was like before the alliance, can I ask you to recall the good times and tell the stories of who we were and where we are going to those that are joining Warwickshire Police. We have a history that needs to be told.



Simon Payne  
JBB Chair

I personally can always gauge how well we are doing as an organisation when I travel to HQ at Leek Wootton and see how diffi-

cult it is to park. We are clearly rebuilding our force and the Police Federation and those we represent are playing a key role around this work. We are walking tall as Warwickshire Police officers with a clear sense of pride and purpose in the challenge we've been given. Our vehicles that were previously out of force are returning home and are going out to policing areas. Refurbishment work is continuing across the county and it is clear that Warwickshire is the go to force for anyone wanting a career in policing.

Our performance as a county force remains good and as we move into 2020 our resilience will continue to grow as our numbers increase together with our infrastructure. I am pleased that a new team designed to investigate Child Abuse, Trafficking and Exploitation as well as providing improved capacity to the way we protect Adults at Risk is being developed. The force has clearly listened to our members and I fully support this. The specialist dedicated team will operate across three areas: Leamington, Nuneaton and Rugby, providing seven day coverage. In addition a countywide Adults at Risk Team will also be introduced which will improve the quality of the way we protect and investigate these important issues. I do wish to acknowledge the hard work our detectives have been doing within CID and the pressures they have been under on a daily basis, working long hours on complex investigations. I continue to work with the force to improve and retain CID numbers.

I continue to have a good relationship with many of our colleagues in West Mercia. They are genuinely very supportive of what we are doing, here in Warwickshire. The Alliance may of come to an end but we still have that connection, which is policing.

Finally I would like to conclude, as I started. Leadership is important but True Leadership is the key. It is much more than authority and recognition from others. Leadership is about developing people and helping others reach their full potential. It's about equipping others with the right tools and goals not only to improve the success of an organisation but also the lives of individuals within that organisation. We are all True Leaders...

**Simon Payne**  
**Chairman**  
**Warwickshire Police Federation**

[www.warkspolfed.org](http://www.warkspolfed.org)

# Centenary Event

On 21st November the Police Federation of England and Wales held its Centenary meeting at the Central Hall in Westminster. This was to celebrate 100 years since the inaugural Federation meeting was held in the same building. Officers from all over country attended to mark this momentous day.

The days celebrations ranged from memories from a retired officer who himself reached 100 years old this year to memories of the police march in 2002 about pay and conditions. The day also recalled times when Police Women weren't allowed to police miners strike and celebrated how far the service has come in trying to make sure as a career everyone has equal rights and is treated fairly. Throughout the day ministers and people across policing made speeches.



**Simon Payne**

*Chair - Warwickshire Police Federation*

## 'Time to take stock, and more importantly to look ahead'

It's our 100th birthday, our centenary – a staff association that was expected to fail is still going strong. I am delighted to be able to join our Federation reps and staff throughout England and Wales, our National Council, National Board, the Home Secretary and distinguished guests, here at the Central Hall Westminster, the venue that served as the backdrop for our very first Conference exactly 100 years ago. Our organisation was formed by Act of Parliament in 1919 to avoid a repeat of the police strikes of the previous year, and to ensure that police officers would always have a voice and someone to fight their corner. As we gather in Central Hall, it is impossible to avoid being struck by a sense of history. It is important to honour and remember the work of those who have gone before, but also to be mindful that the story of the Police Federation of England and Wales continues, and we all have our part to play in its future.

Sure we've had our challenges over the decades, but as your National Chair, I see the fantastic work that local Federation reps, staff, and people at the

national office do every day to make the lives of our members that little bit easier – whether its negotiating on the kit that we use, on legislation that's been drafted by us and supported by Parliament to support our colleagues, whether they've been assaulted, in driving matters or otherwise, we have achieved big things.

On a local level, I've seen colleagues whose lives have been made better – and in some cases, saved – by the work of our reps. We've got people doing brilliant stuff and that's been happening for one hundred years. Our centenary is a moment to take stock, but even more importantly to look ahead – using our achievements to inform and inspire the work we've still to do. This moment is about recognising how far we have come, learning from the difficulties we've had and moving forward, keeping our members at the heart of everything we do.



**John Apter**

*National Chair Police Federation of England and Wales*

## 'A tremendous contribution to policing'

It is an honour to pay tribute to 100 years of the Police Federation. As Home Secretary, I'm hugely proud of the extraordinary job our police do each and every day to protect our country and our freedom. Your organisation sits at the heart of that, supporting frontline officers as they keep our towns and communities safe. This centenary is a remarkable achievement. It means that for 100 years the Federation has ensured our police are fully protected as they protect the public. It has given them a voice as they selflessly put their lives on the line to secure our streets. Over the years there have been challenges and successes, but the Federation has undoubtedly achieved a great deal and come a long way. We now even have the first National Chair who has been



directly elected through a ballot of all members, showing how the organisation has adapted to ensure it truly reflects the needs of those it represents. I have been delighted to work alongside John and to know he speaks for every hard-working officer. Policing is an incredibly tough job, some of our officers have even sacrificed their lives to keep us all safe. Brave officers like PC Andrew Harper, tragically killed in the line of duty. Nothing can be more important than supporting those on the frontline and ensuring they have the protection they truly deserve.

The Federation plays a key role in this. Whether it is engaging with government, supporting families, or helping officers who have been assaulted, the organisation continues to work tirelessly to represent the interests of rank and file officers. I would like to thank all of those who have been a part of the Police Federation over the years, who have made a tremendous contribution to policing in England and Wales. You have been there for our police, who are there for us all. I look forward to seeing what more you can achieve in the years to come.”

**Rt. Hon. Priti Patel**  
*Home Secretary*



## So what's happened during the last 100 years?

**1913:** John Syme founds Metropolitan Police Union, which is promptly banned by the Commissioner

**1918:** The Police Union calls a strike which is widely supported Prime Minister David Lloyd George agrees to meet a delegation



**Prime Minister Lloyd George**

**1919:** An inquiry under Lord Desborough leads to the creation of the Police Federation by Act of Parliament; the Home Secretary is made responsible for policing



**Lord Desborough**

**1919:** Officers receive a substantial pay rise and become the envy of other trade unions

**1920:** The Police Council draws up the first Police Regulations, setting out standard conditions of service

**1927:** The Police Appeals Act gives officers a right to appeal to the Home Secretary, then Edward Shortt against serious disciplinary punishments



**Edward Shortt**

**1931:** PC Albert Goodsall appointed the first full secretary of the Federation's Joint Central Committee (JCC) – there is a crisis as the Government considers austerity pay cut

**1940:** Police get their first pay increase since Desborough

**1948:** The Police College is established, which is fully supported by the Federation

**1949:** The Oaksey Committee report on police pay and conditions, of service, led by Lord Oaksey, is published

**1950:** The Federation is given permission to raise funds through member contributions

**1952:** A new negotiating body for pay as well as a Police Arbitration Tribunal are recommended, but the Home Secretary has the right to veto awards

**1953:** Voluntary member contributions begin and future Prime Minister James Callaghan MP is made an advisor to the Federation



**Prime Minister James Callaghan MP**

**1954:** The Police Arbitration Tribunal makes its first pay award

**1955:** The Police Council agrees changes to rent allowance

**1957:** The Federation launches its first publication, The Newsletter

**1960:** A Royal Commission chaired by Henry Willink is appointed to review the 'constitutional position of the police' in the wake of corruption scandals



**Henry Willink**

**1962:** Willink publishes his report recommending an urgent review on the number and size of police areas

**1964:** The Police Act allows for the amalgamation of forces; Home Secretary Henry Brooke announces the first force mergers of Luton with Bedfordshire and Northampton with Northamptonshire

**1966:** The Home Secretary establishes an inquiry by the Police Advisory Board (PAB) into manpower, equipment and efficiency, and compulsory mergers see the number of forces reduced from 126 to 49

**1967:** A PAB report stresses that police should not be employed on tasks that don't require their powers or expertise; duties of traffic wardens and special constables are extended

**1968:** POLICE magazine launches, edited by Tony Judge

- 1969:** The Federation moves its HQ to Surbiton and its constitution is altered to allow elections to central committees by regions
- 1970:** The Equal Pay Act gives equal pay to woman police officers
- 1971:** Parliament guarantees that police pensions will be index linked to inflation by regions
- 1972:** Commutation rights are extended to officers retiring with less than 25 years' service
- 1974:** The six provincial metropolitan police forces are established, and the number of separate forces reduced to 43. This is when Coventry moved to be part of West Midlands Police
- 1976:** The Federation walks out of the Police Council, demanding direct negotiations with Government; Conference carries a motion with the right to strike
- 1977:** The Government concedes an independent inquiry led by Lord Justice Edmund Davies to examine police pay and the right to strike
- 1978:** Edmund Davies' report rejects affiliation to the TUC and the right to strike and the Police Council is abolished and replaced with the Police Negotiation Board (PNB)



**Lord Justice Edmund Davies**



**1981:** Lord Justice Scarman blames 'insensitive policing' as factor in the London riots

- 1984:** The Police and Criminal Evidence Act comes into effect
- 1985:** There are riots in north London and the Crown Prosecution Service is created
- 1990:** The Federation's constitution is changed to provide for women to be represented on all committees and branch boards
- 1991:** The Federation demands a Royal Commission on policing
- 1993:** The Sheehy Report into police responsibilities and rewards is published and substantial parts are rejected
- 1995:** The Federation launches its annual Police Bravery Award



**Jan Berry**

**2002:** Jan Berry becomes the first female Chair of the Police Federation of England and Wales and Police Community Support Officers (PCSOs) are introduced

- 2008:** Federation Chair Jan Berry joins 23,000 off-duty officers on a protest march at Westminster over police pay
- 2008:** The Federation relocates from Surbiton to its current headquarters in Leatherhead
- 2010:** The coalition government's Comprehensive Spending Review paved the way for 20 percent cuts to policing – despite strong opposition from the Federation
- 2011:** Tom Winsor's review of police pay and conditions is announced: the Federation campaigned strongly against this
- 2012:** PFEW Chair, Paul McKeever, leads a march of 30,000 off-duty police officers against cuts to policing
- 2013:** The PFEW wins a case at the Police Arbitration Tribunal to stop the introduction of compulsory severance for police officers
- 2013:** PFEW Chair Paul McKeever dies just two weeks before he is due to retire
- 2014:** Following the Winsor Review, the Police Negotiating Board is abolished and the Police Remuneration Review Body is established
- 2014:** Conference votes to implement all 36 reforms proposed by an Independent Review of the Police Federation
- 2015:** Home Secretary Theresa May accuses the Federation Conference of 'crying wolf' over the impact of cuts to policing
- 2018:** In August, John Apter becomes the first PFEW National Chair to be directly elected by members
- 2018:** In November, the Federation's Protect the Protectors campaign results in a new law increasing the sentences for those who assault emergency services
- 2019:** The Police Federation of England and Wales celebrates its 100th anniversary



**Paul McKeever**

**Seven Warwickshire Federation representatives**



**attended the centenary event, along with PC Andrew Dear and his wife. Andy is this year's national Bravery Award winner.**

# Retirement

## Are you planning on retiring in the next three years?



- What are your plans?
- Do you have a bucket list?
- Do you want to be able to provide for yourself and family into old age?

Warwickshire Federation have been holding retirement seminars for a number of years now at the Barford Offices. The seminars have received favourable feedback because of the range of subjects covered.



The seminars cover a wide range of topics. These include:

- An introduction to NARPO
- Pensions & Taxation
- Financial Planning
- Wills, Trusts & Estate Protection
- Business start up & CV Writing



Let's face it who doesn't need indepth information about their forthcoming pension, what are the tax pitfalls and how to make the money that you will be receiving work for you and your family.



In 2020 we have three dates booked for the day long seminar: These are:

**Tuesday 10<sup>th</sup> March 2020, Tuesday 9<sup>th</sup> June and Tuesday 13<sup>th</sup> October 2020.**

They are free to attend and a buffet lunch and refreshments are provided throughout the day. However, these aren't classed as duty, so you will need to come on a rest day or use TOIL to cover the time. Duties will help people attend by allowing TOIL and owed rest days where possible.

If you are interested in attending any of the days to help you plan towards your retirement please contact the Federation Office on [01926 684323](tel:01926684323) or email [gill.naylor@polfed.org](mailto:gill.naylor@polfed.org)

## What is The Gurney Fund?

The Fund exists to provide support relating to education and development for the children of police officers, from subscribing forces, where a parent has died or retired on ill health grounds.

### Miss Catherine Gurney



Through her work with the International Christian Police Association Miss Catherine Gurney established the Police Seaside Home and the Provincial Police Orphanage in Hove, East Sussex in 1890. Having twice outgrown the accommodation in Hove the orphanage moved to Redhill, Surrey in 1895 and became the Southern Provincial Police Orphanage. Shortly before her death, on 11 August 1930, Miss Gurney was awarded the OBE.

In 1948 The Gurney Fund came into being to provide allowances for the children of deceased or incapacitated police officers. At a General Meeting in November 1978 approval was given to amend the Fund's title to The Gurney Fund for Police Orphans the use of which continued until the Gurney Benevolent Fund and The Gurney Fund for Police Orphans were merged to form the incorporated charity The Gurney Fund on 1 October 2014.

### Who Supports The Fund?

Income is derived from regular subscriptions, donations from subscribing forces and members of the public, police collecting boxes, Gift Aid and Inland Revenue repayments. Further revenue is raised from the investment dividends.

Contributions are 87p per month. This is deduction from your pay. Last year over £7000 was provided to Warwickshire Police families.

### What Does Each Child Receive?

A weekly allowance, paid quarterly to the parent or guardian, which is reviewed annually by the Board of Trustees. Please note that for the annual review a parent/guardian will be requested to complete an application form; local force welfare representatives are involved in this process.

Please note, The Gurney Fund co-operates with Subscribing Police Forces and other Police charities: to prevent duplication of assistance. When applying to the Fund your consent for information sharing regarding any Fund assistance provided to you, and the outcome of reviews, will be required.

At their August meeting, The Gurney Fund Trustees awarded just over £11,000 towards school uniform, laptops, driving lessons, music tuition and school trips. Six new families were registered onto The Gurney Fund, and two were reinstated.

### Additional Assistance

In addition to the weekly allowance assistance may be available for educational trips (excluding skiing), musical instruments and tuition, books, school uniform and driving lessons. This is not a finite list: applications where the Board of Trustees can establish an educational or personal development benefit will be considered.

Weekly allowances cease at age 18, however, applications from young people continuing in full time education, to assist with course fees and expenditure directly related to their studies, may be considered.

### New support being introduced

In the August 2019 Trustees meeting it was agreed that the support offered to the children should include counselling.

The Trustees, all of whom are serving police officers, recognised that sometimes it isn't the material things that make the difference, it is simply being able to talk to someone about what has affected them or their family. Children already have a lot of pressure placed on them through exams or social media so having experienced either the loss of a parent or their parent having had to retire through ill health is only likely to add to those pressures. Counselling is the most common form of talking therapy. It can help young people deal with issues and events and the effects they are having on their well-being, help them talk things through, support them without feeling judged – and in confidence. While counselling is available through the NHS and privately, The Gurney Fund did not want the children who are supported being deprived of the chance to have counselling due to long waiting times or being unable to meet the cost. At the August Trustees' meeting it was unanimously agreed that from 1 September 2019 The Gurney Fund will offer financial support towards counselling for beneficiaries up to the sum of £500.

From Simon Payne: **“The role of a police officer can be very dangerous. None of us know when we could be injured or worse. We could also be forced to retire from the organisation through ill health. This charity helps make sure that our children are supported financially and emotionally through the difficult childhood years. Many children who have been supported by The Gurney Fund make life long friends through the holidays and activities that are provided for them.”**

If you want to know more about the fund please visit their website [www.gurneyfund.org](http://www.gurneyfund.org).

If you want to start contributing to the charity, please contact the Federation Offices at Barford on **01926 684323**.



## The WSP has been created for officers who find themselves having to cope with often life-changing situations through the course of their duties.

The service offers a 24-hour, 365 days a year telephone support line for you and your family where you can speak directly to our trained staff regarding the issues that concern you.

The telephone staff have had training in police discipline and Post Incident Procedures.

They are certificated in mental health first aid and are there to listen to your concerns and help you to get the best support available. With your permission, they can evidence your needs and present them to your force or the Federation so that they can promptly obtain the support we recommend for you, such as neuro-linguistic programming (NLP) coaching, counselling or other therapies that may assist you in dealing with your current situation.

It is part of the acknowledgement of mental health issues affecting officers.

### What does it include?

Access to a 24/7 support line staffed by trained professionals and a full-time welfare support officer who will work alongside Federation representatives to support officers and their immediate families.

The programme was developed over an initial two-year pilot period to include enhanced support with the provision of NLP, coaching and counselling.

### Who can access the WSP?

- Officers who have been involved in a death or serious injury incident at work that results in a Post Incident Investigation;
- Officers who are suspended from duty;
- Officers who have been served with Gross Misconduct papers; and
- Officers who, following a consultation with their Federation Branch and the WSP, are deemed in need of being placed on the programme.

In addition, the WSP is also available for family members of officers entered onto the programme:

- Immediate family members;
- Partners;
- Any person living in the same household with officer; and
- Any dependants of an officer

On 20th November it was agreed that the Federation would increase the funding for this programme so that more officers could benefit from the ongoing welfare support it provides.



### National Chair John Apter

More officers in need will be able to be supported following a cash boost to a critical welfare programme. The Police Federation of England and Wales agreed to allocate an additional £375,000 to the Welfare Support Program.

The service, currently offers a 24-hour, 365-day-a-year helpline for officers and their families who are going through life-changing circumstances. The staff have had training in police discipline, Post Incident Procedures (PIPs), and are certified in mental health first aid.

In the three years since it was set up, the helpline has been able to support more than 1,000 officers and saved at least six from taking their own lives.

The extra £375,000 is intended to help expand the services provided by the Welfare Support Program, which is run on behalf of the PFEW by the Police Firearms Officers Association, including setting up a proactive phone line that will reach out to officers who may be in need, and a bespoke counselling service.

The expanded services will be trialled for a year and are also aimed at better supporting local frontline PFEW reps as they continue to serve in multiple roles, and with a wide variety of responsibilities.

John Apter, National Chair of the Police Federation of England and Wales, said: *"This is exciting news and underlines the support given to our members and reps by the Federation."*

*"It's fitting that in our hundredth year we have made the decision to enhance the programme which helps so many of our members and their families. Wellbeing and the support we give to our colleagues is essential and this will ensure the good work of the Welfare Support Programme not only continues but is enhanced."*



**Tony Hibbert** is your local Federation representative who can provide further information about either the PFOA or the WSP or you can look on the PFEW website at [www.polfed.org/wsp](http://www.polfed.org/wsp)

However needing support is often a confidential matter. If you feel that you could benefit from support from the WSP please call them on **01354 697890**. This number is available 24/7 for 365 days a year and is totally confidential. Thanks to the additional funding there will now be two phonelines available





# 2019

## The year of Wellbeing

As you know this year has been the year of wellbeing for the organisation

In September there was a family day held at Leek Wootton. Many of you would have attended it

The event was a huge success. Warwickshire Federation

helped support the event by having a stall and by sponsoring the 6 a side football competition and providing the winners trophy and medals and the runners up plaques. At this point we need to say congratulations to the student officers who won the hard-fought final that went to a penalty shoot-out.

Here are just a few photos from the day...



Thank you to everyone who attended and helped make the event such a success. Throughout the coming year the Federation will continue to support all the work that the organisation does to promote and embed the well being of all staff



# UK police forces stand with royalty to remember fallen officers

**More than 4,000 police officers have died whilst on duty in the past 180 years – yet this sacrifice and amazing dedication to duty remained largely unrecognised until as late as 2004.**

**National Police Memorial Day** serves to give formal recognition to police officers who have given their all to protect others and make their communities a safer place to live and work. Plans for an annual memorial day were first initiated in May 2001 by Inspector Joe Holness, QPM, OBE, a serving officer with Kent Police, following the brutal death of colleague Constable Jon Odell, in Margate, December 2000.

The inaugural service was held at St Paul's Cathedral on Sunday 3 October 2004 (and again in 2016). Since then, services have been held all over the United Kingdom to reflect the national contribution made by the police.

Other venues at which services have taken place include, St David's Hall, Cardiff (2005, 2009, 2013 and 2017), the Waterfront Hall, Belfast (2006, 2010, 2014 and 2018), the Edinburgh International Conference Centre (2007 and 2015); Liverpool's Anglican Cathedral (2008); the Royal Concert Hall, Glasgow (2011); and York Minster (2012).

National Police Memorial Day is held each year on the nearest Sunday to Saint Michael's Day, the Patron Saint of police

I had the honour of attending this year's Memorial Day to represent Warwickshire Police Federation. It was held in Glasgow on 19th September 2019

Please take the time to read the details of the event. Some details are more high profile than others but ultimately we are all affected when any officer pays the ultimate price. Thank you

HRH The Prince of Wales, Patron of the charity, was among those in attendance at the Royal Concert Hall in Glasgow. Known in Scotland as the Duke of Rothesay, HRH was joined by Home Secretary, the Rt. Hon. Priti Patel, Scotland's

First Minister, the Rt. Hon. Nicola Sturgeon, more than 40 Chief Constables and around 1,500 former colleagues and family members of serving police officers who lost their lives in the line of duty.

In the commemorative brochure, HRH The Prince of Wales said: "Policing in the United Kingdom has enormous pressures to contend with, no more so than on the front line. As society changes, so must the way in which we support and protect our communities. Your job is one of the toughest there is, and all too often your efforts go unrecognized.

*"I am proud to be with you today, and I particularly want you to know how very much I appreciate all that you do, and the sacrifices you make. You and your families have a very special place in the heart of this Nation."*

Representing the Police Federation of England and Wales, National Chair, John Apter said: "National Police Memorial Day is such an important

and significant day in the policing calendar. I am proud to stand with my colleagues in honour of those who gave their lives in the line of duty.



*"Policing comes with a huge amount of risk and today is a stark reminder of just how precious life is. We will always remember the sacrifices made – we honour our brave officers and give our utmost respect to their loved ones who mourn their loss."*

*"For their dedication to duty in keeping us safe, we are forever grateful, and we will never forget them."*

Home Secretary Priti Patel who gave a reading during the service, said: "Today is a day to remember the bravery, commitment, and sacrifices of police officers who have died serving their country.



*"It serves to remind us of the extraordinary courage officers' show to keep running to the front line, day in day out."*

*"I am going to give the police and their families the protection and the support they deserve."*



National Police Memorial Day Steve with Debbie and Hayley





PC Andrew Harper

**PC Andrew Harper**, of Thames Valley Police, died on duty while on a policing operation on the A4 Bath Road in the Berkshire village of Sulhamstead on Thursday 15 August.

PC Harper was newly married to Lissie, who paid tribute to the *“kindest, loveliest, most selfless person you will ever meet”*.

She said: *“Anyone who was lucky enough to meet you, whether they knew you as Andrew, Andy, Uncle Mann, Harps or PC Harper ... to everyone you are a hero. You had the best sense of humour and never took life too seriously. You treasured every moment and always had a smile on your face.*

*“I want to be angry that your job took you away from us – but I know you loved it and always wanted to keep everyone safe, especially me. You went the extra mile whenever you could and genuinely cared for everyone.*

*“The lights have dimmed on all of our lives now that you are no longer here, but it’s no surprise that even when you’re gone, you’re still keeping us all going, knowing that you would tell us to carry on and stay strong.*

*“I can’t begin to imagine a life without your silly jokes, size 14 feet, large appetite, big hugs, Sunday roasts, and never faltering positive attitude.*

*“You kept me going if I was down and took care of us all until the last.”*

She added: *“Although we were married for only 28 days before you were cruelly taken away from me, my husband you were perfect.*

*“I will never ever stop loving you and I feel so grateful for the happiest 13 years of my life.”*

PC Harper’s mother Debbie said: *“A big part of me has gone with you, I cannot imagine our lives going forward but we will do so with Andrew in our hearts.”*

PC Harper’s father, Phil, described his son as a *“hero, if not a superhero”*.

*“Although Andrew was the strongest man we knew, he was also a big softy with a huge heart,” he added. “Rest in peace my son, you have made us so proud of you and we will always love and miss you.”*

PC Harper’s brother Sean and sister Aimee said their brother was the *“funniest, bravest, most compassionate person”* and was a *“protector at heart”*.

Thames Valley Police Chief Constable John Campbell described PC Harper as a *“highly regarded, popular member of the team”*.

He added the whole force was *“shocked and saddened”* by the *“significant loss”*.

Andrew is survived by his wife Lissie, his parents and brother and sister.



Steve Martin and DCC Moore attended PC Harper's Funeral on 14<sup>th</sup> October to represent Warwickshire Police.

## Sergeant Colin Fox

Sergeant Colin Fox collapsed and died whilst on duty in Richmond Park on 1 May 2019. Earlier that day he had sent his wife Alison a picture taken on his mobile phone of a beautiful sunrise over the Park. It somehow seemed to capture Colin. Kind hearted, selfless, with an enquiring intellect and a sense of humorous mischief; Colin had a natural warmth and interest in others that made everyone want to spend time with him.

Colin joined the Metropolitan Police Service on 20 May 1996 and was just 19 days away from completing a remarkable 23 years exemplary service.

His first posting was to Merton undertaking a variety of roles prior to a posting to Lambeth in December 2005 securing promotion to sergeant in 2009.

During his 10 years policing Lambeth in both uniform and CID roles, Colin most enjoyed his time on the frontline. He moved away from his Detective Sergeant role stating he missed the camaraderie and good humour of frontline 24/7 response policing.

Perhaps the most apt description was captured by one of Colin’s fellow sergeants who recalled his own start with the team. He said: *“It was already a close-knit team but Colin, ever the gentlemen, gave me his time and patience to help me settle in and learn the ropes. Knowledgeable, approachable, with an easy-going and humorous nature, Colin was as kind hearted to me as he was to his officers. I learned a lot about looking after those we lead from Colin.”*

He joined the Royal Parks Command in December 2015 spending most of his last six months of his life as an Acting Inspector at Royal Parks OCU, stepping up to cover a substantive Inspector who was away with a serious illness. Colin’s final role was policing Richmond Park as the Safer Parks Partnership Sergeant. Colin found the beauty of Richmond Park captivating. His warmth and compassion made him popular with those he led. There was of course far more to Colin than just the Job. As dedicated a professional as he was, his real love was for his family. Whilst he was never boastful, one could always detect

the great swell of pride he had whenever he spoke of the achievements of Alison and his sons Michael, Samuel, and Joshua. Clearly a man of good taste, Colin was a lover of 80's music, David Bowie and bands such as The Cure. Colin was also a very talented artist and one of his pictures of The Old Police House is proudly displayed appropriately enough, at The Old Police Station itself in Hyde Park London.

Colin is survived by his wife Alison and sons, Michael, Samuel and Joshua.



PC Kevin Flint

## PC Kevin Flint

Having finished duty for the day PC Kevin Flint was travelling home on his motorbike when he was involved in a fatal collision with another vehicle in a lay-by on the A41. He sadly passed away at the scene.

Kevin was a neighbourhood police officer who had given 27 years of service to the public before he sadly

passed away.

Based at Chesham, Thames Valley, Kevin was a much-loved father of two to Rachael and Nathan. He lived with his partner in Tring, and was a lifelong, passionate, highly experienced motorcyclist.

Kevin spent his early working life as an engineer. He completed an apprenticeship after leaving the Grange School in Aylesbury and went on to work at local firms – Electro Power Gears, Redifon and then Martin Baker, which specialises in ejection seats.

In 1992, Kevin joined Thames Valley Police, beginning his police career in Chesham. He spent most of his time there but was also based in Prestwood, Amersham and Taplow for periods of time.

Kevin spent some time training as a firearms officer before deciding to return to Chesham neighbourhood policing as a Police Constable where he could work directly with the community he loved. Kevin also came in the top three per cent of the country in his sergeant exam.

His partner Lynn McGill said: *"His passion was to be with the local community where he could work face to face, talking to the public and making a positive difference in people's lives."*

Kevin's brother Derek added: *"He was an old school copper. He was a real people person. He got ultimate respect from his colleagues and the community and obviously made a lot of friends along the way."*

Derek, who is an Ambulance Officer with South Central Ambulance Service and Special Inspector with Thames Valley Police, continued: *"Sometimes I would work alongside Kevin in both my roles and I did that with great pride."*

*"It was a real honour to stand shoulder to shoulder with him."* Kevin's engineering background meant he could turn his hand to many things including fixing cars and motorbikes.

*"He was always helping people with jobs," said Derek. "He was Mr Active, he couldn't sit still."*

Kevin's first passion was motorbikes, which began when he and Derek were given a Honda C90 as teenagers. He went on to buy his own Honda 125 Super Dream when he was around 17 years old. From that time Kevin always owned at least one motorbike, often fixing them up himself, and even rode his Honda Gold Wing to Switzerland.

Paula Caudrey, Kevin's estranged wife, said: *"Although we were separated for some time, we had known one another since childhood, having met through the Vale of Aylesbury Model Engineers Society in Quainton. Kevin volunteered his time for many years in helping create the narrow-gauge railway and it will be a fitting tribute that this will be his final resting place."*

In his spare time, Kevin also enjoyed taking his Aveling and Porter Steam Roller to rallies across the country. He was also a founding member of the Bucks British and Classic Motorcycle Club and had an interest in classic cars. Kevin rebuilt his Jaguar XJ6 and also loved driving his Alfa Romeo 164 which he planned to drive with Lynn to Italy to visit the Alfa Romeo museum.

Kevin and Lynn had been looking forward to his retirement from policing in three years' time and they were planning to relocate to Wales.

Kevin is survived by his partner Lynn, and his two children Rachael and Nathan.



## PC Daniel Clayton-Drabble

Having finished night duty at Milton Keynes police station, PC Daniel Clayton-Drabble was travelling home from duty. At about 7.40am, whilst on an unclassified road between the A5 and Whittlebury near Towcaster in Northamptonshire, he was involved in a single vehicle accident and sadly sustained fatal injuries.

Words from Dan's family:

*"When Dan was taken from us so tragically in a car accident on his way home from shift on Boxing Day morning, our worlds were torn apart. At a time in his life where he had so much to look forward to and was so happy, his loss could not have seemed more cruel."*

*"Dan was a genuinely kind and courageous lad who just really wanted to help others. He was a normal 24-year-old who was compelled to face all sides of life sooner than would have been the case, had he not followed his life's ambition to be a police officer. Above all, he cared about*

*people and he would never have chosen a different path. In our eyes, he was the bravest and kindest police officer in the world but in truth, he walked the path that all of those who choose to serve walk. We are as proud of him as he was of all his profession.*

*“He was lucky enough to be surrounded by a team who were inspirational and supportive friends as well as colleagues he knew would always be there for him. We are truly grateful for the compassion and support they have shown to us in what has been the most awful of times. As parents, we have been in the depths of despair, but the support shown has been overwhelming and wherever he is now on duty, we hope he will recognise the love and admiration so clearly felt by those who knew him.*

*“Dan always tried to face everything with a smile which was not always easy when faced with the darker side of life encountered in the job. That smile and a distinctive laugh became a fundamental part of what Dan was and his desire for fun and seeing the joy in others underpinned his life. He loved comedy in all its forms, from watching ancient re-runs of Morecambe and Wise or Faulty Towers to enjoying modern stand-up. His ability to recite whole Ace Ventura scripts was legendary and he could re-enact entire scenes from Hot Fuzz.*

*“Wearing the most ridiculous costumes he could, dancing or regaling people with his array of accents and impressions, he was never happier than when bringing a smile to the faces of those around him. His heart was enormous and his love for those that he cared for was immense.*

*“He enjoyed sport, especially his football and rugby, being an avid supporter of Liverpool FC and Leicester Tigers and loved Formula 1 and golf. He was always first in the queue to turn up and support anyone he cared for at sporting or social events and wholeheartedly threw himself into raising morale and cheering others along.*

*“He cherished his time with us, his sister, her husband and two nieces who he adored beyond reason. He would be proud indeed to see how the two girls revel in the memories they have of him and never a day passes when they do not speak of him.*

*“As it is for so many, Christmas was Dan’s favourite special time and we were lucky enough to have had a wonderful lead up and Christmas Day all together. We are sure that one day those memories will bring smiles and laughter to replace the tears and pain that inevitably haunt us so soon after losing him.*

*“We would give anything to move Heaven and Earth to have our boy by our side again where he belongs, but sadly that is not to be. He will live on in our hearts forever and in the hearts of everyone who knew and loved him.*

*“We have all lost our shining star and the world will never be the same again, but we will be forever grateful for every moment we were lucky enough to share with him.”*

Dan is survived by his fiancée, parents, sister, brother-in-law, and two nieces.

## PC Joseph Cooke

PC Joseph Cooke died on 25 December 2018, after surgery for an injury he suffered arresting a violent man.

On 9 May 2018, Joseph Cooke was serving with the Territorial Support Group (TSG), when in the course of arresting a violent man he sustained a shoulder injury. On 4 December 2018, Joseph underwent surgery for the injury. During surgery he suffered brain damage, and never woke. He died on Christmas Day 2018.

Joseph had joined the TSG in 2016 from Hackney Borough, where his family were well known for their Pie and Mash shop. He made an immediate impression with a smile that would light up a room.

Before joining the police, Joseph had been a primary school teacher after an injury prevented him from pursuing a promising rugby career. He joined the Metropolitan Police service in 2009. Very much a gentle giant, Joseph would rather calm situations with a smile and a talk than use his physique. He was as happy earnestly discussing the issues of the day as he was joining in the laughter and jokes with his team.

Joseph was a massive presence, renowned for his weight lifting ability and his smile which was never far away. His passion for rugby, all things Scottish and fine whisky was only surpassed by his love for his family and his two sons, George and Joseph. He left an indelible mark on all who were lucky enough to know him.

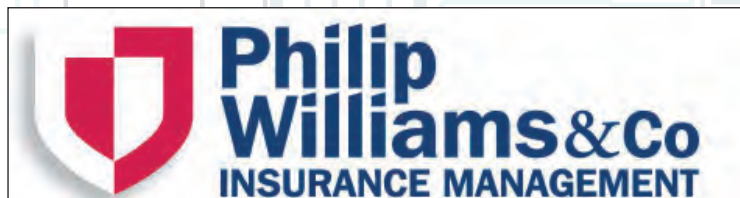
Joseph’s funeral was held on 24 January at the City of London Cemetery. An Honour Guard made up of his colleagues from Hackney and the TSG, and over 300 family and friends attended to say goodbye.

In memory of him North East TSG now hold the Joseph Cooke rugby match during their Nina’s Day family sports day. Joseph’s parents, Kim and Joseph, and his sister Lilly now supply and host the barbeque for all the families at the event.

Kim sums Joseph up best when she says: *“Joseph was passionate whatever he did. He adored his family and his heritage and his children.”*

He has left a huge void but, despite the loss and grief, it is hard to think of Joseph and not find yourself smiling.

Joseph is survived by his loving family, including his wife, two sons, George and Joseph, as well as a large group of friends.



## Warwickshire Group Insurance Scheme

As you know we administrate a group insurance scheme from the Federation office. We are constantly renegotiating the terms of this to ensure that we get maximum cover for your money. Below is a summary of the ongoing work. Please take the time to review what you are covered for as it is there for you to claim on if you need it. If, having read this article you wish to join the scheme please contact the Federation office on 01926 684323 or [gill.naylor@polfed.org](mailto:gill.naylor@polfed.org)

## Trustee Update.

Following a competitive tender process in 2018, we appointed Philip Williams Insurance Management Company to manage the Warwickshire Group Insurance Scheme from 1st May 2018. This moved our scheme renewal from May to September from 2019.

This process improved benefits to members in the following areas:

- Life Insurance Cover increased to £125,000
- Critical Illness Cover increased to £15,000
- Sick Pay was paid at 20% of salary scale for 26 weeks
- Significant improvements were made to the Travel Policy including a relaxed medical screening process
- Cover for Police Medical Appeal Boards were included in the legal expenses policy
- We were able to introduce a telephone led nurse care service provided by Red Arc
- Improvements were made to the motor breakdown cover; and
- Mobile Phone Insurance replaced gadget cover.

We are pleased to report that the change to Philip Williams went extremely smoothly. During the past year we have met with our scheme managers from Philip Williams on a quarterly basis to review scheme performance and claim's history. In January our Account Managers made us aware of a new benefit they were introducing to schemes which gave members access to a UK based 24/7 GP service. We decided to add this service from 1st April 2019 and absorbed the cost from the existing Trust until the renewal date in September.

## Scheme Renewal

At the renewal meeting the cost of the scheme increased for serving members by £0.95 which included the cost of the 24/7 GP service.

The motor breakdown cover was also enhanced to include cover due to driver illness or injury.  
Scheme Performance

The scheme continues to provide significant support to our members with £214,524.50 being directly paid to support Warwickshire members and their beneficiaries through the various scheme benefits provided in the past year. The scheme has also assisted 272 officers and their families through the provision of Motor Breakdown, Mobile Phone, Red Arc Legal Expenses and the new GP 24 Service.

Currently the scheme has over 1000 members, with approximately one third of them being retired.

## Life Insurance

Since starting the scheme we have unfortunately had to pay out a couple of life insurance claims. These have been processed quickly and although they can't replace the lost family member hopefully the money will have helped support the family through this difficult time.

## Critical Illness

Again, not claims that we like to make but since starting the scheme a couple of members and their spouses have been helped financially when they have been diagnosed with a critical illness. Whilst this does not remove the symptoms and upset hopefully it did help any worries about loss of earnings whilst the member we going through treatment

## Personal Accident

This benefit relates to Permanent Total Disablement, Temporary Total Disablement and Accidental loss of sight, limbs, hearing or speech. PTSD is also covered in this if it is related directly to one specific incident. So far £464.29 has been paid out in Personal Accident claims.

## Hospital Benefit

This part of the scheme has paid £2,175 to members. It is payable for each overnight stay in a hospital up to seven nights. For emergency admissions it is paid from the first night, for planned admissions it is paid after the first three nights. This part of the policy is to help people pay for the TV access on the ward or to help cover the parking fees that families incur whilst they are visiting.

## On Duty Assault

We have had no claims made for this part of the package which is great news, but please bear in mind what this covers should you be unfortunate enough to be injured through a firearm or knife. We do try monitor police assaults to make sure that officers get all the support that they need but on occasions the office does not get updated. There is no specific level of injury required to meet the threshold. It is assessed on the fact that the injury has caused at least three days absence from work.

## Court Compensation

This insurance package will pay unpaid court compensation to you up to a maximum of £500. This cannot be claimed until six months after the compensation was awarded to you to give the offender time to pay it. Please make sure you use this. This year ten officers have received a total of £1,271.

## Dental Benefit

We have had no claims in this sections. It covers accidental damage to sound and natural teeth and up to £500 is payable. Accidental can include assault, so please think about this, dentistry can be very expensive

## Sickness Benefit

During last year £20,973.09 was paid to members who, through ill health, had gone onto half pay. Hopefully this helped alleviate some financially worries whilst members were trying to get themselves well enough to return to work.

## Travel

Up to 31st July 2019 members received £34,641.00 compensation for travel issues. Members were also helped with support whilst they were taken ill abroad. Compared to many travel insurances this policy is very flexible as it does not include additional costs for people with pre-existing conditions.

## Legal Expenses

A number of officers have been helped with legal assistance for a variety of different issues since the scheme started. Each case is assessed on its own merits, but just as an indication how much is invested in this area, since the scheme started £16,808.20 has been paid towards legal fees. Over £46,500 has also been set aside to help progress these cases in the coming months.

## Motor Breakdown

We are aware that some members were concerned when we moved away from the RAC. However, since that happened 170 members have used the motor breakdown, with the cost amounting £16,807.

## Mobile Phone

As mobile phones become more and more expensive, the claims on the mobile phone section of the policy have increased, and quite rightly so. So far 42 members have made a claim, totalling £19,918.

## Red Arc

Red Arc is the company that helps provide the majority of the medical support through the insurance package. Forty-nine members have made use of this facility so far. The package includes access to a dedicated personal nurse advisor providing long term practical advice and emotional support for serious physical illness, long term disability or following discharge from hospital. The Personal Nurse Advisor will also help you and your family with unanswered questions, understanding medical terms being used and the impact of medical treatment being offered. They can also suggest alternative treatments and provide support for the extended family.

This part of the package has recently been expanded and is currently being introduced. Through a company called Health Assured 8 counselling sessions are available. This is a 24/7 facility where members won't have to wait for 48hrs as they previously had to.



## GP 24

This was introduced in April this year. It provides unlimited access to practising UK based GPs, wherever you are in the world. They provide a video consultation service if appropriate and the issuing of private prescriptions. The GPs can also issue private fit notes if they are deemed necessary and open referral letters if your condition requires further investigation. Since April 11 people have benefitted from this service. Bear it in mind, especially if you cannot get to see your local GP when you need to. NHS GPs are so stretched at the moment this may just help you when you need it the most.

As we continue to develop this insurance package please let us know of any concerns, issues or ideas that you have so that we can make sure it is fit for purpose.



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# Post Incident Procedures

On 23rd and 24th October the fourth annual seminar on **Post Incidents Procedures** was held at the Chesford Grange in Kenilworth.

The event was hosted by TV and radio presenter Ian Collins, on the theme of 'Back to Basics'. It debated best practice following a death or serious injury, as well as the welfare of police officers and the public in these situations.



Steve Hartshorn

**Steve Hartshorn**, National Firearms and Taser Lead for the Police Federation of England and Wales (PFEW), said:

***"PIPs is one of the most popular seminars in our calendar, and is always throws up some great perspectives and learning."***

***"Over the two days there were an array of speakers, representing stakeholders as diverse as the National Police Chiefs' Council (NPCC), Independent Office for Police Conduct (IOPC) and the Police Firearms Officers' Association (PFOA). There was an input from those involved in the case of Sean Rigg, a detainee who died in police custody in London, and from officers on the ground in Salisbury who dealt with the poisoning of a former spy and his daughter last year."***

Simon Chesterman, NPCC Firearms Lead, delivered the keynote address and Dr Meng Aw-yong, Medical Director for the Metropolitan Police, led a session examining the burden of responsibility on police officers who are trained to shoot.

Mark Williams of PFOA spoke about the Welfare Support Programme (WSP), which provides advice and mental health counselling for officers, and PFEW National Board members, Hayley Aley and Phill Matthews, spoke on police officer well-being and the need for a time limit on officer investigations, respectively.

Please take the time to read more about the Welfare Support Programme in the article in this magazine. It could help you when you need it most.

This event was attended by Steve Martin who is the lead Discipline Rep for Warwickshire Federation as often during a Post Incident Procedure there is always the risk of discipline matters being identified. DI Graham Farren from Professional Standards also attended so that the organisation saw the impact of the lengthy enquiries on officers from a personal perspective.



Steve Martin

## From Steve Martin.

Attending these seminars is invaluable for the information sharing about officers' experiences and current working practices from both a force and a federation perspective.

The impact on officers' lives and their families is immense and can last for many years.

Warwickshire have a number of representatives who are trained to offer this support. Insp Tony Hibbert is the lead PIP trained officer and is also the Federation's point of contact for the Welfare Support Programme

## Why do more people get divorced in January?



### James Rogers

Lawyer in Family Law at Slater and Gordon

The start of a New Year is a time of reflection for many people giving more thought to their future, making resolutions and perhaps taking a closer look at their relationship and life at home.

If there are already problems in a relationship couples can face a lot of pressure over the Christmas period, especially when children and relatives are involved to put a brave face on. With many couples choosing to delay a separation announcement until the New Year.

As family lawyers we tend to see a rise in the number of couples seeking legal advice in January over the breakdown of their relationship.

If you're considering a divorce, here are a few things to consider:

### Is it really over?

If you decide to go ahead with a divorce, you need to be sure that there's no chance that your marriage can be saved.

The Christmas period can be both a joyful and difficult time of year, particularly if you or your spouse have been on duty. However, a tough Christmas may not mean it's the end and you may be able to work through your difficulties with your own support network or counselling services, such as Relate.

### When can I start the process?

You're able to commence divorce proceedings at any time, providing you're not within the first 12 months of marriage.

You'll need to think about what reasons you're going to give the Court to show that your marriage has irretrievably broken down. For example, if you've felt unsupported by your spouse, or feel that the two of you no longer make the effort to spend time together around your shifts etc, you could rely on this to prove to the Court that your marriage is over.

### What action should I be taking?

If you've made the decision to go ahead with a divorce, you should speak to a family lawyer sooner rather than later, to ensure you're fully informed before starting the process.

The most common question we're asked is how an officer can protect their police pension and taking action at the earliest opportunity is very important. A spouse does have a claim against not only income and capital, but pensions too and the level of the claim will be based on its value at the time of the divorce and not necessarily at the time of separation.

### What about the children?

If you have children, you should try and reach an agreement with your spouse about the most suitable and appropriate care arrangements following your separation. If you're unable to do so, you should consider mediation before making an application to Court. Indeed, mediation is now compulsory before you can litigate.

The Court's paramount consideration is the welfare of the relevant children and you should try to agree to a schedule of care, which is in the child's best interests.

# Police Unity Cycle Tour

Following the article in the last magazine, here's the update from Insp Lucy Sewell.

## Police Unity Cycle Tour 2019

Warwickshire riders raised £4477 for Care of Police Survivors. Eight people represented the Force by taking part in this year's Police Unity Tour, an annual 200 mile sponsored cycle ride in aid of the Care of Police Survivors (COPS) charity. The riders started on Friday 26 July from Hindlip Hall where ACC Debbie Tedds waved off the riders, after a short service remembering those who had died whilst on duty.

The cyclist that endured sunshine and down pours were :-

|                            |                          |
|----------------------------|--------------------------|
| <b>Insp Lucy Sewell</b>    | - Custody                |
| <b>S/Sgt Ian Pursglove</b> | - Leamington Spa         |
| <b>Roy Wheelwright</b>     | - Holmes Manager         |
| <b>Paul Wheelwright</b>    | - Paramedic              |
| <b>PC Matt Craddock</b>    | - Response Bedworth      |
| <b>DC Lucy Skidmore</b>    | - CID Leamington Spa     |
| <b>Angie Cox</b>           | - now Devon and Cornwall |
| <b>Tom Stevenson</b>       | - Response Bedworth      |



Arboretum (NMA) in Alrewas, Staffordshire for the annual COPS memorial service. At the NMA the West Midlands Chapter met all the other Police Chapters from across England and Wales. It was great to see ACC Debbie Tedds standing there in the pouring rain, cheering us in, alongside Brenda Ross, the widow of PC Stuart Ross. The Warwickshire contingent then made their way to The Beat and a short memorial was held, with ACC Tedds laying a wreath for our fallen colleagues, and Insp Lucy Sewell handed over to Brenda a bracelet dedicated to PC Stuart Ross.

Insp Sewell said "I was humbled by the strength, camaraderie, emotions and support of everyone round me. The tears did roll down my face as I handed the bracelet to Brenda, who said **"Thank you for keeping the memory of Stuart alive for me"**.

DC Lucy Skidmore said **"This was my first year riding with the Police Unity Tour and I absolutely loved it. The support and team spirit was brilliant and spurred all of us on to make it such a great experience. It was also a really humbling riding for fallen officers and however hard some of the ride was, meeting the families of those that had lost their loved ones doing a job we all do every day, made everything worthwhile"**.

PC Matt Craddock said **"I would like to say a heartfelt thank you to everybody who supported us on the Police Unity Tour and to everyone who donated to the COPS charity. COPS are an amazing organisation, who genuinely change lives. The tour was a challenging and emotional experience, but through comradery and grit, everybody pulled together and completed the 200 plus mile ride"**. Thank you to all that donated and supported us.

Next years Police Unity Tour Cycle ride is Fri 24, Sat 25 and Sun 26 July 2020. If you would like to take part in the 2020 Police Unity Tour Cycle ride, please email Insp Lucy Sewell. ([Lucy.sewell@warwickshire](mailto:Lucy.sewell@warwickshire)).



The riders would like to thank the Warwickshire Police Federation for their kind donation of £150.00.

Sgt Laura Douglas and DCC Amanda Blakeman from West Mercia Police did a brilliant job planning and organising the 2019 PUT. The riders rode with their regional colleagues from West Mercia, West Midlands and Staffordshire, forming the West Midlands Chapter, who between them all raised approx £11000.

The weather was variable, fortunately Friday was dry, however both Saturday and Sunday the riders cycled in rain all day long, however this did not dampen spirits. The route took in some lovely country side across Shropshire, Worcester shire and Staffordshire, finishing at the National Memorial





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